



Supplemental Statistical Report

National Park Service (NPS)
Work Environment Survey
January-March 2017

September 29, 2017



Table of Contents

Table of Contents	1
List of Tables	3
List of Figures	13
1 Introduction	14
1.1 Overview of Results	18
1.2 Population and Respondent Demographic and Occupational Characteristics	19
2 Work-Related Harassment Experiences	23
2.1 Age Harassment	29
2.2 Racial/Ethnic Harassment	33
2.3 Religious Harassment.....	38
2.4 Disability Harassment	42
2.5 Sexual Orientation Harassment.....	46
2.6 Sexual Harassment	51
2.7 Crude and Offensive Behavior	56
2.8 Unwanted Sexual Attention	57
2.9 Sexual Coercion	58
2.10 Gender Harassment	59
2.11 Sexual Assault Related Behaviors.....	63
2.12 Sexual Assault Related Behaviors Experienced.....	68
3 One Behavior or Experience with the Greatest Effect	69
3.1 Characteristics of Age Harassment	70
3.2 Characteristics of Racial/Ethnic Harassment	78
3.3 Characteristics of Religious Harassment.....	87
3.4 Characteristics of Disability Harassment	96
3.5 Characteristics of Sexual Orientation Harassment.....	105
3.6 Characteristics of Sexual/Gender Harassment	114
3.7 Characteristics of Harassment Based on Unknown Reasons	123
3.8 Comparisons Across Types of Harassment.....	132
4 Predictors of Workplace Harassment	148

4.1	Age Harassment	149
4.2	Racial/Ethnic Harassment	165
4.3	Religious Harassment.....	181
4.4	Disability Harassment	197
4.5	Sexual Orientation Harassment.....	213
4.6	Sexual Harassment	235
4.7	Crude and Offensive Behavior.....	257
4.8	Unwanted Sexual Attention	279
4.9	Sexual Coercion	301
4.10	Gender Harassment	323
4.11	Sexual Assault Related Behaviors.....	345
5	Impact of Harassment on Job Outcomes	367
5.1	Age Harassment	368
5.2	Racial/Ethnic Harassment	376
5.3	Religious Harassment.....	384
5.4	Disability Harassment	390
5.5	Sexual Orientation Harassment.....	396
5.6	Sexual Harassment	405
5.7	Crude and Offensive Behavior.....	414
5.8	Unwanted Sexual Attention	423
5.9	Sexual Coercion	432
5.10	Gender Harassment	441
5.11	Sexual Assault Related Behaviors.....	450
5.12	Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes	459
6	Bystander Intervention and Future Reporting	461
6.1	Witnessing an Incident of Harassment and Actions Taken.....	461
6.2	Future Reporting	462

List of Tables

Table 1.1 Description of Survey Constructs with Sample Items 15

Table 1.2 WES Response Rate 16

Table 1.3 Employee and Estimated Study Population Demographic Characteristics 19

Table 1.4 Employee and Estimated Study Population Occupational Characteristics..... 21

Table 2.1 Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months..... 23

Table 2.2 Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months 24

Table 2.3 Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months..... 24

Table 2.4 Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months 24

Table 2.5 Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months . 25

Table 2.6 Estimated Number of Sexual Assault Related Behaviors in Past 12 Months..... 25

Table 2.7 Estimated Experience Rate of Any Form of Harassment in Past 12 Months 25

Table 2.8 Estimated Experience Rate of Age Harassment in Past 12 Months 29

Table 2.9 Estimated Experience Rate of Age Harassment Prior to Past 12 Months 32

Table 2.10 Estimated Pay Plan or Grade at Which Age Harassment First Occurred..... 32

Table 2.11 Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months 33

Table 2.12 Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months ... 36

Table 2.13 Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred.... 37

Table 2.14 Estimated Experience Rate of Religious Harassment in Past 12 Months 38

Table 2.15 Estimated Experience Rate of Religious Harassment Prior to Past 12 Months..... 41

Table 2.16 Estimated Pay Plan or Grade at Which Religious Harassment First Occurred 41

Table 2.17 Estimated Experience Rate of Disability Harassment in Past 12 Months 42

Table 2.18 Estimated Experience Rate of Disability Harassment Prior to Past 12 Months 45

Table 2.19 Estimated Pay Plan or Grade at Which Disability Harassment First Occurred..... 45

Table 2.20 Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months.... 46

Table 2.21 Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months 49

Table 2.22 Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred 50

Table 2.23 Estimated Experience Rate of Sexual Harassment in Past 12 Months 51

Table 2.24 Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months 54

Table 2.25 Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred..... 55

Table 2.26 Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months..... 56

Table 2.27 Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months 57

Table 2.28 Estimated Experience Rate of Sexual Coercion in Past 12 Months 58

Table 2.29 Estimated Experience Rate of Gender Harassment in Past 12 Months 59

Table 2.30 Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months	63
Table 2.31 Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months	66
Table 2.32 Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred.....	67
Table 2.33 Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced	68
Table 3.1 Primary Basis for Experience of Greatest Effect.....	69
Table 3.2 Context of the One Experience of Age Harassment	70
Table 3.3 Results of the One Experience of Age Harassment.....	72
Table 3.4 Discussion of the One Experience of Age Harassment	73
Table 3.5 Resources for Making Complaint of the One Experience of Age Harassment	74
Table 3.6 Results of Reporting the One Experience of Age Harassment.....	74
Table 3.7 Satisfaction with Reporting of the One Experience of Age Harassment.....	76
Table 3.8 Reasons for Not Reporting the One Experience of Age Harassment	77
Table 3.9 Context of the One Experience of Racial/Ethnic Harassment	78
Table 3.10 Results of the One Experience of Racial/Ethnic Harassment.....	80
Table 3.11 Discussion of the One Experience of Racial/Ethnic Harassment	81
Table 3.12 Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment	82
Table 3.13 Results of Reporting the One Experience of Racial/Ethnic Harassment.....	83
Table 3.14 Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment.....	85
Table 3.15 Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment	86
Table 3.16 Context of the One Experience of Religious Harassment	87
Table 3.17 Results of the One Experience of Religious Harassment	89
Table 3.18 Discussion of the One Experience of Religious Harassment	90
Table 3.19 Resources for Making Complaint of the One Experience of Religious Harassment..	91
Table 3.20 Results of Reporting the One Experience of Religious Harassment	92
Table 3.21 Satisfaction with Reporting of the One Experience of Religious Harassment	94
Table 3.22 Reasons for Not Reporting the One Experience of Religious Harassment	95
Table 3.23 Context of the One Experience of Disability Harassment	96
Table 3.24 Results of the One Experience of Disability Harassment.....	98
Table 3.25 Discussion of the One Experience of Disability Harassment	99
Table 3.26 Resources for Making Complaint of the One Experience of Disability Harassment	100
Table 3.27 Results of Reporting the One Experience of Disability Harassment.....	101
Table 3.28 Satisfaction with Reporting of the One Experience of Disability Harassment.....	103
Table 3.29 Reasons for Not Reporting the One Experience of Disability Harassment	104
Table 3.30 Context of the One Experience of Sexual Orientation Harassment.....	105
Table 3.31 Results of the One Experience of Sexual Orientation Harassment	107
Table 3.32 Discussion of the One Experience of Sexual Orientation Harassment.....	108

Table 3.33 Resources for Making Complaint of the One Experience of Sexual Orientation Harassment.....	109
Table 3.34 Results of Reporting the One Experience of Sexual Orientation Harassment	110
Table 3.35 Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment	112
Table 3.36 Reasons for Not Reporting the One Experience of Sexual Orientation Harassment	113
Table 3.37 Context of the One Experience of Sexual/Gender Harassment	114
Table 3.38 Results of the One Experience of Sexual/Gender Harassment.....	116
Table 3.39 Discussion of the One Experience of Sexual/Gender Harassment.....	117
Table 3.40 Resources for Making Complaint of the One Experience of Sexual/Gender Harassment.....	118
Table 3.41 Results of Reporting the One Experience of Sexual/Gender Harassment.....	119
Table 3.42 Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment.	121
Table 3.43 Reasons for Not Reporting the One Experience of Sexual/Gender Harassment.....	122
Table 3.44 Context of the One Experience of Harassment Based on Unknown Reasons	123
Table 3.45 Results of the One Experience of Harassment Based on Unknown Reasons.....	125
Table 3.46 Discussion of the One Experience of Harassment Based on Unknown Reasons.....	126
Table 3.47 Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons	127
Table 3.48 Results of Reporting the One Experience of Harassment Based on Unknown Reasons	128
Table 3.49 Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons	130
Table 3.50 Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons	131
Table 3.51 Context of the One Experience of Harassment – Summary	132
Table 3.52 Results of the One Experience of Harassment – Summary	136
Table 3.53 Discussion of the One Experience of Harassment – Summary	139
Table 3.54 Resources for Making Complaint of the One Experience of Harassment – Summary	140
Table 3.55 Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary	141
Table 3.56 Results of Reporting the One Experience of Harassment – Summary	142
Table 3.57 Satisfaction with Reporting of the One Experience of Harassment – Summary.....	145
Table 3.58 Reasons for Not Reporting the One Experience of Harassment – Summary	146
Table 4.1 Age Harassment and General Intolerance for Harassment by Selected Characteristics	149
Table 4.2 Age Harassment and General Intolerance for Harassment Scale Distribution.....	151
Table 4.3 Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	152

Table 4.4 Age Harassment and Organizational Politics by Selected Characteristics	154
Table 4.5 Age Harassment and Organizational Politics Scale Distribution	155
Table 4.6 Age Harassment and Organizational Trust by Selected Characteristics.....	156
Table 4.7 Age Harassment and Organizational Trust Scale Distribution.....	157
Table 4.8 Age Harassment and Supervisor Support by Selected Characteristics.....	158
Table 4.9 Age Harassment and Supervisor Support Scale Distribution	159
Table 4.10 Age Harassment and Organizational Inclusion by Selected Characteristics	160
Table 4.11 Age Harassment and Organizational Inclusion Scale Distribution	161
Table 4.12 Age Harassment and Bystander Harassment	162
Table 4.13 Logistic Regression of Age Harassment and Predictors of Workplace Harassment	164
Table 4.14 Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics.....	165
Table 4.15 Racial/Ethnic Harassment and General Intolerance for Harassment Scale Distribution	167
Table 4.16 Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	168
Table 4.17 Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics	170
Table 4.18 Racial/Ethnic Harassment and Organizational Politics Scale Distribution	171
Table 4.19 Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics ...	172
Table 4.20 Racial/Ethnic Harassment and Organizational Trust Scale Distribution.....	173
Table 4.21 Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics.....	174
Table 4.22 Racial/Ethnic Harassment and Supervisor Support Scale Distribution	175
Table 4.23 Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics	176
Table 4.24 Racial/Ethnic Harassment and Organizational Inclusion Scale Distribution	177
Table 4.25 Racial/Ethnic Harassment and Bystander Harassment.....	178
Table 4.26 Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment.....	180
Table 4.27 Religious Harassment and General Intolerance for Harassment by Selected Characteristics.....	181
Table 4.28 Religious Harassment and General Intolerance for Harassment Scale Distribution	183
Table 4.29 Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	184
Table 4.30 Religious Harassment and Organizational Politics by Selected Characteristics	185
Table 4.31 Religious Harassment and Organizational Politics Scale Distribution.....	187
Table 4.32 Religious Harassment and Organizational Trust by Selected Characteristics	188
Table 4.33 Religious Harassment and Organizational Trust Scale Distribution	189
Table 4.34 Religious Harassment and Supervisor Support by Selected Characteristics	190
Table 4.35 Religious Harassment and Supervisor Support Scale Distribution	191
Table 4.36 Religious Harassment and Organizational Inclusion by Selected Characteristics ...	192

Table 4.37 Religious Harassment and Organizational Inclusion Scale Distribution.....	193
Table 4.38 Religious Harassment and Bystander Harassment	194
Table 4.39 Logistic Regression of Religious Harassment and Predictors of Workplace Harassment.....	196
Table 4.40 Disability Harassment and General Intolerance for Harassment by Selected Characteristics.....	197
Table 4.41 Disability Harassment and General Intolerance for Harassment Scale Distribution	199
Table 4.42 Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	200
Table 4.43 Disability Harassment and Organizational Politics by Selected Characteristics	202
Table 4.44 Disability Harassment and Organizational Politics Scale Distribution	203
Table 4.45 Disability Harassment and Organizational Trust by Selected Characteristics	204
Table 4.46 Disability Harassment and Organizational Trust Scale Distribution.....	205
Table 4.47 Disability Harassment and Supervisor Support by Selected Characteristics.....	206
Table 4.48 Disability Harassment and Supervisor Support Scale Distribution	207
Table 4.49 Disability Harassment and Organizational Inclusion by Selected Characteristics ...	208
Table 4.50 Disability Harassment and Organizational Inclusion Scale Distribution	209
Table 4.51 Disability Harassment and Bystander Harassment	210
Table 4.52 Logistic Regression of Disability Harassment and Predictors of Workplace Harassment.....	212
Table 4.53 Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics.....	213
Table 4.54 Sexual Orientation Harassment and General Intolerance for Harassment Scale Distribution	215
Table 4.55 Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics	216
Table 4.56 Sexual Orientation Harassment and Organizational Politics by Selected Characteristics.....	218
Table 4.57 Sexual Orientation Harassment and Organizational Politics Scale Distribution	220
Table 4.58 Sexual Orientation Harassment and Organizational Trust by Selected Characteristics	221
Table 4.59 Sexual Orientation Harassment and Organizational Trust Scale Distribution	223
Table 4.60 Sexual Orientation Harassment and Supervisor Support by Selected Characteristics	224
Table 4.61 Sexual Orientation Harassment and Supervisor Support Scale Distribution.....	226
Table 4.62 Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics.....	227
Table 4.63 Sexual Orientation Harassment and Organizational Inclusion Scale Distribution ...	229
Table 4.64 Sexual Orientation Harassment and Gender Context by Selected Characteristics ...	230
Table 4.65 Sexual Orientation Harassment and Bystander Harassment.....	232

Table 4.66 Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment.....	234
Table 4.67 Sexual Harassment and General Intolerance for Harassment by Selected Characteristics.....	235
Table 4.68 Sexual Harassment and General Intolerance for Harassment Scale Distribution.....	237
Table 4.69 Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics.....	238
Table 4.70 Sexual Harassment and Organizational Politics by Selected Characteristics.....	240
Table 4.71 Sexual Harassment and Organizational Politics Scale Distribution.....	242
Table 4.72 Sexual Harassment and Organizational Trust by Selected Characteristics.....	243
Table 4.73 Sexual Harassment and Organizational Trust Scale Distribution.....	245
Table 4.74 Sexual Harassment and Supervisor Support by Selected Characteristics.....	246
Table 4.75 Sexual Harassment and Supervisor Support Scale Distribution.....	248
Table 4.76 Sexual Harassment and Organizational Inclusion by Selected Characteristics.....	249
Table 4.77 Sexual Harassment and Organizational Inclusion Scale Distribution.....	251
Table 4.78 Sexual Harassment and Gender Context by Selected Characteristics.....	252
Table 4.79 Sexual Harassment and Bystander Harassment.....	254
Table 4.80 Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment.....	256
Table 4.81 Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics.....	257
Table 4.82 Crude and Offensive Behavior and General Intolerance for Harassment Scale Distribution.....	259
Table 4.83 Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics.....	260
Table 4.84 Crude and Offensive Behavior and Organizational Politics by Selected Characteristics.....	262
Table 4.85 Crude and Offensive Behavior and Organizational Politics Scale Distribution.....	264
Table 4.86 Crude and Offensive Behavior and Organizational Trust by Selected Characteristics.....	265
Table 4.87 Crude and Offensive Behavior and Organizational Trust Scale Distribution.....	267
Table 4.88 Crude and Offensive Behavior and Supervisor Support by Selected Characteristics.....	268
Table 4.89 Crude and Offensive Behavior and Supervisor Support Scale Distribution.....	270
Table 4.90 Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics.....	271
Table 4.91 Crude and Offensive Behavior and Organizational Inclusion Scale Distribution.....	273
Table 4.92 Crude and Offensive Behavior and Gender Context by Selected Characteristics.....	274
Table 4.93 Crude and Offensive Behavior and Bystander Harassment.....	276

Table 4.94 Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment.....	278
Table 4.95 Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics.....	279
Table 4.96 Unwanted Sexual Attention and General Intolerance for Harassment Scale Distribution	281
Table 4.97 Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics.....	282
Table 4.98 Unwanted Sexual Attention and Organizational Politics by Selected Characteristics	284
Table 4.99 Unwanted Sexual Attention and Organizational Politics Scale Distribution	286
Table 4.100 Unwanted Sexual Attention and Organizational Trust by Selected Characteristics.....	287
Table 4.101 Unwanted Sexual Attention and Organizational Trust Scale Distribution	289
Table 4.102 Unwanted Sexual Attention and Supervisor Support by Selected Characteristics ..	290
Table 4.103 Unwanted Sexual Attention and Supervisor Support Scale Distribution	292
Table 4.104 Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics.....	293
Table 4.105 Unwanted Sexual Attention and Organizational Inclusion Scale Distribution.....	295
Table 4.106 Unwanted Sexual Attention and Gender Context by Selected Characteristics	296
Table 4.107 Unwanted Sexual Attention and Bystander Harassment	298
Table 4.108 Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment.....	300
Table 4.109 Sexual Coercion and General Intolerance for Harassment by Selected Characteristics	301
Table 4.110 Sexual Coercion and General Intolerance for Harassment Scale Distribution.....	303
Table 4.111 Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics.....	304
Table 4.112 Sexual Coercion and Organizational Politics by Selected Characteristics	306
Table 4.113 Sexual Coercion and Organizational Politics Scale Distribution	308
Table 4.114 Sexual Coercion and Organizational Trust by Selected Characteristics.....	309
Table 4.115 Sexual Coercion and Organizational Trust Scale Distribution	311
Table 4.116 Sexual Coercion and Supervisor Support by Selected Characteristics.....	312
Table 4.117 Sexual Coercion and Supervisor Support Scale Distribution	314
Table 4.118 Sexual Coercion and Organizational Inclusion by Selected Characteristics	315
Table 4.119 Sexual Coercion and Organizational Inclusion Scale Distribution	317
Table 4.120 Sexual Coercion and Gender Context by Selected Characteristics	318
Table 4.121 Sexual Coercion and Bystander Harassment	320
Table 4.122 Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment	322

Table 4.123 Gender Harassment and General Intolerance for Harassment by Selected Characteristics	323
Table 4.124 Gender Harassment and General Intolerance for Harassment Scale Distribution ..	325
Table 4.125 Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics	326
Table 4.126 Gender Harassment and Organizational Politics by Selected Characteristics	328
Table 4.127 Gender Harassment and Organizational Politics Scale Distribution	330
Table 4.128 Gender Harassment and Organizational Trust by Selected Characteristics	331
Table 4.129 Gender Harassment and Organizational Trust Scale Distribution	333
Table 4.130 Gender Harassment and Supervisor Support by Selected Characteristics	334
Table 4.131 Gender Harassment and Supervisor Support Scale Distribution	336
Table 4.132 Gender Harassment and Organizational Inclusion by Selected Characteristics	337
Table 4.133 Gender Harassment and Organizational Inclusion Scale Distribution	339
Table 4.134 Gender Harassment and Gender Context by Selected Characteristics	340
Table 4.135 Gender Harassment and Bystander Harassment	342
Table 4.136 Logistic Regression of Gender Harassment and Predictors of Workplace Harassment	344
Table 4.137 Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics	345
Table 4.138 Sexual Assault and General Intolerance for Harassment Scale Distribution	347
Table 4.139 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics	348
Table 4.140 Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics	350
Table 4.141 Sexual Assault and Organizational Politics Scale Distribution	352
Table 4.142 Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics	353
Table 4.143 Sexual Assault and Organizational Trust Scale Distribution	355
Table 4.144 Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics	356
Table 4.145 Sexual Assault and Supervisor Support Scale Distribution	358
Table 4.146 Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics	359
Table 4.147 Sexual Assault and Organizational Inclusion Scale Distribution	361
Table 4.148 Sexual Assault Related Behaviors and Gender Context by Selected Characteristics	362
Table 4.149 Sexual Assault Related Behaviors and Bystander Harassment	364
Table 4.150 Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment	366
Table 5.1 Age Harassment and Job Satisfaction by Selected Characteristics	368

Table 5.2 Age Harassment and Job Satisfaction Scale Distribution..... 370

Table 5.3 Age Harassment and Job Engagement by Selected Characteristics 371

Table 5.4 Age Harassment and Job Engagement Scale Distribution..... 373

Table 5.5 Age Harassment and Organizational Commitment by Selected Characteristics 374

Table 5.6 Age Harassment and Organizational Commitment Scale Distribution 375

Table 5.7 Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics 376

Table 5.8 Racial/Ethnic Harassment and Job Satisfaction Scale Distribution..... 378

Table 5.9 Racial/Ethnic Harassment and Job Engagement by Selected Characteristics 379

Table 5.10 Racial/Ethnic Harassment and Job Engagement Scale Distribution 381

Table 5.11 Racial/Ethnic Harassment and Organizational Commitment by Selected
Characteristics..... 382

Table 5.12 Racial/Ethnic Harassment and Organizational Commitment Scale Distribution 383

Table 5.13 Religious Harassment and Job Satisfaction by Selected Characteristics..... 384

Table 5.14 Religious Harassment and Job Satisfaction Scale Distribution 385

Table 5.15 Religious Harassment and Job Engagement by Selected Characteristics..... 386

Table 5.16 Religious Harassment and Job Engagement Scale Distribution 387

Table 5.17 Religious Harassment and Organizational Commitment by Selected Characteristics
..... 388

Table 5.18 Religious Harassment and Organizational Commitment Scale Distribution..... 389

Table 5.19 Disability Harassment and Job Satisfaction by Selected Characteristics 390

Table 5.20 Disability Harassment and Job Satisfaction Scale Distribution..... 391

Table 5.21 Disability Harassment and Job Engagement by Selected Characteristics 392

Table 5.22 Disability Harassment and Job Engagement Scale Distribution 393

Table 5.23 Disability Harassment and Organizational Commitment by Selected Characteristics
..... 394

Table 5.24 Disability Harassment and Organizational Commitment Scale Distribution 395

Table 5.25 Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics... 396

Table 5.26 Sexual Orientation Harassment and Job Satisfaction Scale Distribution 398

Table 5.27 Sexual Orientation Harassment and Job Engagement by Selected Characteristics.. 399

Table 5.28 Sexual Orientation Harassment and Job Engagement Scale Distribution 401

Table 5.29 Sexual Orientation Harassment and Organizational Commitment by Selected
Characteristics..... 402

Table 5.30 Sexual Orientation Harassment and Organizational Commitment Scale Distribution
..... 404

Table 5.31 Sexual Harassment and Job Satisfaction by Selected Characteristics 405

Table 5.32 Sexual Harassment and Job Satisfaction Scale Distribution 407

Table 5.33 Sexual Harassment and Job Engagement by Selected Characteristics 408

Table 5.34 Sexual Harassment and Job Engagement Scale Distribution 410

Table 5.35 Sexual Harassment and Organizational Commitment by Selected Characteristics.. 411

Table 5.36 Sexual Harassment and Organizational Commitment Scale Distribution 413

Table 5.37 Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics	414
Table 5.38 Crude and Offensive Behavior and Job Satisfaction Scale Distribution	416
Table 5.39 Crude and Offensive Behavior and Job Engagement by Selected Characteristics...	417
Table 5.40 Crude and Offensive Behavior and Job Engagement Scale Distribution	419
Table 5.41 Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics.....	420
Table 5.42 Crude and Offensive Behavior and Organizational Commitment Scale Distribution	422
Table 5.43 Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics	423
Table 5.44 Unwanted Sexual Attention and Job Satisfaction Scale Distribution.....	425
Table 5.45 Unwanted Sexual Attention and Job Engagement by Selected Characteristics	426
Table 5.46 Unwanted Sexual Attention and Job Engagement Scale Distribution.....	428
Table 5.47 Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics.....	429
Table 5.48 Unwanted Sexual Attention and Organizational Commitment Scale Distribution ..	431
Table 5.49 Sexual Coercion and Job Satisfaction by Selected Characteristics	432
Table 5.50 Sexual Coercion and Job Satisfaction Scale Distribution.....	434
Table 5.51 Sexual Coercion and Job Engagement by Selected Characteristics	435
Table 5.52 Sexual Coercion and Job Engagement Scale Distribution.....	437
Table 5.53 Sexual Coercion and Organizational Commitment by Selected Characteristics	438
Table 5.54 Sexual Coercion and Organizational Commitment Scale Distribution	440
Table 5.55 Gender Harassment and Job Satisfaction by Selected Characteristics	441
Table 5.56 Gender Harassment and Job Satisfaction Scale Distribution.....	443
Table 5.57 Gender Harassment and Job Engagement by Selected Characteristics	444
Table 5.58 Gender Harassment and Job Engagement Scale Distribution	446
Table 5.59 Gender Harassment and Organizational Commitment by Selected Characteristics .	447
Table 5.60 Gender Harassment and Organizational Commitment Scale Distribution	449
Table 5.61 Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics	450
Table 5.62 Sexual Assault and Job Satisfaction Scale Distribution	452
Table 5.63 Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics	453
Table 5.64 Sexual Assault and Job Engagement Scale Distribution	455
Table 5.65 Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics.....	456
Table 5.66 Sexual Assault and Organizational Commitment Scale Distribution.....	458
Table 5.67 Linear Regression of Harassment and Job Satisfaction.....	459
Table 5.68 Linear Regression of Harassment and Job Engagement.....	460
Table 5.69 Linear Regression of Harassment and Organizational Commitment	460
Table 6.1 Percent Witnessing Harassment.....	461
Table 6.2 Actions Taken in Response to Witnessing Harassment.....	462

Table 6.3 Potential Recipients of a Complaint of Harassment or Assault..... 463

List of Figures

Figure 1.1 Conceptual Framework 14

1 Introduction

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

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

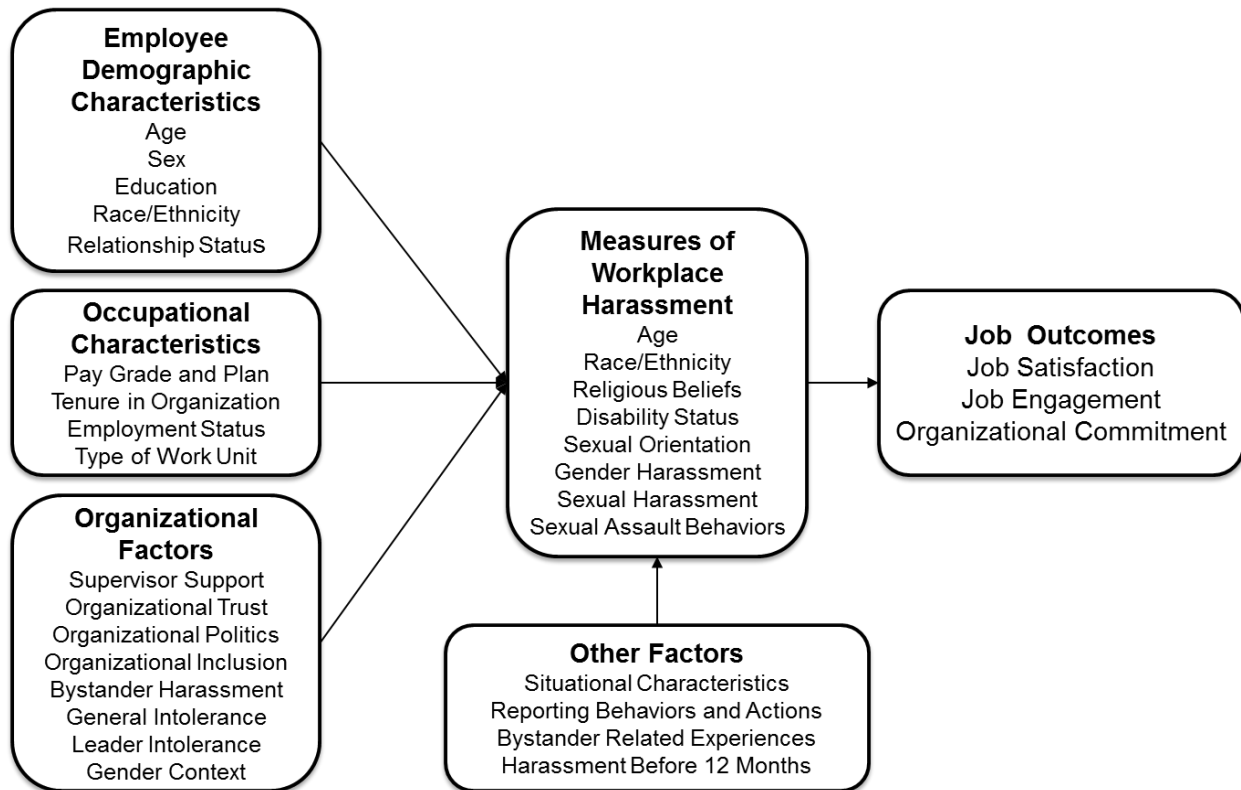


Figure 1.1 Conceptual Framework

Table 1.1 Description of Survey Constructs with Sample Items

<i>Survey Section</i>	<i>Construct</i>	<i>Sample Item</i>
Part I Your Perceptions About Your Job	<ul style="list-style-type: none"> • Job Satisfaction • Job Engagement • Organizational Commitment • Organizational Politics • Organizational Trust • Supervisor Support • Organizational Inclusion 	<ul style="list-style-type: none"> • How satisfied are you with your job? • I am immersed in my work. • I would be happy to spend the rest of my career in my work unit. • It is best not to rock the boat in my work unit. • I feel my work unit will keep its word. • My supervisor cares about my opinions. • Members of my current work unit feel accepted by other members.
Part II Work Related Experiences	<ul style="list-style-type: none"> • Harassment based on my age, race/ethnicity, religious beliefs, disability status, sexual orientation • Sexual Harassment • Gender Harassment • Sexual Assault Related Behaviors 	<ul style="list-style-type: none"> • How often did you hear negative comments or remarks based on your... • How often did someone at work tell offensive sexual stories or jokes? • How often did someone at work make offensive, sexist remarks? • How often did you experience any intentional sexual contacts that were against your will?
Part III One Behavior/ Experience with the Greatest Effect	<ul style="list-style-type: none"> • Specific Behavior or Experience with Greatest Effect 	<ul style="list-style-type: none"> • Was the type of behavior or experience based on your: age; race or ethnicity; religious beliefs; disability status or condition; sexual orientation; sex/gender; When and where did it occur? Who did it? Did you report it?
Part IV Organizational Policies & Procedures	<ul style="list-style-type: none"> • General Intolerance for Harassment • Leadership Intolerance for Harassment • Bystander Harassment • Bystander Intervention • Resource Utilization 	<ul style="list-style-type: none"> • At your current work unit, it would be very risky to file a harassment complaint. • Do the persons below tolerate harassment? • How often have you witnessed another employee being harassed? • What actions did you take if you witnessed another employee being harassed? • Which resources would you use if you were to make an oral and/or written complaint/grievance/report about a harassment experience?
Part V Demographic & Occupational Characteristics	<ul style="list-style-type: none"> • Demographic and Occupational Characteristics 	<ul style="list-style-type: none"> • Age, Marital Status, Ethnicity, Race, Sexual Orientation, Education, Tenure, Pay Grade, Supervisory Status, Work Location, Gender Context.

All active NPS 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 NPS employees ($N = 18,550$) 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 9,395 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 50.6%. Initial screening of the data for inclusion criteria indicated a total of 9,156 completed questionnaires were available for the analysis, yielding a response rate of 49.4%.

Table 1.2 WES Response Rate

	NPS
A. Total Sample	18,550
B. Delivered Invitations/Surveys	18,550
C. Submitted Surveys	9,395
D. Participation Rate	50.6%
E. Completed Surveys	9,156
F. Response Rate	49.4%

Definition of Terms

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

Inclusion Criteria for Determining a Completed Survey

All submitted surveys were screened based on the following inclusion criteria. If a submitted survey did not meet the inclusion criteria, it was not included in the analysis.

1. Duplicate or Missing Survey Identifiers – A submitted online survey or paper form must have been associated with a valid survey identifier and a survey identifier could not be associated with more than one submitted survey. When a survey identifier was associated with more than one submitted survey, the paper form submission was dropped.
2. Critical Variables – A respondent must have answered the Gender Identity (Q60) question and at least one item in the Sexual/Gender Harassment section (Q25a-q).
3. Responses to Core Variables – In addition to item 2, a respondent must have answered at least 50% of non-skip questions for the core variables listed below.
 - a. Job Satisfaction (Q3a-j)
 - b. Job Engagement (Q4a-i)
 - c. Organizational Commitment (Q5a-f)
 - d. Organizational Politics (Q6a-g)
 - e. Organizational Trust (Q7a-g)
 - f. Supervisor Support (Q8a-d)
 - g. Organizational Inclusion (Q9a-e)
 - h. General Intolerance for Harassment (Q51a-k)
 - i. Leadership Intolerance for Harassment (Q52a-d)
 - j. Bystander Harassment (Q53a-f)
4. No Variance – All cases where there was no variance in responses to the following core variables that include reverse coded questions were excluded from the analysis database. Note that responses of the neutral alternative (3), *Neither Agree nor Disagree*, are excluded from this criterion.
 - a. Organizational Politics (Q6a-g) reversed scale items Q6a and Q6b
 - b. Organizational Trust (Q7a-g) reversed scale items Q7a, Q7b, Q7e, and Q7g
 - c. Supervisor Support (Q8a-d) reversed scale item Q8b
 - d. General Intolerance for Harassment (Q51a-k) reversed scale items Q51a, Q51b, Q51f, and Q51g

1.1 Overview of Results

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

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

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

1.2 Population and Respondent Demographic and Occupational Characteristics

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

Demographic characteristics for the study population were derived by weighting the survey results to estimate the NPS 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 Employee and Estimated Study Population Demographic Characteristics

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Age - Collapsed				
39 or under	6,233	33.6%	6,254 (±127)	33.8% (±0.7)
40 or older	12,317	66.4%	12,262 (±127)	66.2% (±0.7)
Age				
25 or under	850	4.6%	852 (±58)	4.6% (±0.3)
26-29	1,218	6.6%	1,221 (±68)	6.6% (±0.4)
30-39	4,165	22.5%	4,181 (±113)	22.6% (±0.6)
40-49	4,392	23.7%	4,408 (±115)	23.8% (±0.6)
50-59	5,260	28.4%	5,221 (±121)	28.2% (±0.7)
60 or older	2,665	14.4%	2,633 (±95)	14.2% (±0.5)
Relationship Status - Collapsed				
Single	NA	NA	4,276 (±113)	23.4% (±0.6)
Partnered/Married	NA	NA	12,016 (±126)	65.7% (±0.7)
Separated/Widowed/Divorced	NA	NA	2,006 (±84)	11.0% (±0.5)
Relationship Status				
Single	NA	NA	4,276 (±113)	23.4% (±0.6)
Separated	NA	NA	288 (±35)	1.6% (±0.2)
Partnered	NA	NA	827 (±57)	4.5% (±0.3)
Divorced	NA	NA	1,529 (±75)	8.4% (±0.4)
Married	NA	NA	11,189 (±130)	61.2% (±0.7)
Widowed	NA	NA	189 (±29)	1.0% (±0.2)
Ethnicity/Race - Collapsed				
Non-Minority (Non-Hispanic White)	14,723	81.5%	14,506 (±107)	79.7% (±0.6)
Minority	3,352	18.5%	3,690 (±107)	20.3% (±0.6)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Ethnicity/Race				
Hispanic	1,017	5.6%	1,422 (±73)	7.8% (±0.4)
American Indian or Alaskan Native	399	2.2%	381 (±40)	2.1% (±0.2)
Asian	311	1.7%	169 (±27)	0.9% (±0.2)
Black/African-American	1,212	6.7%	798 (±56)	4.4% (±0.3)
Native Hawaiian or Other Pacific Islander	153	0.8%	202 (±30)	1.1% (±0.2)
Non-Hispanic White	14,723	81.5%	14,506 (±107)	79.7% (±0.6)
Multi-racial	260	1.4%	718 (±53)	3.9% (±0.3)
Disability				
Yes	1,569	9.4%	1,957 (±84)	10.6% (±0.5)
No	15,063	90.6%	16,483 (±84)	89.4% (±0.5)
Sex				
Men	11,585	62.5%	11,521 (±130)	62.3% (±0.7)
Women	6,965	37.5%	6,964 (±130)	37.7% (±0.7)
Gender Identity				
Male	11,585	62.5%	11,521 (±130)	62.1% (±0.7)
Female	6,965	37.5%	6,964 (±130)	37.5% (±0.7)
Transgender	NA	NA	16 (±10)	0.1% (±0.1)
Do not identify as female, male, or transgender	NA	NA	53 (±16)	0.3% (±0.1)
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	16,682 (±58)	95.1% (±0.3)
Sexual Minority	NA	NA	851 (±58)	4.9% (±0.3)
Sexual Orientation				
Heterosexual or straight	NA	NA	16,682 (±78)	90.9% (±0.4)
Lesbian	NA	NA	182 (±28)	1.0% (±0.2)
Gay	NA	NA	248 (±33)	1.4% (±0.2)
Bisexual	NA	NA	286 (±35)	1.6% (±0.2)
Other	NA	NA	135 (±25)	0.7% (±0.1)
I prefer not to say	NA	NA	816 (±57)	4.4% (±0.3)

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

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

Table 1.4 Employee and Estimated Study Population Occupational Characteristics

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Education Level - Collapsed				
Less than High School/High School Diploma/GED	5,402	30.0%	5,587 (± 123)	30.7% (± 0.7)
Trade/Tech Certificate/Some College	2,640	14.7%	2,938 (± 99)	16.1% (± 0.5)
AA/College Degree	7,003	38.9%	6,450 (± 127)	35.4% (± 0.7)
Graduate Degree	2,939	16.3%	3,223 (± 102)	17.7% (± 0.6)
Appointment Type				
Permanent	14,978	80.9%	15,831 (± 93)	86.2% (± 0.5)
Term	1,294	7.0%	1,658 (± 78)	9.0% (± 0.4)
Temporary	2,232	12.1%	868 (± 58)	4.7% (± 0.3)
Work Schedule				
Seasonal	2,197	12.8%	1,841 (± 81)	11.2% (± 0.5)
Non-seasonal	15,013	87.2%	14,625 (± 81)	88.8% (± 0.5)
Appointment Type and Work Schedule				
Permanent-Seasonal	2,167	11.7%	1,098 (± 65)	6.1% (± 0.4)
Permanent-Non-Seasonal	12,811	69.2%	14,501 (± 107)	80.0% (± 0.6)
Term	1,294	7.0%	1,658 (± 78)	9.2% (± 0.4)
Temporary-Seasonal	30	0.2%	743 (± 54)	4.1% (± 0.3)
Temporary-Non-Seasonal	2,202	11.9%	124 (± 24)	0.7% (± 0.1)
Years of Service at Bureau or Office				
Less than 1 year	NA	NA	1,149 (± 66)	6.2% (± 0.4)
1 to 3 years	NA	NA	2,585 (± 94)	14.0% (± 0.5)
4 to 5 years	NA	NA	1,494 (± 74)	8.1% (± 0.4)
6 to 10 years	NA	NA	3,830 (± 109)	20.8% (± 0.6)
11 to 14 years	NA	NA	1,807 (± 81)	9.8% (± 0.4)
15 to 20 years	NA	NA	2,822 (± 97)	15.3% (± 0.5)
More than 20 years	NA	NA	4,736 (± 117)	25.7% (± 0.6)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number^a</i>	<i>Percent^a</i>
Pay Plan and Grade				
Wage Grade (WG) 1 - 4	430	2.3%	640 (±51)	3.5% (±0.3)
Wage Grade (WG) 5 - 8	1,716	9.3%	2,828 (±97)	15.5% (±0.5)
Wage Grade (WG) 9 - 16	988	5.3%	1,496 (±74)	8.2% (±0.4)
Other Wage Grade (WG)	570	3.1%	236 (±32)	1.3% (±0.2)
General Schedule (GS) 1 - 6	3,110	16.8%	2,146 (±87)	11.7% (±0.5)
General Schedule (GS) 7 - 10	3,535	19.1%	4,043 (±111)	22.1% (±0.6)
General Schedule (GS) 11 - 12	4,532	24.5%	4,407 (±114)	24.1% (±0.6)
General Schedule (GS) 13 - 15	1,987	10.7%	1,785 (±80)	9.8% (±0.4)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	26	0.1%	24 (±12)	0.1% (±0.1)
Other	1,610	8.7%	691 (±52)	3.8% (±0.3)
Supervisory Status - Collapsed				
Non-Supervisor	14,141	76.4%	9,205 (±133)	50.3% (±0.7)
Supervisor	4,363	23.6%	9,092 (±133)	49.7% (±0.7)
Supervisory Status				
Team Leader	305	1.6%	3,660 (±107)	20.0% (±0.6)
Supervisor	3,855	20.8%	3,637 (±107)	19.9% (±0.6)
Manager	177	1.0%	1,689 (±78)	9.2% (±0.4)
Senior Leader	26	0.1%	105 (±22)	0.6% (±0.1)
None of the above	14,141	76.4%	9,205 (±133)	50.3% (±0.7)
Duty Station				
National Park Service Headquarters Office (WASO)	NA	NA	1,091 (±65)	5.9% (±0.4)
Regional Office	NA	NA	1,389 (±72)	7.6% (±0.4)
Park or Other Field Location	NA	NA	15,865 (±92)	86.5% (±0.5)

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

2 Work-Related Harassment Experiences

Table 2.1 through Table 2.6 present the estimated experience rate of employees who experienced, 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 NPS. For all types of harassment, survey participants were asked how often they experienced various behaviors using a 6-point response scale ranging from *never* to *one or more times a day*. Respondents who answered in the affirmative (i.e., they selected *once, once a month or less, two to three times a month, once a week or more, one or more times a day*) were counted as having experienced harassment and included in the experience rate. Therefore, the experience rate represents the estimated percentage of employees who experienced harassment behaviors one or more times.

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

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	22.9%	±0.6	3.1	±0.0	3	2
Racial/Ethnic	9.5%	±0.4	3.0	±0.0	3	2
Religious	7.2%	±0.4	2.9	±0.0	3	2
Disability	6.9%	±0.4	3.1	±0.0	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 Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Age	4,133	4,358
Racial/Ethnic	1,690	1,846
Religious	1,258	1,395
Disability	1,209	1,344

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

	Experience rate		Frequency of occurrence ^a			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	4.5%	±0.3	3.2	±0.1	3	2
Gender Harassment	19.3%	±0.6	3.1	±0.0	3	3
Sexual Harassment	10.4%	±0.4	3.0	±0.0	3	2
Crude and Offensive Behavior	19.0%	±0.6	3.0	±0.0	3	2
Unwanted Sexual Attention	6.8%	±0.4	2.7	±0.0	2	2
Sexual Coercion	1.0%	±0.2	3.2	±0.1	3	2

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

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

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Orientation	774	885
Gender Harassment	3,466	3,677
Sexual Harassment	1,833	1,996
Crude and Offensive Behavior	3,428	3,638
Unwanted Sexual Attention	1,200	1,335
Sexual Coercion	157	210

Table 2.5 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	0.95%	±0.15	2.5	±0.1	2	2
Sexual Touching	0.72%	±0.13	2.4	±0.1	2	2
Attempted Sex	0.17%	±0.07	2.4	±0.3	2	2
Completed Sex	0.05%	±0.05	2.8	±0.7	2	2

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

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

	Estimated number	
	Lower bound	Upper bound
Sexual Assault	151	203
Sexual Touching	113	158
Attempted Sex	22	45
Completed Sex	5	19

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 NPS.

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

	N	Experience rate		Frequency of occurrence ^a	
		Percent	MoE	Average	MoE
Overall	7,183	38.7%	±0.7	3.1	±0.0
Age - Collapsed					
39 or under	2,926	46.8%*	±1.2	3.2*	±0.0
40 or older	4,233	34.5%*	±0.8	3.0*	±0.0
Age					
A 25 or under	492	57.8% CDEF	±3.4	3.3 BCDEF	±0.0
B 26-29	641	52.5% CDEF	±2.8	3.1 ADEF	±0.0
C 30-39	1,793	42.9% ABDEF	±1.5	3.2 ADEF	±0.0
D 40-49	1,385	31.4% ABCEF	±1.4	3.0 ABC	±0.0
E 50-59	1,877	35.9% ABCD	±1.3	3.0 ABC	±0.0
F 60 or older	971	36.9% ABCD	±1.9	3.0 ABC	±0.0
Relationship Status - Collapsed					
A Single	1,999	46.7% BC	±1.5	3.1 BC	±0.0
B Partnered/Married	4,233	35.2% AC	±0.9	3.0 AC	±0.0
C Separated/Widowed/Divorced	841	41.9% AB	±2.2	3.2 AB	±0.0

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status						
A	Single	1,999	46.7%DEF	±1.5	3.1BCEF	±0.0
B	Separated	150	51.9%DEF	±5.8	3.6ACDEF	±0.1
C	Partnered	373	45.2%E	±3.4	3.2ABDEF	±0.0
D	Divorced	626	41.0%ABE	±2.5	3.1BCE	±0.0
E	Married	3,860	34.5%ABCD	±0.9	3.0ABCD	±0.0
F	Widowed	65	34.6%AB	±7.1	2.9ABC	±0.1
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	5,626	38.8%	±0.8	3.1	±0.0
	Minority	1,387	37.6%	±1.6	3.0	±0.0
Ethnicity/Race						
A	Hispanic	538	37.9%	±2.6	3.1CE	±0.0
B	American Indian or Alaskan Native	145	38.0%	±5.0	3.0CDFG	±0.1
C	Asian	59	34.7%	±7.6	2.7ABDFG	±0.1
D	Black/African-American	297	37.3%	±3.4	3.1BCE	±0.1
E	Native Hawaiian or Other Pacific Islander	56	27.9%FG	±6.6	2.8ADFG	±0.1
F	Non-Hispanic White	5,626	38.8%E	±0.8	3.1BCE	±0.0
G	Multi-racial	291	40.6%E	±3.6	3.1BCE	±0.1
Disability						
	Yes	964	49.2%*	±2.2	3.3*	±0.0
	No	6,169	37.4%*	±0.7	3.0*	±0.0
Sex						
	Men	3,767	32.7%*	±0.9	3.1*	±0.0
	Women	3,381	48.5%*	±1.2	3.0*	±0.0
Gender Identity						
A	Male	3,767	32.7%BD	±0.9	3.1BD	±0.0
B	Female	3,381	48.5%A	±1.2	3.0AD	±0.0
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	27	50.9%A	±13.6	3.3AB	±0.2
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed						
	Heterosexual	6,253	37.5%*	±0.7	3.1*	±0.0
	Sexual Minority	529	62.2%*	±3.3	3.1*	±0.0

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation						
A	Heterosexual or straight	6,253	37.5%BCDE	±0.7	3.1BCDF	±0.0
B	Lesbian	125	68.9%AF	±7.2	3.2ACEF	±0.1
C	Gay	138	55.5%AF	±6.3	2.7ABDEF	±0.1
D	Bisexual	190	66.3%AF	±5.7	3.3ACEF	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	76	56.7%AF	±8.6	3.0BCD	±0.1
F	I prefer not to say	318	39.0%BCDE	±3.4	2.9ABCD	±0.0
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	1,697	30.4%BCD	±1.2	3.1BCD	±0.0
B	Trade/Tech Certificate/Some College	1,156	39.4%AD	±1.8	3.3ACD	±0.0
C	AA/College Degree	2,702	41.9%AD	±1.2	3.0AB	±0.0
D	Graduate Degree	1,474	45.7%ABC	±1.7	3.0AB	±0.0
Appointment Type						
A	Permanent	5,949	37.6%BC	±0.8	3.0BC	±0.0
B	Term	712	42.9%AC	±2.4	3.1AC	±0.0
C	Temporary	416	47.9%AB	±3.3	3.3AB	±0.0
Work Schedule						
	Seasonal	847	46.0%*	±2.3	3.1	±0.0
	Non-seasonal	5,450	37.3%*	±0.8	3.1	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	478	43.5%B	±3.0	2.9BCDE	±0.0
B	Permanent-Non-Seasonal	5,404	37.3%ACD	±0.8	3.1ACD	±0.0
C	Term	712	42.9%BD	±2.4	3.1ABD	±0.0
D	Temporary-Seasonal	369	49.7%BC	±3.6	3.3ABCE	±0.1
E	Temporary-Non-Seasonal	46	37.4%	±9.0	3.1AD	±0.1
Years of Service at Bureau or Office						
A	Less than 1 year	377	32.8%BCDEF	±2.8	3.3BCDFG	±0.1
B	1 to 3 years	1,021	39.5%ACG	±1.9	3.1ADEFG	±0.0
C	4 to 5 years	680	45.5%ABEFG	±2.5	3.1ADEFG	±0.0
D	6 to 10 years	1,614	42.1%AG	±1.6	3.0ABCE	±0.0
E	11 to 14 years	705	39.0%ACG	±2.3	3.3BCDFG	±0.0
F	15 to 20 years	1,098	38.9%ACG	±1.8	2.9ABCE	±0.0
G	More than 20 years	1,641	34.6%BCDEF	±1.4	3.0ABCE	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	1,201	43.1%BC	±1.8	3.0BC	±0.0
B	Middle Grade	3,363	40.2%AC	±1.1	3.2AC	±0.0
C	Senior Grade	2,220	35.9%AB	±1.2	2.9AB	±0.0
D	Executive Grade	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status - Collapsed						
	Non-Supervisor	3,696	40.2%*	±1.0	3.1*	±0.0
	Supervisor	3,342	36.8%*	±1.0	3.0*	±0.0
Supervisory Status						
A	Team Leader	1,500	41.0%BC	±1.6	3.2BCDE	±0.0
B	Supervisor	1,275	35.1%ACE	±1.6	2.9AE	±0.0
C	Manager	524	31.0%ABE	±2.3	2.9AE	±0.0
D	Senior Leader	42	40.0%	±9.8	2.8AE	±0.2
E	None of the above	3,696	40.2%BC	±1.0	3.1ABCD	±0.0
Duty Station						
A	National Park Service Headquarters Office (WASO)	391	35.8%	±2.9	3.1B	±0.1
B	Regional Office	515	37.0%	±2.6	2.9AC	±0.0
C	Park or Other Field Location	6,206	39.1%	±0.8	3.1B	±0.0

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

2.1 Age Harassment

2.1.1 Past 12 Months

Table 2.8 presents 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 NPS.

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

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	4,244	22.9%	±0.6	3.1	±0.0
Age - Collapsed					
39 or under	1,784	28.6%*	±1.1	3.2*	±0.0
40 or older	2,443	19.9%*	±0.7	3.0*	±0.0
Age					
A 25 or under	437	51.3%BCDEF	±3.4	3.5BCDEF	±0.1
B 26-29	431	35.3%ACDEF	±2.7	3.0A	±0.1
C 30-39	915	21.9%ABDF	±1.3	3.1A	±0.1
D 40-49	599	13.6%ABCEF	±1.0	3.0A	±0.1
E 50-59	1,092	21.0%ABDF	±1.1	3.0A	±0.0
F 60 or older	751	28.5%ABCDE	±1.8	3.0A	±0.0
Relationship Status - Collapsed					
A Single	1,254	29.4%BC	±1.4	3.2B	±0.0
B Partnered/Married	2,492	20.8%A	±0.7	3.0AC	±0.0
C Separated/Widowed/Divorced	439	21.9%A	±1.9	3.1B	±0.1
Relationship Status					
A Single	1,254	29.4%DE	±1.4	3.2BDE	±0.0
B Separated	85	29.6%DE	±5.6	3.9ACDEF	±0.2
C Partnered	222	27.3%DE	±3.2	3.2BDE	±0.1
D Divorced	307	20.1%ABC	±2.1	2.9ABC	±0.1
E Married	2,270	20.3%ABC	±0.8	3.0ABC	±0.0
F Widowed	46	24.6%	±6.7	3.1B	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	3,365	23.2%*	±0.7	3.1*	±0.0
Minority	777	21.1%*	±1.3	3.1*	±0.0

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	301	21.2%	±2.2	3.2BCD	±0.1
B	American Indian or Alaskan Native	97	25.4%	±4.6	2.7ADFG	±0.1
C	Asian	38	22.5%	±7.0	2.8ADG	±0.2
D	Black/African-American	160	20.0%	±2.9	3.4ABCF	±0.1
E	Native Hawaiian or Other Pacific Islander	33	16.3%	±5.8	3.0	±0.2
F	Non-Hispanic White	3,365	23.2%	±0.7	3.1BD	±0.0
G	Multi-racial	148	20.6%	±3.1	3.2BC	±0.1
Disability						
	Yes	589	30.2%*	±2.1	3.2*	±0.1
	No	3,625	22.0%*	±0.6	3.0*	±0.0
Sex						
	Men	2,359	20.5%*	±0.7	3.1*	±0.0
	Women	1,864	26.8%*	±1.1	3.0*	±0.0
Gender Identity						
A	Male	2,359	20.5%B	±0.7	3.1BC	±0.0
B	Female	1,864	26.8%A	±1.1	3.0A	±0.0
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	18	34.0%	±14.1	3.2	±0.3
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed						
	Heterosexual	3,702	22.2%*	±0.6	3.1*	±0.0
	Sexual Minority	301	35.3%*	±3.3	3.2*	±0.1
Sexual Orientation						
A	Heterosexual or straight	3,702	22.2%DE	±0.6	3.1CDF	±0.0
B	Lesbian	50	27.8%DE	±7.0	3.0D	±0.2
C	Gay	72	28.9%DE	±6.0	2.6ADE	±0.1
D	Bisexual	119	41.7%ABCF	±5.8	3.6ABCEF	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	59	43.8%ABCF	±8.6	3.2CDF	±0.2
F	I prefer not to say	196	24.3%DE	±3.1	2.9ADE	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	980	17.6%BCD	±1.0	3.2BCD	±0.0
B	Trade/Tech Certificate/Some College	714	24.4%A	±1.6	3.3ACD	±0.1
C	AA/College Degree	1,583	24.5%A	±1.1	2.9AB	±0.0
D	Graduate Degree	849	26.4%A	±1.6	3.0AB	±0.0
Appointment Type						
A	Permanent	3,452	21.8%BC	±0.7	3.0BC	±0.0
B	Term	441	26.6%AC	±2.2	3.3A	±0.1
C	Temporary	270	31.2%AB	±3.2	3.3A	±0.1
Work Schedule						
	Seasonal	490	26.6%*	±2.1	3.1	±0.1
	Non-seasonal	3,176	21.8%*	±0.7	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	256	23.3%D	±2.6	2.9CD	±0.1
B	Permanent-Non-Seasonal	3,140	21.7%CD	±0.7	3.0CD	±0.0
C	Term	441	26.6%B	±2.2	3.3AB	±0.1
D	Temporary-Seasonal	234	31.5%AB	±3.4	3.3AB	±0.1
E	Temporary-Non-Seasonal	37	29.7%	±8.7	3.1	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	250	21.7%C	±2.5	3.6BCDEFG	±0.1
B	1 to 3 years	673	26.0%DFG	±1.7	3.1ADF	±0.1
C	4 to 5 years	413	27.7%ADEFG	±2.3	3.1AD	±0.1
D	6 to 10 years	858	22.4%BC	±1.4	2.9ABCEG	±0.0
E	11 to 14 years	404	22.5%C	±2.0	3.2ADF	±0.1
F	15 to 20 years	561	19.9%BC	±1.5	3.0ABE	±0.1
G	More than 20 years	1,054	22.3%BC	±1.2	3.0AD	±0.0
Pay Plan and Grade - Collapsed						
A	Junior Grade	755	27.2%C	±1.7	3.2C	±0.1
B	Middle Grade	2,102	25.1%C	±0.9	3.1C	±0.0
C	Senior Grade	1,169	18.9%AB	±1.0	2.9AB	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	2,229	24.3%*	±0.9	3.1*	±0.0
	Supervisor	1,907	21.0%*	±0.8	3.0*	±0.0
Supervisory Status						
A	Team Leader	844	23.1%C	±1.4	3.2BCD	±0.0
B	Supervisor	765	21.0%CE	±1.4	2.8AE	±0.0
C	Manager	278	16.5%ABE	±1.8	2.8AE	±0.1
D	Senior Leader	20	19.0%	±8.8	2.6AE	±0.3
E	None of the above	2,229	24.3%BC	±0.9	3.1BCD	±0.0

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Duty Station						
A	National Park Service Headquarters Office (WASO)	235	21.6%	±2.6	3.2BC	±0.1
B	Regional Office	286	20.6%	±2.2	2.9AC	±0.1
C	Park or Other Field Location	3,663	23.1%	±0.7	3.1AB	±0.0

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

2.1.2 Prior to Past 12 Months

Table 2.9 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 NPS.

Table 2.9 Estimated Experience Rate of Age Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	3,404	19.7%	±0.6

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

Table 2.10 Estimated Pay Plan or Grade at Which Age Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	167	4.9%	±0.8
Wage Grade (WG) 5-8	623	18.4%	±1.3
Wage Grade (WG) 9-16	181	5.3%	±0.8
Other Wage Grade (WG)	13	0.4%	±0.3
General Schedule (GS) 1-6	876	25.8%	±1.5
General Schedule (GS) 7-10	788	23.2%	±1.5
General Schedule (GS) 11-12	492	14.5%	±1.2
General Schedule (GS) 13-15	146	4.3%	±0.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	106	3.1%	±0.6

2.2 Racial/Ethnic Harassment

2.2.1 Past 12 Months

Table 2.11 presents 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 NPS.

Table 2.11 Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	1,766	9.5%	±0.4	3.0	±0.0
Age - Collapsed					
39 or under	629	10.1%	±0.8	3.1*	±0.1
40 or older	1,131	9.3%	±0.5	2.9*	±0.0
Age					
A 25 or under	113	13.3%BCDF	±2.5	3.3BDEF	±0.2
B 26-29	102	8.4%A	±1.7	2.7ACDE	±0.1
C 30-39	413	9.9%A	±0.9	3.1BDEF	±0.1
D 40-49	381	8.7%A	±0.9	3.0ABC	±0.1
E 50-59	540	10.4%F	±0.9	2.9ABC	±0.1
F 60 or older	209	8.0%AE	±1.1	2.9AC	±0.1
Relationship Status - Collapsed					
A Single	501	11.8%BC	±1.0	3.2BC	±0.1
B Partnered/Married	1,052	8.8%A	±0.5	3.0AC	±0.0
C Separated/Widowed/Divorced	180	9.0%A	±1.3	2.8AB	±0.1
Relationship Status					
A Single	501	11.8%BDE	±1.0	3.2BDE	±0.1
B Separated	58	20.0%ACDEF	±5.0	2.8A	±0.1
C Partnered	83	10.1%B	±2.3	3.1D	±0.2
D Divorced	109	7.2%AB	±1.4	2.8AC	±0.1
E Married	970	8.7%AB	±0.5	2.9A	±0.0
F Widowed	13	7.0%B	±4.8	2.6	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	1,014	7.0%*	±0.4	2.9*	±0.0
Minority	704	19.2%*	±1.3	3.1*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	240	16.9%BDF	±2.0	3.3BCEFG	±0.1
B American Indian or Alaskan Native	86	22.8%AF	±4.5	2.9AD	±0.1
C Asian	33	20.1%F	±6.8	2.7AD	±0.2
D Black/African-American	177	22.2%AF	±3.0	3.3BCEFG	±0.1
E Native Hawaiian or Other Pacific Islander	37	18.4%F	±6.0	2.5ADFG	±0.1
F Non-Hispanic White	1,014	7.0%ABCDEG	±0.4	2.9ADE	±0.0
G Multi-racial	131	18.3%F	±3.0	2.9ADE	±0.1
Disability					
Yes	261	13.3%*	±1.6	3.3*	±0.1
No	1,477	9.0%*	±0.4	2.9*	±0.0
Sex					
Men	1,094	9.5%	±0.6	3.0*	±0.0
Women	657	9.5%	±0.7	2.9*	±0.1
Gender Identity					
A Male	1,094	9.5%	±0.6	3.0B	±0.0
B Female	657	9.5%	±0.7	2.9A	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	9	17.0%	±13.0	3.3	±0.4
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	1,494	9.0%*	±0.4	3.0*	±0.0
Sexual Minority	132	15.5%*	±2.6	2.7*	±0.1
Sexual Orientation					
A Heterosexual or straight	1,494	9.0%DEF	±0.4	3.0DF	±0.0
B Lesbian	20	11.0%DE	±5.5	3.1	±0.3
C Gay	19	7.6%DEF	±4.1	2.6	±0.2
D Bisexual	56	19.6%ABC	±5.0	2.6A	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	36	27.1%ABCF	±8.2	2.9	±0.2
F I prefer not to say	121	15.1%ACE	±2.6	2.7A	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	389	7.0%BCD	±0.7	3.0BC	±0.1
B	Trade/Tech Certificate/Some College	333	11.3%A	±1.2	3.4ACD	±0.1
C	AA/College Degree	633	9.8%A	±0.8	2.8AB	±0.1
D	Graduate Degree	336	10.4%A	±1.1	2.9B	±0.1
Appointment Type						
A	Permanent	1,470	9.3%B	±0.5	3.0	±0.0
B	Term	204	12.3%AC	±1.7	3.1	±0.1
C	Temporary	65	7.5%B	±2.0	2.9	±0.2
Work Schedule						
	Seasonal	122	6.6%*	±1.2	3.0	±0.1
	Non-seasonal	1,396	9.6%*	±0.5	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	80	7.3%CE	±1.7	3.1	±0.2
B	Permanent-Non-Seasonal	1,373	9.5%CDE	±0.5	3.0	±0.0
C	Term	204	12.3%ABD	±1.7	3.1	±0.1
D	Temporary-Seasonal	42	5.6%BCE	±1.9	2.8	±0.3
E	Temporary-Non-Seasonal	23	18.4%ABD	±7.9	3.0	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	109	9.5%	±1.8	3.4BCDEFG	±0.2
B	1 to 3 years	223	8.7%CE	±1.2	3.0A	±0.1
C	4 to 5 years	180	12.0%BDF	±1.8	2.8AEG	±0.1
D	6 to 10 years	328	8.6%CE	±0.9	2.8AEG	±0.1
E	11 to 14 years	206	11.5%BDF	±1.6	3.1ACD	±0.1
F	15 to 20 years	233	8.3%CE	±1.1	3.0A	±0.1
G	More than 20 years	464	9.8%	±0.9	3.1ACD	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	243	8.8%B	±1.1	3.1C	±0.1
B	Middle Grade	881	10.5%AC	±0.7	3.0C	±0.0
C	Senior Grade	504	8.2%B	±0.7	2.9AB	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	879	9.6%	±0.6	3.1*	±0.1
	Supervisor	836	9.2%	±0.6	2.9*	±0.1
Supervisory Status						
A	Team Leader	389	10.6%BC	±1.0	3.0C	±0.1
B	Supervisor	299	8.2%A	±0.9	2.9CE	±0.1
C	Manager	139	8.2%A	±1.4	2.7ABE	±0.1
D	Senior Leader	9	8.5%	±7.2	3.0	±0.5
E	None of the above	879	9.6%	±0.6	3.1BC	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Duty Station					
A	National Park Service Headquarters Office (WASO)	122	11.2%	±2.0	3.8BC ±0.2
B	Regional Office	128	9.2%	±1.6	2.8A ±0.1
C	Park or Other Field Location	1,473	9.3%	±0.5	2.9A ±0.0

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

2.2.2 Prior to Past 12 Months

Table 2.12 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 NPS.

Table 2.12 Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,689	9.8%	±0.5
Ethnicity/Race			
Non-Minority	999	7.4%*	±0.5
Minority	663	19.6%*	±1.4
Ethnicity/Race			
A	Hispanic	248	19.5%EF ±2.3
B	American Indian or Alaskan Native	75	20.4%EF ±4.4
C	Asian	31	20.4%EF ±7.2
D	Black/African-American	154	21.4%EF ±3.2
E	Native Hawaiian or Other Pacific Islander	17	8.6%ABCDG ±4.8
F	Non-Hispanic White	999	7.4%ABCDG ±0.5
G	Multi-racial	138	20.6%EF ±3.2

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

Employees who indicated they experienced racial/ethnic harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.13 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.13 Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	58	3.5%	±1.0
Wage Grade (WG) 5-8	265	15.7%	±1.8
Wage Grade (WG) 9-16	80	4.8%	±1.1
Other Wage Grade (WG)	13	0.7%	±0.5
General Schedule (GS) 1-6	379	22.5%	±2.1
General Schedule (GS) 7-10	443	26.3%	±2.2
General Schedule (GS) 11-12	306	18.1%	±1.9
General Schedule (GS) 13-15	78	4.6%	±1.1
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	64	3.8%	±1.0

2.3 Religious Harassment

2.3.1 Past 12 Months

Table 2.14 presents the experience rate of employees who experienced of 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 NPS.

Table 2.14 Estimated Experience Rate of Religious Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	1,325	7.2%	±0.4	2.9	±0.0
Age - Collapsed					
39 or under	575	9.3%*	±0.7	3.1*	±0.1
40 or older	743	6.1%*	±0.4	2.8*	±0.0
Age					
A 25 or under	88	10.8%DEF	±2.3	2.3BCDEF	±0.1
B 26-29	116	9.5%DF	±1.8	3.0ACE	±0.1
C 30-39	370	8.9%DF	±0.9	3.3ABDEF	±0.1
D 40-49	268	6.1%ABCF	±0.7	2.8AC	±0.1
E 50-59	382	7.3%AF	±0.7	2.8ABC	±0.1
F 60 or older	93	3.6%ABCDE	±0.8	2.9AC	±0.2
Relationship Status - Collapsed					
A Single	363	8.6%BC	±0.9	2.9	±0.1
B Partnered/Married	843	7.0%A	±0.5	2.9	±0.1
C Separated/Widowed/Divorced	112	5.6%A	±1.1	3.0	±0.1
Relationship Status					
A Single	363	8.6%BDE	±0.9	2.9B	±0.1
B Separated	42	14.6%ACDEF	±4.6	3.4ACDEF	±0.1
C Partnered	63	7.6%BD	±2.0	3.1BD	±0.2
D Divorced	57	3.7%ABCE	±1.1	2.6BCE	±0.2
E Married	780	7.0%ABD	±0.5	2.9BD	±0.1
F Widowed	13	6.9%B	±4.7	2.7B	±0.3
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	991	6.9%*	±0.4	3.0*	±0.0
Minority	320	8.8%*	±1.0	2.7*	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	146	10.4%BDEF	±1.7	2.7F	±0.1
B American Indian or Alaskan Native	18	4.6%AG	±2.6	3.1D	±0.3
C Asian	10	6.1%	±4.9	2.7	±0.3
D Black/African-American	49	6.1%AG	±1.9	2.5BF	±0.2
E Native Hawaiian or Other Pacific Islander	9	4.5%AG	±3.9	2.3F	±0.2
F Non-Hispanic White	991	6.9%AG	±0.4	3.0ADE	±0.0
G Multi-racial	89	12.4%BDEF	±2.6	2.8	±0.1
Disability					
Yes	159	8.3%	±1.3	3.4*	±0.1
No	1,163	7.1%	±0.4	2.8*	±0.0
Sex					
Men	854	7.4%*	±0.5	3.0*	±0.1
Women	458	6.6%*	±0.6	2.7*	±0.1
Gender Identity					
A Male	854	7.4%D	±0.5	3.0BD	±0.1
B Female	458	6.6%D	±0.6	2.7AD	±0.1
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	10	18.9%AB	±13.3	3.5AB	±0.5
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	1,165	7.0%*	±0.4	3.0*	±0.0
Sexual Minority	100	11.7%*	±2.3	2.6*	±0.1
Sexual Orientation					
A Heterosexual or straight	1,165	7.0%D	±0.4	3.0D	±0.0
B Lesbian	8	4.6%D	±4.2	3.1D	±0.7
C Gay	12	4.8%D	±3.5	3.1D	±0.5
D Bisexual	64	22.4%ABCEF	±5.2	2.3ABCEF	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	15	11.3%D	±6.6	3.4D	±0.3
F I prefer not to say	48	6.1%D	±1.9	2.9D	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	247	4.5%BCD	±0.6	3.3BCD	±0.1
B	Trade/Tech Certificate/Some College	284	9.7%AC	±1.1	3.0ACD	±0.1
C	AA/College Degree	527	8.2%AB	±0.7	2.8AB	±0.1
D	Graduate Degree	261	8.1%A	±1.0	2.7AB	±0.1
Appointment Type						
A	Permanent	1,057	6.7%BC	±0.4	2.9BC	±0.0
B	Term	171	10.3%A	±1.6	2.7AC	±0.1
C	Temporary	91	10.5%A	±2.2	3.2AB	±0.1
Work Schedule						
	Seasonal	150	8.1%*	±1.3	3.1*	±0.1
	Non-seasonal	989	6.8%*	±0.4	2.9*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	76	6.9%CE	±1.7	2.8DE	±0.1
B	Permanent-Non-Seasonal	971	6.7%CDE	±0.4	3.0CDE	±0.0
C	Term	171	10.3%AB	±1.6	2.7BD	±0.1
D	Temporary-Seasonal	74	9.9%B	±2.4	3.4ABCE	±0.2
E	Temporary-Non-Seasonal	18	14.4%AB	±7.5	2.2ABD	±0.1
Years of Service at Bureau or Office						
A	Less than 1 year	87	7.6%G	±1.7	3.3BCDFG	±0.2
B	1 to 3 years	164	6.5%D	±1.0	2.6ACDEG	±0.1
C	4 to 5 years	131	8.8%G	±1.5	3.0AB	±0.1
D	6 to 10 years	337	8.8%BG	±0.9	2.8ABE	±0.1
E	11 to 14 years	159	8.8%G	±1.4	3.1BDFG	±0.1
F	15 to 20 years	208	7.4%G	±1.0	2.8AE	±0.1
G	More than 20 years	238	5.0%ACDEF	±0.7	2.9ABE	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	239	8.7%C	±1.1	2.8B	±0.1
B	Middle Grade	677	8.1%C	±0.6	3.1AC	±0.1
C	Senior Grade	349	5.7%AB	±0.6	2.7B	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	664	7.3%	±0.5	2.8*	±0.1
	Supervisor	646	7.1%	±0.5	3.0*	±0.1
Supervisory Status						
A	Team Leader	356	9.7%BCE	±1.0	3.2BCDE	±0.1
B	Supervisor	187	5.2%AE	±0.8	2.8A	±0.1
C	Manager	97	5.8%A	±1.2	2.8A	±0.2
D	Senior Leader	6	5.3%	±6.5	2.1A	±0.2
E	None of the above	664	7.3%AB	±0.5	2.8A	±0.1

Duty Station	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
A National Park Service Headquarters Office (WASO)	57	5.3% <i>C</i>	±1.5	2.6 <i>C</i>	±0.1
B Regional Office	62	4.4% <i>C</i>	±1.2	2.5 <i>C</i>	±0.1
C Park or Other Field Location	1,195	7.6% <i>AB</i>	±0.4	3.0 <i>AB</i>	±0.0

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

2.3.2 Prior to Past 12 Months

Table 2.15 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 NPS.

Table 2.15 Estimated Experience Rate of Religious Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,092	6.4%	±0.4

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

Table 2.16 Estimated Pay Plan or Grade at Which Religious Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	37	3.4%	±1.3
Wage Grade (WG) 5-8	124	11.3%	±2.0
Wage Grade (WG) 9-16	77	7.1%	±1.7
Other Wage Grade (WG)	15	1.4%	±0.9
General Schedule (GS) 1-6	285	26.1%	±2.7
General Schedule (GS) 7-10	333	30.5%	±2.8
General Schedule (GS) 11-12	170	15.6%	±2.3
General Schedule (GS) 13-15	32	3.0%	±1.2
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	18	1.7%	±1.0

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 2.17 and Table 2.18 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 2.17 presents 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 NPS.

Table 2.17 Estimated Experience Rate of Disability Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	1,275	6.9%	±0.4	3.1	±0.0
Age - Collapsed					
39 or under	342	5.5%*	±0.6	3.4*	±0.1
40 or older	930	7.7%*	±0.5	3.0*	±0.0
Age					
A 25 or under	56	6.7%	±1.9	2.5BCDEF	±0.1
B 26-29	55	4.6%EF	±1.3	3.4AEF	±0.2
C 30-39	231	5.6%EF	±0.7	3.6ADEF	±0.1
D 40-49	263	6.0%EF	±0.7	3.1ACEF	±0.1
E 50-59	438	8.5%BCD	±0.8	2.9ABCD	±0.1
F 60 or older	229	8.8%BCD	±1.2	2.9ABCD	±0.1
Relationship Status - Collapsed					
A Single	281	6.7% <i>C</i>	±0.8	2.8BC	±0.1
B Partnered/Married	763	6.4% <i>C</i>	±0.5	3.2A	±0.1
C Separated/Widowed/Divorced	187	9.4% <i>AB</i>	±1.4	3.1A	±0.1
Relationship Status					
A Single	281	6.7% <i>BD</i>	±0.8	2.8CDE	±0.1
B Separated	33	11.5% <i>AE</i>	±4.2	2.9C	±0.2
C Partnered	74	9.0% <i>E</i>	±2.2	3.8ABDE	±0.2
D Divorced	144	9.5% <i>AE</i>	±1.6	3.1AC	±0.1
E Married	690	6.2% <i>BCD</i>	±0.5	3.1AC	±0.1
F Widowed	11	5.7%	±4.4	3.4	±0.4

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	957	6.7%*	±0.4	3.1*	±0.0
	Minority	286	7.9%*	±0.9	3.0*	±0.1
Ethnicity/Race						
A	Hispanic	104	7.4%G	±1.5	3.0D	±0.1
B	American Indian or Alaskan Native	21	5.4%G	±2.8	3.1	±0.4
C	Asian	8	4.6%G	±4.5	2.3G	±0.2
D	Black/African-American	55	7.0%G	±2.0	2.6AFG	±0.1
E	Native Hawaiian or Other Pacific Islander	6	3.2%G	±3.6	2.5G	±0.2
F	Non-Hispanic White	957	6.7%G	±0.4	3.1D	±0.0
G	Multi-racial	93	13.2%ABCDEF	±2.7	3.3CDE	±0.2
Disability						
	Yes	520	26.8%*	±2.0	3.3*	±0.1
	No	746	4.6%*	±0.3	2.9*	±0.0
Sex						
	Men	776	6.8%	±0.5	3.2*	±0.1
	Women	486	7.1%	±0.6	3.0*	±0.1
Gender Identity						
A	Male	776	6.8%D	±0.5	3.2B	±0.1
B	Female	486	7.1%D	±0.6	3.0AD	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	9	17.0%AB	±13.0	3.6B	±0.4
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed						
	Heterosexual	1,044	6.3%*	±0.4	3.1*	±0.0
	Sexual Minority	118	14.1%*	±2.5	2.9*	±0.1
Sexual Orientation						
A	Heterosexual or straight	1,044	6.3%BCDF	±0.4	3.1CF	±0.0
B	Lesbian	28	15.4%A	±6.1	3.4CF	±0.2
C	Gay	41	17.0%AF	±5.3	2.3ABDEF	±0.2
D	Bisexual	35	12.8%A	±4.5	3.1C	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	13	9.9%	±6.4	3.0C	±0.3
F	I prefer not to say	89	10.9%AC	±2.3	2.9ABC	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	361	6.5%B	±0.7	2.8BCD	±0.1
B	Trade/Tech Certificate/Some College	281	9.7%ACD	±1.1	3.4AC	±0.1
C	AA/College Degree	392	6.2%B	±0.6	3.0ABD	±0.1
D	Graduate Degree	186	5.9%B	±0.9	3.2AC	±0.1
Appointment Type						
A	Permanent	1,132	7.2%B	±0.4	3.1B	±0.0
B	Term	72	4.4%A	±1.1	2.6AC	±0.1
C	Temporary	49	5.6%	±1.8	3.0B	±0.1
Work Schedule						
	Seasonal	115	6.3%	±1.2	3.0*	±0.1
	Non-seasonal	1,054	7.3%	±0.4	3.1*	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	84	7.7%CD	±1.8	3.0C	±0.1
B	Permanent-Non-Seasonal	1,036	7.2%CDE	±0.4	3.1C	±0.0
C	Term	72	4.4%ABE	±1.1	2.6ABE	±0.1
D	Temporary-Seasonal	31	4.3%ABE	±1.7	2.9	±0.1
E	Temporary-Non-Seasonal	17	14.1%BCD	±7.5	3.2C	±0.3
Years of Service at Bureau or Office						
A	Less than 1 year	61	5.4%C	±1.5	3.1F	±0.2
B	1 to 3 years	131	5.1%CDF	±0.9	3.2F	±0.1
C	4 to 5 years	141	9.5%ABEG	±1.6	3.2F	±0.1
D	6 to 10 years	284	7.5%B	±0.9	3.1F	±0.1
E	11 to 14 years	115	6.5%C	±1.2	3.2F	±0.1
F	15 to 20 years	216	7.7%B	±1.0	2.8ABCDEG	±0.1
G	More than 20 years	314	6.7%C	±0.8	3.2F	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	161	5.9%B	±0.9	2.7B	±0.1
B	Middle Grade	764	9.2%AC	±0.6	3.3AC	±0.1
C	Senior Grade	286	4.7%B	±0.6	2.8B	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	822	9.0%*	±0.6	3.1	±0.0
	Supervisor	448	5.0%*	±0.5	3.1	±0.1
Supervisory Status						
A	Team Leader	258	7.1%BCE	±0.9	3.2BC	±0.1
B	Supervisor	139	3.8%AE	±0.7	2.9AE	±0.1
C	Manager	46	2.7%AE	±0.9	2.8AE	±0.1
D	Senior Leader	6	5.4%	±6.6	3.3	±0.7
E	None of the above	822	9.0%ABC	±0.6	3.1BC	±0.0

Duty Station	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
A National Park Service Headquarters Office (WASO)	78	7.3%	±1.7	2.8C	±0.1
B Regional Office	112	8.1%	±1.6	2.9C	±0.1
C Park or Other Field Location	1,065	6.8%	±0.4	3.1AB	±0.0

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

2.4.2 Prior to Past 12 Months

Table 2.18 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 NPS.

Table 2.18 Estimated Experience Rate of Disability Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	1,128	6.6%	±0.4

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

Table 2.19 Estimated Pay Plan or Grade at Which Disability Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	58	5.1%	±1.5
Wage Grade (WG) 5-8	202	18.0%	±2.4
Wage Grade (WG) 9-16	107	9.5%	±1.9
Other Wage Grade (WG)	19	1.7%	±1.0
General Schedule (GS) 1-6	254	22.6%	±2.5
General Schedule (GS) 7-10	252	22.4%	±2.5
General Schedule (GS) 11-12	183	16.3%	±2.3
General Schedule (GS) 13-15	25	2.2%	±1.0
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	24	2.2%	±1.0

2.5 Sexual Orientation Harassment

2.5.1 Past 12 Months

Table 2.20 presents 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 NPS.

Table 2.20 Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	828	4.5%	±0.3	3.2	±0.1
Age - Collapsed					
39 or under	345	5.5%*	±0.6	3.5*	±0.1
40 or older	482	4.0%*	±0.4	2.9*	±0.1
Age					
A 25 or under	72	8.5% CDEF	±2.1	4.0 BCDEF	±0.2
B 26-29	89	7.3% CDEF	±1.6	3.1 AC	±0.2
C 30-39	183	4.4% AB	±0.7	3.5 ABDEF	±0.1
D 40-49	154	3.5% AB	±0.6	3.0 AC	±0.1
E 50-59	244	4.7% ABF	±0.6	2.8 ACF	±0.1
F 60 or older	85	3.2% ABE	±0.8	3.1 ACE	±0.2
Relationship Status - Collapsed					
A Single	266	6.3% B	±0.8	3.3 BC	±0.1
B Partnered/Married	443	3.7% AC	±0.4	2.9 AC	±0.1
C Separated/Widowed/Divorced	117	5.8% B	±1.1	3.7 AB	±0.2
Relationship Status					
A Single	266	6.3% BCE	±0.8	3.3 BDE	±0.1
B Separated	34	11.6% ADE	±4.3	4.9 ACDE	±0.2
C Partnered	83	10.0% ADE	±2.2	3.2 BDE	±0.2
D Divorced	79	5.2% BCE	±1.2	2.6 ABC	±0.2
E Married	360	3.2% ABCD	±0.3	2.9 ABC	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	668	4.6%	±0.4	3.2	±0.1
Minority	149	4.1%	±0.7	3.2	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	66	4.7%	±1.2	3.4	±0.1
B	American Indian or Alaskan Native	18	4.9%	±2.7	3.0	±0.3
C	Asian	6	3.6%	±4.3	2.7	±0.2
D	Black/African-American	16	2.0% ^F	±1.2	3.0	±0.3
E	Native Hawaiian or Other Pacific Islander	8	4.0%	±3.8	2.9	±0.3
F	Non-Hispanic White	668	4.6% ^D	±0.4	3.2	±0.1
G	Multi-racial	34	4.8%	±1.8	3.1	±0.3
Disability						
	Yes	111	5.7% [*]	±1.1	2.9 [*]	±0.1
	No	715	4.4% [*]	±0.3	3.2 [*]	±0.1
Sex						
	Men	380	3.3% [*]	±0.3	3.4 [*]	±0.1
	Women	433	6.3% [*]	±0.6	3.0 [*]	±0.1
Gender Identity						
A	Male	380	3.3% ^{BD}	±0.3	3.4 ^B	±0.1
B	Female	433	6.3% ^{AD}	±0.6	3.0 ^A	±0.1
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	9	17.0% ^{AB}	±13.0	3.6	±0.5
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed						
	Heterosexual	505	3.0% [*]	±0.3	3.2	±0.1
	Sexual Minority	257	30.3% [*]	±3.2	3.2	±0.1
Sexual Orientation						
A	Heterosexual or straight	505	3.0% ^{BCDEF}	±0.3	3.2 ^{CD}	±0.1
B	Lesbian	76	42.1% ^{ACDEF}	±7.4	3.0 ^D	±0.2
C	Gay	90	36.1% ^{ABDEF}	±6.2	2.9 ^{AD}	±0.1
D	Bisexual	77	27.0% ^{ABCEF}	±5.5	3.5 ^{ABCF}	±0.2
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	14	10.3% ^{ABCD}	±6.5	3.4	±0.4
F	I prefer not to say	58	7.2% ^{ABCD}	±2.0	2.9 ^D	±0.2

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	174	3.1%BCD	±0.5	3.5CD	±0.1
B	Trade/Tech Certificate/Some College	137	4.7%A	±0.8	3.5CD	±0.1
C	AA/College Degree	333	5.2%A	±0.6	3.0AB	±0.1
D	Graduate Degree	178	5.6%A	±0.9	2.9AB	±0.1
Appointment Type						
A	Permanent	648	4.1%BC	±0.3	3.1BC	±0.1
B	Term	91	5.5%AC	±1.2	3.6A	±0.2
C	Temporary	75	8.7%AB	±2.1	3.5A	±0.1
Work Schedule						
	Seasonal	124	6.8%*	±1.2	2.9*	±0.1
	Non-seasonal	589	4.0%*	±0.3	3.2*	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	62	5.7%E	±1.5	2.5BCDE	±0.1
B	Permanent-Non-Seasonal	575	4.0%CDE	±0.3	3.1AC	±0.1
C	Term	91	5.5%BDE	±1.2	3.6AB	±0.2
D	Temporary-Seasonal	62	8.3%BC	±2.2	3.4A	±0.2
E	Temporary-Non-Seasonal	14	11.2%ABC	±7.0	3.6A	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	44	3.9%C	±1.3	3.4DEFG	±0.2
B	1 to 3 years	119	4.6%C	±0.9	3.1E	±0.1
C	4 to 5 years	129	8.7%ABDEFG	±1.5	3.4DEFG	±0.1
D	6 to 10 years	178	4.7%C	±0.7	2.9ACE	±0.1
E	11 to 14 years	85	4.8%C	±1.1	3.8ABCDFG	±0.2
F	15 to 20 years	105	3.7%C	±0.8	2.8ACE	±0.1
G	More than 20 years	168	3.6%C	±0.6	2.9ACE	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	165	6.0%C	±0.9	3.1BC	±0.1
B	Middle Grade	417	5.0%C	±0.5	3.4AC	±0.1
C	Senior Grade	217	3.5%AB	±0.5	2.8AB	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	467	5.1%*	±0.5	3.0*	±0.1
	Supervisor	358	3.9%*	±0.4	3.3*	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status						
A	Team Leader	191	5.2%BC	±0.8	3.6BCE	±0.1
B	Supervisor	111	3.1%AE	±0.6	2.8AE	±0.1
C	Manager	51	3.0%AE	±0.9	3.0A	±0.2
D	Senior Leader	NR	NR	NR	NR	NR
E	None of the above	467	5.1%BC	±0.5	3.0AB	±0.1
Duty Station						
A	National Park Service Headquarters Office (WASO)	43	4.0%	±1.3	3.0	±0.2
B	Regional Office	44	3.2%C	±1.1	2.7C	±0.2
C	Park or Other Field Location	738	4.7%B	±0.3	3.2B	±0.1

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

2.5.2 Prior to Past 12 Months

Table 2.21 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 NPS.

Table 2.21 Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	807	4.7%	±0.3

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

Table 2.22 Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	40	5.0%	±1.7
Wage Grade (WG) 5-8	134	16.6%	±2.7
Wage Grade (WG) 9-16	24	3.0%	±1.4
Other Wage Grade (WG)	NR	NR	NR
General Schedule (GS) 1-6	216	26.8%	±3.2
General Schedule (GS) 7-10	231	28.6%	±3.2
General Schedule (GS) 11-12	106	13.1%	±2.5
General Schedule (GS) 13-15	29	3.6%	±1.5
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	24	2.9%	±1.4

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 2.23 presents 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 NPS.

Table 2.23 Estimated Experience Rate of Sexual Harassment in Past 12 Months

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall		1,913	10.4%	±0.4	3.0	±0.0
Age - Collapsed						
	39 or under	924	14.8%*	±0.9	3.1*	±0.0
	40 or older	983	8.1%*	±0.5	3.0*	±0.0
Age						
A	25 or under	152	18.1% CDEF	±2.8	3.0 B	±0.1
B	26-29	225	18.5% CDEF	±2.3	3.2 ACDEF	±0.1
C	30-39	547	13.1% ABDEF	±1.1	3.1 B	±0.1
D	40-49	362	8.3% ABC	±0.9	3.0 B	±0.1
E	50-59	446	8.6% ABC	±0.8	3.0 B	±0.1
F	60 or older	175	6.7% ABC	±1.0	2.9 B	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed						
A	Single	646	15.2%B	±1.1	3.0C	±0.0
B	Partnered/Married	949	7.9%AC	±0.5	3.0C	±0.0
C	Separated/Widowed/Divorced	286	14.2%B	±1.6	3.4AB	±0.1
Relationship Status						
A	Single	646	15.2%BDE	±1.1	3.0BDF	±0.0
B	Separated	72	25.1%ACDEF	±5.4	3.8ACDEF	±0.2
C	Partnered	152	18.4%BDEF	±2.8	3.1BDF	±0.1
D	Divorced	192	12.6%ABCE	±1.8	3.3ABCEF	±0.1
E	Married	797	7.1%ABCD	±0.5	3.0BDF	±0.0
F	Widowed	21	11.3%BC	±5.4	2.6ABCDE	±0.1
Ethnicity/Race - Collapsed						
	Non-Minority (Non-Hispanic White)	1,543	10.7%*	±0.5	3.1	±0.0
	Minority	344	9.4%*	±1.0	3.0	±0.1
Ethnicity/Race						
A	Hispanic	149	10.5%BD	±1.7	3.0	±0.1
B	American Indian or Alaskan Native	64	17.4%ADEFG	±4.2	2.9G	±0.1
C	Asian	18	10.9%	±5.7	2.7	±0.5
D	Black/African-American	39	4.9%ABF	±1.7	2.7G	±0.2
E	Native Hawaiian or Other Pacific Islander	8	4.0%BF	±3.8	3.2	±0.5
F	Non-Hispanic White	1,543	10.7%BDE	±0.5	3.1	±0.0
G	Multi-racial	65	9.2%B	±2.4	3.2BD	±0.2
Disability						
	Yes	217	11.1%	±1.5	3.1	±0.1
	No	1,690	10.3%	±0.5	3.0	±0.0
Sex						
	Men	687	6.0%*	±0.4	3.2*	±0.1
	Women	1,217	17.6%*	±0.9	3.0*	±0.0
Gender Identity						
A	Male	687	6.0%B	±0.4	3.2B	±0.1
B	Female	1,217	17.6%A	±0.9	3.0A	±0.0
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	8	15.1%	±12.8	3.0	±0.3
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation - Collapsed						
	Heterosexual	1,557	9.4%*	±0.5	3.0*	±0.0
	Sexual Minority	223	26.2%*	±3.1	3.1*	±0.1
Sexual Orientation						
A	Heterosexual or straight	1,557	9.4%BDE	±0.5	3.0DE	±0.0
B	Lesbian	53	29.1%ACF	±7.1	3.2E	±0.2
C	Gay	34	13.7%BDE	±4.9	2.8D	±0.2
D	Bisexual	99	34.7%ACF	±5.7	3.3ACEF	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	37	27.6%ACF	±8.3	2.7ABD	±0.2
F	I prefer not to say	89	11.2%BDE	±2.4	2.9D	±0.1
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	359	6.4%BCD	±0.7	3.1CD	±0.1
B	Trade/Tech Certificate/Some College	292	10.0%ACD	±1.1	3.1D	±0.1
C	AA/College Degree	795	12.3%AB	±0.8	3.0A	±0.0
D	Graduate Degree	419	13.0%AB	±1.2	3.0AB	±0.1
Appointment Type						
A	Permanent	1,577	10.0%C	±0.5	3.0C	±0.0
B	Term	193	11.6%C	±1.6	3.0C	±0.1
C	Temporary	142	16.7%AB	±2.7	3.3AB	±0.1
Work Schedule						
	Seasonal	249	13.6%*	±1.7	3.1	±0.1
	Non-seasonal	1,466	10.1%*	±0.5	3.0	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	129	11.8%D	±2.0	2.9D	±0.1
B	Permanent-Non-Seasonal	1,443	10.0%DE	±0.5	3.0D	±0.0
C	Term	193	11.6%D	±1.6	3.0D	±0.1
D	Temporary-Seasonal	119	16.4%ABC	±2.9	3.4ABCE	±0.1
E	Temporary-Non-Seasonal	23	18.6%B	±8.0	2.7D	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	84	7.3%BCDE	±1.7	3.0E	±0.1
B	1 to 3 years	272	10.6%ADG	±1.2	3.1EFG	±0.1
C	4 to 5 years	184	12.3%AG	±1.8	3.2EFG	±0.1
D	6 to 10 years	500	13.1%ABFG	±1.1	3.1EG	±0.1
E	11 to 14 years	238	13.2%AFG	±1.6	3.4ABCDFG	±0.1
F	15 to 20 years	284	10.1%DEG	±1.2	2.9BCE	±0.1
G	More than 20 years	326	6.9%BCDEF	±0.8	2.9BCDE	±0.1

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	352	12.7%BC	±1.3	3.0B	±0.1
B Middle Grade	918	11.0%AC	±0.7	3.1AC	±0.0
C Senior Grade	540	8.7%AB	±0.7	2.9B	±0.0
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	975	10.6%	±0.6	3.1*	±0.0
Supervisor	902	9.9%	±0.6	3.0*	±0.0
Supervisory Status					
A Team Leader	472	12.9%BCE	±1.1	3.1B	±0.1
B Supervisor	290	8.0%AE	±0.9	2.8ACE	±0.1
C Manager	133	7.9%AE	±1.4	3.0B	±0.1
D Senior Leader	7	6.7%	±6.8	2.8	±0.7
E None of the above	975	10.6%ABC	±0.6	3.1B	±0.0
Duty Station					
A National Park Service Headquarters Office (WASO)	78	7.2%C	±1.7	3.0B	±0.1
B Regional Office	106	7.6%C	±1.5	2.7AC	±0.1
C Park or Other Field Location	1,702	10.8%AB	±0.5	3.1B	±0.0

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

2.6.2 Prior to Past 12 Months

Table 2.24 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 NPS.

Table 2.24 Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	2,920	16.9%	±0.6
Sex			
Men	787	7.4%*	±0.5
Women	2,121	32.5%*	±1.1

* Indicates a statistically significant difference between the two groups.

Employees who indicated they experienced sexual harassment prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.25 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.25 Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	203	4.9%	±0.7
Wage Grade (WG) 5-8	497	11.9%	±1.0
Wage Grade (WG) 9-16	99	2.4%	±0.5
Other Wage Grade (WG)	48	1.1%	±0.4
General Schedule (GS) 1-6	1,385	33.2%	±1.4
General Schedule (GS) 7-10	1,051	25.2%	±1.3
General Schedule (GS) 11-12	590	14.2%	±1.1
General Schedule (GS) 13-15	134	3.2%	±0.6
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	159	3.8%	±0.6

2.7 Crude and Offensive Behavior

Table 2.26 presents 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 NPS. Respondents were not asked the follow-on question if they had experienced the crude and offensive behaviors prior to the past 12 months.

Table 2.26 Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	3,532	19.0%	±0.6	3.0	±0.0
Sex					
Men	1,727	15.0%*	±0.7	3.0*	±0.0
Women	1,785	25.7%*	±1.0	2.9*	±0.0
Gender Identity					
A Male	1,727	15.0%B	±0.7	3.0B	±0.0
B Female	1,785	25.7%A	±1.0	2.9A	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	15	28.3%	±14.0	3.1	±0.4
Sexual Orientation - Collapsed					
Heterosexual	3,021	18.1%*	±0.6	3.0*	±0.0
Sexual Minority	300	35.3%*	±3.3	3.2*	±0.1
Sexual Orientation					
A Heterosexual or straight	3,021	18.1%BDE	±0.6	3.0DF	±0.0
B Lesbian	75	41.0%ACF	±7.4	3.1D	±0.2
C Gay	52	20.8%BDE	±5.5	2.7D	±0.2
D Bisexual	128	44.8%ACF	±5.8	3.4ABCEF	±0.1
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	46	34.0%ACF	±8.5	2.8D	±0.2
F I prefer not to say	167	20.6%BDE	±2.9	2.8AD	±0.1

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

2.8 Unwanted Sexual Attention

Table 2.27 presents 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 NPS. Respondents were not asked the follow-on question if they had experienced the unwanted sexual attention behaviors prior to the past 12 months.

Table 2.27 Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	1,266	6.8%	±0.4	2.7	±0.0
Sex					
Men	383	3.3%*	±0.3	2.6*	±0.1
Women	873	12.5%*	±0.8	2.7*	±0.0
Gender Identity					
A Male	383	3.3%BD	±0.3	2.6D	±0.1
B Female	873	12.5%A	±0.8	2.7D	±0.0
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	7	13.2%A	±12.5	3.5AB	±0.8
Sexual Orientation - Collapsed					
Heterosexual	1,040	6.2%*	±0.4	2.7*	±0.0
Sexual Minority	123	14.4%*	±2.5	2.8*	±0.1
Sexual Orientation					
A Heterosexual or straight	1,040	6.2%DE	±0.4	2.7	±0.0
B Lesbian	18	9.9%D	±5.3	3.0	±0.3
C Gay	14	5.8%DE	±3.7	2.6	±0.3
D Bisexual	68	23.6%ABCF	±5.3	2.8	±0.2
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	23	16.9%ACF	±7.4	3.1	±0.4
F I prefer not to say	65	8.0%DE	±2.1	2.7	±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.

2.9 Sexual Coercion

Table 2.28 presents 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 NPS. Respondents were not asked the follow-on question if they had experienced the sexual coercion behaviors prior to the past 12 months.

Table 2.28 Estimated Experience Rate of Sexual Coercion in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	182	1.0%	±0.2	3.2	±0.1
Sex					
Men	56	0.5%*	±0.1	2.9*	±0.2
Women	123	1.8%*	±0.3	3.3*	±0.2
Gender Identity					
A Male	56	0.5%B	±0.1	2.9	±0.2
B Female	123	1.8%A	±0.3	3.3	±0.2
C Transgender	NR	NR	NR	NR	NR
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	151	0.9%*	±0.2	3.2*	±0.2
Sexual Minority	19	2.3%*	±1.2	2.5*	±0.2
Sexual Orientation					
A Heterosexual or straight	151	0.9%D	±0.2	3.2	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	8	2.7%A	±2.7	2.6	±0.5
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	NR	NR	NR	NR	NR
F I prefer not to say	10	1.2%	±1.0	3.6	±0.5

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

2.10 Gender Harassment

Table 2.29 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 NPS. Respondents were not asked the follow-on question if they had experienced the gender harassment behaviors prior to the past 12 months.

Table 2.29 Estimated Experience Rate of Gender Harassment in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	3,570	19.3%	±0.6	3.1	±0.0
Age - Collapsed					
39 or under	1,705	27.3%*	±1.1	3.2*	±0.0
40 or older	1,852	15.1%*	±0.6	3.1*	±0.0
Age					
A 25 or under	275	32.3% CDEF	±3.2	3.4 CDEF	±0.1
B 26-29	372	30.5% CDEF	±2.6	3.3 CDEF	±0.1
C 30-39	1,057	25.3% ABDEF	±1.3	3.1 AB	±0.0
D 40-49	774	17.6% ABCEF	±1.2	3.1 AB	±0.0
E 50-59	797	15.3% ABCDF	±1.0	3.1 AB	±0.1
F 60 or older	282	10.7% ABCDE	±1.2	3.1 AB	±0.1
Relationship Status - Collapsed					
A Single	1,137	26.6% BC	±1.3	3.2 BC	±0.0
B Partnered/Married	1,959	16.3% AC	±0.7	3.1 AC	±0.0
C Separated/Widowed/Divorced	410	20.5% AB	±1.8	3.3 AB	±0.1
Relationship Status					
A Single	1,137	26.6% DE	±1.3	3.2 DE	±0.0
B Separated	91	31.5% DEF	±5.6	3.1 D	±0.1
C Partnered	243	29.5% DEF	±3.2	3.3 EF	±0.1
D Divorced	283	18.5% ABCE	±2.0	3.4 AB EF	±0.1
E Married	1,715	15.3% ABCD	±0.7	3.0 ACD	±0.0
F Widowed	37	19.4% BC	±6.3	2.9 CD	±0.2
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	2,921	20.1%*	±0.7	3.2*	±0.0
Minority	584	15.8%*	±1.2	3.1*	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	266	18.7%DE	±2.1	2.9BFG	±0.1
B	American Indian or Alaskan Native	70	18.3%	±4.2	3.4ACDF	±0.2
C	Asian	29	16.9%	±6.5	2.8B	±0.3
D	Black/African-American	88	11.0%AF	±2.4	2.9B	±0.2
E	Native Hawaiian or Other Pacific Islander	17	8.3%AF	±4.7	3.2	±0.3
F	Non-Hispanic White	2,921	20.1%DE	±0.7	3.2AB	±0.0
G	Multi-racial	115	16.1%	±2.9	3.2A	±0.1
Disability						
	Yes	402	20.5%	±1.9	3.3*	±0.1
	No	3,154	19.1%	±0.6	3.1*	±0.0
Sex						
	Men	1,100	9.6%*	±0.6	3.0*	±0.0
	Women	2,448	35.2%*	±1.1	3.2*	±0.0
Gender Identity						
A	Male	1,100	9.6%BD	±0.6	3.0B	±0.0
B	Female	2,448	35.2%A	±1.1	3.2A	±0.0
C	Transgender	NR	NR	NR	NR	NR
D	Do not identify as female, male, or transgender	15	28.3%A	±14.0	2.9	±0.4
Transgender Description						
A	Transgender, male to female	NR	NR	NR	NR	NR
B	Transgender, female to male	NR	NR	NR	NR	NR
C	Gender non-conforming	NR	NR	NR	NR	NR
D	Unsure	NR	NR	NR	NR	NR
E	I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed						
	Heterosexual	3,012	18.1%*	±0.6	3.1*	±0.0
	Sexual Minority	353	41.5%*	±3.4	3.3*	±0.1
Sexual Orientation						
A	Heterosexual or straight	3,012	18.1%BDE	±0.6	3.1BDE	±0.0
B	Lesbian	108	59.3%ACEF	±7.4	3.3ACEF	±0.1
C	Gay	42	16.8%BDE	±5.2	2.8BD	±0.2
D	Bisexual	150	52.3%ACEF	±5.8	3.6ACEF	±0.1
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	53	39.7%ABCDF	±8.6	2.6ABDF	±0.2
F	I prefer not to say	162	19.9%BDE	±2.9	3.0BDE	±0.1

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	634	11.3%BCD	±0.9	3.0B	±0.1
B	Trade/Tech Certificate/Some College	485	16.5%ACD	±1.4	3.3ACD	±0.1
C	AA/College Degree	1,453	22.5%ABD	±1.0	3.1B	±0.0
D	Graduate Degree	940	29.2%ABC	±1.6	3.1B	±0.0
Appointment Type						
A	Permanent	2,923	18.5%BC	±0.6	3.1BC	±0.0
B	Term	357	21.5%AC	±2.0	3.2AC	±0.1
C	Temporary	246	28.3%AB	±3.1	3.4AB	±0.1
Work Schedule						
	Seasonal	493	26.8%*	±2.1	3.1	±0.1
	Non-seasonal	2,661	18.2%*	±0.6	3.1	±0.0
Appointment Type and Work Schedule						
A	Permanent-Seasonal	279	25.4%B	±2.7	2.8BCDE	±0.1
B	Permanent-Non-Seasonal	2,629	18.1%ACD	±0.6	3.1AD	±0.0
C	Term	357	21.5%BD	±2.0	3.2A	±0.1
D	Temporary-Seasonal	214	28.8%BC	±3.4	3.4AB	±0.1
E	Temporary-Non-Seasonal	32	25.8%	±8.5	3.4A	±0.2
Years of Service at Bureau or Office						
A	Less than 1 year	202	17.6%C	±2.3	3.2G	±0.1
B	1 to 3 years	536	20.7%G	±1.6	3.2G	±0.1
C	4 to 5 years	360	24.1%AG	±2.2	3.2FG	±0.1
D	6 to 10 years	804	21.0%G	±1.3	3.2EG	±0.0
E	11 to 14 years	382	21.1%G	±1.9	3.3DFG	±0.1
F	15 to 20 years	596	21.1%G	±1.5	3.1CE	±0.1
G	More than 20 years	667	14.1%BCDEF	±1.0	3.0ABCDE	±0.1
Pay Plan and Grade - Collapsed						
A	Junior Grade	648	23.3%BC	±1.6	3.1BC	±0.1
B	Middle Grade	1,571	18.8%A	±0.9	3.2AC	±0.0
C	Senior Grade	1,186	19.2%A	±1.0	3.0AB	±0.0
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	1,762	19.2%	±0.8	3.2*	±0.0
	Supervisor	1,759	19.3%	±0.8	3.0*	±0.0
Supervisory Status						
A	Team Leader	849	23.2%BCE	±1.4	3.1BCDE	±0.0
B	Supervisor	594	16.3%AE	±1.2	3.0AE	±0.1
C	Manager	293	17.3%A	±1.9	2.9AE	±0.1
D	Senior Leader	23	22.2%	±9.1	2.7AE	±0.3
E	None of the above	1,762	19.2%AB	±0.8	3.2ABCD	±0.0

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Duty Station						
A	National Park Service Headquarters Office (WASO)	211	19.3%	±2.5	3.0C	±0.1
B	Regional Office	226	16.2% ^C	±2.0	3.0C	±0.1
C	Park or Other Field Location	3,100	19.5% ^B	±0.6	3.2 ^{AB}	±0.0

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

2.11 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 2.30 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 NPS.

Table 2.30 Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	175	0.95%	±0.15	2.5	±0.1
Age - Collapsed					
39 or under	85	1.36%*	±0.32	2.4*	±0.1
40 or older	89	0.72%*	±0.17	2.6*	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	31	2.50%CDEF	±1.04	2.4	±0.2
C 30-39	50	1.20%BDF	±0.38	2.4	±0.2
D 40-49	26	0.59%BC	±0.27	2.8	±0.4
E 50-59	54	1.03%BF	±0.31	2.5	±0.2
F 60 or older	9	0.33%BCE	±0.31	2.9	±1.0
Relationship Status - Collapsed					
A Single	91	2.14%B	±0.48	2.6	±0.2
B Partnered/Married	51	0.43%AC	±0.13	2.5	±0.2
C Separated/Widowed/Divorced	31	1.54%B	±0.64	2.4	±0.3
Relationship Status					
A Single	91	2.14%CE	±0.48	2.6	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	6	0.78%A	±0.90	3.3DE	±0.9
D Divorced	28	1.80%E	±0.80	2.4C	±0.3
E Married	45	0.40%AD	±0.14	2.3C	±0.1
F Widowed	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	143	0.99%	±0.17	2.5	±0.1
Minority	32	0.86%	±0.36	2.7	±0.4
Ethnicity/Race					
A Hispanic	11	0.76%	±0.62	2.8	±0.7
B American Indian or Alaskan Native	NR	NR	NR	NR	NR
C Asian	0	0.00%	NA	NA	NA
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR
F Non-Hispanic White	143	0.99%	±0.17	2.5	±0.1
G Multi-racial	12	1.73%	±1.27	2.7	±0.5
Disability					
Yes	43	2.22%*	±0.76	2.2*	±0.2
No	131	0.80%*	±0.15	2.6*	±0.1
Sex					
Men	68	0.59%*	±0.16	2.3	±0.1
Women	103	1.48%*	±0.31	2.6	±0.2
Gender Identity					
A Male	68	0.59%B	±0.16	2.3D	±0.1
B Female	103	1.48%A	±0.31	2.6D	±0.2
C Transgender	0	0.00%	NA	NA	NA
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	NR	NR	NR	NR	NR
B Transgender, female to male	NR	NR	NR	NR	NR
C Gender non-conforming	NR	NR	NR	NR	NR
D Unsure	NR	NR	NR	NR	NR
E I prefer not to say	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed					
Heterosexual	161	0.96%	±0.16	2.5	±0.1
Sexual Minority	7	0.85%	±0.90	2.4	±0.5
Sexual Orientation					
A Heterosexual or straight	161	0.96%	±0.16	2.5	±0.1
B Lesbian	0	0.00%	NA	NA	NA
C Gay	0	0.00%	NA	NA	NA
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	7	0.91%	±0.95	3.0	±0.9

		Experience rate			Frequency of occurrence ^a	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	53	0.95%	±0.29	2.6	±0.3
B	Trade/Tech Certificate/Some College	16	0.54% ^C	±0.34	2.0 ^D	±0.0
C	AA/College Degree	75	1.16% ^B	±0.29	2.5	±0.1
D	Graduate Degree	32	0.98%	±0.41	2.8 ^B	±0.4
Appointment Type						
A	Permanent	153	0.97%	±0.17	2.5	±0.1
B	Term	13	0.77%	±0.56	2.4	±0.3
C	Temporary	9	1.09%	±0.96	2.8	±0.5
Work Schedule						
	Seasonal	34	1.84% [*]	±0.73	2.4	±0.2
	Non-seasonal	129	0.88% [*]	±0.17	2.6	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	24	2.23% ^{BC}	±1.07	2.2	±0.3
B	Permanent-Non-Seasonal	129	0.89% ^A	±0.17	2.6	±0.2
C	Term	13	0.77% ^A	±0.56	2.4	±0.3
D	Temporary-Seasonal	9	1.27%	±1.12	2.8	±0.5
E	Temporary-Non-Seasonal	0	0.00%	NA	NA	NA
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	32	1.23% ^G	±0.51	2.3 ^E	±0.2
C	4 to 5 years	17	1.16%	±0.69	2.9 ^D	±0.4
D	6 to 10 years	56	1.46% ^G	±0.43	2.2 ^{CE}	±0.1
E	11 to 14 years	26	1.42% ^G	±0.67	3.1 ^{BD}	±0.4
F	15 to 20 years	24	0.85%	±0.42	2.7	±0.4
G	More than 20 years	15	0.31% ^{BDE}	±0.21	2.8	±0.5
Pay Plan and Grade - Collapsed						
A	Junior Grade	48	1.72% ^{BC}	±0.56	2.4 ^D	±0.2
B	Middle Grade	82	0.99% ^{AC}	±0.24	2.3 ^{CD}	±0.1
C	Senior Grade	29	0.46% ^{AB}	±0.20	2.7 ^{BD}	±0.3
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	113	1.23% [*]	±0.25	2.5	±0.2
	Supervisor	60	0.66% [*]	±0.19	2.5	±0.2
Supervisory Status						
A	Team Leader	33	0.89%	±0.36	2.3 ^C	±0.2
B	Supervisor	10	0.28% ^E	±0.24	2.5	±0.5
C	Manager	17	1.00%	±0.61	3.0 ^A	±0.5
D	Senior Leader	0	0.00%	NA	NA	NA
E	None of the above	113	1.23% ^B	±0.25	2.5	±0.2

	Experience rate			Frequency of occurrence ^a	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Duty Station					
A National Park Service Headquarters Office (WASO)	13	1.23%	±0.86	2.8	±0.6
B Regional Office	NR	NR	NR	NR	NR
C Park or Other Field Location	157	0.99%	±0.17	2.5	±0.1

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

2.11.2 Prior to Past 12 Months

Table 2.31 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 NPS.

Table 2.31 Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	490	2.83%	±0.26
Sex			
Men	129	1.21%*	±0.23
Women	357	5.45%*	±0.58

* Indicates a statistically significant difference between the two groups.

Employees who indicated they experienced sexual assault related behaviors prior to the past 12 months were also asked to specify their pay plan or grade when they experienced those behaviors for the first time. Table 2.32 shows the percent indicating the pay plan or grade at which the behaviors first occurred.

Table 2.32 Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Wage Grade (WG) 1-4	22	4.43%	±2.23
Wage Grade (WG) 5-8	89	18.09%	±3.68
Wage Grade (WG) 9-16	17	3.54%	±2.07
Other Wage Grade (WG)	12	2.38%	±1.81
General Schedule (GS) 1-6	183	37.49%	±4.39
General Schedule (GS) 7-10	98	19.98%	±3.79
General Schedule (GS) 11-12	43	8.83%	±2.87
General Schedule (GS) 13-15	6	1.23%	±1.48
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	NR	NR	NR
Other	19	3.82%	±2.12

2.12 Sexual Assault Related Behaviors Experienced

Table 2.33 presents a breakdown of estimated experience rate for 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 2.33 Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
National Park Service	0.72% (± 0.13)	0.17% (± 0.07)	0.05% (± 0.05)
Men	0.52% (± 0.15)	NR	NR
Women	1.02% (± 0.27)	0.40% (± 0.18)	NR

3 One Behavior or Experience with the Greatest Effect

The 2017 WES also included a series of follow-up questions designed to examine situational characteristics of harassing and assault experiences among respondents who indicated they had experienced some form of harassment or 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 respondents who chose each type of harassment for which they shared details.

Table 3.1 Primary Basis for Experience of Greatest Effect

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q33 Thinking about the one behavior or experience that had the greatest effect on you in the past 12 months, what was the primary basis for the behavior or experience?			
Your age	1,377	19.5%	±0.9
Your race or ethnicity	561	8.0%	±0.7
Your religious beliefs	386	5.5%	±0.6
Your disability status or condition	398	5.7%	±0.6
Your sexual orientation	179	2.5%	±0.4
Your sex/gender	2,189	31.1%	±1.1
Unknown	1,954	27.7%	±1.1

The results shown in Section 3 represent the estimated subset of NPS 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 NPS population. The tables in the following sections provide results for each question asked in the “One Behavior or Experience” portion of the survey. Most questions included multiple response options. The percent who chose each response option are shown.

3.1 Characteristics of Age Harassment

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

Table 3.2 Context of the One Experience of Age Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	1,054	77.3%	±2.3
Most of it occurred during work hours; some off work hours	187	13.7%	±1.9
Some of it occurred during work hours; most off work hours	76	5.6%	±1.4
None of it occurred during work hours; all off work hours	46	3.4%	±1.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	65	4.8%	±1.3
No	1,305	95.2%	±1.3
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	1,228	91.0%	±1.6
At a work-sponsored social event	25	1.8%	±0.9
At a non-work sponsored social event where coworkers were present	38	2.8%	±1.0
At a permanent bureau/office supplied housing location, if applicable	12	0.9%	±0.7
At a location outside the park/site	46	3.4%	±1.1
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)	826	67.6%	±2.7
At an indoor location (shop or maintenance area)	224	18.4%	±2.3
At an outdoor location (e.g., field site) that did not require an overnight stay	150	12.2%	±2.0
At an outdoor location (e.g., field site) that required an overnight stay	23	1.8%	±0.9
Q38 How often did the specific type of behavior or experience occur?			
Once	457	33.5%	±2.6
Once a month or less	634	46.5%	±2.7
2-4 times a month	197	14.5%	±2.0
Every few days	47	3.4%	±1.1
Every day	28	2.0%	±0.9
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	753	56.7%	±2.7
A week	60	4.5%	±1.3
A month	24	1.8%	±0.9
A few months	213	16.1%	±2.1
A year or more	279	21.0%	±2.3

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	637	47.4%	±2.7
More than one person	708	52.6%	±2.7
Q41 Was/were the person(s) who did this to you?			
Male	677	51.2%	±2.7
Female	207	15.7%	±2.1
Both males and females	439	33.1%	±2.6
Q42 Was/were the person(s) who did this to you?			
Younger	542	39.9%	±2.6
About my age	101	7.4%	±1.5
Older	607	44.7%	±2.7
Some were younger, older, and/or about my age	79	5.8%	±1.4
Do not know	29	2.1%	±0.9
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	746	54.2%	±2.6
Subordinate(s) or someone you supervise/manage	134	9.8%	±1.7
Your Team lead(s) (current or former)	160	11.6%	±1.8
Another Team lead(s) (current or former)	53	3.8%	±1.2
Your Supervisor(s) (current or former)	336	24.4%	±2.3
Another Supervisor(s) (current or former)	149	10.8%	±1.8
Your Manager(s) (current or former)	181	13.1%	±1.9
Another Manager(s) (current or former)	100	7.3%	±1.5
Another federal employee	116	8.4%	±1.6
A contractor	20	1.4%	±0.8
A concessioner	6	0.4%	±0.5
A park partner	39	2.9%	±1.0
A park visitor	69	5.0%	±1.3
Other	57	4.1%	±1.2
Do not know	17	1.2%	±0.7
None selected	52	3.8%	±1.1
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	163	12.1%	±1.9
Yes, I had to or still have to interact with this/these person(s)	1,181	87.9%	±1.9

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

Table 3.3 Results of the One Experience of Age Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	67	4.9%	±1.3
No	1,283	94.1%	±1.4
Don't Know	14	1.0%	±0.7
b. Did you take steps to leave your organization?			
Yes	132	9.7%	±1.7
No	1,218	89.3%	±1.8
Don't Know	14	1.0%	±0.7
c. Did it make it harder to complete your work or do your job?			
Yes	390	28.7%	±2.5
No	923	67.8%	±2.5
Don't Know	47	3.5%	±1.1
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	259	23.2%	±2.6
No	766	68.7%	±2.8
Don't Know	90	8.0%	±1.8
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	20	9.0%	±4.6
No	178	81.8%	±5.7
Don't Know	20	9.2%	±4.7
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	328	24.1%	±2.3
No	957	70.3%	±2.5
Don't Know	77	5.7%	±1.4
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	416	30.9%	±2.5
No	859	63.8%	±2.6
Don't Know	72	5.3%	±1.3
h. Did it damage other personal relationships?			
Yes	120	8.8%	±1.6
No	1,187	87.5%	±1.9
Don't Know	49	3.6%	±1.1

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	158	11.7%	±1.8
No	1,168	86.1%	±1.9
Don't Know	31	2.3%	±0.9
j. Did you seek any type of medical attention?			
Yes	76	5.6%	±1.4
No	1,257	93.6%	±1.4
Don't Know	11	0.8%	±0.7
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	114	8.4%	±1.6
No	1,228	90.6%	±1.7
Don't Know	14	1.0%	±0.7
l. Did you consider leaving the bureau?			
Yes	351	25.8%	±2.4
No	989	72.7%	±2.4
Don't Know	19	1.4%	±0.8

Table 3.4 shows with whom 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 NPS.

Table 3.4 Discussion of the One Experience of Age Harassment

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	350	26.5%	±2.5
My coworkers	715	53.7%	±2.7
My team leader	152	11.6%	±1.9
My supervisor	402	30.0%	±2.5
My manager	194	14.6%	±2.0
A senior leader	127	9.6%	±1.7
Another employee in my bureau	572	43.3%	±2.7
Someone from another bureau/office	108	8.2%	±1.6

Table 3.5 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 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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	156	11.9%	±1.9	2.0	±0.2
Employee Assistance Program (EAP)	66	5.1%	±1.3	2.1	±0.3
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	19	1.5%	±0.8	1.2	±0.3
Employee & Labor Relations (Human Resources)	62	4.8%	±1.3	2.0	±0.3
Union (if applicable)	16	1.3%	±0.8	2.5	±0.6
Equal Employment Opportunity Counselor	66	5.1%	±1.4	1.9	±0.2
Equal Employment Opportunity Office	34	2.6%	±1.0	1.5	±0.3
Office of Inspector General Hotline	6	0.5%	±0.6	1.8	±1.3
Office of Inspector General	7	0.6%	±0.6	1.6	±0.9
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
National Park Service Law Enforcement/Park Police	9	0.7%	±0.6	1.9	±0.7
Other	68	5.5%	±1.4	2.1	±0.3

^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.

An estimated 18.5% 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 Results of Reporting the One Experience of Age Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	90	37.0%	±6.3
No	94	38.4%	±6.3
Don't Know	60	24.6%	±5.8

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
b. The rules of harassment were explained to everyone in the workplace			
Yes	91	37.5%	±6.3
No	109	45.0%	±6.4
Don't Know	42	17.5%	±5.3
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	29	12.0%	±4.7
No	186	75.9%	±5.8
Don't Know	30	12.0%	±4.7
d. An investigation was conducted by a law enforcement official			
Yes	5	2.1%	±2.8
No	217	89.6%	±4.6
Don't Know	20	8.3%	±4.2
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	54	22.1%	±5.7
No	126	51.8%	±6.3
Don't Know	64	26.1%	±5.9
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	12	4.8%	±3.6
No	220	90.9%	±4.4
Don't Know	10	4.3%	±3.4
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	15	6.0%	±3.8
No	201	82.6%	±5.3
Don't Know	28	11.3%	±4.7
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	195	80.5%	±5.5
Don't Know	45	18.6%	±5.4
i. The person(s) stopped the behavior			
Yes	70	29.0%	±6.1
No	111	45.7%	±6.4
Don't Know	61	25.3%	±5.9
j. I was encouraged to drop the issue			
Yes	118	48.3%	±6.3
No	112	46.0%	±6.3
Don't Know	14	5.6%	±3.7

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	80	33.6%	±6.3
No	154	64.3%	±6.3
Don't Know	5	2.1%	±2.9
l. The person(s) who did this took action against me for complaining			
Yes	74	30.8%	±6.2
No	145	60.4%	±6.4
Don't Know	21	8.9%	±4.3
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	71	29.5%	±6.1
No	159	65.7%	±6.2
Don't Know	12	4.8%	±3.6
n. My leadership punished me for bringing it up			
Yes	64	26.4%	±6.0
No	153	63.3%	±6.3
Don't Know	25	10.3%	±4.5
o. I was threatened with loss of employment			
Yes	51	21.1%	±5.7
No	170	70.7%	±6.1
Don't Know	20	8.2%	±4.2

An estimated 18.5% 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 Satisfaction with Reporting of the One Experience of Age Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	245	2.7	±0.1
How you were treated by personnel handling the complaint/grievance/report?	242	2.7	±0.2
Actions taken by the person handling the complaint/grievance/report?	244	2.6	±0.1
Being informed about the current status of the complaint/grievance/report?	239	2.5	±0.1
The amount of time it took to address the complaint/grievance/report?	240	2.5	±0.1

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

An estimated 81.5% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 Reasons for Not Reporting the One Experience of Age Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	523	50.7%	±3.1
I thought it was not serious enough to discuss or report	737	70.8%	±2.8
I took care of it myself by confronting the person(s) who did it	291	28.6%	±2.9
I took other actions to handle the situation	312	30.6%	±2.9
I did not know who to report the behavior to and/or how to file a complaint	131	13.0%	±2.2
I did not want more people to know	206	20.4%	±2.6
I was ashamed or embarrassed	114	11.3%	±2.1
I did not want people to think less of me	214	21.2%	±2.6
I thought other people would blame me	115	11.4%	±2.1
I felt partially to blame	39	3.9%	±1.4
I wanted to forget about it or move on	513	49.7%	±3.1
I did not think anything would be done	499	47.6%	±3.0
I did not think I would be believed	197	19.4%	±2.6
I did not trust that the process would be fair	363	35.0%	±3.0
I thought I might get in trouble for something I did	117	11.6%	±2.1
I thought I would be labeled as a troublemaker	361	35.2%	±3.0
I thought it might hurt my performance appraisal	267	25.8%	±2.8
I thought it might hurt my chances of being renewed or obtaining permanent position	49	27.4%	±7.1
I was worried about potential negative consequences from leadership	345	32.8%	±2.9
I was worried about potential negative consequences from my coworkers or peers	220	21.3%	±2.6
I thought it might hurt my career	256	30.6%	±3.2
I did not want to hurt the person's/s' career/s or family/ies	196	19.2%	±2.5
I was concerned for my physical safety	20	2.0%	±1.1
I feared losing my job	85	8.4%	±1.9
Some other reason	305	30.8%	±3.0

3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 8.0% 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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	455	81.6%	±3.4
Most of it occurred during work hours; some off work hours	47	8.5%	±2.6
Some of it occurred during work hours; most off work hours	50	9.0%	±2.7
None of it occurred during work hours; all off work hours	5	0.9%	±1.2
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	23	4.0%	±2.0
No	538	96.0%	±2.0
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	510	92.1%	±2.6
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	9	1.7%	±1.5
At a permanent bureau/office supplied housing location, if applicable	16	2.9%	±1.8
At a location outside the park/site	17	3.0%	±1.8
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)	338	69.6%	±4.3
At an indoor location (shop or maintenance area)	96	19.7%	±3.8
At an outdoor location (e.g., field site) that did not require an overnight stay	52	10.6%	±3.1
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	182	32.8%	±4.0
Once a month or less	202	36.5%	±4.1
2-4 times a month	82	14.9%	±3.2
Every few days	35	6.4%	±2.4
Every day	52	9.3%	±2.7
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	213	39.4%	±4.2
A week	15	2.7%	±1.8
A month	6	1.1%	±1.3
A few months	85	15.7%	±3.3
A year or more	222	41.0%	±4.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	220	40.0%	±4.2
More than one person	330	60.0%	±4.2
Q41 Was/were the person(s) who did this to you?			
Male	242	45.4%	±4.3
Female	98	18.3%	±3.5
Both males and females	193	36.3%	±4.2
Q42 Was/were the person(s) who did this to you?			
Younger	81	14.7%	±3.2
About my age	74	13.4%	±3.1
Older	196	35.6%	±4.1
Some were younger, older, and/or about my age	158	28.8%	±3.9
Do not know	41	7.5%	±2.5
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	301	53.6%	±4.2
Subordinate(s) or someone you supervise/manage	73	13.0%	±3.1
Your Team lead(s) (current or former)	46	8.2%	±2.6
Another Team lead(s) (current or former)	24	4.4%	±2.0
Your Supervisor(s) (current or former)	155	27.6%	±3.9
Another Supervisor(s) (current or former)	43	7.6%	±2.5
Your Manager(s) (current or former)	95	17.0%	±3.4
Another Manager(s) (current or former)	38	6.8%	±2.4
Another federal employee	51	9.1%	±2.7
A contractor	10	1.8%	±1.5
A concessioner	15	2.6%	±1.7
A park partner	28	4.9%	±2.1
A park visitor	50	8.9%	±2.7
Other	13	2.4%	±1.7
Do not know	5	0.9%	±1.3
None selected	10	1.9%	±1.5
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	76	13.8%	±3.1
Yes, I had to or still have to interact with this/these person(s)	478	86.2%	±3.1

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 NPS.

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	78	13.9%	±3.1
No	454	81.5%	±3.5
Don't Know	25	4.6%	±2.1
b. Did you take steps to leave your organization?			
Yes	145	26.2%	±3.8
No	408	73.5%	±3.8
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	316	56.7%	±4.2
No	230	41.3%	±4.2
Don't Know	11	2.0%	±1.6
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	178	38.3%	±4.5
No	241	51.8%	±4.6
Don't Know	46	9.8%	±3.1
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	39	58.5%	±12.4
No	28	41.5%	±12.4
Don't Know	0	0.0%	NA
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	287	51.4%	±4.2
No	246	44.1%	±4.2
Don't Know	25	4.4%	±2.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	285	51.2%	±4.2
No	236	42.5%	±4.2
Don't Know	35	6.3%	±2.4
h. Did it damage other personal relationships?			
Yes	97	17.4%	±3.4
No	446	80.1%	±3.5
Don't Know	14	2.5%	±1.7

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	202	36.3%	±4.1
No	340	61.2%	±4.1
Don't Know	14	2.5%	±1.7
j. Did you seek any type of medical attention?			
Yes	108	19.4%	±3.5
No	448	80.3%	±3.5
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	175	31.5%	±4.0
No	378	67.9%	±4.0
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	307	55.2%	±4.2
No	247	44.2%	±4.2
Don't Know	NR	NR	NR

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	258	48.8%	±4.3
My coworkers	373	68.4%	±4.0
My team leader	132	24.5%	±3.8
My supervisor	229	42.0%	±4.2
My manager	163	30.3%	±4.0
A senior leader	134	25.0%	±3.9
Another employee in my bureau	311	57.6%	±4.2
Someone from another bureau/office	109	20.3%	±3.6

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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	171	31.1%	±4.0	1.6	±0.2
Employee Assistance Program (EAP)	44	8.1%	±2.6	2.2	±0.3
Ombudsman (if applicable)	14	2.6%	±1.8	1.9	±0.1
CADR Office, CORE PLUS	44	8.4%	±2.7	1.3	±0.2
Employee & Labor Relations (Human Resources)	69	13.1%	±3.2	1.3	±0.2
Union (if applicable)	45	8.3%	±2.6	2.0	±0.3
Equal Employment Opportunity Counselor	75	13.7%	±3.2	2.4	±0.3
Equal Employment Opportunity Office	72	13.3%	±3.1	2.3	±0.3
Office of Inspector General Hotline	18	3.4%	±1.9	1.5	±0.5
Office of Inspector General	14	2.6%	±1.8	1.7	±0.4
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	22	4.2%	±2.1	1.7	±0.3
National Park Service Law Enforcement/Park Police	35	6.6%	±2.5	1.7	±0.4
Other	40	7.9%	±2.7	2.1	±0.4

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

An estimated 36.1% 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 Results of Reporting the One Experience of Racial/Ethnic Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	65	32.8%	±6.9
No	64	32.5%	±6.9
Don't Know	68	34.7%	±7.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	74	37.1%	±7.0
No	97	49.1%	±7.0
Don't Know	27	13.8%	±5.6
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	63	32.1%	±6.9
No	83	41.7%	±7.0
Don't Know	52	26.2%	±6.6
d. An investigation was conducted by a law enforcement official			
Yes	28	14.1%	±5.6
No	120	60.6%	±7.0
Don't Know	50	25.3%	±6.6
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	55	27.7%	±6.7
No	63	31.4%	±6.8
Don't Know	82	40.9%	±7.0
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	12	6.1%	±4.4
No	166	85.8%	±5.7
Don't Know	16	8.2%	±4.8
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	27	13.6%	±5.6
No	151	76.3%	±6.5
Don't Know	20	10.1%	±5.1
h. There was some official career action taken against person(s) for the behavior			
Yes	17	8.7%	±4.8
No	153	77.3%	±6.4
Don't Know	28	14.1%	±5.6

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	26	13.2%	±5.5
No	136	68.3%	±6.8
Don't Know	37	18.5%	±6.1
j. I was encouraged to drop the issue			
Yes	92	45.9%	±7.0
No	104	52.2%	±7.0
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	74	37.0%	±7.0
No	123	61.6%	±7.0
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	89	45.0%	±7.1
No	88	44.8%	±7.1
Don't Know	20	10.2%	±5.1
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	130	65.3%	±6.9
No	63	31.4%	±6.8
Don't Know	7	3.3%	±3.7
n. My leadership punished me for bringing it up			
Yes	84	42.3%	±7.0
No	94	47.4%	±7.0
Don't Know	20	10.2%	±5.1
o. I was threatened with loss of employment			
Yes	14	6.9%	±4.5
No	143	71.6%	±6.7
Don't Know	43	21.6%	±6.3

An estimated 36.1% 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 Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	199	2.5	±0.2
How you were treated by personnel handling the complaint/grievance/report?	199	2.2	±0.2
Actions taken by the person handling the complaint/grievance/report?	199	2.3	±0.2
Being informed about the current status of the complaint/grievance/report?	199	2.3	±0.2
The amount of time it took to address the complaint/grievance/report?	199	2.1	±0.2

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

An estimated 63.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	141	40.8%	±5.3
I thought it was not serious enough to discuss or report	212	61.0%	±5.3
I took care of it myself by confronting the person(s) who did it	115	33.5%	±5.2
I took other actions to handle the situation	103	29.7%	±5.0
I did not know who to report the behavior to and/or how to file a complaint	113	32.8%	±5.1
I did not want more people to know	110	31.9%	±5.1
I was ashamed or embarrassed	43	12.4%	±3.9
I did not want people to think less of me	79	22.8%	±4.7
I thought other people would blame me	81	23.4%	±4.8
I felt partially to blame	12	3.6%	±2.6
I wanted to forget about it or move on	194	55.1%	±5.3
I did not think anything would be done	193	54.9%	±5.3
I did not think I would be believed	100	28.6%	±5.0
I did not trust that the process would be fair	154	44.0%	±5.3
I thought I might get in trouble for something I did	56	16.1%	±4.3
I thought I would be labeled as a troublemaker	146	41.7%	±5.3
I thought it might hurt my performance appraisal	122	35.1%	±5.2
I thought it might hurt my chances of being renewed or obtaining permanent position	15	35.3%	±16.1
I was worried about potential negative consequences from leadership	163	46.6%	±5.3
I was worried about potential negative consequences from my coworkers or peers	101	28.9%	±5.0
I thought it might hurt my career	139	49.0%	±5.8
I did not want to hurt the person's/s' career/s or family/ies	77	22.1%	±4.7
I was concerned for my physical safety	18	5.2%	±2.9
I feared losing my job	70	20.1%	±4.6
Some other reason	136	39.8%	±5.3

3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.5% 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 NPS.

Table 3.16 Context of the One Experience of Religious Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	293	76.0%	±4.5
Most of it occurred during work hours; some off work hours	54	13.9%	±3.8
Some of it occurred during work hours; most off work hours	21	5.4%	±2.8
None of it occurred during work hours; all off work hours	18	4.7%	±2.6
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	13	3.4%	±2.4
No	370	96.6%	±2.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	302	83.8%	±4.2
At a work-sponsored social event	NR	NR	NR
At a non-work sponsored social event where coworkers were present	15	4.3%	±2.7
At a permanent bureau/office supplied housing location, if applicable	6	1.6%	±2.0
At a location outside the park/site	33	9.1%	±3.5
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)	202	66.7%	±5.5
At an indoor location (shop or maintenance area)	27	9.0%	±3.8
At an outdoor location (e.g., field site) that did not require an overnight stay	69	23.0%	±5.1
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	111	28.8%	±4.7
Once a month or less	193	50.2%	±5.0
2-4 times a month	46	11.9%	±3.7
Every few days	30	7.8%	±3.1
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	209	54.5%	±5.0
A week	7	1.7%	±1.9
A month	5	1.3%	±1.8
A few months	92	24.0%	±4.6
A year or more	71	18.5%	±4.2

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	205	53.6%	±5.0
More than one person	178	46.4%	±5.0
Q41 Was/were the person(s) who did this to you?			
Male	166	43.7%	±5.1
Female	77	20.4%	±4.4
Both males and females	137	36.0%	±5.0
Q42 Was/were the person(s) who did this to you?			
Younger	57	14.8%	±3.9
About my age	79	20.5%	±4.4
Older	134	35.0%	±4.9
Some were younger, older, and/or about my age	89	23.2%	±4.5
Do not know	25	6.5%	±3.0
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	236	61.1%	±5.0
Subordinate(s) or someone you supervise/manage	16	4.2%	±2.5
Your Team lead(s) (current or former)	28	7.2%	±3.1
Another Team lead(s) (current or former)	13	3.3%	±2.3
Your Supervisor(s) (current or former)	87	22.5%	±4.5
Another Supervisor(s) (current or former)	18	4.8%	±2.6
Your Manager(s) (current or former)	21	5.3%	±2.8
Another Manager(s) (current or former)	12	3.2%	±2.3
Another federal employee	43	11.2%	±3.6
A contractor	11	2.7%	±2.2
A concessioner	NR	NR	NR
A park partner	17	4.4%	±2.6
A park visitor	9	2.5%	±2.1
Other	28	7.3%	±3.1
Do not know	NR	NR	NR
None selected	29	7.4%	±3.1
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	23	6.4%	±3.0
Yes, I had to or still have to interact with this/these person(s)	340	93.6%	±3.0

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 NPS.

Table 3.17 Results of the One Experience of Religious Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	10	2.7%	±2.2
No	376	97.3%	±2.2
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	43	11.2%	±3.6
No	343	88.8%	±3.6
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	109	28.3%	±4.7
No	269	69.6%	±4.8
Don't Know	8	2.1%	±2.0
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	35	11.1%	±4.0
No	272	86.1%	±4.3
Don't Know	9	2.8%	±2.5
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	5	7.2%	±9.2
No	64	91.2%	±9.6
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	101	26.2%	±4.6
No	230	59.5%	±5.0
Don't Know	55	14.3%	±3.9
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	103	26.5%	±4.7
No	228	59.0%	±5.0
Don't Know	56	14.4%	±3.9
h. Did it damage other personal relationships?			
Yes	20	5.3%	±2.7
No	358	92.8%	±3.1
Don't Know	8	1.9%	±2.0

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	62	16.1%	±4.0
No	320	82.8%	±4.1
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	7	1.7%	±1.9
No	376	97.7%	±2.1
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	39	10.2%	±3.5
No	343	89.3%	±3.5
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	128	33.0%	±4.9
No	255	66.1%	±4.9
Don't Know	NR	NR	NR

Table 3.18 shows with whom the 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 NPS.

Table 3.18 Discussion of the One Experience of Religious Harassment

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	168	44.5%	±5.1
My coworkers	195	51.0%	±5.0
My team leader	87	22.9%	±4.5
My supervisor	126	32.9%	±4.9
My manager	79	20.7%	±4.4
A senior leader	33	8.7%	±3.3
Another employee in my bureau	150	39.2%	±5.0
Someone from another bureau/office	48	12.7%	±3.8

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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	51	13.9%	±4.0	2.8	±0.4
Employee Assistance Program (EAP)	9	2.4%	±2.2	2.1	±0.8
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	14	3.9%	±2.6	1.5	±0.4
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	8	2.2%	±2.2	2.4	±1.0
Equal Employment Opportunity Office	8	2.1%	±2.2	2.2	±0.9
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	25	6.9%	±3.2	3.8	±0.3
National Park Service Law Enforcement/Park Police	NR	NR	NR	NR	NR
Other	6	1.9%	±2.1	NR	NR

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

An estimated 16.6% 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 Results of Reporting the One Experience of Religious Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	14	23.7%	±12.8
No	32	53.8%	±13.0
Don't Know	13	22.5%	±12.7
b. The rules of harassment were explained to everyone in the workplace			
Yes	32	54.2%	±13.2
No	25	43.0%	±13.3
Don't Know	NR	NR	NR
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	NR	NR	NR
No	53	91.3%	±10.9
Don't Know	NR	NR	NR
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	54	93.1%	±10.5
Don't Know	NR	NR	NR
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	30	51.2%	±13.0
No	23	38.8%	±13.4
Don't Know	6	10.0%	±11.1
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	NR	NR	NR
No	54	92.7%	±10.6
Don't Know	0	0.0%	NA
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	NR	NR	NR
No	56	95.5%	±9.9
Don't Know	0	0.0%	NA
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	55	94.4%	±10.2
Don't Know	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	5	8.7%	±10.8
No	47	79.5%	±12.6
Don't Know	7	11.7%	±11.4
j. I was encouraged to drop the issue			
Yes	17	29.5%	±13.3
No	39	66.9%	±13.4
Don't Know	NR	NR	NR
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	10	17.9%	±12.4
No	44	75.3%	±13.0
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	10	17.6%	±12.4
No	41	69.9%	±13.3
Don't Know	7	12.5%	±11.6
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	13	22.5%	±12.9
No	43	73.6%	±13.1
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	10	17.7%	±12.4
No	47	80.6%	±12.6
Don't Know	NR	NR	NR
o. I was threatened with loss of employment			
Yes	6	11.0%	±11.4
No	51	87.3%	±11.7
Don't Know	NR	NR	NR

An estimated 16.6% 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 Satisfaction with Reporting of the One Experience of Religious Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	59	2.6	±0.2
How you were treated by personnel handling the complaint/grievance/report?	59	2.6	±0.2
Actions taken by the person handling the complaint/grievance/report?	59	2.7	±0.2
Being informed about the current status of the complaint/grievance/report?	59	2.6	±0.2
The amount of time it took to address the complaint/grievance/report?	58	2.8	±0.2

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

An estimated 83.4% 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 Reasons for Not Reporting the One Experience of Religious Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	140	47.1%	±5.7
I thought it was not serious enough to discuss or report	254	84.0%	±4.6
I took care of it myself by confronting the person(s) who did it	114	38.7%	±5.7
I took other actions to handle the situation	82	28.0%	±5.5
I did not know who to report the behavior to and/or how to file a complaint	25	8.6%	±3.8
I did not want more people to know	79	26.4%	±5.3
I was ashamed or embarrassed	22	7.4%	±3.6
I did not want people to think less of me	57	18.9%	±4.9
I thought other people would blame me	37	12.2%	±4.2
I felt partially to blame	10	3.3%	±2.8
I wanted to forget about it or move on	153	50.8%	±5.7
I did not think anything would be done	157	52.3%	±5.7
I did not think I would be believed	47	15.7%	±4.6
I did not trust that the process would be fair	116	38.8%	±5.7
I thought I might get in trouble for something I did	19	6.2%	±3.4
I thought I would be labeled as a troublemaker	100	33.4%	±5.6
I thought it might hurt my performance appraisal	40	13.1%	±4.3
I thought it might hurt my chances of being renewed or obtaining permanent position	12	31.1%	±16.6
I was worried about potential negative consequences from leadership	59	19.7%	±4.9
I was worried about potential negative consequences from my coworkers or peers	78	25.9%	±5.3
I thought it might hurt my career	58	22.2%	±5.5
I did not want to hurt the person's/s' career/s or family/ies	57	18.9%	±4.8
I was concerned for my physical safety	5	1.8%	±2.3
I feared losing my job	9	3.1%	±2.7
Some other reason	73	24.8%	±5.3

3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 5.7% indicated the one behavior or experience that had the greatest effect on them was based on their perceived or actual disability. Table 3.23 presents characteristics of the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in NPS.

Table 3.23 Context of the One Experience of Disability Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	330	83.3%	±4.0
Most of it occurred during work hours; some off work hours	46	11.6%	±3.6
Some of it occurred during work hours; most off work hours	10	2.4%	±2.1
None of it occurred during work hours; all off work hours	10	2.6%	±2.1
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	26	6.6%	±2.9
No	372	93.4%	±2.9
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	357	90.7%	±3.3
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 park/site	28	7.2%	±3.0
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	226	67.0%	±5.2
At an indoor location (shop or maintenance area)	80	23.9%	±4.9
At an outdoor location (e.g., field site) that did not require an overnight stay	29	8.7%	±3.5
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	102	25.7%	±4.6
Once a month or less	146	37.0%	±4.9
2-4 times a month	70	17.8%	±4.1
Every few days	60	15.1%	±3.9
Every day	18	4.5%	±2.6
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	142	36.2%	±4.9
A week	8	1.9%	±2.0
A month	11	2.7%	±2.2
A few months	83	21.1%	±4.3
A year or more	149	38.0%	±4.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	166	42.0%	±4.9
More than one person	229	58.0%	±4.9
Q41 Was/were the person(s) who did this to you?			
Male	196	49.9%	±5.0
Female	44	11.2%	±3.5
Both males and females	152	38.8%	±4.9
Q42 Was/were the person(s) who did this to you?			
Younger	99	25.2%	±4.5
About my age	71	18.0%	±4.1
Older	91	23.0%	±4.4
Some were younger, older, and/or about my age	110	27.9%	±4.7
Do not know	23	5.8%	±2.8
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	234	58.7%	±4.9
Subordinate(s) or someone you supervise/manage	24	6.1%	±2.8
Your Team lead(s) (current or former)	53	13.3%	±3.7
Another Team lead(s) (current or former)	24	6.0%	±2.8
Your Supervisor(s) (current or former)	161	40.5%	±4.9
Another Supervisor(s) (current or former)	34	8.5%	±3.2
Your Manager(s) (current or former)	59	14.8%	±3.9
Another Manager(s) (current or former)	21	5.3%	±2.7
Another federal employee	38	9.6%	±3.3
A contractor	13	3.3%	±2.3
A concessioner	NR	NR	NR
A park partner	7	1.8%	±1.9
A park visitor	12	3.1%	±2.2
Other	15	3.8%	±2.4
Do not know	NR	NR	NR
None selected	18	4.6%	±2.6
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	34	8.9%	±3.3
Yes, I had to or still have to interact with this/these person(s)	344	91.1%	±3.3

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 NPS.

Table 3.24 Results of the One Experience of Disability Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	61	15.3%	±3.9
No	334	84.1%	±4.0
Don't Know	NR	NR	NR
b. Did you take steps to leave your organization?			
Yes	131	33.1%	±4.8
No	263	66.5%	±4.8
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	220	55.1%	±4.9
No	170	42.6%	±4.9
Don't Know	9	2.3%	±2.1
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	137	38.0%	±5.2
No	168	46.8%	±5.2
Don't Know	55	15.2%	±4.1
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	10	29.9%	±18.2
No	NR	NR	NR
Don't Know	7	19.4%	±17.8
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	171	42.8%	±4.9
No	196	49.1%	±4.9
Don't Know	32	8.1%	±3.1
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	231	58.1%	±4.9
No	134	33.7%	±4.8
Don't Know	33	8.2%	±3.1
h. Did it damage other personal relationships?			
Yes	87	21.8%	±4.4
No	296	74.4%	±4.5
Don't Know	15	3.7%	±2.4

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	175	44.0%	±4.9
No	222	55.8%	±4.9
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	111	28.1%	±4.7
No	284	71.7%	±4.7
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	156	39.2%	±4.9
No	236	59.3%	±4.9
Don't Know	6	1.5%	±1.8
l. Did you consider leaving the bureau?			
Yes	209	52.8%	±4.9
No	182	46.0%	±5.0
Don't Know	NR	NR	NR

Table 3.25 shows with whom the 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 NPS.

Table 3.25 Discussion of the One Experience of Disability Harassment

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	204	55.9%	±5.2
My coworkers	228	61.4%	±5.1
My team leader	109	30.0%	±4.9
My supervisor	213	56.6%	±5.1
My manager	115	31.0%	±4.9
A senior leader	89	24.4%	±4.7
Another employee in my bureau	184	50.2%	±5.1
Someone from another bureau/office	61	16.7%	±4.2

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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	129	34.2%	±5.0	1.6	±0.2
Employee Assistance Program (EAP)	76	20.6%	±4.5	2.8	±0.3
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	12	3.4%	±2.5	1.9	±0.6
Employee & Labor Relations (Human Resources)	52	14.1%	±4.0	1.7	±0.3
Union (if applicable)	32	8.8%	±3.4	2.1	±0.4
Equal Employment Opportunity Counselor	53	14.3%	±4.0	1.9	±0.3
Equal Employment Opportunity Office	46	12.6%	±3.8	2.1	±0.3
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	7	1.8%	±2.0	2.1	±1.3
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	12	3.3%	±2.4	1.7	±0.5
National Park Service Law Enforcement/Park Police	33	9.1%	±3.4	1.1	±0.2
Other	41	11.9%	±3.9	3.3	±0.4

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

An estimated 51.0% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.27 shows the results of them making an oral and/or written complaint/grievance/report.

Table 3.27 Results of Reporting the One Experience of Disability Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	99	51.7%	±7.1
No	33	17.1%	±6.1
Don't Know	60	31.2%	±7.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	56	29.3%	±6.9
No	106	55.8%	±7.2
Don't Know	28	14.9%	±5.9
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	16	8.3%	±4.9
No	146	76.4%	±6.6
Don't Know	29	15.3%	±5.9
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	163	85.6%	±5.8
Don't Know	23	11.9%	±5.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	24	12.4%	±5.6
No	118	62.1%	±7.2
Don't Know	48	25.4%	±6.7
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	24	12.7%	±5.6
No	164	86.7%	±5.7
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	9	4.6%	±4.2
No	178	94.1%	±4.4
Don't Know	NR	NR	NR
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	159	83.0%	±6.1
Don't Know	30	15.5%	±5.9

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	31	16.5%	±6.0
No	113	59.6%	±7.2
Don't Know	45	23.9%	±6.6
j. I was encouraged to drop the issue			
Yes	113	58.9%	±7.2
No	60	31.0%	±7.0
Don't Know	19	10.0%	±5.2
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	116	60.3%	±7.1
No	64	33.1%	±7.0
Don't Know	13	6.5%	±4.5
l. The person(s) who did this took action against me for complaining			
Yes	64	33.4%	±7.1
No	116	61.1%	±7.2
Don't Know	10	5.4%	±4.3
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	47	24.3%	±6.6
No	100	52.4%	±7.1
Don't Know	44	23.3%	±6.6
n. My leadership punished me for bringing it up			
Yes	64	33.2%	±7.0
No	108	56.6%	±7.2
Don't Know	19	10.1%	±5.2
o. I was threatened with loss of employment			
Yes	39	20.3%	±6.4
No	139	73.0%	±6.8
Don't Know	13	6.7%	±4.6

An estimated 51.0% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.28 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

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

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	192	2.4	±0.2
How you were treated by personnel handling the complaint/grievance/report?	185	2.3	±0.2
Actions taken by the person handling the complaint/grievance/report?	185	2.2	±0.2
Being informed about the current status of the complaint/grievance/report?	185	2.3	±0.2
The amount of time it took to address the complaint/grievance/report?	185	2.2	±0.2

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

An estimated 49.0% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of disability harassment within the past 12 months that had the greatest effect on them. Table 3.29 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	81	47.0%	±7.5
I thought it was not serious enough to discuss or report	106	59.8%	±7.5
I took care of it myself by confronting the person(s) who did it	62	36.0%	±7.5
I took other actions to handle the situation	66	38.1%	±7.5
I did not know who to report the behavior to and/or how to file a complaint	30	16.9%	±6.3
I did not want more people to know	67	37.4%	±7.4
I was ashamed or embarrassed	61	33.5%	±7.3
I did not want people to think less of me	80	44.1%	±7.4
I thought other people would blame me	58	32.1%	±7.2
I felt partially to blame	23	13.2%	±5.9
I wanted to forget about it or move on	109	60.1%	±7.4
I did not think anything would be done	83	46.3%	±7.4
I did not think I would be believed	44	24.8%	±7.0
I did not trust that the process would be fair	71	40.1%	±7.4
I thought I might get in trouble for something I did	49	27.2%	±7.1
I thought I would be labeled as a troublemaker	102	56.6%	±7.4
I thought it might hurt my performance appraisal	58	32.6%	±7.3
I thought it might hurt my chances of being renewed or obtaining permanent position	NR	NR	NR
I was worried about potential negative consequences from leadership	85	46.9%	±7.4
I was worried about potential negative consequences from my coworkers or peers	74	41.4%	±7.4
I thought it might hurt my career	70	44.9%	±8.0
I did not want to hurt the person's/s' career/s or family/ies	39	21.7%	±6.7
I was concerned for my physical safety	6	3.5%	±4.0
I feared losing my job	43	23.5%	±6.8
Some other reason	60	34.8%	±7.5

3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 2.5% 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 NPS.

Table 3.30 Context of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	106	59.3%	±7.4
Most of it occurred during work hours; some off work hours	43	23.9%	±6.9
Some of it occurred during work hours; most off work hours	27	15.3%	±6.1
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	176	98.4%	±3.4
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	153	85.4%	±6.0
At a work-sponsored social event	19	10.5%	±5.5
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 park/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)	90	58.9%	±8.1
At an indoor location (shop or maintenance area)	53	34.6%	±8.0
At an outdoor location (e.g., field site) that did not require an overnight stay	8	5.0%	±4.9
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	43	24.0%	±6.9
Once a month or less	78	43.8%	±7.4
2-4 times a month	12	6.7%	±4.8
Every few days	18	10.3%	±5.4
Every day	27	15.2%	±6.1
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	71	39.7%	±7.4
A week	5	3.0%	±3.9
A month	NR	NR	NR
A few months	37	20.6%	±6.6
A year or more	61	34.5%	±7.4

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	62	34.4%	±7.3
More than one person	117	65.6%	±7.3
Q41 Was/were the person(s) who did this to you?			
Male	103	58.2%	±7.5
Female	10	5.5%	±4.6
Both males and females	64	36.3%	±7.4
Q42 Was/were the person(s) who did this to you?			
Younger	9	4.9%	±4.4
About my age	22	12.3%	±5.8
Older	70	39.3%	±7.4
Some were younger, older, and/or about my age	68	38.2%	±7.4
Do not know	9	5.3%	±4.5
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	148	82.6%	±6.3
Subordinate(s) or someone you supervise/manage	14	7.8%	±5.0
Your Team lead(s) (current or former)	17	9.6%	±5.3
Another Team lead(s) (current or former)	12	7.0%	±4.8
Your Supervisor(s) (current or former)	59	33.2%	±7.3
Another Supervisor(s) (current or former)	14	8.1%	±5.1
Your Manager(s) (current or former)	19	10.7%	±5.5
Another Manager(s) (current or former)	6	3.4%	±4.0
Another federal employee	16	9.1%	±5.2
A contractor	NR	NR	NR
A concessioner	NR	NR	NR
A park partner	NR	NR	NR
A park visitor	5	2.9%	±3.8
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	11	6.3%	±4.7
Yes, I had to or still have to interact with this/these person(s)	165	93.7%	±4.7

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 NPS.

Table 3.31 Results of the One Experience of Sexual Orientation Harassment

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	175	97.9%	±3.6
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	13	7.5%	±5.1
No	156	92.5%	±5.1
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	95	53.3%	±7.4
No	81	45.3%	±7.4
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	46	35.4%	±8.7
No	76	59.2%	±8.8
Don't Know	7	5.3%	±5.6
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	25	49.0%	±14.0
No	21	42.2%	±14.4
Don't Know	NR	NR	NR
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	109	60.6%	±7.4
No	60	33.6%	±7.3
Don't Know	10	5.8%	±4.6
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	104	57.8%	±7.4
No	68	38.1%	±7.4
Don't Know	7	4.1%	±4.2
h. Did it damage other personal relationships?			
Yes	41	22.7%	±6.8
No	135	75.4%	±6.9
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	42	23.3%	±6.8
No	137	76.7%	±6.8
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	10	5.6%	±4.6
No	166	93.0%	±4.9
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	35	19.8%	±6.6
No	144	80.2%	±6.6
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	86	48.3%	±7.4
No	92	51.2%	±7.4
Don't Know	NR	NR	NR

Table 3.32 shows with whom the 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 NPS.

Table 3.32 Discussion of the One Experience of Sexual Orientation Harassment

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	95	55.6%	±7.6
My coworkers	126	71.5%	±7.2
My team leader	38	21.8%	±6.8
My supervisor	72	41.3%	±7.5
My manager	25	14.2%	±6.1
A senior leader	13	7.3%	±5.0
Another employee in my bureau	117	67.1%	±7.4
Someone from another bureau/office	25	14.4%	±6.2

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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	63	35.8%	±7.4	1.4	±0.2
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	5	3.1%	±3.9	1.0	±0.0
Employee & Labor Relations (Human Resources)	9	5.3%	±4.5	1.8	±0.6
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	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
National Park Service Law Enforcement/Park Police	7	4.2%	±4.3	2.9	±0.9
Other	8	5.2%	±4.8	2.6	±1.2

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

An estimated 38.9% 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 Results of Reporting the One Experience of Sexual Orientation Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	37	53.4%	±12.0
No	12	18.0%	±11.2
Don't Know	20	28.7%	±12.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	30	44.6%	±12.3
No	28	41.6%	±12.3
Don't Know	9	13.8%	±10.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	9	12.7%	±10.6
No	53	78.1%	±11.7
Don't Know	6	9.2%	±9.9
d. An investigation was conducted by a law enforcement official			
Yes	NR	NR	NR
No	58	85.6%	±10.9
Don't Know	7	10.9%	±10.3
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	13	19.4%	±11.5
No	29	42.6%	±12.3
Don't Know	26	38.0%	±12.4
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	14	20.4%	±11.7
No	51	76.7%	±12.0
Don't Know	NR	NR	NR
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	6	9.6%	±10.1
No	48	72.5%	±12.3
Don't Know	12	17.9%	±11.5
h. There was some official career action taken against person(s) for the behavior			
Yes	NR	NR	NR
No	47	71.3%	±12.4
Don't Know	15	23.7%	±12.1

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	9	12.8%	±10.6
No	50	74.1%	±12.0
Don't Know	9	13.2%	±10.7
j. I was encouraged to drop the issue			
Yes	43	64.2%	±12.4
No	24	35.8%	±12.4
Don't Know	0	0.0%	NA
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	13	19.1%	±11.5
No	54	79.4%	±11.6
Don't Know	NR	NR	NR
l. The person(s) who did this took action against me for complaining			
Yes	18	27.0%	±12.1
No	45	67.0%	±12.3
Don't Know	NR	NR	NR
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	43	63.1%	±12.4
No	24	35.5%	±12.4
Don't Know	NR	NR	NR
n. My leadership punished me for bringing it up			
Yes	35	52.1%	±12.1
No	27	40.1%	±12.4
Don't Know	5	7.8%	±9.6
o. I was threatened with loss of employment			
Yes	NR	NR	NR
No	60	89.7%	±10.1
Don't Know	NR	NR	NR

An estimated 38.9% 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 Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	67	2.8	±0.2
How you were treated by personnel handling the complaint/grievance/report?	69	2.6	±0.2
Actions taken by the person handling the complaint/grievance/report?	69	2.4	±0.2
Being informed about the current status of the complaint/grievance/report?	67	2.4	±0.2
The amount of time it took to address the complaint/grievance/report?	67	2.3	±0.2

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

An estimated 61.1% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 Reasons for Not Reporting the One Experience of Sexual Orientation Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	41	37.8%	±9.7
I thought it was not serious enough to discuss or report	83	76.4%	±9.0
I took care of it myself by confronting the person(s) who did it	35	32.6%	±9.6
I took other actions to handle the situation	14	12.9%	±7.9
I did not know who to report the behavior to and/or how to file a complaint	26	23.8%	±9.1
I did not want more people to know	51	47.8%	±9.6
I was ashamed or embarrassed	34	31.7%	±9.5
I did not want people to think less of me	52	48.4%	±9.6
I thought other people would blame me	30	27.5%	±9.3
I felt partially to blame	13	12.0%	±7.8
I wanted to forget about it or move on	82	75.4%	±9.1
I did not think anything would be done	55	51.2%	±9.5
I did not think I would be believed	30	27.7%	±9.3
I did not trust that the process would be fair	41	38.1%	±9.7
I thought I might get in trouble for something I did	19	17.6%	±8.5
I thought I would be labeled as a troublemaker	51	47.0%	±9.6
I thought it might hurt my performance appraisal	26	23.9%	±9.1
I thought it might hurt my chances of being renewed or obtaining permanent position	9	27.9%	±18.4
I was worried about potential negative consequences from leadership	44	40.9%	±9.7
I was worried about potential negative consequences from my coworkers or peers	47	43.4%	±9.7
I thought it might hurt my career	25	34.3%	±11.7
I did not want to hurt the person's/s' career/s or family/ies	36	32.9%	±9.5
I was concerned for my physical safety	6	5.5%	±6.4
I feared losing my job	23	21.0%	±8.9
Some other reason	58	53.7%	±9.6

3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 31.1% indicated the one behavior or experience that had the greatest effect on them was based on their sex/gender. Table 3.37 presents characteristics of the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	1,724	78.8%	±1.8
Most of it occurred during work hours; some off work hours	300	13.7%	±1.5
Some of it occurred during work hours; most off work hours	133	6.1%	±1.1
None of it occurred during work hours; all off work hours	31	1.4%	±0.6
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	149	6.8%	±1.1
No	2,037	93.2%	±1.1
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	1,989	91.3%	±1.3
At a work-sponsored social event	26	1.2%	±0.6
At a non-work sponsored social event where coworkers were present	41	1.9%	±0.7
At a permanent bureau/office supplied housing location, if applicable	33	1.5%	±0.6
At a location outside the park/site	88	4.0%	±0.9
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	1,343	67.8%	±2.1
At an indoor location (shop or maintenance area)	223	11.3%	±1.5
At an outdoor location (e.g., field site) that did not require an overnight stay	372	18.8%	±1.8
At an outdoor location (e.g., field site) that required an overnight stay	41	2.1%	±0.7
Q38 How often did the specific type of behavior or experience occur?			
Once	740	34.3%	±2.0
Once a month or less	912	42.2%	±2.1
2-4 times a month	291	13.5%	±1.5
Every few days	173	8.0%	±1.2
Every day	45	2.1%	±0.7
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	990	46.4%	±2.1
A week	110	5.1%	±1.0
A month	44	2.1%	±0.7
A few months	350	16.4%	±1.6
A year or more	641	30.0%	±2.0

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	1,441	66.3%	±2.0
More than one person	733	33.7%	±2.0
Q41 Was/were the person(s) who did this to you?			
Male	1,733	80.2%	±1.7
Female	276	12.8%	±1.5
Both males and females	152	7.0%	±1.2
Q42 Was/were the person(s) who did this to you?			
Younger	209	9.7%	±1.3
About my age	511	23.6%	±1.8
Older	1,163	53.7%	±2.1
Some were younger, older, and/or about my age	238	11.0%	±1.4
Do not know	44	2.0%	±0.7
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	1,309	59.8%	±2.1
Subordinate(s) or someone you supervise/manage	98	4.5%	±1.0
Your Team lead(s) (current or former)	152	6.9%	±1.1
Another Team lead(s) (current or former)	124	5.7%	±1.1
Your Supervisor(s) (current or former)	419	19.1%	±1.7
Another Supervisor(s) (current or former)	230	10.5%	±1.4
Your Manager(s) (current or former)	208	9.5%	±1.3
Another Manager(s) (current or former)	163	7.4%	±1.2
Another federal employee	188	8.6%	±1.3
A contractor	61	2.8%	±0.8
A concessioner	40	1.8%	±0.7
A park partner	106	4.9%	±1.0
A park visitor	193	8.8%	±1.3
Other	42	1.9%	±0.7
Do not know	9	0.4%	±0.4
None selected	31	1.4%	±0.6
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	307	14.2%	±1.5
Yes, I had to or still have to interact with this/these person(s)	1,851	85.8%	±1.5

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 NPS.

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	130	6.0%	±1.1
No	2,036	93.6%	±1.1
Don't Know	9	0.4%	±0.4
b. Did you take steps to leave your organization?			
Yes	251	11.5%	±1.4
No	1,910	87.9%	±1.4
Don't Know	13	0.6%	±0.4
c. Did it make it harder to complete your work or do your job?			
Yes	892	40.9%	±2.1
No	1,227	56.3%	±2.1
Don't Know	59	2.7%	±0.8
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	274	15.9%	±1.8
No	1,315	76.3%	±2.1
Don't Know	133	7.7%	±1.4
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	57	13.0%	±3.5
No	359	81.4%	±3.9
Don't Know	25	5.6%	±2.6
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	753	34.7%	±2.0
No	1,308	60.3%	±2.1
Don't Know	109	5.0%	±1.0
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	742	34.2%	±2.0
No	1,299	59.9%	±2.1
Don't Know	128	5.9%	±1.1
h. Did it damage other personal relationships?			
Yes	218	10.1%	±1.3
No	1,892	87.7%	±1.5
Don't Know	47	2.2%	±0.7

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	366	16.9%	±1.6
No	1,772	81.9%	±1.7
Don't Know	25	1.1%	±0.5
j. Did you seek any type of medical attention?			
Yes	125	5.8%	±1.1
No	2,028	93.6%	±1.1
Don't Know	14	0.6%	±0.4
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	322	14.9%	±1.6
No	1,835	84.6%	±1.6
Don't Know	12	0.6%	±0.4
l. Did you consider leaving the bureau?			
Yes	597	27.5%	±1.9
No	1,551	71.5%	±1.9
Don't Know	20	0.9%	±0.5

Table 3.39 shows with whom the 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 NPS.

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

Q46 Discussed the experience with:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
The person(s) involved	686	33.6%	±2.1
My coworkers	1,380	64.2%	±2.1
My team leader	396	18.9%	±1.7
My supervisor	804	37.9%	±2.1
My manager	444	21.3%	±1.8
A senior leader	276	13.3%	±1.5
Another employee in my bureau	1,206	57.5%	±2.1
Someone from another bureau/office	248	12.1%	±1.5

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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	468	21.7%	±1.8	2.3	±0.1
Employee Assistance Program (EAP)	96	4.5%	±1.0	2.6	±0.3
Ombudsman (if applicable)	17	0.8%	±0.5	2.6	±0.6
CADR Office, CORE PLUS	26	1.2%	±0.6	1.4	±0.3
Employee & Labor Relations (Human Resources)	99	4.6%	±1.0	2.0	±0.3
Union (if applicable)	28	1.3%	±0.6	2.3	±0.4
Equal Employment Opportunity Counselor	87	4.1%	±0.9	2.1	±0.2
Equal Employment Opportunity Office	57	2.7%	±0.8	2.1	±0.3
Office of Inspector General Hotline	7	0.3%	±0.4	2.5	±1.1
Office of Inspector General	19	0.9%	±0.5	2.4	±0.6
Other Law Enforcement/Civil Authority not in the bureau	11	0.5%	±0.4	2.9	±1.0
Department of Interior Ethics/Bureau Ethics Office	19	0.9%	±0.5	1.7	±0.2
National Park Service Law Enforcement/Park Police	62	2.9%	±0.8	2.9	±0.3
Other	70	3.4%	±0.9	2.9	±0.3

^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.

An estimated 27.3% 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 Results of Reporting the One Experience of Sexual/Gender Harassment

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	224	38.2%	±4.0
No	238	40.7%	±4.0
Don't Know	123	21.0%	±3.5
b. The rules of harassment were explained to everyone in the workplace			
Yes	182	31.1%	±3.9
No	342	58.6%	±4.1
Don't Know	60	10.3%	±2.7
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	108	18.6%	±3.4
No	395	68.0%	±3.9
Don't Know	78	13.4%	±3.0
d. An investigation was conducted by a law enforcement official			
Yes	46	8.0%	±2.5
No	488	84.0%	±3.2
Don't Know	47	8.1%	±2.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	247	42.5%	±4.1
No	191	32.9%	±3.9
Don't Know	143	24.6%	±3.7
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	61	10.4%	±2.8
No	506	86.9%	±3.0
Don't Know	16	2.7%	±1.7
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	44	7.7%	±2.5
No	511	88.7%	±2.9
Don't Know	21	3.6%	±1.9
h. There was some official career action taken against person(s) for the behavior			
Yes	26	4.6%	±2.1
No	452	78.7%	±3.6
Don't Know	96	16.7%	±3.3

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	130	22.5%	±3.6
No	332	57.6%	±4.1
Don't Know	114	19.9%	±3.5
j. I was encouraged to drop the issue			
Yes	171	29.4%	±3.8
No	389	66.9%	±3.9
Don't Know	22	3.7%	±1.9
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	182	31.3%	±3.9
No	377	64.9%	±4.0
Don't Know	22	3.7%	±1.9
l. The person(s) who did this took action against me for complaining			
Yes	191	32.8%	±3.9
No	348	59.9%	±4.1
Don't Know	43	7.3%	±2.4
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	164	28.4%	±3.8
No	386	66.9%	±4.0
Don't Know	27	4.6%	±2.1
n. My leadership punished me for bringing it up			
Yes	139	23.8%	±3.6
No	407	69.9%	±3.9
Don't Know	37	6.4%	±2.3
o. I was threatened with loss of employment			
Yes	67	11.6%	±2.9
No	488	84.1%	±3.2
Don't Know	25	4.4%	±2.0

An estimated 27.3% 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 Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	585	2.7	±0.1
How you were treated by personnel handling the complaint/grievance/report?	575	2.9	±0.1
Actions taken by the person handling the complaint/grievance/report?	579	2.6	±0.1
Being informed about the current status of the complaint/grievance/report?	573	2.6	±0.1
The amount of time it took to address the complaint/grievance/report?	574	2.7	±0.1

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

An estimated 72.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Table 3.43 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	746	48.6%	±2.5
I thought it was not serious enough to discuss or report	1,126	72.8%	±2.3
I took care of it myself by confronting the person(s) who did it	479	31.2%	±2.4
I took other actions to handle the situation	562	36.9%	±2.5
I did not know who to report the behavior to and/or how to file a complaint	152	10.1%	±1.6
I did not want more people to know	376	24.6%	±2.2
I was ashamed or embarrassed	203	13.3%	±1.8
I did not want people to think less of me	361	23.7%	±2.2
I thought other people would blame me	261	17.1%	±2.0
I felt partially to blame	115	7.6%	±1.4
I wanted to forget about it or move on	803	52.0%	±2.5
I did not think anything would be done	715	47.5%	±2.5
I did not think I would be believed	253	16.9%	±2.0
I did not trust that the process would be fair	484	32.2%	±2.4
I thought I might get in trouble for something I did	171	11.4%	±1.7
I thought I would be labeled as a troublemaker	644	42.6%	±2.5
I thought it might hurt my performance appraisal	279	18.2%	±2.0
I thought it might hurt my chances of being renewed or obtaining permanent position	57	19.3%	±4.9
I was worried about potential negative consequences from leadership	415	26.9%	±2.3
I was worried about potential negative consequences from my coworkers or peers	390	25.5%	±2.2
I thought it might hurt my career	405	33.2%	±2.7
I did not want to hurt the person's/s' career/s or family/ies	377	24.6%	±2.2
I was concerned for my physical safety	34	2.2%	±0.9
I feared losing my job	131	8.5%	±1.5
Some other reason	669	44.1%	±2.5

3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 27.7% 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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	1,094	63.3%	±2.3
Most of it occurred during work hours; some off work hours	198	11.4%	±1.6
Some of it occurred during work hours; most off work hours	103	6.0%	±1.2
None of it occurred during work hours; all off work hours	334	19.3%	±1.9
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	83	4.4%	±1.0
No	1,803	95.6%	±1.0
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	1,304	82.0%	±2.0
At a work-sponsored social event	39	2.4%	±0.9
At a non-work sponsored social event where coworkers were present	33	2.1%	±0.8
At a permanent bureau/office supplied housing location, if applicable	24	1.5%	±0.7
At a location outside the park/site	191	12.0%	±1.7
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)	900	70.8%	±2.6
At an indoor location (shop or maintenance area)	199	15.7%	±2.1
At an outdoor location (e.g., field site) that did not require an overnight stay	153	12.0%	±1.9
At an outdoor location (e.g., field site) that required an overnight stay	20	1.6%	±0.9
Q38 How often did the specific type of behavior or experience occur?			
Once	798	52.1%	±2.5
Once a month or less	484	31.6%	±2.4
2-4 times a month	135	8.8%	±1.5
Every few days	93	6.1%	±1.3
Every day	21	1.4%	±0.7

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	840	55.4%	±2.5
A week	31	2.0%	±0.8
A month	43	2.9%	±1.0
A few months	291	19.2%	±2.1
A year or more	312	20.6%	±2.1
Q40 How many people were involved?			
One person	1,024	67.2%	±2.4
More than one person	500	32.8%	±2.4
Q41 Was/were the person(s) who did this to you?			
Male	975	62.9%	±2.4
Female	357	23.1%	±2.2
Both males and females	217	14.0%	±1.8
Q42 Was/were the person(s) who did this to you?			
Younger	328	20.4%	±2.0
About my age	323	20.1%	±2.0
Older	626	39.0%	±2.4
Some were younger, older, and/or about my age	161	10.0%	±1.6
Do not know	167	10.4%	±1.6
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	797	40.8%	±2.2
Subordinate(s) or someone you supervise/manage	141	7.2%	±1.2
Your Team lead(s) (current or former)	100	5.1%	±1.1
Another Team lead(s) (current or former)	30	1.6%	±0.7
Your Supervisor(s) (current or former)	281	14.4%	±1.6
Another Supervisor(s) (current or former)	160	8.2%	±1.3
Your Manager(s) (current or former)	170	8.7%	±1.3
Another Manager(s) (current or former)	56	2.9%	±0.8
Another federal employee	172	8.8%	±1.3
A contractor	17	0.9%	±0.5
A concessioner	6	0.3%	±0.4
A park partner	32	1.6%	±0.7
A park visitor	49	2.5%	±0.8
Other	56	2.9%	±0.8
Do not know	124	6.3%	±1.2
None selected	356	18.2%	±1.8
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	294	18.3%	±2.0
Yes, I had to or still have to interact with this/these person(s)	1,316	81.7%	±2.0

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 NPS.

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	55	3.2%	±0.9
No	1,629	94.1%	±1.2
Don't Know	48	2.8%	±0.9
b. Did you take steps to leave your organization?			
Yes	174	10.1%	±1.5
No	1,493	86.8%	±1.7
Don't Know	52	3.0%	±0.9
c. Did it make it harder to complete your work or do your job?			
Yes	511	29.8%	±2.2
No	1,115	65.0%	±2.3
Don't Know	90	5.2%	±1.2
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	203	13.9%	±1.9
No	1,139	78.1%	±2.2
Don't Know	117	8.0%	±1.5
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	47	21.7%	±6.1
No	130	60.2%	±6.7
Don't Know	39	18.1%	±5.8
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	487	28.7%	±2.2
No	1,090	64.3%	±2.3
Don't Know	117	6.9%	±1.3
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	459	27.1%	±2.2
No	1,106	65.4%	±2.3
Don't Know	127	7.5%	±1.4
h. Did it damage other personal relationships?			
Yes	165	9.7%	±1.5
No	1,466	86.5%	±1.7
Don't Know	65	3.8%	±1.0

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	266	15.8%	±1.8
No	1,404	83.0%	±1.9
Don't Know	21	1.3%	±0.7
j. Did you seek any type of medical attention?			
Yes	91	5.4%	±1.2
No	1,558	92.4%	±1.4
Don't Know	38	2.2%	±0.8
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	145	8.7%	±1.4
No	1,492	89.2%	±1.6
Don't Know	36	2.2%	±0.8
l. Did you consider leaving the bureau?			
Yes	444	26.3%	±2.2
No	1,226	72.6%	±2.2
Don't Know	20	1.2%	±0.6

Table 3.46 shows with whom the 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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	609	38.2%	±2.4
My coworkers	854	50.9%	±2.4
My team leader	320	19.3%	±2.0
My supervisor	589	35.1%	±2.3
My manager	335	20.1%	±2.0
A senior leader	199	12.0%	±1.7
Another employee in my bureau	668	40.0%	±2.4
Someone from another bureau/office	140	8.5%	±1.4

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 NPS.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	259	15.4%	±1.8	2.3	±0.2
Employee Assistance Program (EAP)	60	3.7%	±1.0	2.3	±0.3
Ombudsman (if applicable)	7	0.4%	±0.5	2.0	±0.7
CADR Office, CORE PLUS	16	1.0%	±0.6	2.1	±0.6
Employee & Labor Relations (Human Resources)	44	2.7%	±0.9	2.1	±0.4
Union (if applicable)	25	1.6%	±0.7	2.7	±0.6
Equal Employment Opportunity Counselor	48	3.0%	±1.0	1.9	±0.3
Equal Employment Opportunity Office	34	2.1%	±0.8	1.6	±0.4
Office of Inspector General Hotline	7	0.4%	±0.5	1.9	±0.6
Office of Inspector General	31	1.9%	±0.8	1.7	±0.4
Other Law Enforcement/Civil Authority not in the bureau	10	0.6%	±0.5	3.3	±0.7
Department of Interior Ethics/Bureau Ethics Office	15	0.9%	±0.6	2.0	±0.7
National Park Service Law Enforcement/Park Police	41	2.5%	±0.9	2.5	±0.4
Other	56	3.6%	±1.1	2.6	±0.4

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

An estimated 19.3% 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 Results of Reporting the One Experience of Harassment Based on Unknown Reasons

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. The person I told took no action			
Yes	129	41.4%	±5.6
No	112	35.9%	±5.5
Don't Know	71	22.7%	±5.0
b. The rules of harassment were explained to everyone in the workplace			
Yes	106	33.7%	±5.4
No	148	46.9%	±5.6
Don't Know	61	19.4%	±4.8
c. A review/investigation/other assessment of the workplace was conducted by management			
Yes	61	19.3%	±4.8
No	176	55.7%	±5.6
Don't Know	79	25.0%	±5.1
d. An investigation was conducted by a law enforcement official			
Yes	24	7.8%	±3.6
No	237	75.9%	±5.1
Don't Know	51	16.4%	±4.5
e. Someone talked to the person(s) to ask him/her/them to change their behavior			
Yes	120	38.1%	±5.5
No	86	27.3%	±5.2
Don't Know	109	34.6%	±5.4
f. My work station location or duties were changed to help me avoid the person(s)			
Yes	33	10.3%	±3.9
No	268	84.9%	±4.4
Don't Know	15	4.8%	±3.0
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them			
Yes	28	9.0%	±3.7
No	263	83.9%	±4.5
Don't Know	22	7.1%	±3.5
h. There was some official career action taken against person(s) for the behavior			
Yes	27	8.7%	±3.7
No	212	67.1%	±5.4
Don't Know	77	24.2%	±5.1

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. The person(s) stopped the behavior			
Yes	92	29.0%	±5.3
No	173	54.6%	±5.5
Don't Know	52	16.4%	±4.5
j. I was encouraged to drop the issue			
Yes	107	33.4%	±5.4
No	186	58.3%	±5.5
Don't Know	26	8.3%	±3.6
k. I was discouraged from making an oral and/or written complaint/grievance/report			
Yes	77	24.4%	±5.1
No	228	72.3%	±5.2
Don't Know	10	3.3%	±2.7
l. The person(s) who did this took action against me for complaining			
Yes	109	34.7%	±5.5
No	174	55.4%	±5.6
Don't Know	31	9.9%	±3.8
m. My coworkers treated me worse, avoided me, or blamed me for the problem			
Yes	84	26.6%	±5.2
No	207	65.7%	±5.4
Don't Know	24	7.7%	±3.5
n. My leadership punished me for bringing it up			
Yes	55	17.6%	±4.6
No	239	76.2%	±5.1
Don't Know	19	6.2%	±3.3
o. I was threatened with loss of employment			
Yes	43	13.8%	±4.3
No	265	84.3%	±4.5
Don't Know	6	2.0%	±2.3

An estimated 19.3% 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 Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Satisfaction mean score^a</i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	306	2.9	±0.1
How you were treated by personnel handling the complaint/grievance/report?	291	2.9	±0.2
Actions taken by the person handling the complaint/grievance/report?	289	2.8	±0.2
Being informed about the current status of the complaint/grievance/report?	289	2.7	±0.2
The amount of time it took to address the complaint/grievance/report?	289	2.7	±0.2

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

An estimated 80.7% 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 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 Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	757	60.6%	±2.7
I thought it was not serious enough to discuss or report	828	65.7%	±2.7
I took care of it myself by confronting the person(s) who did it	498	39.7%	±2.7
I took other actions to handle the situation	347	28.1%	±2.6
I did not know who to report the behavior to and/or how to file a complaint	188	14.6%	±2.0
I did not want more people to know	320	25.8%	±2.5
I was ashamed or embarrassed	100	8.1%	±1.7
I did not want people to think less of me	253	19.6%	±2.3
I thought other people would blame me	181	14.3%	±2.0
I felt partially to blame	72	5.9%	±1.5
I wanted to forget about it or move on	623	47.4%	±2.7
I did not think anything would be done	486	38.1%	±2.7
I did not think I would be believed	224	17.7%	±2.2
I did not trust that the process would be fair	335	26.5%	±2.5
I thought I might get in trouble for something I did	168	13.2%	±2.0
I thought I would be labeled as a troublemaker	386	29.7%	±2.5
I thought it might hurt my performance appraisal	208	16.8%	±2.2
I thought it might hurt my chances of being renewed or obtaining permanent position	59	32.9%	±7.3
I was worried about potential negative consequences from leadership	329	25.6%	±2.5
I was worried about potential negative consequences from my coworkers or peers	293	23.9%	±2.5
I thought it might hurt my career	265	24.9%	±2.7
I did not want to hurt the person's/s' career/s or family/ies	341	28.0%	±2.6
I was concerned for my physical safety	36	3.0%	±1.1
I feared losing my job	202	16.2%	±2.2
Some other reason	438	35.7%	±2.7

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 NPS.

Table 3.51 Context of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q34 When did the specific type of behavior or experience occur?							
All of it occurred during work hours	77.3% (±2.3)	81.6% (±3.4)	76.0% (±4.5)	83.3% (±4.0)	59.3% (±7.4)	78.8% (±1.8)	63.3% (±2.3)
Most of it occurred during work hours; some off work hours	13.7% (±1.9)	8.5% (±2.6)	13.9% (±3.8)	11.6% (±3.6)	23.9% (±6.9)	13.7% (±1.5)	11.4% (±1.6)
Some of it occurred during work hours; most off work hours	5.6% (±1.4)	9.0% (±2.7)	5.4% (±2.8)	2.4% (±2.1)	15.3% (±6.1)	6.1% (±1.1)	6.0% (±1.2)
None of it occurred during work hours; all off work hours	3.4% (±1.1)	0.9% (±1.2)	4.7% (±2.6)	2.6% (±2.1)	NR	1.4% (±0.6)	19.3% (±1.9)
Q35 Did the specific behavior or experience occur while you were on travel?							
Yes	4.8% (±1.3)	4.0% (±2.0)	3.4% (±2.4)	6.6% (±2.9)	NR	6.8% (±1.1)	4.4% (±1.0)
No	95.2% (±1.3)	96.0% (±2.0)	96.6% (±2.4)	93.4% (±2.9)	98.4% (±3.4)	93.2% (±1.1)	95.6% (±1.0)
Q36 Where did the specific type of behavior or experience typically occur?							
At a work location or site	91.0% (±1.6)	92.1% (±2.6)	83.8% (±4.2)	90.7% (±3.3)	85.4% (±6.0)	91.3% (±1.3)	82.0% (±2.0)
At a work-sponsored social event	1.8% (±0.9)	NR	NR	NR	10.5% (±5.5)	1.2% (±0.6)	2.4% (±0.9)
At a non-work sponsored social event where coworkers were present	2.8% (±1.0)	1.7% (±1.5)	4.3% (±2.7)	NR	NR	1.9% (±0.7)	2.1% (±0.8)
At a permanent Bureau supplied housing location, if applicable	0.9% (±0.7)	2.9% (±1.8)	1.6% (±2.0)	NR	NR	1.5% (±0.6)	1.5% (±0.7)
At a location outside the park/site	3.4% (±1.1)	3.0% (±1.8)	9.1% (±3.5)	7.2% (±3.0)	NR	4.0% (±0.9)	12.0% (±1.7)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
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)	67.6% (±2.7)	69.6% (±4.3)	66.7% (±5.5)	67.0% (±5.2)	58.9% (±8.1)	67.8% (±2.1)	70.8% (±2.6)
At an indoor location (shop or maintenance area)	18.4% (±2.3)	19.7% (±3.8)	9.0% (±3.8)	23.9% (±4.9)	34.6% (±8.0)	11.3% (±1.5)	15.7% (±2.1)
At an outdoor location (e.g., field site) that did not require an overnight stay	12.2% (±2.0)	10.6% (±3.1)	23.0% (±5.1)	8.7% (±3.5)	5.0% (±4.9)	18.8% (±1.8)	12.0% (±1.9)
At an outdoor location (e.g., field site) that required an overnight stay	1.8% (±0.9)	0.0% (NA)	NR	NR	NR	2.1% (±0.7)	1.6% (±0.9)
Q38 How often did the specific type of behavior or experience occur?							
Once	33.5% (±2.6)	32.8% (±4.0)	28.8% (±4.7)	25.7% (±4.6)	24.0% (±6.9)	34.3% (±2.0)	52.1% (±2.5)
Once a month or less	46.5% (±2.7)	36.5% (±4.1)	50.2% (±5.0)	37.0% (±4.9)	43.8% (±7.4)	42.2% (±2.1)	31.6% (±2.4)
2-4 times a month	14.5% (±2.0)	14.9% (±3.2)	11.9% (±3.7)	17.8% (±4.1)	6.7% (±4.8)	13.5% (±1.5)	8.8% (±1.5)
Every few days	3.4% (±1.1)	6.4% (±2.4)	7.8% (±3.1)	15.1% (±3.9)	10.3% (±5.4)	8.0% (±1.2)	6.1% (±1.3)
Every day	2.0% (±0.9)	9.3% (±2.7)	NR	4.5% (±2.6)	15.2% (±6.1)	2.1% (±0.7)	1.4% (±0.7)
Q39 How long did the specific type of behavior or experience persist?							
It happened one time	56.7% (±2.7)	39.4% (±4.2)	54.5% (±5.0)	36.2% (±4.9)	39.7% (±7.4)	46.4% (±2.1)	55.4% (±2.5)
A week	4.5% (±1.3)	2.7% (±1.8)	1.7% (±1.9)	1.9% (±2.0)	3.0% (±3.9)	5.1% (±1.0)	2.0% (±0.8)
A month	1.8% (±0.9)	1.1% (±1.3)	1.3% (±1.8)	2.7% (±2.2)	NR	2.1% (±0.7)	2.9% (±1.0)
A few months	16.1% (±2.1)	15.7% (±3.3)	24.0% (±4.6)	21.1% (±4.3)	20.6% (±6.6)	16.4% (±1.6)	19.2% (±2.1)
A year or more	21.0% (±2.3)	41.0% (±4.2)	18.5% (±4.2)	38.0% (±4.9)	34.5% (±7.4)	30.0% (±2.0)	20.6% (±2.1)
Q40 How many people were involved?							
One person	47.4% (±2.7)	40.0% (±4.2)	53.6% (±5.0)	42.0% (±4.9)	34.4% (±7.3)	66.3% (±2.0)	67.2% (±2.4)
More than one person	52.6% (±2.7)	60.0% (±4.2)	46.4% (±5.0)	58.0% (±4.9)	65.6% (±7.3)	33.7% (±2.0)	32.8% (±2.4)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q41 Was/were the person(s) who did this to you?							
Male	51.2% (±2.7)	45.4% (±4.3)	43.7% (±5.1)	49.9% (±5.0)	58.2% (±7.5)	80.2% (±1.7)	62.9% (±2.4)
Female	15.7% (±2.1)	18.3% (±3.5)	20.4% (±4.4)	11.2% (±3.5)	5.5% (±4.6)	12.8% (±1.5)	23.1% (±2.2)
Both males and females	33.1% (±2.6)	36.3% (±4.2)	36.0% (±5.0)	38.8% (±4.9)	36.3% (±7.4)	7.0% (±1.2)	14.0% (±1.8)
Q42 Was/were the person(s) who did this to you?							
Younger	39.9% (±2.6)	14.7% (±3.2)	14.8% (±3.9)	25.2% (±4.5)	4.9% (±4.4)	9.7% (±1.3)	20.4% (±2.0)
About my age	7.4% (±1.5)	13.4% (±3.1)	20.5% (±4.4)	18.0% (±4.1)	12.3% (±5.8)	23.6% (±1.8)	20.1% (±2.0)
Older	44.7% (±2.7)	35.6% (±4.1)	35.0% (±4.9)	23.0% (±4.4)	39.3% (±7.4)	53.7% (±2.1)	39.0% (±2.4)
Some were younger, older, and/or about my age	5.8% (±1.4)	28.8% (±3.9)	23.2% (±4.5)	27.9% (±4.7)	38.2% (±7.4)	11.0% (±1.4)	10.0% (±1.6)
Do not know	2.1% (±0.9)	7.5% (±2.5)	6.5% (±3.0)	5.8% (±2.8)	5.3% (±4.5)	2.0% (±0.7)	10.4% (±1.6)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q43 Was/were the person(s) who did this to you any of the following?							
Peer(s)/Coworker(s)	54.2% (±2.6)	53.6% (±4.2)	61.1% (±5.0)	58.7% (±4.9)	82.6% (±6.3)	59.8% (±2.1)	40.8% (±2.2)
Subordinate(s) or someone you supervise/manage	9.8% (±1.7)	13.0% (±3.1)	4.2% (±2.5)	6.1% (±2.8)	7.8% (±5.0)	4.5% (±1.0)	7.2% (±1.2)
Your Team lead(s) (current or former)	11.6% (±1.8)	8.2% (±2.6)	7.2% (±3.1)	13.3% (±3.7)	9.6% (±5.3)	6.9% (±1.1)	5.1% (±1.1)
Another Team lead(s) (current or former)	3.8% (±1.2)	4.4% (±2.0)	3.3% (±2.3)	6.0% (±2.8)	7.0% (±4.8)	5.7% (±1.1)	1.6% (±0.7)
Your Supervisor(s) (current or former)	24.4% (±2.3)	27.6% (±3.9)	22.5% (±4.5)	40.5% (±4.9)	33.2% (±7.3)	19.1% (±1.7)	14.4% (±1.6)
Another Supervisor(s) (current or former)	10.8% (±1.8)	7.6% (±2.5)	4.8% (±2.6)	8.5% (±3.2)	8.1% (±5.1)	10.5% (±1.4)	8.2% (±1.3)
Your Manager(s) (current or former)	13.1% (±1.9)	17.0% (±3.4)	5.3% (±2.8)	14.8% (±3.9)	10.7% (±5.5)	9.5% (±1.3)	8.7% (±1.3)
Another Manager(s) (current or former)	7.3% (±1.5)	6.8% (±2.4)	3.2% (±2.3)	5.3% (±2.7)	3.4% (±4.0)	7.4% (±1.2)	2.9% (±0.8)
Another federal employee	8.4% (±1.6)	9.1% (±2.7)	11.2% (±3.6)	9.6% (±3.3)	9.1% (±5.2)	8.6% (±1.3)	8.8% (±1.3)
A contractor	1.4% (±0.8)	1.8% (±1.5)	2.7% (±2.2)	3.3% (±2.3)	NR	2.8% (±0.8)	0.9% (±0.5)
A concessioner	0.4% (±0.5)	2.6% (±1.7)	NR	NR	NR	1.8% (±0.7)	0.3% (±0.4)
A park partner	2.9% (±1.0)	4.9% (±2.1)	4.4% (±2.6)	1.8% (±1.9)	NR	4.9% (±1.0)	1.6% (±0.7)
A park visitor	5.0% (±1.3)	8.9% (±2.7)	2.5% (±2.1)	3.1% (±2.2)	2.9% (±3.8)	8.8% (±1.3)	2.5% (±0.8)
Other	4.1% (±1.2)	2.4% (±1.7)	7.3% (±3.1)	3.8% (±2.4)	NR	1.9% (±0.7)	2.9% (±0.8)
Do not know	1.2% (±0.7)	0.9% (±1.3)	NR	NR	0.0% (NA)	0.4% (±0.4)	6.3% (±1.2)
None selected	3.8% (±1.1)	1.9% (±1.5)	7.4% (±3.1)	4.6% (±2.6)	NR	1.4% (±0.6)	18.2% (±1.8)
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	12.1% (±1.9)	13.8% (±3.1)	6.4% (±3.0)	8.9% (±3.3)	6.3% (±4.7)	14.2% (±1.5)	18.3% (±2.0)
Yes, I had to or still have to interact with this/these person(s)	87.9% (±1.9)	86.2% (±3.1)	93.6% (±3.0)	91.1% (±3.3)	93.7% (±4.7)	85.8% (±1.5)	81.7% (±2.0)

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 NPS.

Table 3.52 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	4.9% (±1.3)	13.9% (±3.1)	2.7% (±2.2)	15.3% (±3.9)	NR	6.0% (±1.1)	3.2% (±0.9)
No	94.1% (±1.4)	81.5% (±3.5)	97.3% (±2.2)	84.1% (±4.0)	97.9% (±3.6)	93.6% (±1.1)	94.1% (±1.2)
Don't Know	1.0% (±0.7)	4.6% (±2.1)	0.0% (NA)	NR	0.0% (NA)	0.4% (±0.4)	2.8% (±0.9)
b. Did you take steps to leave your organization?							
Yes	9.7% (±1.7)	26.2% (±3.8)	11.2% (±3.6)	33.1% (±4.8)	7.5% (±5.1)	11.5% (±1.4)	10.1% (±1.5)
No	89.3% (±1.8)	73.5% (±3.8)	88.8% (±3.6)	66.5% (±4.8)	92.5% (±5.1)	87.9% (±1.4)	86.8% (±1.7)
Don't Know	1.0% (±0.7)	NR	0.0% (NA)	NR	0.0% (NA)	0.6% (±0.4)	3.0% (±0.9)
c. Did it make it harder to complete your work or do your job?							
Yes	28.7% (±2.5)	56.7% (±4.2)	28.3% (±4.7)	55.1% (±4.9)	53.3% (±7.4)	40.9% (±2.1)	29.8% (±2.2)
No	67.8% (±2.5)	41.3% (±4.2)	69.6% (±4.8)	42.6% (±4.9)	45.3% (±7.4)	56.3% (±2.1)	65.0% (±2.3)
Don't Know	3.5% (±1.1)	2.0% (±1.6)	2.1% (±2.0)	2.3% (±2.1)	NR	2.7% (±0.8)	5.2% (±1.2)
d. Did it negatively affect your performance evaluation or promotion potential?							
Yes	23.2% (±2.6)	38.3% (±4.5)	11.1% (±4.0)	38.0% (±5.2)	35.4% (±8.7)	15.9% (±1.8)	13.9% (±1.9)
No	68.7% (±2.8)	51.8% (±4.6)	86.1% (±4.3)	46.8% (±5.2)	59.2% (±8.8)	76.3% (±2.1)	78.1% (±2.2)
Don't Know	8.0% (±1.8)	9.8% (±3.1)	2.8% (±2.5)	15.2% (±4.1)	5.3% (±5.6)	7.7% (±1.4)	8.0% (±1.5)

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
e. Did it negatively affect your performance evaluation/renewal/permanent employment?							
Yes	9.0% (±4.6)	58.5% (±12.4)	7.2% (±9.2)	29.9% (±18.2)	49.0% (±14.0)	13.0% (±3.5)	21.7% (±6.1)
No	81.8% (±5.7)	41.5% (±12.4)	91.2% (±9.6)	NR	42.2% (±14.4)	81.4% (±3.9)	60.2% (±6.7)
Don't Know	9.2% (±4.7)	0.0% (NA)	NR	19.4% (±17.8)	NR	5.6% (±2.6)	18.1% (±5.8)
f. Did it cause arguments or damage interpersonal relations at work?							
Yes	24.1% (±2.3)	51.4% (±4.2)	26.2% (±4.6)	42.8% (±4.9)	60.6% (±7.4)	34.7% (±2.0)	28.7% (±2.2)
No	70.3% (±2.5)	44.1% (±4.2)	59.5% (±5.0)	49.1% (±4.9)	33.6% (±7.3)	60.3% (±2.1)	64.3% (±2.3)
Don't Know	5.7% (±1.4)	4.4% (±2.1)	14.3% (±3.9)	8.1% (±3.1)	5.8% (±4.6)	5.0% (±1.0)	6.9% (±1.3)
g. Did it damage your relationship with coworkers, supervisors, or managers?							
Yes	30.9% (±2.5)	51.2% (±4.2)	26.5% (±4.7)	58.1% (±4.9)	57.8% (±7.4)	34.2% (±2.0)	27.1% (±2.2)
No	63.8% (±2.6)	42.5% (±4.2)	59.0% (±5.0)	33.7% (±4.8)	38.1% (±7.4)	59.9% (±2.1)	65.4% (±2.3)
Don't Know	5.3% (±1.3)	6.3% (±2.4)	14.4% (±3.9)	8.2% (±3.1)	4.1% (±4.2)	5.9% (±1.1)	7.5% (±1.4)
h. Did it damage other personal relationships?							
Yes	8.8% (±1.6)	17.4% (±3.4)	5.3% (±2.7)	21.8% (±4.4)	22.7% (±6.8)	10.1% (±1.3)	9.7% (±1.5)
No	87.5% (±1.9)	80.1% (±3.5)	92.8% (±3.1)	74.4% (±4.5)	75.4% (±6.9)	87.7% (±1.5)	86.5% (±1.7)
Don't Know	3.6% (±1.1)	2.5% (±1.7)	1.9% (±2.0)	3.7% (±2.4)	NR	2.2% (±0.7)	3.8% (±1.0)
i. Did it cause you to call in sick or take other type of leave?							
Yes	11.7% (±1.8)	36.3% (±4.1)	16.1% (±4.0)	44.0% (±4.9)	23.3% (±6.8)	16.9% (±1.6)	15.8% (±1.8)
No	86.1% (±1.9)	61.2% (±4.1)	82.8% (±4.1)	55.8% (±4.9)	76.7% (±6.8)	81.9% (±1.7)	83.0% (±1.9)
Don't Know	2.3% (±0.9)	2.5% (±1.7)	NR	NR	0.0% (NA)	1.1% (±0.5)	1.3% (±0.7)

Q45 As a result of the behavior or experience:	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
j. Did you seek any type of medical attention?							
Yes	5.6% (±1.4)	19.4% (±3.5)	1.7% (±1.9)	28.1% (±4.7)	5.6% (±4.6)	5.8% (±1.1)	5.4% (±1.2)
No	93.6% (±1.4)	80.3% (±3.5)	97.7% (±2.1)	71.7% (±4.7)	93.0% (±4.9)	93.6% (±1.1)	92.4% (±1.4)
Don't Know	0.8% (±0.7)	NR	NR	NR	NR	0.6% (±0.4)	2.2% (±0.8)
k. Did you seek counseling from a religious leader/counselor/health care provider?							
Yes	8.4% (±1.6)	31.5% (±4.0)	10.2% (±3.5)	39.2% (±4.9)	19.8% (±6.6)	14.9% (±1.6)	8.7% (±1.4)
No	90.6% (±1.7)	67.9% (±4.0)	89.3% (±3.5)	59.3% (±4.9)	80.2% (±6.6)	84.6% (±1.6)	89.2% (±1.6)
Don't Know	1.0% (±0.7)	NR	NR	1.5% (±1.8)	0.0% (NA)	0.6% (±0.4)	2.2% (±0.8)
l. Did you consider leaving the bureau?							
Yes	25.8% (±2.4)	55.2% (±4.2)	33.0% (±4.9)	52.8% (±4.9)	48.3% (±7.4)	27.5% (±1.9)	26.3% (±2.2)
No	72.7% (±2.4)	44.2% (±4.2)	66.1% (±4.9)	46.0% (±5.0)	51.2% (±7.4)	71.5% (±1.9)	72.6% (±2.2)
Don't Know	1.4% (±0.8)	NR	NR	NR	NR	0.9% (±0.5)	1.2% (±0.6)

Table 3.53 shows with whom the 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 NPS.

Table 3.53 Discussion of the One Experience of Harassment – Summary

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q46 Discussed the experience with:							
The person(s) involved	26.5% (±2.5)	48.8% (±4.3)	44.5% (±5.1)	55.9% (±5.2)	55.6% (±7.6)	33.6% (±2.1)	38.2% (±2.4)
My coworkers	53.7% (±2.7)	68.4% (±4.0)	51.0% (±5.0)	61.4% (±5.1)	71.5% (±7.2)	64.2% (±2.1)	50.9% (±2.4)
My team leader	11.6% (±1.9)	24.5% (±3.8)	22.9% (±4.5)	30.0% (±4.9)	21.8% (±6.8)	18.9% (±1.7)	19.3% (±2.0)
My supervisor	30.0% (±2.5)	42.0% (±4.2)	32.9% (±4.9)	56.6% (±5.1)	41.3% (±7.5)	37.9% (±2.1)	35.1% (±2.3)
My manager	14.6% (±2.0)	30.3% (±4.0)	20.7% (±4.4)	31.0% (±4.9)	14.2% (±6.1)	21.3% (±1.8)	20.1% (±2.0)
A senior leader	9.6% (±1.7)	25.0% (±3.9)	8.7% (±3.3)	24.4% (±4.7)	7.3% (±5.0)	13.3% (±1.5)	12.0% (±1.7)
Another employee in my bureau	43.3% (±2.7)	57.6% (±4.2)	39.2% (±5.0)	50.2% (±5.1)	67.1% (±7.4)	57.5% (±2.1)	40.0% (±2.4)
Someone from another bureau/office	8.2% (±1.6)	20.3% (±3.6)	12.7% (±3.8)	16.7% (±4.2)	14.4% (±6.2)	12.1% (±1.5)	8.5% (±1.4)

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 NPS.

Table 3.54 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	11.9% (±1.9)	31.1% (±4.0)	13.9% (±4.0)	34.2% (±5.0)	35.8% (±7.4)	21.7% (±1.8)	15.4% (±1.8)
Employee Assistance Program (EAP)	5.1% (±1.3)	8.1% (±2.6)	2.4% (±2.2)	20.6% (±4.5)	NR	4.5% (±1.0)	3.7% (±1.0)
Ombudsman (if applicable)	NR	2.6% (±1.8)	NR	NR	NR	0.8% (±0.5)	0.4% (±0.5)
CADR Office, CORE PLUS	1.5% (±0.8)	8.4% (±2.7)	NR	3.4% (±2.5)	3.1% (±3.9)	1.2% (±0.6)	1.0% (±0.6)
Employee & Labor Relations (Human Resources)	4.8% (±1.3)	13.1% (±3.2)	3.9% (±2.6)	14.1% (±4.0)	5.3% (±4.5)	4.6% (±1.0)	2.7% (±0.9)
Union (if applicable)	1.3% (±0.8)	8.3% (±2.6)	NR	8.8% (±3.4)	NR	1.3% (±0.6)	1.6% (±0.7)
Equal Employment Opportunity Counselor	5.1% (±1.4)	13.7% (±3.2)	2.2% (±2.2)	14.3% (±4.0)	NR	4.1% (±0.9)	3.0% (±1.0)
Equal Employment Opportunity Office	2.6% (±1.0)	13.3% (±3.1)	2.1% (±2.2)	12.6% (±3.8)	NR	2.7% (±0.8)	2.1% (±0.8)
Office of Inspector General Hotline	0.5% (±0.6)	3.4% (±1.9)	0.0% (NA)	NR	0.0% (NA)	0.3% (±0.4)	0.4% (±0.5)
Office of Inspector General	0.6% (±0.6)	2.6% (±1.8)	NR	1.8% (±2.0)	0.0% (NA)	0.9% (±0.5)	1.9% (±0.8)
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	0.0% (NA)	NR	NR	0.5% (±0.4)	0.6% (±0.5)
Department of Interior Ethics/Bureau Ethics Office	NR	4.2% (±2.1)	6.9% (±3.2)	3.3% (±2.4)	0.0% (NA)	0.9% (±0.5)	0.9% (±0.6)
National Park Service Law Enforcement/Park Police	0.7% (±0.6)	6.6% (±2.5)	NR	9.1% (±3.4)	4.2% (±4.3)	2.9% (±0.8)	2.5% (±0.9)
Other	5.5% (±1.4)	7.9% (±2.7)	1.9% (±2.1)	11.9% (±3.9)	5.2% (±4.8)	3.4% (±0.9)	3.6% (±1.1)

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 NPS.

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

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	2.0 (±0.2)	1.6 (±0.2)	2.8 (±0.4)	1.6 (±0.2)	1.4 (±0.2)	2.3 (±0.1)	2.3 (±0.2)
Employee Assistance Program (EAP)	2.1 (±0.3)	2.2 (±0.3)	2.1 (±0.8)	2.8 (±0.3)	NR	2.6 (±0.3)	2.3 (±0.3)
Ombudsman (if applicable)	NR	1.9 (±0.1)	NR	NR	NR	2.6 (±0.6)	2.0 (±0.7)
CADR Office, CORE PLUS	1.2 (±0.3)	1.3 (±0.2)	NR	1.9 (±0.6)	1.0 (±0.0)	1.4 (±0.3)	2.1 (±0.6)
Employee & Labor Relations (Human Resources)	2.0 (±0.3)	1.3 (±0.2)	1.5 (±0.4)	1.7 (±0.3)	1.8 (±0.6)	2.0 (±0.3)	2.1 (±0.4)
Union (if applicable)	2.5 (±0.6)	2.0 (±0.3)	NR	2.1 (±0.4)	NR	2.3 (±0.4)	2.7 (±0.6)
Equal Employment Opportunity Counselor	1.9 (±0.2)	2.4 (±0.3)	2.4 (±1.0)	1.9 (±0.3)	NR	2.1 (±0.2)	1.9 (±0.3)
Equal Employment Opportunity Office	1.5 (±0.3)	2.3 (±0.3)	2.2 (±0.9)	2.1 (±0.3)	NR	2.1 (±0.3)	1.6 (±0.4)
Office of Inspector General Hotline	1.8 (±1.3)	1.5 (±0.5)	NA	NR	NA	2.5 (±1.1)	1.9 (±0.6)
Office of Inspector General	1.6 (±0.9)	1.7 (±0.4)	NR	2.1 (±1.3)	NA	2.4 (±0.6)	1.7 (±0.4)
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NA	NR	NR	2.9 (±1.0)	3.3 (±0.7)
Department of Interior Ethics/Bureau Ethics Office	NR	1.7 (±0.3)	3.8 (±0.3)	1.7 (±0.5)	NA	1.7 (±0.2)	2.0 (±0.7)
National Park Service Law Enforcement/Park Police	1.9 (±0.7)	1.7 (±0.4)	NR	1.1 (±0.2)	2.9 (±0.9)	2.9 (±0.3)	2.5 (±0.4)
Other	2.1 (±0.3)	2.1 (±0.4)	NR	3.3 (±0.4)	2.6 (±1.2)	2.9 (±0.3)	2.6 (±0.4)

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

An estimated 25.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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.

Table 3.56 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	37.0% (±6.3)	32.8% (±6.9)	23.7% (±12.8)	51.7% (±7.1)	53.4% (±12.0)	38.2% (±4.0)	41.4% (±5.6)
No	38.4% (±6.3)	32.5% (±6.9)	53.8% (±13.0)	17.1% (±6.1)	18.0% (±11.2)	40.7% (±4.0)	35.9% (±5.5)
Don't Know	24.6% (±5.8)	34.7% (±7.0)	22.5% (±12.7)	31.2% (±7.0)	28.7% (±12.0)	21.0% (±3.5)	22.7% (±5.0)
b. The rules of harassment were explained to everyone in the workplace							
Yes	37.5% (±6.3)	37.1% (±7.0)	54.2% (±13.2)	29.3% (±6.9)	44.6% (±12.3)	31.1% (±3.9)	33.7% (±5.4)
No	45.0% (±6.4)	49.1% (±7.0)	43.0% (±13.3)	55.8% (±7.2)	41.6% (±12.3)	58.6% (±4.1)	46.9% (±5.6)
Don't Know	17.5% (±5.3)	13.8% (±5.6)	NR	14.9% (±5.9)	13.8% (±10.8)	10.3% (±2.7)	19.4% (±4.8)
c. A review/investigation/other assessment of the workplace was conducted by management							
Yes	12.0% (±4.7)	32.1% (±6.9)	NR	8.3% (±4.9)	12.7% (±10.6)	18.6% (±3.4)	19.3% (±4.8)
No	75.9% (±5.8)	41.7% (±7.0)	91.3% (±10.9)	76.4% (±6.6)	78.1% (±11.7)	68.0% (±3.9)	55.7% (±5.6)
Don't Know	12.0% (±4.7)	26.2% (±6.6)	NR	15.3% (±5.9)	9.2% (±9.9)	13.4% (±3.0)	25.0% (±5.1)
d. An investigation was conducted by a law enforcement official							
Yes	2.1% (±2.8)	14.1% (±5.6)	NR	NR	NR	8.0% (±2.5)	7.8% (±3.6)
No	89.6% (±4.6)	60.6% (±7.0)	93.1% (±10.5)	85.6% (±5.8)	85.6% (±10.9)	84.0% (±3.2)	75.9% (±5.1)
Don't Know	8.3% (±4.2)	25.3% (±6.6)	NR	11.9% (±5.5)	10.9% (±10.3)	8.1% (±2.5)	16.4% (±4.5)

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
e. Someone talked to the person(s) to ask him/her/them to change their behavior							
Yes	22.1% (±5.7)	27.7% (±6.7)	51.2% (±13.0)	12.4% (±5.6)	19.4% (±11.5)	42.5% (±4.1)	38.1% (±5.5)
No	51.8% (±6.3)	31.4% (±6.8)	38.8% (±13.4)	62.1% (±7.2)	42.6% (±12.3)	32.9% (±3.9)	27.3% (±5.2)
Don't Know	26.1% (±5.9)	40.9% (±7.0)	10.0% (±11.1)	25.4% (±6.7)	38.0% (±12.4)	24.6% (±3.7)	34.6% (±5.4)
f. My work station location or duties were changed to help me avoid the person(s)							
Yes	4.8% (±3.6)	6.1% (±4.4)	NR	12.7% (±5.6)	20.4% (±11.7)	10.4% (±2.8)	10.3% (±3.9)
No	90.9% (±4.4)	85.8% (±5.7)	92.7% (±10.6)	86.7% (±5.7)	76.7% (±12.0)	86.9% (±3.0)	84.9% (±4.4)
Don't Know	4.3% (±3.4)	8.2% (±4.8)	0.0% (NA)	NR	NR	2.7% (±1.7)	4.8% (±3.0)
g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them							
Yes	6.0% (±3.8)	13.6% (±5.6)	NR	4.6% (±4.2)	9.6% (±10.1)	7.7% (±2.5)	9.0% (±3.7)
No	82.6% (±5.3)	76.3% (±6.5)	95.5% (±9.9)	94.1% (±4.4)	72.5% (±12.3)	88.7% (±2.9)	83.9% (±4.5)
Don't Know	11.3% (±4.7)	10.1% (±5.1)	0.0% (NA)	NR	17.9% (±11.5)	3.6% (±1.9)	7.1% (±3.5)
h. There was some official career action taken against person(s) for the behavior							
Yes	NR	8.7% (±4.8)	NR	NR	NR	4.6% (±2.1)	8.7% (±3.7)
No	80.5% (±5.5)	77.3% (±6.4)	94.4% (±10.2)	83.0% (±6.1)	71.3% (±12.4)	78.7% (±3.6)	67.1% (±5.4)
Don't Know	18.6% (±5.4)	14.1% (±5.6)	NR	15.5% (±5.9)	23.7% (±12.1)	16.7% (±3.3)	24.2% (±5.1)
i. The person(s) stopped the behavior							
Yes	29.0% (±6.1)	13.2% (±5.5)	8.7% (±10.8)	16.5% (±6.0)	12.8% (±10.6)	22.5% (±3.6)	29.0% (±5.3)
No	45.7% (±6.4)	68.3% (±6.8)	79.5% (±12.6)	59.6% (±7.2)	74.1% (±12.0)	57.6% (±4.1)	54.6% (±5.5)
Don't Know	25.3% (±5.9)	18.5% (±6.1)	11.7% (±11.4)	23.9% (±6.6)	13.2% (±10.7)	19.9% (±3.5)	16.4% (±4.5)

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
j. I was encouraged to drop the issue							
Yes	48.3% (±6.3)	45.9% (±7.0)	29.5% (±13.3)	58.9% (±7.2)	64.2% (±12.4)	29.4% (±3.8)	33.4% (±5.4)
No	46.0% (±6.3)	52.2% (±7.0)	66.9% (±13.4)	31.0% (±7.0)	35.8% (±12.4)	66.9% (±3.9)	58.3% (±5.5)
Don't Know	5.6% (±3.7)	NR	NR	10.0% (±5.2)	0.0% (NA)	3.7% (±1.9)	8.3% (±3.6)
k. I was discouraged from making an oral and/or written complaint/grievance/report							
Yes	33.6% (±6.3)	37.0% (±7.0)	17.9% (±12.4)	60.3% (±7.1)	19.1% (±11.5)	31.3% (±3.9)	24.4% (±5.1)
No	64.3% (±6.3)	61.6% (±7.0)	75.3% (±13.0)	33.1% (±7.0)	79.4% (±11.6)	64.9% (±4.0)	72.3% (±5.2)
Don't Know	2.1% (±2.9)	NR	NR	6.5% (±4.5)	NR	3.7% (±1.9)	3.3% (±2.7)
l. The person(s) who did this took action against me for complaining							
Yes	30.8% (±6.2)	45.0% (±7.1)	17.6% (±12.4)	33.4% (±7.1)	27.0% (±12.1)	32.8% (±3.9)	34.7% (±5.5)
No	60.4% (±6.4)	44.8% (±7.1)	69.9% (±13.3)	61.1% (±7.2)	67.0% (±12.3)	59.9% (±4.1)	55.4% (±5.6)
Don't Know	8.9% (±4.3)	10.2% (±5.1)	12.5% (±11.6)	5.4% (±4.3)	NR	7.3% (±2.4)	9.9% (±3.8)
m. My coworkers treated me worse, avoided me, or blamed me for the problem							
Yes	29.5% (±6.1)	65.3% (±6.9)	22.5% (±12.9)	24.3% (±6.6)	63.1% (±12.4)	28.4% (±3.8)	26.6% (±5.2)
No	65.7% (±6.2)	31.4% (±6.8)	73.6% (±13.1)	52.4% (±7.1)	35.5% (±12.4)	66.9% (±4.0)	65.7% (±5.4)
Don't Know	4.8% (±3.6)	3.3% (±3.7)	NR	23.3% (±6.6)	NR	4.6% (±2.1)	7.7% (±3.5)
n. My leadership punished me for bringing it up							
Yes	26.4% (±6.0)	42.3% (±7.0)	17.7% (±12.4)	33.2% (±7.0)	52.1% (±12.1)	23.8% (±3.6)	17.6% (±4.6)
No	63.3% (±6.3)	47.4% (±7.0)	80.6% (±12.6)	56.6% (±7.2)	40.1% (±12.4)	69.9% (±3.9)	76.2% (±5.1)
Don't Know	10.3% (±4.5)	10.2% (±5.1)	NR	10.1% (±5.2)	7.8% (±9.6)	6.4% (±2.3)	6.2% (±3.3)

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
o. I was threatened with loss of employment							
Yes	21.1% (±5.7)	6.9% (±4.5)	11.0% (±11.4)	20.3% (±6.4)	NR	11.6% (±2.9)	13.8% (±4.3)
No	70.7% (±6.1)	71.6% (±6.7)	87.3% (±11.7)	73.0% (±6.8)	89.7% (±10.1)	84.1% (±3.2)	84.3% (±4.5)
Don't Know	8.2% (±4.2)	21.6% (±6.3)	NR	6.7% (±4.6)	NR	4.4% (±2.0)	2.0% (±2.3)

An estimated 25.3% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 Satisfaction with Reporting of the One Experience of Harassment – Summary

	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	2.7 (±0.1)	2.5 (±0.2)	2.6 (±0.2)	2.4 (±0.2)	2.8 (±0.2)	2.7 (±0.1)	2.9 (±0.1)
How you were treated by personnel handling the complaint/grievance/report?	2.7 (±0.2)	2.2 (±0.2)	2.6 (±0.2)	2.3 (±0.2)	2.6 (±0.2)	2.9 (±0.1)	2.9 (±0.2)
Actions taken by the person handling the complaint/grievance/report?	2.6 (±0.1)	2.3 (±0.2)	2.7 (±0.2)	2.2 (±0.2)	2.4 (±0.2)	2.6 (±0.1)	2.8 (±0.2)
Being informed about the current status of the complaint/grievance/report?	2.5 (±0.1)	2.3 (±0.2)	2.6 (±0.2)	2.3 (±0.2)	2.4 (±0.2)	2.6 (±0.1)	2.7 (±0.2)
The amount of time it took to address the complaint/grievance/report?	2.5 (±0.1)	2.1 (±0.2)	2.8 (±0.2)	2.2 (±0.2)	2.3 (±0.2)	2.7 (±0.1)	2.7 (±0.2)

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

An estimated 74.7% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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.

Table 3.58 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	50.7% (±3.1)	40.8% (±5.3)	47.1% (±5.7)	47.0% (±7.5)	37.8% (±9.7)	48.6% (±2.5)	60.6% (±2.7)
I thought it was not serious enough to discuss or report	70.8% (±2.8)	61.0% (±5.3)	84.0% (±4.6)	59.8% (±7.5)	76.4% (±9.0)	72.8% (±2.3)	65.7% (±2.7)
I took care of it myself by confronting the person(s) who did it	28.6% (±2.9)	33.5% (±5.2)	38.7% (±5.7)	36.0% (±7.5)	32.6% (±9.6)	31.2% (±2.4)	39.7% (±2.7)
I took other actions to handle the situation	30.6% (±2.9)	29.7% (±5.0)	28.0% (±5.5)	38.1% (±7.5)	12.9% (±7.9)	36.9% (±2.5)	28.1% (±2.6)
I did not know who to report the behavior to and/or how to file a complaint	13.0% (±2.2)	32.8% (±5.1)	8.6% (±3.8)	16.9% (±6.3)	23.8% (±9.1)	10.1% (±1.6)	14.6% (±2.0)
I did not want more people to know	20.4% (±2.6)	31.9% (±5.1)	26.4% (±5.3)	37.4% (±7.4)	47.8% (±9.6)	24.6% (±2.2)	25.8% (±2.5)
I was ashamed or embarrassed	11.3% (±2.1)	12.4% (±3.9)	7.4% (±3.6)	33.5% (±7.3)	31.7% (±9.5)	13.3% (±1.8)	8.1% (±1.7)
I did not want people to think less of me	21.2% (±2.6)	22.8% (±4.7)	18.9% (±4.9)	44.1% (±7.4)	48.4% (±9.6)	23.7% (±2.2)	19.6% (±2.3)
I thought other people would blame me	11.4% (±2.1)	23.4% (±4.8)	12.2% (±4.2)	32.1% (±7.2)	27.5% (±9.3)	17.1% (±2.0)	14.3% (±2.0)
I felt partially to blame	3.9% (±1.4)	3.6% (±2.6)	3.3% (±2.8)	13.2% (±5.9)	12.0% (±7.8)	7.6% (±1.4)	5.9% (±1.5)
I wanted to forget about it or move on	49.7% (±3.1)	55.1% (±5.3)	50.8% (±5.7)	60.1% (±7.4)	75.4% (±9.1)	52.0% (±2.5)	47.4% (±2.7)
I did not think anything would be done	47.6% (±3.0)	54.9% (±5.3)	52.3% (±5.7)	46.3% (±7.4)	51.2% (±9.5)	47.5% (±2.5)	38.1% (±2.7)
I did not think I would be believed	19.4% (±2.6)	28.6% (±5.0)	15.7% (±4.6)	24.8% (±7.0)	27.7% (±9.3)	16.9% (±2.0)	17.7% (±2.2)
I did not trust that the process would be fair	35.0% (±3.0)	44.0% (±5.3)	38.8% (±5.7)	40.1% (±7.4)	38.1% (±9.7)	32.2% (±2.4)	26.5% (±2.5)
I thought I might get in trouble for something I did	11.6% (±2.1)	16.1% (±4.3)	6.2% (±3.4)	27.2% (±7.1)	17.6% (±8.5)	11.4% (±1.7)	13.2% (±2.0)
I thought I would be labeled as a troublemaker	35.2% (±3.0)	41.7% (±5.3)	33.4% (±5.6)	56.6% (±7.4)	47.0% (±9.6)	42.6% (±2.5)	29.7% (±2.5)
I thought it might hurt my performance appraisal	25.8% (±2.8)	35.1% (±5.2)	13.1% (±4.3)	32.6% (±7.3)	23.9% (±9.1)	18.2% (±2.0)	16.8% (±2.2)

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 thought it might hurt my chances of being renewed or obtaining permanent position	27.4% (±7.1)	35.3% (±16.1)	31.1% (±16.6)	NR	27.9% (±18.4)	19.3% (±4.9)	32.9% (±7.3)
I was worried about potential negative consequences from leadership	32.8% (±2.9)	46.6% (±5.3)	19.7% (±4.9)	46.9% (±7.4)	40.9% (±9.7)	26.9% (±2.3)	25.6% (±2.5)
I was worried about potential negative consequences from my coworkers or peers	21.3% (±2.6)	28.9% (±5.0)	25.9% (±5.3)	41.4% (±7.4)	43.4% (±9.7)	25.5% (±2.2)	23.9% (±2.5)
I thought it might hurt my career	30.6% (±3.2)	49.0% (±5.8)	22.2% (±5.5)	44.9% (±8.0)	34.3% (±11.7)	33.2% (±2.7)	24.9% (±2.7)
I did not want to hurt the person's/s' career/s or family/ies	19.2% (±2.5)	22.1% (±4.7)	18.9% (±4.8)	21.7% (±6.7)	32.9% (±9.5)	24.6% (±2.2)	28.0% (±2.6)
I was concerned for my physical safety	2.0% (±1.1)	5.2% (±2.9)	1.8% (±2.3)	3.5% (±4.0)	5.5% (±6.4)	2.2% (±0.9)	3.0% (±1.1)
I feared losing my job	8.4% (±1.9)	20.1% (±4.6)	3.1% (±2.7)	23.5% (±6.8)	21.0% (±8.9)	8.5% (±1.5)	16.2% (±2.2)
Some other reason	30.8% (±3.0)	39.8% (±5.3)	24.8% (±5.3)	34.8% (±7.5)	53.7% (±9.6)	44.1% (±2.5)	35.7% (±2.7)

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 sexual harassment. Higher scores for political dynamics indicate greater pressure to conform to organizational norms. Some items within these scales were reverse coded so results reflected the same scale values for all questions. Responses to the leadership intolerance scale were made using a *yes, no, do not know* response format, with higher scores indicating greater intolerance for harassment among leaders. Gender context was measured with three questions about the mix of men and women in the workplace. Scale values include *mostly women, a relatively even mix of men and women, and mostly men*. Gender context is only shown for the types of harassment and assault related to gender. Results presented in the tables display mean scores for each of these constructs for employees who experienced or did not experience a particular type of harassing or assault behavior.

4.1 Age Harassment

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

4.1.1 Age Harassment and General Intolerance for Harassment

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

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

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,179	3.0*	±0.0	14,140	3.7*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	180	2.7*	±0.2	456	3.6*	±0.1	-0.89 (L)
Wage Grade (WG) 5-8	666	3.0*	±0.1	2,096	3.7*	±0.0	-0.86 (L)
Wage Grade (WG) 9-16	368	3.0*	±0.1	1,110	3.6*	±0.1	-0.69 (M)
Other Wage Grade (WG)	63	3.3*	±0.1	155	3.7*	±0.1	-0.54 (M)
General Schedule (GS) 1-6	567	3.2*	±0.1	1,549	3.7*	±0.0	-0.65 (M)
General Schedule (GS) 7-10	1,016	2.8*	±0.1	2,996	3.6*	±0.0	-0.83 (L)
General Schedule (GS) 11-12	853	2.9*	±0.1	3,527	3.7*	±0.0	-0.92 (L)
General Schedule (GS) 13-15	310	3.1*	±0.1	1,463	3.8*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.0	±0.4	18	4.2	±0.3	-0.16
Other	97	3.3*	±0.2	577	3.7*	±0.1	-0.45 (S)
Years of Service at Bureau or Office							
Less than 1 year	250	3.1*	±0.1	897	3.8*	±0.0	-0.91 (L)
1 to 3 years	653	3.1*	±0.1	1,884	3.8*	±0.0	-0.84 (L)
4 to 5 years	404	3.1*	±0.1	1,067	3.7*	±0.1	-0.69 (M)
6 to 10 years	855	3.0*	±0.1	2,922	3.6*	±0.0	-0.63 (M)
11 to 14 years	400	2.9*	±0.1	1,382	3.6*	±0.0	-0.81 (L)
15 to 20 years	551	2.8*	±0.1	2,252	3.6*	±0.0	-0.88 (L)
More than 20 years	1,035	2.9*	±0.1	3,639	3.7*	±0.0	-0.98 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	3,412	3.0*	±0.0	12,227	3.7*	±0.0	-0.81 (L)
Term	424	3.0*	±0.1	1,209	3.8*	±0.0	-0.84 (L)
Temporary	265	3.3*	±0.1	589	3.8*	±0.1	-0.62 (M)
Work Schedule							
Seasonal	480	3.3*	±0.1	1,342	3.6*	±0.0	-0.44 (S)
Non-Seasonal	3,141	2.9*	±0.0	11,297	3.7*	±0.0	-0.84 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	251	3.2*	±0.1	841	3.5*	±0.1	-0.43 (S)
Permanent-Non-Seasonal	3,104	2.9*	±0.0	11,210	3.7*	±0.0	-0.84 (L)
Term	424	3.0*	±0.1	1,209	3.8*	±0.0	-0.84 (L)
Temporary-Seasonal	228	3.3*	±0.1	501	3.7*	±0.1	-0.50 (M)
Temporary-Non-Seasonal	37	3.0*	±0.3	87	4.1*	±0.2	-1.27 (L)
Age - Collapsed							
39 or under	1,761	3.1*	±0.0	4,423	3.7*	±0.0	-0.64 (M)
40 or older	2,400	2.9*	±0.0	9,700	3.7*	±0.0	-0.93 (L)
Age							
25 or under	419	3.1*	±0.1	413	3.8*	±0.1	-0.73 (M)
26-29	429	3.1*	±0.1	784	3.7*	±0.1	-0.77 (M)
30-39	912	3.1*	±0.1	3,226	3.6*	±0.0	-0.61 (M)
40-49	592	2.8*	±0.1	3,769	3.6*	±0.0	-0.98 (L)
50-59	1,085	2.8*	±0.1	4,058	3.7*	±0.0	-0.98 (L)
60 or older	724	3.0*	±0.1	1,873	3.7*	±0.0	-0.87 (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.

Table 4.2 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.2 Age Harassment and General Intolerance for Harassment Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	361	8.6%	±0.9	213	1.5%	±0.2
(2) Disagree	798	19.1%	±1.2	1,133	8.0%	±0.5
(3) Neither Agree nor Disagree	1,704	40.8%	±1.5	4,155	29.4%	±0.8
(4) Agree	1,132	27.1%	±1.4	6,025	42.6%	±0.8
(5) Strongly Agree	185	4.4%	±0.7	2,614	18.5%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.1.2 Age Harassment and Leadership Intolerance for Harassment

Table 4.3 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 NPS.

Table 4.3 Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,123	0.47*	±0.01	14,235	0.66*	±0.01	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	171	0.44*	±0.07	455	0.56*	±0.04	-0.28 (S)
Wage Grade (WG) 5-8	671	0.43*	±0.03	2,114	0.61*	±0.02	-0.42 (S)
Wage Grade (WG) 9-16	362	0.47*	±0.05	1,115	0.60*	±0.02	-0.30 (S)
Other Wage Grade (WG)	63	0.66	±0.11	172	0.65	±0.05	0.01
General Schedule (GS) 1-6	541	0.52*	±0.04	1,555	0.65*	±0.02	-0.32 (S)
General Schedule (GS) 7-10	1,009	0.43*	±0.03	3,015	0.66*	±0.01	-0.53 (M)
General Schedule (GS) 11-12	847	0.47*	±0.03	3,535	0.69*	±0.01	-0.54 (M)
General Schedule (GS) 13-15	308	0.53*	±0.05	1,469	0.74*	±0.02	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	0.74	±0.33	18	0.81	±0.17	-0.18
Other	97	0.44*	±0.07	592	0.71*	±0.03	-0.69 (M)
Years of Service at Bureau or Office							
Less than 1 year	240	0.44*	±0.06	900	0.65*	±0.03	-0.47 (S)
1 to 3 years	641	0.62*	±0.03	1,904	0.68*	±0.02	-0.15
4 to 5 years	403	0.52*	±0.04	1,074	0.63*	±0.03	-0.26 (S)
6 to 10 years	848	0.48*	±0.03	2,953	0.65*	±0.01	-0.41 (S)
11 to 14 years	376	0.43*	±0.04	1,387	0.63*	±0.02	-0.47 (S)
15 to 20 years	549	0.38*	±0.03	2,254	0.65*	±0.02	-0.65 (M)
More than 20 years	1,036	0.40*	±0.03	3,666	0.68*	±0.01	-0.69 (M)
Appointment Type							
Permanent	3,370	0.45*	±0.01	12,309	0.66*	±0.01	-0.50 (M)
Term	412	0.59*	±0.04	1,215	0.70*	±0.02	-0.27 (S)
Temporary	262	0.49*	±0.05	596	0.62*	±0.03	-0.31 (S)
Work Schedule							
Seasonal	468	0.53*	±0.04	1,346	0.62*	±0.02	-0.22 (S)
Non-Seasonal	3,109	0.44*	±0.02	11,382	0.66*	±0.01	-0.53 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	242	0.53*	±0.06	838	0.63*	±0.03	-0.22 (S)
Permanent-Non-Seasonal	3,072	0.44*	±0.02	11,295	0.66*	±0.01	-0.52 (M)
Term	412	0.59*	±0.04	1,215	0.70*	±0.02	-0.27 (S)
Temporary-Seasonal	225	0.52*	±0.06	508	0.61*	±0.04	-0.20 (S)
Temporary-Non-Seasonal	37	0.30*	±0.14	87	0.71*	±0.09	-0.96 (L)
Age - Collapsed							
39 or under	1,727	0.55*	±0.02	4,447	0.68*	±0.01	-0.32 (S)
40 or older	2,380	0.41*	±0.02	9,771	0.65*	±0.01	-0.57 (M)
Age							
25 or under	403	0.62*	±0.04	413	0.75*	±0.04	-0.30 (S)
26-29	422	0.48*	±0.04	784	0.73*	±0.03	-0.59 (M)
30-39	902	0.55*	±0.03	3,250	0.66*	±0.01	-0.27 (S)
40-49	588	0.38*	±0.03	3,795	0.64*	±0.01	-0.63 (M)
50-59	1,075	0.40*	±0.03	4,097	0.66*	±0.01	-0.62 (M)
60 or older	716	0.45*	±0.03	1,879	0.63*	±0.02	-0.45 (S)

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

4.1.3 Age Harassment and Organizational Politics

Table 4.4 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 NPS.

Table 4.4 Age Harassment and Organizational Politics by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,197	3.2*	±0.0	14,082	2.7*	±0.0	0.62 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	174	3.5*	±0.1	449	2.9*	±0.1	0.71 (M)
Wage Grade (WG) 5-8	701	3.2*	±0.1	2,070	2.7*	±0.0	0.70 (M)
Wage Grade (WG) 9-16	370	3.1*	±0.1	1,110	2.8*	±0.0	0.43 (S)
Other Wage Grade (WG)	63	3.0*	±0.1	165	2.6*	±0.2	0.41 (S)
General Schedule (GS) 1-6	568	3.2*	±0.1	1,515	2.8*	±0.0	0.51 (M)
General Schedule (GS) 7-10	1,017	3.3*	±0.1	3,010	2.8*	±0.0	0.61 (M)
General Schedule (GS) 11-12	842	3.1*	±0.1	3,506	2.6*	±0.0	0.68 (M)
General Schedule (GS) 13-15	309	3.0*	±0.1	1,465	2.4*	±0.0	0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	2.3	±0.1	18	1.9	±0.4	0.51 (M)
Other	96	3.0	±0.2	574	2.9	±0.1	0.20 (S)
Years of Service at Bureau or Office							
Less than 1 year	240	3.2*	±0.1	889	2.6*	±0.0	0.80 (L)
1 to 3 years	672	3.1*	±0.1	1,854	2.6*	±0.0	0.55 (M)
4 to 5 years	413	3.2*	±0.1	1,065	2.8*	±0.0	0.53 (M)
6 to 10 years	851	3.2*	±0.1	2,941	2.8*	±0.0	0.52 (M)
11 to 14 years	403	3.2*	±0.1	1,363	2.8*	±0.0	0.55 (M)
15 to 20 years	556	3.3*	±0.1	2,251	2.7*	±0.0	0.67 (M)
More than 20 years	1,031	3.2*	±0.1	3,622	2.6*	±0.0	0.75 (M)
Appointment Type							
Permanent	3,418	3.2*	±0.0	12,174	2.7*	±0.0	0.61 (M)
Term	431	3.2*	±0.1	1,210	2.7*	±0.0	0.56 (M)
Temporary	270	3.1*	±0.1	583	2.7*	±0.1	0.50 (M)
Work Schedule							
Seasonal	489	3.1*	±0.1	1,345	2.8*	±0.0	0.42 (S)
Non-Seasonal	3,143	3.2*	±0.0	11,235	2.7*	±0.0	0.63 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	255	3.1*	±0.1	838	2.8*	±0.1	0.37 (S)
Permanent-Non-Seasonal	3,106	3.2*	±0.0	11,160	2.7*	±0.0	0.64 (M)
Term	431	3.2*	±0.1	1,210	2.7*	±0.0	0.56 (M)
Temporary-Seasonal	234	3.1*	±0.1	507	2.7*	±0.1	0.50 (M)
Temporary-Non-Seasonal	37	3.0*	±0.2	75	2.6*	±0.2	0.55 (M)
Age - Collapsed							
39 or under	1,770	3.2*	±0.0	4,386	2.7*	±0.0	0.50 (M)
40 or older	2,410	3.2*	±0.0	9,677	2.7*	±0.0	0.68 (M)
Age							
25 or under	425	3.1*	±0.1	384	2.8*	±0.1	0.43 (S)
26-29	431	3.2*	±0.1	770	2.7*	±0.1	0.62 (M)
30-39	913	3.1*	±0.1	3,231	2.7*	±0.0	0.48 (S)
40-49	583	3.3*	±0.1	3,755	2.7*	±0.0	0.73 (M)
50-59	1,082	3.3*	±0.1	4,074	2.7*	±0.0	0.77 (M)
60 or older	745	3.1*	±0.1	1,849	2.7*	±0.0	0.54 (M)

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

Table 4.5 presents the scale distribution of organizational politics for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.5 Age Harassment and Organizational Politics Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	77	1.8%	±0.5	851	6.0%	±0.4
(2) Disagree	834	19.9%	±1.2	5,652	40.1%	±0.8
(3) Neither Agree nor Disagree	1,765	42.1%	±1.5	5,216	37.0%	±0.8
(4) Agree	1,167	27.8%	±1.4	1,975	14.0%	±0.6
(5) Strongly Agree	355	8.5%	±0.9	389	2.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.1.4 Age Harassment and Organizational Trust

Table 4.6 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 NPS.

Table 4.6 Age Harassment and Organizational Trust by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,241	2.8*	±0.0	14,178	3.5*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	184	2.4*	±0.1	445	3.3*	±0.1	-1.02 (L)
Wage Grade (WG) 5-8	705	2.8*	±0.1	2,098	3.4*	±0.0	-0.76 (M)
Wage Grade (WG) 9-16	373	2.7*	±0.1	1,117	3.2*	±0.1	-0.61 (M)
Other Wage Grade (WG)	63	3.1	±0.1	172	3.4	±0.1	-0.29 (S)
General Schedule (GS) 1-6	571	3.0*	±0.1	1,544	3.4*	±0.0	-0.46 (S)
General Schedule (GS) 7-10	1,022	2.7*	±0.1	3,009	3.3*	±0.0	-0.71 (M)
General Schedule (GS) 11-12	857	2.9*	±0.1	3,519	3.6*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	311	3.2*	±0.1	1,467	3.8*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.9	±0.6	18	4.3	±0.2	-0.64 (M)
Other	97	3.0*	±0.2	592	3.3*	±0.1	-0.35 (S)
Years of Service at Bureau or Office							
Less than 1 year	250	2.9*	±0.1	898	3.7*	±0.1	-0.87 (L)
1 to 3 years	670	3.0*	±0.1	1,892	3.6*	±0.0	-0.67 (M)
4 to 5 years	413	2.9*	±0.1	1,071	3.4*	±0.1	-0.50 (M)
6 to 10 years	858	2.8*	±0.1	2,950	3.4*	±0.0	-0.58 (M)
11 to 14 years	404	2.7*	±0.1	1,385	3.4*	±0.0	-0.76 (M)
15 to 20 years	561	2.7*	±0.1	2,244	3.4*	±0.0	-0.81 (L)
More than 20 years	1,054	2.7*	±0.1	3,640	3.5*	±0.0	-0.85 (L)
Appointment Type							
Permanent	3,449	2.8*	±0.0	12,260	3.5*	±0.0	-0.72 (M)
Term	441	2.9*	±0.1	1,209	3.5*	±0.0	-0.78 (M)
Temporary	270	3.2*	±0.1	594	3.5*	±0.1	-0.38 (S)
Work Schedule							
Seasonal	489	3.0*	±0.1	1,346	3.3*	±0.0	-0.37 (S)
Non-Seasonal	3,174	2.8*	±0.0	11,330	3.5*	±0.0	-0.73 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	255	2.8*	±0.1	841	3.3*	±0.1	-0.51 (M)
Permanent-Non-Seasonal	3,137	2.8*	±0.0	11,243	3.5*	±0.0	-0.73 (M)
Term	441	2.9*	±0.1	1,209	3.5*	±0.0	-0.78 (M)
Temporary-Seasonal	234	3.2*	±0.1	505	3.4*	±0.1	-0.26 (S)
Temporary-Non-Seasonal	37	3.0*	±0.2	87	4.0*	±0.2	-1.30 (L)
Age - Collapsed							
39 or under	1,782	2.9*	±0.0	4,444	3.4*	±0.0	-0.54 (M)
40 or older	2,441	2.7*	±0.0	9,715	3.5*	±0.0	-0.82 (L)
Age							
25 or under	437	3.0*	±0.1	410	3.5*	±0.1	-0.45 (S)
26-29	430	3.0*	±0.1	784	3.6*	±0.1	-0.64 (M)
30-39	915	2.9*	±0.1	3,250	3.4*	±0.0	-0.58 (M)
40-49	598	2.7*	±0.1	3,780	3.5*	±0.0	-0.89 (L)
50-59	1,092	2.7*	±0.1	4,065	3.5*	±0.0	-0.87 (L)
60 or older	751	2.9*	±0.1	1,870	3.5*	±0.0	-0.72 (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.

Table 4.7 presents the scale distribution of organizational trust for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.7 Age Harassment and Organizational Trust Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	379	8.9%	±0.9	293	2.1%	±0.2
(2) Disagree	1,113	26.2%	±1.3	1,632	11.5%	±0.5
(3) Neither Agree nor Disagree	1,477	34.8%	±1.4	4,250	30.0%	±0.8
(4) Agree	1,122	26.5%	±1.3	6,338	44.7%	±0.8
(5) Strongly Agree	150	3.5%	±0.6	1,665	11.7%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.1.5 Age Harassment and Supervisor Support

Table 4.8 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 NPS.

Table 4.8 Age Harassment and Supervisor Support by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,087	3.2*	±0.0	13,880	3.9*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	174	2.5*	±0.2	453	3.8*	±0.1	-1.11 (L)
Wage Grade (WG) 5-8	637	3.1*	±0.1	2,055	3.8*	±0.0	-0.65 (M)
Wage Grade (WG) 9-16	366	3.2*	±0.1	1,106	3.6*	±0.1	-0.29 (S)
Other Wage Grade (WG)	63	2.8*	±0.2	155	3.6*	±0.2	-0.70 (M)
General Schedule (GS) 1-6	560	3.4*	±0.1	1,468	4.0*	±0.1	-0.54 (M)
General Schedule (GS) 7-10	995	3.2*	±0.1	2,934	3.8*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	832	3.3*	±0.1	3,474	4.0*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	308	3.5*	±0.1	1,439	4.1*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	3.8	±0.5	18	4.4	±0.3	-0.89 (L)
Other	96	3.1*	±0.2	572	3.9*	±0.1	-0.92 (L)
Years of Service at Bureau or Office							
Less than 1 year	221	3.4*	±0.2	872	4.1*	±0.1	-0.71 (M)
1 to 3 years	662	3.4*	±0.1	1,842	4.0*	±0.0	-0.53 (M)
4 to 5 years	408	3.4*	±0.1	1,055	3.9*	±0.1	-0.43 (S)
6 to 10 years	830	3.3*	±0.1	2,893	3.8*	±0.0	-0.45 (S)
11 to 14 years	393	2.9*	±0.1	1,354	3.9*	±0.1	-0.93 (L)
15 to 20 years	551	2.9*	±0.1	2,217	3.8*	±0.0	-0.85 (L)
More than 20 years	991	3.1*	±0.1	3,550	3.9*	±0.0	-0.77 (M)
Appointment Type							
Permanent	3,344	3.2*	±0.0	12,008	3.9*	±0.0	-0.66 (M)
Term	428	3.2*	±0.1	1,166	4.0*	±0.1	-0.76 (M)
Temporary	267	3.6*	±0.1	592	4.0*	±0.1	-0.38 (S)
Work Schedule							
Seasonal	483	3.6*	±0.1	1,338	3.9*	±0.1	-0.26 (S)
Non-Seasonal	3,072	3.1*	±0.0	11,085	3.9*	±0.0	-0.70 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	253	3.5*	±0.1	833	3.8*	±0.1	-0.27 (S)
Permanent-Non-Seasonal	3,035	3.1*	±0.0	10,999	3.9*	±0.0	-0.70 (M)
Term	428	3.2*	±0.1	1,166	4.0*	±0.1	-0.76 (M)
Temporary-Seasonal	231	3.7*	±0.1	504	3.9*	±0.1	-0.28 (S)
Temporary-Non-Seasonal	37	3.4*	±0.3	86	4.3*	±0.2	-1.09 (L)
Age - Collapsed							
39 or under	1,734	3.4*	±0.1	4,359	3.9*	±0.0	-0.47 (S)
40 or older	2,336	3.0*	±0.0	9,502	3.9*	±0.0	-0.80 (L)
Age							
25 or under	413	3.5*	±0.1	382	4.1*	±0.1	-0.56 (M)
26-29	425	3.6*	±0.1	776	4.1*	±0.1	-0.48 (S)
30-39	896	3.3*	±0.1	3,201	3.9*	±0.0	-0.50 (M)
40-49	579	3.1*	±0.1	3,714	3.9*	±0.0	-0.80 (L)
50-59	1,052	3.0*	±0.1	3,983	3.8*	±0.0	-0.76 (M)
60 or older	704	3.1*	±0.1	1,805	3.9*	±0.0	-0.85 (L)

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

Table 4.9 presents the scale distribution of supervisor support for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.9 Age Harassment and Supervisor Support Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	482	11.8%	±1.0	397	2.9%	±0.3
(2) Disagree	634	15.5%	±1.1	941	6.8%	±0.4
(3) Neither Agree nor Disagree	941	23.0%	±1.3	2,267	16.3%	±0.6
(4) Agree	1,262	30.9%	±1.4	5,487	39.5%	±0.8
(5) Strongly Agree	768	18.8%	±1.2	4,788	34.5%	±0.8

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.1.6 Age Harassment and Organizational Inclusion

Table 4.10 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 NPS.

Table 4.10 Age Harassment and Organizational Inclusion by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,241	3.1*	±0.0	14,272	3.8*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	184	2.7*	±0.2	456	3.7*	±0.1	-0.97 (L)
Wage Grade (WG) 5-8	705	2.9*	±0.1	2,123	3.7*	±0.0	-0.89 (L)
Wage Grade (WG) 9-16	372	3.2*	±0.1	1,114	3.6*	±0.0	-0.50 (M)
Other Wage Grade (WG)	63	2.9*	±0.3	172	3.9*	±0.1	-1.12 (L)
General Schedule (GS) 1-6	569	3.4*	±0.1	1,564	3.8*	±0.0	-0.43 (S)
General Schedule (GS) 7-10	1,023	3.0*	±0.1	3,013	3.7*	±0.0	-0.75 (M)
General Schedule (GS) 11-12	858	3.2*	±0.1	3,543	3.8*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	311	3.4*	±0.1	1,471	4.0*	±0.0	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.2	±0.2	18	4.4	±0.3	-0.52 (M)
Other	97	3.3*	±0.2	593	3.7*	±0.1	-0.45 (S)
Years of Service at Bureau or Office							
Less than 1 year	250	2.9*	±0.2	900	3.9*	±0.1	-1.12 (L)
1 to 3 years	673	3.3*	±0.1	1,912	3.9*	±0.0	-0.68 (M)
4 to 5 years	413	3.4*	±0.1	1,076	3.8*	±0.1	-0.45 (S)
6 to 10 years	858	3.2*	±0.1	2,961	3.7*	±0.0	-0.51 (M)
11 to 14 years	402	2.8*	±0.1	1,390	3.8*	±0.0	-1.04 (L)
15 to 20 years	561	3.2*	±0.1	2,259	3.7*	±0.0	-0.55 (M)
More than 20 years	1,053	3.0*	±0.1	3,677	3.8*	±0.0	-0.81 (L)
Appointment Type							
Permanent	3,450	3.1*	±0.0	12,342	3.8*	±0.0	-0.67 (M)
Term	441	3.2*	±0.1	1,217	3.8*	±0.0	-0.70 (M)
Temporary	270	3.3*	±0.1	597	4.0*	±0.1	-0.73 (M)
Work Schedule							
Seasonal	489	3.4*	±0.1	1,348	3.8*	±0.0	-0.48 (S)
Non-Seasonal	3,174	3.1*	±0.0	11,414	3.8*	±0.0	-0.69 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	256	3.3*	±0.1	839	3.7*	±0.1	-0.42 (S)
Permanent-Non-Seasonal	3,137	3.1*	±0.0	11,327	3.8*	±0.0	-0.68 (M)
Term	441	3.2*	±0.1	1,217	3.8*	±0.0	-0.70 (M)
Temporary-Seasonal	233	3.4*	±0.1	509	3.9*	±0.1	-0.62 (M)
Temporary-Non-Seasonal	37	3.0*	±0.4	87	4.2*	±0.2	-1.43 (L)
Age - Collapsed							
39 or under	1,784	3.3*	±0.0	4,458	3.8*	±0.0	-0.62 (M)
40 or older	2,439	3.0*	±0.0	9,796	3.7*	±0.0	-0.75 (M)
Age							
25 or under	437	3.3*	±0.1	415	4.0*	±0.1	-0.78 (M)
26-29	431	3.3*	±0.1	790	4.0*	±0.1	-0.80 (L)
30-39	915	3.3*	±0.1	3,253	3.8*	±0.0	-0.57 (M)
40-49	599	2.9*	±0.1	3,804	3.8*	±0.0	-0.91 (L)
50-59	1,092	3.0*	±0.1	4,112	3.7*	±0.0	-0.73 (M)
60 or older	748	3.2*	±0.1	1,880	3.8*	±0.0	-0.64 (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.

Table 4.11 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.11 Age Harassment and Organizational Inclusion Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	421	9.9%	±0.9	296	2.1%	±0.2
(2) Disagree	802	18.9%	±1.2	1,163	8.2%	±0.5
(3) Neither Agree nor Disagree	1,194	28.2%	±1.4	2,860	20.0%	±0.7
(4) Agree	1,510	35.6%	±1.5	7,151	50.1%	±0.8
(5) Strongly Agree	314	7.4%	±0.8	2,801	19.6%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.1.7 Age Harassment and Bystander Harassment

Table 4.12 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 NPS.

Table 4.12 Age Harassment and Bystander Harassment

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,884	46.2%*	±1.5	842	5.9%*	±0.4	1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	73	41.0%*	±7.4	20	4.5%*	±2.4	0.96 (L)
Wage Grade (WG) 5-8	295	46.0%*	±3.9	112	5.3%*	±1.0	1.02 (L)
Wage Grade (WG) 9-16	157	44.1%*	±5.2	68	6.1%*	±1.6	0.95 (L)
Other Wage Grade (WG)	14	23.3%	±12.7	26	15.6%	±6.3	0.20 (S)
General Schedule (GS) 1-6	255	45.5%*	±4.2	129	8.4%*	±1.5	0.89 (L)
General Schedule (GS) 7-10	552	55.8%*	±3.1	210	7.0%*	±1.0	1.15 (L)
General Schedule (GS) 11-12	358	42.8%*	±3.4	163	4.6%*	±0.7	0.99 (L)
General Schedule (GS) 13-15	127	41.6%*	±5.6	58	4.0%*	±1.1	1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	36	36.9%*	±10.2	32	5.5%*	±2.2	0.84 (L)
Years of Service at Bureau or Office							
Less than 1 year	118	53.6%*	±6.7	20	2.3%*	±1.2	1.34 (L)
1 to 3 years	262	39.9%*	±3.8	115	6.1%*	±1.2	0.87 (L)
4 to 5 years	211	52.5%*	±4.9	71	6.6%*	±1.7	1.10 (L)
6 to 10 years	424	51.3%*	±3.4	231	7.9%*	±1.0	1.03 (L)
11 to 14 years	184	48.1%*	±5.0	99	7.2%*	±1.5	0.99 (L)
15 to 20 years	231	42.4%*	±4.2	153	6.8%*	±1.1	0.89 (L)
More than 20 years	446	43.8%*	±3.1	146	4.0%*	±0.7	1.04 (L)
Appointment Type							
Permanent	1,548	46.5%*	±1.7	712	5.8%*	±0.4	1.01 (L)
Term	184	42.6%*	±4.7	54	4.5%*	±1.3	0.99 (L)
Temporary	117	49.6%*	±6.4	73	12.3%*	±2.9	0.85 (L)
Work Schedule							
Seasonal	233	52.3%*	±4.7	144	10.8%*	±1.8	0.95 (L)
Non-Seasonal	1,420	46.3%*	±1.8	640	5.7%*	±0.4	1.02 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	138	56.1%*	±6.3	73	8.7%*	±2.1	1.09 (L)
Permanent-Non-Seasonal	1,398	46.1%*	±1.8	639	5.7%*	±0.4	1.01 (L)
Term	184	42.6%*	±4.7	54	4.5%*	±1.3	0.99 (L)
Temporary-Seasonal	95	47.6%*	±7.0	71	14.2%*	±3.4	0.75 (M)
Temporary-Non-Seasonal	22	60.2%	±17.2	NR	NR	NR	NR
Age - Collapsed							
39 or under	829	48.1%*	±2.4	368	8.3%*	±0.9	0.95 (L)
40 or older	1,048	44.9%*	±2.0	472	4.9%*	±0.4	1.02 (L)
Age							
25 or under	199	46.3%*	±4.7	14	3.5%*	±2.3	1.12 (L)
26-29	181	45.5%*	±4.9	84	10.9%*	±2.4	0.81 (L)
30-39	449	50.2%*	±3.3	271	8.3%*	±1.0	0.99 (L)
40-49	274	47.6%*	±4.1	211	5.6%*	±0.8	1.05 (L)
50-59	488	46.4%*	±3.0	186	4.6%*	±0.7	1.07 (L)
60 or older	286	40.3%*	±3.7	75	4.0%*	±1.0	0.97 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced age harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to age harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience age harassment. Table 4.13 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.13 Logistic Regression of Age Harassment and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.161	0.157	406.499	--	23.590	--	--	--	--
Sex	-0.173	0.048	12.996	0.000	0.841	0.766	0.924	-6157.543	12.941
Age	-0.340	0.057	35.217	0.000	0.712	0.636	0.796	-6168.694	35.242
Education Level	0.355	0.052	47.284	0.000	1.426	1.289	1.578	-6174.858	47.570
Race/Ethnicity	0.260	0.063	16.931	0.000	1.297	1.146	1.468	-6159.756	17.366
Pay Grade	--	--	20.109	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.114	0.069	2.691	0.101	0.893	0.779	1.022	-6160.899	19.652
Senior Grade vs. Junior Grade	-0.309	0.081	14.513	0.000	0.734	0.626	0.861	-6160.899	19.652
Executive Grade vs. Junior Grade	0.711	0.524	1.843	0.175	2.036	0.729	5.683	-6160.899	19.652
Years of Service at Bureau or Office	0.040	0.016	6.435	0.011	1.041	1.009	1.074	-6154.311	6.477
Appointment Type	-0.316	0.072	19.161	0.000	0.729	0.633	0.840	-6160.518	18.891
Work Schedule	0.232	0.076	9.346	0.002	1.261	1.087	1.462	-6155.835	9.524
Supervisor Support	-0.147	0.027	30.243	0.000	0.864	0.820	0.910	-6166.128	30.110
Organizational Inclusion	-0.282	0.031	82.398	0.000	0.754	0.710	0.801	-6192.147	82.148
Bystander Harassment Based on Age	-2.187	0.056	1525.031	0.000	0.112	0.101	0.125	-6959.824	1617.503
General Intolerance	-0.390	0.035	121.326	0.000	0.677	0.632	0.726	-6211.939	121.732
Leadership Intolerance	0.157	0.067	5.485	0.019	1.170	1.026	1.334	-6153.832	5.519

Note. N = 15,222, Nagelkerke R Square = 0.34

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 4.14 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 NPS.

Table 4.14 Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,734	2.8*	±0.0	16,564	3.6*	±0.0	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	59	3.2	±0.2	561	3.3	±0.1	-0.11
Wage Grade (WG) 5-8	322	2.8*	±0.1	2,439	3.6*	±0.0	-0.99 (L)
Wage Grade (WG) 9-16	103	2.9*	±0.2	1,381	3.5*	±0.0	-0.65 (M)
Other Wage Grade (WG)	23	2.6*	±0.3	196	3.7*	±0.1	-1.50 (L)
General Schedule (GS) 1-6	179	3.0*	±0.1	1,933	3.6*	±0.0	-0.80 (L)
General Schedule (GS) 7-10	430	2.6*	±0.1	3,577	3.5*	±0.0	-0.92 (L)
General Schedule (GS) 11-12	345	2.9*	±0.1	4,034	3.6*	±0.0	-0.88 (L)
General Schedule (GS) 13-15	158	3.0*	±0.1	1,615	3.8*	±0.0	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.1	±0.3	NR
Other	80	3.0*	±0.2	592	3.7*	±0.1	-0.76 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	109	3.1*	±0.2	1,037	3.7*	±0.1	-0.78 (M)
1 to 3 years	219	2.8*	±0.1	2,300	3.7*	±0.0	-0.97 (L)
4 to 5 years	173	2.9*	±0.2	1,297	3.6*	±0.0	-0.86 (L)
6 to 10 years	326	2.9*	±0.1	3,456	3.5*	±0.0	-0.64 (M)
11 to 14 years	206	2.8*	±0.1	1,572	3.5*	±0.0	-0.79 (M)
15 to 20 years	230	2.7*	±0.1	2,574	3.5*	±0.0	-0.82 (L)
More than 20 years	448	2.8*	±0.1	4,223	3.6*	±0.0	-1.03 (L)
Appointment Type							
Permanent	1,443	2.8*	±0.0	14,192	3.6*	±0.0	-0.86 (L)
Term	202	3.0*	±0.1	1,429	3.6*	±0.0	-0.71 (M)
Temporary	63	3.0*	±0.2	791	3.7*	±0.1	-0.81 (L)
Work Schedule							
Seasonal	120	3.2*	±0.1	1,702	3.5*	±0.0	-0.46 (S)
Non-Seasonal	1,369	2.8*	±0.0	13,066	3.6*	±0.0	-0.89 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	80	3.2*	±0.2	1,013	3.5*	±0.1	-0.37 (S)
Permanent-Non-Seasonal	1,346	2.8*	±0.1	12,965	3.6*	±0.0	-0.89 (L)
Term	202	3.0*	±0.1	1,429	3.6*	±0.0	-0.71 (M)
Temporary-Seasonal	40	3.2*	±0.3	689	3.6*	±0.1	-0.60 (M)
Temporary-Non-Seasonal	23	2.8*	±0.3	101	4.0*	±0.2	-1.35 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,009	2.8*	±0.1	13,355	3.6*	±0.0	-0.84 (L)
Minority	677	2.8*	±0.1	2,920	3.7*	±0.0	-0.98 (L)
Race/Ethnicity							
Hispanic	234	2.8*	±0.1	1,174	3.5*	±0.0	-0.80 (L)
American Indian or Alaskan Native	86	2.5*	±0.2	271	3.8*	±0.1	-1.67 (L)
Asian	33	3.2*	±0.3	131	3.8*	±0.1	-0.67 (M)
Black/African-American	156	2.9*	±0.1	597	3.8*	±0.1	-1.15 (L)
Native Hawaiian or Other Pacific Islander	37	3.0*	±0.2	165	3.9*	±0.1	-1.33 (L)
Non-Hispanic White	1,009	2.8*	±0.1	13,355	3.6*	±0.0	-0.84 (L)
Multi-racial	131	2.8*	±0.2	582	3.6*	±0.1	-0.89 (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.

Table 4.15 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.15 Racial/Ethnic Harassment and General Intolerance for Harassment Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	179	10.3%	±1.5	392	2.4%	±0.2
(2) Disagree	416	24.0%	±2.1	1,513	9.1%	±0.4
(3) Neither Agree nor Disagree	722	41.6%	±2.3	5,120	30.9%	±0.7
(4) Agree	339	19.5%	±1.9	6,819	41.2%	±0.8
(5) Strongly Agree	79	4.6%	±1.1	2,720	16.4%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.2.2 Racial/Ethnic Harassment and Leadership Intolerance for Harassment

Table 4.16 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 NPS.

Table 4.16 Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	1,718	0.41*	±0.02	16,618	0.64*	±0.01	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	0.40*	±0.09	558	0.53*	±0.04	-0.28 (S)
Wage Grade (WG) 5-8	319	0.36*	±0.04	2,464	0.60*	±0.02	-0.54 (M)
Wage Grade (WG) 9-16	103	0.36*	±0.09	1,380	0.58*	±0.02	-0.54 (M)
Other Wage Grade (WG)	23	0.12*	±0.08	213	0.70*	±0.05	-1.69 (L)
General Schedule (GS) 1-6	178	0.47*	±0.06	1,914	0.63*	±0.02	-0.38 (S)
General Schedule (GS) 7-10	430	0.37*	±0.04	3,590	0.63*	±0.01	-0.61 (M)
General Schedule (GS) 11-12	343	0.44*	±0.05	4,039	0.66*	±0.01	-0.54 (M)
General Schedule (GS) 13-15	156	0.43*	±0.07	1,620	0.73*	±0.02	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	0.82	±0.15	NR
Other	78	0.62	±0.10	609	0.68	±0.03	-0.16
Years of Service at Bureau or Office							
Less than 1 year	100	0.53	±0.09	1,040	0.61	±0.03	-0.17
1 to 3 years	218	0.46*	±0.05	2,309	0.68*	±0.02	-0.55 (M)
4 to 5 years	178	0.44*	±0.06	1,299	0.62*	±0.02	-0.44 (S)
6 to 10 years	324	0.45*	±0.05	3,481	0.63*	±0.01	-0.44 (S)
11 to 14 years	188	0.32*	±0.05	1,570	0.62*	±0.02	-0.71 (M)
15 to 20 years	229	0.34*	±0.05	2,574	0.62*	±0.02	-0.67 (M)
More than 20 years	457	0.38*	±0.04	4,242	0.64*	±0.01	-0.64 (M)
Appointment Type							
Permanent	1,437	0.39*	±0.02	14,238	0.63*	±0.01	-0.57 (M)
Term	194	0.50*	±0.06	1,431	0.70*	±0.02	-0.47 (S)
Temporary	61	0.46*	±0.11	798	0.59*	±0.03	-0.30 (S)
Work Schedule							
Seasonal	118	0.46*	±0.08	1,697	0.61*	±0.02	-0.34 (S)
Non-Seasonal	1,363	0.39*	±0.02	13,124	0.64*	±0.01	-0.58 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	
Appointment Type and Work Schedule							
Permanent-Seasonal	80	0.43*	±0.10	1,001	0.62*	±0.03	-0.45 (S)
Permanent-Non-Seasonal	1,340	0.39*	±0.02	13,023	0.64*	±0.01	-0.58 (M)
Term	194	0.50*	±0.06	1,431	0.70*	±0.02	-0.47 (S)
Temporary-Seasonal	38	0.53	±0.14	695	0.58	±0.03	-0.13
Temporary-Non-Seasonal	23	0.35*	±0.18	101	0.64*	±0.09	-0.64 (M)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	990	0.40*	±0.03	13,375	0.65*	±0.01	-0.59 (M)
Minority	692	0.42*	±0.03	2,952	0.60*	±0.02	-0.41 (S)
Race/Ethnicity							
Hispanic	235	0.44*	±0.05	1,165	0.59*	±0.03	-0.34 (S)
American Indian or Alaskan Native	86	0.23*	±0.08	283	0.70*	±0.05	-1.17 (L)
Asian	33	0.62	±0.15	133	0.59	±0.08	0.06
Black/African-American	172	0.42*	±0.06	620	0.61*	±0.03	-0.45 (S)
Native Hawaiian or Other Pacific Islander	37	0.47*	±0.11	165	0.71*	±0.06	-0.58 (M)
Non-Hispanic White	990	0.40*	±0.03	13,375	0.65*	±0.01	-0.59 (M)
Multi-racial	128	0.45	±0.08	586	0.53	±0.04	-0.18

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

4.2.3 Racial/Ethnic Harassment and Organizational Politics

Table 4.17 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 NPS.

Table 4.17 Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,726	3.3*	±0.0	16,528	2.8*	±0.0	0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	2.9	±0.2	555	3.1	±0.1	-0.26 (S)
Wage Grade (WG) 5-8	337	3.2*	±0.1	2,427	2.8*	±0.0	0.56 (M)
Wage Grade (WG) 9-16	103	3.2*	±0.2	1,383	2.8*	±0.0	0.45 (S)
Other Wage Grade (WG)	23	3.3*	±0.2	206	2.6*	±0.1	0.79 (M)
General Schedule (GS) 1-6	179	3.3*	±0.1	1,900	2.9*	±0.0	0.46 (S)
General Schedule (GS) 7-10	430	3.4*	±0.1	3,593	2.9*	±0.0	0.65 (M)
General Schedule (GS) 11-12	333	3.2*	±0.1	4,015	2.6*	±0.0	0.62 (M)
General Schedule (GS) 13-15	155	3.1*	±0.2	1,619	2.4*	±0.0	0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	2.0	±0.3	NR
Other	79	3.6*	±0.1	589	2.8*	±0.1	1.15 (L)
Years of Service at Bureau or Office							
Less than 1 year	99	2.9	±0.2	1,030	2.8	±0.0	0.17
1 to 3 years	221	3.2*	±0.1	2,288	2.7*	±0.0	0.59 (M)
4 to 5 years	180	3.4*	±0.1	1,297	2.8*	±0.0	0.70 (M)
6 to 10 years	326	3.2*	±0.1	3,471	2.8*	±0.0	0.38 (S)
11 to 14 years	204	3.2*	±0.1	1,558	2.8*	±0.0	0.51 (M)
15 to 20 years	229	3.3*	±0.1	2,573	2.8*	±0.0	0.61 (M)
More than 20 years	444	3.4*	±0.1	4,206	2.7*	±0.0	0.87 (L)
Appointment Type							
Permanent	1,441	3.3*	±0.0	14,143	2.8*	±0.0	0.61 (M)
Term	194	3.2*	±0.1	1,445	2.8*	±0.0	0.46 (S)
Temporary	65	3.1*	±0.2	789	2.8*	±0.1	0.32 (S)
Work Schedule							
Seasonal	122	3.1*	±0.1	1,713	2.9*	±0.0	0.33 (S)
Non-Seasonal	1,366	3.3*	±0.0	13,003	2.7*	±0.0	0.63 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	80	3.1*	±0.2	1,015	2.9*	±0.1	0.31 (S)
Permanent-Non-Seasonal	1,344	3.3*	±0.0	12,914	2.7*	±0.0	0.63 (M)
Term	194	3.2*	±0.1	1,445	2.8*	±0.0	0.46 (S)
Temporary-Seasonal	42	3.1*	±0.3	699	2.8*	±0.1	0.35 (S)
Temporary-Non-Seasonal	23	3.0	±0.2	89	2.7	±0.2	0.37 (S)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,010	3.3*	±0.1	13,315	2.8*	±0.0	0.61 (M)
Minority	668	3.2*	±0.1	2,910	2.7*	±0.0	0.60 (M)
Race/Ethnicity							
Hispanic	225	3.4*	±0.1	1,140	2.8*	±0.1	0.62 (M)
American Indian or Alaskan Native	82	3.6*	±0.2	287	2.4*	±0.1	1.66 (L)
Asian	33	2.9	±0.3	130	2.6	±0.1	0.28 (S)
Black/African-American	160	3.1*	±0.1	608	2.7*	±0.1	0.59 (M)
Native Hawaiian or Other Pacific Islander	37	3.0*	±0.2	165	2.7*	±0.1	0.51 (M)
Non-Hispanic White	1,010	3.3*	±0.1	13,315	2.8*	±0.0	0.61 (M)
Multi-racial	130	3.1*	±0.2	580	2.8*	±0.1	0.31 (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.

Table 4.18 presents the scale distribution of organizational politics for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.18 Racial/Ethnic Harassment and Organizational Politics Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	45	2.6%	±0.9	883	5.3%	±0.4
(2) Disagree	328	19.0%	±1.9	6,153	37.2%	±0.7
(3) Neither Agree nor Disagree	639	37.0%	±2.3	6,328	38.3%	±0.7
(4) Agree	564	32.7%	±2.3	2,575	15.6%	±0.6
(5) Strongly Agree	151	8.7%	±1.4	590	3.6%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.2.4 Racial/Ethnic Harassment and Organizational Trust

Table 4.19 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 NPS.

Table 4.19 Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,762	2.7*	±0.0	16,630	3.4*	±0.0	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	62	3.1	±0.2	551	3.1	±0.1	0.03
Wage Grade (WG) 5-8	338	2.6*	±0.1	2,459	3.3*	±0.0	-0.86 (L)
Wage Grade (WG) 9-16	104	2.4*	±0.1	1,391	3.1*	±0.0	-0.84 (L)
Other Wage Grade (WG)	23	2.3*	±0.3	213	3.4*	±0.1	-1.31 (L)
General Schedule (GS) 1-6	181	2.9*	±0.1	1,929	3.3*	±0.0	-0.48 (S)
General Schedule (GS) 7-10	435	2.5*	±0.1	3,591	3.3*	±0.0	-0.82 (L)
General Schedule (GS) 11-12	345	2.8*	±0.1	4,030	3.5*	±0.0	-0.85 (L)
General Schedule (GS) 13-15	158	3.0*	±0.2	1,621	3.8*	±0.0	-0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.2	±0.2	NR
Other	80	2.4*	±0.1	607	3.4*	±0.1	-1.20 (L)
Years of Service at Bureau or Office							
Less than 1 year	109	3.2*	±0.2	1,038	3.5*	±0.1	-0.40 (S)
1 to 3 years	221	2.8*	±0.1	2,323	3.5*	±0.0	-0.81 (L)
4 to 5 years	180	2.7*	±0.1	1,303	3.3*	±0.1	-0.60 (M)
6 to 10 years	328	2.8*	±0.1	3,484	3.3*	±0.0	-0.57 (M)
11 to 14 years	206	2.6*	±0.1	1,578	3.3*	±0.0	-0.81 (L)
15 to 20 years	233	2.5*	±0.1	2,568	3.3*	±0.0	-0.88 (L)
More than 20 years	461	2.5*	±0.1	4,231	3.4*	±0.0	-1.03 (L)
Appointment Type							
Permanent	1,466	2.6*	±0.0	14,234	3.4*	±0.0	-0.82 (L)
Term	204	3.0*	±0.1	1,444	3.4*	±0.0	-0.41 (S)
Temporary	65	2.9*	±0.2	800	3.4*	±0.1	-0.56 (M)
Work Schedule							
Seasonal	122	2.9*	±0.2	1,714	3.3*	±0.0	-0.36 (S)
Non-Seasonal	1,391	2.6*	±0.0	13,104	3.4*	±0.0	-0.85 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	80	2.9*	±0.2	1,017	3.2*	±0.1	-0.33 (S)
Permanent-Non-Seasonal	1,369	2.6*	±0.0	13,003	3.4*	±0.0	-0.85 (L)
Term	204	3.0*	±0.1	1,444	3.4*	±0.0	-0.41 (S)
Temporary-Seasonal	42	3.0*	±0.3	697	3.4*	±0.1	-0.38 (S)
Temporary-Non-Seasonal	23	2.8*	±0.3	101	3.9*	±0.2	-1.46 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,014	2.6*	±0.1	13,403	3.4*	±0.0	-0.80 (L)
Minority	700	2.7*	±0.1	2,924	3.4*	±0.0	-0.79 (M)
Race/Ethnicity							
Hispanic	238	2.7*	±0.1	1,163	3.4*	±0.0	-0.80 (L)
American Indian or Alaskan Native	86	2.5*	±0.2	289	3.6*	±0.1	-1.31 (L)
Asian	33	3.4	±0.4	133	3.6	±0.1	-0.13
Black/African-American	177	2.6*	±0.1	595	3.4*	±0.1	-0.98 (L)
Native Hawaiian or Other Pacific Islander	37	2.9*	±0.2	159	3.4*	±0.1	-0.81 (L)
Non-Hispanic White	1,014	2.6*	±0.1	13,403	3.4*	±0.0	-0.80 (L)
Multi-racial	128	2.8*	±0.2	586	3.2*	±0.1	-0.53 (M)

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

Table 4.20 presents the scale distribution of organizational trust for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.20 Racial/Ethnic Harassment and Organizational Trust Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	183	10.4%	±1.5	486	2.9%	±0.3
(2) Disagree	570	32.3%	±2.2	2,173	13.1%	±0.5
(3) Neither Agree nor Disagree	588	33.4%	±2.2	5,122	30.8%	±0.7
(4) Agree	369	20.9%	±2.0	7,088	42.6%	±0.8
(5) Strongly Agree	52	3.0%	±0.9	1,762	10.6%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.2.5 Racial/Ethnic Harassment and Supervisor Support

Table 4.21 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 NPS.

Table 4.21 Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,642	3.1*	±0.1	16,298	3.8*	±0.0	-0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	3.9*	±0.3	560	3.4*	±0.1	0.37 (S)
Wage Grade (WG) 5-8	275	2.8*	±0.1	2,410	3.7*	±0.0	-0.86 (L)
Wage Grade (WG) 9-16	101	3.0*	±0.2	1,377	3.5*	±0.1	-0.42 (S)
Other Wage Grade (WG)	23	3.0	±0.4	196	3.4	±0.2	-0.28 (S)
General Schedule (GS) 1-6	174	3.4*	±0.2	1,849	3.8*	±0.0	-0.41 (S)
General Schedule (GS) 7-10	416	2.9*	±0.1	3,508	3.8*	±0.0	-0.79 (M)
General Schedule (GS) 11-12	332	3.3*	±0.1	3,973	3.9*	±0.0	-0.58 (M)
General Schedule (GS) 13-15	156	3.3*	±0.2	1,591	4.1*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.3	NR
Other	79	2.9*	±0.2	588	3.9*	±0.1	-1.11 (L)
Years of Service at Bureau or Office							
Less than 1 year	74	3.1*	±0.3	1,018	4.0*	±0.1	-0.98 (L)
1 to 3 years	218	3.4*	±0.2	2,269	3.9*	±0.0	-0.51 (M)
4 to 5 years	174	3.0*	±0.2	1,288	3.9*	±0.1	-0.82 (L)
6 to 10 years	317	3.3*	±0.1	3,411	3.7*	±0.0	-0.44 (S)
11 to 14 years	198	2.9*	±0.2	1,545	3.8*	±0.1	-0.80 (L)
15 to 20 years	223	3.1*	±0.2	2,541	3.7*	±0.0	-0.56 (M)
More than 20 years	415	3.0*	±0.1	4,122	3.8*	±0.0	-0.73 (M)
Appointment Type							
Permanent	1,399	3.1*	±0.1	13,945	3.8*	±0.0	-0.68 (M)
Term	172	3.3*	±0.2	1,420	3.8*	±0.1	-0.52 (M)
Temporary	62	3.5*	±0.3	796	3.9*	±0.1	-0.48 (S)
Work Schedule							
Seasonal	120	3.4*	±0.2	1,702	3.8*	±0.0	-0.41 (S)
Non-Seasonal	1,325	3.1*	±0.1	12,824	3.8*	±0.0	-0.69 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	80	3.3*	±0.2	1,007	3.8*	±0.1	-0.47 (S)
Permanent-Non-Seasonal	1,302	3.1*	±0.1	12,724	3.8*	±0.0	-0.69 (M)
Term	172	3.3*	±0.2	1,420	3.8*	±0.1	-0.52 (M)
Temporary-Seasonal	40	3.6	±0.4	695	3.9	±0.1	-0.27 (S)
Temporary-Non-Seasonal	23	3.2*	±0.4	100	4.2*	±0.2	-1.23 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	966	3.1*	±0.1	13,157	3.8*	±0.0	-0.65 (M)
Minority	629	3.1*	±0.1	2,834	3.8*	±0.0	-0.65 (M)
Race/Ethnicity							
Hispanic	207	3.2*	±0.2	1,113	3.8*	±0.1	-0.63 (M)
American Indian or Alaskan Native	84	2.8*	±0.2	267	4.1*	±0.1	-1.33 (L)
Asian	28	3.8	±0.4	133	3.9	±0.2	-0.11
Black/African-American	152	3.0*	±0.2	579	3.7*	±0.1	-0.68 (M)
Native Hawaiian or Other Pacific Islander	35	3.1*	±0.4	164	3.9*	±0.1	-1.00 (L)
Non-Hispanic White	966	3.1*	±0.1	13,157	3.8*	±0.0	-0.65 (M)
Multi-racial	123	3.3*	±0.2	577	3.7*	±0.1	-0.34 (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.

Table 4.22 presents the scale distribution of supervisor support for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.22 Racial/Ethnic Harassment and Supervisor Support Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	185	11.3%	±1.6	688	4.2%	±0.3
(2) Disagree	328	20.0%	±2.0	1,253	7.7%	±0.4
(3) Neither Agree nor Disagree	358	21.8%	±2.1	2,829	17.4%	±0.6
(4) Agree	501	30.5%	±2.3	6,243	38.3%	±0.7
(5) Strongly Agree	270	16.4%	±1.9	5,285	32.4%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.2.6 Racial/Ethnic Harassment and Organizational Inclusion

Table 4.23 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 NPS.

Table 4.23 Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,765	2.9*	±0.1	16,722	3.7*	±0.0	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	62	3.2	±0.3	562	3.4	±0.1	-0.21 (S)
Wage Grade (WG) 5-8	340	2.5*	±0.1	2,483	3.7*	±0.0	-1.17 (L)
Wage Grade (WG) 9-16	104	2.6*	±0.2	1,387	3.6*	±0.0	-1.23 (L)
Other Wage Grade (WG)	23	2.5*	±0.4	213	3.8*	±0.1	-1.30 (L)
General Schedule (GS) 1-6	180	3.2*	±0.2	1,949	3.7*	±0.0	-0.54 (M)
General Schedule (GS) 7-10	437	2.8*	±0.1	3,595	3.6*	±0.0	-0.82 (L)
General Schedule (GS) 11-12	347	3.1*	±0.1	4,054	3.7*	±0.0	-0.73 (M)
General Schedule (GS) 13-15	158	3.2*	±0.2	1,624	3.9*	±0.0	-0.84 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.2	NR
Other	80	2.7*	±0.2	609	3.8*	±0.1	-1.29 (L)
Years of Service at Bureau or Office							
Less than 1 year	109	2.9*	±0.2	1,040	3.8*	±0.1	-0.93 (L)
1 to 3 years	223	3.1*	±0.1	2,344	3.8*	±0.0	-0.80 (L)
4 to 5 years	180	3.2*	±0.1	1,308	3.8*	±0.0	-0.65 (M)
6 to 10 years	328	3.1*	±0.1	3,496	3.6*	±0.0	-0.59 (M)
11 to 14 years	206	2.6*	±0.2	1,581	3.7*	±0.0	-1.17 (L)
15 to 20 years	233	3.0*	±0.1	2,582	3.6*	±0.0	-0.72 (M)
More than 20 years	462	2.7*	±0.1	4,265	3.7*	±0.0	-1.13 (L)
Appointment Type							
Permanent	1,469	2.9*	±0.1	14,315	3.7*	±0.0	-0.89 (L)
Term	204	3.2*	±0.1	1,452	3.8*	±0.0	-0.64 (M)
Temporary	65	3.1*	±0.3	802	3.8*	±0.1	-0.76 (M)
Work Schedule							
Seasonal	122	3.3*	±0.2	1,716	3.7*	±0.0	-0.48 (S)
Non-Seasonal	1,394	2.8*	±0.1	13,185	3.7*	±0.0	-0.92 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	80	3.2*	±0.2	1,017	3.6*	±0.1	-0.53 (M)
Permanent-Non-Seasonal	1,372	2.8*	±0.1	13,084	3.7*	±0.0	-0.91 (L)
Term	204	3.2*	±0.1	1,452	3.8*	±0.0	-0.64 (M)
Temporary-Seasonal	42	3.5*	±0.3	700	3.8*	±0.1	-0.36 (S)
Temporary-Non-Seasonal	23	2.5*	±0.5	101	4.1*	±0.1	-1.93 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,014	2.9*	±0.1	13,442	3.7*	±0.0	-0.85 (L)
Minority	703	2.9*	±0.1	2,973	3.7*	±0.0	-0.88 (L)
Race/Ethnicity							
Hispanic	240	2.9*	±0.1	1,179	3.7*	±0.1	-0.89 (L)
American Indian or Alaskan Native	86	2.7*	±0.2	290	4.0*	±0.1	-1.37 (L)
Asian	33	3.5*	±0.4	133	3.9*	±0.1	-0.49 (S)
Black/African-American	177	2.9*	±0.2	621	3.6*	±0.1	-0.67 (M)
Native Hawaiian or Other Pacific Islander	36	3.1*	±0.3	165	4.0*	±0.1	-1.00 (L)
Non-Hispanic White	1,014	2.9*	±0.1	13,442	3.7*	±0.0	-0.85 (L)
Multi-racial	131	2.8*	±0.2	586	3.7*	±0.1	-0.96 (L)

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

Table 4.24 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.24 Racial/Ethnic Harassment and Organizational Inclusion Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	278	15.7%	±1.8	437	2.6%	±0.3
(2) Disagree	390	22.1%	±2.0	1,576	9.4%	±0.5
(3) Neither Agree nor Disagree	508	28.8%	±2.2	3,530	21.1%	±0.6
(4) Agree	475	26.9%	±2.1	8,178	48.9%	±0.8
(5) Strongly Agree	113	6.4%	±1.2	3,000	17.9%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.2.7 Racial/Ethnic Harassment and Bystander Harassment

Table 4.25 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 NPS.

Table 4.25 Racial/Ethnic Harassment and Bystander Harassment

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	749	45.4%*	±2.4	950	5.7%*	±0.4	0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	15	23.7%*	±12.5	42	7.6%*	±2.5	0.46 (S)
Wage Grade (WG) 5-8	139	48.9%*	±5.8	111	4.6%*	±0.9	1.12 (L)
Wage Grade (WG) 9-16	45	52.9%*	±10.8	74	5.3%*	±1.3	1.16 (L)
Other Wage Grade (WG)	NR	NR	NR	13	6.1%	±4.2	NR
General Schedule (GS) 1-6	87	49.3%*	±7.4	148	7.7%*	±1.3	1.00 (L)
General Schedule (GS) 7-10	209	49.2%*	±4.8	264	7.4%*	±0.9	1.00 (L)
General Schedule (GS) 11-12	152	45.6%*	±5.4	188	4.7%*	±0.7	1.05 (L)
General Schedule (GS) 13-15	51	32.3%*	±7.8	92	5.7%*	±1.2	0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	34	42.7%*	±11.3	15	2.5%*	±1.6	1.10 (L)
Years of Service at Bureau or Office							
Less than 1 year	40	36.3%*	±9.6	30	2.9%*	±1.2	0.95 (L)
1 to 3 years	117	53.5%*	±6.7	144	6.2%*	±1.1	1.14 (L)
4 to 5 years	73	46.6%*	±7.9	111	8.5%*	±1.6	0.91 (L)
6 to 10 years	159	50.6%*	±5.5	236	6.8%*	±0.9	1.05 (L)
11 to 14 years	84	49.2%*	±7.5	77	4.9%*	±1.2	1.11 (L)
15 to 20 years	94	41.7%*	±6.6	141	5.5%*	±1.0	0.93 (L)
More than 20 years	183	41.8%*	±4.7	209	5.0%*	±0.7	0.96 (L)
Appointment Type							
Permanent	623	45.2%*	±2.6	785	5.5%*	±0.4	1.00 (L)
Term	70	37.5%*	±7.2	86	6.0%*	±1.4	0.82 (L)
Temporary	39	64.1%*	±13.1	72	9.4%*	±2.3	1.24 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	55	47.8%*	±9.2	152	9.1%*	±1.5	0.91 (L)
Non-Seasonal	600	45.9%*	±2.7	703	5.4%*	±0.4	1.02 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	34	44.0%*	±11.4	81	8.1%*	±1.9	0.87 (L)
Permanent-Non-Seasonal	582	45.3%*	±2.7	702	5.4%*	±0.4	1.01 (L)
Term	70	37.5%*	±7.2	86	6.0%*	±1.4	0.82 (L)
Temporary-Seasonal	NR	NR	NR	71	10.6%	±2.6	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	426	44.8%*	±3.2	801	6.0%*	±0.4	0.97 (L)
Minority	312	47.1%*	±3.8	138	4.7%*	±0.8	1.08 (L)
Race/Ethnicity							
Hispanic	104	45.0%*	±6.5	77	6.6%*	±1.6	0.95 (L)
American Indian or Alaskan Native	34	50.7%	±12.1	NR	NR	NR	NR
Asian	NR	NR	NR	5	4.1%	±5.1	NR
Black/African-American	93	55.6%*	±7.7	13	2.2%*	±1.5	1.39 (L)
Native Hawaiian or Other Pacific Islander	NR	NR	NR	NR	NR	NR	NR
Non-Hispanic White	426	44.8%*	±3.2	801	6.0%*	±0.4	0.97 (L)
Multi-racial	53	41.2%*	±8.8	33	5.6%*	±2.2	0.91 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced racial/ethnic harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to racial/ethnic harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience racial/ethnic harassment. Table 4.26 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.26 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	2.474	0.233	113.129	--	11.872	--	--	--	--
Sex	0.302	0.071	17.961	0.000	1.352	1.176	1.555	-3341.259	18.223
Education Level	0.427	0.069	37.907	0.000	1.533	1.338	1.757	-3351.327	38.359
Race/Ethnicity	-1.295	0.073	311.386	0.000	0.274	0.237	0.316	-3479.324	294.354
Work Schedule	0.350	0.114	9.394	0.002	1.419	1.135	1.775	-3337.157	10.019
Organizational Inclusion	-0.441	0.037	138.546	0.000	0.643	0.598	0.692	-3401.398	138.501
Bystander Harassment Based on Race/Ethnicity	-2.141	0.075	815.087	0.000	0.118	0.102	0.136	-3718.518	772.742
General Intolerance	-0.336	0.042	63.920	0.000	0.715	0.658	0.776	-3363.901	63.506
Gender Context	-0.158	0.062	6.489	0.011	0.854	0.756	0.964	-3335.377	6.460

Note. N = 15,209, Nagelkerke R Square = 0.284

4.3 Religious Harassment

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

4.3.1 Religious Harassment and General Intolerance for Harassment

Table 4.27 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 NPS.

Table 4.27 Religious Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,313	3.0*	±0.1	16,941	3.6*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	32	2.9*	±0.2	588	3.4*	±0.1	-0.41 (S)
Wage Grade (WG) 5-8	223	3.2*	±0.1	2,527	3.6*	±0.0	-0.45 (S)
Wage Grade (WG) 9-16	79	2.7*	±0.2	1,397	3.5*	±0.0	-0.86 (L)
Other Wage Grade (WG)	NR	NR	NR	214	3.6	±0.1	NR
General Schedule (GS) 1-6	204	3.2*	±0.1	1,884	3.6*	±0.0	-0.55 (M)
General Schedule (GS) 7-10	365	2.7*	±0.1	3,645	3.4*	±0.0	-0.77 (M)
General Schedule (GS) 11-12	256	3.1*	±0.1	4,119	3.6*	±0.0	-0.61 (M)
General Schedule (GS) 13-15	94	3.1*	±0.2	1,679	3.8*	±0.0	-0.74 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.1	±0.3	NR
Other	49	3.6	±0.2	626	3.6	±0.1	-0.09

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	87	2.9*	±0.2	1,059	3.7*	±0.1	-0.94 (L)
1 to 3 years	162	3.2*	±0.1	2,321	3.7*	±0.0	-0.53 (M)
4 to 5 years	130	3.0*	±0.2	1,341	3.6*	±0.0	-0.70 (M)
6 to 10 years	335	3.0*	±0.1	3,441	3.5*	±0.0	-0.54 (M)
11 to 14 years	158	2.9*	±0.1	1,634	3.5*	±0.0	-0.67 (M)
15 to 20 years	203	2.9*	±0.1	2,599	3.5*	±0.0	-0.61 (M)
More than 20 years	238	3.1*	±0.1	4,419	3.6*	±0.0	-0.55 (M)
Appointment Type							
Permanent	1,049	3.0*	±0.1	14,555	3.5*	±0.0	-0.64 (M)
Term	169	3.2*	±0.1	1,462	3.6*	±0.0	-0.43 (S)
Temporary	91	3.0*	±0.2	763	3.7*	±0.1	-0.81 (L)
Work Schedule							
Seasonal	150	3.2*	±0.1	1,673	3.5*	±0.0	-0.41 (S)
Non-Seasonal	980	2.9*	±0.1	13,423	3.6*	±0.0	-0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	76	3.2*	±0.2	1,017	3.5*	±0.1	-0.27 (S)
Permanent-Non-Seasonal	962	3.0*	±0.1	13,317	3.6*	±0.0	-0.66 (M)
Term	169	3.2*	±0.1	1,462	3.6*	±0.0	-0.43 (S)
Temporary-Seasonal	74	3.2*	±0.2	655	3.6*	±0.1	-0.63 (M)
Temporary-Non-Seasonal	18	2.6*	±0.4	106	4.0*	±0.2	-1.56 (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.

Table 4.28 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.28 Religious Harassment and General Intolerance for Harassment Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	105	8.0%	±1.6	468	2.8%	±0.3
(2) Disagree	288	21.9%	±2.3	1,639	9.7%	±0.5
(3) Neither Agree nor Disagree	480	36.5%	±2.6	5,360	31.6%	±0.7
(4) Agree	362	27.6%	±2.5	6,754	39.9%	±0.7
(5) Strongly Agree	79	6.0%	±1.4	2,720	16.1%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.3.2 Religious Harassment and Leadership Intolerance for Harassment

Table 4.29 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 NPS.

Table 4.29 Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	1,302	0.48*	±0.02	17,001	0.63*	±0.01	-0.34 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	0.18*	±0.11	575	0.54*	±0.04	-0.78 (M)
Wage Grade (WG) 5-8	223	0.57	±0.06	2,550	0.57	±0.02	0.01
Wage Grade (WG) 9-16	79	0.39*	±0.09	1,396	0.58*	±0.02	-0.44 (S)
Other Wage Grade (WG)	NR	NR	NR	231	0.66	±0.05	NR
General Schedule (GS) 1-6	192	0.59	±0.06	1,885	0.63	±0.02	-0.08
General Schedule (GS) 7-10	367	0.39*	±0.04	3,655	0.62*	±0.01	-0.54 (M)
General Schedule (GS) 11-12	254	0.51*	±0.05	4,125	0.66*	±0.01	-0.35 (S)
General Schedule (GS) 13-15	92	0.46*	±0.09	1,685	0.72*	±0.02	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	0.82	±0.15	NR
Other	49	0.58	±0.13	641	0.68	±0.03	-0.24 (S)
Years of Service at Bureau or Office							
Less than 1 year	87	0.59	±0.10	1,053	0.61	±0.03	-0.04
1 to 3 years	152	0.55*	±0.07	2,348	0.68*	±0.02	-0.29 (S)
4 to 5 years	129	0.41*	±0.07	1,347	0.62*	±0.02	-0.50 (M)
6 to 10 years	333	0.53*	±0.05	3,466	0.62*	±0.01	-0.22 (S)
11 to 14 years	159	0.36*	±0.06	1,613	0.61*	±0.02	-0.60 (M)
15 to 20 years	203	0.42*	±0.06	2,598	0.61*	±0.02	-0.45 (S)
More than 20 years	236	0.50*	±0.06	4,448	0.63*	±0.01	-0.29 (S)
Appointment Type							
Permanent	1,045	0.46*	±0.03	14,608	0.62*	±0.01	-0.38 (S)
Term	159	0.56*	±0.07	1,465	0.69*	±0.02	-0.30 (S)
Temporary	91	0.53	±0.08	767	0.59	±0.03	-0.12
Work Schedule							
Seasonal	148	0.54	±0.07	1,667	0.60	±0.02	-0.14
Non-Seasonal	979	0.46*	±0.03	13,487	0.62*	±0.01	-0.38 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	74	0.48*	±0.10	1,007	0.62*	±0.03	-0.32 (S)
Permanent-Non-Seasonal	961	0.47*	±0.03	13,381	0.62*	±0.01	-0.37 (S)
Term	159	0.56*	±0.07	1,465	0.69*	±0.02	-0.30 (S)
Temporary-Seasonal	74	0.61	±0.08	660	0.58	±0.03	0.07
Temporary-Non-Seasonal	18	0.23*	±0.19	106	0.65*	±0.09	-0.92 (L)

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

4.3.3 Religious Harassment and Organizational Politics

Table 4.30 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 NPS.

Table 4.30 Religious Harassment and Organizational Politics by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,303	3.2*	±0.0	16,938	2.8*	±0.0	0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	3.6*	±0.2	582	3.1*	±0.1	0.63 (M)
Wage Grade (WG) 5-8	231	2.8	±0.1	2,528	2.9	±0.0	-0.04
Wage Grade (WG) 9-16	79	3.3*	±0.2	1,399	2.8*	±0.0	0.70 (M)
Other Wage Grade (WG)	NR	NR	NR	224	2.7	±0.1	NR
General Schedule (GS) 1-6	203	3.3*	±0.1	1,877	2.9*	±0.0	0.42 (S)
General Schedule (GS) 7-10	361	3.4*	±0.1	3,663	2.9*	±0.0	0.61 (M)
General Schedule (GS) 11-12	253	3.1*	±0.1	4,091	2.6*	±0.0	0.57 (M)
General Schedule (GS) 13-15	92	3.2*	±0.2	1,682	2.5*	±0.0	0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	2.0	±0.3	NR
Other	47	3.6*	±0.2	623	2.8*	±0.1	0.96 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	78	3.0*	±0.2	1,051	2.8*	±0.0	0.28 (S)
1 to 3 years	164	3.1*	±0.1	2,335	2.7*	±0.0	0.42 (S)
4 to 5 years	131	3.3*	±0.2	1,346	2.9*	±0.0	0.55 (M)
6 to 10 years	335	3.2*	±0.1	3,456	2.8*	±0.0	0.44 (S)
11 to 14 years	156	3.3*	±0.1	1,619	2.8*	±0.0	0.54 (M)
15 to 20 years	204	3.3*	±0.1	2,601	2.8*	±0.0	0.53 (M)
More than 20 years	234	3.3*	±0.1	4,402	2.7*	±0.0	0.67 (M)
Appointment Type							
Permanent	1,044	3.2*	±0.1	14,538	2.8*	±0.0	0.56 (M)
Term	161	2.9	±0.1	1,478	2.8	±0.0	0.12
Temporary	91	3.5*	±0.2	762	2.8*	±0.1	0.90 (L)
Work Schedule							
Seasonal	150	3.3*	±0.1	1,686	2.8*	±0.0	0.55 (M)
Non-Seasonal	976	3.3*	±0.1	13,392	2.8*	±0.0	0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	76	3.0	±0.2	1,019	2.9	±0.1	0.10
Permanent-Non-Seasonal	958	3.3*	±0.1	13,298	2.8*	±0.0	0.59 (M)
Term	161	2.9	±0.1	1,478	2.8	±0.0	0.12
Temporary-Seasonal	74	3.6*	±0.2	667	2.8*	±0.1	1.04 (L)
Temporary-Non-Seasonal	18	3.0	±0.3	94	2.7	±0.2	0.37 (S)

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

Table 4.31 presents the scale distribution of organizational politics for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.31 Religious Harassment and Organizational Politics Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	31	2.4%	±1.0	897	5.3%	±0.3
(2) Disagree	304	23.3%	±2.4	6,176	36.5%	±0.7
(3) Neither Agree nor Disagree	424	32.5%	±2.6	6,531	38.6%	±0.7
(4) Agree	444	34.1%	±2.6	2,693	15.9%	±0.6
(5) Strongly Agree	100	7.7%	±1.6	642	3.8%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.3.4 Religious Harassment and Organizational Trust

Table 4.32 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 NPS.

Table 4.32 Religious Harassment and Organizational Trust by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,322	2.8*	±0.1	17,031	3.3*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	2.6*	±0.2	578	3.1*	±0.1	-0.46 (S)
Wage Grade (WG) 5-8	231	3.1*	±0.1	2,561	3.2*	±0.0	-0.17
Wage Grade (WG) 9-16	79	2.4*	±0.2	1,409	3.1*	±0.0	-0.83 (L)
Other Wage Grade (WG)	NR	NR	NR	231	3.3	±0.1	NR
General Schedule (GS) 1-6	204	2.8*	±0.1	1,881	3.3*	±0.0	-0.52 (M)
General Schedule (GS) 7-10	367	2.7*	±0.1	3,661	3.2*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	253	2.9*	±0.1	4,118	3.5*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	94	3.1*	±0.2	1,685	3.8*	±0.0	-0.73 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.3	±0.2	NR
Other	49	2.6*	±0.1	640	3.3*	±0.1	-0.83 (L)
Years of Service at Bureau or Office							
Less than 1 year	87	3.0*	±0.2	1,060	3.5*	±0.1	-0.59 (M)
1 to 3 years	164	3.0*	±0.1	2,344	3.5*	±0.0	-0.48 (S)
4 to 5 years	131	2.7*	±0.2	1,352	3.3*	±0.1	-0.64 (M)
6 to 10 years	337	2.8*	±0.1	3,470	3.3*	±0.0	-0.48 (S)
11 to 14 years	159	2.8*	±0.1	1,639	3.3*	±0.0	-0.55 (M)
15 to 20 years	207	2.8*	±0.1	2,598	3.3*	±0.0	-0.51 (M)
More than 20 years	237	2.8*	±0.1	4,441	3.3*	±0.0	-0.64 (M)
Appointment Type							
Permanent	1,054	2.8*	±0.1	14,619	3.3*	±0.0	-0.57 (M)
Term	171	3.1*	±0.1	1,477	3.4*	±0.0	-0.27 (S)
Temporary	91	2.5*	±0.2	773	3.5*	±0.1	-1.15 (L)
Work Schedule							
Seasonal	150	2.7*	±0.2	1,686	3.3*	±0.0	-0.63 (M)
Non-Seasonal	986	2.8*	±0.1	13,482	3.4*	±0.0	-0.59 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	76	3.0	±0.2	1,021	3.2	±0.1	-0.17
Permanent-Non-Seasonal	968	2.8*	±0.1	13,377	3.4*	±0.0	-0.59 (M)
Term	171	3.1*	±0.1	1,477	3.4*	±0.0	-0.27 (S)
Temporary-Seasonal	74	2.4*	±0.2	666	3.5*	±0.1	-1.19 (L)
Temporary-Non-Seasonal	18	2.8*	±0.3	106	3.8*	±0.2	-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.

Table 4.33 presents the scale distribution of organizational trust for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.33 Religious Harassment and Organizational Trust Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	99	7.5%	±1.5	573	3.4%	±0.3
(2) Disagree	386	29.2%	±2.5	2,352	13.8%	±0.5
(3) Neither Agree nor Disagree	428	32.3%	±2.6	5,242	30.8%	±0.7
(4) Agree	371	28.1%	±2.5	7,088	41.6%	±0.7
(5) Strongly Agree	39	2.9%	±1.1	1,776	10.4%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.3.5 Religious Harassment and Supervisor Support

Table 4.34 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 NPS.

Table 4.34 Religious Harassment and Supervisor Support by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,259	3.2*	±0.1	16,670	3.8*	±0.0	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	2.8*	±0.3	587	3.4*	±0.1	-0.51 (M)
Wage Grade (WG) 5-8	201	3.1*	±0.2	2,478	3.6*	±0.0	-0.53 (M)
Wage Grade (WG) 9-16	73	3.0*	±0.3	1,399	3.5*	±0.1	-0.48 (S)
Other Wage Grade (WG)	NR	NR	NR	214	3.4	±0.2	NR
General Schedule (GS) 1-6	204	3.3*	±0.2	1,821	3.9*	±0.0	-0.54 (M)
General Schedule (GS) 7-10	356	3.2*	±0.1	3,570	3.7*	±0.0	-0.47 (S)
General Schedule (GS) 11-12	248	3.5*	±0.2	4,053	3.9*	±0.0	-0.41 (S)
General Schedule (GS) 13-15	93	3.4*	±0.3	1,654	4.0*	±0.0	-0.61 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.3	NR
Other	47	2.8*	±0.3	621	3.9*	±0.1	-1.14 (L)
Years of Service at Bureau or Office							
Less than 1 year	55	3.0*	±0.3	1,038	4.0*	±0.1	-0.99 (L)
1 to 3 years	161	3.4*	±0.2	2,316	3.9*	±0.0	-0.45 (S)
4 to 5 years	123	3.0*	±0.2	1,338	3.8*	±0.1	-0.77 (M)
6 to 10 years	334	3.4*	±0.1	3,388	3.7*	±0.0	-0.29 (S)
11 to 14 years	150	3.0*	±0.2	1,606	3.7*	±0.1	-0.64 (M)
15 to 20 years	205	3.2*	±0.2	2,563	3.7*	±0.0	-0.45 (S)
More than 20 years	230	3.2*	±0.1	4,294	3.8*	±0.0	-0.52 (M)
Appointment Type							
Permanent	1,023	3.2*	±0.1	14,322	3.8*	±0.0	-0.49 (S)
Term	138	3.4*	±0.2	1,453	3.8*	±0.1	-0.37 (S)
Temporary	91	2.9*	±0.2	767	4.0*	±0.1	-1.17 (L)
Work Schedule							
Seasonal	149	3.2*	±0.2	1,674	3.8*	±0.0	-0.62 (M)
Non-Seasonal	956	3.2*	±0.1	13,193	3.8*	±0.0	-0.51 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	75	3.6	±0.2	1,012	3.8	±0.1	-0.19
Permanent-Non-Seasonal	939	3.2*	±0.1	13,088	3.8*	±0.0	-0.50 (M)
Term	138	3.4*	±0.2	1,453	3.8*	±0.1	-0.37 (S)
Temporary-Seasonal	74	2.9*	±0.3	661	4.0*	±0.1	-1.17 (L)
Temporary-Non-Seasonal	18	3.1*	±0.5	105	4.2*	±0.2	-1.26 (L)

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

Table 4.35 presents the scale distribution of supervisor support for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.35 Religious Harassment and Supervisor Support Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	120	9.5%	±1.8	756	4.5%	±0.3
(2) Disagree	240	19.1%	±2.3	1,323	7.9%	±0.4
(3) Neither Agree nor Disagree	278	22.0%	±2.4	2,916	17.5%	±0.6
(4) Agree	385	30.6%	±2.6	6,367	38.2%	±0.7
(5) Strongly Agree	236	18.8%	±2.3	5,308	31.8%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.3.6 Religious Harassment and Organizational Inclusion

Table 4.36 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 NPS.

Table 4.36 Religious Harassment and Organizational Inclusion by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,325	3.1*	±0.1	17,123	3.7*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	2.8*	±0.3	589	3.5*	±0.1	-0.57 (M)
Wage Grade (WG) 5-8	231	3.0*	±0.1	2,586	3.6*	±0.0	-0.56 (M)
Wage Grade (WG) 9-16	79	2.7*	±0.2	1,405	3.6*	±0.0	-1.03 (L)
Other Wage Grade (WG)	NR	NR	NR	231	3.6	±0.1	NR
General Schedule (GS) 1-6	204	3.3*	±0.1	1,900	3.7*	±0.0	-0.46 (S)
General Schedule (GS) 7-10	367	3.1*	±0.1	3,667	3.6*	±0.0	-0.53 (M)
General Schedule (GS) 11-12	256	3.3*	±0.1	4,141	3.7*	±0.0	-0.47 (S)
General Schedule (GS) 13-15	94	3.2*	±0.2	1,688	3.9*	±0.0	-0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.2	NR
Other	49	3.1*	±0.3	642	3.7*	±0.1	-0.75 (M)
Years of Service at Bureau or Office							
Less than 1 year	87	2.8*	±0.2	1,062	3.8*	±0.1	-0.95 (L)
1 to 3 years	164	3.3*	±0.1	2,368	3.8*	±0.0	-0.49 (S)
4 to 5 years	131	3.1*	±0.2	1,357	3.7*	±0.0	-0.74 (M)
6 to 10 years	337	3.2*	±0.1	3,481	3.6*	±0.0	-0.42 (S)
11 to 14 years	159	2.8*	±0.2	1,642	3.6*	±0.0	-0.82 (L)
15 to 20 years	208	3.2*	±0.1	2,611	3.6*	±0.0	-0.41 (S)
More than 20 years	238	3.1*	±0.1	4,475	3.6*	±0.0	-0.57 (M)
Appointment Type							
Permanent	1,057	3.1*	±0.1	14,700	3.7*	±0.0	-0.57 (M)
Term	171	3.2*	±0.1	1,485	3.7*	±0.0	-0.53 (M)
Temporary	91	3.1*	±0.2	775	3.8*	±0.1	-0.85 (L)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	150	3.3*	±0.1	1,689	3.7*	±0.0	-0.45 (S)
Non-Seasonal	989	3.1*	±0.1	13,564	3.7*	±0.0	-0.60 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	76	3.4*	±0.2	1,021	3.6*	±0.1	-0.27 (S)
Permanent-Non-Seasonal	971	3.1*	±0.1	13,458	3.7*	±0.0	-0.59 (M)
Term	171	3.2*	±0.1	1,485	3.7*	±0.0	-0.53 (M)
Temporary-Seasonal	74	3.2*	±0.2	668	3.8*	±0.1	-0.68 (M)
Temporary-Non-Seasonal	18	2.6*	±0.5	106	4.1*	±0.2	-1.66 (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.

Table 4.37 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.37 Religious Harassment and Organizational Inclusion Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	123	9.3%	±1.7	591	3.5%	±0.3
(2) Disagree	234	17.7%	±2.2	1,720	10.0%	±0.5
(3) Neither Agree nor Disagree	396	29.8%	±2.5	3,637	21.2%	±0.6
(4) Agree	464	35.0%	±2.6	8,171	47.7%	±0.7
(5) Strongly Agree	108	8.2%	±1.6	3,004	17.5%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.3.7 Religious Harassment and Bystander Harassment

Table 4.38 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 NPS.

Table 4.38 Religious Harassment and Bystander Harassment

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	489	37.7%*	±2.7	536	3.2%*	±0.3	0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	27	4.6%	±2.0	NR
Wage Grade (WG) 5-8	105	47.9%*	±6.6	91	3.7%*	±0.8	1.14 (L)
Wage Grade (WG) 9-16	40	50.6%*	±11.1	32	2.3%*	±0.9	1.28 (L)
Other Wage Grade (WG)	NR	NR	NR	11	5.0%	±3.7	NR
General Schedule (GS) 1-6	64	32.1%*	±6.8	68	3.6%*	±0.9	0.82 (L)
General Schedule (GS) 7-10	118	32.7%*	±5.0	138	3.8%*	±0.7	0.82 (L)
General Schedule (GS) 11-12	103	41.6%*	±6.3	123	3.0%*	±0.6	1.05 (L)
General Schedule (GS) 13-15	36	38.4%*	±10.4	34	2.0%*	±0.8	1.05 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	14	28.7%*	±14.7	10	1.6%*	±1.3	0.88 (L)
Years of Service at Bureau or Office							
Less than 1 year	54	61.8%*	±10.8	14	1.3%*	±0.9	1.58 (L)
1 to 3 years	48	30.0%*	±7.6	115	5.0%*	±1.0	0.71 (M)
4 to 5 years	42	32.3%*	±8.6	26	1.9%*	±0.9	0.93 (L)
6 to 10 years	130	39.5%*	±5.4	132	3.8%*	±0.7	0.96 (L)
11 to 14 years	78	49.8%*	±7.8	39	2.4%*	±0.9	1.25 (L)
15 to 20 years	54	27.5%*	±6.7	79	3.0%*	±0.7	0.75 (M)
More than 20 years	82	34.9%*	±6.4	130	3.0%*	±0.5	0.92 (L)
Appointment Type							
Permanent	386	37.4%*	±3.0	421	2.9%*	±0.3	0.97 (L)
Term	72	42.7%*	±7.7	52	3.6%*	±1.1	1.04 (L)
Temporary	30	32.7%*	±10.4	44	6.0%*	±2.0	0.72 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	38	25.5%*	±7.7	65	4.0%*	±1.1	0.66 (M)
Non-Seasonal	372	38.5%*	±3.1	399	3.0%*	±0.3	0.99 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	20	26.7%*	±11.4	21	2.1%*	±1.1	0.80 (L)
Permanent-Non-Seasonal	360	38.0%*	±3.1	399	3.0%*	±0.3	0.98 (L)
Term	72	42.7%*	±7.7	52	3.6%*	±1.1	1.04 (L)
Temporary-Seasonal	18	24.3%*	±11.4	44	7.0%*	±2.3	0.50 (M)
Temporary-Non-Seasonal	NR	NR	NR	0	0.0%	NA	NR

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced religious harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to religious harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience religious harassment. Table 4.39 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.39 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	0.708	0.366	3.744	--	2.029	--	--	--	--
Sex	0.336	0.075	20.268	0.000	1.399	1.209	1.619	-3281.075	20.635
Age	-0.372	0.084	19.717	0.000	0.690	0.585	0.813	-3280.621	19.727
Education Level	0.369	0.076	23.711	0.000	1.447	1.247	1.679	-3282.707	23.899
Race/Ethnicity	-0.308	0.085	13.054	0.000	0.735	0.622	0.868	-3277.049	12.583
Relationship Status	0.324	0.077	17.695	0.000	1.383	1.189	1.609	-3279.842	18.168
Pay Grade	--	--	22.795	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.031	0.101	0.096	0.757	0.969	0.794	1.182	-3282.365	23.215
Senior Grade vs. Junior Grade	-0.436	0.120	13.128	0.000	0.647	0.511	0.819	-3282.365	23.215
Executive Grade vs. Junior Grade	0.014	0.995	0.000	0.989	1.014	0.144	7.123	-3282.365	23.215
Years of Service at Bureau or Office	0.072	0.024	9.012	0.003	1.074	1.025	1.125	-3275.334	9.154
Appointment Type	-0.259	0.104	6.155	0.013	0.772	0.629	0.947	-3273.778	6.042
Organizational Politics	0.184	0.051	12.912	0.000	1.201	1.087	1.328	-3277.198	12.881
Organizational Inclusion	-0.170	0.043	15.485	0.000	0.844	0.775	0.918	-3278.458	15.401
Bystander Harassment Based on Religious Beliefs	-2.572	0.085	912.135	0.000	0.076	0.065	0.090	-3694.061	846.607
General Intolerance	-0.174	0.048	13.017	0.000	0.840	0.764	0.924	-3277.238	12.960
Gender Context	-0.235	0.066	12.817	0.000	0.790	0.695	0.899	-3277.126	12.737

Note. N = 15,246, Nagelkerke R Square = 0.216

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 4.40 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 NPS.

Table 4.40 Disability Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,261	2.7*	±0.0	16,876	3.6*	±0.0	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	2.7*	±0.3	610	3.3*	±0.1	-0.61 (M)
Wage Grade (WG) 5-8	268	2.6*	±0.1	2,467	3.6*	±0.0	-1.16 (L)
Wage Grade (WG) 9-16	141	2.6*	±0.1	1,334	3.5*	±0.0	-1.08 (L)
Other Wage Grade (WG)	15	2.8*	±0.3	202	3.6*	±0.1	-1.06 (L)
General Schedule (GS) 1-6	135	2.8*	±0.1	1,954	3.6*	±0.0	-1.03 (L)
General Schedule (GS) 7-10	342	2.5*	±0.1	3,630	3.5*	±0.0	-1.07 (L)
General Schedule (GS) 11-12	237	3.0*	±0.1	4,092	3.6*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	48	3.0*	±0.3	1,694	3.7*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.1	±0.2	NR
Other	38	2.8*	±0.4	635	3.7*	±0.1	-0.94 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	61	2.5*	±0.2	1,068	3.7*	±0.0	-1.44 (L)
1 to 3 years	129	2.9*	±0.1	2,379	3.7*	±0.0	-0.88 (L)
4 to 5 years	139	2.9*	±0.1	1,322	3.6*	±0.0	-0.73 (M)
6 to 10 years	278	2.8*	±0.1	3,465	3.5*	±0.0	-0.76 (M)
11 to 14 years	114	2.6*	±0.1	1,659	3.5*	±0.0	-0.94 (L)
15 to 20 years	215	2.6*	±0.1	2,567	3.5*	±0.0	-0.97 (L)
More than 20 years	312	2.5*	±0.1	4,301	3.6*	±0.0	-1.32 (L)
Appointment Type							
Permanent	1,121	2.7*	±0.1	14,373	3.6*	±0.0	-1.00 (L)
Term	72	3.1*	±0.2	1,543	3.6*	±0.0	-0.54 (M)
Temporary	47	2.9*	±0.2	801	3.7*	±0.1	-1.03 (L)
Work Schedule							
Seasonal	112	2.9*	±0.1	1,691	3.5*	±0.0	-0.81 (L)
Non-Seasonal	1,044	2.7*	±0.1	13,263	3.6*	±0.0	-1.01 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	82	2.9*	±0.2	996	3.5*	±0.1	-0.80 (L)
Permanent-Non-Seasonal	1,026	2.7*	±0.1	13,158	3.6*	±0.0	-1.00 (L)
Term	72	3.1*	±0.2	1,543	3.6*	±0.0	-0.54 (M)
Temporary-Seasonal	29	3.0*	±0.3	694	3.6*	±0.1	-0.76 (M)
Temporary-Non-Seasonal	17	2.5*	±0.2	105	4.0*	±0.2	-1.63 (L)
Disability							
Yes	511	2.8*	±0.1	1,374	3.5*	±0.1	-0.79 (M)
No	741	2.7*	±0.1	15,402	3.6*	±0.0	-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.

Table 4.41 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.41 Disability Harassment and General Intolerance for Harassment Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	128	10.1%	±1.8	443	2.6%	±0.3
(2) Disagree	386	30.6%	±2.6	1,533	9.1%	±0.4
(3) Neither Agree nor Disagree	511	40.5%	±2.7	5,300	31.4%	±0.7
(4) Agree	200	15.8%	±2.1	6,859	40.6%	±0.7
(5) Strongly Agree	37	3.0%	±1.1	2,740	16.2%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.4.2 Disability Harassment and Leadership Intolerance for Harassment

Table 4.42 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 NPS.

Table 4.42 Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	1,263	0.32*	±0.02	16,930	0.64*	±0.01	-0.74 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	25	0.21*	±0.12	601	0.54*	±0.04	-0.71 (M)
Wage Grade (WG) 5-8	268	0.29*	±0.04	2,490	0.60*	±0.02	-0.69 (M)
Wage Grade (WG) 9-16	143	0.18*	±0.05	1,330	0.61*	±0.02	-1.07 (L)
Other Wage Grade (WG)	15	0.36*	±0.17	220	0.66*	±0.05	-0.79 (M)
General Schedule (GS) 1-6	135	0.39*	±0.06	1,943	0.63*	±0.02	-0.60 (M)
General Schedule (GS) 7-10	343	0.28*	±0.04	3,644	0.63*	±0.01	-0.82 (L)
General Schedule (GS) 11-12	236	0.43*	±0.06	4,097	0.66*	±0.01	-0.55 (M)
General Schedule (GS) 13-15	48	0.48*	±0.12	1,701	0.71*	±0.02	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	0.83	±0.14	NR
Other	38	0.33*	±0.15	650	0.70*	±0.03	-0.94 (L)
Years of Service at Bureau or Office							
Less than 1 year	61	0.19*	±0.09	1,062	0.63*	±0.03	-0.98 (L)
1 to 3 years	129	0.34*	±0.07	2,397	0.68*	±0.02	-0.84 (L)
4 to 5 years	141	0.48*	±0.06	1,328	0.61*	±0.02	-0.31 (S)
6 to 10 years	280	0.37*	±0.05	3,488	0.63*	±0.01	-0.63 (M)
11 to 14 years	114	0.31*	±0.07	1,640	0.61*	±0.02	-0.70 (M)
15 to 20 years	211	0.29*	±0.05	2,569	0.62*	±0.02	-0.79 (M)
More than 20 years	314	0.24*	±0.04	4,332	0.65*	±0.01	-1.00 (L)
Appointment Type							
Permanent	1,121	0.31*	±0.02	14,429	0.64*	±0.01	-0.77 (M)
Term	71	0.49*	±0.10	1,538	0.68*	±0.02	-0.47 (S)
Temporary	49	0.38*	±0.10	803	0.59*	±0.03	-0.49 (S)
Work Schedule							
Seasonal	114	0.41*	±0.08	1,681	0.61*	±0.02	-0.46 (S)
Non-Seasonal	1,045	0.31*	±0.02	13,331	0.64*	±0.01	-0.79 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Appointment Type and Work Schedule							
Permanent-Seasonal	82	0.37*	±0.09	985	0.63*	±0.03	-0.59 (M)
Permanent-Non-Seasonal	1,028	0.31*	±0.02	13,226	0.64*	±0.01	-0.78 (M)
Term	71	0.49*	±0.10	1,538	0.68*	±0.02	-0.47 (S)
Temporary-Seasonal	31	0.50	±0.12	696	0.58	±0.03	-0.18
Temporary-Non-Seasonal	17	0.15*	±0.14	105	0.66*	±0.09	-1.17 (L)
Disability							
Yes	516	0.31*	±0.03	1,414	0.64*	±0.02	-0.78 (M)
No	737	0.33*	±0.03	15,428	0.64*	±0.01	-0.74 (M)

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

4.4.3 Disability Harassment and Organizational Politics

Table 4.43 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 NPS.

Table 4.43 Disability Harassment and Organizational Politics by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,242	3.5*	±0.0	16,857	2.8*	±0.0	0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	3.4	±0.3	606	3.1	±0.1	0.41 (S)
Wage Grade (WG) 5-8	276	3.4*	±0.1	2,468	2.8*	±0.0	0.87 (L)
Wage Grade (WG) 9-16	143	3.6*	±0.1	1,334	2.8*	±0.0	1.14 (L)
Other Wage Grade (WG)	15	3.4*	±0.4	213	2.7*	±0.1	0.86 (L)
General Schedule (GS) 1-6	133	3.4*	±0.1	1,922	2.9*	±0.0	0.64 (M)
General Schedule (GS) 7-10	339	3.7*	±0.1	3,649	2.9*	±0.0	0.94 (L)
General Schedule (GS) 11-12	224	3.3*	±0.1	4,074	2.6*	±0.0	0.76 (M)
General Schedule (GS) 13-15	48	2.9*	±0.3	1,695	2.5*	±0.0	0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.3	NR
Other	37	3.8*	±0.3	632	2.8*	±0.1	1.33 (L)
Years of Service at Bureau or Office							
Less than 1 year	51	3.6*	±0.2	1,060	2.7*	±0.0	1.07 (L)
1 to 3 years	130	3.5*	±0.1	2,368	2.7*	±0.0	0.95 (L)
4 to 5 years	140	3.4*	±0.1	1,328	2.9*	±0.0	0.56 (M)
6 to 10 years	282	3.4*	±0.1	3,477	2.8*	±0.0	0.67 (M)
11 to 14 years	112	3.5*	±0.1	1,644	2.8*	±0.0	0.82 (L)
15 to 20 years	216	3.6*	±0.1	2,568	2.8*	±0.0	0.91 (L)
More than 20 years	298	3.6*	±0.1	4,297	2.7*	±0.0	1.05 (L)
Appointment Type							
Permanent	1,109	3.5*	±0.0	14,338	2.7*	±0.0	0.90 (L)
Term	62	3.1*	±0.2	1,561	2.8*	±0.0	0.39 (S)
Temporary	49	3.2*	±0.1	799	2.8*	±0.1	0.40 (S)
Work Schedule							
Seasonal	114	3.4*	±0.1	1,701	2.8*	±0.0	0.64 (M)
Non-Seasonal	1,031	3.5*	±0.0	13,216	2.7*	±0.0	0.90 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	83	3.4*	±0.2	997	2.8*	±0.0	0.75 (M)
Permanent-Non-Seasonal	1,014	3.5*	±0.1	13,122	2.7*	±0.0	0.91 (L)
Term	62	3.1*	±0.2	1,561	2.8*	±0.0	0.39 (S)
Temporary-Seasonal	31	3.2*	±0.2	704	2.8*	±0.1	0.39 (S)
Temporary-Non-Seasonal	17	3.1*	±0.1	94	2.7*	±0.2	0.55 (M)
Disability							
Yes	503	3.5*	±0.1	1,356	2.9*	±0.0	0.78 (M)
No	729	3.5*	±0.1	15,397	2.8*	±0.0	0.85 (L)

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

Table 4.44 presents the scale distribution of organizational politics for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.44 Disability Harassment and Organizational Politics Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	17	1.4%	±0.8	908	5.4%	±0.4
(2) Disagree	145	11.7%	±1.9	6,250	37.1%	±0.7
(3) Neither Agree nor Disagree	418	33.7%	±2.7	6,505	38.6%	±0.7
(4) Agree	545	43.9%	±2.8	2,573	15.3%	±0.6
(5) Strongly Agree	117	9.4%	±1.8	620	3.7%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.4.4 Disability Harassment and Organizational Trust

Table 4.45 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 NPS.

Table 4.45 Disability Harassment and Organizational Trust by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,274	2.5*	±0.0	16,962	3.4*	±0.0	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	2.5*	±0.3	602	3.1*	±0.1	-0.62 (M)
Wage Grade (WG) 5-8	277	2.5*	±0.1	2,500	3.3*	±0.0	-0.93 (L)
Wage Grade (WG) 9-16	143	2.3*	±0.1	1,343	3.2*	±0.0	-0.95 (L)
Other Wage Grade (WG)	15	2.5*	±0.6	220	3.3*	±0.1	-0.95 (L)
General Schedule (GS) 1-6	134	2.6*	±0.1	1,952	3.3*	±0.0	-0.78 (M)
General Schedule (GS) 7-10	343	2.3*	±0.1	3,648	3.2*	±0.0	-0.99 (L)
General Schedule (GS) 11-12	238	2.7*	±0.1	4,087	3.5*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	48	2.9*	±0.3	1,700	3.7*	±0.0	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.2	±0.2	NR
Other	38	2.3*	±0.1	650	3.4*	±0.1	-1.28 (L)
Years of Service at Bureau or Office							
Less than 1 year	61	2.3*	±0.2	1,069	3.6*	±0.0	-1.50 (L)
1 to 3 years	130	2.6*	±0.2	2,403	3.5*	±0.0	-1.03 (L)
4 to 5 years	141	2.8*	±0.1	1,333	3.3*	±0.1	-0.46 (S)
6 to 10 years	284	2.5*	±0.1	3,490	3.3*	±0.0	-0.83 (L)
11 to 14 years	115	2.6*	±0.2	1,664	3.3*	±0.0	-0.81 (L)
15 to 20 years	216	2.5*	±0.1	2,567	3.3*	±0.0	-0.91 (L)
More than 20 years	314	2.3*	±0.1	4,321	3.4*	±0.0	-1.20 (L)
Appointment Type							
Permanent	1,131	2.5*	±0.0	14,432	3.4*	±0.0	-0.97 (L)
Term	72	2.8*	±0.2	1,561	3.4*	±0.0	-0.66 (M)
Temporary	49	3.1*	±0.2	809	3.4*	±0.1	-0.37 (S)
Work Schedule							
Seasonal	114	2.7*	±0.2	1,702	3.3*	±0.0	-0.63 (M)
Non-Seasonal	1,054	2.5*	±0.1	13,318	3.4*	±0.0	-0.97 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	83	2.5*	±0.2	999	3.2*	±0.1	-0.80 (L)
Permanent-Non-Seasonal	1,036	2.5*	±0.1	13,213	3.4*	±0.0	-0.97 (L)
Term	72	2.8*	±0.2	1,561	3.4*	±0.0	-0.66 (M)
Temporary-Seasonal	31	3.2	±0.2	702	3.4	±0.1	-0.15
Temporary-Non-Seasonal	17	2.8*	±0.3	105	3.8*	±0.2	-1.23 (L)
Disability							
Yes	519	2.4*	±0.1	1,399	3.2*	±0.1	-0.86 (L)
No	746	2.6*	±0.1	15,460	3.4*	±0.0	-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.

Table 4.46 presents the scale distribution of organizational trust for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.46 Disability Harassment and Organizational Trust Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	135	10.6%	±1.8	532	3.1%	±0.3
(2) Disagree	495	38.8%	±2.7	2,243	13.2%	±0.5
(3) Neither Agree nor Disagree	410	32.2%	±2.6	5,259	31.0%	±0.7
(4) Agree	221	17.3%	±2.2	7,144	42.1%	±0.7
(5) Strongly Agree	14	1.1%	±0.7	1,784	10.5%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.4.5 Disability Harassment and Supervisor Support

Table 4.47 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 NPS.

Table 4.47 Disability Harassment and Supervisor Support by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,193	3.0*	±0.1	16,593	3.8*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	16	4.0	±0.6	611	3.4	±0.1	0.47 (S)
Wage Grade (WG) 5-8	253	2.9*	±0.1	2,413	3.7*	±0.0	-0.72 (M)
Wage Grade (WG) 9-16	139	2.6*	±0.2	1,329	3.6*	±0.1	-0.89 (L)
Other Wage Grade (WG)	15	2.7*	±0.7	203	3.4*	±0.2	-0.57 (M)
General Schedule (GS) 1-6	120	3.3*	±0.2	1,880	3.8*	±0.0	-0.45 (S)
General Schedule (GS) 7-10	324	2.7*	±0.1	3,565	3.8*	±0.0	-0.93 (L)
General Schedule (GS) 11-12	229	3.3*	±0.2	4,026	3.9*	±0.0	-0.56 (M)
General Schedule (GS) 13-15	48	3.5*	±0.4	1,669	4.0*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.3	NR
Other	37	2.5*	±0.3	631	3.9*	±0.1	-1.48 (L)
Years of Service at Bureau or Office							
Less than 1 year	51	2.5*	±0.4	1,024	4.0*	±0.1	-1.67 (L)
1 to 3 years	123	3.1*	±0.2	2,352	3.9*	±0.0	-0.73 (M)
4 to 5 years	139	3.1*	±0.2	1,315	3.8*	±0.1	-0.69 (M)
6 to 10 years	279	3.2*	±0.1	3,410	3.7*	±0.0	-0.44 (S)
11 to 14 years	104	2.8*	±0.2	1,634	3.7*	±0.1	-0.78 (M)
15 to 20 years	210	3.0*	±0.1	2,536	3.7*	±0.0	-0.63 (M)
More than 20 years	274	2.7*	±0.1	4,207	3.8*	±0.0	-1.07 (L)
Appointment Type							
Permanent	1,076	2.9*	±0.1	14,134	3.8*	±0.0	-0.79 (M)
Term	62	3.5	±0.3	1,514	3.8	±0.1	-0.23 (S)
Temporary	49	3.3*	±0.2	804	3.9*	±0.1	-0.60 (M)
Work Schedule							
Seasonal	113	3.2*	±0.2	1,689	3.8*	±0.0	-0.64 (M)
Non-Seasonal	1,000	2.9*	±0.1	13,028	3.8*	±0.0	-0.79 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	82	3.1*	±0.3	991	3.8*	±0.1	-0.71 (M)
Permanent-Non-Seasonal	982	2.9*	±0.1	12,924	3.8*	±0.0	-0.78 (M)
Term	62	3.5	±0.3	1,514	3.8	±0.1	-0.23 (S)
Temporary-Seasonal	31	3.5*	±0.2	698	3.9*	±0.1	-0.39 (S)
Temporary-Non-Seasonal	17	3.1*	±0.3	104	4.2*	±0.2	-1.31 (L)
Disability							
Yes	487	2.9*	±0.1	1,327	3.6*	±0.1	-0.56 (M)
No	696	3.0*	±0.1	15,164	3.8*	±0.0	-0.75 (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.

Table 4.48 presents the scale distribution of supervisor support for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.48 Disability Harassment and Supervisor Support Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	166	13.9%	±2.1	705	4.3%	±0.3
(2) Disagree	241	20.2%	±2.4	1,319	7.9%	±0.4
(3) Neither Agree nor Disagree	321	26.9%	±2.6	2,868	17.3%	±0.6
(4) Agree	282	23.6%	±2.5	6,398	38.6%	±0.7
(5) Strongly Agree	183	15.4%	±2.2	5,303	32.0%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.4.6 Disability Harassment and Organizational Inclusion

Table 4.49 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 NPS.

Table 4.49 Disability Harassment and Organizational Inclusion by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,274	2.8*	±0.1	17,057	3.7*	±0.0	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	2.5*	±0.4	613	3.5*	±0.1	-0.90 (L)
Wage Grade (WG) 5-8	277	2.8*	±0.1	2,525	3.6*	±0.0	-0.83 (L)
Wage Grade (WG) 9-16	143	2.7*	±0.2	1,339	3.6*	±0.0	-1.03 (L)
Other Wage Grade (WG)	15	2.9*	±0.5	220	3.7*	±0.1	-0.78 (M)
General Schedule (GS) 1-6	135	3.0*	±0.1	1,970	3.7*	±0.0	-0.82 (L)
General Schedule (GS) 7-10	343	2.7*	±0.1	3,653	3.6*	±0.0	-0.94 (L)
General Schedule (GS) 11-12	237	2.9*	±0.1	4,114	3.7*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	48	3.3*	±0.3	1,703	3.9*	±0.0	-0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	38	3.2*	±0.3	652	3.7*	±0.1	-0.60 (M)
Years of Service at Bureau or Office							
Less than 1 year	61	2.2*	±0.3	1,071	3.8*	±0.1	-1.62 (L)
1 to 3 years	131	2.8*	±0.2	2,425	3.8*	±0.0	-1.06 (L)
4 to 5 years	141	3.2*	±0.2	1,338	3.7*	±0.0	-0.67 (M)
6 to 10 years	284	3.0*	±0.1	3,502	3.6*	±0.0	-0.67 (M)
11 to 14 years	114	2.6*	±0.2	1,668	3.6*	±0.0	-1.02 (L)
15 to 20 years	216	3.0*	±0.1	2,582	3.6*	±0.0	-0.70 (M)
More than 20 years	314	2.6*	±0.1	4,356	3.7*	±0.0	-1.15 (L)
Appointment Type							
Permanent	1,131	2.8*	±0.1	14,515	3.7*	±0.0	-0.91 (L)
Term	72	3.2*	±0.2	1,569	3.7*	±0.0	-0.60 (M)
Temporary	49	3.1*	±0.3	812	3.8*	±0.1	-0.80 (L)
Work Schedule							
Seasonal	115	3.1*	±0.2	1,703	3.7*	±0.0	-0.62 (M)
Non-Seasonal	1,053	2.8*	±0.1	13,403	3.7*	±0.0	-0.93 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	84	3.0*	±0.2	998	3.7*	±0.1	-0.76 (M)
Permanent-Non-Seasonal	1,035	2.8*	±0.1	13,298	3.7*	±0.0	-0.91 (L)
Term	72	3.2*	±0.2	1,569	3.7*	±0.0	-0.60 (M)
Temporary-Seasonal	31	3.6	±0.3	705	3.8	±0.1	-0.23 (S)
Temporary-Non-Seasonal	17	2.2*	±0.3	105	4.1*	±0.2	-2.30 (L)
Disability							
Yes	520	2.9*	±0.1	1,419	3.6*	±0.1	-0.76 (M)
No	745	2.8*	±0.1	15,534	3.7*	±0.0	-0.94 (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.

Table 4.50 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.50 Disability Harassment and Organizational Inclusion Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	172	13.5%	±2.0	543	3.2%	±0.3
(2) Disagree	344	27.0%	±2.5	1,596	9.4%	±0.4
(3) Neither Agree nor Disagree	363	28.5%	±2.5	3,659	21.5%	±0.6
(4) Agree	347	27.2%	±2.5	8,225	48.2%	±0.8
(5) Strongly Agree	48	3.7%	±1.2	3,034	17.8%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.4.7 Disability Harassment and Bystander Harassment

Table 4.51 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 NPS.

Table 4.51 Disability Harassment and Bystander Harassment

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	627	50.9%*	±2.8	806	4.8%*	±0.3	1.15 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	91	15.0%	±3.1	NR
Wage Grade (WG) 5-8	194	74.1%*	±5.7	103	4.2%*	±0.9	1.66 (L)
Wage Grade (WG) 9-16	73	56.2%*	±8.7	48	3.6%*	±1.1	1.31 (L)
Other Wage Grade (WG)	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 1-6	42	30.9%*	±8.4	96	4.9%*	±1.1	0.73 (M)
General Schedule (GS) 7-10	179	53.5%*	±5.4	193	5.4%*	±0.8	1.17 (L)
General Schedule (GS) 11-12	79	34.0%*	±6.4	171	4.2%*	±0.7	0.83 (L)
General Schedule (GS) 13-15	21	43.9%*	±14.8	62	3.7%*	±1.0	1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	6	14.8%*	±16.0	38	5.8%*	±2.1	0.30 (S)
Years of Service at Bureau or Office							
Less than 1 year	47	78.7%*	±12.6	21	2.0%*	±1.0	1.90 (L)
1 to 3 years	55	42.4%*	±8.8	120	5.0%*	±1.0	0.97 (L)
4 to 5 years	83	58.7%*	±8.4	66	5.0%*	±1.3	1.30 (L)
6 to 10 years	154	55.5%*	±5.9	196	5.6%*	±0.8	1.20 (L)
11 to 14 years	67	59.1%*	±9.4	89	5.5%*	±1.2	1.28 (L)
15 to 20 years	95	45.5%*	±6.9	128	5.0%*	±0.9	1.03 (L)
More than 20 years	126	42.3%*	±5.7	170	4.0%*	±0.6	1.02 (L)
Appointment Type							
Permanent	547	50.2%*	±3.0	660	4.6%*	±0.4	1.14 (L)
Term	33	47.0%*	±11.9	89	5.7%*	±1.3	1.03 (L)
Temporary	26	52.7%*	±14.4	40	5.2%*	±1.8	1.17 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	58	55.0%*	±9.8	72	4.4%*	±1.1	1.25 (L)
Non-Seasonal	509	49.7%*	±3.1	625	4.7%*	±0.4	1.13 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	43	59.1%*	±11.8	35	3.5%*	±1.3	1.38 (L)
Permanent-Non-Seasonal	497	49.4%*	±3.1	623	4.7%*	±0.4	1.12 (L)
Term	33	47.0%*	±11.9	89	5.7%*	±1.3	1.03 (L)
Temporary-Seasonal	NR	NR	NR	38	5.7%	±2.0	NR
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Disability							
Yes	272	53.2%*	±4.4	135	9.7%*	±1.7	1.00 (L)
No	352	49.6%*	±3.7	667	4.3%*	±0.3	1.14 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced disability harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to disability harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience disability harassment. Table 4.52 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.52 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	-0.070	0.425	0.027	--	0.933	--	--	--	--
Age	0.545	0.092	34.914	0.000	1.724	1.439	2.066	-2519.061	36.602
Relationship Status	0.230	0.085	7.317	0.007	1.259	1.066	1.488	-2504.483	7.444
Disability Status	-1.724	0.089	377.645	0.000	0.178	0.150	0.212	-2673.558	345.595
Pay Grade	--	--	54.735	--	--	--	--	--	--
Middle Grade vs. Junior Grade	0.709	0.127	31.197	0.000	2.033	1.585	2.607	-2529.322	57.123
Senior Grade vs. Junior Grade	0.155	0.142	1.193	0.275	1.168	0.884	1.543	-2529.322	57.123
Executive Grade vs. Junior Grade	-16.914	8235.416	0.000	0.998	0.000	0.000	0.000	-2529.322	57.123
Supervisor Support	0.237	0.046	26.495	0.000	1.268	1.158	1.388	-2514.069	26.617
Organizational Politics	0.403	0.063	40.377	0.000	1.496	1.321	1.694	-2521.076	40.631
Organizational Inclusion	-0.239	0.050	22.785	0.000	0.788	0.714	0.869	-2512.133	22.744
Bystander Harassment Based on Disability	-2.144	0.092	538.666	0.000	0.117	0.098	0.140	-2758.066	514.610
General Intolerance	-0.307	0.059	27.009	0.000	0.736	0.656	0.826	-2514.236	26.951
Leadership Intolerance	-0.389	0.110	12.401	0.000	0.678	0.546	0.842	-2506.923	12.325
Gender Context	-0.271	0.071	14.647	0.000	0.763	0.664	0.876	-2508.025	14.529

Note. N = 15,090, Nagelkerke R Square = 0.332

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 4.53 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 NPS.

Table 4.53 Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	828	2.7*	±0.1	17,426	3.6*	±0.0	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	2.9*	±0.2	607	3.3*	±0.1	-0.39 (S)
Wage Grade (WG) 5-8	140	2.9*	±0.1	2,614	3.6*	±0.0	-0.74 (M)
Wage Grade (WG) 9-16	44	2.7*	±0.2	1,433	3.5*	±0.0	-0.84 (L)
Other Wage Grade (WG)	6	3.5	±0.8	211	3.6	±0.1	-0.11
General Schedule (GS) 1-6	136	3.0*	±0.2	1,975	3.6*	±0.0	-0.74 (M)
General Schedule (GS) 7-10	233	2.4*	±0.1	3,765	3.4*	±0.0	-1.12 (L)
General Schedule (GS) 11-12	165	2.6*	±0.1	4,196	3.6*	±0.0	-1.17 (L)
General Schedule (GS) 13-15	53	3.2*	±0.3	1,705	3.7*	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.1	±0.2	NR
Other	18	2.8*	±0.4	655	3.7*	±0.1	-0.88 (L)
Years of Service at Bureau or Office							
Less than 1 year	44	2.8*	±0.2	1,099	3.7*	±0.1	-1.05 (L)
1 to 3 years	119	3.0*	±0.2	2,409	3.7*	±0.0	-0.66 (M)
4 to 5 years	129	2.8*	±0.1	1,336	3.6*	±0.0	-0.93 (L)
6 to 10 years	178	2.8*	±0.1	3,589	3.5*	±0.0	-0.84 (L)
11 to 14 years	85	2.8*	±0.2	1,694	3.5*	±0.0	-0.69 (M)
15 to 20 years	105	2.4*	±0.2	2,690	3.5*	±0.0	-1.19 (L)
More than 20 years	168	2.6*	±0.1	4,481	3.6*	±0.0	-1.14 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	648	2.7*	±0.1	14,936	3.5*	±0.0	-0.98 (L)
Term	91	2.9*	±0.2	1,537	3.6*	±0.0	-0.70 (M)
Temporary	75	3.0*	±0.2	775	3.7*	±0.1	-0.89 (L)
Work Schedule							
Seasonal	124	2.9*	±0.1	1,695	3.6*	±0.0	-0.78 (M)
Non-Seasonal	589	2.7*	±0.1	13,794	3.6*	±0.0	-0.99 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	62	2.8*	±0.2	1,029	3.5*	±0.0	-0.85 (L)
Permanent-Non-Seasonal	575	2.7*	±0.1	13,686	3.6*	±0.0	-0.99 (L)
Term	91	2.9*	±0.2	1,537	3.6*	±0.0	-0.70 (M)
Temporary-Seasonal	62	3.1*	±0.2	665	3.6*	±0.1	-0.76 (M)
Temporary-Non-Seasonal	14	2.6*	±0.4	109	3.9*	±0.2	-1.42 (L)
Sex							
Men	380	2.8*	±0.1	10,938	3.6*	±0.0	-0.92 (L)
Women	433	2.7*	±0.1	6,434	3.5*	±0.0	-0.85 (L)
Gender Identity							
Male	380	2.8*	±0.1	10,938	3.6*	±0.0	-0.92 (L)
Female	433	2.7*	±0.1	6,434	3.5*	±0.0	-0.85 (L)
Transgender	5	2.5*	±1.3	11	4.1*	±0.5	-1.37 (L)
Do not identify as female, male, or transgender	9	2.5*	±0.7	44	3.4*	±0.3	-0.90 (L)
Sexual Orientation - Collapsed							
Heterosexual	505	2.7*	±0.1	15,944	3.6*	±0.0	-0.95 (L)
Sexual Minority	257	2.8*	±0.1	575	3.5*	±0.1	-0.76 (M)
Sexual Orientation							
Heterosexual or straight	505	2.7*	±0.1	15,944	3.6*	±0.0	-0.95 (L)
Lesbian	76	2.9*	±0.2	104	3.5*	±0.2	-0.63 (M)
Gay	90	3.0*	±0.1	158	3.7*	±0.1	-0.86 (L)
Bisexual	77	2.6*	±0.2	208	3.6*	±0.1	-0.92 (L)
Other	14	2.5*	±0.4	105	3.3*	±0.2	-0.86 (L)
I prefer not to say	58	2.4*	±0.3	734	3.4*	±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.

Table 4.54 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.54 Sexual Orientation Harassment and General Intolerance for Harassment Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	103	12.4%	±2.4	468	2.7%	±0.3
(2) Disagree	241	29.1%	±3.2	1,677	9.6%	±0.4
(3) Neither Agree nor Disagree	322	38.9%	±3.4	5,526	31.7%	±0.7
(4) Agree	122	14.8%	±2.6	7,001	40.2%	±0.7
(5) Strongly Agree	39	4.8%	±1.7	2,754	15.8%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.5.2 Sexual Orientation Harassment and Leadership Intolerance for Harassment

Table 4.55 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 NPS.

Table 4.55 Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	817	0.36*	±0.03	17,478	0.63*	±0.01	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	0.20*	±0.12	596	0.55*	±0.04	-0.74 (M)
Wage Grade (WG) 5-8	137	0.40*	±0.06	2,640	0.58*	±0.02	-0.40 (S)
Wage Grade (WG) 9-16	44	0.14*	±0.10	1,431	0.58*	±0.02	-1.04 (L)
Other Wage Grade (WG)	6	0.66	±0.37	228	0.65	±0.05	0.03
General Schedule (GS) 1-6	132	0.47*	±0.07	1,958	0.63*	±0.02	-0.39 (S)
General Schedule (GS) 7-10	233	0.33*	±0.05	3,779	0.62*	±0.01	-0.67 (M)
General Schedule (GS) 11-12	162	0.31*	±0.06	4,203	0.66*	±0.01	-0.86 (L)
General Schedule (GS) 13-15	52	0.52*	±0.12	1,710	0.71*	±0.02	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	0.83	±0.14	NR
Other	18	0.43*	±0.21	670	0.68*	±0.03	-0.63 (M)
Years of Service at Bureau or Office							
Less than 1 year	44	0.41*	±0.13	1,093	0.61*	±0.03	-0.45 (S)
1 to 3 years	118	0.44*	±0.08	2,418	0.68*	±0.02	-0.56 (M)
4 to 5 years	129	0.48*	±0.06	1,342	0.61*	±0.02	-0.30 (S)
6 to 10 years	173	0.33*	±0.06	3,618	0.63*	±0.01	-0.70 (M)
11 to 14 years	83	0.35*	±0.07	1,678	0.60*	±0.02	-0.58 (M)
15 to 20 years	103	0.31*	±0.08	2,690	0.61*	±0.02	-0.71 (M)
More than 20 years	166	0.26*	±0.06	4,511	0.63*	±0.01	-0.89 (L)
Appointment Type							
Permanent	639	0.35*	±0.03	14,987	0.62*	±0.01	-0.63 (M)
Term	90	0.37*	±0.09	1,531	0.69*	±0.02	-0.78 (M)
Temporary	74	0.41*	±0.09	781	0.60*	±0.03	-0.43 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	122	0.38*	±0.07	1,690	0.61*	±0.02	-0.54 (M)
Non-Seasonal	581	0.36*	±0.03	13,857	0.62*	±0.01	-0.62 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	61	0.30*	±0.10	1,019	0.63*	±0.03	-0.76 (M)
Permanent-Non-Seasonal	567	0.36*	±0.03	13,748	0.62*	±0.01	-0.61 (M)
Term	90	0.37*	±0.09	1,531	0.69*	±0.02	-0.78 (M)
Temporary-Seasonal	61	0.46*	±0.10	670	0.59*	±0.03	-0.31 (S)
Temporary-Non-Seasonal	NR	NR	NR	109	0.63	±0.09	NR
Sex							
Men	377	0.38*	±0.04	10,987	0.65*	±0.01	-0.63 (M)
Women	426	0.34*	±0.04	6,436	0.59*	±0.01	-0.58 (M)
Gender Identity							
Male	377	0.38*	±0.04	10,987	0.65*	±0.01	-0.63 (M)
Female	426	0.34*	±0.04	6,436	0.59*	±0.01	-0.58 (M)
Transgender	NR	NR	NR	11	0.70	±0.24	NR
Do not identify as female, male, or transgender	9	0.30	±0.25	44	0.57	±0.13	-0.61 (M)
Sexual Orientation - Collapsed							
Heterosexual	497	0.35*	±0.04	15,966	0.64*	±0.01	-0.68 (M)
Sexual Minority	255	0.42*	±0.05	588	0.62*	±0.03	-0.49 (S)
Sexual Orientation							
Heterosexual or straight	497	0.35*	±0.04	15,966	0.64*	±0.01	-0.68 (M)
Lesbian	75	0.44*	±0.09	104	0.63*	±0.08	-0.48 (S)
Gay	89	0.48*	±0.08	155	0.69*	±0.07	-0.48 (S)
Bisexual	77	0.34*	±0.09	208	0.59*	±0.06	-0.58 (M)
Other	14	0.35*	±0.21	121	0.59*	±0.07	-0.65 (M)
I prefer not to say	56	0.17*	±0.09	747	0.47*	±0.03	-0.69 (M)

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

4.5.3 Sexual Orientation Harassment and Organizational Politics

Table 4.56 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 NPS.

Table 4.56 Sexual Orientation Harassment and Organizational Politics by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	824	3.3*	±0.1	17,390	2.8*	±0.0	0.65 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	2.9	±0.2	593	3.1	±0.1	-0.20 (S)
Wage Grade (WG) 5-8	140	3.1*	±0.1	2,623	2.9*	±0.0	0.33 (S)
Wage Grade (WG) 9-16	44	3.3*	±0.2	1,435	2.8*	±0.0	0.66 (M)
Other Wage Grade (WG)	6	2.8	±0.6	221	2.7	±0.1	0.09
General Schedule (GS) 1-6	134	3.3*	±0.2	1,944	2.9*	±0.0	0.52 (M)
General Schedule (GS) 7-10	231	3.5*	±0.1	3,782	2.9*	±0.0	0.70 (M)
General Schedule (GS) 11-12	165	3.5*	±0.1	4,163	2.6*	±0.0	1.03 (L)
General Schedule (GS) 13-15	53	2.9*	±0.3	1,707	2.5*	±0.0	0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.3	NR
Other	18	3.3*	±0.4	651	2.9*	±0.1	0.53 (M)
Years of Service at Bureau or Office							
Less than 1 year	44	3.2*	±0.2	1,081	2.8*	±0.0	0.55 (M)
1 to 3 years	117	3.1*	±0.2	2,401	2.7*	±0.0	0.45 (S)
4 to 5 years	129	3.3*	±0.1	1,343	2.9*	±0.0	0.53 (M)
6 to 10 years	176	3.3*	±0.1	3,606	2.9*	±0.0	0.47 (S)
11 to 14 years	85	3.2*	±0.2	1,678	2.8*	±0.0	0.47 (S)
15 to 20 years	105	3.7*	±0.2	2,692	2.8*	±0.0	1.03 (L)
More than 20 years	168	3.4*	±0.1	4,459	2.7*	±0.0	0.88 (L)
Appointment Type							
Permanent	644	3.4*	±0.1	14,892	2.8*	±0.0	0.74 (M)
Term	91	3.2*	±0.1	1,545	2.8*	±0.0	0.43 (S)
Temporary	75	3.1*	±0.2	775	2.8*	±0.1	0.30 (S)
Work Schedule							
Seasonal	124	3.1*	±0.1	1,706	2.9*	±0.0	0.26 (S)
Non-Seasonal	585	3.4*	±0.1	13,739	2.8*	±0.0	0.77 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	62	3.1*	±0.2	1,029	2.9*	±0.1	0.29 (S)
Permanent-Non-Seasonal	571	3.4*	±0.1	13,642	2.8*	±0.0	0.78 (M)
Term	91	3.2*	±0.1	1,545	2.8*	±0.0	0.43 (S)
Temporary-Seasonal	62	3.0	±0.2	677	2.8	±0.1	0.25 (S)
Temporary-Non-Seasonal	14	3.2*	±0.2	97	2.7*	±0.2	0.60 (M)
Sex							
Men	378	3.4*	±0.1	10,952	2.8*	±0.0	0.70 (M)
Women	431	3.3*	±0.1	6,384	2.8*	±0.0	0.60 (M)
Gender Identity							
Male	378	3.4*	±0.1	10,952	2.8*	±0.0	0.70 (M)
Female	431	3.3*	±0.1	6,384	2.8*	±0.0	0.60 (M)
Transgender	5	3.6*	±0.5	10	2.1*	±0.5	1.70 (L)
Do not identify as female, male, or transgender	9	3.4	±0.6	44	3.2	±0.3	0.19
Sexual Orientation - Collapsed							
Heterosexual	500	3.4*	±0.1	15,889	2.8*	±0.0	0.76 (M)
Sexual Minority	257	3.1*	±0.1	589	2.8*	±0.1	0.35 (S)
Sexual Orientation							
Heterosexual or straight	500	3.4*	±0.1	15,889	2.8*	±0.0	0.76 (M)
Lesbian	76	3.0*	±0.2	104	2.5*	±0.1	0.63 (M)
Gay	90	3.0	±0.2	157	3.0	±0.2	0.02
Bisexual	77	3.3*	±0.2	208	2.7*	±0.1	0.65 (M)
Other	14	3.2	±0.4	121	2.9	±0.1	0.38 (S)
I prefer not to say	58	3.5*	±0.3	723	3.0*	±0.1	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.

Table 4.57 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.57 Sexual Orientation Harassment and Organizational Politics Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	9	1.1%	±1.0	916	5.3%	±0.3
(2) Disagree	150	18.2%	±2.8	6,311	36.3%	±0.7
(3) Neither Agree nor Disagree	322	39.1%	±3.4	6,645	38.2%	±0.7
(4) Agree	242	29.4%	±3.2	2,885	16.6%	±0.6
(5) Strongly Agree	101	12.3%	±2.4	633	3.6%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.5.4 Sexual Orientation Harassment and Organizational Trust

Table 4.58 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 NPS.

Table 4.58 Sexual Orientation Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	826	2.7*	±0.1	17,525	3.3*	±0.0	-0.70 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	2.6*	±0.2	599	3.1*	±0.1	-0.46 (S)
Wage Grade (WG) 5-8	140	2.9*	±0.1	2,656	3.2*	±0.0	-0.38 (S)
Wage Grade (WG) 9-16	44	2.4*	±0.2	1,444	3.1*	±0.0	-0.81 (L)
Other Wage Grade (WG)	6	3.1	±0.7	228	3.3	±0.1	-0.21 (S)
General Schedule (GS) 1-6	136	2.8*	±0.2	1,973	3.3*	±0.0	-0.51 (M)
General Schedule (GS) 7-10	231	2.5*	±0.1	3,786	3.2*	±0.0	-0.73 (M)
General Schedule (GS) 11-12	165	2.6*	±0.2	4,190	3.5*	±0.0	-1.04 (L)
General Schedule (GS) 13-15	53	3.2*	±0.3	1,711	3.7*	±0.0	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.2	±0.2	NR
Other	18	2.4*	±0.4	670	3.3*	±0.1	-1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	44	2.9*	±0.2	1,100	3.5*	±0.1	-0.73 (M)
1 to 3 years	117	3.1*	±0.2	2,436	3.5*	±0.0	-0.35 (S)
4 to 5 years	129	3.1	±0.2	1,349	3.2	±0.1	-0.18
6 to 10 years	178	2.6*	±0.1	3,620	3.3*	±0.0	-0.77 (M)
11 to 14 years	85	2.6*	±0.2	1,701	3.3*	±0.0	-0.73 (M)
15 to 20 years	105	2.4*	±0.2	2,691	3.3*	±0.0	-0.98 (L)
More than 20 years	168	2.4*	±0.1	4,500	3.4*	±0.0	-1.06 (L)
Appointment Type							
Permanent	647	2.6*	±0.1	15,005	3.3*	±0.0	-0.76 (M)
Term	91	2.7*	±0.2	1,554	3.4*	±0.0	-0.75 (M)
Temporary	75	3.1*	±0.2	786	3.4*	±0.1	-0.33 (S)
Work Schedule							
Seasonal	124	3.1	±0.1	1,707	3.3	±0.0	-0.12
Non-Seasonal	587	2.6*	±0.1	13,862	3.4*	±0.0	-0.81 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	62	3.0	±0.2	1,031	3.2	±0.1	-0.18
Permanent-Non-Seasonal	574	2.6*	±0.1	13,753	3.3*	±0.0	-0.80 (L)
Term	91	2.7*	±0.2	1,554	3.4*	±0.0	-0.75 (M)
Temporary-Seasonal	62	3.3	±0.2	675	3.4	±0.1	-0.11
Temporary-Non-Seasonal	14	2.5*	±0.1	109	3.8*	±0.2	-1.65 (L)
Sex							
Men	380	2.6*	±0.1	11,057	3.3*	±0.0	-0.77 (M)
Women	432	2.8*	±0.1	6,413	3.3*	±0.0	-0.64 (M)
Gender Identity							
Male	380	2.6*	±0.1	11,057	3.3*	±0.0	-0.77 (M)
Female	432	2.8*	±0.1	6,413	3.3*	±0.0	-0.64 (M)
Transgender	5	2.2*	±0.7	11	4.1*	±0.5	-2.02 (L)
Do not identify as female, male, or transgender	9	2.6	±0.4	44	2.9	±0.3	-0.32 (S)
Sexual Orientation - Collapsed							
Heterosexual	505	2.6*	±0.1	16,012	3.3*	±0.0	-0.83 (L)
Sexual Minority	255	3.0*	±0.1	591	3.4*	±0.1	-0.45 (S)
Sexual Orientation							
Heterosexual or straight	505	2.6*	±0.1	16,012	3.3*	±0.0	-0.83 (L)
Lesbian	76	3.1*	±0.2	105	3.6*	±0.2	-0.48 (S)
Gay	90	3.2	±0.2	158	3.4	±0.2	-0.14
Bisexual	77	2.7*	±0.2	208	3.5*	±0.1	-0.72 (M)
Other	12	2.5*	±0.4	121	3.4*	±0.1	-1.10 (L)
I prefer not to say	58	2.3*	±0.2	739	3.3*	±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.

Table 4.59 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.59 Sexual Orientation Harassment and Organizational Trust Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	89	10.8%	±2.3	580	3.3%	±0.3
(2) Disagree	271	32.9%	±3.3	2,465	14.1%	±0.5
(3) Neither Agree nor Disagree	260	31.4%	±3.3	5,437	31.0%	±0.7
(4) Agree	170	20.5%	±2.9	7,271	41.5%	±0.7
(5) Strongly Agree	36	4.4%	±1.6	1,773	10.1%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.5.5 Sexual Orientation Harassment and Supervisor Support

Table 4.60 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 NPS.

Table 4.60 Sexual Orientation Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	796	3.1*	±0.1	17,108	3.8*	±0.0	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	2.1*	±0.5	598	3.5*	±0.1	-1.11 (L)
Wage Grade (WG) 5-8	140	3.0*	±0.2	2,545	3.6*	±0.0	-0.63 (M)
Wage Grade (WG) 9-16	44	2.8*	±0.4	1,428	3.5*	±0.1	-0.68 (M)
Other Wage Grade (WG)	6	3.3	±0.6	211	3.3	±0.2	0.00
General Schedule (GS) 1-6	118	3.5*	±0.2	1,904	3.8*	±0.0	-0.30 (S)
General Schedule (GS) 7-10	224	3.0*	±0.2	3,692	3.7*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	161	3.0*	±0.2	4,123	3.9*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	52	3.6*	±0.3	1,681	4.0*	±0.0	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.3	NR
Other	17	3.6	±0.7	651	3.8	±0.1	-0.26 (S)
Years of Service at Bureau or Office							
Less than 1 year	44	2.9*	±0.3	1,045	4.0*	±0.1	-1.13 (L)
1 to 3 years	118	3.8	±0.2	2,378	3.9	±0.0	-0.06
4 to 5 years	124	3.5*	±0.2	1,334	3.8*	±0.1	-0.27 (S)
6 to 10 years	178	3.0*	±0.2	3,535	3.7*	±0.0	-0.65 (M)
11 to 14 years	83	2.7*	±0.3	1,660	3.7*	±0.1	-0.90 (L)
15 to 20 years	99	2.6*	±0.3	2,660	3.7*	±0.0	-1.00 (L)
More than 20 years	149	2.8*	±0.2	4,367	3.8*	±0.0	-0.85 (L)
Appointment Type							
Permanent	617	3.1*	±0.1	14,683	3.8*	±0.0	-0.63 (M)
Term	91	2.9*	±0.3	1,497	3.8*	±0.1	-0.86 (L)
Temporary	74	3.5*	±0.2	781	3.9*	±0.1	-0.48 (S)
Work Schedule							
Seasonal	121	3.6*	±0.2	1,696	3.8*	±0.0	-0.20 (S)
Non-Seasonal	560	3.0*	±0.1	13,546	3.8*	±0.0	-0.66 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	61	3.6	±0.3	1,023	3.8	±0.1	-0.16
Permanent-Non-Seasonal	546	3.0*	±0.1	13,439	3.8*	±0.0	-0.65 (M)
Term	91	2.9*	±0.3	1,497	3.8*	±0.1	-0.86 (L)
Temporary-Seasonal	61	3.6*	±0.2	672	3.9*	±0.1	-0.26 (S)
Temporary-Non-Seasonal	14	2.8*	±0.3	108	4.2*	±0.2	-1.72 (L)
Sex							
Men	379	3.0*	±0.1	10,729	3.7*	±0.0	-0.70 (M)
Women	404	3.2*	±0.1	6,324	3.8*	±0.0	-0.57 (M)
Gender Identity							
Male	379	3.0*	±0.1	10,729	3.7*	±0.0	-0.70 (M)
Female	404	3.2*	±0.1	6,324	3.8*	±0.0	-0.57 (M)
Transgender	NR	NR	NR	11	4.5	±0.3	NR
Do not identify as female, male, or transgender	9	3.3	±0.7	44	3.6	±0.3	-0.27 (S)
Sexual Orientation - Collapsed							
Heterosexual	485	3.0*	±0.1	15,654	3.8*	±0.0	-0.75 (M)
Sexual Minority	251	3.5*	±0.1	567	3.8*	±0.1	-0.28 (S)
Sexual Orientation							
Heterosexual or straight	485	3.0*	±0.1	15,654	3.8*	±0.0	-0.75 (M)
Lesbian	74	3.4*	±0.3	103	4.0*	±0.2	-0.65 (M)
Gay	90	3.8	±0.2	156	3.5	±0.2	0.21 (S)
Bisexual	75	3.3*	±0.3	203	3.8*	±0.2	-0.37 (S)
Other	13	2.7*	±0.9	105	4.0*	±0.2	-1.30 (L)
I prefer not to say	54	2.4*	±0.3	705	3.6*	±0.1	-1.12 (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.

Table 4.61 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.61 Sexual Orientation Harassment and Supervisor Support Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	114	14.3%	±2.6	759	4.4%	±0.3
(2) Disagree	167	20.9%	±3.0	1,403	8.2%	±0.4
(3) Neither Agree nor Disagree	174	21.9%	±3.0	3,024	17.7%	±0.6
(4) Agree	170	21.4%	±3.0	6,560	38.3%	±0.7
(5) Strongly Agree	171	21.5%	±3.0	5,361	31.3%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.5.6 Sexual Orientation Harassment and Organizational Inclusion

Table 4.62 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 NPS.

Table 4.62 Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	826	3.0*	±0.1	17,620	3.7*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	3.0*	±0.3	611	3.4*	±0.1	-0.44 (S)
Wage Grade (WG) 5-8	140	2.7*	±0.2	2,680	3.6*	±0.0	-0.82 (L)
Wage Grade (WG) 9-16	44	2.7*	±0.2	1,440	3.6*	±0.0	-0.99 (L)
Other Wage Grade (WG)	6	2.8*	±1.0	228	3.7*	±0.1	-0.83 (L)
General Schedule (GS) 1-6	135	3.3*	±0.2	1,992	3.7*	±0.0	-0.43 (S)
General Schedule (GS) 7-10	233	2.9*	±0.1	3,790	3.6*	±0.0	-0.74 (M)
General Schedule (GS) 11-12	164	2.9*	±0.2	4,216	3.7*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	53	3.3*	±0.3	1,715	3.9*	±0.0	-0.62 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	18	2.8*	±0.6	672	3.7*	±0.1	-0.96 (L)
Years of Service at Bureau or Office							
Less than 1 year	44	2.8*	±0.3	1,102	3.7*	±0.1	-0.87 (L)
1 to 3 years	119	3.5*	±0.2	2,458	3.8*	±0.0	-0.22 (S)
4 to 5 years	129	3.4*	±0.1	1,354	3.7*	±0.0	-0.38 (S)
6 to 10 years	178	2.9*	±0.1	3,631	3.6*	±0.0	-0.79 (M)
11 to 14 years	83	2.5*	±0.3	1,705	3.6*	±0.0	-1.20 (L)
15 to 20 years	105	2.7*	±0.2	2,706	3.6*	±0.0	-0.95 (L)
More than 20 years	168	2.7*	±0.2	4,535	3.6*	±0.0	-0.95 (L)
Appointment Type							
Permanent	647	2.9*	±0.1	15,088	3.6*	±0.0	-0.79 (M)
Term	91	3.3*	±0.2	1,562	3.7*	±0.0	-0.46 (S)
Temporary	74	3.3*	±0.2	789	3.8*	±0.1	-0.57 (M)
Work Schedule							
Seasonal	123	3.5*	±0.2	1,710	3.7*	±0.0	-0.20 (S)
Non-Seasonal	588	2.8*	±0.1	13,945	3.7*	±0.0	-0.86 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	62	3.4	±0.2	1,031	3.6	±0.1	-0.20 (S)
Permanent-Non-Seasonal	574	2.8*	±0.1	13,836	3.6*	±0.0	-0.84 (L)
Term	91	3.3*	±0.2	1,562	3.7*	±0.0	-0.46 (S)
Temporary-Seasonal	61	3.6	±0.2	679	3.8	±0.1	-0.25 (S)
Temporary-Non-Seasonal	14	2.2*	±0.4	109	4.1*	±0.2	-2.22 (L)
Sex							
Men	380	2.9*	±0.1	11,084	3.7*	±0.0	-0.89 (L)
Women	432	3.0*	±0.1	6,481	3.6*	±0.0	-0.55 (M)
Gender Identity							
Male	380	2.9*	±0.1	11,084	3.7*	±0.0	-0.89 (L)
Female	432	3.0*	±0.1	6,481	3.6*	±0.0	-0.55 (M)
Transgender	5	2.7*	±1.2	11	4.2*	±0.3	-1.67 (L)
Do not identify as female, male, or transgender	9	3.2	±0.7	44	3.4	±0.3	-0.19
Sexual Orientation - Collapsed							
Heterosexual	503	2.8*	±0.1	16,084	3.7*	±0.0	-0.85 (L)
Sexual Minority	257	3.2*	±0.1	591	3.8*	±0.1	-0.61 (M)
Sexual Orientation							
Heterosexual or straight	503	2.8*	±0.1	16,084	3.7*	±0.0	-0.85 (L)
Lesbian	76	3.2*	±0.2	104	3.8*	±0.2	-0.61 (M)
Gay	90	3.5*	±0.2	159	3.8*	±0.1	-0.37 (S)
Bisexual	77	2.9*	±0.3	208	3.7*	±0.1	-0.76 (M)
Other	14	3.0*	±0.8	121	4.0*	±0.1	-1.07 (L)
I prefer not to say	58	2.8*	±0.3	752	3.5*	±0.1	-0.71 (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.

Table 4.63 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.63 Sexual Orientation Harassment and Organizational Inclusion Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	106	12.8%	±2.5	608	3.5%	±0.3
(2) Disagree	171	20.7%	±2.9	1,786	10.1%	±0.5
(3) Neither Agree nor Disagree	250	30.3%	±3.2	3,782	21.5%	±0.6
(4) Agree	250	30.2%	±3.2	8,390	47.6%	±0.7
(5) Strongly Agree	50	6.0%	±1.8	3,055	17.3%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.5.7 Sexual Orientation Harassment and Gender Context

Table 4.64 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 NPS.

Table 4.64 Sexual Orientation Harassment and Gender Context by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	823	2.3	±0.0	17,491	2.3	±0.0	-0.04
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	2.3	±0.2	585	2.4	±0.0	-0.08
Wage Grade (WG) 5-8	140	2.6	±0.1	2,655	2.6	±0.0	0.01
Wage Grade (WG) 9-16	44	2.9*	±0.1	1,428	2.7*	±0.0	0.37 (S)
Other Wage Grade (WG)	6	2.9	±0.1	228	2.7	±0.0	0.57 (M)
General Schedule (GS) 1-6	134	2.0	±0.1	1,983	2.1	±0.0	-0.12
General Schedule (GS) 7-10	233	2.2	±0.1	3,791	2.2	±0.0	0.02
General Schedule (GS) 11-12	162	2.1	±0.1	4,210	2.2	±0.0	-0.02
General Schedule (GS) 13-15	53	2.1	±0.1	1,712	2.1	±0.0	-0.05
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.1	NR
Other	18	2.8	±0.2	650	2.7	±0.0	0.32 (S)
Years of Service at Bureau or Office							
Less than 1 year	44	2.4	±0.2	1,100	2.3	±0.0	0.14
1 to 3 years	116	2.1*	±0.1	2,398	2.3*	±0.0	-0.43 (S)
4 to 5 years	129	2.3	±0.1	1,353	2.3	±0.0	0.03
6 to 10 years	178	2.3	±0.1	3,615	2.3	±0.0	0.05
11 to 14 years	84	2.6*	±0.1	1,702	2.3*	±0.0	0.54 (M)
15 to 20 years	105	2.1*	±0.1	2,697	2.3*	±0.0	-0.34 (S)
More than 20 years	168	2.3	±0.1	4,509	2.3	±0.0	-0.05
Appointment Type							
Permanent	647	2.3	±0.0	14,996	2.3	±0.0	-0.02
Term	90	2.1*	±0.1	1,528	2.3*	±0.0	-0.37 (S)
Temporary	73	2.4	±0.1	787	2.2	±0.0	0.24 (S)
Work Schedule							
Seasonal	121	2.3	±0.1	1,710	2.3	±0.0	0.10
Non-Seasonal	589	2.3	±0.0	13,857	2.3	±0.0	-0.01

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	61	2.3	±0.1	1,032	2.3	±0.0	0.06
Permanent-Non-Seasonal	575	2.3	±0.0	13,750	2.3	±0.0	-0.02
Term	90	2.1*	±0.1	1,528	2.3*	±0.0	-0.37 (S)
Temporary-Seasonal	60	2.3	±0.1	678	2.2	±0.0	0.17
Temporary-Non-Seasonal	14	2.5*	±0.2	107	2.2*	±0.1	0.69 (M)
Sex							
Men	379	2.3*	±0.1	11,005	2.4*	±0.0	-0.19
Women	430	2.2*	±0.0	6,436	2.1*	±0.0	0.26 (S)
Gender Identity							
Male	379	2.3*	±0.1	11,005	2.4*	±0.0	-0.19
Female	430	2.2*	±0.0	6,436	2.1*	±0.0	0.26 (S)
Transgender	5	2.9*	±0.3	11	1.9*	±0.4	1.67 (L)
Do not identify as female, male, or transgender	9	2.2	±0.2	40	2.1	±0.2	0.27 (S)
Sexual Orientation - Collapsed							
Heterosexual	500	2.3*	±0.0	16,006	2.3*	±0.0	-0.11
Sexual Minority	257	2.3*	±0.1	589	2.1*	±0.0	0.41 (S)
Sexual Orientation							
Heterosexual or straight	500	2.3*	±0.0	16,006	2.3*	±0.0	-0.11
Lesbian	76	2.3*	±0.1	105	2.1*	±0.1	0.42 (S)
Gay	90	2.3*	±0.1	159	2.0*	±0.1	0.65 (M)
Bisexual	77	2.3*	±0.1	207	2.1*	±0.1	0.34 (S)
Other	14	2.3	±0.4	119	2.2	±0.1	0.16
I prefer not to say	58	2.4	±0.1	711	2.3	±0.0	0.24 (S)

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

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

4.5.8 Sexual Orientation Harassment and Bystander Harassment

Table 4.65 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 NPS.

Table 4.65 Sexual Orientation Harassment and Bystander Harassment

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	Percent ^a	MoE	<i>N</i>	Percent ^a	MoE	
Overall	317	39.1%*	±3.4	860	5.0%*	±0.3	0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	16	2.7%	±1.7	NR
Wage Grade (WG) 5-8	63	45.8%*	±8.4	177	6.8%*	±1.0	0.96 (L)
Wage Grade (WG) 9-16	11	27.3%*	±16.0	84	5.9%*	±1.4	0.61 (M)
Other Wage Grade (WG)	NR	NR	NR	15	6.8%	±4.1	NR
General Schedule (GS) 1-6	43	32.0%*	±8.4	92	4.7%*	±1.0	0.77 (M)
General Schedule (GS) 7-10	89	39.1%*	±6.5	198	5.3%*	±0.8	0.89 (L)
General Schedule (GS) 11-12	80	49.8%*	±7.8	167	4.0%*	±0.6	1.17 (L)
General Schedule (GS) 13-15	16	30.8%*	±14.1	77	4.5%*	±1.1	0.75 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	NR	NR	NR	25	3.8%	±1.7	NR
Years of Service at Bureau or Office							
Less than 1 year	19	43.0%*	±15.3	42	3.9%*	±1.3	1.03 (L)
1 to 3 years	38	32.5%*	±9.1	116	4.8%*	±0.9	0.77 (M)
4 to 5 years	36	28.0%*	±8.5	91	6.8%*	±1.5	0.59 (M)
6 to 10 years	60	35.1%*	±7.5	248	6.9%*	±0.9	0.74 (M)
11 to 14 years	50	60.9%*	±11.1	78	4.7%*	±1.1	1.35 (L)
15 to 20 years	51	49.0%*	±9.7	96	3.6%*	±0.8	1.17 (L)
More than 20 years	62	38.5%*	±7.8	184	4.1%*	±0.6	0.93 (L)
Appointment Type							
Permanent	245	38.9%*	±3.9	723	4.8%*	±0.4	0.90 (L)
Term	39	42.9%*	±10.6	51	3.3%*	±1.0	1.06 (L)
Temporary	33	43.4%*	±11.6	66	8.8%*	±2.3	0.83 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	30	25.0%*	±8.7	143	8.6%*	±1.5	0.45 (S)
Non-Seasonal	242	42.2%*	±4.1	638	4.6%*	±0.4	0.98 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	11	18.9%*	±12.5	78	7.7%*	±1.8	0.34 (S)
Permanent-Non-Seasonal	229	40.7%*	±4.1	637	4.7%*	±0.4	0.95 (L)
Term	39	42.9%*	±10.6	51	3.3%*	±1.0	1.06 (L)
Temporary-Seasonal	19	30.7%*	±12.9	65	10.1%*	±2.6	0.53 (M)
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	152	40.9%*	±5.1	548	5.0%*	±0.4	0.94 (L)
Women	158	37.2%*	±4.7	310	4.9%*	±0.6	0.87 (L)
Gender Identity							
Male	152	40.9%*	±5.1	548	5.0%*	±0.4	0.94 (L)
Female	158	37.2%*	±4.7	310	4.9%*	±0.6	0.87 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	179	36.4%*	±4.4	790	5.0%*	±0.3	0.85 (L)
Sexual Minority	107	42.5%*	±6.2	46	7.8%*	±2.5	0.85 (L)
Sexual Orientation							
Heterosexual or straight	179	36.4%*	±4.4	790	5.0%*	±0.3	0.85 (L)
Lesbian	28	38.2%*	±11.7	9	8.5%*	±7.3	0.74 (M)
Gay	31	36.0%	±10.8	NR	NR	NR	NR
Bisexual	42	54.9%*	±11.5	28	13.7%*	±5.4	0.91 (L)
Other	NR	NR	NR	7	5.7%	±5.9	NR
I prefer not to say	27	46.3%*	±13.2	23	3.1%*	±1.5	1.14 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual orientation harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual orientation harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual orientation harassment. Table 4.66 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.66 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	0.734	0.417	3.090	--	2.082	--	--	--	--
Sex	-0.325	0.086	14.143	0.000	0.723	0.610	0.856	-2282.204	14.104
Education Level	0.244	0.087	7.849	0.005	1.277	1.076	1.515	-2279.104	7.903
Relationship Status	-0.317	0.087	13.197	0.000	0.728	0.614	0.864	-2281.689	13.072
Years of Service at Bureau or Office	-0.067	0.025	7.171	0.007	0.935	0.891	0.982	-2278.728	7.152
Appointment Type	-0.498	0.117	18.093	0.000	0.608	0.483	0.765	-2283.923	17.542
Organizational Politics	0.218	0.069	9.904	0.002	1.244	1.086	1.425	-2280.131	9.956
Organizational Inclusion	-0.240	0.059	16.760	0.000	0.787	0.702	0.883	-2283.573	16.842
Organizational Trust	0.219	0.077	8.165	0.004	1.245	1.071	1.447	-2279.278	8.251
Bystander Harassment Based on Sexual Orientation	-2.037	0.094	468.248	0.000	0.130	0.108	0.157	-2482.140	413.975
General Intolerance	-0.471	0.064	53.539	0.000	0.624	0.550	0.708	-2301.680	53.054
Leadership Intolerance	-0.374	0.120	9.693	0.002	0.688	0.544	0.871	-2280.002	9.699

Note. N = 15,188, Nagelkerke R Square = 0.218

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 4.67 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 NPS.

Table 4.67 Sexual Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,903	2.8*	±0.0	16,366	3.6*	±0.0	-0.97 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	2.2*	±0.3	585	3.4*	±0.1	-1.18 (L)
Wage Grade (WG) 5-8	263	2.9*	±0.1	2,499	3.6*	±0.0	-0.74 (M)
Wage Grade (WG) 9-16	73	2.5*	±0.2	1,408	3.5*	±0.0	-1.15 (L)
Other Wage Grade (WG)	28	2.6*	±0.2	191	3.7*	±0.1	-1.43 (L)
General Schedule (GS) 1-6	299	3.0*	±0.1	1,806	3.7*	±0.0	-0.84 (L)
General Schedule (GS) 7-10	574	2.6*	±0.1	3,427	3.5*	±0.0	-1.04 (L)
General Schedule (GS) 11-12	408	2.7*	±0.1	3,959	3.6*	±0.0	-1.14 (L)
General Schedule (GS) 13-15	131	3.1*	±0.1	1,641	3.8*	±0.0	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.1	±0.3	NR
Other	44	2.8*	±0.4	630	3.7*	±0.1	-0.95 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	2.6*	±0.2	1,063	3.8*	±0.0	-1.47 (L)
1 to 3 years	272	2.7*	±0.1	2,253	3.7*	±0.0	-1.12 (L)
4 to 5 years	182	2.8*	±0.1	1,290	3.6*	±0.0	-1.00 (L)
6 to 10 years	498	2.8*	±0.1	3,267	3.6*	±0.0	-0.91 (L)
11 to 14 years	238	2.6*	±0.1	1,554	3.5*	±0.0	-1.08 (L)
15 to 20 years	278	2.8*	±0.1	2,519	3.5*	±0.0	-0.72 (M)
More than 20 years	325	2.8*	±0.1	4,335	3.6*	±0.0	-0.96 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,568	2.7*	±0.0	14,035	3.6*	±0.0	-1.00 (L)
Term	193	2.8*	±0.1	1,439	3.7*	±0.0	-0.92 (L)
Temporary	141	3.0*	±0.1	699	3.7*	±0.1	-1.02 (L)
Work Schedule							
Seasonal	247	3.0*	±0.1	1,561	3.6*	±0.0	-0.71 (M)
Non-Seasonal	1,457	2.7*	±0.0	12,945	3.6*	±0.0	-1.03 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	129	3.1*	±0.1	964	3.5*	±0.1	-0.56 (M)
Permanent-Non-Seasonal	1,434	2.7*	±0.0	12,844	3.6*	±0.0	-1.03 (L)
Term	193	2.8*	±0.1	1,439	3.7*	±0.0	-0.92 (L)
Temporary-Seasonal	118	3.0*	±0.1	597	3.7*	±0.1	-0.96 (L)
Temporary-Non-Seasonal	23	2.8*	±0.3	101	4.0*	±0.2	-1.36 (L)
Sex							
Men	679	2.8*	±0.1	10,663	3.6*	±0.0	-0.95 (L)
Women	1,214	2.7*	±0.1	5,642	3.5*	±0.0	-0.94 (L)
Gender Identity							
Male	679	2.8*	±0.1	10,663	3.6*	±0.0	-0.95 (L)
Female	1,214	2.7*	±0.1	5,642	3.5*	±0.0	-0.94 (L)
Transgender	NR	NR	NR	15	3.7	±0.5	NR
Do not identify as female, male, or transgender	8	2.2*	±0.6	45	3.4*	±0.3	-1.25 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,553	2.8*	±0.0	14,918	3.6*	±0.0	-0.95 (L)
Sexual Minority	223	2.7*	±0.1	610	3.5*	±0.1	-0.90 (L)
Sexual Orientation							
Heterosexual or straight	1,553	2.8*	±0.0	14,918	3.6*	±0.0	-0.95 (L)
Lesbian	53	2.8*	±0.2	128	3.4*	±0.1	-0.74 (M)
Gay	34	2.8*	±0.3	213	3.5*	±0.1	-0.88 (L)
Bisexual	99	2.5*	±0.2	187	3.7*	±0.1	-1.32 (L)
Other	37	3.2	±0.3	82	3.3	±0.2	-0.12
I prefer not to say	89	2.5*	±0.2	690	3.4*	±0.1	-1.00 (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.

Table 4.68 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.68 Sexual Harassment and General Intolerance for Harassment Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	215	11.3%	±1.5	358	2.2%	±0.2
(2) Disagree	534	28.1%	±2.1	1,398	8.5%	±0.4
(3) Neither Agree nor Disagree	682	35.8%	±2.2	5,178	31.6%	±0.7
(4) Agree	399	21.0%	±1.9	6,723	41.1%	±0.8
(5) Strongly Agree	73	3.8%	±1.0	2,708	16.5%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

Table 4.69 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 NPS.

Table 4.69 Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,868	0.40*	±0.02	16,449	0.64*	±0.01	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	52	0.10*	±0.08	574	0.57*	±0.04	-1.02 (L)
Wage Grade (WG) 5-8	246	0.41*	±0.05	2,539	0.58*	±0.02	-0.38 (S)
Wage Grade (WG) 9-16	76	0.22*	±0.08	1,404	0.59*	±0.02	-0.88 (L)
Other Wage Grade (WG)	28	0.31*	±0.14	208	0.69*	±0.05	-1.07 (L)
General Schedule (GS) 1-6	285	0.46*	±0.05	1,809	0.64*	±0.02	-0.44 (S)
General Schedule (GS) 7-10	569	0.38*	±0.03	3,444	0.64*	±0.01	-0.60 (M)
General Schedule (GS) 11-12	406	0.39*	±0.04	3,964	0.67*	±0.01	-0.70 (M)
General Schedule (GS) 13-15	131	0.48*	±0.08	1,644	0.73*	±0.02	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	0.77	±0.16	NR
Other	44	0.44*	±0.14	645	0.69*	±0.03	-0.63 (M)
Years of Service at Bureau or Office							
Less than 1 year	84	0.27*	±0.08	1,056	0.63*	±0.03	-0.81 (L)
1 to 3 years	259	0.41*	±0.05	2,285	0.70*	±0.02	-0.70 (M)
4 to 5 years	182	0.46*	±0.06	1,296	0.62*	±0.02	-0.39 (S)
6 to 10 years	497	0.42*	±0.04	3,292	0.64*	±0.01	-0.52 (M)
11 to 14 years	219	0.31*	±0.05	1,554	0.63*	±0.02	-0.75 (M)
15 to 20 years	278	0.44*	±0.05	2,518	0.61*	±0.02	-0.40 (S)
More than 20 years	325	0.33*	±0.04	4,364	0.64*	±0.01	-0.75 (M)
Appointment Type							
Permanent	1,548	0.39*	±0.02	14,105	0.64*	±0.01	-0.59 (M)
Term	181	0.41*	±0.06	1,444	0.71*	±0.02	-0.73 (M)
Temporary	138	0.46*	±0.07	706	0.60*	±0.03	-0.32 (S)
Work Schedule							
Seasonal	243	0.50*	±0.05	1,558	0.61*	±0.02	-0.24 (S)
Non-Seasonal	1,438	0.38*	±0.02	13,026	0.64*	±0.01	-0.62 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	
Appointment Type and Work Schedule							
Permanent-Seasonal	128	0.50*	±0.08	954	0.62*	±0.03	-0.28 (S)
Permanent-Non-Seasonal	1,415	0.38*	±0.02	12,926	0.64*	±0.01	-0.62 (M)
Term	181	0.41*	±0.06	1,444	0.71*	±0.02	-0.73 (M)
Temporary-Seasonal	115	0.50	±0.07	604	0.59	±0.04	-0.20 (S)
Temporary-Non-Seasonal	23	0.25*	±0.17	101	0.67*	±0.09	-0.95 (L)
Sex							
Men	662	0.43*	±0.03	10,735	0.65*	±0.01	-0.53 (M)
Women	1,197	0.38*	±0.02	5,654	0.61*	±0.01	-0.56 (M)
Gender Identity							
Male	662	0.43*	±0.03	10,735	0.65*	±0.01	-0.53 (M)
Female	1,197	0.38*	±0.02	5,654	0.61*	±0.01	-0.56 (M)
Transgender	NR	NR	NR	15	0.64	±0.23	NR
Do not identify as female, male, or transgender	8	0.38	±0.31	45	0.55	±0.13	-0.38 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,519	0.41*	±0.02	14,975	0.65*	±0.01	-0.57 (M)
Sexual Minority	223	0.37*	±0.05	621	0.63*	±0.03	-0.65 (M)
Sexual Orientation							
Heterosexual or straight	1,519	0.41*	±0.02	14,975	0.65*	±0.01	-0.57 (M)
Lesbian	53	0.36*	±0.10	127	0.63*	±0.07	-0.69 (M)
Gay	34	0.39*	±0.14	210	0.65*	±0.06	-0.62 (M)
Bisexual	99	0.27*	±0.08	187	0.65*	±0.06	-0.95 (L)
Other	37	0.61	±0.13	98	0.54	±0.07	0.19
I prefer not to say	88	0.21*	±0.05	703	0.46*	±0.03	-0.59 (M)

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

4.6.3 Sexual Harassment and Organizational Politics

Table 4.70 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 NPS.

Table 4.70 Sexual Harassment and Organizational Politics by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,904	3.2*	±0.0	16,323	2.8*	±0.0	0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	3.6*	±0.2	570	3.0*	±0.1	0.70 (M)
Wage Grade (WG) 5-8	268	3.1*	±0.1	2,503	2.8*	±0.0	0.31 (S)
Wage Grade (WG) 9-16	76	3.4*	±0.2	1,408	2.8*	±0.0	0.85 (L)
Other Wage Grade (WG)	28	3.2*	±0.3	201	2.6*	±0.1	0.67 (M)
General Schedule (GS) 1-6	299	3.2*	±0.1	1,773	2.9*	±0.0	0.43 (S)
General Schedule (GS) 7-10	570	3.4*	±0.1	3,446	2.9*	±0.0	0.56 (M)
General Schedule (GS) 11-12	406	3.1*	±0.1	3,929	2.6*	±0.0	0.57 (M)
General Schedule (GS) 13-15	129	3.2*	±0.2	1,644	2.4*	±0.0	0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	2.0	±0.3	NR
Other	44	3.6*	±0.2	626	2.8*	±0.1	1.02 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	3.4*	±0.2	1,045	2.7*	±0.0	0.92 (L)
1 to 3 years	272	3.2*	±0.1	2,243	2.7*	±0.0	0.57 (M)
4 to 5 years	184	3.2*	±0.1	1,295	2.9*	±0.0	0.41 (S)
6 to 10 years	495	3.2*	±0.1	3,286	2.8*	±0.0	0.47 (S)
11 to 14 years	237	3.2*	±0.1	1,538	2.8*	±0.0	0.46 (S)
15 to 20 years	284	3.4*	±0.1	2,514	2.8*	±0.0	0.65 (M)
More than 20 years	323	3.3*	±0.1	4,316	2.7*	±0.0	0.69 (M)
Appointment Type							
Permanent	1,568	3.3*	±0.0	13,987	2.8*	±0.0	0.59 (M)
Term	193	3.1*	±0.1	1,447	2.8*	±0.0	0.45 (S)
Temporary	142	3.3*	±0.1	697	2.8*	±0.1	0.66 (M)
Work Schedule							
Seasonal	249	3.2*	±0.1	1,572	2.8*	±0.0	0.51 (M)
Non-Seasonal	1,457	3.3*	±0.0	12,883	2.7*	±0.0	0.60 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	129	3.1*	±0.1	965	2.8*	±0.1	0.36 (S)
Permanent-Non-Seasonal	1,434	3.3*	±0.0	12,794	2.7*	±0.0	0.61 (M)
Term	193	3.1*	±0.1	1,447	2.8*	±0.0	0.45 (S)
Temporary-Seasonal	119	3.3*	±0.1	607	2.8*	±0.1	0.69 (M)
Temporary-Non-Seasonal	23	3.1*	±0.2	89	2.7*	±0.2	0.53 (M)
Sex							
Men	682	3.3*	±0.1	10,675	2.8*	±0.0	0.63 (M)
Women	1,213	3.2*	±0.0	5,589	2.8*	±0.0	0.55 (M)
Gender Identity							
Male	682	3.3*	±0.1	10,675	2.8*	±0.0	0.63 (M)
Female	1,213	3.2*	±0.0	5,589	2.8*	±0.0	0.55 (M)
Transgender	NR	NR	NR	14	2.5	±0.5	NR
Do not identify as female, male, or transgender	8	3.7	±0.6	45	3.1	±0.3	0.59 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,549	3.2*	±0.0	14,863	2.7*	±0.0	0.58 (M)
Sexual Minority	223	3.1*	±0.1	625	2.8*	±0.1	0.29 (S)
Sexual Orientation							
Heterosexual or straight	1,549	3.2*	±0.0	14,863	2.7*	±0.0	0.58 (M)
Lesbian	53	3.1*	±0.2	128	2.6*	±0.1	0.67 (M)
Gay	34	3.1	±0.3	212	3.0	±0.1	0.06
Bisexual	99	3.3*	±0.2	187	2.7*	±0.1	0.60 (M)
Other	37	2.7*	±0.3	98	3.0*	±0.1	-0.43 (S)
I prefer not to say	89	3.6*	±0.2	680	3.0*	±0.1	0.74 (M)

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

Table 4.71 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.71 Sexual Harassment and Organizational Politics Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	29	1.5%	±0.7	879	5.4%	±0.4
(2) Disagree	425	22.3%	±1.9	6,031	36.9%	±0.7
(3) Neither Agree nor Disagree	668	35.1%	±2.2	6,316	38.7%	±0.7
(4) Agree	608	31.9%	±2.1	2,528	15.5%	±0.6
(5) Strongly Agree	175	9.2%	±1.4	569	3.5%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.6.4 Sexual Harassment and Organizational Trust

Table 4.72 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 NPS.

Table 4.72 Sexual Harassment and Organizational Trust by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,912	2.7*	±0.0	16,454	3.4*	±0.0	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	2.5*	±0.1	575	3.1*	±0.1	-0.62 (M)
Wage Grade (WG) 5-8	268	2.8*	±0.1	2,535	3.3*	±0.0	-0.52 (M)
Wage Grade (WG) 9-16	76	2.2*	±0.2	1,417	3.1*	±0.0	-1.12 (L)
Other Wage Grade (WG)	28	2.6*	±0.4	208	3.4*	±0.1	-0.96 (L)
General Schedule (GS) 1-6	299	2.8*	±0.1	1,804	3.4*	±0.0	-0.56 (M)
General Schedule (GS) 7-10	574	2.6*	±0.1	3,445	3.3*	±0.0	-0.71 (M)
General Schedule (GS) 11-12	408	2.8*	±0.1	3,955	3.5*	±0.0	-0.87 (L)
General Schedule (GS) 13-15	131	3.0*	±0.2	1,646	3.8*	±0.0	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.2	±0.3	NR
Other	44	2.2*	±0.3	645	3.4*	±0.1	-1.40 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	2.6*	±0.2	1,063	3.6*	±0.0	-1.21 (L)
1 to 3 years	271	2.9*	±0.1	2,280	3.5*	±0.0	-0.68 (M)
4 to 5 years	184	2.9*	±0.1	1,301	3.3*	±0.1	-0.36 (S)
6 to 10 years	500	2.7*	±0.1	3,297	3.3*	±0.0	-0.68 (M)
11 to 14 years	238	2.5*	±0.1	1,560	3.4*	±0.0	-0.92 (L)
15 to 20 years	284	2.6*	±0.1	2,513	3.4*	±0.0	-0.78 (M)
More than 20 years	326	2.7*	±0.1	4,355	3.4*	±0.0	-0.80 (L)
Appointment Type							
Permanent	1,576	2.7*	±0.0	14,096	3.4*	±0.0	-0.79 (M)
Term	193	3.0*	±0.1	1,457	3.4*	±0.0	-0.48 (S)
Temporary	142	2.9*	±0.2	708	3.5*	±0.1	-0.65 (M)
Work Schedule							
Seasonal	249	2.9*	±0.1	1,573	3.3*	±0.0	-0.42 (S)
Non-Seasonal	1,465	2.6*	±0.1	13,001	3.4*	±0.0	-0.82 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	129	2.9*	±0.2	968	3.2*	±0.1	-0.36 (S)
Permanent-Non-Seasonal	1,442	2.6*	±0.1	12,901	3.4*	±0.0	-0.82 (L)
Term	193	3.0*	±0.1	1,457	3.4*	±0.0	-0.48 (S)
Temporary-Seasonal	119	2.9*	±0.2	606	3.4*	±0.1	-0.53 (M)
Temporary-Non-Seasonal	23	2.7*	±0.3	101	3.9*	±0.2	-1.53 (L)
Sex							
Men	687	2.6*	±0.1	10,776	3.4*	±0.0	-0.79 (M)
Women	1,216	2.8*	±0.1	5,618	3.4*	±0.0	-0.74 (M)
Gender Identity							
Male	687	2.6*	±0.1	10,776	3.4*	±0.0	-0.79 (M)
Female	1,216	2.8*	±0.1	5,618	3.4*	±0.0	-0.74 (M)
Transgender	NR	NR	NR	15	3.6	±0.6	NR
Do not identify as female, male, or transgender	8	2.5	±0.6	45	2.9	±0.3	-0.51 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,556	2.7*	±0.0	14,984	3.4*	±0.0	-0.75 (M)
Sexual Minority	223	2.9*	±0.1	625	3.5*	±0.1	-0.60 (M)
Sexual Orientation							
Heterosexual or straight	1,556	2.7*	±0.0	14,984	3.4*	±0.0	-0.75 (M)
Lesbian	53	3.0*	±0.3	129	3.5*	±0.2	-0.65 (M)
Gay	34	3.0	±0.3	213	3.4	±0.1	-0.34 (S)
Bisexual	99	2.6*	±0.2	187	3.6*	±0.1	-0.97 (L)
Other	37	3.4	±0.3	96	3.3	±0.2	0.06
I prefer not to say	89	2.5*	±0.2	696	3.2*	±0.1	-0.90 (L)

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

Table 4.73 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.73 Sexual Harassment and Organizational Trust Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	236	12.3%	±1.6	436	2.6%	±0.3
(2) Disagree	553	28.9%	±2.1	2,179	13.2%	±0.5
(3) Neither Agree nor Disagree	571	29.9%	±2.1	5,153	31.3%	±0.7
(4) Agree	489	25.6%	±2.0	6,940	42.2%	±0.8
(5) Strongly Agree	64	3.4%	±0.9	1,747	10.6%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.6.5 Sexual Harassment and Supervisor Support

Table 4.74 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 NPS.

Table 4.74 Sexual Harassment and Supervisor Support by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,841	3.2*	±0.1	16,073	3.8*	±0.0	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	2.7*	±0.2	574	3.5*	±0.1	-0.64 (M)
Wage Grade (WG) 5-8	263	3.0*	±0.2	2,428	3.7*	±0.0	-0.63 (M)
Wage Grade (WG) 9-16	73	2.6*	±0.3	1,402	3.5*	±0.1	-0.83 (L)
Other Wage Grade (WG)	28	3.0	±0.4	191	3.4	±0.2	-0.34 (S)
General Schedule (GS) 1-6	283	3.5*	±0.1	1,734	3.8*	±0.1	-0.33 (S)
General Schedule (GS) 7-10	551	3.1*	±0.1	3,367	3.8*	±0.0	-0.57 (M)
General Schedule (GS) 11-12	401	3.2*	±0.1	3,893	3.9*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	114	3.5*	±0.2	1,631	4.1*	±0.0	-0.57 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.3	±0.3	NR
Other	44	2.6*	±0.3	624	3.9*	±0.1	-1.41 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	2.8*	±0.3	1,009	4.1*	±0.1	-1.38 (L)
1 to 3 years	265	3.5*	±0.1	2,228	3.9*	±0.0	-0.40 (S)
4 to 5 years	179	3.3*	±0.2	1,285	3.8*	±0.1	-0.51 (M)
6 to 10 years	493	3.3*	±0.1	3,219	3.8*	±0.0	-0.42 (S)
11 to 14 years	234	2.8*	±0.2	1,522	3.8*	±0.1	-0.90 (L)
15 to 20 years	263	3.1*	±0.2	2,498	3.7*	±0.0	-0.60 (M)
More than 20 years	300	3.1*	±0.1	4,227	3.8*	±0.0	-0.66 (M)
Appointment Type							
Permanent	1,508	3.1*	±0.1	13,809	3.8*	±0.0	-0.62 (M)
Term	191	3.4*	±0.2	1,401	3.8*	±0.1	-0.38 (S)
Temporary	141	3.3*	±0.2	703	4.0*	±0.1	-0.76 (M)
Work Schedule							
Seasonal	248	3.4*	±0.1	1,560	3.8*	±0.0	-0.43 (S)
Non-Seasonal	1,396	3.1*	±0.1	12,723	3.8*	±0.0	-0.65 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	129	3.5*	±0.2	958	3.8*	±0.1	-0.25 (S)
Permanent-Non-Seasonal	1,373	3.1*	±0.1	12,623	3.8*	±0.0	-0.65 (M)
Term	191	3.4*	±0.2	1,401	3.8*	±0.1	-0.38 (S)
Temporary-Seasonal	118	3.3*	±0.2	602	4.0*	±0.1	-0.68 (M)
Temporary-Non-Seasonal	23	3.2*	±0.4	99	4.3*	±0.2	-1.26 (L)
Sex							
Men	662	3.0*	±0.1	10,468	3.8*	±0.0	-0.70 (M)
Women	1,171	3.3*	±0.1	5,545	3.9*	±0.0	-0.56 (M)
Gender Identity							
Male	662	3.0*	±0.1	10,468	3.8*	±0.0	-0.70 (M)
Female	1,171	3.3*	±0.1	5,545	3.9*	±0.0	-0.56 (M)
Transgender	--	--	--	15	3.9	±0.7	NA
Do not identify as female, male, or transgender	8	3.4	±0.9	45	3.6	±0.3	-0.22 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,494	3.1*	±0.1	14,665	3.8*	±0.0	-0.62 (M)
Sexual Minority	220	3.4*	±0.2	600	3.8*	±0.1	-0.41 (S)
Sexual Orientation							
Heterosexual or straight	1,494	3.1*	±0.1	14,665	3.8*	±0.0	-0.62 (M)
Lesbian	53	3.3*	±0.3	124	3.9*	±0.2	-0.53 (M)
Gay	34	3.5	±0.4	212	3.7	±0.2	-0.15
Bisexual	97	3.1*	±0.3	183	3.9*	±0.1	-0.69 (M)
Other	36	3.8	±0.4	82	3.9	±0.2	-0.10
I prefer not to say	86	3.1*	±0.3	659	3.5*	±0.1	-0.41 (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.

Table 4.75 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.75 Sexual Harassment and Supervisor Support Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	234	12.7%	±1.6	645	4.0%	±0.3
(2) Disagree	327	17.7%	±1.8	1,253	7.8%	±0.4
(3) Neither Agree nor Disagree	385	20.9%	±1.9	2,821	17.6%	±0.6
(4) Agree	540	29.3%	±2.1	6,188	38.5%	±0.8
(5) Strongly Agree	357	19.4%	±1.9	5,167	32.1%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.6.6 Sexual Harassment and Organizational Inclusion

Table 4.76 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 NPS.

Table 4.76 Sexual Harassment and Organizational Inclusion by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,909	3.0*	±0.1	16,552	3.7*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	2.9*	±0.2	587	3.5*	±0.1	-0.54 (M)
Wage Grade (WG) 5-8	268	2.8*	±0.1	2,560	3.6*	±0.0	-0.75 (M)
Wage Grade (WG) 9-16	76	2.6*	±0.2	1,413	3.6*	±0.0	-1.14 (L)
Other Wage Grade (WG)	28	2.8*	±0.4	208	3.8*	±0.1	-1.00 (L)
General Schedule (GS) 1-6	297	3.3*	±0.1	1,825	3.8*	±0.0	-0.55 (M)
General Schedule (GS) 7-10	572	2.9*	±0.1	3,453	3.7*	±0.0	-0.76 (M)
General Schedule (GS) 11-12	409	3.1*	±0.1	3,980	3.8*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	131	3.1*	±0.2	1,650	3.9*	±0.0	-1.02 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.3	±0.2	NR
Other	44	2.6*	±0.2	646	3.7*	±0.1	-1.34 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	2.5*	±0.3	1,066	3.8*	±0.1	-1.30 (L)
1 to 3 years	272	3.2*	±0.1	2,302	3.8*	±0.0	-0.68 (M)
4 to 5 years	184	3.4*	±0.1	1,306	3.7*	±0.0	-0.41 (S)
6 to 10 years	498	3.1*	±0.1	3,309	3.7*	±0.0	-0.59 (M)
11 to 14 years	237	2.8*	±0.2	1,564	3.7*	±0.0	-0.99 (L)
15 to 20 years	284	2.9*	±0.1	2,528	3.7*	±0.0	-0.81 (L)
More than 20 years	325	2.8*	±0.1	4,391	3.7*	±0.0	-0.95 (L)
Appointment Type							
Permanent	1,574	2.9*	±0.1	14,181	3.7*	±0.0	-0.83 (L)
Term	193	3.4*	±0.1	1,465	3.7*	±0.0	-0.32 (S)
Temporary	141	3.2*	±0.2	711	3.9*	±0.1	-0.75 (M)
Work Schedule							
Seasonal	248	3.3*	±0.1	1,577	3.7*	±0.0	-0.42 (S)
Non-Seasonal	1,463	2.9*	±0.1	13,087	3.7*	±0.0	-0.87 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	129	3.3*	±0.2	967	3.6*	±0.1	-0.34 (S)
Permanent-Non-Seasonal	1,440	2.9*	±0.1	12,986	3.7*	±0.0	-0.86 (L)
Term	193	3.4*	±0.1	1,465	3.7*	±0.0	-0.32 (S)
Temporary-Seasonal	118	3.3*	±0.2	609	3.8*	±0.1	-0.54 (M)
Temporary-Non-Seasonal	23	2.5*	±0.4	101	4.2*	±0.2	-2.03 (L)
Sex							
Men	686	3.0*	±0.1	10,805	3.7*	±0.0	-0.83 (L)
Women	1,215	3.0*	±0.1	5,687	3.7*	±0.0	-0.66 (M)
Gender Identity							
Male	686	3.0*	±0.1	10,805	3.7*	±0.0	-0.83 (L)
Female	1,215	3.0*	±0.1	5,687	3.7*	±0.0	-0.66 (M)
Transgender	NR	NR	NR	15	3.8	±0.6	NR
Do not identify as female, male, or transgender	8	3.1	±0.8	45	3.4	±0.3	-0.27 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,554	3.0*	±0.1	15,056	3.7*	±0.0	-0.76 (M)
Sexual Minority	223	3.1*	±0.2	627	3.8*	±0.1	-0.71 (M)
Sexual Orientation							
Heterosexual or straight	1,554	3.0*	±0.1	15,056	3.7*	±0.0	-0.76 (M)
Lesbian	53	3.0*	±0.3	128	3.8*	±0.2	-0.82 (L)
Gay	34	3.3*	±0.3	214	3.8*	±0.1	-0.50 (M)
Bisexual	99	2.8*	±0.2	187	3.8*	±0.1	-0.94 (L)
Other	37	3.8	±0.4	98	3.9	±0.1	-0.06
I prefer not to say	89	2.7*	±0.2	708	3.5*	±0.1	-0.80 (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.

Table 4.77 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.77 Sexual Harassment and Organizational Inclusion Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	263	13.8%	±1.6	455	2.7%	±0.3
(2) Disagree	375	19.6%	±1.8	1,587	9.6%	±0.5
(3) Neither Agree nor Disagree	553	29.0%	±2.1	3,500	21.1%	±0.6
(4) Agree	579	30.3%	±2.1	8,033	48.5%	±0.8
(5) Strongly Agree	139	7.3%	±1.3	2,977	18.0%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.6.7 Sexual Harassment and Gender Context

Table 4.78 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 NPS.

Table 4.78 Sexual Harassment and Gender Context by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,905	2.3	±0.0	16,423	2.3	±0.0	0.00
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	2.5	±0.1	561	2.4	±0.0	0.28 (S)
Wage Grade (WG) 5-8	268	2.5*	±0.1	2,535	2.6*	±0.0	-0.19
Wage Grade (WG) 9-16	76	2.9*	±0.1	1,401	2.7*	±0.0	0.55 (M)
Other Wage Grade (WG)	28	2.7	±0.1	208	2.7	±0.0	-0.06
General Schedule (GS) 1-6	297	2.1	±0.1	1,814	2.1	±0.0	0.03
General Schedule (GS) 7-10	574	2.2*	±0.0	3,452	2.2*	±0.0	0.10
General Schedule (GS) 11-12	408	2.2*	±0.1	3,973	2.1*	±0.0	0.15
General Schedule (GS) 13-15	131	2.2*	±0.1	1,646	2.1*	±0.0	0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	2.1	±0.2	NR
Other	44	2.9*	±0.1	623	2.7*	±0.0	0.55 (M)
Years of Service at Bureau or Office							
Less than 1 year	84	2.3	±0.1	1,063	2.3	±0.0	0.05
1 to 3 years	269	2.2*	±0.1	2,242	2.3*	±0.0	-0.23 (S)
4 to 5 years	184	2.2	±0.1	1,306	2.3	±0.0	-0.10
6 to 10 years	500	2.3	±0.1	3,292	2.3	±0.0	-0.03
11 to 14 years	238	2.5*	±0.1	1,559	2.3*	±0.0	0.25 (S)
15 to 20 years	279	2.3	±0.1	2,523	2.3	±0.0	-0.11
More than 20 years	326	2.4*	±0.1	4,363	2.3*	±0.0	0.21 (S)
Appointment Type							
Permanent	1,572	2.3	±0.0	14,089	2.3	±0.0	0.03
Term	192	2.1*	±0.1	1,431	2.3*	±0.0	-0.40 (S)
Temporary	140	2.3*	±0.1	709	2.2*	±0.0	0.19

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	246	2.3	±0.1	1,575	2.3	±0.0	0.07
Non-Seasonal	1,461	2.3	±0.0	13,001	2.3	±0.0	0.03
Appointment Type and Work Schedule							
Permanent-Seasonal	129	2.3	±0.1	967	2.3	±0.0	-0.03
Permanent-Non-Seasonal	1,438	2.3	±0.0	12,902	2.3	±0.0	0.04
Term	192	2.1*	±0.1	1,431	2.3*	±0.0	-0.40 (S)
Temporary-Seasonal	117	2.3*	±0.1	608	2.2*	±0.0	0.20 (S)
Temporary-Non-Seasonal	23	2.2	±0.2	99	2.2	±0.1	0.10
Sex							
Men	686	2.4	±0.0	10,723	2.4	±0.0	0.00
Women	1,210	2.2*	±0.0	5,644	2.1*	±0.0	0.32 (S)
Gender Identity							
Male	686	2.4	±0.0	10,723	2.4	±0.0	0.00
Female	1,210	2.2*	±0.0	5,644	2.1*	±0.0	0.32 (S)
Transgender	NR	NR	NR	15	2.2	±0.4	NR
Do not identify as female, male, or transgender	8	2.0	±0.2	41	2.1	±0.2	-0.16
Sexual Orientation - Collapsed							
Heterosexual	1,549	2.3	±0.0	14,979	2.3	±0.0	-0.03
Sexual Minority	223	2.3*	±0.1	625	2.1*	±0.0	0.28 (S)
Sexual Orientation							
Heterosexual or straight	1,549	2.3	±0.0	14,979	2.3	±0.0	-0.03
Lesbian	53	2.4*	±0.1	129	2.1*	±0.1	0.60 (M)
Gay	34	2.5*	±0.2	214	2.1*	±0.1	0.93 (L)
Bisexual	99	2.3*	±0.1	186	2.1*	±0.1	0.29 (S)
Other	37	1.9*	±0.2	95	2.3*	±0.1	-0.77 (M)
I prefer not to say	89	2.5*	±0.1	667	2.2*	±0.0	0.47 (S)

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

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

4.6.8 Sexual Harassment and Bystander Harassment

Table 4.79 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 NPS.

Table 4.79 Sexual Harassment and Bystander Harassment

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,105	59.9%*	±2.3	1,687	10.4%*	±0.5	1.11 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	12.3%	±12.4	35	6.1%	±2.3	0.22 (S)
Wage Grade (WG) 5-8	136	57.1%*	±6.4	166	6.7%*	±1.0	1.19 (L)
Wage Grade (WG) 9-16	48	76.3%*	±12.4	101	7.4%*	±1.5	1.57 (L)
Other Wage Grade (WG)	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 1-6	205	68.6%*	±5.5	205	11.4%*	±1.6	1.26 (L)
General Schedule (GS) 7-10	364	65.2%*	±4.1	509	15.0%*	±1.2	1.09 (L)
General Schedule (GS) 11-12	220	54.6%*	±4.9	427	10.8%*	±1.0	0.99 (L)
General Schedule (GS) 13-15	81	62.5%*	±8.8	156	9.5%*	±1.5	1.20 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	21	47.3%*	±15.1	51	8.0%*	±2.4	0.94 (L)
Years of Service at Bureau or Office							
Less than 1 year	61	73.9%*	±10.7	62	6.0%*	±1.6	1.57 (L)
1 to 3 years	179	66.5%*	±5.9	254	11.2%*	±1.4	1.22 (L)
4 to 5 years	114	62.2%*	±7.3	175	13.5%*	±2.0	1.07 (L)
6 to 10 years	296	61.1%*	±4.4	399	12.2%*	±1.2	1.08 (L)
11 to 14 years	142	64.4%*	±6.6	167	10.7%*	±1.6	1.20 (L)
15 to 20 years	158	56.8%*	±5.9	278	11.1%*	±1.3	1.03 (L)
More than 20 years	154	50.1%*	±5.6	341	7.9%*	±0.8	1.00 (L)
Appointment Type							
Permanent	892	59.1%*	±2.5	1,414	10.1%*	±0.5	1.11 (L)
Term	109	57.0%*	±7.2	150	10.5%*	±1.7	1.05 (L)
Temporary	102	72.5%*	±8.1	104	15.4%*	±2.9	1.23 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	162	68.5%*	±6.2	269	17.6%*	±2.0	1.08 (L)
Non-Seasonal	831	58.9%*	±2.6	1,240	9.6%*	±0.5	1.12 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	82	68.5%*	±9.0	172	18.0%*	±2.6	1.07 (L)
Permanent-Non-Seasonal	809	58.4%*	±2.6	1,233	9.6%*	±0.5	1.11 (L)
Term	109	57.0%*	±7.2	150	10.5%*	±1.7	1.05 (L)
Temporary-Seasonal	81	68.5%*	±9.1	97	17.0%*	±3.3	1.10 (L)
Temporary-Non-Seasonal	NR	NR	NR	7	6.5%	±7.0	NR
Sex							
Men	332	51.3%*	±3.9	870	8.2%*	±0.5	1.02 (L)
Women	765	64.5%*	±2.8	809	14.4%*	±0.9	1.08 (L)
Gender Identity							
Male	332	51.3%*	±3.9	870	8.2%*	±0.5	1.02 (L)
Female	765	64.5%*	±2.8	809	14.4%*	±0.9	1.08 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	7	15.6%	±14.3	NR
Sexual Orientation - Collapsed							
Heterosexual	895	59.3%*	±2.5	1,506	10.1%*	±0.5	1.11 (L)
Sexual Minority	149	67.3%*	±6.5	105	16.9%*	±3.2	1.08 (L)
Sexual Orientation							
Heterosexual or straight	895	59.3%*	±2.5	1,506	10.1%*	±0.5	1.11 (L)
Lesbian	41	76.9%*	±13.7	27	21.3%*	±8.1	1.18 (L)
Gay	NR	NR	NR	28	13.0%	±5.3	NR
Bisexual	78	78.4%*	±9.3	41	22.2%*	±6.6	1.19 (L)
Other	NR	NR	NR	9	9.6%	±7.8	NR
I prefer not to say	51	61.5%*	±11.1	60	8.9%*	±2.4	1.20 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual harassment. Table 4.80 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.80 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	2.982	0.313	90.521	--	19.722	--	--	--	--
Sex	-0.876	0.065	180.201	0.000	0.416	0.366	0.473	-3805.414	184.242
Age	-0.549	0.063	75.950	0.000	0.577	0.510	0.653	-3751.087	75.587
Education Level	0.229	0.066	12.210	0.000	1.258	1.106	1.431	-3719.429	12.272
Relationship Status	-0.588	0.062	89.975	0.000	0.555	0.492	0.627	-3758.057	89.527
Organizational Politics	-0.120	0.046	6.961	0.008	0.887	0.811	0.970	-3716.789	6.992
Organizational Inclusion	-0.280	0.038	55.563	0.000	0.756	0.703	0.814	-3741.139	55.692
Bystander Harassment Based on Sex/Gender	-1.816	0.065	772.150	0.000	0.163	0.143	0.185	-4097.658	768.730
General Intolerance	-0.590	0.044	182.088	0.000	0.554	0.509	0.604	-3805.410	184.232
Gender Context	0.134	0.058	5.240	0.022	1.143	1.019	1.281	-3715.925	5.263

Note. N = 15,191, Nagelkerke R Square = 0.343

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 4.81 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 NPS.

Table 4.81 Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	3,512	3.0*	±0.0	14,819	3.6*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	124	2.8*	±0.2	513	3.5*	±0.1	-0.66 (M)
Wage Grade (WG) 5-8	513	3.2*	±0.1	2,249	3.6*	±0.0	-0.41 (S)
Wage Grade (WG) 9-16	193	2.8*	±0.1	1,291	3.5*	±0.0	-0.83 (L)
Other Wage Grade (WG)	51	3.0*	±0.2	168	3.7*	±0.1	-1.05 (L)
General Schedule (GS) 1-6	532	3.2*	±0.1	1,591	3.7*	±0.0	-0.69 (M)
General Schedule (GS) 7-10	982	2.8*	±0.1	3,028	3.5*	±0.0	-0.80 (L)
General Schedule (GS) 11-12	709	3.0*	±0.1	3,672	3.7*	±0.0	-0.83 (L)
General Schedule (GS) 13-15	239	3.2*	±0.1	1,534	3.8*	±0.0	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.1	±0.4	17	4.1	±0.3	-0.14
Other	100	3.3*	±0.3	574	3.7*	±0.1	-0.46 (S)
Years of Service at Bureau or Office							
Less than 1 year	134	2.9*	±0.2	1,012	3.8*	±0.1	-1.04 (L)
1 to 3 years	555	3.1*	±0.1	1,978	3.8*	±0.0	-0.73 (M)
4 to 5 years	347	3.1*	±0.1	1,125	3.7*	±0.1	-0.63 (M)
6 to 10 years	882	3.0*	±0.1	2,898	3.6*	±0.0	-0.73 (M)
11 to 14 years	393	2.9*	±0.1	1,402	3.6*	±0.0	-0.84 (L)
15 to 20 years	486	2.9*	±0.1	2,318	3.5*	±0.0	-0.67 (M)
More than 20 years	672	3.1*	±0.1	4,000	3.6*	±0.0	-0.60 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	2,877	3.0*	±0.0	12,776	3.6*	±0.0	-0.72 (M)
Term	334	3.1*	±0.1	1,297	3.7*	±0.1	-0.59 (M)
Temporary	258	3.2*	±0.1	596	3.8*	±0.1	-0.83 (L)
Work Schedule							
Seasonal	521	3.2*	±0.1	1,301	3.6*	±0.0	-0.48 (S)
Non-Seasonal	2,596	3.0*	±0.0	11,854	3.6*	±0.0	-0.76 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	288	3.3*	±0.1	805	3.5*	±0.1	-0.34 (S)
Permanent-Non-Seasonal	2,571	3.0*	±0.0	11,757	3.6*	±0.0	-0.75 (M)
Term	334	3.1*	±0.1	1,297	3.7*	±0.1	-0.59 (M)
Temporary-Seasonal	233	3.2*	±0.1	496	3.8*	±0.1	-0.74 (M)
Temporary-Non-Seasonal	26	2.7*	±0.3	98	4.0*	±0.2	-1.50 (L)
Sex							
Men	1,717	3.1*	±0.0	9,643	3.7*	±0.0	-0.63 (M)
Women	1,774	2.9*	±0.0	5,127	3.6*	±0.0	-0.73 (M)
Gender Identity							
Male	1,717	3.1*	±0.0	9,643	3.7*	±0.0	-0.63 (M)
Female	1,774	2.9*	±0.0	5,127	3.6*	±0.0	-0.73 (M)
Transgender	5	3.1	±1.2	11	3.8	±0.7	-0.54 (M)
Do not identify as female, male, or transgender	15	2.9	±0.6	38	3.3	±0.3	-0.40 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,008	3.1*	±0.0	13,509	3.6*	±0.0	-0.67 (M)
Sexual Minority	300	2.9*	±0.1	533	3.6*	±0.1	-0.80 (L)
Sexual Orientation							
Heterosexual or straight	3,008	3.1*	±0.0	13,509	3.6*	±0.0	-0.67 (M)
Lesbian	75	2.9*	±0.2	106	3.5*	±0.2	-0.68 (M)
Gay	52	3.0*	±0.3	196	3.5*	±0.1	-0.66 (M)
Bisexual	128	2.7*	±0.2	158	3.8*	±0.1	-1.22 (L)
Other	46	3.1	±0.3	73	3.3	±0.2	-0.17
I prefer not to say	167	2.9*	±0.2	629	3.4*	±0.1	-0.55 (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.

Table 4.82 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.82 Crude and Offensive Behavior and General Intolerance for Harassment Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	275	7.8%	±0.9	297	2.0%	±0.2
(2) Disagree	743	21.2%	±1.4	1,188	8.0%	±0.4
(3) Neither Agree nor Disagree	1,263	36.0%	±1.6	4,605	31.1%	±0.8
(4) Agree	993	28.3%	±1.5	6,167	41.6%	±0.8
(5) Strongly Agree	237	6.7%	±0.9	2,562	17.3%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.7.2 Crude and Offensive Behavior and Leadership Intolerance for Harassment

Table 4.83 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 NPS.

Table 4.83 Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,453	0.46*	±0.01	14,916	0.65*	±0.01	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	124	0.19*	±0.06	501	0.61*	±0.04	-0.98 (L)
Wage Grade (WG) 5-8	494	0.48*	±0.04	2,290	0.59*	±0.02	-0.25 (S)
Wage Grade (WG) 9-16	190	0.31*	±0.05	1,292	0.61*	±0.02	-0.70 (M)
Other Wage Grade (WG)	51	0.46*	±0.12	185	0.70*	±0.05	-0.66 (M)
General Schedule (GS) 1-6	507	0.54*	±0.04	1,594	0.65*	±0.02	-0.27 (S)
General Schedule (GS) 7-10	977	0.44*	±0.03	3,046	0.65*	±0.01	-0.50 (M)
General Schedule (GS) 11-12	702	0.48*	±0.03	3,682	0.68*	±0.01	-0.49 (S)
General Schedule (GS) 13-15	237	0.53*	±0.05	1,539	0.74*	±0.02	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	0.68	±0.37	17	0.84	±0.15	-0.39 (S)
Other	100	0.54*	±0.09	589	0.70*	±0.03	-0.40 (S)
Years of Service at Bureau or Office							
Less than 1 year	134	0.31*	±0.07	1,006	0.65*	±0.03	-0.76 (M)
1 to 3 years	532	0.51*	±0.04	2,009	0.71*	±0.02	-0.49 (S)
4 to 5 years	347	0.56*	±0.04	1,131	0.61*	±0.03	-0.13
6 to 10 years	873	0.44*	±0.03	2,930	0.67*	±0.02	-0.54 (M)
11 to 14 years	371	0.41*	±0.04	1,404	0.63*	±0.02	-0.54 (M)
15 to 20 years	485	0.46*	±0.04	2,318	0.62*	±0.02	-0.40 (S)
More than 20 years	667	0.45*	±0.03	4,034	0.65*	±0.01	-0.47 (S)
Appointment Type							
Permanent	2,831	0.45*	±0.02	12,862	0.65*	±0.01	-0.46 (S)
Term	325	0.52*	±0.05	1,300	0.71*	±0.02	-0.47 (S)
Temporary	255	0.52*	±0.05	603	0.61*	±0.04	-0.21 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	510	0.56*	±0.04	1,305	0.61*	±0.02	-0.10
Non-Seasonal	2,558	0.44*	±0.02	11,945	0.65*	±0.01	-0.50 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	280	0.57	±0.05	802	0.62	±0.03	-0.10
Permanent-Non-Seasonal	2,533	0.44*	±0.02	11,847	0.65*	±0.01	-0.49 (S)
Term	325	0.52*	±0.05	1,300	0.71*	±0.02	-0.47 (S)
Temporary-Seasonal	230	0.55	±0.05	504	0.59	±0.04	-0.09
Temporary-Non-Seasonal	26	0.22*	±0.16	98	0.69*	±0.09	-1.08 (L)
Sex							
Men	1,682	0.50*	±0.02	9,723	0.67*	±0.01	-0.41 (S)
Women	1,752	0.43*	±0.02	5,144	0.62*	±0.01	-0.45 (S)
Gender Identity							
Male	1,682	0.50*	±0.02	9,723	0.67*	±0.01	-0.41 (S)
Female	1,752	0.43*	±0.02	5,144	0.62*	±0.01	-0.45 (S)
Transgender	5	0.60	±0.48	11	0.61	±0.26	-0.01
Do not identify as female, male, or transgender	15	0.36	±0.19	38	0.59	±0.15	-0.52 (M)
Sexual Orientation - Collapsed							
Heterosexual	2,952	0.48*	±0.02	13,578	0.66*	±0.01	-0.44 (S)
Sexual Minority	299	0.40*	±0.05	546	0.65*	±0.03	-0.60 (M)
Sexual Orientation							
Heterosexual or straight	2,952	0.48*	±0.02	13,578	0.66*	±0.01	-0.44 (S)
Lesbian	74	0.41*	±0.09	106	0.65*	±0.08	-0.60 (M)
Gay	52	0.46*	±0.12	192	0.66*	±0.06	-0.46 (S)
Bisexual	128	0.33*	±0.07	158	0.67*	±0.06	-0.86 (L)
Other	46	0.54	±0.11	89	0.58	±0.08	-0.10
I prefer not to say	166	0.35*	±0.06	642	0.47*	±0.03	-0.27 (S)

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

4.7.3 Crude and Offensive Behavior and Organizational Politics

Table 4.84 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 NPS.

Table 4.84 Crude and Offensive Behavior and Organizational Politics by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,509	3.1*	±0.0	14,780	2.7*	±0.0	0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	3.4*	±0.1	496	3.0*	±0.1	0.53 (M)
Wage Grade (WG) 5-8	508	3.0*	±0.1	2,262	2.9*	±0.0	0.14
Wage Grade (WG) 9-16	196	3.3*	±0.1	1,291	2.8*	±0.0	0.72 (M)
Other Wage Grade (WG)	51	3.0*	±0.2	178	2.6*	±0.1	0.44 (S)
General Schedule (GS) 1-6	533	3.1*	±0.1	1,556	2.9*	±0.0	0.31 (S)
General Schedule (GS) 7-10	980	3.3*	±0.1	3,045	2.8*	±0.0	0.51 (M)
General Schedule (GS) 11-12	707	3.0*	±0.1	3,640	2.6*	±0.0	0.49 (S)
General Schedule (GS) 13-15	235	2.8*	±0.1	1,539	2.4*	±0.0	0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	2.3	±0.3	17	1.9	±0.3	0.72 (M)
Other	100	3.3*	±0.2	570	2.8*	±0.1	0.67 (M)
Years of Service at Bureau or Office							
Less than 1 year	134	3.2*	±0.1	995	2.7*	±0.0	0.63 (M)
1 to 3 years	551	3.1*	±0.1	1,972	2.7*	±0.0	0.50 (M)
4 to 5 years	352	3.2*	±0.1	1,127	2.8*	±0.0	0.36 (S)
6 to 10 years	876	3.1*	±0.1	2,919	2.8*	±0.0	0.38 (S)
11 to 14 years	392	3.1*	±0.1	1,387	2.8*	±0.0	0.44 (S)
15 to 20 years	491	3.2*	±0.1	2,316	2.8*	±0.0	0.53 (M)
More than 20 years	670	3.1*	±0.1	3,980	2.7*	±0.0	0.48 (S)
Appointment Type							
Permanent	2,877	3.1*	±0.0	12,727	2.7*	±0.0	0.47 (S)
Term	330	3.0*	±0.1	1,309	2.8*	±0.0	0.25 (S)
Temporary	260	3.1*	±0.1	594	2.7*	±0.1	0.46 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	522	3.1*	±0.1	1,311	2.8*	±0.0	0.34 (S)
Non-Seasonal	2,596	3.1*	±0.0	11,794	2.7*	±0.0	0.49 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	288	3.0*	±0.1	805	2.8*	±0.1	0.27 (S)
Permanent-Non-Seasonal	2,571	3.1*	±0.0	11,708	2.7*	±0.0	0.48 (S)
Term	330	3.0*	±0.1	1,309	2.8*	±0.0	0.25 (S)
Temporary-Seasonal	234	3.1*	±0.1	506	2.7*	±0.1	0.43 (S)
Temporary-Non-Seasonal	26	3.2*	±0.3	86	2.6*	±0.2	0.67 (M)
Sex							
Men	1,708	3.1*	±0.0	9,665	2.7*	±0.0	0.48 (S)
Women	1,781	3.1*	±0.0	5,067	2.7*	±0.0	0.42 (S)
Gender Identity							
Male	1,708	3.1*	±0.0	9,665	2.7*	±0.0	0.48 (S)
Female	1,781	3.1*	±0.0	5,067	2.7*	±0.0	0.42 (S)
Transgender	5	3.4*	±0.5	10	2.2*	±0.6	1.31 (L)
Do not identify as female, male, or transgender	15	3.4	±0.5	38	3.2	±0.3	0.29 (S)
Sexual Orientation - Collapsed							
Heterosexual	2,999	3.1*	±0.0	13,458	2.7*	±0.0	0.46 (S)
Sexual Minority	300	3.1*	±0.1	548	2.8*	±0.1	0.40 (S)
Sexual Orientation							
Heterosexual or straight	2,999	3.1*	±0.0	13,458	2.7*	±0.0	0.46 (S)
Lesbian	75	3.0*	±0.2	106	2.5*	±0.1	0.65 (M)
Gay	52	3.2	±0.3	195	3.0	±0.1	0.22 (S)
Bisexual	128	3.3*	±0.2	158	2.6*	±0.1	0.69 (M)
Other	46	3.0	±0.3	89	2.9	±0.2	0.03
I prefer not to say	167	3.1*	±0.2	618	3.0*	±0.1	0.21 (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.

Table 4.85 presents the scale distribution of organizational politics for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.85 Crude and Offensive Behavior and Organizational Politics Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	104	3.0%	±0.6	824	5.6%	±0.4
(2) Disagree	854	24.3%	±1.4	5,629	38.1%	±0.8
(3) Neither Agree nor Disagree	1,367	39.0%	±1.6	5,630	38.1%	±0.8
(4) Agree	945	26.9%	±1.5	2,194	14.8%	±0.6
(5) Strongly Agree	239	6.8%	±0.9	504	3.4%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.7.4 Crude and Offensive Behavior and Organizational Trust

Table 4.86 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 NPS.

Table 4.86 Crude and Offensive Behavior and Organizational Trust by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,522	2.9*	±0.0	14,906	3.4*	±0.0	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	2.6*	±0.1	501	3.2*	±0.1	-0.56 (M)
Wage Grade (WG) 5-8	517	2.9*	±0.1	2,287	3.3*	±0.0	-0.43 (S)
Wage Grade (WG) 9-16	196	2.5*	±0.1	1,300	3.2*	±0.0	-0.73 (M)
Other Wage Grade (WG)	51	2.9*	±0.3	185	3.4*	±0.1	-0.60 (M)
General Schedule (GS) 1-6	533	3.0*	±0.1	1,587	3.4*	±0.0	-0.38 (S)
General Schedule (GS) 7-10	985	2.7*	±0.1	3,043	3.3*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	705	3.0*	±0.1	3,670	3.5*	±0.0	-0.68 (M)
General Schedule (GS) 13-15	239	3.3*	±0.1	1,540	3.8*	±0.0	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	3.9	±0.5	17	4.3	±0.2	-0.58 (M)
Other	100	2.6*	±0.2	589	3.4*	±0.1	-0.94 (L)
Years of Service at Bureau or Office							
Less than 1 year	134	2.9*	±0.2	1,013	3.6*	±0.1	-0.86 (L)
1 to 3 years	556	3.1*	±0.1	2,003	3.6*	±0.0	-0.56 (M)
4 to 5 years	352	2.9*	±0.1	1,133	3.3*	±0.1	-0.40 (S)
6 to 10 years	883	2.9*	±0.1	2,928	3.3*	±0.0	-0.53 (M)
11 to 14 years	392	2.7*	±0.1	1,410	3.4*	±0.0	-0.77 (M)
15 to 20 years	490	2.8*	±0.1	2,315	3.4*	±0.0	-0.62 (M)
More than 20 years	671	2.9*	±0.1	4,020	3.4*	±0.0	-0.58 (M)
Appointment Type							
Permanent	2,884	2.8*	±0.0	12,836	3.4*	±0.0	-0.62 (M)
Term	336	3.1*	±0.1	1,312	3.4*	±0.0	-0.29 (S)
Temporary	260	3.1*	±0.1	604	3.5*	±0.1	-0.52 (M)
Work Schedule							
Seasonal	522	3.0*	±0.1	1,312	3.4*	±0.0	-0.40 (S)
Non-Seasonal	2,603	2.8*	±0.0	11,913	3.4*	±0.0	-0.64 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	288	2.9*	±0.1	807	3.3*	±0.1	-0.45 (S)
Permanent-Non-Seasonal	2,578	2.8*	±0.0	11,815	3.4*	±0.0	-0.63 (M)
Term	336	3.1*	±0.1	1,312	3.4*	±0.0	-0.29 (S)
Temporary-Seasonal	234	3.1*	±0.1	505	3.5*	±0.1	-0.38 (S)
Temporary-Non-Seasonal	26	2.7*	±0.2	98	4.0*	±0.1	-1.78 (L)
Sex							
Men	1,721	2.9*	±0.0	9,759	3.4*	±0.0	-0.58 (M)
Women	1,782	2.9*	±0.0	5,098	3.4*	±0.0	-0.59 (M)
Gender Identity							
Male	1,721	2.9*	±0.0	9,759	3.4*	±0.0	-0.58 (M)
Female	1,782	2.9*	±0.0	5,098	3.4*	±0.0	-0.59 (M)
Transgender	5	2.8	±0.9	11	3.8	±0.7	-0.88 (L)
Do not identify as female, male, or transgender	15	2.6	±0.4	38	3.0	±0.3	-0.39 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,012	2.9*	±0.0	13,573	3.4*	±0.0	-0.57 (M)
Sexual Minority	300	2.9*	±0.1	548	3.5*	±0.1	-0.66 (M)
Sexual Orientation							
Heterosexual or straight	3,012	2.9*	±0.0	13,573	3.4*	±0.0	-0.57 (M)
Lesbian	75	3.0*	±0.2	107	3.6*	±0.2	-0.64 (M)
Gay	52	3.0*	±0.3	196	3.4*	±0.1	-0.46 (S)
Bisexual	128	2.7*	±0.2	158	3.7*	±0.1	-1.09 (L)
Other	46	3.3	±0.3	87	3.3	±0.2	-0.06
I prefer not to say	167	2.8*	±0.2	634	3.3*	±0.1	-0.50 (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.

Table 4.87 presents the scale distribution of organizational trust for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.87 Crude and Offensive Behavior and Organizational Trust Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	292	8.3%	±1.0	379	2.5%	±0.3
(2) Disagree	922	26.2%	±1.5	1,820	12.2%	±0.5
(3) Neither Agree nor Disagree	1,064	30.2%	±1.5	4,666	31.3%	±0.7
(4) Agree	1,093	31.0%	±1.5	6,377	42.8%	±0.8
(5) Strongly Agree	151	4.3%	±0.7	1,664	11.2%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.7.5 Crude and Offensive Behavior and Supervisor Support

Table 4.88 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 NPS.

Table 4.88 Crude and Offensive Behavior and Supervisor Support by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	3,459	3.3*	±0.0	14,518	3.8*	±0.0	-0.48 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	2.6*	±0.2	500	3.6*	±0.1	-0.82 (L)
Wage Grade (WG) 5-8	512	3.2*	±0.1	2,179	3.7*	±0.0	-0.47 (S)
Wage Grade (WG) 9-16	191	2.9*	±0.2	1,286	3.6*	±0.1	-0.61 (M)
Other Wage Grade (WG)	51	3.0*	±0.3	168	3.4*	±0.2	-0.38 (S)
General Schedule (GS) 1-6	513	3.6*	±0.1	1,520	3.9*	±0.1	-0.25 (S)
General Schedule (GS) 7-10	961	3.3*	±0.1	2,966	3.8*	±0.0	-0.51 (M)
General Schedule (GS) 11-12	695	3.4*	±0.1	3,611	3.9*	±0.0	-0.49 (S)
General Schedule (GS) 13-15	239	3.7*	±0.1	1,508	4.1*	±0.0	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.1	±0.5	17	4.4	±0.3	-0.43 (S)
Other	99	3.0*	±0.3	570	3.9*	±0.1	-1.04 (L)
Years of Service at Bureau or Office							
Less than 1 year	132	3.0*	±0.2	961	4.1*	±0.1	-1.23 (L)
1 to 3 years	551	3.6*	±0.1	1,950	3.9*	±0.0	-0.32 (S)
4 to 5 years	344	3.5*	±0.1	1,120	3.8*	±0.1	-0.33 (S)
6 to 10 years	870	3.3*	±0.1	2,856	3.8*	±0.0	-0.43 (S)
11 to 14 years	389	3.1*	±0.1	1,370	3.8*	±0.1	-0.69 (M)
15 to 20 years	484	3.2*	±0.1	2,285	3.7*	±0.0	-0.48 (S)
More than 20 years	645	3.2*	±0.1	3,892	3.8*	±0.0	-0.53 (M)
Appointment Type							
Permanent	2,825	3.3*	±0.0	12,540	3.8*	±0.0	-0.48 (S)
Term	335	3.5*	±0.1	1,257	3.9*	±0.1	-0.31 (S)
Temporary	257	3.4*	±0.1	602	4.1*	±0.1	-0.71 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	517	3.5*	±0.1	1,304	3.9*	±0.1	-0.43 (S)
Non-Seasonal	2,547	3.3*	±0.0	11,623	3.8*	±0.0	-0.51 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	286	3.5*	±0.1	800	3.8*	±0.1	-0.30 (S)
Permanent-Non-Seasonal	2,521	3.3*	±0.0	11,526	3.8*	±0.0	-0.51 (M)
Term	335	3.5*	±0.1	1,257	3.9*	±0.1	-0.31 (S)
Temporary-Seasonal	231	3.5*	±0.1	504	4.0*	±0.1	-0.63 (M)
Temporary-Non-Seasonal	26	3.2*	±0.4	97	4.3*	±0.2	-1.27 (L)
Sex							
Men	1,702	3.3*	±0.1	9,445	3.8*	±0.0	-0.51 (M)
Women	1,737	3.4*	±0.1	5,025	3.9*	±0.0	-0.48 (S)
Gender Identity							
Male	1,702	3.3*	±0.1	9,445	3.8*	±0.0	-0.51 (M)
Female	1,737	3.4*	±0.1	5,025	3.9*	±0.0	-0.48 (S)
Transgender	5	3.3	±1.2	10	4.2	±0.8	-0.69 (M)
Do not identify as female, male, or transgender	15	3.7	±0.6	38	3.5	±0.3	0.12
Sexual Orientation - Collapsed							
Heterosexual	2,959	3.3*	±0.0	13,246	3.8*	±0.0	-0.48 (S)
Sexual Minority	297	3.4*	±0.1	524	3.9*	±0.1	-0.44 (S)
Sexual Orientation							
Heterosexual or straight	2,959	3.3*	±0.0	13,246	3.8*	±0.0	-0.48 (S)
Lesbian	75	3.5*	±0.3	102	4.0*	±0.2	-0.46 (S)
Gay	52	3.4	±0.3	195	3.7	±0.2	-0.25 (S)
Bisexual	125	3.2*	±0.2	155	4.0*	±0.2	-0.71 (M)
Other	46	3.7	±0.4	72	4.0	±0.2	-0.35 (S)
I prefer not to say	163	3.2*	±0.2	598	3.6*	±0.1	-0.30 (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.

Table 4.89 presents the scale distribution of supervisor support for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.89 Crude and Offensive Behavior and Supervisor Support Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	366	10.6%	±1.1	509	3.5%	±0.3
(2) Disagree	513	14.8%	±1.2	1,069	7.4%	±0.4
(3) Neither Agree nor Disagree	698	20.2%	±1.4	2,510	17.3%	±0.6
(4) Agree	1,141	33.0%	±1.6	5,614	38.7%	±0.8
(5) Strongly Agree	741	21.4%	±1.4	4,816	33.2%	±0.8

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.7.6 Crude and Offensive Behavior and Organizational Inclusion

Table 4.90 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 NPS.

Table 4.90 Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,529	3.2*	±0.0	14,994	3.7*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	2.9*	±0.1	513	3.5*	±0.1	-0.56 (M)
Wage Grade (WG) 5-8	518	3.1*	±0.1	2,310	3.6*	±0.0	-0.54 (M)
Wage Grade (WG) 9-16	196	2.9*	±0.1	1,296	3.6*	±0.0	-0.88 (L)
Other Wage Grade (WG)	51	3.1*	±0.3	185	3.8*	±0.1	-0.64 (M)
General Schedule (GS) 1-6	532	3.4*	±0.1	1,607	3.8*	±0.0	-0.42 (S)
General Schedule (GS) 7-10	984	3.1*	±0.1	3,050	3.7*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	712	3.3*	±0.1	3,689	3.8*	±0.0	-0.53 (M)
General Schedule (GS) 13-15	239	3.5*	±0.1	1,543	3.9*	±0.0	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.2	±0.4	17	4.4	±0.3	-0.39 (S)
Other	100	3.1*	±0.2	590	3.8*	±0.1	-0.75 (M)
Years of Service at Bureau or Office							
Less than 1 year	134	2.9*	±0.2	1,016	3.8*	±0.1	-0.88 (L)
1 to 3 years	557	3.3*	±0.1	2,025	3.9*	±0.0	-0.57 (M)
4 to 5 years	352	3.4*	±0.1	1,138	3.8*	±0.1	-0.41 (S)
6 to 10 years	882	3.2*	±0.1	2,940	3.7*	±0.0	-0.50 (M)
11 to 14 years	392	3.0*	±0.1	1,412	3.7*	±0.0	-0.70 (M)
15 to 20 years	494	3.2*	±0.1	2,327	3.7*	±0.0	-0.55 (M)
More than 20 years	675	3.1*	±0.1	4,052	3.7*	±0.0	-0.67 (M)
Appointment Type							
Permanent	2,892	3.1*	±0.0	12,912	3.7*	±0.0	-0.62 (M)
Term	336	3.5*	±0.1	1,320	3.7*	±0.0	-0.20 (S)
Temporary	259	3.4*	±0.1	608	3.9*	±0.1	-0.58 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	521	3.5*	±0.1	1,315	3.7*	±0.0	-0.29 (S)
Non-Seasonal	2,611	3.1*	±0.0	11,989	3.7*	±0.0	-0.67 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	288	3.5*	±0.1	807	3.7*	±0.1	-0.24 (S)
Permanent-Non-Seasonal	2,585	3.1*	±0.0	11,891	3.7*	±0.0	-0.66 (M)
Term	336	3.5*	±0.1	1,320	3.7*	±0.0	-0.20 (S)
Temporary-Seasonal	233	3.5*	±0.1	509	3.9*	±0.1	-0.40 (S)
Temporary-Non-Seasonal	26	2.4*	±0.4	98	4.2*	±0.1	-2.48 (L)
Sex							
Men	1,727	3.2*	±0.0	9,780	3.7*	±0.0	-0.54 (M)
Women	1,782	3.1*	±0.0	5,165	3.7*	±0.0	-0.56 (M)
Gender Identity							
Male	1,727	3.2*	±0.0	9,780	3.7*	±0.0	-0.54 (M)
Female	1,782	3.1*	±0.0	5,165	3.7*	±0.0	-0.56 (M)
Transgender	5	3.7	±1.1	11	3.8	±0.6	-0.09
Do not identify as female, male, or transgender	15	3.0	±0.5	38	3.5	±0.3	-0.46 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,019	3.2*	±0.0	13,636	3.7*	±0.0	-0.56 (M)
Sexual Minority	300	3.2*	±0.1	550	3.9*	±0.1	-0.72 (M)
Sexual Orientation							
Heterosexual or straight	3,019	3.2*	±0.0	13,636	3.7*	±0.0	-0.56 (M)
Lesbian	75	3.1*	±0.2	106	3.9*	±0.2	-0.90 (L)
Gay	52	3.4*	±0.2	197	3.8*	±0.1	-0.51 (M)
Bisexual	128	3.0*	±0.2	158	3.8*	±0.1	-0.84 (L)
Other	46	3.7	±0.3	89	3.9	±0.1	-0.28 (S)
I prefer not to say	167	3.1*	±0.2	646	3.5*	±0.1	-0.47 (S)

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

Table 4.91 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.91 Crude and Offensive Behavior and Organizational Inclusion Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	286	8.1%	±0.9	429	2.9%	±0.3
(2) Disagree	659	18.7%	±1.3	1,305	8.7%	±0.5
(3) Neither Agree nor Disagree	986	27.9%	±1.5	3,073	20.5%	±0.7
(4) Agree	1,307	37.0%	±1.6	7,364	49.1%	±0.8
(5) Strongly Agree	291	8.3%	±1.0	2,822	18.8%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.7.7 Crude and Offensive Behavior and Gender Context

Table 4.92 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 NPS.

Table 4.92 Crude and Offensive Behavior and Gender Context by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,511	2.3*	±0.0	14,879	2.3*	±0.0	0.04
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	2.3	±0.1	487	2.4	±0.1	-0.13
Wage Grade (WG) 5-8	518	2.6*	±0.0	2,285	2.6*	±0.0	-0.16
Wage Grade (WG) 9-16	196	2.8*	±0.0	1,284	2.7*	±0.0	0.41 (S)
Other Wage Grade (WG)	51	2.6	±0.1	185	2.7	±0.0	-0.20 (S)
General Schedule (GS) 1-6	527	2.1	±0.0	1,601	2.0	±0.0	0.02
General Schedule (GS) 7-10	985	2.3*	±0.0	3,050	2.2*	±0.0	0.20 (S)
General Schedule (GS) 11-12	708	2.2*	±0.0	3,685	2.1*	±0.0	0.17
General Schedule (GS) 13-15	239	2.2*	±0.1	1,540	2.1*	±0.0	0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	2.3	±0.3	17	2.0	±0.2	0.65 (M)
Other	99	2.8*	±0.0	568	2.7*	±0.0	0.43 (S)
Years of Service at Bureau or Office							
Less than 1 year	134	2.4	±0.1	1,013	2.3	±0.0	0.16
1 to 3 years	550	2.2	±0.0	1,968	2.3	±0.0	-0.07
4 to 5 years	352	2.3	±0.1	1,137	2.3	±0.0	-0.01
6 to 10 years	882	2.3	±0.0	2,924	2.3	±0.0	0.02
11 to 14 years	390	2.4*	±0.1	1,410	2.3*	±0.0	0.22 (S)
15 to 20 years	488	2.3	±0.0	2,322	2.3	±0.0	-0.07
More than 20 years	675	2.4*	±0.0	4,025	2.3*	±0.0	0.19
Appointment Type							
Permanent	2,875	2.3*	±0.0	12,834	2.3*	±0.0	0.08
Term	335	2.2*	±0.1	1,287	2.4*	±0.0	-0.35 (S)
Temporary	258	2.3*	±0.1	605	2.2*	±0.0	0.28 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	519	2.3*	±0.0	1,316	2.3*	±0.0	0.16
Non-Seasonal	2,601	2.3*	±0.0	11,910	2.3*	±0.0	0.07
Appointment Type and Work Schedule							
Permanent-Seasonal	287	2.3	±0.1	808	2.3	±0.0	0.09
Permanent-Non-Seasonal	2,576	2.3*	±0.0	11,814	2.3*	±0.0	0.07
Term	335	2.2*	±0.1	1,287	2.4*	±0.0	-0.35 (S)
Temporary-Seasonal	232	2.3*	±0.1	508	2.2*	±0.1	0.28 (S)
Temporary-Non-Seasonal	26	2.3	±0.2	96	2.2	±0.1	0.28 (S)
Sex							
Men	1,717	2.4	±0.0	9,708	2.4	±0.0	0.03
Women	1,774	2.2*	±0.0	5,125	2.0*	±0.0	0.29 (S)
Gender Identity							
Male	1,717	2.4	±0.0	9,708	2.4	±0.0	0.03
Female	1,774	2.2*	±0.0	5,125	2.0*	±0.0	0.29 (S)
Transgender	5	2.6	±0.6	11	2.1	±0.4	0.79 (M)
Do not identify as female, male, or transgender	14	2.2	±0.3	35	2.1	±0.2	0.16
Sexual Orientation - Collapsed							
Heterosexual	3,001	2.3	±0.0	13,572	2.3	±0.0	0.04
Sexual Minority	300	2.3*	±0.1	548	2.1*	±0.0	0.30 (S)
Sexual Orientation							
Heterosexual or straight	3,001	2.3	±0.0	13,572	2.3	±0.0	0.04
Lesbian	75	2.3*	±0.1	107	2.1*	±0.1	0.43 (S)
Gay	52	2.4*	±0.1	197	2.0*	±0.1	0.76 (M)
Bisexual	128	2.3*	±0.1	157	2.1*	±0.1	0.38 (S)
Other	46	2.0*	±0.2	87	2.3*	±0.1	-0.60 (M)
I prefer not to say	167	2.4*	±0.1	606	2.2*	±0.0	0.22 (S)

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

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

4.7.8 Crude and Offensive Behavior and Bystander Harassment

Table 4.93 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 NPS.

Table 4.93 Crude and Offensive Behavior and Bystander Harassment

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,598	46.6%*	±1.7	1,196	8.1%*	±0.5	0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	14	11.3%*	±6.9	28	5.4%*	±2.3	0.22 (S)
Wage Grade (WG) 5-8	226	45.8%*	±4.4	76	3.4%*	±0.8	1.12 (L)
Wage Grade (WG) 9-16	82	45.9%*	±7.4	67	5.3%*	±1.4	1.02 (L)
Other Wage Grade (WG)	13	24.8%	±14.1	0	0.0%	NA	NA
General Schedule (GS) 1-6	269	50.8%*	±4.3	139	8.8%*	±1.5	0.99 (L)
General Schedule (GS) 7-10	518	54.4%*	±3.2	357	11.8%*	±1.2	0.96 (L)
General Schedule (GS) 11-12	309	44.1%*	±3.7	339	9.2%*	±1.0	0.83 (L)
General Schedule (GS) 13-15	107	45.1%*	±6.4	130	8.5%*	±1.5	0.88 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	0	0.0%	NA	NR
Other	41	41.2%*	±10.0	31	5.3%*	±2.1	0.93 (L)
Years of Service at Bureau or Office							
Less than 1 year	73	54.7%*	±8.6	50	5.1%*	±1.6	1.21 (L)
1 to 3 years	286	51.8%*	±4.2	146	7.4%*	±1.2	1.06 (L)
4 to 5 years	184	52.7%*	±5.3	105	9.3%*	±1.8	1.01 (L)
6 to 10 years	415	48.3%*	±3.4	282	9.7%*	±1.1	0.90 (L)
11 to 14 years	182	48.9%*	±5.1	126	9.0%*	±1.6	0.94 (L)
15 to 20 years	205	42.1%*	±4.5	232	10.1%*	±1.3	0.76 (M)
More than 20 years	251	39.5%*	±3.9	243	6.1%*	±0.8	0.86 (L)
Appointment Type							
Permanent	1,270	45.5%*	±1.9	1,037	8.1%*	±0.5	0.90 (L)
Term	150	44.7%*	±5.4	110	8.5%*	±1.7	0.87 (L)
Temporary	163	63.2%*	±6.1	44	7.8%*	±2.5	1.27 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	271	52.6%*	±4.3	162	12.8%*	±2.0	0.89 (L)
Non-Seasonal	1,160	45.9%*	±2.0	912	7.7%*	±0.5	0.93 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	132	46.8%*	±5.9	121	15.3%*	±2.7	0.70 (M)
Permanent-Non-Seasonal	1,135	45.4%*	±2.0	909	7.7%*	±0.5	0.92 (L)
Term	150	44.7%*	±5.4	110	8.5%*	±1.7	0.87 (L)
Temporary-Seasonal	139	59.8%*	±6.5	41	8.6%*	±2.9	1.17 (L)
Temporary-Non-Seasonal	NR	NR	NR	NR	NR	NR	NR
Sex							
Men	648	38.7%*	±2.4	556	5.8%*	±0.5	0.86 (L)
Women	943	54.3%*	±2.4	634	12.4%*	±0.9	0.94 (L)
Gender Identity							
Male	648	38.7%*	±2.4	556	5.8%*	±0.5	0.86 (L)
Female	943	54.3%*	±2.4	634	12.4%*	±0.9	0.94 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	6	15.8%	±16.1	NR
Sexual Orientation - Collapsed							
Heterosexual	1,335	45.4%*	±1.8	1,071	8.0%*	±0.5	0.91 (L)
Sexual Minority	181	60.9%*	±5.7	74	13.5%*	±3.1	1.04 (L)
Sexual Orientation							
Heterosexual or straight	1,335	45.4%*	±1.8	1,071	8.0%*	±0.5	0.91 (L)
Lesbian	45	62.6%*	±11.9	22	20.8%*	±8.9	0.88 (L)
Gay	22	44.1%*	±14.3	21	10.6%*	±5.2	0.79 (M)
Bisexual	96	74.5%*	±8.4	24	15.1%*	±6.6	1.29 (L)
Other	18	38.7%*	±15.3	7	8.1%*	±8.0	0.76 (M)
I prefer not to say	71	44.8%*	±7.9	39	6.3%*	±2.2	0.96 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced crude and offensive behavior against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to crude and offensive behavior, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience crude and offensive behavior. Table 4.94 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.94 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	2.952	0.276	114.447	--	19.136	--	--	--	--
Sex	-0.350	0.050	48.978	0.000	0.705	0.639	0.777	-6005.651	48.691
Age	-0.225	0.052	18.470	0.000	0.799	0.721	0.885	-5990.481	18.350
Education Level	0.513	0.053	95.022	0.000	1.671	1.507	1.852	-6029.297	95.982
Relationship Status	-0.154	0.050	9.619	0.002	0.857	0.777	0.945	-5986.087	9.561
Pay Grade	--	--	33.351	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.144	0.069	4.424	0.035	0.865	0.756	0.990	-5997.712	32.812
Senior Grade vs. Junior Grade	-0.406	0.081	25.301	0.000	0.666	0.569	0.780	-5997.712	32.812
Executive Grade vs. Junior Grade	0.794	0.525	2.292	0.130	2.213	0.791	6.188	-5997.712	32.812
Appointment Type	-0.144	0.069	4.364	0.037	0.866	0.757	0.991	-5983.468	4.324
Work Schedule	-0.275	0.071	15.160	0.000	0.760	0.662	0.872	-5988.752	14.892
Organizational Politics	-0.135	0.039	11.988	0.001	0.874	0.810	0.943	-5987.309	12.006
Organizational Inclusion	-0.261	0.034	60.227	0.000	0.770	0.721	0.823	-6011.591	60.570
Organizational Trust	-0.126	0.042	9.035	0.003	0.881	0.812	0.957	-5985.801	8.989
Bystander Harassment Based on Sex/Gender	-1.753	0.055	1028.379	0.000	0.173	0.156	0.193	-6496.808	1031.004
General Intolerance	-0.308	0.035	76.857	0.000	0.735	0.686	0.788	-6019.887	77.162
Gender Context	0.176	0.046	14.711	0.000	1.192	1.090	1.305	-5988.708	14.804

Note. N = 15,226, Nagelkerke R Square = 0.278

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 4.95 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 NPS.

Table 4.95 Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	1,254	2.8*	±0.1	17,084	3.6*	±0.0	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	58	2.4*	±0.2	578	3.4*	±0.1	-1.01 (L)
Wage Grade (WG) 5-8	156	3.3*	±0.1	2,605	3.6*	±0.0	-0.33 (S)
Wage Grade (WG) 9-16	40	2.8*	±0.2	1,443	3.5*	±0.0	-0.81 (L)
Other Wage Grade (WG)	NR	NR	NR	216	3.6	±0.1	NR
General Schedule (GS) 1-6	207	2.9*	±0.1	1,920	3.7*	±0.0	-0.84 (L)
General Schedule (GS) 7-10	399	2.6*	±0.1	3,612	3.5*	±0.0	-0.90 (L)
General Schedule (GS) 11-12	255	2.9*	±0.1	4,128	3.6*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	84	3.2*	±0.2	1,690	3.8*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.1	±0.2	NR
Other	24	2.1*	±0.5	650	3.7*	±0.1	-1.76 (L)
Years of Service at Bureau or Office							
Less than 1 year	56	2.8*	±0.3	1,091	3.7*	±0.0	-1.10 (L)
1 to 3 years	228	2.9*	±0.1	2,309	3.7*	±0.0	-0.90 (L)
4 to 5 years	119	2.7*	±0.2	1,353	3.6*	±0.0	-1.03 (L)
6 to 10 years	344	2.9*	±0.1	3,437	3.5*	±0.0	-0.73 (M)
11 to 14 years	124	2.6*	±0.2	1,670	3.5*	±0.0	-1.05 (L)
15 to 20 years	171	2.9*	±0.2	2,633	3.4*	±0.0	-0.56 (M)
More than 20 years	186	2.9*	±0.1	4,489	3.6*	±0.0	-0.81 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,020	2.8*	±0.1	14,638	3.6*	±0.0	-0.83 (L)
Term	153	2.7*	±0.2	1,480	3.6*	±0.0	-0.99 (L)
Temporary	70	3.3*	±0.2	784	3.6*	±0.1	-0.49 (S)
Work Schedule							
Seasonal	174	3.3*	±0.1	1,648	3.5*	±0.0	-0.29 (S)
Non-Seasonal	912	2.8*	±0.1	13,543	3.6*	±0.0	-0.89 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	112	3.3	±0.2	981	3.5	±0.1	-0.17
Permanent-Non-Seasonal	905	2.8*	±0.1	13,427	3.6*	±0.0	-0.90 (L)
Term	153	2.7*	±0.2	1,480	3.6*	±0.0	-0.99 (L)
Temporary-Seasonal	62	3.2*	±0.2	667	3.6*	±0.1	-0.49 (S)
Temporary-Non-Seasonal	8	3.3	±0.7	116	3.8	±0.2	-0.48 (S)
Sex							
Men	376	2.9*	±0.1	10,984	3.6*	±0.0	-0.74 (M)
Women	869	2.8*	±0.1	6,039	3.5*	±0.0	-0.80 (L)
Gender Identity							
Male	376	2.9*	±0.1	10,984	3.6*	±0.0	-0.74 (M)
Female	869	2.8*	±0.1	6,039	3.5*	±0.0	-0.80 (L)
Transgender	NR	NR	NR	14	3.9	±0.5	NR
Do not identify as female, male, or transgender	7	2.9	±0.9	46	3.3	±0.3	-0.33 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,033	2.9*	±0.1	15,489	3.6*	±0.0	-0.79 (M)
Sexual Minority	123	2.6*	±0.2	710	3.4*	±0.1	-0.90 (L)
Sexual Orientation							
Heterosexual or straight	1,033	2.9*	±0.1	15,489	3.6*	±0.0	-0.79 (M)
Lesbian	18	2.5*	±0.4	163	3.3*	±0.1	-0.90 (L)
Gay	14	2.8*	±0.6	233	3.5*	±0.1	-0.81 (L)
Bisexual	68	2.6*	±0.2	219	3.5*	±0.1	-0.95 (L)
Other	23	2.7*	±0.4	96	3.4*	±0.2	-0.74 (M)
I prefer not to say	65	2.9*	±0.2	733	3.3*	±0.1	-0.45 (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.

Table 4.96 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.96 Unwanted Sexual Attention and General Intolerance for Harassment Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	131	10.5%	±1.8	443	2.6%	±0.2
(2) Disagree	322	25.6%	±2.5	1,612	9.4%	±0.4
(3) Neither Agree nor Disagree	454	36.2%	±2.7	5,415	31.7%	±0.7
(4) Agree	274	21.8%	±2.4	6,888	40.3%	±0.7
(5) Strongly Agree	74	5.9%	±1.4	2,725	16.0%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

Table 4.97 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 NPS.

Table 4.97 Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,241	0.43*	±0.02	17,136	0.63*	±0.01	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	0.13*	±0.08	565	0.57*	±0.04	-0.98 (L)
Wage Grade (WG) 5-8	156	0.51	±0.07	2,628	0.57	±0.02	-0.15
Wage Grade (WG) 9-16	40	0.29*	±0.13	1,441	0.58*	±0.02	-0.67 (M)
Other Wage Grade (WG)	NR	NR	NR	234	0.65	±0.05	NR
General Schedule (GS) 1-6	195	0.47*	±0.06	1,912	0.64*	±0.02	-0.39 (S)
General Schedule (GS) 7-10	399	0.42*	±0.04	3,624	0.62*	±0.01	-0.46 (S)
General Schedule (GS) 11-12	252	0.40*	±0.05	4,133	0.66*	±0.01	-0.62 (M)
General Schedule (GS) 13-15	82	0.58*	±0.10	1,695	0.71*	±0.02	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	0.83	±0.14	NR
Other	24	0.19*	±0.14	665	0.69*	±0.03	-1.28 (L)
Years of Service at Bureau or Office							
Less than 1 year	56	0.44*	±0.12	1,084	0.61*	±0.03	-0.39 (S)
1 to 3 years	219	0.45*	±0.06	2,326	0.69*	±0.02	-0.56 (M)
4 to 5 years	118	0.44*	±0.08	1,360	0.61*	±0.02	-0.42 (S)
6 to 10 years	341	0.43*	±0.05	3,464	0.63*	±0.01	-0.47 (S)
11 to 14 years	124	0.33*	±0.08	1,651	0.61*	±0.02	-0.65 (M)
15 to 20 years	171	0.45*	±0.06	2,632	0.60*	±0.02	-0.38 (S)
More than 20 years	186	0.38*	±0.06	4,517	0.63*	±0.01	-0.60 (M)
Appointment Type							
Permanent	1,015	0.42*	±0.03	14,682	0.63*	±0.01	-0.48 (S)
Term	144	0.39*	±0.07	1,483	0.70*	±0.02	-0.76 (M)
Temporary	70	0.59	±0.10	788	0.58	±0.03	0.02
Work Schedule							
Seasonal	174	0.57	±0.06	1,640	0.60	±0.02	-0.07
Non-Seasonal	908	0.41*	±0.03	13,600	0.63*	±0.01	-0.52 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	112	0.56	±0.08	969	0.61	±0.03	-0.13
Permanent-Non-Seasonal	900	0.41*	±0.03	13,484	0.63*	±0.01	-0.52 (M)
Term	144	0.39*	±0.07	1,483	0.70*	±0.02	-0.76 (M)
Temporary-Seasonal	62	0.59	±0.10	671	0.58	±0.03	0.04
Temporary-Non-Seasonal	8	0.54	±0.35	116	0.59	±0.09	-0.11
Sex							
Men	373	0.50*	±0.05	11,031	0.65*	±0.01	-0.35 (S)
Women	858	0.40*	±0.03	6,044	0.60*	±0.01	-0.47 (S)
Gender Identity							
Male	373	0.50*	±0.05	11,031	0.65*	±0.01	-0.35 (S)
Female	858	0.40*	±0.03	6,044	0.60*	±0.01	-0.47 (S)
Transgender	NR	NR	NR	14	0.69	±0.22	NR
Do not identify as female, male, or transgender	NR	NR	NR	46	0.57	±0.13	NR
Sexual Orientation - Collapsed							
Heterosexual	1,020	0.45*	±0.03	15,516	0.64*	±0.01	-0.45 (S)
Sexual Minority	123	0.37*	±0.07	722	0.59*	±0.03	-0.52 (M)
Sexual Orientation							
Heterosexual or straight	1,020	0.45*	±0.03	15,516	0.64*	±0.01	-0.45 (S)
Lesbian	18	0.42	±0.18	162	0.57	±0.06	-0.35 (S)
Gay	14	0.54	±0.21	229	0.62	±0.06	-0.19
Bisexual	68	0.30*	±0.09	219	0.59*	±0.06	-0.69 (M)
Other	23	0.46	±0.16	112	0.58	±0.07	-0.32 (S)
I prefer not to say	65	0.23*	±0.08	745	0.46*	±0.03	-0.52 (M)

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

4.8.3 Unwanted Sexual Attention and Organizational Politics

Table 4.98 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 NPS.

Table 4.98 Unwanted Sexual Attention and Organizational Politics by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,258	3.2*	±0.1	17,040	2.8*	±0.0	0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	3.4*	±0.2	562	3.0*	±0.1	0.37 (S)
Wage Grade (WG) 5-8	158	3.1*	±0.1	2,611	2.9*	±0.0	0.26 (S)
Wage Grade (WG) 9-16	40	3.7*	±0.2	1,445	2.8*	±0.0	1.20 (L)
Other Wage Grade (WG)	NR	NR	NR	226	2.7	±0.1	NR
General Schedule (GS) 1-6	210	3.3*	±0.1	1,885	2.9*	±0.0	0.54 (M)
General Schedule (GS) 7-10	398	3.3*	±0.1	3,627	2.9*	±0.0	0.42 (S)
General Schedule (GS) 11-12	255	3.0*	±0.1	4,096	2.7*	±0.0	0.46 (S)
General Schedule (GS) 13-15	82	3.4*	±0.2	1,693	2.5*	±0.0	1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.3	NR
Other	24	3.4*	±0.3	646	2.9*	±0.1	0.67 (M)
Years of Service at Bureau or Office							
Less than 1 year	56	3.5*	±0.3	1,073	2.7*	±0.0	0.93 (L)
1 to 3 years	230	3.2*	±0.1	2,297	2.7*	±0.0	0.63 (M)
4 to 5 years	124	3.3*	±0.2	1,355	2.9*	±0.0	0.48 (S)
6 to 10 years	340	3.1*	±0.1	3,457	2.9*	±0.0	0.26 (S)
11 to 14 years	123	3.4*	±0.2	1,655	2.8*	±0.0	0.67 (M)
15 to 20 years	176	3.3*	±0.2	2,630	2.8*	±0.0	0.61 (M)
More than 20 years	184	3.3*	±0.1	4,470	2.7*	±0.0	0.68 (M)
Appointment Type							
Permanent	1,019	3.3*	±0.1	14,590	2.8*	±0.0	0.57 (M)
Term	155	3.1*	±0.1	1,486	2.8*	±0.0	0.42 (S)
Temporary	72	3.2*	±0.2	781	2.8*	±0.1	0.48 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	177	3.1*	±0.1	1,659	2.8*	±0.0	0.32 (S)
Non-Seasonal	912	3.3*	±0.1	13,482	2.8*	±0.0	0.61 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	112	3.0*	±0.2	983	2.9*	±0.1	0.21 (S)
Permanent-Non-Seasonal	904	3.3*	±0.1	13,378	2.8*	±0.0	0.61 (M)
Term	155	3.1*	±0.1	1,486	2.8*	±0.0	0.42 (S)
Temporary-Seasonal	64	3.3*	±0.2	676	2.8*	±0.1	0.51 (M)
Temporary-Non-Seasonal	8	2.9	±0.5	104	2.7	±0.2	0.19
Sex							
Men	378	3.2*	±0.1	10,997	2.8*	±0.0	0.53 (M)
Women	871	3.2*	±0.1	5,984	2.8*	±0.0	0.55 (M)
Gender Identity							
Male	378	3.2*	±0.1	10,997	2.8*	±0.0	0.53 (M)
Female	871	3.2*	±0.1	5,984	2.8*	±0.0	0.55 (M)
Transgender	NR	NR	NR	13	2.4	±0.5	NR
Do not identify as female, male, or transgender	7	3.6	±0.6	46	3.2	±0.3	0.49 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,033	3.2*	±0.1	15,432	2.8*	±0.0	0.53 (M)
Sexual Minority	123	3.2*	±0.2	725	2.8*	±0.1	0.39 (S)
Sexual Orientation							
Heterosexual or straight	1,033	3.2*	±0.1	15,432	2.8*	±0.0	0.53 (M)
Lesbian	18	3.2*	±0.4	162	2.7*	±0.1	0.63 (M)
Gay	14	2.8	±0.5	232	3.0	±0.1	-0.24 (S)
Bisexual	68	3.3*	±0.2	219	2.8*	±0.1	0.60 (M)
Other	23	3.2	±0.4	112	2.9	±0.1	0.34 (S)
I prefer not to say	65	3.3*	±0.2	723	3.0*	±0.1	0.40 (S)

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

Table 4.99 presents the scale distribution of organizational politics for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.99 Unwanted Sexual Attention and Organizational Politics Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	19	1.5%	±0.9	908	5.3%	±0.3
(2) Disagree	286	22.7%	±2.4	6,200	36.4%	±0.7
(3) Neither Agree nor Disagree	439	34.9%	±2.7	6,559	38.5%	±0.7
(4) Agree	396	31.5%	±2.6	2,747	16.1%	±0.6
(5) Strongly Agree	118	9.4%	±1.7	626	3.7%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.8.4 Unwanted Sexual Attention and Organizational Trust

Table 4.100 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 NPS.

Table 4.100 Unwanted Sexual Attention and Organizational Trust by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,265	2.7*	±0.1	17,172	3.4*	±0.0	-0.69 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	2.4*	±0.1	568	3.1*	±0.1	-0.73 (M)
Wage Grade (WG) 5-8	161	2.9*	±0.1	2,641	3.3*	±0.0	-0.43 (S)
Wage Grade (WG) 9-16	40	2.2*	±0.2	1,454	3.1*	±0.0	-0.99 (L)
Other Wage Grade (WG)	NR	NR	NR	234	3.3	±0.1	NR
General Schedule (GS) 1-6	210	2.9*	±0.1	1,916	3.3*	±0.0	-0.42 (S)
General Schedule (GS) 7-10	401	2.6*	±0.1	3,628	3.2*	±0.0	-0.67 (M)
General Schedule (GS) 11-12	254	2.8*	±0.1	4,124	3.5*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	84	2.9*	±0.2	1,695	3.8*	±0.0	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.2	±0.2	NR
Other	24	1.8*	±0.5	665	3.3*	±0.1	-1.91 (L)
Years of Service at Bureau or Office							
Less than 1 year	56	2.7*	±0.3	1,091	3.5*	±0.0	-0.97 (L)
1 to 3 years	229	2.9*	±0.1	2,333	3.5*	±0.0	-0.66 (M)
4 to 5 years	124	2.9*	±0.2	1,361	3.3*	±0.1	-0.40 (S)
6 to 10 years	344	2.7*	±0.1	3,468	3.3*	±0.0	-0.59 (M)
11 to 14 years	124	2.4*	±0.2	1,677	3.3*	±0.0	-1.04 (L)
15 to 20 years	176	2.6*	±0.1	2,629	3.3*	±0.0	-0.77 (M)
More than 20 years	186	2.6*	±0.1	4,509	3.3*	±0.0	-0.82 (L)
Appointment Type							
Permanent	1,026	2.6*	±0.1	14,701	3.4*	±0.0	-0.77 (M)
Term	155	3.0*	±0.1	1,495	3.4*	±0.0	-0.43 (S)
Temporary	72	3.2*	±0.2	792	3.4*	±0.1	-0.28 (S)
Work Schedule							
Seasonal	177	3.0*	±0.1	1,659	3.3*	±0.0	-0.30 (S)
Non-Seasonal	918	2.6*	±0.1	13,602	3.4*	±0.0	-0.81 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	112	2.9*	±0.1	985	3.2*	±0.1	-0.36 (S)
Permanent-Non-Seasonal	911	2.6*	±0.1	13,487	3.4*	±0.0	-0.81 (L)
Term	155	3.0*	±0.1	1,495	3.4*	±0.0	-0.43 (S)
Temporary-Seasonal	64	3.2	±0.2	675	3.4	±0.1	-0.19
Temporary-Non-Seasonal	8	2.9*	±0.8	116	3.8*	±0.2	-0.92 (L)
Sex							
Men	383	2.7*	±0.1	11,098	3.3*	±0.0	-0.63 (M)
Women	872	2.7*	±0.1	6,014	3.4*	±0.0	-0.75 (M)
Gender Identity							
Male	383	2.7*	±0.1	11,098	3.3*	±0.0	-0.63 (M)
Female	872	2.7*	±0.1	6,014	3.4*	±0.0	-0.75 (M)
Transgender	NR	NR	NR	14	3.8	±0.5	NR
Do not identify as female, male, or transgender	7	2.5	±0.7	46	2.9	±0.3	-0.44 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,039	2.7*	±0.1	15,554	3.4*	±0.0	-0.68 (M)
Sexual Minority	123	2.7*	±0.2	725	3.4*	±0.1	-0.72 (M)
Sexual Orientation							
Heterosexual or straight	1,039	2.7*	±0.1	15,554	3.4*	±0.0	-0.68 (M)
Lesbian	18	2.5*	±0.5	164	3.5*	±0.1	-1.14 (L)
Gay	14	3.0	±0.5	233	3.3	±0.1	-0.32 (S)
Bisexual	68	2.6*	±0.3	219	3.5*	±0.1	-0.83 (L)
Other	23	3.1	±0.4	110	3.4	±0.1	-0.37 (S)
I prefer not to say	65	2.5*	±0.2	739	3.2*	±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.

Table 4.101 presents the scale distribution of organizational trust for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.101 Unwanted Sexual Attention and Organizational Trust Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	147	11.6%	±1.9	525	3.1%	±0.3
(2) Disagree	344	27.2%	±2.5	2,403	14.0%	±0.5
(3) Neither Agree nor Disagree	435	34.4%	±2.7	5,295	30.8%	±0.7
(4) Agree	299	23.7%	±2.4	7,173	41.8%	±0.7
(5) Strongly Agree	39	3.1%	±1.1	1,776	10.3%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.8.5 Unwanted Sexual Attention and Supervisor Support

Table 4.102 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 NPS.

Table 4.102 Unwanted Sexual Attention and Supervisor Support by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,221	3.2*	±0.1	16,764	3.8*	±0.0	-0.53 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	2.5*	±0.3	566	3.5*	±0.1	-0.84 (L)
Wage Grade (WG) 5-8	156	3.3*	±0.2	2,534	3.6*	±0.0	-0.34 (S)
Wage Grade (WG) 9-16	37	3.0*	±0.3	1,439	3.5*	±0.1	-0.44 (S)
Other Wage Grade (WG)	NR	NR	NR	216	3.3	±0.2	NR
General Schedule (GS) 1-6	204	3.6*	±0.1	1,835	3.8*	±0.1	-0.21 (S)
General Schedule (GS) 7-10	391	3.1*	±0.1	3,537	3.7*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	251	3.3*	±0.2	4,057	3.9*	±0.0	-0.61 (M)
General Schedule (GS) 13-15	68	3.4*	±0.3	1,680	4.0*	±0.0	-0.64 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.3	NR
Other	23	2.3*	±0.6	646	3.9*	±0.1	-1.67 (L)
Years of Service at Bureau or Office							
Less than 1 year	53	3.0*	±0.4	1,039	4.0*	±0.1	-1.07 (L)
1 to 3 years	225	3.4*	±0.1	2,279	3.9*	±0.0	-0.42 (S)
4 to 5 years	121	3.3*	±0.2	1,343	3.8*	±0.1	-0.51 (M)
6 to 10 years	341	3.3*	±0.1	3,386	3.7*	±0.0	-0.37 (S)
11 to 14 years	121	2.8*	±0.2	1,637	3.7*	±0.1	-0.85 (L)
15 to 20 years	156	3.1*	±0.2	2,613	3.7*	±0.0	-0.48 (S)
More than 20 years	177	3.0*	±0.2	4,364	3.8*	±0.0	-0.75 (M)
Appointment Type							
Permanent	984	3.2*	±0.1	14,387	3.8*	±0.0	-0.55 (M)
Term	155	3.3*	±0.2	1,439	3.8*	±0.1	-0.53 (M)
Temporary	70	3.7	±0.3	789	3.9	±0.1	-0.23 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	174	3.6*	±0.2	1,648	3.8*	±0.0	-0.25 (S)
Non-Seasonal	877	3.1*	±0.1	13,297	3.8*	±0.0	-0.58 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	112	3.5*	±0.2	975	3.8*	±0.1	-0.27 (S)
Permanent-Non-Seasonal	869	3.1*	±0.1	13,182	3.8*	±0.0	-0.58 (M)
Term	155	3.3*	±0.2	1,439	3.8*	±0.1	-0.53 (M)
Temporary-Seasonal	62	3.7	±0.3	673	3.9	±0.1	-0.20 (S)
Temporary-Non-Seasonal	8	3.7	±0.9	115	4.1	±0.2	-0.39 (S)
Sex							
Men	357	3.3*	±0.1	10,791	3.7*	±0.0	-0.42 (S)
Women	856	3.2*	±0.1	5,912	3.8*	±0.0	-0.61 (M)
Gender Identity							
Male	357	3.3*	±0.1	10,791	3.7*	±0.0	-0.42 (S)
Female	856	3.2*	±0.1	5,912	3.8*	±0.0	-0.61 (M)
Transgender	NR	NR	NR	14	4.1	±0.6	NR
Do not identify as female, male, or transgender	7	2.9	±0.7	46	3.7	±0.3	-0.74 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,000	3.2*	±0.1	15,211	3.8*	±0.0	-0.51 (M)
Sexual Minority	120	3.2*	±0.3	701	3.8*	±0.1	-0.55 (M)
Sexual Orientation							
Heterosexual or straight	1,000	3.2*	±0.1	15,211	3.8*	±0.0	-0.51 (M)
Lesbian	18	3.3*	±0.7	159	3.8*	±0.2	-0.51 (M)
Gay	14	4.1	±0.4	232	3.6	±0.2	0.37 (S)
Bisexual	66	2.9*	±0.3	214	3.9*	±0.1	-0.89 (L)
Other	22	3.3*	±0.6	96	4.0*	±0.2	-0.71 (M)
I prefer not to say	63	2.9*	±0.4	701	3.6*	±0.1	-0.61 (M)

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

Table 4.103 presents the scale distribution of supervisor support for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.103 Unwanted Sexual Attention and Supervisor Support Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	154	12.6%	±2.0	726	4.3%	±0.3
(2) Disagree	195	16.0%	±2.2	1,386	8.3%	±0.4
(3) Neither Agree nor Disagree	258	21.2%	±2.4	2,951	17.6%	±0.6
(4) Agree	360	29.4%	±2.6	6,400	38.2%	±0.7
(5) Strongly Agree	254	20.8%	±2.4	5,302	31.6%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.8.6 Unwanted Sexual Attention and Organizational Inclusion

Table 4.104 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 NPS.

Table 4.104 Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,263	3.0*	±0.1	17,268	3.7*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	2.9*	±0.2	579	3.5*	±0.1	-0.47 (S)
Wage Grade (WG) 5-8	161	3.0*	±0.2	2,666	3.6*	±0.0	-0.55 (M)
Wage Grade (WG) 9-16	40	3.0*	±0.3	1,450	3.5*	±0.0	-0.64 (M)
Other Wage Grade (WG)	NR	NR	NR	234	3.7	±0.1	NR
General Schedule (GS) 1-6	208	3.3*	±0.1	1,936	3.7*	±0.0	-0.51 (M)
General Schedule (GS) 7-10	400	2.9*	±0.1	3,635	3.6*	±0.0	-0.72 (M)
General Schedule (GS) 11-12	255	3.0*	±0.1	4,149	3.7*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	84	3.0*	±0.3	1,699	3.9*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	24	2.2*	±0.3	667	3.7*	±0.1	-1.82 (L)
Years of Service at Bureau or Office							
Less than 1 year	56	2.7*	±0.4	1,094	3.7*	±0.1	-1.01 (L)
1 to 3 years	230	3.1*	±0.1	2,355	3.8*	±0.0	-0.69 (M)
4 to 5 years	124	3.3*	±0.2	1,366	3.7*	±0.0	-0.44 (S)
6 to 10 years	343	3.1*	±0.1	3,481	3.6*	±0.0	-0.57 (M)
11 to 14 years	124	2.7*	±0.2	1,679	3.6*	±0.0	-0.96 (L)
15 to 20 years	176	2.9*	±0.2	2,644	3.6*	±0.0	-0.80 (L)
More than 20 years	185	2.7*	±0.2	4,546	3.6*	±0.0	-0.98 (L)
Appointment Type							
Permanent	1,024	2.9*	±0.1	14,786	3.7*	±0.0	-0.78 (M)
Term	155	3.3*	±0.2	1,504	3.7*	±0.0	-0.42 (S)
Temporary	72	3.5*	±0.2	794	3.8*	±0.1	-0.30 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	177	3.5*	±0.1	1,662	3.7*	±0.0	-0.26 (S)
Non-Seasonal	917	2.9*	±0.1	13,688	3.7*	±0.0	-0.84 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	112	3.4*	±0.1	985	3.6*	±0.1	-0.26 (S)
Permanent-Non-Seasonal	909	2.9*	±0.1	13,572	3.7*	±0.0	-0.84 (L)
Term	155	3.3*	±0.2	1,504	3.7*	±0.0	-0.42 (S)
Temporary-Seasonal	64	3.6	±0.2	677	3.8	±0.1	-0.24 (S)
Temporary-Non-Seasonal	8	3.2	±0.8	116	3.9	±0.2	-0.69 (M)
Sex							
Men	382	3.1*	±0.1	11,127	3.7*	±0.0	-0.67 (M)
Women	872	3.0*	±0.1	6,082	3.6*	±0.0	-0.67 (M)
Gender Identity							
Male	382	3.1*	±0.1	11,127	3.7*	±0.0	-0.67 (M)
Female	872	3.0*	±0.1	6,082	3.6*	±0.0	-0.67 (M)
Transgender	NR	NR	NR	14	4.0	±0.5	NR
Do not identify as female, male, or transgender	7	3.2	±0.7	46	3.4	±0.3	-0.15
Sexual Orientation - Collapsed							
Heterosexual	1,037	3.0*	±0.1	15,626	3.7*	±0.0	-0.71 (M)
Sexual Minority	123	3.0*	±0.2	727	3.7*	±0.1	-0.69 (M)
Sexual Orientation							
Heterosexual or straight	1,037	3.0*	±0.1	15,626	3.7*	±0.0	-0.71 (M)
Lesbian	18	2.9*	±0.5	163	3.7*	±0.1	-0.77 (M)
Gay	14	3.7	±0.4	234	3.7	±0.1	-0.08
Bisexual	68	2.8*	±0.3	219	3.6*	±0.1	-0.73 (M)
Other	23	3.3*	±0.5	112	4.0*	±0.1	-0.76 (M)
I prefer not to say	65	2.9*	±0.2	751	3.5*	±0.1	-0.64 (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.

Table 4.105 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.105 Unwanted Sexual Attention and Organizational Inclusion Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	158	12.5%	±1.9	560	3.2%	±0.3
(2) Disagree	274	21.7%	±2.4	1,693	9.8%	±0.5
(3) Neither Agree nor Disagree	335	26.6%	±2.5	3,722	21.6%	±0.6
(4) Agree	413	32.7%	±2.6	8,260	47.8%	±0.7
(5) Strongly Agree	82	6.5%	±1.5	3,033	17.6%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.8.7 Unwanted Sexual Attention and Gender Context

Table 4.106 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 NPS.

Table 4.106 Unwanted Sexual Attention and Gender Context by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,259	2.2*	±0.0	17,139	2.3*	±0.0	-0.11
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	2.3	±0.1	553	2.4	±0.0	-0.08
Wage Grade (WG) 5-8	161	2.5*	±0.1	2,641	2.6*	±0.0	-0.29 (S)
Wage Grade (WG) 9-16	40	2.8*	±0.1	1,438	2.7*	±0.0	0.34 (S)
Other Wage Grade (WG)	NR	NR	NR	234	2.7	±0.0	NR
General Schedule (GS) 1-6	210	2.1	±0.1	1,924	2.0	±0.0	0.02
General Schedule (GS) 7-10	401	2.2	±0.1	3,635	2.2	±0.0	-0.01
General Schedule (GS) 11-12	252	2.2*	±0.1	4,144	2.2*	±0.0	0.14
General Schedule (GS) 13-15	84	2.1	±0.1	1,695	2.1	±0.0	0.00
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.1	NR
Other	24	2.9*	±0.1	643	2.7*	±0.0	0.42 (S)
Years of Service at Bureau or Office							
Less than 1 year	56	2.2	±0.1	1,091	2.3	±0.0	-0.22 (S)
1 to 3 years	229	2.2*	±0.1	2,293	2.3*	±0.0	-0.18
4 to 5 years	124	2.2*	±0.1	1,366	2.3*	±0.0	-0.19
6 to 10 years	343	2.3	±0.1	3,465	2.3	±0.0	-0.02
11 to 14 years	124	2.4	±0.1	1,675	2.3	±0.0	0.02
15 to 20 years	171	2.2*	±0.1	2,638	2.3*	±0.0	-0.28 (S)
More than 20 years	186	2.3	±0.1	4,518	2.3	±0.0	0.05
Appointment Type							
Permanent	1,021	2.3*	±0.0	14,694	2.3*	±0.0	-0.08
Term	154	2.1*	±0.1	1,470	2.3*	±0.0	-0.37 (S)
Temporary	72	2.2	±0.1	791	2.2	±0.0	-0.08

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	177	2.3	±0.1	1,659	2.3	±0.0	0.10
Non-Seasonal	913	2.3*	±0.0	13,602	2.3*	±0.0	-0.11
Appointment Type and Work Schedule							
Permanent-Seasonal	112	2.4	±0.1	984	2.3	±0.0	0.18
Permanent-Non-Seasonal	906	2.3*	±0.0	13,488	2.3*	±0.0	-0.11
Term	154	2.1*	±0.1	1,470	2.3*	±0.0	-0.37 (S)
Temporary-Seasonal	64	2.2	±0.1	675	2.2	±0.0	-0.04
Temporary-Non-Seasonal	8	2.0	±0.3	114	2.2	±0.1	-0.48 (S)
Sex							
Men	382	2.4*	±0.1	11,045	2.4*	±0.0	-0.15
Women	867	2.2*	±0.0	6,038	2.1*	±0.0	0.23 (S)
Gender Identity							
Male	382	2.4*	±0.1	11,045	2.4*	±0.0	-0.15
Female	867	2.2*	±0.0	6,038	2.1*	±0.0	0.23 (S)
Transgender	NR	NR	NR	14	2.2	±0.4	NR
Do not identify as female, male, or transgender	7	2.1	±0.3	42	2.1	±0.2	0.08
Sexual Orientation - Collapsed							
Heterosexual	1,033	2.3*	±0.0	15,548	2.3*	±0.0	-0.11
Sexual Minority	123	2.2	±0.1	725	2.2	±0.0	0.05
Sexual Orientation							
Heterosexual or straight	1,033	2.3*	±0.0	15,548	2.3*	±0.0	-0.11
Lesbian	18	2.2	±0.3	164	2.2	±0.1	-0.03
Gay	14	2.5*	±0.3	234	2.1*	±0.1	0.79 (M)
Bisexual	68	2.2	±0.1	218	2.1	±0.1	0.07
Other	23	2.0	±0.2	110	2.2	±0.1	-0.44 (S)
I prefer not to say	65	2.3	±0.1	710	2.3	±0.0	0.06

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

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

4.8.8 Unwanted Sexual Attention and Bystander Harassment

Table 4.107 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 NPS.

Table 4.107 Unwanted Sexual Attention and Bystander Harassment

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	708	57.4%*	±2.8	2,087	12.3%*	±0.5	1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	7	10.7%	±11.0	35	6.1%	±2.3	0.17
Wage Grade (WG) 5-8	75	50.4%*	±8.1	227	8.8%*	±1.2	0.98 (L)
Wage Grade (WG) 9-16	28	71.3%*	±16.7	120	8.6%*	±1.6	1.41 (L)
Other Wage Grade (WG)	NR	NR	NR	11	4.9%	±3.7	NR
General Schedule (GS) 1-6	132	64.2%*	±6.8	277	14.5%*	±1.7	1.08 (L)
General Schedule (GS) 7-10	251	64.4%*	±4.9	624	17.4%*	±1.3	1.00 (L)
General Schedule (GS) 11-12	136	54.5%*	±6.3	512	12.4%*	±1.0	0.94 (L)
General Schedule (GS) 13-15	52	62.3%*	±11.0	185	11.0%*	±1.6	1.15 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	56	8.5%	±2.4	NR
Years of Service at Bureau or Office							
Less than 1 year	36	65.5%*	±13.7	86	8.1%*	±1.8	1.31 (L)
1 to 3 years	137	59.5%*	±6.5	295	12.8%*	±1.4	1.03 (L)
4 to 5 years	72	60.5%*	±9.1	217	16.0%*	±2.0	0.96 (L)
6 to 10 years	169	50.5%*	±5.4	527	15.4%*	±1.2	0.77 (M)
11 to 14 years	73	59.4%*	±9.0	236	14.3%*	±1.8	0.99 (L)
15 to 20 years	109	63.9%*	±7.6	329	12.6%*	±1.3	1.13 (L)
More than 20 years	111	61.8%*	±7.4	383	8.6%*	±0.9	1.21 (L)
Appointment Type							
Permanent	575	57.8%*	±3.1	1,732	11.9%*	±0.5	1.02 (L)
Term	83	53.5%*	±8.0	177	12.0%*	±1.8	0.93 (L)
Temporary	38	53.6%*	±11.9	170	22.3%*	±3.1	0.66 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	89	53.4%*	±7.7	344	21.3%*	±2.1	0.68 (M)
Non-Seasonal	522	58.3%*	±3.3	1,550	11.5%*	±0.5	1.05 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	57	54.1%*	±9.7	197	20.3%*	±2.7	0.72 (M)
Permanent-Non-Seasonal	517	58.2%*	±3.3	1,527	11.4%*	±0.5	1.05 (L)
Term	83	53.5%*	±8.0	177	12.0%*	±1.8	0.93 (L)
Temporary-Seasonal	32	52.2%*	±12.6	147	22.8%*	±3.4	0.62 (M)
Temporary-Non-Seasonal	NR	NR	NR	23	19.7%	±8.4	NR
Sex							
Men	155	42.2%*	±5.1	1,047	9.6%*	±0.6	0.79 (M)
Women	546	63.8%*	±3.3	1,031	17.2%*	±1.0	1.00 (L)
Gender Identity							
Male	155	42.2%*	±5.1	1,047	9.6%*	±0.6	0.79 (M)
Female	546	63.8%*	±3.3	1,031	17.2%*	±1.0	1.00 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	8	17.4%	±14.3	NR
Sexual Orientation - Collapsed							
Heterosexual	595	58.2%*	±3.1	1,809	11.8%*	±0.5	1.03 (L)
Sexual Minority	84	69.2%*	±8.9	170	23.6%*	±3.2	0.95 (L)
Sexual Orientation							
Heterosexual or straight	595	58.2%*	±3.1	1,809	11.8%*	±0.5	1.03 (L)
Lesbian	NR	NR	NR	53	32.9%	±7.7	NR
Gay	NR	NR	NR	39	16.6%	±5.4	NR
Bisexual	52	76.5%*	±11.9	68	31.0%*	±6.5	0.95 (L)
Other	NR	NR	NR	11	10.2%	±7.3	NR
I prefer not to say	25	39.5%*	±12.9	87	12.0%*	±2.6	0.65 (M)

^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 sex/gender. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced unwanted sexual attention against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to unwanted sexual attention, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience unwanted sexual attention. Table 4.108 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.108 Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.853	0.352	65.650	--	17.332	--	--	--	--
Sex	-1.082	0.075	206.007	0.000	0.339	0.292	0.393	-3114.660	218.435
Age	-0.235	0.087	7.362	0.007	0.791	0.667	0.937	-3009.133	7.381
Education Level	0.230	0.078	8.633	0.003	1.258	1.080	1.467	-3009.779	8.674
Race/Ethnicity	0.209	0.097	4.595	0.032	1.232	1.018	1.491	-3007.811	4.737
Relationship Status	-0.711	0.071	99.126	0.000	0.491	0.427	0.565	-3055.089	99.293
Pay Grade	--	--	6.958	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.151	0.094	2.593	0.107	0.860	0.715	1.033	-3009.728	8.571
Senior Grade vs. Junior Grade	-0.299	0.113	6.948	0.008	0.742	0.594	0.926	-3009.728	8.571
Executive Grade vs. Junior Grade	-18.003	7776.709	0.000	0.998	0.000	0.000	0.000	-3009.728	8.571
Years of Service at Bureau or Office	-0.074	0.024	10.027	0.002	0.928	0.886	0.972	-3010.406	9.927
Organizational Politics	-0.175	0.056	9.694	0.002	0.839	0.752	0.937	-3010.294	9.703
Organizational Inclusion	-0.229	0.048	22.805	0.000	0.795	0.724	0.874	-3016.906	22.927
Organizational Trust	-0.274	0.062	19.686	0.000	0.760	0.673	0.858	-3015.198	19.512
Bystander Harassment Based on Sex/Gender	-1.419	0.077	341.142	0.000	0.242	0.208	0.281	-3174.118	337.352
General Intolerance	-0.336	0.051	42.755	0.000	0.715	0.646	0.790	-3026.788	42.691

Note. N = 15,230, Nagelkerke R Square = 0.271

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 4.109 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 NPS.

Table 4.109 Sexual Coercion and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	182	2.3*	±0.1	18,147	3.5*	±0.0	-1.37 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	632	3.3	±0.1	NR
Wage Grade (WG) 5-8	10	2.8*	±0.8	2,751	3.5*	±0.0	-0.80 (L)
Wage Grade (WG) 9-16	6	2.3*	±1.3	1,477	3.5*	±0.0	-1.29 (L)
Other Wage Grade (WG)	NR	NR	NR	218	3.6	±0.1	NR
General Schedule (GS) 1-6	28	2.2*	±0.4	2,100	3.6*	±0.0	-1.69 (L)
General Schedule (GS) 7-10	74	2.2*	±0.2	3,934	3.4*	±0.0	-1.30 (L)
General Schedule (GS) 11-12	24	2.6*	±0.3	4,354	3.6*	±0.0	-1.11 (L)
General Schedule (GS) 13-15	11	2.6*	±0.7	1,761	3.7*	±0.0	-1.28 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.1	±0.2	NR
Other	16	1.3*	±0.3	658	3.7*	±0.1	-2.65 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	3.1*	±0.9	1,139	3.7*	±0.1	-0.73 (M)
1 to 3 years	20	2.9*	±0.5	2,517	3.6*	±0.0	-0.74 (M)
4 to 5 years	21	2.1*	±0.4	1,450	3.6*	±0.0	-1.58 (L)
6 to 10 years	48	2.1*	±0.3	3,731	3.5*	±0.0	-1.51 (L)
11 to 14 years	24	1.6*	±0.3	1,769	3.5*	±0.0	-2.09 (L)
15 to 20 years	32	2.5*	±0.3	2,772	3.4*	±0.0	-0.96 (L)
More than 20 years	29	2.3*	±0.3	4,641	3.5*	±0.0	-1.39 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	154	2.2*	±0.2	15,494	3.5*	±0.0	-1.46 (L)
Term	12	2.5*	±0.7	1,621	3.6*	±0.0	-1.14 (L)
Temporary	15	3.0*	±0.6	839	3.6*	±0.1	-0.81 (L)
Work Schedule							
Seasonal	25	2.8*	±0.4	1,797	3.5*	±0.0	-0.85 (L)
Non-Seasonal	143	2.2*	±0.2	14,303	3.5*	±0.0	-1.49 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.6*	±0.7	1,084	3.5*	±0.0	-1.03 (L)
Permanent-Non-Seasonal	143	2.2*	±0.2	14,179	3.5*	±0.0	-1.49 (L)
Term	12	2.5*	±0.7	1,621	3.6*	±0.0	-1.14 (L)
Temporary-Seasonal	15	3.0*	±0.6	714	3.6*	±0.1	-0.82 (L)
Temporary-Non-Seasonal	--	--	--	124	3.8	±0.2	NA
Sex							
Men	56	2.5*	±0.3	11,300	3.6*	±0.0	-1.21 (L)
Women	123	2.2*	±0.2	6,781	3.4*	±0.0	-1.38 (L)
Gender Identity							
Male	56	2.5*	±0.3	11,300	3.6*	±0.0	-1.21 (L)
Female	123	2.2*	±0.2	6,781	3.4*	±0.0	-1.38 (L)
Transgender	NR	NR	NR	15	3.7	±0.6	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	151	2.3*	±0.2	16,362	3.5*	±0.0	-1.42 (L)
Sexual Minority	19	2.5*	±0.5	814	3.3*	±0.1	-0.84 (L)
Sexual Orientation							
Heterosexual or straight	151	2.3*	±0.2	16,362	3.5*	±0.0	-1.42 (L)
Lesbian	NR	NR	NR	176	3.3	±0.1	NR
Gay	NR	NR	NR	243	3.4	±0.1	NR
Bisexual	8	2.8	±0.8	279	3.3	±0.1	-0.46 (S)
Other	NR	NR	NR	117	3.3	±0.2	NR
I prefer not to say	10	1.8*	±0.8	789	3.3*	±0.1	-1.62 (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.

Table 4.110 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.110 Sexual Coercion and General Intolerance for Harassment Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	53	29.0%	±7.1	520	2.9%	±0.3
(2) Disagree	58	32.1%	±7.2	1,871	10.3%	±0.5
(3) Neither Agree nor Disagree	42	23.3%	±6.8	5,823	32.1%	±0.7
(4) Agree	22	11.8%	±5.6	7,141	39.3%	±0.7
(5) Strongly Agree	7	3.7%	±4.0	2,792	15.4%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

Table 4.111 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 NPS.

Table 4.111 Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	179	0.24*	±0.06	18,188	0.62*	±0.01	-0.88 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	622	0.53	±0.04	NR
Wage Grade (WG) 5-8	NR	NR	NR	2,774	0.57	±0.02	NR
Wage Grade (WG) 9-16	6	0.46	±0.38	1,476	0.57	±0.02	-0.27 (S)
Other Wage Grade (WG)	NR	NR	NR	235	0.65	±0.05	NR
General Schedule (GS) 1-6	28	0.31*	±0.14	2,079	0.62*	±0.02	-0.77 (M)
General Schedule (GS) 7-10	72	0.26*	±0.09	3,949	0.61*	±0.01	-0.82 (L)
General Schedule (GS) 11-12	23	0.20*	±0.15	4,359	0.65*	±0.01	-1.08 (L)
General Schedule (GS) 13-15	11	0.27*	±0.24	1,764	0.71*	±0.02	-1.14 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	0.83	±0.14	NR
Other	NR	NR	NR	673	0.69	±0.03	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,133	0.61	±0.03	NR
1 to 3 years	17	0.54	±0.22	2,527	0.67	±0.02	-0.31 (S)
4 to 5 years	21	0.28*	±0.17	1,456	0.61*	±0.02	-0.77 (M)
6 to 10 years	48	0.27*	±0.11	3,755	0.62*	±0.01	-0.82 (L)
11 to 14 years	NR	NR	NR	1,749	0.60	±0.02	NR
15 to 20 years	32	0.23*	±0.14	2,771	0.60*	±0.02	-0.88 (L)
More than 20 years	29	0.17*	±0.11	4,669	0.62*	±0.01	-1.07 (L)
Appointment Type							
Permanent	154	0.21*	±0.06	15,533	0.62*	±0.01	-0.96 (L)
Term	11	0.38*	±0.26	1,615	0.68*	±0.02	-0.72 (M)
Temporary	13	0.56	±0.24	845	0.58	±0.03	-0.06
Work Schedule							
Seasonal	23	0.47	±0.18	1,792	0.60	±0.02	-0.29 (S)
Non-Seasonal	143	0.20*	±0.06	14,355	0.62*	±0.01	-0.98 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	0.35	±0.28	1,072	0.61	±0.03	-0.60 (M)
Permanent-Non-Seasonal	143	0.20*	±0.06	14,232	0.62*	±0.01	-0.98 (L)
Term	11	0.38*	±0.26	1,615	0.68*	±0.02	-0.72 (M)
Temporary-Seasonal	13	0.56	±0.24	720	0.58	±0.03	-0.05
Temporary-Non-Seasonal	--	--	--	124	0.59	±0.08	NA
Sex							
Men	53	0.33*	±0.12	11,347	0.64*	±0.01	-0.74 (M)
Women	123	0.21*	±0.06	6,775	0.58*	±0.01	-0.85 (L)
Gender Identity							
Male	53	0.33*	±0.12	11,347	0.64*	±0.01	-0.74 (M)
Female	123	0.21*	±0.06	6,775	0.58*	±0.01	-0.85 (L)
Transgender	NR	NR	NR	15	0.64	±0.23	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	0.54	±0.12	NR
Sexual Orientation - Collapsed							
Heterosexual	148	0.24*	±0.06	16,378	0.63*	±0.01	-0.94 (L)
Sexual Minority	19	0.40	±0.19	826	0.56	±0.03	-0.39 (S)
Sexual Orientation							
Heterosexual or straight	148	0.24*	±0.06	16,378	0.63*	±0.01	-0.94 (L)
Lesbian	NR	NR	NR	175	0.56	±0.06	NR
Gay	NR	NR	NR	239	0.62	±0.05	NR
Bisexual	8	0.56	±0.29	279	0.52	±0.05	0.10
Other	NR	NR	NR	133	0.57	±0.06	NR
I prefer not to say	NR	NR	NR	800	0.45	±0.03	NR

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

4.9.3 Sexual Coercion and Organizational Politics

Table 4.112 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 NPS.

Table 4.112 Sexual Coercion and Organizational Politics by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	177	3.7*	±0.1	18,110	2.8*	±0.0	1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	619	3.1	±0.1	NR
Wage Grade (WG) 5-8	9	2.8	±0.8	2,761	2.9	±0.0	-0.12
Wage Grade (WG) 9-16	6	3.8*	±1.2	1,479	2.8*	±0.0	1.31 (L)
Other Wage Grade (WG)	NR	NR	NR	228	2.7	±0.1	NR
General Schedule (GS) 1-6	28	3.9*	±0.4	2,066	2.9*	±0.0	1.10 (L)
General Schedule (GS) 7-10	71	3.8*	±0.2	3,952	2.9*	±0.0	0.96 (L)
General Schedule (GS) 11-12	24	3.5*	±0.4	4,321	2.7*	±0.0	0.95 (L)
General Schedule (GS) 13-15	10	3.8*	±0.7	1,763	2.5*	±0.0	1.42 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.3	NR
Other	16	3.9*	±0.2	654	2.9*	±0.1	1.30 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	3.2	±1.2	1,121	2.8	±0.0	0.58 (M)
1 to 3 years	20	3.2*	±0.5	2,507	2.7*	±0.0	0.59 (M)
4 to 5 years	21	4.1*	±0.3	1,457	2.9*	±0.0	1.41 (L)
6 to 10 years	46	3.6*	±0.3	3,748	2.9*	±0.0	0.80 (L)
11 to 14 years	24	4.0*	±0.2	1,752	2.8*	±0.0	1.39 (L)
15 to 20 years	32	3.6*	±0.3	2,775	2.8*	±0.0	0.82 (L)
More than 20 years	26	3.9*	±0.3	4,622	2.7*	±0.0	1.40 (L)
Appointment Type							
Permanent	149	3.8*	±0.1	15,450	2.8*	±0.0	1.12 (L)
Term	12	3.5*	±0.6	1,629	2.8*	±0.0	0.83 (L)
Temporary	15	3.2	±0.6	838	2.8	±0.1	0.42 (S)
Work Schedule							
Seasonal	25	3.2*	±0.4	1,809	2.9*	±0.0	0.43 (S)
Non-Seasonal	138	3.8*	±0.1	14,247	2.8*	±0.0	1.16 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.3	±0.7	1,084	2.9	±0.0	0.48 (S)
Permanent-Non-Seasonal	138	3.8*	±0.1	14,135	2.8*	±0.0	1.16 (L)
Term	12	3.5*	±0.6	1,629	2.8*	±0.0	0.83 (L)
Temporary-Seasonal	15	3.2	±0.6	725	2.9	±0.1	0.40 (S)
Temporary-Non-Seasonal	--	--	--	112	2.8	±0.2	NA
Sex							
Men	51	3.6*	±0.3	11,317	2.8*	±0.0	0.91 (L)
Women	122	3.7*	±0.2	6,728	2.8*	±0.0	1.10 (L)
Gender Identity							
Male	51	3.6*	±0.3	11,317	2.8*	±0.0	0.91 (L)
Female	122	3.7*	±0.2	6,728	2.8*	±0.0	1.10 (L)
Transgender	NR	NR	NR	14	2.5	±0.5	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	146	3.7*	±0.2	16,308	2.8*	±0.0	1.08 (L)
Sexual Minority	19	3.4*	±0.4	829	2.9*	±0.1	0.51 (M)
Sexual Orientation							
Heterosexual or straight	146	3.7*	±0.2	16,308	2.8*	±0.0	1.08 (L)
Lesbian	NR	NR	NR	176	2.7	±0.1	NR
Gay	NR	NR	NR	242	3.0	±0.1	NR
Bisexual	8	3.3	±0.9	279	2.9	±0.1	0.46 (S)
Other	NR	NR	NR	133	2.9	±0.1	NR
I prefer not to say	10	4.0*	±0.5	778	3.0*	±0.1	1.18 (L)

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

Table 4.113 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.113 Sexual Coercion and Organizational Politics Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	NR	NR	NR	925	5.1%	±0.3
(2) Disagree	24	13.8%	±6.0	6,459	35.7%	±0.7
(3) Neither Agree nor Disagree	28	15.8%	±6.2	6,967	38.5%	±0.7
(4) Agree	88	50.0%	±7.4	3,050	16.8%	±0.6
(5) Strongly Agree	34	19.2%	±6.5	709	3.9%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.9.4 Sexual Coercion and Organizational Trust

Table 4.114 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 NPS.

Table 4.114 Sexual Coercion and Organizational Trust by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	181	2.2*	±0.1	18,245	3.3*	±0.0	-1.26 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	624	3.1	±0.1	NR
Wage Grade (WG) 5-8	10	2.7*	±1.0	2,792	3.2*	±0.0	-0.67 (M)
Wage Grade (WG) 9-16	6	2.0*	±1.1	1,489	3.1*	±0.0	-1.21 (L)
Other Wage Grade (WG)	NR	NR	NR	235	3.3	±0.1	NR
General Schedule (GS) 1-6	28	2.4*	±0.3	2,097	3.3*	±0.0	-0.99 (L)
General Schedule (GS) 7-10	74	2.0*	±0.2	3,953	3.2*	±0.0	-1.20 (L)
General Schedule (GS) 11-12	23	2.5*	±0.4	4,349	3.5*	±0.0	-1.07 (L)
General Schedule (GS) 13-15	11	2.3*	±0.7	1,766	3.7*	±0.0	-1.66 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.2	±0.2	NR
Other	16	1.2*	±0.2	673	3.3*	±0.1	-2.76 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	3.0	±1.2	1,140	3.5	±0.1	-0.56 (M)
1 to 3 years	19	2.9*	±0.5	2,543	3.5*	±0.0	-0.59 (M)
4 to 5 years	21	2.1*	±0.4	1,463	3.3*	±0.0	-1.27 (L)
6 to 10 years	48	2.2*	±0.3	3,762	3.2*	±0.0	-1.16 (L)
11 to 14 years	24	1.4*	±0.2	1,775	3.3*	±0.0	-2.03 (L)
15 to 20 years	32	2.4*	±0.3	2,774	3.3*	±0.0	-0.90 (L)
More than 20 years	29	1.8*	±0.3	4,660	3.3*	±0.0	-1.65 (L)
Appointment Type							
Permanent	153	2.0*	±0.1	15,562	3.3*	±0.0	-1.39 (L)
Term	12	2.6*	±0.7	1,638	3.4*	±0.0	-0.91 (L)
Temporary	15	3.1	±0.6	849	3.4	±0.1	-0.37 (S)
Work Schedule							
Seasonal	25	2.9	±0.5	1,810	3.3	±0.0	-0.38 (S)
Non-Seasonal	142	2.0*	±0.1	14,369	3.3*	±0.0	-1.45 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.7	±0.7	1,086	3.2	±0.1	-0.59 (M)
Permanent-Non-Seasonal	142	2.0*	±0.1	14,246	3.3*	±0.0	-1.45 (L)
Term	12	2.6*	±0.7	1,638	3.4*	±0.0	-0.91 (L)
Temporary-Seasonal	15	3.1	±0.6	724	3.4	±0.1	-0.31 (S)
Temporary-Non-Seasonal	--	--	--	124	3.7	±0.2	NA
Sex							
Men	56	2.3*	±0.3	11,419	3.3*	±0.0	-1.12 (L)
Women	122	2.1*	±0.2	6,760	3.3*	±0.0	-1.33 (L)
Gender Identity							
Male	56	2.3*	±0.3	11,419	3.3*	±0.0	-1.12 (L)
Female	122	2.1*	±0.2	6,760	3.3*	±0.0	-1.33 (L)
Transgender	NR	NR	NR	15	3.6	±0.6	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	2.9	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	150	2.1*	±0.2	16,432	3.3*	±0.0	-1.29 (L)
Sexual Minority	19	2.6*	±0.5	829	3.3*	±0.1	-0.73 (M)
Sexual Orientation							
Heterosexual or straight	150	2.1*	±0.2	16,432	3.3*	±0.0	-1.29 (L)
Lesbian	NR	NR	NR	177	3.4	±0.1	NR
Gay	NR	NR	NR	243	3.3	±0.1	NR
Bisexual	8	3.1	±0.8	279	3.3	±0.1	-0.18
Other	NR	NR	NR	131	3.3	±0.1	NR
I prefer not to say	10	1.8*	±0.5	794	3.2*	±0.1	-1.60 (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.

Table 4.115 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.115 Sexual Coercion and Organizational Trust Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	49	27.1%	±7.0	622	3.4%	±0.3
(2) Disagree	61	33.9%	±7.3	2,680	14.7%	±0.5
(3) Neither Agree nor Disagree	46	25.4%	±6.9	5,683	31.1%	±0.7
(4) Agree	21	11.6%	±5.6	7,449	40.8%	±0.7
(5) Strongly Agree	NR	NR	NR	1,811	9.9%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.9.5 Sexual Coercion and Supervisor Support

Table 4.116 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 NPS.

Table 4.116 Sexual Coercion and Supervisor Support by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	174	2.6*	±0.2	17,801	3.7*	±0.0	-1.07 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	623	3.4	±0.1	NR
Wage Grade (WG) 5-8	8	2.3*	±1.3	2,682	3.6*	±0.0	-1.21 (L)
Wage Grade (WG) 9-16	6	3.6	±1.3	1,471	3.5	±0.1	0.12
Other Wage Grade (WG)	NR	NR	NR	218	3.3	±0.2	NR
General Schedule (GS) 1-6	26	3.1*	±0.6	2,013	3.8*	±0.0	-0.65 (M)
General Schedule (GS) 7-10	71	2.3*	±0.3	3,856	3.7*	±0.0	-1.25 (L)
General Schedule (GS) 11-12	23	3.0*	±0.6	4,280	3.9*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	11	2.4*	±0.9	1,735	4.0*	±0.0	-1.62 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.3	NR
Other	16	1.8*	±0.6	652	3.9*	±0.1	-2.20 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	3.4	±1.1	1,085	4.0	±0.1	-0.58 (M)
1 to 3 years	17	3.8	±0.7	2,487	3.8	±0.0	-0.03
4 to 5 years	18	1.9*	±0.5	1,444	3.8*	±0.1	-1.81 (L)
6 to 10 years	48	2.6*	±0.4	3,677	3.7*	±0.0	-1.03 (L)
11 to 14 years	24	1.5*	±0.1	1,734	3.7*	±0.1	-1.93 (L)
15 to 20 years	32	3.1*	±0.5	2,737	3.7*	±0.0	-0.52 (M)
More than 20 years	28	2.5*	±0.4	4,508	3.7*	±0.0	-1.19 (L)
Appointment Type							
Permanent	146	2.5*	±0.2	15,215	3.7*	±0.0	-1.17 (L)
Term	12	3.0*	±0.8	1,582	3.8*	±0.1	-0.78 (M)
Temporary	15	3.4	±0.7	843	3.9	±0.1	-0.49 (S)
Work Schedule							
Seasonal	25	3.2*	±0.6	1,796	3.8*	±0.0	-0.62 (M)
Non-Seasonal	135	2.5*	±0.2	14,030	3.7*	±0.0	-1.17 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.8*	±1.0	1,076	3.8*	±0.1	-0.95 (L)
Permanent-Non-Seasonal	135	2.5*	±0.2	13,908	3.7*	±0.0	-1.17 (L)
Term	12	3.0*	±0.8	1,582	3.8*	±0.1	-0.78 (M)
Temporary-Seasonal	15	3.4	±0.7	720	3.9	±0.1	-0.46 (S)
Temporary-Non-Seasonal	--	--	--	122	4.0	±0.2	NA
Sex							
Men	55	2.9*	±0.4	11,087	3.7*	±0.0	-0.79 (M)
Women	116	2.5*	±0.2	6,649	3.8*	±0.0	-1.19 (L)
Gender Identity							
Male	55	2.9*	±0.4	11,087	3.7*	±0.0	-0.79 (M)
Female	116	2.5*	±0.2	6,649	3.8*	±0.0	-1.19 (L)
Transgender	NR	NR	NR	14	4.1	±0.6	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	3.6	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	145	2.6*	±0.2	16,057	3.8*	±0.0	-1.08 (L)
Sexual Minority	17	3.1*	±0.8	804	3.7*	±0.1	-0.54 (M)
Sexual Orientation							
Heterosexual or straight	145	2.6*	±0.2	16,057	3.8*	±0.0	-1.08 (L)
Lesbian	NR	NR	NR	172	3.8	±0.2	NR
Gay	NR	NR	NR	242	3.6	±0.2	NR
Bisexual	6	3.4	±1.4	274	3.6	±0.1	-0.17
Other	NR	NR	NR	116	3.9	±0.2	NR
I prefer not to say	10	1.7*	±0.5	754	3.5*	±0.1	-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.

Table 4.117 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.117 Sexual Coercion and Supervisor Support Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	43	24.5%	±7.0	835	4.7%	±0.3
(2) Disagree	58	33.2%	±7.4	1,523	8.6%	±0.4
(3) Neither Agree nor Disagree	20	11.4%	±5.7	3,187	17.9%	±0.6
(4) Agree	21	12.3%	±5.8	6,735	37.8%	±0.7
(5) Strongly Agree	32	18.5%	±6.6	5,522	31.0%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.9.6 Sexual Coercion and Organizational Inclusion

Table 4.118 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 NPS.

Table 4.118 Sexual Coercion and Organizational Inclusion by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	180	2.5*	±0.2	18,340	3.6*	±0.0	-1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	636	3.4	±0.1	NR
Wage Grade (WG) 5-8	10	3.0	±1.1	2,817	3.5	±0.0	-0.52 (M)
Wage Grade (WG) 9-16	6	2.0*	±1.1	1,485	3.5*	±0.0	-1.80 (L)
Other Wage Grade (WG)	NR	NR	NR	235	3.6	±0.1	NR
General Schedule (GS) 1-6	27	3.0*	±0.4	2,117	3.7*	±0.0	-0.78 (M)
General Schedule (GS) 7-10	74	2.3*	±0.3	3,958	3.6*	±0.0	-1.30 (L)
General Schedule (GS) 11-12	24	2.8*	±0.3	4,374	3.7*	±0.0	-0.99 (L)
General Schedule (GS) 13-15	11	2.6*	±0.7	1,770	3.9*	±0.0	-1.47 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	16	1.7*	±0.2	674	3.7*	±0.1	-2.39 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	3.0	±1.3	1,142	3.7	±0.1	-0.66 (M)
1 to 3 years	20	3.3	±0.6	2,565	3.8	±0.0	-0.44 (S)
4 to 5 years	21	2.8*	±0.5	1,468	3.7*	±0.0	-1.01 (L)
6 to 10 years	48	2.6*	±0.4	3,773	3.6*	±0.0	-1.04 (L)
11 to 14 years	24	1.9*	±0.2	1,778	3.6*	±0.0	-1.71 (L)
15 to 20 years	32	2.7*	±0.3	2,789	3.6*	±0.0	-0.99 (L)
More than 20 years	28	1.7*	±0.4	4,697	3.6*	±0.0	-2.03 (L)
Appointment Type							
Permanent	153	2.4*	±0.2	15,646	3.6*	±0.0	-1.31 (L)
Term	12	2.9*	±0.7	1,646	3.7*	±0.0	-0.84 (L)
Temporary	15	3.4	±0.6	852	3.8	±0.1	-0.37 (S)
Work Schedule							
Seasonal	25	3.4	±0.5	1,812	3.7	±0.0	-0.35 (S)
Non-Seasonal	142	2.3*	±0.2	14,454	3.6*	±0.0	-1.36 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.2	±0.7	1,086	3.6	±0.1	-0.42 (S)
Permanent-Non-Seasonal	142	2.3*	±0.2	14,330	3.6*	±0.0	-1.36 (L)
Term	12	2.9*	±0.7	1,646	3.7*	±0.0	-0.84 (L)
Temporary-Seasonal	15	3.4	±0.6	726	3.8	±0.1	-0.36 (S)
Temporary-Non-Seasonal	--	--	--	124	3.8	±0.2	NA
Sex							
Men	54	2.7*	±0.3	11,448	3.7*	±0.0	-1.06 (L)
Women	123	2.4*	±0.2	6,826	3.6*	±0.0	-1.15 (L)
Gender Identity							
Male	54	2.7*	±0.3	11,448	3.7*	±0.0	-1.06 (L)
Female	123	2.4*	±0.2	6,826	3.6*	±0.0	-1.15 (L)
Transgender	NR	NR	NR	15	3.9	±0.5	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	150	2.5*	±0.2	16,502	3.6*	±0.0	-1.24 (L)
Sexual Minority	19	3.0*	±0.5	831	3.6*	±0.1	-0.66 (M)
Sexual Orientation							
Heterosexual or straight	150	2.5*	±0.2	16,502	3.6*	±0.0	-1.24 (L)
Lesbian	NR	NR	NR	176	3.6	±0.1	NR
Gay	NR	NR	NR	244	3.7	±0.1	NR
Bisexual	8	3.4	±0.8	279	3.5	±0.1	-0.05
Other	NR	NR	NR	133	3.9	±0.1	NR
I prefer not to say	10	2.2*	±0.7	806	3.4*	±0.1	-1.32 (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.

Table 4.119 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.119 Sexual Coercion and Organizational Inclusion Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	48	26.9%	±7.0	665	3.6%	±0.3
(2) Disagree	51	28.4%	±7.1	1,915	10.4%	±0.5
(3) Neither Agree nor Disagree	29	16.1%	±6.2	4,026	21.9%	±0.6
(4) Agree	42	23.4%	±6.8	8,629	47.1%	±0.7
(5) Strongly Agree	9	5.2%	±4.4	3,106	16.9%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.9.7 Sexual Coercion and Gender Context

Table 4.120 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 NPS.

Table 4.120 Sexual Coercion and Gender Context by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	176	2.4*	±0.1	18,211	2.3*	±0.0	0.16
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	610	2.4	±0.0	NR
Wage Grade (WG) 5-8	10	2.7	±0.3	2,792	2.6	±0.0	0.14
Wage Grade (WG) 9-16	6	3.0	±0.0	1,472	2.7	±0.0	0.80 (L)
Other Wage Grade (WG)	NR	NR	NR	235	2.7	±0.0	NR
General Schedule (GS) 1-6	28	2.1	±0.2	2,105	2.0	±0.0	0.15
General Schedule (GS) 7-10	74	2.3*	±0.1	3,959	2.2*	±0.0	0.29 (S)
General Schedule (GS) 11-12	23	2.1	±0.2	4,368	2.2	±0.0	-0.06
General Schedule (GS) 13-15	11	2.5*	±0.3	1,766	2.1*	±0.0	0.83 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.1	NR
Other	16	2.9	±0.1	651	2.7	±0.0	0.44 (S)
Years of Service at Bureau or Office							
Less than 1 year	7	1.9	±0.5	1,140	2.3	±0.0	-0.71 (M)
1 to 3 years	19	2.2	±0.2	2,503	2.3	±0.0	-0.16
4 to 5 years	21	2.4	±0.3	1,467	2.3	±0.0	0.21 (S)
6 to 10 years	48	2.4	±0.2	3,757	2.3	±0.0	0.11
11 to 14 years	24	2.8*	±0.1	1,774	2.3*	±0.0	0.92 (L)
15 to 20 years	27	2.2	±0.2	2,783	2.3	±0.0	-0.12
More than 20 years	29	2.5	±0.2	4,669	2.3	±0.0	0.32 (S)
Appointment Type							
Permanent	150	2.4*	±0.1	15,555	2.3*	±0.0	0.22 (S)
Term	11	2.2	±0.3	1,613	2.3	±0.0	-0.14
Temporary	15	2.2	±0.2	848	2.2	±0.0	-0.07
Work Schedule							
Seasonal	25	2.2	±0.2	1,809	2.3	±0.0	-0.20 (S)
Non-Seasonal	138	2.5*	±0.1	14,368	2.3*	±0.0	0.28 (S)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	2.1	±0.5	1,085	2.3	±0.0	-0.33 (S)
Permanent-Non-Seasonal	138	2.5*	±0.1	14,246	2.3*	±0.0	0.28 (S)
Term	11	2.2	±0.3	1,613	2.3	±0.0	-0.14
Temporary-Seasonal	15	2.2	±0.2	724	2.2	±0.0	-0.07
Temporary-Non-Seasonal	--	--	--	122	2.2	±0.1	NA
Sex							
Men	55	2.4	±0.1	11,366	2.4	±0.0	-0.08
Women	118	2.4*	±0.1	6,783	2.1*	±0.0	0.55 (M)
Gender Identity							
Male	55	2.4	±0.1	11,366	2.4	±0.0	-0.08
Female	118	2.4*	±0.1	6,783	2.1*	±0.0	0.55 (M)
Transgender	NR	NR	NR	15	2.2	±0.3	NR
Do not identify as female, male, or transgender	NR	NR	NR	47	2.1	±0.1	NR
Sexual Orientation - Collapsed							
Heterosexual	146	2.4*	±0.1	16,424	2.3*	±0.0	0.19
Sexual Minority	19	2.2	±0.3	829	2.2	±0.0	-0.01
Sexual Orientation							
Heterosexual or straight	146	2.4*	±0.1	16,424	2.3*	±0.0	0.19
Lesbian	NR	NR	NR	177	2.2	±0.1	NR
Gay	NR	NR	NR	244	2.1	±0.1	NR
Bisexual	8	2.2	±0.6	278	2.1	±0.1	0.15
Other	NR	NR	NR	130	2.2	±0.1	NR
I prefer not to say	10	2.5	±0.4	765	2.3	±0.0	0.39 (S)

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

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

4.9.8 Sexual Coercion and Bystander Harassment

Table 4.121 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 NPS.

Table 4.121 Sexual Coercion and Bystander Harassment

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	136	75.9%*	±6.9	2,656	14.7%*	±0.5	1.33 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	42	6.6%	±2.2	NR
Wage Grade (WG) 5-8	NR	NR	NR	294	10.8%	±1.2	NR
Wage Grade (WG) 9-16	NR	NR	NR	145	10.1%	±1.7	NR
Other Wage Grade (WG)	NR	NR	NR	11	4.9%	±3.6	NR
General Schedule (GS) 1-6	NR	NR	NR	388	18.6%	±1.7	NR
General Schedule (GS) 7-10	53	73.0%*	±11.6	822	21.1%*	±1.3	1.10 (L)
General Schedule (GS) 11-12	NR	NR	NR	626	14.4%	±1.1	NR
General Schedule (GS) 13-15	NR	NR	NR	229	13.0%	±1.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	59	8.7%	±2.4	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	117	10.6%	±2.0	NR
1 to 3 years	NR	NR	NR	418	16.5%	±1.5	NR
4 to 5 years	NR	NR	NR	278	19.1%	±2.1	NR
6 to 10 years	38	82.1%*	±14.3	658	17.7%*	±1.3	1.40 (L)
11 to 14 years	NR	NR	NR	289	16.5%	±1.8	NR
15 to 20 years	NR	NR	NR	414	15.1%	±1.4	NR
More than 20 years	NR	NR	NR	468	10.2%	±0.9	NR
Appointment Type							
Permanent	119	78.6%*	±7.3	2,184	14.2%*	±0.6	1.41 (L)
Term	NR	NR	NR	251	15.5%	±1.8	NR
Temporary	NR	NR	NR	200	24.5%	±3.1	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	418	23.8%	±2.1	NR
Non-Seasonal	111	78.6%*	±7.6	1,958	13.7%*	±0.6	1.42 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	246	23.1%	±2.6	NR
Permanent-Non-Seasonal	111	78.6%*	±7.6	1,930	13.6%*	±0.6	1.42 (L)
Term	NR	NR	NR	251	15.5%	±1.8	NR
Temporary-Seasonal	NR	NR	NR	172	24.9%	±3.4	NR
Temporary-Non-Seasonal	--	--	--	28	22.6%	±8.3	NA
Sex							
Men	35	62.2%*	±13.7	1,166	10.4%*	±0.6	1.16 (L)
Women	99	82.4%*	±8.0	1,476	22.0%*	±1.0	1.30 (L)
Gender Identity							
Male	35	62.2%*	±13.7	1,166	10.4%*	±0.6	1.16 (L)
Female	99	82.4%*	±8.0	1,476	22.0%*	±1.0	1.30 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	11	21.6%	±13.9	NR
Sexual Orientation - Collapsed							
Heterosexual	115	75.7%*	±7.6	2,287	14.1%*	±0.5	1.34 (L)
Sexual Minority	NR	NR	NR	242	29.3%	±3.2	NR
Sexual Orientation							
Heterosexual or straight	115	75.7%*	±7.6	2,287	14.1%*	±0.5	1.34 (L)
Lesbian	NR	NR	NR	64	36.8%	±7.5	NR
Gay	NR	NR	NR	42	17.1%	±5.3	NR
Bisexual	NR	NR	NR	113	40.7%	±5.9	NR
Other	NR	NR	NR	24	17.9%	±7.6	NR
I prefer not to say	NR	NR	NR	104	13.4%	±2.6	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 sex/gender. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual coercion against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual coercion, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual coercion. Table 4.122 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.122 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	-0.169	0.413	0.167	--	0.844	--	--	--	--
Sex	-0.632	0.198	10.229	0.001	0.532	0.361	0.783	-564.525	10.717
Education Level	1.416	0.232	37.198	0.000	4.119	2.614	6.492	-581.368	44.402
Race/Ethnicity	-0.517	0.219	5.550	0.018	0.596	0.388	0.917	-561.738	5.144
Pay Grade	--	--	14.616	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.201	0.235	0.732	0.392	0.818	0.516	1.296	-567.208	16.084
Senior Grade vs. Junior Grade	-0.953	0.273	12.213	0.000	0.386	0.226	0.658	-567.208	16.084
Executive Grade vs. Junior Grade	-15.816	7836.494	0.000	0.998	0.000	0.000	0.000	-567.208	16.084
Organizational Inclusion	-0.278	0.120	5.400	0.020	0.757	0.599	0.957	-561.932	5.530
Organizational Trust	-0.449	0.153	8.550	0.003	0.638	0.473	0.862	-563.431	8.529
Bystander Harassment Based on Sex/Gender	-1.617	0.219	54.481	0.000	0.199	0.129	0.305	-589.947	61.562
General Intolerance	-0.459	0.132	12.076	0.001	0.632	0.488	0.819	-565.262	12.192

Note. N = 15,225, Nagelkerke R Square = 0.268

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 4.123 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 NPS.

Table 4.123 Gender Harassment and General Intolerance for Harassment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	
Overall	3,557	3.0*	±0.0	14,781	3.6*	±0.0	-0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	122	2.6*	±0.1	514	3.5*	±0.1	-0.81 (L)
Wage Grade (WG) 5-8	433	3.2*	±0.1	2,329	3.6*	±0.0	-0.43 (S)
Wage Grade (WG) 9-16	101	2.6*	±0.2	1,382	3.5*	±0.0	-1.00 (L)
Other Wage Grade (WG)	40	3.2*	±0.2	179	3.6*	±0.1	-0.53 (M)
General Schedule (GS) 1-6	522	3.1*	±0.1	1,606	3.8*	±0.0	-0.84 (L)
General Schedule (GS) 7-10	1,028	2.9*	±0.1	2,984	3.6*	±0.0	-0.79 (M)
General Schedule (GS) 11-12	876	2.9*	±0.1	3,504	3.7*	±0.0	-0.94 (L)
General Schedule (GS) 13-15	310	3.2*	±0.1	1,464	3.8*	±0.0	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	4.0	±0.4	17	4.2	±0.3	-0.26 (S)
Other	60	2.5*	±0.3	614	3.7*	±0.1	-1.33 (L)
Years of Service at Bureau or Office							
Less than 1 year	202	3.1*	±0.1	944	3.8*	±0.1	-0.86 (L)
1 to 3 years	533	3.0*	±0.1	2,004	3.8*	±0.0	-0.96 (L)
4 to 5 years	356	3.0*	±0.1	1,117	3.7*	±0.1	-0.76 (M)
6 to 10 years	804	3.0*	±0.1	2,977	3.6*	±0.0	-0.75 (M)
11 to 14 years	382	2.8*	±0.1	1,413	3.6*	±0.0	-0.90 (L)
15 to 20 years	589	2.9*	±0.1	2,214	3.5*	±0.0	-0.73 (M)
More than 20 years	666	3.0*	±0.1	4,007	3.6*	±0.0	-0.69 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	2,914	3.0*	±0.0	12,743	3.6*	±0.0	-0.79 (M)
Term	355	3.0*	±0.1	1,278	3.7*	±0.0	-0.84 (L)
Temporary	244	3.1*	±0.1	610	3.8*	±0.1	-0.94 (L)
Work Schedule							
Seasonal	490	3.1*	±0.1	1,332	3.7*	±0.0	-0.70 (M)
Non-Seasonal	2,652	2.9*	±0.0	11,803	3.6*	±0.0	-0.81 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	279	3.1*	±0.1	815	3.6*	±0.1	-0.65 (M)
Permanent-Non-Seasonal	2,620	2.9*	±0.0	11,712	3.6*	±0.0	-0.80 (L)
Term	355	3.0*	±0.1	1,278	3.7*	±0.0	-0.84 (L)
Temporary-Seasonal	212	3.2*	±0.1	517	3.8*	±0.1	-0.79 (M)
Temporary-Non-Seasonal	32	2.7*	±0.2	92	4.2*	±0.2	-1.88 (L)
Sex							
Men	1,095	3.0*	±0.1	10,265	3.6*	±0.0	-0.73 (M)
Women	2,440	3.0*	±0.0	4,469	3.7*	±0.0	-0.83 (L)
Gender Identity							
Male	1,095	3.0*	±0.1	10,265	3.6*	±0.0	-0.73 (M)
Female	2,440	3.0*	±0.0	4,469	3.7*	±0.0	-0.83 (L)
Transgender	7	2.9	±1.1	9	4.1	±0.5	-1.01 (L)
Do not identify as female, male, or transgender	15	3.0	±0.6	38	3.3	±0.3	-0.32 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,004	3.0*	±0.0	13,517	3.7*	±0.0	-0.75 (M)
Sexual Minority	352	2.9*	±0.1	481	3.6*	±0.1	-0.87 (L)
Sexual Orientation							
Heterosexual or straight	3,004	3.0*	±0.0	13,517	3.7*	±0.0	-0.75 (M)
Lesbian	107	3.0*	±0.2	74	3.7*	±0.2	-0.87 (L)
Gay	42	2.8*	±0.2	206	3.6*	±0.1	-1.03 (L)
Bisexual	150	2.8*	±0.2	136	3.9*	±0.1	-1.18 (L)
Other	53	3.1	±0.3	65	3.4	±0.2	-0.30 (S)
I prefer not to say	162	2.7*	±0.1	636	3.5*	±0.1	-0.91 (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.

Table 4.124 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.124 Gender Harassment and General Intolerance for Harassment Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	258	7.2%	±0.9	318	2.1%	±0.2
(2) Disagree	798	22.4%	±1.4	1,134	7.7%	±0.4
(3) Neither Agree nor Disagree	1,440	40.5%	±1.6	4,428	30.0%	±0.7
(4) Agree	877	24.7%	±1.4	6,285	42.5%	±0.8
(5) Strongly Agree	184	5.2%	±0.8	2,616	17.7%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.10.2 Gender Harassment and Leadership Intolerance for Harassment

Table 4.125 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 NPS.

Table 4.125 Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,516	0.45*	±0.01	14,859	0.65*	±0.01	-0.47 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	124	0.15*	±0.05	501	0.62*	±0.04	-1.10 (L)
Wage Grade (WG) 5-8	432	0.55	±0.04	2,352	0.57	±0.02	-0.05
Wage Grade (WG) 9-16	101	0.32*	±0.08	1,380	0.59*	±0.02	-0.63 (M)
Other Wage Grade (WG)	40	0.76*	±0.11	196	0.63*	±0.05	0.35 (S)
General Schedule (GS) 1-6	499	0.50*	±0.04	1,608	0.66*	±0.02	-0.37 (S)
General Schedule (GS) 7-10	1,022	0.44*	±0.03	3,002	0.65*	±0.02	-0.51 (M)
General Schedule (GS) 11-12	866	0.42*	±0.03	3,517	0.70*	±0.01	-0.69 (M)
General Schedule (GS) 13-15	309	0.52*	±0.05	1,469	0.75*	±0.02	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	0.65	±0.33	17	0.86	±0.15	-0.55 (M)
Other	60	0.41*	±0.11	629	0.70*	±0.03	-0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	202	0.50*	±0.06	938	0.63*	±0.03	-0.28 (S)
1 to 3 years	511	0.45*	±0.04	2,032	0.72*	±0.02	-0.68 (M)
4 to 5 years	355	0.53*	±0.04	1,124	0.62*	±0.03	-0.22 (S)
6 to 10 years	795	0.45*	±0.03	3,010	0.66*	±0.02	-0.51 (M)
11 to 14 years	376	0.43*	±0.04	1,399	0.63*	±0.02	-0.47 (S)
15 to 20 years	588	0.45*	±0.03	2,214	0.63*	±0.02	-0.45 (S)
More than 20 years	663	0.43*	±0.03	4,038	0.65*	±0.01	-0.54 (M)
Appointment Type							
Permanent	2,886	0.45*	±0.02	12,811	0.65*	±0.01	-0.47 (S)
Term	345	0.49*	±0.05	1,280	0.72*	±0.02	-0.59 (M)
Temporary	241	0.49*	±0.05	618	0.62*	±0.04	-0.28 (S)
Work Schedule							
Seasonal	486	0.53*	±0.04	1,329	0.62*	±0.02	-0.22 (S)
Non-Seasonal	2,625	0.44*	±0.02	11,883	0.65*	±0.01	-0.50 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	277	0.51*	±0.05	805	0.64*	±0.03	-0.30 (S)
Permanent-Non-Seasonal	2,593	0.45*	±0.02	11,791	0.65*	±0.01	-0.49 (S)
Term	345	0.49*	±0.05	1,280	0.72*	±0.02	-0.59 (M)
Temporary-Seasonal	209	0.54	±0.05	524	0.59	±0.04	-0.11
Temporary-Non-Seasonal	32	0.15*	±0.10	92	0.74*	±0.09	-1.51 (L)
Sex							
Men	1,076	0.50*	±0.03	10,329	0.66*	±0.01	-0.36 (S)
Women	2,418	0.43*	±0.02	4,483	0.65*	±0.01	-0.51 (M)
Gender Identity							
Male	1,076	0.50*	±0.03	10,329	0.66*	±0.01	-0.36 (S)
Female	2,418	0.43*	±0.02	4,483	0.65*	±0.01	-0.51 (M)
Transgender	7	0.43	±0.40	9	0.74	±0.24	-0.66 (M)
Do not identify as female, male, or transgender	15	0.33	±0.19	38	0.60	±0.14	-0.60 (M)
Sexual Orientation - Collapsed							
Heterosexual	2,969	0.47*	±0.02	13,564	0.66*	±0.01	-0.46 (S)
Sexual Minority	351	0.40*	±0.04	494	0.67*	±0.03	-0.68 (M)
Sexual Orientation							
Heterosexual or straight	2,969	0.47*	±0.02	13,564	0.66*	±0.01	-0.46 (S)
Lesbian	106	0.47*	±0.08	74	0.67*	±0.09	-0.48 (S)
Gay	42	0.31*	±0.12	202	0.68*	±0.06	-0.88 (L)
Bisexual	150	0.33*	±0.06	136	0.73*	±0.06	-1.01 (L)
Other	53	0.53	±0.11	81	0.58	±0.08	-0.14
I prefer not to say	159	0.28*	±0.05	650	0.48*	±0.03	-0.47 (S)

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

4.10.3 Gender Harassment and Organizational Politics

Table 4.126 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 NPS.

Table 4.126 Gender Harassment and Organizational Politics by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,528	3.2*	±0.0	14,767	2.7*	±0.0	0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	116	3.6*	±0.1	507	3.0*	±0.1	0.67 (M)
Wage Grade (WG) 5-8	433	3.0*	±0.1	2,337	2.8*	±0.0	0.24 (S)
Wage Grade (WG) 9-16	101	3.3*	±0.2	1,384	2.8*	±0.0	0.66 (M)
Other Wage Grade (WG)	40	3.1*	±0.2	189	2.6*	±0.1	0.59 (M)
General Schedule (GS) 1-6	518	3.3*	±0.1	1,576	2.8*	±0.0	0.57 (M)
General Schedule (GS) 7-10	1,027	3.3*	±0.1	3,000	2.8*	±0.0	0.53 (M)
General Schedule (GS) 11-12	860	3.1*	±0.1	3,487	2.6*	±0.0	0.56 (M)
General Schedule (GS) 13-15	309	2.8*	±0.1	1,466	2.4*	±0.0	0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	2.5*	±0.4	17	1.8*	±0.3	1.19 (L)
Other	60	3.5*	±0.2	610	2.8*	±0.1	0.85 (L)
Years of Service at Bureau or Office							
Less than 1 year	192	3.0*	±0.1	937	2.7*	±0.0	0.36 (S)
1 to 3 years	526	3.2*	±0.1	1,999	2.6*	±0.0	0.79 (M)
4 to 5 years	360	3.2*	±0.1	1,120	2.8*	±0.1	0.36 (S)
6 to 10 years	802	3.2*	±0.1	2,995	2.8*	±0.0	0.46 (S)
11 to 14 years	381	3.2*	±0.1	1,398	2.8*	±0.0	0.47 (S)
15 to 20 years	593	3.2*	±0.1	2,214	2.8*	±0.0	0.51 (M)
More than 20 years	650	3.1*	±0.1	4,001	2.7*	±0.0	0.50 (M)
Appointment Type							
Permanent	2,897	3.2*	±0.0	12,711	2.7*	±0.0	0.51 (M)
Term	341	3.1*	±0.1	1,299	2.8*	±0.0	0.42 (S)
Temporary	246	3.2*	±0.1	608	2.7*	±0.1	0.68 (M)
Work Schedule							
Seasonal	492	3.2*	±0.1	1,342	2.8*	±0.0	0.48 (S)
Non-Seasonal	2,636	3.2*	±0.0	11,759	2.7*	±0.0	0.53 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	278	3.1*	±0.1	815	2.8*	±0.1	0.34 (S)
Permanent-Non-Seasonal	2,604	3.2*	±0.0	11,679	2.7*	±0.0	0.53 (M)
Term	341	3.1*	±0.1	1,299	2.8*	±0.0	0.42 (S)
Temporary-Seasonal	214	3.3*	±0.1	526	2.7*	±0.1	0.68 (M)
Temporary-Non-Seasonal	32	3.1*	±0.2	80	2.6*	±0.2	0.69 (M)
Sex							
Men	1,078	3.3*	±0.1	10,295	2.7*	±0.0	0.62 (M)
Women	2,428	3.1*	±0.0	4,426	2.7*	±0.0	0.53 (M)
Gender Identity							
Male	1,078	3.3*	±0.1	10,295	2.7*	±0.0	0.62 (M)
Female	2,428	3.1*	±0.0	4,426	2.7*	±0.0	0.53 (M)
Transgender	7	3.3*	±0.5	8	2.0*	±0.6	1.57 (L)
Do not identify as female, male, or transgender	15	3.3	±0.5	38	3.2	±0.3	0.09
Sexual Orientation - Collapsed							
Heterosexual	2,971	3.1*	±0.0	13,489	2.7*	±0.0	0.51 (M)
Sexual Minority	352	3.1*	±0.1	496	2.7*	±0.1	0.39 (S)
Sexual Orientation							
Heterosexual or straight	2,971	3.1*	±0.0	13,489	2.7*	±0.0	0.51 (M)
Lesbian	107	2.9*	±0.2	74	2.6*	±0.2	0.38 (S)
Gay	42	3.6*	±0.3	205	2.9*	±0.1	0.65 (M)
Bisexual	150	3.3*	±0.1	136	2.5*	±0.2	0.83 (L)
Other	53	2.9	±0.2	81	3.0	±0.2	-0.17
I prefer not to say	162	3.4*	±0.1	625	2.9*	±0.1	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.

Table 4.127 presents the scale distribution of organizational politics for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.127 Gender Harassment and Organizational Politics Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	83	2.3%	±0.6	845	5.7%	±0.4
(2) Disagree	790	22.4%	±1.4	5,695	38.6%	±0.8
(3) Neither Agree nor Disagree	1,381	39.1%	±1.6	5,616	38.0%	±0.8
(4) Agree	1,019	28.9%	±1.5	2,121	14.4%	±0.6
(5) Strongly Agree	256	7.2%	±0.9	490	3.3%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.10.4 Gender Harassment and Organizational Trust

Table 4.128 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 NPS.

Table 4.128 Gender Harassment and Organizational Trust by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,559	2.9*	±0.0	14,875	3.4*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	126	2.6*	±0.1	503	3.2*	±0.1	-0.61 (M)
Wage Grade (WG) 5-8	438	3.0*	±0.1	2,365	3.3*	±0.0	-0.27 (S)
Wage Grade (WG) 9-16	101	2.3*	±0.2	1,393	3.1*	±0.0	-0.94 (L)
Other Wage Grade (WG)	40	2.7*	±0.3	196	3.4*	±0.1	-0.84 (L)
General Schedule (GS) 1-6	522	3.0*	±0.1	1,604	3.4*	±0.0	-0.47 (S)
General Schedule (GS) 7-10	1,029	2.7*	±0.1	3,001	3.3*	±0.0	-0.63 (M)
General Schedule (GS) 11-12	869	3.0*	±0.1	3,505	3.6*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	309	3.4*	±0.1	1,471	3.8*	±0.0	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.9	±0.5	17	4.3	±0.2	-0.68 (M)
Other	60	2.3*	±0.3	629	3.4*	±0.1	-1.39 (L)
Years of Service at Bureau or Office							
Less than 1 year	202	3.2*	±0.1	945	3.6*	±0.1	-0.46 (S)
1 to 3 years	532	3.0*	±0.1	2,029	3.6*	±0.0	-0.63 (M)
4 to 5 years	358	3.0*	±0.1	1,127	3.3*	±0.1	-0.35 (S)
6 to 10 years	803	2.8*	±0.1	3,010	3.3*	±0.0	-0.57 (M)
11 to 14 years	380	2.8*	±0.1	1,422	3.4*	±0.0	-0.58 (M)
15 to 20 years	593	2.8*	±0.1	2,213	3.4*	±0.0	-0.60 (M)
More than 20 years	666	2.8*	±0.1	4,026	3.4*	±0.0	-0.62 (M)
Appointment Type							
Permanent	2,912	2.9*	±0.0	12,813	3.4*	±0.0	-0.60 (M)
Term	357	3.1*	±0.1	1,292	3.4*	±0.0	-0.34 (S)
Temporary	246	3.1*	±0.1	618	3.5*	±0.1	-0.54 (M)
Work Schedule							
Seasonal	492	3.0*	±0.1	1,343	3.3*	±0.0	-0.37 (S)
Non-Seasonal	2,650	2.9*	±0.0	11,870	3.4*	±0.0	-0.62 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	278	3.0*	±0.1	817	3.3*	±0.1	-0.34 (S)
Permanent-Non-Seasonal	2,619	2.9*	±0.0	11,779	3.4*	±0.0	-0.62 (M)
Term	357	3.1*	±0.1	1,292	3.4*	±0.0	-0.34 (S)
Temporary-Seasonal	214	3.1*	±0.1	525	3.5*	±0.1	-0.43 (S)
Temporary-Non-Seasonal	32	2.9*	±0.3	92	4.0*	±0.2	-1.41 (L)
Sex							
Men	1,098	2.8*	±0.1	10,381	3.4*	±0.0	-0.64 (M)
Women	2,439	2.9*	±0.0	4,447	3.5*	±0.0	-0.62 (M)
Gender Identity							
Male	1,098	2.8*	±0.1	10,381	3.4*	±0.0	-0.64 (M)
Female	2,439	2.9*	±0.0	4,447	3.5*	±0.0	-0.62 (M)
Transgender	7	2.9	±0.9	9	4.0	±0.7	-0.92 (L)
Do not identify as female, male, or transgender	15	2.8	±0.4	38	2.9	±0.3	-0.17
Sexual Orientation - Collapsed							
Heterosexual	3,003	2.9*	±0.0	13,586	3.4*	±0.0	-0.54 (M)
Sexual Minority	351	3.0*	±0.1	497	3.6*	±0.1	-0.66 (M)
Sexual Orientation							
Heterosexual or straight	3,003	2.9*	±0.0	13,586	3.4*	±0.0	-0.54 (M)
Lesbian	108	3.1*	±0.2	74	3.7*	±0.2	-0.67 (M)
Gay	42	2.7*	±0.3	206	3.5*	±0.1	-0.88 (L)
Bisexual	150	2.8*	±0.2	136	3.8*	±0.1	-1.10 (L)
Other	52	3.4	±0.2	81	3.3	±0.2	0.09
I prefer not to say	161	2.6*	±0.1	642	3.3*	±0.1	-0.92 (L)

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

Table 4.129 presents the scale distribution of organizational trust for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.129 Gender Harassment and Organizational Trust Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	277	7.8%	±0.9	396	2.7%	±0.3
(2) Disagree	958	26.9%	±1.5	1,788	12.0%	±0.5
(3) Neither Agree nor Disagree	1,096	30.8%	±1.5	4,634	31.2%	±0.7
(4) Agree	1,055	29.6%	±1.5	6,415	43.1%	±0.8
(5) Strongly Agree	173	4.8%	±0.8	1,643	11.0%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.10.5 Gender Harassment and Supervisor Support

Table 4.130 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 NPS.

Table 4.130 Gender Harassment and Supervisor Support by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,472	3.4*	±0.0	14,510	3.8*	±0.0	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	116	2.6*	±0.2	511	3.6*	±0.1	-0.85 (L)
Wage Grade (WG) 5-8	411	3.3*	±0.1	2,279	3.6*	±0.0	-0.28 (S)
Wage Grade (WG) 9-16	96	2.8*	±0.3	1,380	3.5*	±0.1	-0.63 (M)
Other Wage Grade (WG)	40	2.1*	±0.2	179	3.6*	±0.2	-1.40 (L)
General Schedule (GS) 1-6	514	3.5*	±0.1	1,525	3.9*	±0.1	-0.35 (S)
General Schedule (GS) 7-10	1,010	3.3*	±0.1	2,919	3.8*	±0.0	-0.46 (S)
General Schedule (GS) 11-12	854	3.5*	±0.1	3,450	4.0*	±0.0	-0.50 (M)
General Schedule (GS) 13-15	306	3.7*	±0.1	1,441	4.1*	±0.0	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	3.9	±0.7	17	4.5	±0.2	-0.81 (L)
Other	59	3.2*	±0.4	609	3.9*	±0.1	-0.74 (M)
Years of Service at Bureau or Office							
Less than 1 year	167	3.4*	±0.2	926	4.1*	±0.1	-0.64 (M)
1 to 3 years	529	3.5*	±0.1	1,974	4.0*	±0.0	-0.47 (S)
4 to 5 years	353	3.5*	±0.1	1,112	3.8*	±0.1	-0.31 (S)
6 to 10 years	797	3.4*	±0.1	2,930	3.8*	±0.0	-0.39 (S)
11 to 14 years	376	3.2*	±0.1	1,383	3.8*	±0.1	-0.52 (M)
15 to 20 years	583	3.3*	±0.1	2,186	3.7*	±0.0	-0.39 (S)
More than 20 years	642	3.3*	±0.1	3,896	3.8*	±0.0	-0.44 (S)
Appointment Type							
Permanent	2,864	3.4*	±0.0	12,506	3.8*	±0.0	-0.42 (S)
Term	322	3.4*	±0.1	1,271	3.9*	±0.1	-0.40 (S)
Temporary	243	3.4*	±0.1	616	4.1*	±0.1	-0.74 (M)
Work Schedule							
Seasonal	488	3.6*	±0.1	1,333	3.9*	±0.1	-0.31 (S)
Non-Seasonal	2,603	3.3*	±0.0	11,571	3.8*	±0.0	-0.45 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	277	3.7	±0.1	809	3.8	±0.1	-0.08
Permanent-Non-Seasonal	2,571	3.3*	±0.0	11,480	3.8*	±0.0	-0.45 (S)
Term	322	3.4*	±0.1	1,271	3.9*	±0.1	-0.40 (S)
Temporary-Seasonal	211	3.4*	±0.1	524	4.0*	±0.1	-0.68 (M)
Temporary-Non-Seasonal	32	3.3*	±0.3	91	4.3*	±0.2	-1.17 (L)
Sex							
Men	1,047	3.2*	±0.1	10,100	3.8*	±0.0	-0.57 (M)
Women	2,405	3.4*	±0.0	4,362	3.9*	±0.0	-0.46 (S)
Gender Identity							
Male	1,047	3.2*	±0.1	10,100	3.8*	±0.0	-0.57 (M)
Female	2,405	3.4*	±0.0	4,362	3.9*	±0.0	-0.46 (S)
Transgender	6	3.5	±1.1	9	4.1	±0.9	-0.40 (S)
Do not identify as female, male, or transgender	15	3.6	±0.6	38	3.6	±0.3	-0.03
Sexual Orientation - Collapsed							
Heterosexual	2,927	3.4*	±0.0	13,281	3.8*	±0.0	-0.42 (S)
Sexual Minority	347	3.4*	±0.1	474	3.9*	±0.1	-0.39 (S)
Sexual Orientation							
Heterosexual or straight	2,927	3.4*	±0.0	13,281	3.8*	±0.0	-0.42 (S)
Lesbian	104	3.6*	±0.2	72	4.0*	±0.2	-0.43 (S)
Gay	42	3.2*	±0.3	204	3.7*	±0.2	-0.42 (S)
Bisexual	148	3.3*	±0.2	132	4.0*	±0.2	-0.68 (M)
Other	52	3.8	±0.4	65	4.0	±0.2	-0.11
I prefer not to say	158	3.0*	±0.2	605	3.7*	±0.1	-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.

Table 4.131 presents the scale distribution of supervisor support for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.131 Gender Harassment and Supervisor Support Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	324	9.3%	±1.0	554	3.8%	±0.3
(2) Disagree	553	15.9%	±1.3	1,027	7.1%	±0.4
(3) Neither Agree nor Disagree	687	19.8%	±1.4	2,522	17.4%	±0.6
(4) Agree	1,069	30.8%	±1.6	5,690	39.2%	±0.8
(5) Strongly Agree	839	24.2%	±1.5	4,717	32.5%	±0.8

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.10.6 Gender Harassment and Organizational Inclusion

Table 4.132 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 NPS.

Table 4.132 Gender Harassment and Organizational Inclusion by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,568	3.2*	±0.0	14,960	3.7*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	126	2.8*	±0.1	514	3.6*	±0.1	-0.74 (M)
Wage Grade (WG) 5-8	439	3.1*	±0.1	2,388	3.6*	±0.0	-0.53 (M)
Wage Grade (WG) 9-16	101	2.7*	±0.2	1,389	3.6*	±0.0	-1.02 (L)
Other Wage Grade (WG)	40	2.4*	±0.2	196	3.9*	±0.1	-1.84 (L)
General Schedule (GS) 1-6	522	3.4*	±0.1	1,622	3.8*	±0.0	-0.48 (S)
General Schedule (GS) 7-10	1,031	3.1*	±0.1	3,006	3.7*	±0.0	-0.66 (M)
General Schedule (GS) 11-12	875	3.2*	±0.1	3,525	3.8*	±0.0	-0.62 (M)
General Schedule (GS) 13-15	310	3.5*	±0.1	1,473	3.9*	±0.0	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	4.2	±0.3	17	4.4	±0.3	-0.33 (S)
Other	60	2.8*	±0.3	630	3.7*	±0.1	-1.12 (L)
Years of Service at Bureau or Office							
Less than 1 year	202	3.1*	±0.1	948	3.8*	±0.1	-0.68 (M)
1 to 3 years	536	3.3*	±0.1	2,048	3.9*	±0.0	-0.62 (M)
4 to 5 years	360	3.4*	±0.1	1,132	3.8*	±0.0	-0.47 (S)
6 to 10 years	804	3.2*	±0.1	3,020	3.7*	±0.0	-0.51 (M)
11 to 14 years	380	2.9*	±0.1	1,424	3.7*	±0.0	-0.88 (L)
15 to 20 years	596	3.2*	±0.1	2,225	3.7*	±0.0	-0.56 (M)
More than 20 years	667	3.0*	±0.1	4,061	3.7*	±0.0	-0.72 (M)
Appointment Type							
Permanent	2,922	3.1*	±0.0	12,886	3.7*	±0.0	-0.64 (M)
Term	357	3.4*	±0.1	1,300	3.8*	±0.0	-0.43 (S)
Temporary	245	3.4*	±0.1	622	3.9*	±0.1	-0.62 (M)
Work Schedule							
Seasonal	492	3.4*	±0.1	1,345	3.8*	±0.0	-0.37 (S)
Non-Seasonal	2,660	3.1*	±0.0	11,945	3.7*	±0.0	-0.68 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	279	3.4*	±0.1	816	3.7*	±0.1	-0.32 (S)
Permanent-Non-Seasonal	2,628	3.1*	±0.0	11,853	3.7*	±0.0	-0.67 (M)
Term	357	3.4*	±0.1	1,300	3.8*	±0.0	-0.43 (S)
Temporary-Seasonal	213	3.5*	±0.1	529	3.9*	±0.1	-0.45 (S)
Temporary-Non-Seasonal	32	2.8*	±0.4	92	4.2*	±0.1	-1.81 (L)
Sex							
Men	1,100	3.1*	±0.1	10,407	3.7*	±0.0	-0.73 (M)
Women	2,446	3.2*	±0.0	4,506	3.7*	±0.0	-0.55 (M)
Gender Identity							
Male	1,100	3.1*	±0.1	10,407	3.7*	±0.0	-0.73 (M)
Female	2,446	3.2*	±0.0	4,506	3.7*	±0.0	-0.55 (M)
Transgender	7	3.7	±0.8	9	3.8	±0.8	-0.14
Do not identify as female, male, or transgender	15	3.3	±0.6	38	3.4	±0.3	-0.12
Sexual Orientation - Collapsed							
Heterosexual	3,010	3.2*	±0.0	13,649	3.7*	±0.0	-0.59 (M)
Sexual Minority	353	3.2*	±0.1	497	3.9*	±0.1	-0.80 (L)
Sexual Orientation							
Heterosexual or straight	3,010	3.2*	±0.0	13,649	3.7*	±0.0	-0.59 (M)
Lesbian	108	3.3*	±0.2	73	4.1*	±0.2	-0.86 (L)
Gay	42	3.1*	±0.3	207	3.9*	±0.1	-0.89 (L)
Bisexual	150	3.0*	±0.2	136	4.0*	±0.1	-1.04 (L)
Other	53	3.7	±0.3	81	3.9	±0.1	-0.22 (S)
I prefer not to say	162	2.9*	±0.2	653	3.5*	±0.1	-0.68 (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.

Table 4.133 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.133 Gender Harassment and Organizational Inclusion Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	311	8.7%	±1.0	408	2.7%	±0.3
(2) Disagree	690	19.3%	±1.3	1,275	8.5%	±0.5
(3) Neither Agree nor Disagree	998	28.0%	±1.5	3,059	20.4%	±0.7
(4) Agree	1,274	35.7%	±1.6	7,397	49.4%	±0.8
(5) Strongly Agree	295	8.3%	±1.0	2,820	18.9%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.10.7 Gender Harassment and Gender Context

Table 4.134 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 NPS.

Table 4.134 Gender Harassment and Gender Context by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,555	2.3*	±0.0	14,840	2.3*	±0.0	-0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	126	2.4	±0.1	488	2.4	±0.1	-0.04
Wage Grade (WG) 5-8	439	2.6	±0.0	2,363	2.6	±0.0	-0.07
Wage Grade (WG) 9-16	101	2.7	±0.1	1,377	2.7	±0.0	0.06
Other Wage Grade (WG)	40	2.5*	±0.1	196	2.7*	±0.0	-0.68 (M)
General Schedule (GS) 1-6	519	2.0	±0.0	1,615	2.1	±0.0	-0.02
General Schedule (GS) 7-10	1,031	2.2*	±0.0	3,007	2.2*	±0.0	0.15
General Schedule (GS) 11-12	870	2.1	±0.0	3,523	2.2	±0.0	-0.02
General Schedule (GS) 13-15	310	2.2	±0.1	1,470	2.1	±0.0	0.10
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	2.3	±0.3	17	2.0	±0.2	0.81 (L)
Other	60	2.8*	±0.1	607	2.7*	±0.0	0.39 (S)
Years of Service at Bureau or Office							
Less than 1 year	202	2.3	±0.1	945	2.3	±0.0	-0.07
1 to 3 years	529	2.2*	±0.0	1,992	2.3*	±0.0	-0.16
4 to 5 years	360	2.2*	±0.1	1,131	2.3*	±0.0	-0.18
6 to 10 years	803	2.2*	±0.0	3,005	2.3*	±0.0	-0.23 (S)
11 to 14 years	381	2.4	±0.1	1,419	2.3	±0.0	0.11
15 to 20 years	590	2.3	±0.0	2,220	2.3	±0.0	0.00
More than 20 years	667	2.3	±0.0	4,035	2.3	±0.0	-0.05
Appointment Type							
Permanent	2,912	2.3*	±0.0	12,803	2.3*	±0.0	-0.08
Term	356	2.2*	±0.1	1,267	2.3*	±0.0	-0.24 (S)
Temporary	244	2.2	±0.1	619	2.2	±0.0	-0.08

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	489	2.2*	±0.0	1,345	2.3*	±0.0	-0.12
Non-Seasonal	2,651	2.3*	±0.0	11,866	2.3*	±0.0	-0.07
Appointment Type and Work Schedule							
Permanent-Seasonal	277	2.3	±0.1	817	2.3	±0.0	-0.12
Permanent-Non-Seasonal	2,619	2.3*	±0.0	11,776	2.3*	±0.0	-0.08
Term	356	2.2*	±0.1	1,267	2.3*	±0.0	-0.24 (S)
Temporary-Seasonal	212	2.2	±0.1	528	2.3	±0.0	-0.12
Temporary-Non-Seasonal	32	2.3	±0.2	90	2.2	±0.1	0.20 (S)
Sex							
Men	1,096	2.3*	±0.0	10,329	2.4*	±0.0	-0.23 (S)
Women	2,438	2.2*	±0.0	4,468	2.0*	±0.0	0.41 (S)
Gender Identity							
Male	1,096	2.3*	±0.0	10,329	2.4*	±0.0	-0.23 (S)
Female	2,438	2.2*	±0.0	4,468	2.0*	±0.0	0.41 (S)
Transgender	7	2.5	±0.5	9	2.0	±0.4	0.63 (M)
Do not identify as female, male, or transgender	15	2.2	±0.3	34	2.1	±0.2	0.13
Sexual Orientation - Collapsed							
Heterosexual	2,997	2.3*	±0.0	13,580	2.3*	±0.0	-0.11
Sexual Minority	353	2.2	±0.1	495	2.1	±0.0	0.12
Sexual Orientation							
Heterosexual or straight	2,997	2.3*	±0.0	13,580	2.3*	±0.0	-0.11
Lesbian	108	2.3*	±0.1	74	2.0*	±0.1	0.60 (M)
Gay	42	2.2	±0.2	207	2.1	±0.1	0.20 (S)
Bisexual	150	2.2	±0.1	135	2.1	±0.1	0.14
Other	53	2.0*	±0.2	79	2.4*	±0.1	-0.70 (M)
I prefer not to say	162	2.4*	±0.1	612	2.2*	±0.0	0.21 (S)

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

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

4.10.8 Gender Harassment and Bystander Harassment

Table 4.135 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 NPS.

Table 4.135 Gender Harassment and Bystander Harassment

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	1,847	53.0%*	±1.7	949	6.4%*	±0.4	1.12 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	33	26.0%*	±8.5	9	1.8%*	±1.6	0.80 (L)
Wage Grade (WG) 5-8	193	44.7%*	±4.7	109	4.7%*	±0.9	1.03 (L)
Wage Grade (WG) 9-16	48	56.0%*	±10.8	100	7.4%*	±1.5	1.14 (L)
Other Wage Grade (WG)	10	23.9%	±16.3	NR	NR	NR	NR
General Schedule (GS) 1-6	308	59.8%*	±4.3	102	6.3%*	±1.3	1.26 (L)
General Schedule (GS) 7-10	589	58.9%*	±3.1	286	9.6%*	±1.1	1.12 (L)
General Schedule (GS) 11-12	459	53.2%*	±3.3	190	5.4%*	±0.8	1.17 (L)
General Schedule (GS) 13-15	138	45.1%*	±5.6	100	6.8%*	±1.4	0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	33	56.0%*	±13.2	39	6.2%*	±2.2	1.19 (L)
Years of Service at Bureau or Office							
Less than 1 year	93	46.3%*	±7.0	30	3.3%*	±1.4	1.13 (L)
1 to 3 years	302	56.8%*	±4.3	130	6.5%*	±1.2	1.19 (L)
4 to 5 years	206	58.1%*	±5.2	85	7.5%*	±1.7	1.18 (L)
6 to 10 years	465	59.3%*	±3.5	232	7.8%*	±1.0	1.19 (L)
11 to 14 years	211	55.8%*	±5.1	98	7.0%*	±1.5	1.15 (L)
15 to 20 years	271	46.5%*	±4.1	166	7.6%*	±1.2	0.94 (L)
More than 20 years	292	46.3%*	±3.9	203	5.0%*	±0.7	1.04 (L)
Appointment Type							
Permanent	1,501	52.8%*	±1.8	807	6.3%*	±0.4	1.12 (L)
Term	188	52.8%*	±5.2	72	5.6%*	±1.4	1.15 (L)
Temporary	142	58.4%*	±6.3	66	11.2%*	±2.8	1.06 (L)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	<i>N</i>	<i>Percent</i> ^a	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	293	60.1%*	±4.4	141	10.9%*	±1.8	1.10 (L)
Non-Seasonal	1,346	52.1%*	±1.9	727	6.1%*	±0.4	1.11 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	175	63.6%*	±5.9	78	9.8%*	±2.3	1.21 (L)
Permanent-Non-Seasonal	1,322	51.8%*	±1.9	723	6.2%*	±0.4	1.10 (L)
Term	188	52.8%*	±5.2	72	5.6%*	±1.4	1.15 (L)
Temporary-Seasonal	117	55.6%*	±6.8	62	12.6%*	±3.2	0.96 (L)
Temporary-Non-Seasonal	25	77.0%	±18.7	NR	NR	NR	NR
Sex							
Men	531	49.0%*	±3.0	672	6.6%*	±0.5	1.03 (L)
Women	1,306	54.8%*	±2.0	273	6.1%*	±0.7	1.17 (L)
Gender Identity							
Male	531	49.0%*	±3.0	672	6.6%*	±0.5	1.03 (L)
Female	1,306	54.8%*	±2.0	273	6.1%*	±0.7	1.17 (L)
Transgender	NR	NR	NR	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	1,538	52.2%*	±1.8	868	6.4%*	±0.4	1.10 (L)
Sexual Minority	209	60.1%*	±5.3	46	9.2%*	±2.9	1.16 (L)
Sexual Orientation							
Heterosexual or straight	1,538	52.2%*	±1.8	868	6.4%*	±0.4	1.10 (L)
Lesbian	57	54.1%*	±9.7	10	14.0%*	±10.3	0.89 (L)
Gay	23	57.5%*	±16.4	20	9.9%*	±4.9	1.08 (L)
Bisexual	108	72.2%*	±7.8	12	8.6%*	±6.1	1.44 (L)
Other	22	40.4%	±14.0	NR	NR	NR	NR
I prefer not to say	83	52.8%*	±7.9	29	4.6%*	±2.0	1.19 (L)

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

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced gender harassment against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to gender harassment, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience gender harassment. Table 4.136 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.136 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	3.070	0.191	257.965	--	21.534	--	--	--	--
Sex	-1.686	0.056	918.674	0.000	0.185	0.166	0.207	-5572.026	1015.642
Age	-0.560	0.057	97.487	0.000	0.571	0.511	0.639	-5112.754	97.097
Education Level	0.573	0.058	98.720	0.000	1.773	1.584	1.985	-5114.314	100.219
Race/Ethnicity	0.196	0.071	7.656	0.006	1.216	1.059	1.397	-5068.103	7.796
Relationship Status	-0.137	0.054	6.499	0.011	0.872	0.785	0.969	-5067.440	6.470
Pay Grade	--	--	9.185	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.115	0.074	2.405	0.121	0.891	0.770	1.031	-5068.613	8.816
Senior Grade vs. Junior Grade	0.024	0.084	0.082	0.775	1.024	0.869	1.207	-5068.613	8.816
Executive Grade vs. Junior Grade	1.080	0.598	3.264	0.071	2.945	0.912	9.503	-5068.613	8.816
Work Schedule	-0.240	0.079	9.293	0.002	0.787	0.674	0.918	-5068.788	9.166
Organizational Inclusion	-0.282	0.031	84.696	0.000	0.754	0.710	0.801	-5106.478	84.546
Bystander Harassment Based on Sex/Gender	-2.214	0.060	1367.510	0.000	0.109	0.097	0.123	-5791.468	1454.526
General Intolerance	-0.386	0.034	128.593	0.000	0.679	0.636	0.726	-5128.692	128.974
Gender Context	0.212	0.050	18.273	0.000	1.236	1.122	1.362	-5073.402	18.394

Note. N = 15,233, Nagelkerke R Square = 0.441

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 4.137 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 NPS.

Table 4.137 Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	174	2.6*	±0.2	18,146	3.5*	±0.0	-0.98 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	634	3.3	±0.1	NR
Wage Grade (WG) 5-8	10	2.4*	±0.6	2,750	3.5*	±0.0	-1.26 (L)
Wage Grade (WG) 9-16	20	2.8*	±0.1	1,462	3.5*	±0.0	-0.75 (M)
Other Wage Grade (WG)	NR	NR	NR	218	3.6	±0.1	NR
General Schedule (GS) 1-6	46	3.1*	±0.3	2,080	3.6*	±0.0	-0.57 (M)
General Schedule (GS) 7-10	51	2.4*	±0.2	3,953	3.4*	±0.0	-1.06 (L)
General Schedule (GS) 11-12	18	2.7*	±0.5	4,360	3.6*	±0.0	-1.03 (L)
General Schedule (GS) 13-15	11	3.2	±0.6	1,762	3.7	±0.0	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.1	±0.2	NR
Other	12	1.2*	±0.3	662	3.7*	±0.1	-2.77 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,142	3.7	±0.1	NR
1 to 3 years	32	3.6	±0.4	2,503	3.6	±0.0	-0.08
4 to 5 years	17	2.5*	±0.3	1,453	3.5*	±0.0	-1.19 (L)
6 to 10 years	54	2.5*	±0.2	3,723	3.5*	±0.0	-1.07 (L)
11 to 14 years	26	2.1*	±0.5	1,765	3.4*	±0.0	-1.55 (L)
15 to 20 years	24	2.3*	±0.3	2,779	3.4*	±0.0	-1.20 (L)
More than 20 years	15	2.6*	±0.7	4,655	3.5*	±0.0	-1.03 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	152	2.7*	±0.2	15,491	3.5*	±0.0	-0.96 (L)
Term	13	2.5*	±0.4	1,619	3.6*	±0.0	-1.06 (L)
Temporary	9	2.6*	±0.5	844	3.6*	±0.1	-1.35 (L)
Work Schedule							
Seasonal	34	2.7*	±0.2	1,782	3.5*	±0.0	-1.11 (L)
Non-Seasonal	127	2.6*	±0.2	14,320	3.5*	±0.0	-0.96 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	24	2.7*	±0.2	1,063	3.5*	±0.0	-0.97 (L)
Permanent-Non-Seasonal	127	2.6*	±0.2	14,196	3.5*	±0.0	-0.96 (L)
Term	13	2.5*	±0.4	1,619	3.6*	±0.0	-1.06 (L)
Temporary-Seasonal	9	2.6*	±0.5	719	3.6*	±0.1	-1.40 (L)
Temporary-Non-Seasonal	--	--	--	124	3.8	±0.2	NA
Sex							
Men	67	2.5*	±0.2	11,287	3.6*	±0.0	-1.21 (L)
Women	103	2.7*	±0.2	6,796	3.4*	±0.0	-0.80 (L)
Gender Identity							
Male	67	2.5*	±0.2	11,287	3.6*	±0.0	-1.21 (L)
Female	103	2.7*	±0.2	6,796	3.4*	±0.0	-0.80 (L)
Transgender	--	--	--	15	3.6	±0.7	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	159	2.6*	±0.2	16,350	3.5*	±0.0	-1.03 (L)
Sexual Minority	7	2.9	±0.6	825	3.3	±0.1	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	159	2.6*	±0.2	16,350	3.5*	±0.0	-1.03 (L)
Lesbian	--	--	--	181	3.3	±0.1	NA
Gay	--	--	--	247	3.4	±0.1	NA
Bisexual	NR	NR	NR	282	3.3	±0.1	NR
Other	NR	NR	NR	115	3.2	±0.2	NR
I prefer not to say	7	2.7	±0.9	788	3.3	±0.1	-0.62 (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.

Table 4.138 presents the scale distribution of general intolerance for harassment for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.138 Sexual Assault and General Intolerance for Harassment Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Intolerance for Harassment						
(1) Strongly Disagree	29	16.6%	±6.4	543	3.0%	±0.3
(2) Disagree	49	28.0%	±7.2	1,883	10.4%	±0.5
(3) Neither Agree nor Disagree	58	33.3%	±7.4	5,805	32.0%	±0.7
(4) Agree	22	12.4%	±5.9	7,135	39.3%	±0.7
(5) Strongly Agree	17	9.8%	±5.5	2,781	15.3%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

Table 4.139 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 NPS.

Table 4.139 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	174	0.37*	±0.06	18,188	0.62*	±0.01	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	624	0.53	±0.04	NR
Wage Grade (WG) 5-8	10	0.43	±0.25	2,774	0.57	±0.02	-0.30 (S)
Wage Grade (WG) 9-16	22	0.15*	±0.13	1,459	0.58*	±0.02	-1.02 (L)
Other Wage Grade (WG)	NR	NR	NR	235	0.65	±0.05	NR
General Schedule (GS) 1-6	46	0.60	±0.12	2,059	0.62	±0.02	-0.06
General Schedule (GS) 7-10	51	0.41*	±0.12	3,966	0.60*	±0.01	-0.44 (S)
General Schedule (GS) 11-12	17	0.25*	±0.20	4,366	0.65*	±0.01	-0.95 (L)
General Schedule (GS) 13-15	11	0.34*	±0.28	1,765	0.71*	±0.02	-0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	0.83	±0.14	NR
Other	12	0.00*	±0.00	677	0.69*	±0.03	-1.76 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,135	0.61	±0.03	NR
1 to 3 years	31	0.62	±0.16	2,512	0.67	±0.02	-0.11
4 to 5 years	17	0.55	±0.20	1,459	0.60	±0.02	-0.13
6 to 10 years	56	0.28*	±0.11	3,745	0.62*	±0.01	-0.79 (M)
11 to 14 years	26	0.23*	±0.16	1,746	0.59*	±0.02	-0.84 (L)
15 to 20 years	24	0.24*	±0.10	2,778	0.60*	±0.02	-0.85 (L)
More than 20 years	15	0.34*	±0.25	4,685	0.62*	±0.01	-0.67 (M)
Appointment Type							
Permanent	153	0.37*	±0.07	15,532	0.62*	±0.01	-0.59 (M)
Term	12	0.47	±0.24	1,615	0.68	±0.02	-0.49 (S)
Temporary	9	0.35	±0.24	848	0.58	±0.03	-0.54 (M)
Work Schedule							
Seasonal	34	0.22*	±0.12	1,775	0.60*	±0.02	-0.88 (L)
Non-Seasonal	129	0.40*	±0.08	14,372	0.61*	±0.01	-0.50 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	0.17*	±0.14	1,053	0.62*	±0.03	-1.03 (L)
Permanent-Non-Seasonal	129	0.40*	±0.08	14,248	0.62*	±0.01	-0.50 (M)
Term	12	0.47	±0.24	1,615	0.68	±0.02	-0.49 (S)
Temporary-Seasonal	9	0.35	±0.24	723	0.58	±0.03	-0.54 (M)
Temporary-Non-Seasonal	--	--	--	124	0.59	±0.08	NA
Sex							
Men	67	0.33*	±0.10	11,333	0.64*	±0.01	-0.74 (M)
Women	103	0.41*	±0.08	6,791	0.57*	±0.01	-0.39 (S)
Gender Identity							
Male	67	0.33*	±0.10	11,333	0.64*	±0.01	-0.74 (M)
Female	103	0.41*	±0.08	6,791	0.57*	±0.01	-0.39 (S)
Transgender	--	--	--	15	0.60	±0.24	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	0.55	±0.13	NR
Sexual Orientation - Collapsed							
Heterosexual	160	0.38*	±0.07	16,366	0.63*	±0.01	-0.60 (M)
Sexual Minority	7	0.38	±0.28	837	0.56	±0.03	-0.43 (S)
Sexual Orientation							
Heterosexual or straight	160	0.38*	±0.07	16,366	0.63*	±0.01	-0.60 (M)
Lesbian	--	--	--	180	0.55	±0.06	NA
Gay	--	--	--	244	0.61	±0.05	NA
Bisexual	NR	NR	NR	282	0.52	±0.05	NR
Other	NR	NR	NR	131	0.57	±0.06	NR
I prefer not to say	7	0.24	±0.20	799	0.45	±0.03	-0.46 (S)

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

4.11.3 Sexual Assault Related Behaviors and Organizational Politics

Table 4.140 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 NPS.

Table 4.140 Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	172	3.5*	±0.1	18,106	2.8*	±0.0	0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	621	3.1	±0.1	NR
Wage Grade (WG) 5-8	10	4.1*	±0.5	2,759	2.9*	±0.0	1.58 (L)
Wage Grade (WG) 9-16	22	3.7*	±0.2	1,463	2.8*	±0.0	1.09 (L)
Other Wage Grade (WG)	NR	NR	NR	228	2.7	±0.1	NR
General Schedule (GS) 1-6	46	3.3*	±0.3	2,046	2.9*	±0.0	0.46 (S)
General Schedule (GS) 7-10	49	3.5*	±0.3	3,970	2.9*	±0.0	0.59 (M)
General Schedule (GS) 11-12	18	3.3*	±0.5	4,327	2.7*	±0.0	0.76 (M)
General Schedule (GS) 13-15	10	3.1*	±0.8	1,764	2.5*	±0.0	0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.3	NR
Other	12	3.7*	±0.0	658	2.9*	±0.1	1.09 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,124	2.8	±0.0	NR
1 to 3 years	32	2.7	±0.2	2,493	2.7	±0.0	-0.02
4 to 5 years	17	3.8*	±0.4	1,459	2.9*	±0.0	1.04 (L)
6 to 10 years	54	3.5*	±0.2	3,739	2.9*	±0.0	0.70 (M)
11 to 14 years	25	3.6*	±0.3	1,749	2.8*	±0.0	0.94 (L)
15 to 20 years	24	4.0*	±0.4	2,781	2.8*	±0.0	1.36 (L)
More than 20 years	15	3.3*	±0.6	4,632	2.7*	±0.0	0.69 (M)
Appointment Type							
Permanent	150	3.4*	±0.2	15,444	2.8*	±0.0	0.74 (M)
Term	13	3.7*	±0.5	1,627	2.8*	±0.0	1.06 (L)
Temporary	9	3.6*	±0.4	843	2.8*	±0.1	0.94 (L)
Work Schedule							
Seasonal	34	3.7*	±0.2	1,793	2.9*	±0.0	0.98 (L)
Non-Seasonal	126	3.4*	±0.2	14,260	2.8*	±0.0	0.69 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	3.7*	±0.2	1,063	2.9*	±0.0	1.00 (L)
Permanent-Non-Seasonal	126	3.4*	±0.2	14,148	2.8*	±0.0	0.69 (M)
Term	13	3.7*	±0.5	1,627	2.8*	±0.0	1.06 (L)
Temporary-Seasonal	9	3.6*	±0.4	730	2.9*	±0.1	0.92 (L)
Temporary-Non-Seasonal	--	--	--	112	2.8	±0.2	NA
Sex							
Men	66	3.6*	±0.2	11,300	2.8*	±0.0	0.95 (L)
Women	102	3.4*	±0.2	6,744	2.8*	±0.0	0.65 (M)
Gender Identity							
Male	66	3.6*	±0.2	11,300	2.8*	±0.0	0.95 (L)
Female	102	3.4*	±0.2	6,744	2.8*	±0.0	0.65 (M)
Transgender	--	--	--	14	2.7	±0.5	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	158	3.5*	±0.1	16,292	2.8*	±0.0	0.80 (L)
Sexual Minority	7	3.4	±0.7	840	2.9	±0.1	0.54 (M)
Sexual Orientation							
Heterosexual or straight	158	3.5*	±0.1	16,292	2.8*	±0.0	0.80 (L)
Lesbian	--	--	--	180	2.7	±0.1	NA
Gay	--	--	--	246	3.0	±0.1	NA
Bisexual	NR	NR	NR	282	2.9	±0.1	NR
Other	NR	NR	NR	131	2.9	±0.1	NR
I prefer not to say	7	3.5	±0.6	777	3.0	±0.1	0.59 (M)

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

Table 4.141 presents the scale distribution of organizational politics for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.141 Sexual Assault and Organizational Politics Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Politics						
(1) Strongly Disagree	0	0.0%	NA	925	5.1%	±0.3
(2) Disagree	41	23.5%	±7.0	6,442	35.6%	±0.7
(3) Neither Agree nor Disagree	40	23.4%	±7.0	6,950	38.4%	±0.7
(4) Agree	67	39.1%	±7.6	3,071	17.0%	±0.6
(5) Strongly Agree	24	14.0%	±6.1	718	4.0%	±0.3

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.11.4 Sexual Assault Related Behaviors and Organizational Trust

Table 4.142 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 NPS.

Table 4.142 Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	175	2.6*	±0.2	18,242	3.3*	±0.0	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	626	3.1	±0.1	NR
Wage Grade (WG) 5-8	10	1.8*	±0.6	2,792	3.2*	±0.0	-1.68 (L)
Wage Grade (WG) 9-16	22	2.2*	±0.2	1,472	3.1*	±0.0	-0.97 (L)
Other Wage Grade (WG)	NR	NR	NR	235	3.3	±0.1	NR
General Schedule (GS) 1-6	46	3.3	±0.4	2,078	3.3	±0.0	0.05
General Schedule (GS) 7-10	51	2.5*	±0.3	3,972	3.2*	±0.0	-0.75 (M)
General Schedule (GS) 11-12	18	2.9*	±0.4	4,354	3.5*	±0.0	-0.64 (M)
General Schedule (GS) 13-15	11	2.8*	±0.7	1,767	3.7*	±0.0	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.2	±0.2	NR
Other	12	1.0*	±0.1	677	3.3*	±0.1	-2.88 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,143	3.5	±0.1	NR
1 to 3 years	32	3.7	±0.5	2,529	3.5	±0.0	0.23 (S)
4 to 5 years	17	2.4*	±0.4	1,465	3.2*	±0.0	-0.90 (L)
6 to 10 years	56	2.4*	±0.3	3,753	3.2*	±0.0	-0.86 (L)
11 to 14 years	26	1.9*	±0.4	1,771	3.3*	±0.0	-1.54 (L)
15 to 20 years	24	2.3*	±0.2	2,780	3.3*	±0.0	-1.06 (L)
More than 20 years	15	2.6*	±0.6	4,674	3.3*	±0.0	-0.80 (L)
Appointment Type							
Permanent	153	2.6*	±0.2	15,557	3.3*	±0.0	-0.78 (M)
Term	13	2.4*	±0.6	1,636	3.4*	±0.0	-1.10 (L)
Temporary	9	2.5*	±0.5	854	3.4*	±0.1	-1.03 (L)
Work Schedule							
Seasonal	34	2.4*	±0.2	1,794	3.3*	±0.0	-0.99 (L)
Non-Seasonal	129	2.6*	±0.2	14,384	3.3*	±0.0	-0.74 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	2.3*	±0.3	1,065	3.2*	±0.1	-0.97 (L)
Permanent-Non-Seasonal	129	2.6*	±0.2	14,260	3.3*	±0.0	-0.73 (M)
Term	13	2.4*	±0.6	1,636	3.4*	±0.0	-1.10 (L)
Temporary-Seasonal	9	2.5*	±0.5	729	3.4*	±0.1	-0.98 (L)
Temporary-Non-Seasonal	--	--	--	124	3.7	±0.2	NA
Sex							
Men	68	2.4*	±0.2	11,404	3.3*	±0.0	-1.02 (L)
Women	103	2.7*	±0.3	6,774	3.3*	±0.0	-0.66 (M)
Gender Identity							
Male	68	2.4*	±0.2	11,404	3.3*	±0.0	-1.02 (L)
Female	103	2.7*	±0.3	6,774	3.3*	±0.0	-0.66 (M)
Transgender	--	--	--	15	3.5	±0.6	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	2.9	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	161	2.6*	±0.2	16,417	3.3*	±0.0	-0.81 (L)
Sexual Minority	7	2.9	±0.7	840	3.3	±0.1	-0.47 (S)
Sexual Orientation							
Heterosexual or straight	161	2.6*	±0.2	16,417	3.3*	±0.0	-0.81 (L)
Lesbian	--	--	--	182	3.4	±0.1	NA
Gay	--	--	--	247	3.3	±0.1	NA
Bisexual	NR	NR	NR	282	3.3	±0.1	NR
Other	NR	NR	NR	129	3.3	±0.1	NR
I prefer not to say	7	2.2*	±0.6	793	3.2*	±0.1	-1.11 (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.

Table 4.143 presents the scale distribution of organizational trust for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.143 Sexual Assault and Organizational Trust Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Trust						
(1) Strongly Disagree	34	19.4%	±6.6	637	3.5%	±0.3
(2) Disagree	59	33.7%	±7.4	2,682	14.7%	±0.5
(3) Neither Agree nor Disagree	42	23.7%	±6.9	5,680	31.1%	±0.7
(4) Agree	25	14.2%	±6.0	7,445	40.8%	±0.7
(5) Strongly Agree	16	9.1%	±5.3	1,798	9.9%	±0.4

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.11.5 Sexual Assault Related Behaviors and Supervisor Support

Table 4.144 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 NPS.

Table 4.144 Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	172	3.0*	±0.2	17,794	3.7*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	625	3.4	±0.1	NR
Wage Grade (WG) 5-8	10	2.4*	±0.6	2,679	3.6*	±0.0	-1.13 (L)
Wage Grade (WG) 9-16	20	2.7*	±0.1	1,456	3.5*	±0.1	-0.67 (M)
Other Wage Grade (WG)	NR	NR	NR	218	3.3	±0.2	NR
General Schedule (GS) 1-6	46	3.8	±0.3	1,991	3.8	±0.0	-0.03
General Schedule (GS) 7-10	49	2.7*	±0.4	3,873	3.7*	±0.0	-0.85 (L)
General Schedule (GS) 11-12	18	3.0*	±0.7	4,285	3.9*	±0.0	-0.82 (L)
General Schedule (GS) 13-15	11	3.3*	±0.9	1,736	4.0*	±0.0	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.3	NR
Other	12	1.6*	±0.1	656	3.8*	±0.1	-2.48 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,088	4.0	±0.1	NR
1 to 3 years	32	3.9	±0.4	2,471	3.8	±0.0	0.03
4 to 5 years	16	2.9*	±0.6	1,445	3.8*	±0.1	-0.79 (M)
6 to 10 years	54	2.9*	±0.3	3,669	3.7*	±0.0	-0.76 (M)
11 to 14 years	25	2.4*	±0.5	1,730	3.7*	±0.1	-1.17 (L)
15 to 20 years	24	2.9*	±0.4	2,744	3.7*	±0.0	-0.67 (M)
More than 20 years	15	2.7*	±0.8	4,520	3.7*	±0.0	-0.96 (L)
Appointment Type							
Permanent	149	3.0*	±0.2	15,206	3.7*	±0.0	-0.64 (M)
Term	13	2.4*	±0.6	1,580	3.8*	±0.1	-1.37 (L)
Temporary	9	2.8*	±0.6	848	3.9*	±0.1	-1.15 (L)
Work Schedule							
Seasonal	34	2.9*	±0.3	1,780	3.8*	±0.0	-0.87 (L)
Non-Seasonal	125	3.0*	±0.2	14,041	3.7*	±0.0	-0.64 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	3.0*	±0.3	1,055	3.8*	±0.1	-0.75 (M)
Permanent-Non-Seasonal	125	3.0*	±0.2	13,918	3.7*	±0.0	-0.63 (M)
Term	13	2.4*	±0.6	1,580	3.8*	±0.1	-1.37 (L)
Temporary-Seasonal	9	2.8*	±0.6	725	3.9*	±0.1	-1.12 (L)
Temporary-Non-Seasonal	--	--	--	122	4.0	±0.2	NA
Sex							
Men	67	2.8*	±0.3	11,073	3.7*	±0.0	-0.89 (L)
Women	101	3.1*	±0.3	6,658	3.8*	±0.0	-0.59 (M)
Gender Identity							
Male	67	2.8*	±0.3	11,073	3.7*	±0.0	-0.89 (L)
Female	101	3.1*	±0.3	6,658	3.8*	±0.0	-0.59 (M)
Transgender	--	--	--	14	3.8	±0.7	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	3.7	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	157	3.0*	±0.2	16,040	3.8*	±0.0	-0.70 (M)
Sexual Minority	7	2.8*	±1.0	812	3.7*	±0.1	-0.76 (M)
Sexual Orientation							
Heterosexual or straight	157	3.0*	±0.2	16,040	3.8*	±0.0	-0.70 (M)
Lesbian	--	--	--	177	3.7	±0.2	NA
Gay	--	--	--	246	3.6	±0.2	NA
Bisexual	NR	NR	NR	276	3.7	±0.1	NR
Other	NR	NR	NR	114	3.9	±0.2	NR
I prefer not to say	7	2.6*	±0.7	753	3.5*	±0.1	-0.81 (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.

Table 4.145 presents the scale distribution of supervisor support for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.145 Sexual Assault and Supervisor Support Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Supervisor Support						
(1) Strongly Disagree	22	12.6%	±5.9	854	4.8%	±0.3
(2) Disagree	35	20.3%	±6.8	1,546	8.7%	±0.4
(3) Neither Agree nor Disagree	54	31.4%	±7.4	3,153	17.7%	±0.6
(4) Agree	32	18.8%	±6.6	6,715	37.7%	±0.7
(5) Strongly Agree	29	16.9%	±6.4	5,526	31.1%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

Table 4.146 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 NPS.

Table 4.146 Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	175	3.0*	±0.2	18,336	3.6*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	638	3.4	±0.1	NR
Wage Grade (WG) 5-8	10	2.4*	±0.8	2,816	3.5*	±0.0	-1.12 (L)
Wage Grade (WG) 9-16	22	3.0*	±0.1	1,468	3.5*	±0.0	-0.59 (M)
Other Wage Grade (WG)	NR	NR	NR	235	3.6	±0.1	NR
General Schedule (GS) 1-6	46	3.7	±0.3	2,096	3.7	±0.0	-0.04
General Schedule (GS) 7-10	51	2.8*	±0.3	3,978	3.6*	±0.0	-0.76 (M)
General Schedule (GS) 11-12	18	3.2*	±0.5	4,380	3.7*	±0.0	-0.55 (M)
General Schedule (GS) 13-15	11	3.1*	±0.8	1,771	3.9*	±0.0	-0.85 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	12	2.0*	±0.0	678	3.7*	±0.1	-1.93 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,145	3.7	±0.1	NR
1 to 3 years	32	3.8	±0.5	2,552	3.8	±0.0	0.02
4 to 5 years	17	3.2*	±0.5	1,471	3.7*	±0.0	-0.61 (M)
6 to 10 years	56	2.9*	±0.3	3,764	3.6*	±0.0	-0.69 (M)
11 to 14 years	26	2.6*	±0.4	1,774	3.6*	±0.0	-1.02 (L)
15 to 20 years	24	2.7*	±0.2	2,795	3.6*	±0.0	-0.91 (L)
More than 20 years	15	2.9*	±0.7	4,709	3.6*	±0.0	-0.75 (M)
Appointment Type							
Permanent	153	3.1*	±0.2	15,641	3.6*	±0.0	-0.59 (M)
Term	13	3.1*	±0.7	1,645	3.7*	±0.0	-0.61 (M)
Temporary	9	2.7*	±0.7	856	3.8*	±0.1	-1.15 (L)
Work Schedule							
Seasonal	34	3.0*	±0.2	1,796	3.7*	±0.0	-0.72 (M)
Non-Seasonal	129	3.0*	±0.2	14,468	3.6*	±0.0	-0.61 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	3.2*	±0.2	1,065	3.6*	±0.1	-0.52 (M)
Permanent-Non-Seasonal	129	3.0*	±0.2	14,344	3.6*	±0.0	-0.61 (M)
Term	13	3.1*	±0.7	1,645	3.7*	±0.0	-0.61 (M)
Temporary-Seasonal	9	2.7*	±0.7	731	3.8*	±0.1	-1.17 (L)
Temporary-Non-Seasonal	--	--	--	124	3.8	±0.2	NA
Sex							
Men	68	2.9*	±0.2	11,431	3.7*	±0.0	-0.79 (M)
Women	103	3.1*	±0.2	6,841	3.6*	±0.0	-0.45 (S)
Gender Identity							
Male	68	2.9*	±0.2	11,431	3.7*	±0.0	-0.79 (M)
Female	103	3.1*	±0.2	6,841	3.6*	±0.0	-0.45 (S)
Transgender	--	--	--	15	3.7	±0.6	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	3.4	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	161	3.0*	±0.2	16,487	3.6*	±0.0	-0.64 (M)
Sexual Minority	7	3.0	±0.7	842	3.6	±0.1	-0.64 (M)
Sexual Orientation							
Heterosexual or straight	161	3.0*	±0.2	16,487	3.6*	±0.0	-0.64 (M)
Lesbian	--	--	--	181	3.6	±0.1	NA
Gay	--	--	--	248	3.7	±0.1	NA
Bisexual	NR	NR	NR	282	3.5	±0.1	NR
Other	NR	NR	NR	131	3.9	±0.2	NR
I prefer not to say	7	3.4	±1.0	805	3.4	±0.1	-0.05

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

Table 4.147 presents the scale distribution of organizational inclusion for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 4.147 Sexual Assault and Organizational Inclusion Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Inclusion						
(1) Strongly Disagree	22	12.4%	±5.8	692	3.8%	±0.3
(2) Disagree	35	19.7%	±6.6	1,931	10.5%	±0.5
(3) Neither Agree nor Disagree	60	34.0%	±7.4	3,995	21.8%	±0.6
(4) Agree	37	21.3%	±6.7	8,628	47.1%	±0.7
(5) Strongly Agree	22	12.5%	±5.8	3,091	16.9%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

4.11.7 Sexual Assault Related Behaviors and Gender Context

Table 4.148 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 NPS.

Table 4.148 Sexual Assault Related Behaviors and Gender Context by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	174	2.3	±0.1	18,204	2.3	±0.0	-0.01
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	612	2.4	±0.0	NR
Wage Grade (WG) 5-8	10	2.2*	±0.4	2,791	2.6*	±0.0	-0.92 (L)
Wage Grade (WG) 9-16	22	2.9*	±0.1	1,456	2.7*	±0.0	0.43 (S)
Other Wage Grade (WG)	NR	NR	NR	235	2.7	±0.0	NR
General Schedule (GS) 1-6	46	1.8*	±0.1	2,086	2.1*	±0.0	-0.52 (M)
General Schedule (GS) 7-10	51	2.3	±0.2	3,979	2.2	±0.0	0.23 (S)
General Schedule (GS) 11-12	17	2.2	±0.3	4,374	2.2	±0.0	0.10
General Schedule (GS) 13-15	11	2.5*	±0.3	1,767	2.1*	±0.0	0.70 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	2.0	±0.1	NR
Other	12	2.9*	±0.1	655	2.7*	±0.0	0.69 (M)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,143	2.3	±0.0	NR
1 to 3 years	31	1.9*	±0.2	2,490	2.3*	±0.0	-0.69 (M)
4 to 5 years	17	2.1	±0.3	1,470	2.3	±0.0	-0.24 (S)
6 to 10 years	56	2.5*	±0.2	3,748	2.3*	±0.0	0.33 (S)
11 to 14 years	26	2.6*	±0.2	1,770	2.3*	±0.0	0.53 (M)
15 to 20 years	24	2.0*	±0.2	2,784	2.3*	±0.0	-0.55 (M)
More than 20 years	15	2.4	±0.2	4,683	2.3	±0.0	0.24 (S)
Appointment Type							
Permanent	153	2.3	±0.1	15,546	2.3	±0.0	0.01
Term	12	2.3	±0.4	1,611	2.3	±0.0	-0.03
Temporary	9	2.0	±0.2	853	2.2	±0.0	-0.35 (S)
Work Schedule							
Seasonal	34	2.5*	±0.2	1,794	2.3*	±0.0	0.40 (S)
Non-Seasonal	129	2.2	±0.1	14,379	2.3	±0.0	-0.12

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	2.7*	±0.2	1,064	2.3*	±0.0	0.68 (M)
Permanent-Non-Seasonal	129	2.2	±0.1	14,257	2.3	±0.0	-0.12
Term	12	2.3	±0.4	1,611	2.3	±0.0	-0.03
Temporary-Seasonal	9	2.0	±0.2	729	2.2	±0.0	-0.35 (S)
Temporary-Non-Seasonal	--	--	--	122	2.2	±0.1	NA
Sex							
Men	67	2.5	±0.1	11,351	2.4	±0.0	0.17
Women	103	2.1	±0.1	6,793	2.1	±0.0	0.11
Gender Identity							
Male	67	2.5	±0.1	11,351	2.4	±0.0	0.17
Female	103	2.1	±0.1	6,793	2.1	±0.0	0.11
Transgender	--	--	--	15	2.2	±0.4	NA
Do not identify as female, male, or transgender	NR	NR	NR	45	2.1	±0.1	NR
Sexual Orientation - Collapsed							
Heterosexual	160	2.3	±0.1	16,405	2.3	±0.0	0.01
Sexual Minority	7	2.1	±0.5	840	2.2	±0.0	-0.08
Sexual Orientation							
Heterosexual or straight	160	2.3	±0.1	16,405	2.3	±0.0	0.01
Lesbian	--	--	--	182	2.2	±0.1	NA
Gay	--	--	--	248	2.1	±0.1	NA
Bisexual	NR	NR	NR	281	2.2	±0.1	NR
Other	NR	NR	NR	128	2.2	±0.1	NR
I prefer not to say	7	2.0	±0.6	764	2.3	±0.0	-0.43 (S)

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

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

4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

Table 4.149 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 NPS.

Table 4.149 Sexual Assault Related Behaviors and Bystander Harassment

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	119	70.5%*	±7.4	2,674	14.8%*	±0.5	1.20 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	42	6.6%	±2.2	NR
Wage Grade (WG) 5-8	NR	NR	NR	295	10.8%	±1.2	NR
Wage Grade (WG) 9-16	NR	NR	NR	129	9.2%	±1.6	NR
Other Wage Grade (WG)	NR	NR	NR	11	4.9%	±3.6	NR
General Schedule (GS) 1-6	25	55.2%*	±15.0	383	18.5%*	±1.7	0.79 (M)
General Schedule (GS) 7-10	31	70.2%*	±15.6	844	21.5%*	±1.3	1.02 (L)
General Schedule (GS) 11-12	NR	NR	NR	635	14.6%	±1.1	NR
General Schedule (GS) 13-15	NR	NR	NR	230	13.0%	±1.7	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	NR	NR	NR	NR
Other	NR	NR	NR	61	9.1%	±2.4	NR
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	122	11.0%	±2.0	NR
1 to 3 years	NR	NR	NR	416	16.6%	±1.5	NR
4 to 5 years	NR	NR	NR	278	19.1%	±2.1	NR
6 to 10 years	44	87.9%*	±12.8	653	17.6%*	±1.3	1.57 (L)
11 to 14 years	NR	NR	NR	293	16.8%	±1.8	NR
15 to 20 years	NR	NR	NR	415	15.1%	±1.4	NR
More than 20 years	NR	NR	NR	485	10.5%	±0.9	NR
Appointment Type							
Permanent	104	70.9%*	±8.0	2,203	14.3%*	±0.6	1.23 (L)
Term	NR	NR	NR	251	15.5%	±1.8	NR
Temporary	NR	NR	NR	201	24.4%	±3.1	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>N</i>	<i>Percent^a</i>	<i>MoE</i>	<i>Cohen's h</i>
Work Schedule							
Seasonal	NR	NR	NR	402	23.1%	±2.0	NR
Non-Seasonal	79	65.1%*	±9.0	1,992	13.9%*	±0.6	1.11 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	NR	NR	NR	229	21.9%	±2.6	NR
Permanent-Non-Seasonal	79	65.1%*	±9.0	1,964	13.9%*	±0.6	1.11 (L)
Term	NR	NR	NR	251	15.5%	±1.8	NR
Temporary-Seasonal	NR	NR	NR	173	24.8%	±3.4	NR
Temporary-Non-Seasonal	--	--	--	28	22.6%	±8.3	NA
Sex							
Men	49	79.4%*	±12.2	1,153	10.3%*	±0.6	1.55 (L)
Women	67	65.8%*	±9.9	1,508	22.4%*	±1.0	0.91 (L)
Gender Identity							
Male	49	79.4%*	±12.2	1,153	10.3%*	±0.6	1.55 (L)
Female	67	65.8%*	±9.9	1,508	22.4%*	±1.0	0.91 (L)
Transgender	--	--	--	NR	NR	NR	NR
Do not identify as female, male, or transgender	NR	NR	NR	11	22.4%	±14.3	NR
Sexual Orientation - Collapsed							
Heterosexual	108	69.9%*	±7.8	2,296	14.1%*	±0.5	1.21 (L)
Sexual Minority	NR	NR	NR	250	29.9%	±3.2	NR
Sexual Orientation							
Heterosexual or straight	108	69.9%*	±7.8	2,296	14.1%*	±0.5	1.21 (L)
Lesbian	--	--	--	67	37.7%	±7.4	NA
Gay	--	--	--	43	17.5%	±5.3	NA
Bisexual	NR	NR	NR	117	41.4%	±5.9	NR
Other	NR	NR	NR	23	17.4%	±7.6	NR
I prefer not to say	NR	NR	NR	104	13.5%	±2.6	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 sex/gender. * Indicates a statistically significant difference between those who experienced harassment and those who did not.

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

In the previous sections, the results for the predictors of workplace harassment were each shown separately, comparing results of the organizational factors (e.g., general intolerance for harassment, leadership intolerance for harassment, supervisor support) for those who had experienced sexual assault related behaviors against those who had not. To further understand the relationship of the organizational factors, as well as individual and occupational characteristics, to sexual assault related behaviors, we performed a series of logistic regression analyses to identify the factors that are most likely to predict whether someone might experience sexual assault related behaviors. Table 4.150 presents the results of the regression analyses. Each predictor variable is shown in the first column.

Table 4.150 Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment

	B	S.E.	Wald	p	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	-2.861	0.725	15.588	--	0.057	--	--	--	--
Sex	-0.411	0.187	4.812	0.028	0.663	0.459	0.957	-633.194	4.894
Relationship Status	-1.129	0.188	36.018	0.000	0.323	0.224	0.467	-650.009	38.522
Pay Grade	--	--	24.291	--	--	--	--	--	--
Middle Grade vs. Junior Grade	-0.839	0.215	15.177	0.000	0.432	0.283	0.659	-642.246	22.997
Senior Grade vs. Junior Grade	-1.253	0.270	21.515	0.000	0.286	0.168	0.485	-642.246	22.997
Executive Grade vs. Junior Grade	-15.946	8026.345	0.000	0.998	0.000	0.000	0.000	-642.246	22.997
Appointment Type	0.882	0.275	10.284	0.001	2.415	1.409	4.140	-636.553	11.612
Work Schedule	-0.507	0.226	5.009	0.025	0.603	0.387	0.939	-633.095	4.695
Organizational Politics	0.438	0.123	12.759	0.000	1.550	1.219	1.972	-637.185	12.875
Bystander Harassment Based on Sex/Gender	-1.794	0.203	77.729	0.000	0.166	0.112	0.248	-672.440	83.385
General Intolerance	-0.301	0.118	6.524	0.011	0.740	0.587	0.932	-634.005	6.516

Note. N = 15,225, Nagelkerke R Square = 0.207

5 Impact of Harassment on Job Outcomes

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

5.1 Age Harassment

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

5.1.1 Age Harassment and Job Satisfaction

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

Table 5.1 Age Harassment and Job Satisfaction by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,244	3.4*	±0.0	14,286	3.8*	±0.0	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	184	3.0*	±0.1	456	3.7*	±0.1	-0.79 (M)
Wage Grade (WG) 5-8	705	3.2*	±0.0	2,123	3.7*	±0.0	-0.70 (M)
Wage Grade (WG) 9-16	373	3.4*	±0.1	1,117	3.8*	±0.0	-0.59 (M)
Other Wage Grade (WG)	63	3.6*	±0.1	172	4.0*	±0.1	-0.52 (M)
General Schedule (GS) 1-6	572	3.3*	±0.1	1,564	3.7*	±0.0	-0.41 (S)
General Schedule (GS) 7-10	1,023	3.3*	±0.0	3,020	3.7*	±0.0	-0.68 (M)
General Schedule (GS) 11-12	858	3.4*	±0.1	3,547	3.9*	±0.0	-0.72 (M)
General Schedule (GS) 13-15	311	3.7*	±0.1	1,472	4.1*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.2	±0.5	18	4.4	±0.2	-0.30 (S)
Other	97	3.6*	±0.1	593	4.0*	±0.1	-0.56 (M)
Years of Service at Bureau or Office							
Less than 1 year	250	3.1*	±0.1	900	3.9*	±0.0	-1.17 (L)
1 to 3 years	673	3.3*	±0.1	1,912	3.8*	±0.0	-0.68 (M)
4 to 5 years	413	3.3*	±0.1	1,079	3.8*	±0.0	-0.58 (M)
6 to 10 years	858	3.4*	±0.0	2,966	3.7*	±0.0	-0.43 (S)
11 to 14 years	404	3.3*	±0.1	1,391	3.8*	±0.0	-0.61 (M)
15 to 20 years	561	3.3*	±0.1	2,261	3.8*	±0.0	-0.75 (M)
More than 20 years	1,054	3.4*	±0.0	3,679	3.9*	±0.0	-0.78 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	3,452	3.4*	±0.0	12,357	3.9*	±0.0	-0.65 (M)
Term	441	3.2*	±0.1	1,217	3.7*	±0.0	-0.72 (M)
Temporary	270	3.3*	±0.1	597	3.6*	±0.1	-0.51 (M)
Work Schedule							
Seasonal	490	3.4*	±0.1	1,350	3.6*	±0.0	-0.35 (S)
Non-Seasonal	3,176	3.4*	±0.0	11,427	3.9*	±0.0	-0.69 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	256	3.4*	±0.1	841	3.6*	±0.0	-0.32 (S)
Permanent-Non-Seasonal	3,140	3.4*	±0.0	11,340	3.9*	±0.0	-0.68 (M)
Term	441	3.2*	±0.1	1,217	3.7*	±0.0	-0.72 (M)
Temporary-Seasonal	234	3.3*	±0.1	509	3.5*	±0.1	-0.34 (S)
Temporary-Non-Seasonal	37	2.8*	±0.2	87	3.9*	±0.2	-1.42 (L)
Age - Collapsed							
39 or under	1,784	3.4*	±0.0	4,463	3.8*	±0.0	-0.50 (M)
40 or older	2,443	3.3*	±0.0	9,804	3.9*	±0.0	-0.77 (M)
Age							
25 or under	437	3.4*	±0.1	415	3.9*	±0.1	-0.64 (M)
26-29	431	3.4*	±0.1	790	3.8*	±0.1	-0.50 (M)
30-39	915	3.4*	±0.0	3,259	3.7*	±0.0	-0.48 (S)
40-49	599	3.2*	±0.1	3,805	3.8*	±0.0	-0.86 (L)
50-59	1,092	3.3*	±0.0	4,116	3.9*	±0.0	-0.80 (L)
60 or older	751	3.4*	±0.1	1,882	3.9*	±0.0	-0.70 (M)

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

Table 5.2 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.2 Age Harassment and Job Satisfaction Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	24	0.6%	±0.3	50	0.4%	±0.1
(2) Dissatisfied	633	14.9%	±1.1	555	3.9%	±0.3
(3) Neither Dissatisfied nor Satisfied	1,637	38.6%	±1.5	3,339	23.4%	±0.7
(4) Satisfied	1,800	42.4%	±1.5	7,984	55.9%	±0.8
(5) Very Satisfied	150	3.5%	±0.6	2,358	16.5%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.1.2 Age Harassment and Job Engagement

Table 5.3 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 NPS.

Table 5.3 Age Harassment and Job Engagement by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,243	5.2*	±0.0	14,283	5.6*	±0.0	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	184	4.3*	±0.3	456	5.9*	±0.1	-1.12 (L)
Wage Grade (WG) 5-8	705	5.3*	±0.1	2,123	5.6*	±0.1	-0.27 (S)
Wage Grade (WG) 9-16	373	5.6	±0.1	1,117	5.7	±0.1	-0.04
Other Wage Grade (WG)	63	4.7*	±0.3	172	5.7*	±0.2	-0.82 (L)
General Schedule (GS) 1-6	570	5.4*	±0.1	1,564	5.6*	±0.1	-0.14
General Schedule (GS) 7-10	1,023	5.1*	±0.1	3,020	5.5*	±0.0	-0.36 (S)
General Schedule (GS) 11-12	858	5.2*	±0.1	3,544	5.6*	±0.0	-0.37 (S)
General Schedule (GS) 13-15	311	5.4*	±0.1	1,472	5.8*	±0.0	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	6.0*	±0.4	18	6.6*	±0.2	-1.20 (L)
Other	97	5.5	±0.3	593	5.6	±0.1	-0.08
Years of Service at Bureau or Office							
Less than 1 year	250	4.8*	±0.2	900	6.0*	±0.1	-1.04 (L)
1 to 3 years	672	5.2*	±0.1	1,912	5.7*	±0.1	-0.40 (S)
4 to 5 years	413	5.4*	±0.1	1,079	5.6*	±0.1	-0.17
6 to 10 years	858	5.3*	±0.1	2,965	5.5*	±0.0	-0.17
11 to 14 years	404	5.0*	±0.1	1,389	5.5*	±0.1	-0.42 (S)
15 to 20 years	561	5.2*	±0.1	2,261	5.5*	±0.0	-0.21 (S)
More than 20 years	1,054	5.2*	±0.1	3,679	5.7*	±0.0	-0.41 (S)
Appointment Type							
Permanent	3,451	5.2*	±0.0	12,354	5.6*	±0.0	-0.31 (S)
Term	441	5.2*	±0.2	1,217	5.8*	±0.1	-0.53 (M)
Temporary	270	5.3*	±0.2	597	5.9*	±0.1	-0.56 (M)
Work Schedule							
Seasonal	490	5.4*	±0.1	1,350	5.6*	±0.1	-0.17
Non-Seasonal	3,175	5.2*	±0.0	11,424	5.6*	±0.0	-0.34 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	256	5.4	±0.1	841	5.4	±0.1	0.01
Permanent-Non-Seasonal	3,138	5.2*	±0.0	11,337	5.6*	±0.0	-0.33 (S)
Term	441	5.2*	±0.2	1,217	5.8*	±0.1	-0.53 (M)
Temporary-Seasonal	234	5.4*	±0.2	509	6.0*	±0.1	-0.47 (S)
Temporary-Non-Seasonal	37	4.4*	±0.6	87	5.8*	±0.2	-1.07 (L)
Age - Collapsed							
39 or under	1,782	5.2*	±0.1	4,461	5.5*	±0.0	-0.29 (S)
40 or older	2,443	5.2*	±0.0	9,804	5.6*	±0.0	-0.35 (S)
Age							
25 or under	437	5.1*	±0.2	415	5.8*	±0.1	-0.51 (M)
26-29	431	5.1*	±0.1	790	5.6*	±0.1	-0.47 (S)
30-39	913	5.3*	±0.1	3,256	5.5*	±0.0	-0.17
40-49	599	5.0*	±0.1	3,805	5.5*	±0.0	-0.42 (S)
50-59	1,092	5.2*	±0.1	4,116	5.7*	±0.0	-0.40 (S)
60 or older	751	5.5*	±0.1	1,882	5.8*	±0.0	-0.35 (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.

Table 5.4 presents the scale distribution of job engagement for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.4 Age Harassment and Job Engagement Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	50	1.2%	±0.4	49	0.3%	±0.1
(2) Almost Never or a Few Times a Year or Less	82	1.9%	±0.5	146	1.0%	±0.2
(3) Rarely or Once a Month or Less	284	6.7%	±0.8	552	3.9%	±0.3
(4) Sometimes or a Few Times a Month	680	16.0%	±1.1	1,588	11.1%	±0.5
(5) Often or Once a Week	1,113	26.2%	±1.3	3,165	22.2%	±0.7
(6) Very Often or a Few Times a Week	1,454	34.3%	±1.4	5,290	37.0%	±0.8
(7) Always or Every Day	580	13.7%	±1.1	3,493	24.5%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.1.3 Age Harassment and Organizational Commitment

Table 5.5 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 NPS.

Table 5.5 Age Harassment and Organizational Commitment by Selected Characteristics

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	4,244	3.1*	±0.0	14,285	3.6*	±0.0	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	184	2.6*	±0.2	456	3.7*	±0.1	-1.01 (L)
Wage Grade (WG) 5-8	705	2.9*	±0.1	2,123	3.6*	±0.0	-0.68 (M)
Wage Grade (WG) 9-16	373	3.2*	±0.1	1,117	3.6*	±0.1	-0.43 (S)
Other Wage Grade (WG)	63	3.1*	±0.3	172	3.9*	±0.1	-0.95 (L)
General Schedule (GS) 1-6	571	3.3*	±0.1	1,564	3.5*	±0.0	-0.23 (S)
General Schedule (GS) 7-10	1,023	3.0*	±0.1	3,020	3.5*	±0.0	-0.53 (M)
General Schedule (GS) 11-12	858	3.2*	±0.1	3,545	3.7*	±0.0	-0.53 (M)
General Schedule (GS) 13-15	311	3.3*	±0.1	1,472	3.8*	±0.0	-0.56 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	6	4.3	±0.5	18	4.5	±0.3	-0.25 (S)
Other	97	3.5*	±0.2	593	3.8*	±0.1	-0.31 (S)
Years of Service at Bureau or Office							
Less than 1 year	250	2.7*	±0.1	900	3.6*	±0.1	-0.93 (L)
1 to 3 years	673	3.1*	±0.1	1,912	3.7*	±0.0	-0.54 (M)
4 to 5 years	413	3.3*	±0.1	1,079	3.5*	±0.1	-0.26 (S)
6 to 10 years	858	3.2*	±0.1	2,966	3.5*	±0.0	-0.33 (S)
11 to 14 years	403	2.8*	±0.1	1,389	3.6*	±0.0	-0.85 (L)
15 to 20 years	561	3.1*	±0.1	2,261	3.6*	±0.0	-0.53 (M)
More than 20 years	1,054	3.1*	±0.1	3,679	3.7*	±0.0	-0.62 (M)
Appointment Type							
Permanent	3,452	3.1*	±0.0	12,355	3.6*	±0.0	-0.51 (M)
Term	441	3.1*	±0.1	1,217	3.7*	±0.0	-0.66 (M)
Temporary	270	3.2*	±0.1	597	3.7*	±0.1	-0.55 (M)
Work Schedule							
Seasonal	489	3.2*	±0.1	1,350	3.6*	±0.0	-0.39 (S)
Non-Seasonal	3,176	3.1*	±0.0	11,426	3.6*	±0.0	-0.52 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	256	3.1*	±0.1	841	3.5*	±0.1	-0.38 (S)
Permanent-Non-Seasonal	3,140	3.1*	±0.0	11,339	3.6*	±0.0	-0.52 (M)
Term	441	3.1*	±0.1	1,217	3.7*	±0.0	-0.66 (M)
Temporary-Seasonal	233	3.3*	±0.1	509	3.7*	±0.1	-0.46 (S)
Temporary-Non-Seasonal	37	2.7*	±0.3	87	3.7*	±0.2	-1.13 (L)
Age - Collapsed							
39 or under	1,784	3.2*	±0.0	4,462	3.6*	±0.0	-0.38 (S)
40 or older	2,442	3.0*	±0.0	9,804	3.6*	±0.0	-0.64 (M)
Age							
25 or under	437	3.2*	±0.1	415	3.6*	±0.1	-0.40 (S)
26-29	431	3.2*	±0.1	790	3.6*	±0.1	-0.41 (S)
30-39	915	3.1*	±0.1	3,258	3.5*	±0.0	-0.39 (S)
40-49	599	3.1*	±0.1	3,805	3.6*	±0.0	-0.59 (M)
50-59	1,092	2.9*	±0.1	4,116	3.6*	±0.0	-0.74 (M)
60 or older	750	3.2*	±0.1	1,882	3.7*	±0.0	-0.55 (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.

Table 5.6 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced age harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.6 Age Harassment and Organizational Commitment Scale Distribution

	Experienced age harassment			Did not experience age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	365	8.6%	±0.9	316	2.2%	±0.3
(2) Disagree	811	19.1%	±1.2	1,329	9.3%	±0.5
(3) Neither Agree nor Disagree	1,186	27.9%	±1.4	3,682	25.8%	±0.7
(4) Agree	1,443	34.0%	±1.4	5,937	41.6%	±0.8
(5) Strongly Agree	440	10.4%	±1.0	3,021	21.1%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.7 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 NPS.

Table 5.7 Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,766	3.2*	±0.0	16,738	3.8*	±0.0	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	62	3.3	±0.2	562	3.5	±0.1	-0.19
Wage Grade (WG) 5-8	340	3.2*	±0.1	2,483	3.7*	±0.0	-0.61 (M)
Wage Grade (WG) 9-16	104	3.1*	±0.1	1,391	3.7*	±0.0	-0.99 (L)
Other Wage Grade (WG)	23	3.2*	±0.3	213	3.9*	±0.1	-1.05 (L)
General Schedule (GS) 1-6	181	3.3*	±0.1	1,950	3.6*	±0.0	-0.40 (S)
General Schedule (GS) 7-10	437	3.1*	±0.1	3,602	3.7*	±0.0	-0.88 (L)
General Schedule (GS) 11-12	347	3.3*	±0.1	4,057	3.9*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	158	3.5*	±0.1	1,626	4.1*	±0.0	-0.86 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.2	NR
Other	80	3.1*	±0.1	609	4.0*	±0.0	-1.53 (L)
Years of Service at Bureau or Office							
Less than 1 year	109	3.3*	±0.2	1,040	3.8*	±0.0	-0.70 (M)
1 to 3 years	223	3.2*	±0.1	2,344	3.7*	±0.0	-0.73 (M)
4 to 5 years	180	3.1*	±0.1	1,312	3.7*	±0.0	-0.90 (L)
6 to 10 years	328	3.3*	±0.1	3,501	3.7*	±0.0	-0.48 (S)
11 to 14 years	206	3.3*	±0.1	1,584	3.7*	±0.0	-0.61 (M)
15 to 20 years	233	3.2*	±0.1	2,585	3.7*	±0.0	-0.84 (L)
More than 20 years	464	3.2*	±0.1	4,267	3.9*	±0.0	-1.00 (L)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,470	3.2*	±0.0	14,330	3.8*	±0.0	-0.81 (L)
Term	204	3.3*	±0.1	1,452	3.6*	±0.0	-0.35 (S)
Temporary	65	2.9*	±0.2	803	3.5*	±0.0	-0.96 (L)
Work Schedule							
Seasonal	122	3.2*	±0.1	1,718	3.6*	±0.0	-0.59 (M)
Non-Seasonal	1,396	3.2*	±0.0	13,199	3.8*	±0.0	-0.84 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	80	3.2*	±0.2	1,018	3.6*	±0.0	-0.59 (M)
Permanent-Non-Seasonal	1,373	3.2*	±0.0	13,098	3.8*	±0.0	-0.82 (L)
Term	204	3.3*	±0.1	1,452	3.6*	±0.0	-0.35 (S)
Temporary-Seasonal	42	3.1*	±0.2	701	3.5*	±0.0	-0.61 (M)
Temporary-Non-Seasonal	23	2.5*	±0.3	101	3.8*	±0.1	-1.76 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,014	3.3*	±0.0	13,457	3.8*	±0.0	-0.73 (M)
Minority	704	3.2*	±0.1	2,973	3.8*	±0.0	-0.77 (M)
Race/Ethnicity							
Hispanic	240	3.1*	±0.1	1,179	3.8*	±0.0	-0.78 (M)
American Indian or Alaskan Native	86	2.9*	±0.2	290	3.9*	±0.1	-1.38 (L)
Asian	33	3.6*	±0.3	133	4.0*	±0.1	-0.49 (S)
Black/African-American	177	3.2*	±0.1	621	3.7*	±0.1	-0.62 (M)
Native Hawaiian or Other Pacific Islander	37	3.1*	±0.1	165	3.9*	±0.1	-1.80 (L)
Non-Hispanic White	1,014	3.3*	±0.0	13,457	3.8*	±0.0	-0.73 (M)
Multi-racial	131	3.3*	±0.1	586	3.7*	±0.1	-0.55 (M)

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

Table 5.8 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.8 Racial/Ethnic Harassment and Job Satisfaction Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	22	1.2%	±0.6	53	0.3%	±0.1
(2) Dissatisfied	366	20.7%	±2.0	820	4.9%	±0.3
(3) Neither Dissatisfied nor Satisfied	679	38.4%	±2.3	4,294	25.7%	±0.7
(4) Satisfied	592	33.5%	±2.2	9,171	54.8%	±0.8
(5) Very Satisfied	108	6.1%	±1.2	2,400	14.3%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.2.2 Racial/Ethnic Harassment and Job Engagement

Table 5.9 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 NPS.

Table 5.9 Racial/Ethnic Harassment and Job Engagement by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,766	5.1*	±0.1	16,734	5.6*	±0.0	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	62	5.4	±0.3	562	5.4	±0.1	0.01
Wage Grade (WG) 5-8	340	5.1*	±0.1	2,483	5.6*	±0.0	-0.37 (S)
Wage Grade (WG) 9-16	104	5.0*	±0.3	1,391	5.7*	±0.1	-0.63 (M)
Other Wage Grade (WG)	23	5.1	±0.4	213	5.4	±0.2	-0.29 (S)
General Schedule (GS) 1-6	181	5.4*	±0.2	1,948	5.5*	±0.1	-0.15
General Schedule (GS) 7-10	437	4.7*	±0.1	3,602	5.5*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	347	5.3*	±0.1	4,054	5.6*	±0.0	-0.27 (S)
General Schedule (GS) 13-15	158	5.1*	±0.2	1,626	5.8*	±0.0	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	6.5	±0.2	NR
Other	80	4.6*	±0.3	609	5.7*	±0.1	-1.05 (L)
Years of Service at Bureau or Office							
Less than 1 year	109	4.8*	±0.3	1,040	5.8*	±0.1	-0.87 (L)
1 to 3 years	223	5.3*	±0.2	2,343	5.6*	±0.1	-0.28 (S)
4 to 5 years	180	5.1*	±0.2	1,312	5.6*	±0.1	-0.46 (S)
6 to 10 years	328	5.4	±0.1	3,500	5.5	±0.0	-0.11
11 to 14 years	206	5.0*	±0.2	1,582	5.4*	±0.1	-0.35 (S)
15 to 20 years	233	4.8*	±0.2	2,585	5.5*	±0.0	-0.56 (M)
More than 20 years	464	5.0*	±0.1	4,267	5.7*	±0.0	-0.65 (M)
Appointment Type							
Permanent	1,470	5.0*	±0.1	14,326	5.6*	±0.0	-0.48 (S)
Term	204	5.6	±0.2	1,452	5.6	±0.1	0.03
Temporary	65	4.7*	±0.4	803	5.8*	±0.1	-0.89 (L)
Work Schedule							
Seasonal	122	5.4	±0.2	1,718	5.6	±0.1	-0.15
Non-Seasonal	1,396	5.0*	±0.1	13,195	5.6*	±0.0	-0.53 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	80	5.4	±0.3	1,018	5.4	±0.1	-0.03
Permanent-Non-Seasonal	1,373	5.0*	±0.1	13,094	5.6*	±0.0	-0.51 (M)
Term	204	5.6	±0.2	1,452	5.6	±0.1	0.03
Temporary-Seasonal	42	5.4*	±0.3	701	5.8*	±0.1	-0.33 (S)
Temporary-Non-Seasonal	23	3.5*	±0.8	101	5.8*	±0.2	-2.02 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,014	5.1*	±0.1	13,454	5.6*	±0.0	-0.38 (S)
Minority	704	5.0*	±0.1	2,971	5.6*	±0.0	-0.49 (S)
Race/Ethnicity							
Hispanic	240	5.0*	±0.2	1,179	5.7*	±0.1	-0.49 (S)
American Indian or Alaskan Native	86	4.7*	±0.4	288	5.8*	±0.1	-0.93 (L)
Asian	33	5.4*	±0.4	133	5.8*	±0.1	-0.45 (S)
Black/African-American	177	4.8*	±0.2	621	5.5*	±0.1	-0.52 (M)
Native Hawaiian or Other Pacific Islander	37	5.7*	±0.4	165	6.1*	±0.1	-0.42 (S)
Non-Hispanic White	1,014	5.1*	±0.1	13,454	5.6*	±0.0	-0.38 (S)
Multi-racial	131	5.3*	±0.2	586	5.5*	±0.1	-0.19

^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.

Table 5.10 presents the scale distribution of job engagement for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.10 Racial/Ethnic Harassment and Job Engagement Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	14	0.8%	±0.5	85	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	58	3.3%	±0.9	170	1.0%	±0.2
(3) Rarely or Once a Month or Less	178	10.1%	±1.5	657	3.9%	±0.3
(4) Sometimes or a Few Times a Month	274	15.5%	±1.8	1,992	11.9%	±0.5
(5) Often or Once a Week	436	24.7%	±2.1	3,840	22.9%	±0.6
(6) Very Often or a Few Times a Week	598	33.9%	±2.2	6,126	36.6%	±0.7
(7) Always or Every Day	208	11.8%	±1.6	3,864	23.1%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.2.3 Racial/Ethnic Harassment and Organizational Commitment

Table 5.11 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 NPS.

Table 5.11 Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,766	2.9*	±0.0	16,736	3.6*	±0.0	-0.66 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	62	3.5	±0.3	562	3.4	±0.1	0.14
Wage Grade (WG) 5-8	340	2.7*	±0.1	2,483	3.5*	±0.0	-0.85 (L)
Wage Grade (WG) 9-16	104	2.5*	±0.2	1,391	3.6*	±0.0	-1.16 (L)
Other Wage Grade (WG)	23	3.1*	±0.3	213	3.7*	±0.1	-0.71 (M)
General Schedule (GS) 1-6	181	3.3*	±0.2	1,949	3.5*	±0.0	-0.19
General Schedule (GS) 7-10	437	2.7*	±0.1	3,602	3.5*	±0.0	-0.78 (M)
General Schedule (GS) 11-12	347	3.0*	±0.1	4,056	3.6*	±0.0	-0.60 (M)
General Schedule (GS) 13-15	158	3.2*	±0.2	1,626	3.8*	±0.0	-0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.5	±0.3	NR
Other	80	2.9*	±0.2	609	3.9*	±0.1	-1.18 (L)
Years of Service at Bureau or Office							
Less than 1 year	109	2.8*	±0.2	1,040	3.5*	±0.1	-0.63 (M)
1 to 3 years	223	3.1*	±0.1	2,344	3.5*	±0.0	-0.43 (S)
4 to 5 years	180	3.0*	±0.1	1,312	3.5*	±0.0	-0.64 (M)
6 to 10 years	328	3.0*	±0.1	3,501	3.5*	±0.0	-0.60 (M)
11 to 14 years	206	2.8*	±0.2	1,582	3.5*	±0.0	-0.71 (M)
15 to 20 years	233	3.0*	±0.1	2,585	3.6*	±0.0	-0.63 (M)
More than 20 years	464	2.8*	±0.1	4,267	3.6*	±0.0	-0.90 (L)
Appointment Type							
Permanent	1,470	2.9*	±0.1	14,329	3.6*	±0.0	-0.69 (M)
Term	204	3.3*	±0.2	1,452	3.6*	±0.1	-0.32 (S)
Temporary	65	2.7*	±0.3	802	3.6*	±0.1	-0.98 (L)
Work Schedule							
Seasonal	122	2.9*	±0.2	1,717	3.5*	±0.0	-0.68 (M)
Non-Seasonal	1,396	2.9*	±0.1	13,198	3.6*	±0.0	-0.71 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	80	2.9*	±0.2	1,018	3.4*	±0.1	-0.58 (M)
Permanent-Non-Seasonal	1,373	2.9*	±0.1	13,097	3.6*	±0.0	-0.70 (M)
Term	204	3.3*	±0.2	1,452	3.6*	±0.1	-0.32 (S)
Temporary-Seasonal	42	2.8*	±0.3	700	3.6*	±0.1	-0.84 (L)
Temporary-Non-Seasonal	23	2.5*	±0.5	101	3.6*	±0.2	-1.22 (L)
Race/Ethnicity - Collapsed							
Non-Minority (Non-Hispanic White)	1,014	2.9*	±0.1	13,454	3.6*	±0.0	-0.67 (M)
Minority	704	2.9*	±0.1	2,973	3.5*	±0.0	-0.64 (M)
Race/Ethnicity							
Hispanic	240	2.7*	±0.1	1,179	3.6*	±0.1	-0.85 (L)
American Indian or Alaskan Native	86	2.5*	±0.2	290	3.8*	±0.1	-1.45 (L)
Asian	33	3.5	±0.4	133	3.7	±0.1	-0.25 (S)
Black/African-American	177	3.1*	±0.2	621	3.4*	±0.1	-0.21 (S)
Native Hawaiian or Other Pacific Islander	37	3.7	±0.3	165	3.8	±0.1	-0.23 (S)
Non-Hispanic White	1,014	2.9*	±0.1	13,454	3.6*	±0.0	-0.67 (M)
Multi-racial	131	2.8*	±0.2	586	3.4*	±0.1	-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.

Table 5.12 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.12 Racial/Ethnic Harassment and Organizational Commitment Scale Distribution

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	179	10.1%	±1.5	497	3.0%	±0.3
(2) Disagree	424	24.0%	±2.0	1,714	10.2%	±0.5
(3) Neither Agree nor Disagree	555	31.4%	±2.2	4,313	25.8%	±0.7
(4) Agree	460	26.1%	±2.1	6,907	41.3%	±0.7
(5) Strongly Agree	148	8.4%	±1.4	3,304	19.7%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.13 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 NPS.

Table 5.13 Religious Harassment and Job Satisfaction by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,325	3.3*	±0.0	17,141	3.7*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	3.2*	±0.2	589	3.5*	±0.1	-0.39 (S)
Wage Grade (WG) 5-8	231	3.5*	±0.1	2,586	3.6*	±0.0	-0.21 (S)
Wage Grade (WG) 9-16	79	3.2*	±0.2	1,409	3.7*	±0.0	-0.72 (M)
Other Wage Grade (WG)	NR	NR	NR	231	3.9	±0.1	NR
General Schedule (GS) 1-6	204	3.1*	±0.1	1,902	3.6*	±0.0	-0.68 (M)
General Schedule (GS) 7-10	367	3.3*	±0.1	3,674	3.6*	±0.0	-0.48 (S)
General Schedule (GS) 11-12	256	3.4*	±0.1	4,144	3.8*	±0.0	-0.63 (M)
General Schedule (GS) 13-15	94	3.6*	±0.2	1,690	4.1*	±0.0	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.2	NR
Other	49	3.4*	±0.2	642	3.9*	±0.1	-0.76 (M)
Years of Service at Bureau or Office							
Less than 1 year	87	3.2*	±0.2	1,062	3.8*	±0.0	-0.75 (M)
1 to 3 years	164	3.5*	±0.1	2,368	3.7*	±0.0	-0.33 (S)
4 to 5 years	131	3.2*	±0.1	1,361	3.7*	±0.0	-0.71 (M)
6 to 10 years	337	3.3*	±0.1	3,486	3.7*	±0.0	-0.63 (M)
11 to 14 years	159	3.4*	±0.1	1,645	3.7*	±0.0	-0.41 (S)
15 to 20 years	208	3.4*	±0.1	2,613	3.7*	±0.0	-0.46 (S)
More than 20 years	238	3.4*	±0.1	4,479	3.8*	±0.0	-0.63 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,057	3.4*	±0.0	14,717	3.8*	±0.0	-0.56 (M)
Term	171	3.4*	±0.1	1,485	3.5*	±0.0	-0.18
Temporary	91	2.7*	±0.2	776	3.6*	±0.0	-1.46 (L)
Work Schedule							
Seasonal	150	3.1*	±0.1	1,691	3.6*	±0.0	-0.79 (M)
Non-Seasonal	989	3.4*	±0.0	13,580	3.8*	±0.0	-0.59 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	76	3.5	±0.1	1,022	3.6	±0.0	-0.22 (S)
Permanent-Non-Seasonal	971	3.4*	±0.0	13,474	3.8*	±0.0	-0.58 (M)
Term	171	3.4*	±0.1	1,485	3.5*	±0.0	-0.18
Temporary-Seasonal	74	2.7*	±0.2	669	3.6*	±0.0	-1.45 (L)
Temporary-Non-Seasonal	18	2.6*	±0.4	106	3.7*	±0.1	-1.49 (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.

Table 5.14 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.14 Religious Harassment and Job Satisfaction Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	11	0.8%	±0.7	64	0.4%	±0.1
(2) Dissatisfied	189	14.2%	±2.0	986	5.8%	±0.4
(3) Neither Dissatisfied nor Satisfied	527	39.8%	±2.7	4,444	25.9%	±0.7
(4) Satisfied	528	39.8%	±2.7	9,211	53.7%	±0.7
(5) Very Satisfied	70	5.3%	±1.3	2,437	14.2%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.3.2 Religious Harassment and Job Engagement

Table 5.15 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 NPS.

Table 5.15 Religious Harassment and Job Engagement by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,325	5.2*	±0.1	17,136	5.6*	±0.0	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	4.9*	±0.4	589	5.5*	±0.1	-0.36 (S)
Wage Grade (WG) 5-8	231	5.4*	±0.2	2,586	5.6*	±0.0	-0.16
Wage Grade (WG) 9-16	79	5.1*	±0.3	1,409	5.7*	±0.1	-0.55 (M)
Other Wage Grade (WG)	NR	NR	NR	231	5.4	±0.2	NR
General Schedule (GS) 1-6	204	5.3*	±0.2	1,901	5.5*	±0.1	-0.23 (S)
General Schedule (GS) 7-10	367	5.1*	±0.1	3,674	5.4*	±0.0	-0.24 (S)
General Schedule (GS) 11-12	256	5.1*	±0.2	4,141	5.6*	±0.0	-0.43 (S)
General Schedule (GS) 13-15	94	5.3*	±0.2	1,690	5.8*	±0.0	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	6.5	±0.2	NR
Other	49	5.2*	±0.3	642	5.6*	±0.1	-0.41 (S)
Years of Service at Bureau or Office							
Less than 1 year	87	5.0*	±0.3	1,062	5.8*	±0.1	-0.64 (M)
1 to 3 years	164	5.6	±0.2	2,366	5.6	±0.1	-0.01
4 to 5 years	131	5.2*	±0.2	1,361	5.6*	±0.1	-0.38 (S)
6 to 10 years	337	5.2*	±0.1	3,485	5.5*	±0.0	-0.21 (S)
11 to 14 years	159	5.2*	±0.2	1,643	5.4*	±0.1	-0.19
15 to 20 years	208	5.0*	±0.2	2,613	5.5*	±0.0	-0.38 (S)
More than 20 years	238	5.1*	±0.2	4,479	5.6*	±0.0	-0.50 (M)
Appointment Type							
Permanent	1,057	5.1*	±0.1	14,712	5.5*	±0.0	-0.34 (S)
Term	171	5.7	±0.2	1,485	5.6	±0.1	0.05
Temporary	91	4.8*	±0.3	776	5.8*	±0.1	-0.84 (L)
Work Schedule							
Seasonal	150	5.4*	±0.2	1,691	5.6*	±0.1	-0.17
Non-Seasonal	989	5.1*	±0.1	13,575	5.5*	±0.0	-0.40 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	76	5.6	±0.2	1,022	5.4	±0.1	0.12
Permanent-Non-Seasonal	971	5.1*	±0.1	13,469	5.5*	±0.0	-0.37 (S)
Term	171	5.7	±0.2	1,485	5.6	±0.1	0.05
Temporary-Seasonal	74	5.2*	±0.2	669	5.8*	±0.1	-0.54 (M)
Temporary-Non-Seasonal	18	3.2*	±0.9	106	5.8*	±0.2	-2.10 (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.

Table 5.16 presents the scale distribution of job engagement for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.16 Religious Harassment and Job Engagement Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	7	0.5%	±0.6	92	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	29	2.2%	±0.9	200	1.2%	±0.2
(3) Rarely or Once a Month or Less	112	8.5%	±1.6	710	4.1%	±0.3
(4) Sometimes or a Few Times a Month	214	16.1%	±2.1	2,054	12.0%	±0.5
(5) Often or Once a Week	326	24.6%	±2.4	3,950	23.1%	±0.6
(6) Very Often or a Few Times a Week	454	34.2%	±2.6	6,244	36.4%	±0.7
(7) Always or Every Day	185	13.9%	±2.0	3,887	22.7%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.3.3 Religious Harassment and Organizational Commitment

Table 5.17 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 NPS.

Table 5.17 Religious Harassment and Organizational Commitment by Selected Characteristics

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,325	3.1*	±0.1	17,138	3.5*	±0.0	-0.46 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	35	2.2*	±0.4	589	3.4*	±0.1	-1.00 (L)
Wage Grade (WG) 5-8	231	3.0*	±0.1	2,586	3.4*	±0.0	-0.42 (S)
Wage Grade (WG) 9-16	79	2.9*	±0.2	1,409	3.5*	±0.0	-0.72 (M)
Other Wage Grade (WG)	NR	NR	NR	231	3.7	±0.1	NR
General Schedule (GS) 1-6	204	3.3*	±0.1	1,901	3.5*	±0.0	-0.20 (S)
General Schedule (GS) 7-10	367	3.0*	±0.1	3,674	3.4*	±0.0	-0.39 (S)
General Schedule (GS) 11-12	256	3.1*	±0.1	4,143	3.6*	±0.0	-0.48 (S)
General Schedule (GS) 13-15	94	3.2*	±0.2	1,690	3.8*	±0.0	-0.58 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.5	±0.3	NR
Other	49	3.2*	±0.3	642	3.8*	±0.1	-0.71 (M)
Years of Service at Bureau or Office							
Less than 1 year	87	2.9*	±0.2	1,062	3.4*	±0.1	-0.57 (M)
1 to 3 years	164	3.3*	±0.2	2,368	3.5*	±0.0	-0.25 (S)
4 to 5 years	131	3.0*	±0.2	1,361	3.5*	±0.0	-0.61 (M)
6 to 10 years	337	3.0*	±0.1	3,486	3.5*	±0.0	-0.54 (M)
11 to 14 years	159	3.0*	±0.2	1,642	3.4*	±0.0	-0.46 (S)
15 to 20 years	208	3.2*	±0.1	2,613	3.5*	±0.0	-0.38 (S)
More than 20 years	238	3.2*	±0.1	4,479	3.6*	±0.0	-0.41 (S)
Appointment Type							
Permanent	1,057	3.1*	±0.1	14,715	3.5*	±0.0	-0.47 (S)
Term	171	3.3*	±0.2	1,485	3.6*	±0.1	-0.30 (S)
Temporary	91	2.9*	±0.2	775	3.6*	±0.1	-0.85 (L)
Work Schedule							
Seasonal	150	3.2*	±0.1	1,690	3.5*	±0.0	-0.38 (S)
Non-Seasonal	989	3.0*	±0.1	13,578	3.5*	±0.0	-0.50 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	76	3.4	±0.2	1,022	3.4	±0.1	-0.06
Permanent-Non-Seasonal	971	3.1*	±0.1	13,472	3.5*	±0.0	-0.49 (S)
Term	171	3.3*	±0.2	1,485	3.6*	±0.1	-0.30 (S)
Temporary-Seasonal	74	2.9*	±0.2	668	3.6*	±0.1	-0.79 (M)
Temporary-Non-Seasonal	18	2.5*	±0.6	106	3.6*	±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.

Table 5.18 presents the scale distribution of organizational harassment for those who indicated they had or had not experienced religious harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.18 Religious Harassment and Organizational Commitment Scale Distribution

	Experienced religious harassment			Did not experience religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	91	6.9%	±1.5	576	3.4%	±0.3
(2) Disagree	342	25.8%	±2.4	1,794	10.5%	±0.5
(3) Neither Agree nor Disagree	356	26.9%	±2.5	4,474	26.1%	±0.7
(4) Agree	398	30.1%	±2.5	6,975	40.7%	±0.7
(5) Strongly Agree	137	10.4%	±1.8	3,319	19.4%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.19 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 NPS.

Table 5.19 Disability Harassment and Job Satisfaction by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,275	3.1*	±0.0	17,074	3.8*	±0.0	-0.99 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	3.1*	±0.3	613	3.5*	±0.1	-0.49 (S)
Wage Grade (WG) 5-8	277	3.0*	±0.1	2,525	3.7*	±0.0	-0.87 (L)
Wage Grade (WG) 9-16	143	2.9*	±0.1	1,343	3.8*	±0.0	-1.39 (L)
Other Wage Grade (WG)	15	3.4*	±0.4	220	3.9*	±0.1	-0.79 (M)
General Schedule (GS) 1-6	135	3.2*	±0.1	1,972	3.6*	±0.0	-0.55 (M)
General Schedule (GS) 7-10	343	2.9*	±0.1	3,660	3.7*	±0.0	-1.18 (L)
General Schedule (GS) 11-12	238	3.3*	±0.1	4,116	3.9*	±0.0	-0.84 (L)
General Schedule (GS) 13-15	48	3.5*	±0.2	1,704	4.1*	±0.0	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	38	3.1*	±0.2	652	3.9*	±0.0	-1.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	61	2.7*	±0.2	1,071	3.8*	±0.0	-1.60 (L)
1 to 3 years	131	2.9*	±0.1	2,425	3.7*	±0.0	-1.19 (L)
4 to 5 years	141	3.2*	±0.1	1,341	3.7*	±0.0	-0.67 (M)
6 to 10 years	284	3.2*	±0.1	3,507	3.7*	±0.0	-0.73 (M)
11 to 14 years	115	3.2*	±0.1	1,670	3.7*	±0.0	-0.78 (M)
15 to 20 years	216	3.2*	±0.1	2,584	3.7*	±0.0	-0.79 (M)
More than 20 years	314	2.9*	±0.1	4,360	3.9*	±0.0	-1.36 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,132	3.1*	±0.0	14,531	3.8*	±0.0	-1.03 (L)
Term	72	3.0*	±0.1	1,569	3.5*	±0.0	-0.78 (M)
Temporary	49	3.0*	±0.2	813	3.5*	±0.0	-0.76 (M)
Work Schedule							
Seasonal	115	3.3*	±0.1	1,705	3.6*	±0.0	-0.44 (S)
Non-Seasonal	1,054	3.1*	±0.0	13,418	3.8*	±0.0	-1.07 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	84	3.2*	±0.1	999	3.6*	±0.0	-0.63 (M)
Permanent-Non-Seasonal	1,036	3.1*	±0.0	13,313	3.8*	±0.0	-1.05 (L)
Term	72	3.0*	±0.1	1,569	3.5*	±0.0	-0.78 (M)
Temporary-Seasonal	31	3.4	±0.2	706	3.5	±0.0	-0.10
Temporary-Non-Seasonal	17	2.2*	±0.2	105	3.8*	±0.1	-2.15 (L)
Disability							
Yes	520	3.1*	±0.1	1,421	3.7*	±0.0	-0.72 (M)
No	746	3.0*	±0.1	15,549	3.8*	±0.0	-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.

Table 5.20 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.20 Disability Harassment and Job Satisfaction Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	12	1.0%	±0.7	62	0.4%	±0.1
(2) Dissatisfied	308	24.2%	±2.4	862	5.0%	±0.3
(3) Neither Dissatisfied nor Satisfied	580	45.5%	±2.7	4,360	25.5%	±0.7
(4) Satisfied	353	27.7%	±2.5	9,319	54.6%	±0.7
(5) Very Satisfied	22	1.7%	±0.9	2,471	14.5%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.4.2 Disability Harassment and Job Engagement

Table 5.21 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 NPS.

Table 5.21 Disability Harassment and Job Engagement by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,275	5.0*	±0.1	17,069	5.6*	±0.0	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	4.4*	±0.6	613	5.5*	±0.1	-0.68 (M)
Wage Grade (WG) 5-8	277	5.3*	±0.2	2,525	5.6*	±0.0	-0.26 (S)
Wage Grade (WG) 9-16	143	5.2*	±0.2	1,343	5.7*	±0.1	-0.48 (S)
Other Wage Grade (WG)	15	5.3	±0.4	220	5.4	±0.2	-0.07
General Schedule (GS) 1-6	135	5.3*	±0.2	1,971	5.5*	±0.1	-0.24 (S)
General Schedule (GS) 7-10	343	4.5*	±0.2	3,660	5.5*	±0.0	-0.85 (L)
General Schedule (GS) 11-12	238	5.1*	±0.2	4,113	5.6*	±0.0	-0.39 (S)
General Schedule (GS) 13-15	48	5.1*	±0.3	1,704	5.8*	±0.0	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	6.5	±0.2	NR
Other	38	5.1*	±0.3	652	5.6*	±0.1	-0.53 (M)
Years of Service at Bureau or Office							
Less than 1 year	61	4.1*	±0.4	1,071	5.8*	±0.1	-1.40 (L)
1 to 3 years	131	4.6*	±0.3	2,424	5.7*	±0.0	-0.86 (L)
4 to 5 years	141	5.2*	±0.2	1,341	5.6*	±0.1	-0.35 (S)
6 to 10 years	284	5.3*	±0.1	3,505	5.5*	±0.0	-0.15
11 to 14 years	115	5.0*	±0.2	1,668	5.4*	±0.1	-0.34 (S)
15 to 20 years	216	5.0*	±0.2	2,584	5.5*	±0.0	-0.43 (S)
More than 20 years	314	4.9*	±0.1	4,360	5.6*	±0.0	-0.66 (M)
Appointment Type							
Permanent	1,132	5.0*	±0.1	14,527	5.5*	±0.0	-0.52 (M)
Term	72	5.2*	±0.3	1,569	5.6*	±0.1	-0.37 (S)
Temporary	49	5.1*	±0.6	813	5.8*	±0.1	-0.56 (M)
Work Schedule							
Seasonal	115	5.6	±0.2	1,705	5.6	±0.1	0.04
Non-Seasonal	1,054	4.9*	±0.1	13,414	5.6*	±0.0	-0.58 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	84	5.4	±0.2	999	5.4	±0.1	-0.05
Permanent-Non-Seasonal	1,036	4.9*	±0.1	13,309	5.6*	±0.0	-0.55 (M)
Term	72	5.2*	±0.3	1,569	5.6*	±0.1	-0.37 (S)
Temporary-Seasonal	31	6.3*	±0.4	706	5.8*	±0.1	0.44 (S)
Temporary-Non-Seasonal	17	2.9*	±0.8	105	5.8*	±0.2	-2.71 (L)
Disability							
Yes	520	5.0*	±0.1	1,421	5.6*	±0.1	-0.41 (S)
No	746	5.0*	±0.1	15,544	5.6*	±0.0	-0.54 (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.

Table 5.22 presents the scale distribution of job engagement for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.22 Disability Harassment and Job Engagement Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	17	1.3%	±0.8	82	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	35	2.7%	±1.1	194	1.1%	±0.2
(3) Rarely or Once a Month or Less	149	11.7%	±1.9	668	3.9%	±0.3
(4) Sometimes or a Few Times a Month	215	16.9%	±2.2	2,034	11.9%	±0.5
(5) Often or Once a Week	348	27.3%	±2.5	3,886	22.8%	±0.6
(6) Very Often or a Few Times a Week	357	28.0%	±2.5	6,300	36.9%	±0.7
(7) Always or Every Day	155	12.2%	±1.9	3,905	22.9%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.4.3 Disability Harassment and Organizational Commitment

Table 5.23 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 NPS.

Table 5.23 Disability Harassment and Organizational Commitment by Selected Characteristics

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,275	2.9*	±0.1	17,071	3.5*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	26	2.6*	±0.5	613	3.4*	±0.1	-0.68 (M)
Wage Grade (WG) 5-8	277	2.9*	±0.1	2,525	3.5*	±0.0	-0.60 (M)
Wage Grade (WG) 9-16	143	2.7*	±0.2	1,343	3.6*	±0.0	-0.93 (L)
Other Wage Grade (WG)	15	3.4	±0.4	220	3.7	±0.1	-0.33 (S)
General Schedule (GS) 1-6	135	2.9*	±0.2	1,971	3.5*	±0.0	-0.61 (M)
General Schedule (GS) 7-10	343	2.6*	±0.1	3,660	3.5*	±0.0	-0.87 (L)
General Schedule (GS) 11-12	238	3.1*	±0.1	4,115	3.6*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	48	3.3*	±0.4	1,704	3.8*	±0.0	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.5	±0.3	NR
Other	38	3.3*	±0.3	652	3.8*	±0.1	-0.60 (M)
Years of Service at Bureau or Office							
Less than 1 year	61	2.2*	±0.3	1,071	3.5*	±0.1	-1.26 (L)
1 to 3 years	131	2.5*	±0.2	2,425	3.6*	±0.0	-1.02 (L)
4 to 5 years	141	3.3*	±0.2	1,341	3.5*	±0.0	-0.21 (S)
6 to 10 years	284	3.0*	±0.1	3,507	3.5*	±0.0	-0.54 (M)
11 to 14 years	115	2.7*	±0.2	1,667	3.4*	±0.0	-0.70 (M)
15 to 20 years	216	3.0*	±0.1	2,584	3.6*	±0.0	-0.57 (M)
More than 20 years	314	2.7*	±0.1	4,360	3.6*	±0.0	-0.94 (L)
Appointment Type							
Permanent	1,132	2.9*	±0.1	14,530	3.5*	±0.0	-0.72 (M)
Term	72	3.1*	±0.3	1,569	3.6*	±0.0	-0.48 (S)
Temporary	49	3.3	±0.4	812	3.6	±0.1	-0.26 (S)
Work Schedule							
Seasonal	115	3.1*	±0.2	1,704	3.5*	±0.0	-0.41 (S)
Non-Seasonal	1,054	2.8*	±0.1	13,417	3.6*	±0.0	-0.73 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	84	2.8*	±0.2	999	3.5*	±0.1	-0.78 (M)
Permanent-Non-Seasonal	1,036	2.9*	±0.1	13,311	3.6*	±0.0	-0.71 (M)
Term	72	3.1*	±0.3	1,569	3.6*	±0.0	-0.48 (S)
Temporary-Seasonal	31	4.1*	±0.3	705	3.6*	±0.1	0.58 (M)
Temporary-Non-Seasonal	17	1.9*	±0.2	105	3.7*	±0.2	-2.05 (L)
Disability							
Yes	520	2.8*	±0.1	1,421	3.4*	±0.1	-0.60 (M)
No	746	2.9*	±0.1	15,546	3.6*	±0.0	-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.

Table 5.24 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced disability harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.24 Disability Harassment and Organizational Commitment Scale Distribution

	Experienced disability harassment			Did not experience disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	151	11.9%	±1.9	506	3.0%	±0.3
(2) Disagree	303	23.8%	±2.4	1,826	10.7%	±0.5
(3) Neither Agree nor Disagree	399	31.3%	±2.6	4,423	25.9%	±0.7
(4) Agree	325	25.5%	±2.5	6,980	40.9%	±0.7
(5) Strongly Agree	96	7.5%	±1.6	3,336	19.5%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.25 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 NPS.

Table 5.25 Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	828	3.2*	±0.1	17,636	3.7*	±0.0	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	2.6*	±0.2	611	3.5*	±0.1	-1.15 (L)
Wage Grade (WG) 5-8	140	3.2*	±0.1	2,680	3.6*	±0.0	-0.65 (M)
Wage Grade (WG) 9-16	44	3.0*	±0.2	1,444	3.7*	±0.0	-1.07 (L)
Other Wage Grade (WG)	6	3.2*	±0.5	228	3.9*	±0.1	-1.03 (L)
General Schedule (GS) 1-6	136	3.3*	±0.1	1,994	3.6*	±0.0	-0.32 (S)
General Schedule (GS) 7-10	233	3.2*	±0.1	3,797	3.6*	±0.0	-0.62 (M)
General Schedule (GS) 11-12	165	3.2*	±0.1	4,219	3.8*	±0.0	-0.93 (L)
General Schedule (GS) 13-15	53	3.7*	±0.2	1,716	4.1*	±0.0	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	18	3.4*	±0.4	672	3.9*	±0.0	-0.81 (L)
Years of Service at Bureau or Office							
Less than 1 year	44	2.8*	±0.2	1,102	3.8*	±0.0	-1.41 (L)
1 to 3 years	119	3.5*	±0.2	2,458	3.7*	±0.0	-0.25 (S)
4 to 5 years	129	3.3*	±0.1	1,358	3.7*	±0.0	-0.46 (S)
6 to 10 years	178	3.2*	±0.1	3,636	3.7*	±0.0	-0.67 (M)
11 to 14 years	85	3.3*	±0.1	1,706	3.7*	±0.0	-0.58 (M)
15 to 20 years	105	3.3*	±0.2	2,708	3.7*	±0.0	-0.60 (M)
More than 20 years	168	3.0*	±0.1	4,539	3.8*	±0.0	-1.21 (L)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	648	3.3*	±0.1	15,104	3.8*	±0.0	-0.70 (M)
Term	91	3.1*	±0.1	1,562	3.6*	±0.0	-0.69 (M)
Temporary	75	3.1*	±0.2	789	3.5*	±0.0	-0.60 (M)
Work Schedule							
Seasonal	124	3.5	±0.1	1,711	3.6	±0.0	-0.13
Non-Seasonal	589	3.2*	±0.1	13,960	3.8*	±0.0	-0.79 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	62	3.6	±0.2	1,032	3.6	±0.0	0.08
Permanent-Non-Seasonal	575	3.2*	±0.1	13,851	3.8*	±0.0	-0.76 (M)
Term	91	3.1*	±0.1	1,562	3.6*	±0.0	-0.69 (M)
Temporary-Seasonal	62	3.3*	±0.2	679	3.5*	±0.0	-0.32 (S)
Temporary-Non-Seasonal	14	2.3*	±0.4	109	3.7*	±0.1	-1.75 (L)
Sex							
Men	380	3.1*	±0.1	11,094	3.7*	±0.0	-0.88 (L)
Women	433	3.3*	±0.1	6,487	3.7*	±0.0	-0.57 (M)
Gender Identity							
Male	380	3.1*	±0.1	11,094	3.7*	±0.0	-0.88 (L)
Female	433	3.3*	±0.1	6,487	3.7*	±0.0	-0.57 (M)
Transgender	5	3.1*	±0.9	11	4.0*	±0.4	-1.13 (L)
Do not identify as female, male, or transgender	9	3.1	±0.4	44	3.4	±0.2	-0.30 (S)
Sexual Orientation - Collapsed							
Heterosexual	505	3.2*	±0.1	16,098	3.7*	±0.0	-0.77 (M)
Sexual Minority	257	3.4*	±0.1	592	3.7*	±0.1	-0.54 (M)
Sexual Orientation							
Heterosexual or straight	505	3.2*	±0.1	16,098	3.7*	±0.0	-0.77 (M)
Lesbian	76	3.6*	±0.1	105	4.0*	±0.1	-0.49 (S)
Gay	90	3.4*	±0.2	159	3.8*	±0.1	-0.56 (M)
Bisexual	77	3.1*	±0.2	208	3.6*	±0.1	-0.66 (M)
Other	14	2.9*	±0.4	121	3.7*	±0.1	-1.35 (L)
I prefer not to say	58	3.0*	±0.2	752	3.6*	±0.1	-0.88 (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.

Table 5.26 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.26 Sexual Orientation Harassment and Job Satisfaction Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	11	1.3%	±1.1	64	0.4%	±0.1
(2) Dissatisfied	156	18.9%	±2.8	1,027	5.8%	±0.4
(3) Neither Dissatisfied nor Satisfied	329	39.7%	±3.4	4,625	26.2%	±0.7
(4) Satisfied	298	36.0%	±3.3	9,453	53.6%	±0.7
(5) Very Satisfied	34	4.1%	±1.6	2,468	14.0%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.27 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 NPS.

Table 5.27 Sexual Orientation Harassment and Job Engagement by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	828	5.2*	±0.1	17,632	5.5*	±0.0	-0.26 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	5.0	±0.8	611	5.5	±0.1	-0.29 (S)
Wage Grade (WG) 5-8	140	5.3*	±0.2	2,680	5.6*	±0.0	-0.24 (S)
Wage Grade (WG) 9-16	44	5.5	±0.5	1,444	5.7	±0.1	-0.10
Other Wage Grade (WG)	6	5.5	±0.6	228	5.4	±0.2	0.06
General Schedule (GS) 1-6	136	5.8*	±0.2	1,992	5.5*	±0.1	0.21 (S)
General Schedule (GS) 7-10	233	4.9*	±0.2	3,797	5.4*	±0.0	-0.47 (S)
General Schedule (GS) 11-12	165	5.2*	±0.2	4,216	5.5*	±0.0	-0.30 (S)
General Schedule (GS) 13-15	53	5.4*	±0.3	1,716	5.8*	±0.0	-0.37 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	6.5	±0.2	NR
Other	18	5.1*	±0.5	672	5.6*	±0.1	-0.48 (S)
Years of Service at Bureau or Office							
Less than 1 year	44	4.1*	±0.6	1,102	5.8*	±0.1	-1.38 (L)
1 to 3 years	119	5.7	±0.3	2,456	5.6	±0.0	0.08
4 to 5 years	129	5.2*	±0.2	1,358	5.6*	±0.1	-0.31 (S)
6 to 10 years	178	5.5	±0.2	3,635	5.5	±0.0	0.04
11 to 14 years	85	5.1*	±0.2	1,705	5.4*	±0.1	-0.25 (S)
15 to 20 years	105	5.1*	±0.3	2,708	5.4*	±0.0	-0.26 (S)
More than 20 years	168	5.0*	±0.2	4,539	5.6*	±0.0	-0.53 (M)
Appointment Type							
Permanent	648	5.2*	±0.1	15,100	5.5*	±0.0	-0.28 (S)
Term	91	5.8	±0.2	1,562	5.6	±0.1	0.16
Temporary	75	5.2*	±0.5	789	5.8*	±0.1	-0.51 (M)
Work Schedule							
Seasonal	124	5.7	±0.3	1,711	5.6	±0.1	0.10
Non-Seasonal	589	5.1*	±0.1	13,955	5.5*	±0.0	-0.36 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	62	5.7	±0.3	1,032	5.4	±0.1	0.20 (S)
Permanent-Non-Seasonal	575	5.2*	±0.1	13,847	5.5*	±0.0	-0.31 (S)
Term	91	5.8	±0.2	1,562	5.6	±0.1	0.16
Temporary-Seasonal	62	5.7	±0.4	679	5.8	±0.1	-0.07
Temporary-Non-Seasonal	14	2.7*	±0.9	109	5.8*	±0.2	-2.65 (L)
Sex							
Men	380	5.1*	±0.1	11,092	5.6*	±0.0	-0.40 (S)
Women	433	5.4*	±0.1	6,484	5.5*	±0.0	-0.12
Gender Identity							
Male	380	5.1*	±0.1	11,092	5.6*	±0.0	-0.40 (S)
Female	433	5.4*	±0.1	6,484	5.5*	±0.0	-0.12
Transgender	5	4.6	±1.7	11	5.4	±0.9	-0.45 (S)
Do not identify as female, male, or transgender	9	5.3	±0.8	44	5.0	±0.4	0.24 (S)
Sexual Orientation - Collapsed							
Heterosexual	505	5.3*	±0.1	16,095	5.5*	±0.0	-0.26 (S)
Sexual Minority	257	5.2*	±0.2	591	5.5*	±0.1	-0.21 (S)
Sexual Orientation							
Heterosexual or straight	505	5.3*	±0.1	16,095	5.5*	±0.0	-0.26 (S)
Lesbian	76	5.6	±0.2	105	5.8	±0.2	-0.14
Gay	90	5.1	±0.3	159	5.4	±0.2	-0.24 (S)
Bisexual	77	4.9*	±0.3	206	5.4*	±0.2	-0.37 (S)
Other	14	5.3	±0.7	121	5.4	±0.2	-0.05
I prefer not to say	58	5.3	±0.5	752	5.5	±0.1	-0.13

^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.

Table 5.28 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.28 Sexual Orientation Harassment and Job Engagement Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	17	2.0%	±1.2	82	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	22	2.7%	±1.4	206	1.2%	±0.2
(3) Rarely or Once a Month or Less	72	8.6%	±2.1	761	4.3%	±0.3
(4) Sometimes or a Few Times a Month	106	12.8%	±2.5	2,150	12.2%	±0.5
(5) Often or Once a Week	210	25.3%	±3.1	4,046	22.9%	±0.6
(6) Very Often or a Few Times a Week	231	27.9%	±3.2	6,489	36.8%	±0.7
(7) Always or Every Day	170	20.5%	±2.9	3,898	22.1%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.29 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 NPS.

Table 5.29 Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	827	3.0*	±0.1	17,634	3.5*	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	29	3.1	±0.5	611	3.4	±0.1	-0.22 (S)
Wage Grade (WG) 5-8	140	3.0*	±0.2	2,680	3.4*	±0.0	-0.47 (S)
Wage Grade (WG) 9-16	44	3.2	±0.3	1,444	3.5	±0.0	-0.26 (S)
Other Wage Grade (WG)	6	3.2	±0.4	228	3.7	±0.1	-0.48 (S)
General Schedule (GS) 1-6	135	3.5	±0.2	1,994	3.4	±0.0	0.09
General Schedule (GS) 7-10	233	2.8*	±0.1	3,797	3.4*	±0.0	-0.60 (M)
General Schedule (GS) 11-12	165	2.8*	±0.2	4,217	3.6*	±0.0	-0.80 (L)
General Schedule (GS) 13-15	53	3.3*	±0.3	1,716	3.8*	±0.0	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.5	±0.3	NR
Other	18	3.0*	±0.5	672	3.8*	±0.1	-0.87 (L)
Years of Service at Bureau or Office							
Less than 1 year	44	2.6*	±0.4	1,102	3.4*	±0.1	-0.79 (M)
1 to 3 years	119	3.5	±0.2	2,458	3.5	±0.0	0.00
4 to 5 years	129	3.4	±0.2	1,358	3.5	±0.0	-0.14
6 to 10 years	178	3.1*	±0.2	3,636	3.5*	±0.0	-0.38 (S)
11 to 14 years	84	2.8*	±0.2	1,705	3.4*	±0.0	-0.64 (M)
15 to 20 years	105	2.9*	±0.2	2,708	3.5*	±0.0	-0.62 (M)
More than 20 years	168	2.6*	±0.2	4,539	3.6*	±0.0	-1.01 (L)
Appointment Type							
Permanent	648	3.0*	±0.1	15,103	3.5*	±0.0	-0.58 (M)
Term	91	3.6	±0.2	1,562	3.5	±0.0	0.06
Temporary	74	3.3*	±0.3	789	3.6*	±0.1	-0.25 (S)
Work Schedule							
Seasonal	123	3.6	±0.2	1,711	3.5	±0.0	0.12
Non-Seasonal	589	2.9*	±0.1	13,958	3.5*	±0.0	-0.67 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	62	3.5	±0.2	1,032	3.4	±0.1	0.15
Permanent-Non-Seasonal	575	2.9*	±0.1	13,849	3.5*	±0.0	-0.65 (M)
Term	91	3.6	±0.2	1,562	3.5	±0.0	0.06
Temporary-Seasonal	61	3.6	±0.3	679	3.6	±0.1	0.06
Temporary-Non-Seasonal	14	2.0*	±0.4	109	3.6*	±0.2	-1.65 (L)
Sex							
Men	380	2.8*	±0.1	11,094	3.5*	±0.0	-0.73 (M)
Women	433	3.2*	±0.1	6,486	3.5*	±0.0	-0.29 (S)
Gender Identity							
Male	380	2.8*	±0.1	11,094	3.5*	±0.0	-0.73 (M)
Female	433	3.2*	±0.1	6,486	3.5*	±0.0	-0.29 (S)
Transgender	5	2.7	±1.3	11	4.0	±0.7	-0.90 (L)
Do not identify as female, male, or transgender	9	3.1	±0.5	44	3.1	±0.3	0.02
Sexual Orientation - Collapsed							
Heterosexual	504	3.0*	±0.1	16,097	3.5*	±0.0	-0.56 (M)
Sexual Minority	257	3.2*	±0.1	592	3.6*	±0.1	-0.42 (S)
Sexual Orientation							
Heterosexual or straight	504	3.0*	±0.1	16,097	3.5*	±0.0	-0.56 (M)
Lesbian	76	3.4*	±0.2	105	3.8*	±0.2	-0.37 (S)
Gay	90	3.1*	±0.2	159	3.5*	±0.2	-0.35 (S)
Bisexual	77	2.9*	±0.3	208	3.5*	±0.1	-0.50 (M)
Other	14	3.2*	±0.7	121	3.8*	±0.2	-0.63 (M)
I prefer not to say	58	3.0*	±0.3	752	3.4*	±0.1	-0.36 (S)

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

Table 5.30 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.30 Sexual Orientation Harassment and Organizational Commitment Scale Distribution

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	81	9.8%	±2.2	593	3.4%	±0.3
(2) Disagree	199	24.0%	±3.0	1,931	10.9%	±0.5
(3) Neither Agree nor Disagree	210	25.3%	±3.1	4,647	26.4%	±0.7
(4) Agree	231	27.9%	±3.2	7,126	40.4%	±0.7
(5) Strongly Agree	107	12.9%	±2.5	3,338	18.9%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.31 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 NPS.

Table 5.31 Sexual Harassment and Job Satisfaction by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,913	3.3*	±0.0	16,566	3.8*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	2.9*	±0.2	587	3.5*	±0.1	-0.81 (L)
Wage Grade (WG) 5-8	268	3.4*	±0.1	2,560	3.6*	±0.0	-0.35 (S)
Wage Grade (WG) 9-16	76	3.1*	±0.2	1,417	3.7*	±0.0	-0.92 (L)
Other Wage Grade (WG)	28	3.4*	±0.3	208	3.9*	±0.1	-0.77 (M)
General Schedule (GS) 1-6	299	3.2*	±0.1	1,825	3.6*	±0.0	-0.57 (M)
General Schedule (GS) 7-10	574	3.2*	±0.1	3,458	3.7*	±0.0	-0.71 (M)
General Schedule (GS) 11-12	409	3.4*	±0.1	3,983	3.9*	±0.0	-0.70 (M)
General Schedule (GS) 13-15	131	3.6*	±0.1	1,651	4.1*	±0.0	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.2	NR
Other	44	3.3*	±0.1	646	3.9*	±0.1	-1.05 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	2.7*	±0.2	1,066	3.8*	±0.0	-1.55 (L)
1 to 3 years	272	3.3*	±0.1	2,302	3.7*	±0.0	-0.65 (M)
4 to 5 years	184	3.4*	±0.1	1,310	3.7*	±0.0	-0.43 (S)
6 to 10 years	500	3.3*	±0.1	3,313	3.7*	±0.0	-0.58 (M)
11 to 14 years	238	3.3*	±0.1	1,566	3.7*	±0.0	-0.58 (M)
15 to 20 years	284	3.3*	±0.1	2,530	3.7*	±0.0	-0.65 (M)
More than 20 years	326	3.3*	±0.1	4,394	3.9*	±0.0	-0.79 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,577	3.3*	±0.0	14,195	3.8*	±0.0	-0.67 (M)
Term	193	3.2*	±0.1	1,465	3.6*	±0.0	-0.52 (M)
Temporary	142	2.9*	±0.1	711	3.6*	±0.0	-1.12 (L)
Work Schedule							
Seasonal	249	3.2*	±0.1	1,578	3.6*	±0.0	-0.63 (M)
Non-Seasonal	1,466	3.3*	±0.0	13,100	3.8*	±0.0	-0.71 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	129	3.4*	±0.1	968	3.6*	±0.0	-0.30 (S)
Permanent-Non-Seasonal	1,443	3.3*	±0.0	12,999	3.8*	±0.0	-0.69 (M)
Term	193	3.2*	±0.1	1,465	3.6*	±0.0	-0.52 (M)
Temporary-Seasonal	119	3.0*	±0.1	609	3.6*	±0.0	-1.00 (L)
Temporary-Non-Seasonal	23	2.5*	±0.4	101	3.8*	±0.1	-1.69 (L)
Sex							
Men	687	3.2*	±0.1	10,813	3.7*	±0.0	-0.71 (M)
Women	1,217	3.3*	±0.0	5,692	3.8*	±0.0	-0.69 (M)
Gender Identity							
Male	687	3.2*	±0.1	10,813	3.7*	±0.0	-0.71 (M)
Female	1,217	3.3*	±0.0	5,692	3.8*	±0.0	-0.69 (M)
Transgender	NR	NR	NR	15	3.8	±0.4	NR
Do not identify as female, male, or transgender	8	3.0	±0.3	45	3.4	±0.2	-0.55 (M)
Sexual Orientation - Collapsed							
Heterosexual	1,557	3.3*	±0.0	15,069	3.8*	±0.0	-0.68 (M)
Sexual Minority	223	3.2*	±0.1	628	3.7*	±0.1	-0.72 (M)
Sexual Orientation							
Heterosexual or straight	1,557	3.3*	±0.0	15,069	3.8*	±0.0	-0.68 (M)
Lesbian	53	3.6*	±0.2	129	3.9*	±0.1	-0.39 (S)
Gay	34	3.2*	±0.3	214	3.7*	±0.1	-0.83 (L)
Bisexual	99	3.1*	±0.1	187	3.7*	±0.1	-0.88 (L)
Other	37	3.3*	±0.2	98	3.7*	±0.1	-0.68 (M)
I prefer not to say	89	3.3*	±0.2	708	3.6*	±0.1	-0.43 (S)

^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.

Table 5.32 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.32 Sexual Harassment and Job Satisfaction Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	16	0.8%	±0.5	59	0.4%	±0.1
(2) Dissatisfied	313	16.3%	±1.7	875	5.3%	±0.4
(3) Neither Dissatisfied nor Satisfied	759	39.7%	±2.2	4,201	25.4%	±0.7
(4) Satisfied	744	38.9%	±2.2	9,004	54.4%	±0.8
(5) Very Satisfied	82	4.3%	±1.0	2,426	14.6%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.6.2 Sexual Harassment and Job Engagement

Table 5.33 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 NPS.

Table 5.33 Sexual Harassment and Job Engagement by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,912	5.2*	±0.1	16,563	5.6*	±0.0	-0.32 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	4.6*	±0.4	587	5.5*	±0.1	-0.58 (M)
Wage Grade (WG) 5-8	268	5.3*	±0.2	2,560	5.6*	±0.0	-0.17
Wage Grade (WG) 9-16	76	5.1*	±0.3	1,417	5.7*	±0.1	-0.49 (S)
Other Wage Grade (WG)	28	5.8	±0.2	208	5.4	±0.2	0.35 (S)
General Schedule (GS) 1-6	299	5.5	±0.1	1,823	5.5	±0.1	-0.02
General Schedule (GS) 7-10	574	4.9*	±0.1	3,458	5.5*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	408	5.2*	±0.1	3,982	5.6*	±0.0	-0.37 (S)
General Schedule (GS) 13-15	131	5.5*	±0.2	1,651	5.8*	±0.0	-0.22 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	6.5	±0.2	NR
Other	44	5.5	±0.2	646	5.6	±0.1	-0.08
Years of Service at Bureau or Office							
Less than 1 year	84	4.3*	±0.4	1,066	5.8*	±0.1	-1.29 (L)
1 to 3 years	272	5.3*	±0.2	2,301	5.6*	±0.1	-0.24 (S)
4 to 5 years	184	5.2*	±0.2	1,310	5.6*	±0.1	-0.35 (S)
6 to 10 years	498	5.3*	±0.1	3,313	5.5*	±0.0	-0.16
11 to 14 years	238	5.1*	±0.1	1,564	5.4*	±0.1	-0.24 (S)
15 to 20 years	284	5.2*	±0.1	2,530	5.5*	±0.0	-0.27 (S)
More than 20 years	326	5.1*	±0.1	4,394	5.6*	±0.0	-0.45 (S)
Appointment Type							
Permanent	1,576	5.2*	±0.1	14,192	5.5*	±0.0	-0.34 (S)
Term	193	5.6	±0.2	1,465	5.6	±0.1	-0.04
Temporary	142	5.0*	±0.3	711	5.9*	±0.1	-0.74 (M)
Work Schedule							
Seasonal	249	5.5	±0.2	1,578	5.6	±0.1	-0.11
Non-Seasonal	1,464	5.1*	±0.1	13,097	5.6*	±0.0	-0.40 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	129	5.7*	±0.1	968	5.4*	±0.1	0.22 (S)
Permanent-Non-Seasonal	1,441	5.1*	±0.1	12,996	5.6*	±0.0	-0.38 (S)
Term	193	5.6	±0.2	1,465	5.6	±0.1	-0.04
Temporary-Seasonal	119	5.2*	±0.3	609	5.9*	±0.1	-0.55 (M)
Temporary-Non-Seasonal	23	3.7*	±0.8	101	5.8*	±0.2	-1.69 (L)
Sex							
Men	687	5.3*	±0.1	10,812	5.6*	±0.0	-0.26 (S)
Women	1,215	5.1*	±0.1	5,691	5.6*	±0.0	-0.35 (S)
Gender Identity							
Male	687	5.3*	±0.1	10,812	5.6*	±0.0	-0.26 (S)
Female	1,215	5.1*	±0.1	5,691	5.6*	±0.0	-0.35 (S)
Transgender	NR	NR	NR	15	5.2	±0.9	NR
Do not identify as female, male, or transgender	8	4.8	±1.1	45	5.1	±0.3	-0.26 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,557	5.2*	±0.1	15,066	5.6*	±0.0	-0.33 (S)
Sexual Minority	222	5.1*	±0.2	628	5.5*	±0.1	-0.29 (S)
Sexual Orientation							
Heterosexual or straight	1,557	5.2*	±0.1	15,066	5.6*	±0.0	-0.33 (S)
Lesbian	53	5.9	±0.3	129	5.6	±0.2	0.25 (S)
Gay	34	4.6*	±0.7	214	5.4*	±0.2	-0.58 (M)
Bisexual	98	4.6*	±0.3	187	5.6*	±0.2	-0.75 (M)
Other	37	5.7	±0.4	98	5.3	±0.2	0.38 (S)
I prefer not to say	89	5.3	±0.3	708	5.5	±0.1	-0.11

^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.

Table 5.34 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.34 Sexual Harassment and Job Engagement Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	20	1.1%	±0.6	78	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	43	2.2%	±0.8	186	1.1%	±0.2
(3) Rarely or Once a Month or Less	146	7.6%	±1.3	690	4.2%	±0.3
(4) Sometimes or a Few Times a Month	327	17.1%	±1.8	1,929	11.6%	±0.5
(5) Often or Once a Week	452	23.6%	±2.0	3,803	23.0%	±0.6
(6) Very Often or a Few Times a Week	637	33.3%	±2.1	6,090	36.8%	±0.7
(7) Always or Every Day	286	15.0%	±1.7	3,787	22.9%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.6.3 Sexual Harassment and Organizational Commitment

Table 5.35 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 NPS.

Table 5.35 Sexual Harassment and Organizational Commitment by Selected Characteristics

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,912	3.0*	±0.0	16,564	3.5*	±0.0	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	53	2.5*	±0.2	587	3.5*	±0.1	-0.76 (M)
Wage Grade (WG) 5-8	268	3.0*	±0.1	2,560	3.4*	±0.0	-0.44 (S)
Wage Grade (WG) 9-16	76	2.7*	±0.3	1,417	3.5*	±0.0	-0.93 (L)
Other Wage Grade (WG)	28	3.3*	±0.2	208	3.7*	±0.1	-0.41 (S)
General Schedule (GS) 1-6	298	3.2*	±0.1	1,825	3.5*	±0.0	-0.23 (S)
General Schedule (GS) 7-10	574	3.0*	±0.1	3,458	3.5*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	409	3.1*	±0.1	3,982	3.6*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	131	3.2*	±0.2	1,651	3.8*	±0.0	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	22	4.4	±0.3	NR
Other	44	2.8*	±0.2	646	3.8*	±0.1	-1.20 (L)
Years of Service at Bureau or Office							
Less than 1 year	84	2.4*	±0.2	1,066	3.5*	±0.1	-1.10 (L)
1 to 3 years	272	3.2*	±0.1	2,302	3.6*	±0.0	-0.32 (S)
4 to 5 years	184	3.3*	±0.2	1,310	3.5*	±0.0	-0.18
6 to 10 years	500	3.1*	±0.1	3,313	3.5*	±0.0	-0.44 (S)
11 to 14 years	237	2.9*	±0.1	1,564	3.5*	±0.0	-0.57 (M)
15 to 20 years	284	3.0*	±0.1	2,530	3.6*	±0.0	-0.64 (M)
More than 20 years	326	2.9*	±0.1	4,394	3.6*	±0.0	-0.73 (M)
Appointment Type							
Permanent	1,577	3.0*	±0.1	14,194	3.5*	±0.0	-0.58 (M)
Term	193	3.4*	±0.2	1,465	3.6*	±0.1	-0.18
Temporary	141	3.1*	±0.2	711	3.6*	±0.1	-0.56 (M)
Work Schedule							
Seasonal	248	3.2*	±0.1	1,578	3.5*	±0.0	-0.32 (S)
Non-Seasonal	1,466	3.0*	±0.1	13,099	3.6*	±0.0	-0.61 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	129	3.2*	±0.2	968	3.4*	±0.1	-0.28 (S)
Permanent-Non-Seasonal	1,443	3.0*	±0.1	12,998	3.6*	±0.0	-0.60 (M)
Term	193	3.4*	±0.2	1,465	3.6*	±0.1	-0.18
Temporary-Seasonal	118	3.3*	±0.2	609	3.6*	±0.1	-0.41 (S)
Temporary-Non-Seasonal	23	2.4*	±0.4	101	3.7*	±0.2	-1.32 (L)
Sex							
Men	687	3.0*	±0.1	10,813	3.5*	±0.0	-0.59 (M)
Women	1,216	3.1*	±0.1	5,691	3.6*	±0.0	-0.51 (M)
Gender Identity							
Male	687	3.0*	±0.1	10,813	3.5*	±0.0	-0.59 (M)
Female	1,216	3.1*	±0.1	5,691	3.6*	±0.0	-0.51 (M)
Transgender	NR	NR	NR	15	3.6	±0.7	NR
Do not identify as female, male, or transgender	8	3.0	±0.8	45	3.2	±0.3	-0.16
Sexual Orientation - Collapsed							
Heterosexual	1,556	3.0*	±0.1	15,068	3.6*	±0.0	-0.54 (M)
Sexual Minority	223	3.2*	±0.2	628	3.6*	±0.1	-0.39 (S)
Sexual Orientation							
Heterosexual or straight	1,556	3.0*	±0.1	15,068	3.6*	±0.0	-0.54 (M)
Lesbian	53	3.6	±0.3	129	3.7	±0.2	-0.06
Gay	34	2.8*	±0.4	214	3.4*	±0.1	-0.58 (M)
Bisexual	99	2.8*	±0.2	187	3.6*	±0.2	-0.71 (M)
Other	37	3.7	±0.4	98	3.7	±0.2	-0.01
I prefer not to say	89	2.8*	±0.2	708	3.4*	±0.1	-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.

Table 5.36 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.36 Sexual Harassment and Organizational Commitment Scale Distribution

	Experienced sexual harassment			Did not experience sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	147	7.7%	±1.3	533	3.2%	±0.3
(2) Disagree	483	25.3%	±2.0	1,659	10.0%	±0.5
(3) Neither Agree nor Disagree	535	28.0%	±2.1	4,315	26.1%	±0.7
(4) Agree	535	28.0%	±2.1	6,823	41.2%	±0.8
(5) Strongly Agree	212	11.1%	±1.5	3,235	19.5%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.37 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 NPS.

Table 5.37 Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,532	3.4*	±0.0	15,009	3.8*	±0.0	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	2.9*	±0.1	513	3.6*	±0.1	-0.90 (L)
Wage Grade (WG) 5-8	518	3.4*	±0.1	2,310	3.7*	±0.0	-0.37 (S)
Wage Grade (WG) 9-16	196	3.3*	±0.1	1,300	3.7*	±0.0	-0.66 (M)
Other Wage Grade (WG)	51	3.5*	±0.2	185	4.0*	±0.1	-0.73 (M)
General Schedule (GS) 1-6	533	3.3*	±0.1	1,608	3.7*	±0.0	-0.44 (S)
General Schedule (GS) 7-10	985	3.3*	±0.0	3,056	3.7*	±0.0	-0.59 (M)
General Schedule (GS) 11-12	712	3.5*	±0.1	3,692	3.9*	±0.0	-0.54 (M)
General Schedule (GS) 13-15	239	3.8*	±0.1	1,544	4.1*	±0.0	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.1	±0.4	17	4.5	±0.2	-0.68 (M)
Other	100	3.5*	±0.1	590	4.0*	±0.1	-0.75 (M)
Years of Service at Bureau or Office							
Less than 1 year	134	3.0*	±0.1	1,016	3.8*	±0.0	-1.11 (L)
1 to 3 years	557	3.4*	±0.1	2,025	3.8*	±0.0	-0.53 (M)
4 to 5 years	352	3.4*	±0.1	1,142	3.7*	±0.0	-0.42 (S)
6 to 10 years	883	3.4*	±0.0	2,944	3.7*	±0.0	-0.52 (M)
11 to 14 years	393	3.4*	±0.1	1,414	3.8*	±0.0	-0.55 (M)
15 to 20 years	494	3.4*	±0.1	2,329	3.8*	±0.0	-0.52 (M)
More than 20 years	675	3.4*	±0.1	4,055	3.9*	±0.0	-0.59 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	2,893	3.4*	±0.0	12,928	3.8*	±0.0	-0.55 (M)
Term	336	3.3*	±0.1	1,320	3.6*	±0.0	-0.38 (S)
Temporary	260	3.1*	±0.1	608	3.6*	±0.0	-0.77 (M)
Work Schedule							
Seasonal	522	3.4*	±0.1	1,317	3.6*	±0.0	-0.37 (S)
Non-Seasonal	2,613	3.4*	±0.0	12,003	3.8*	±0.0	-0.59 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	288	3.5*	±0.1	808	3.6*	±0.0	-0.17
Permanent-Non-Seasonal	2,587	3.4*	±0.0	11,906	3.8*	±0.0	-0.58 (M)
Term	336	3.3*	±0.1	1,320	3.6*	±0.0	-0.38 (S)
Temporary-Seasonal	234	3.2*	±0.1	509	3.6*	±0.1	-0.64 (M)
Temporary-Non-Seasonal	26	2.5*	±0.3	98	3.8*	±0.1	-1.83 (L)
Sex							
Men	1,727	3.4*	±0.0	9,790	3.8*	±0.0	-0.55 (M)
Women	1,785	3.4*	±0.0	5,170	3.8*	±0.0	-0.59 (M)
Gender Identity							
Male	1,727	3.4*	±0.0	9,790	3.8*	±0.0	-0.55 (M)
Female	1,785	3.4*	±0.0	5,170	3.8*	±0.0	-0.59 (M)
Transgender	5	3.5	±0.8	11	3.9	±0.5	-0.44 (S)
Do not identify as female, male, or transgender	15	3.2	±0.3	38	3.4	±0.2	-0.30 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,021	3.4*	±0.0	13,650	3.8*	±0.0	-0.55 (M)
Sexual Minority	300	3.3*	±0.1	551	3.8*	±0.1	-0.73 (M)
Sexual Orientation							
Heterosexual or straight	3,021	3.4*	±0.0	13,650	3.8*	±0.0	-0.55 (M)
Lesbian	75	3.6*	±0.1	107	3.9*	±0.1	-0.47 (S)
Gay	52	3.2*	±0.2	197	3.8*	±0.1	-0.78 (M)
Bisexual	128	3.1*	±0.1	158	3.7*	±0.1	-0.89 (L)
Other	46	3.3*	±0.2	89	3.8*	±0.1	-0.74 (M)
I prefer not to say	167	3.3*	±0.1	646	3.6*	±0.1	-0.40 (S)

^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.

Table 5.38 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.38 Crude and Offensive Behavior and Job Satisfaction Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	21	0.6%	±0.3	53	0.4%	±0.1
(2) Dissatisfied	458	13.0%	±1.1	727	4.8%	±0.4
(3) Neither Dissatisfied nor Satisfied	1,318	37.3%	±1.6	3,658	24.4%	±0.7
(4) Satisfied	1,533	43.4%	±1.6	8,264	55.1%	±0.8
(5) Very Satisfied	201	5.7%	±0.8	2,307	15.4%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.7.2 Crude and Offensive Behavior and Job Engagement

Table 5.39 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 NPS.

Table 5.39 Crude and Offensive Behavior and Job Engagement by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,527	5.3*	±0.0	15,009	5.6*	±0.0	-0.25 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	5.1*	±0.3	513	5.5*	±0.1	-0.26 (S)
Wage Grade (WG) 5-8	518	5.4*	±0.1	2,310	5.6*	±0.0	-0.12
Wage Grade (WG) 9-16	196	5.5	±0.2	1,300	5.7	±0.1	-0.12
Other Wage Grade (WG)	51	5.7	±0.3	185	5.3	±0.2	0.25 (S)
General Schedule (GS) 1-6	531	5.4	±0.1	1,608	5.6	±0.1	-0.10
General Schedule (GS) 7-10	985	5.1*	±0.1	3,056	5.5*	±0.0	-0.38 (S)
General Schedule (GS) 11-12	709	5.2*	±0.1	3,692	5.6*	±0.0	-0.33 (S)
General Schedule (GS) 13-15	239	5.5*	±0.1	1,544	5.8*	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	6.4	±0.4	17	6.5	±0.3	-0.23 (S)
Other	100	5.5	±0.2	590	5.6	±0.1	-0.10
Years of Service at Bureau or Office							
Less than 1 year	134	4.6*	±0.3	1,016	5.8*	±0.1	-1.09 (L)
1 to 3 years	555	5.4*	±0.1	2,025	5.7*	±0.1	-0.17
4 to 5 years	352	5.4*	±0.1	1,142	5.6*	±0.1	-0.22 (S)
6 to 10 years	882	5.3*	±0.1	2,944	5.5*	±0.0	-0.14
11 to 14 years	391	5.2*	±0.1	1,414	5.4*	±0.1	-0.20 (S)
15 to 20 years	494	5.2*	±0.1	2,329	5.5*	±0.0	-0.23 (S)
More than 20 years	675	5.3*	±0.1	4,055	5.6*	±0.0	-0.32 (S)
Appointment Type							
Permanent	2,889	5.3*	±0.0	12,928	5.6*	±0.0	-0.27 (S)
Term	336	5.7*	±0.1	1,320	5.6*	±0.1	0.13
Temporary	260	5.3*	±0.2	608	5.9*	±0.1	-0.53 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	522	5.5*	±0.1	1,317	5.6*	±0.1	-0.11
Non-Seasonal	2,608	5.2*	±0.0	12,003	5.6*	±0.0	-0.32 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	288	5.5	±0.1	808	5.4	±0.1	0.09
Permanent-Non-Seasonal	2,582	5.2*	±0.0	11,906	5.6*	±0.0	-0.30 (S)
Term	336	5.7*	±0.1	1,320	5.6*	±0.1	0.13
Temporary-Seasonal	234	5.4*	±0.2	509	5.9*	±0.1	-0.43 (S)
Temporary-Non-Seasonal	26	3.8*	±0.8	98	5.8*	±0.2	-1.62 (L)
Sex							
Men	1,725	5.4*	±0.1	9,790	5.6*	±0.0	-0.19
Women	1,782	5.2*	±0.1	5,170	5.6*	±0.0	-0.31 (S)
Gender Identity							
Male	1,725	5.4*	±0.1	9,790	5.6*	±0.0	-0.19
Female	1,782	5.2*	±0.1	5,170	5.6*	±0.0	-0.31 (S)
Transgender	5	4.1	±1.9	11	5.6	±0.7	-0.95 (L)
Do not identify as female, male, or transgender	15	5.3	±0.7	38	5.0	±0.4	0.21 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,019	5.3*	±0.0	13,650	5.6*	±0.0	-0.25 (S)
Sexual Minority	299	5.1*	±0.2	551	5.5*	±0.1	-0.32 (S)
Sexual Orientation							
Heterosexual or straight	3,019	5.3*	±0.0	13,650	5.6*	±0.0	-0.25 (S)
Lesbian	75	5.7	±0.2	107	5.7	±0.2	0.04
Gay	52	4.9*	±0.5	197	5.4*	±0.2	-0.39 (S)
Bisexual	127	4.8*	±0.2	158	5.6*	±0.2	-0.71 (M)
Other	46	5.4	±0.4	89	5.4	±0.2	0.05
I prefer not to say	167	5.4	±0.2	646	5.5	±0.1	-0.04

^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.

Table 5.40 presents the scale distribution of job engagement for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.40 Crude and Offensive Behavior and Job Engagement Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	26	0.7%	±0.3	73	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	53	1.5%	±0.5	174	1.2%	±0.2
(3) Rarely or Once a Month or Less	241	6.8%	±0.9	595	4.0%	±0.3
(4) Sometimes or a Few Times a Month	565	16.0%	±1.2	1,703	11.3%	±0.5
(5) Often or Once a Week	879	24.9%	±1.5	3,398	22.6%	±0.7
(6) Very Often or a Few Times a Week	1,154	32.7%	±1.6	5,599	37.3%	±0.8
(7) Always or Every Day	610	17.3%	±1.3	3,467	23.1%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.7.3 Crude and Offensive Behavior and Organizational Commitment

Table 5.41 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 NPS.

Table 5.41 Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,529	3.2*	±0.0	15,009	3.6*	±0.0	-0.37 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	127	2.9*	±0.2	513	3.5*	±0.1	-0.50 (M)
Wage Grade (WG) 5-8	518	3.2*	±0.1	2,310	3.4*	±0.0	-0.29 (S)
Wage Grade (WG) 9-16	196	2.9*	±0.1	1,300	3.6*	±0.0	-0.71 (M)
Other Wage Grade (WG)	51	3.6	±0.2	185	3.7	±0.1	-0.11
General Schedule (GS) 1-6	532	3.3*	±0.1	1,608	3.5*	±0.0	-0.19
General Schedule (GS) 7-10	985	3.1*	±0.1	3,056	3.5*	±0.0	-0.43 (S)
General Schedule (GS) 11-12	710	3.3*	±0.1	3,692	3.6*	±0.0	-0.36 (S)
General Schedule (GS) 13-15	239	3.5*	±0.1	1,544	3.8*	±0.0	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	4.1	±0.6	17	4.6	±0.3	-0.76 (M)
Other	100	3.3*	±0.2	590	3.8*	±0.1	-0.55 (M)
Years of Service at Bureau or Office							
Less than 1 year	134	2.7*	±0.2	1,016	3.5*	±0.1	-0.77 (M)
1 to 3 years	557	3.3*	±0.1	2,025	3.6*	±0.0	-0.31 (S)
4 to 5 years	352	3.3*	±0.1	1,142	3.5*	±0.1	-0.18
6 to 10 years	883	3.2*	±0.1	2,944	3.6*	±0.0	-0.37 (S)
11 to 14 years	390	3.1*	±0.1	1,414	3.5*	±0.0	-0.41 (S)
15 to 20 years	494	3.2*	±0.1	2,329	3.6*	±0.0	-0.40 (S)
More than 20 years	675	3.2*	±0.1	4,055	3.6*	±0.0	-0.44 (S)
Appointment Type							
Permanent	2,892	3.2*	±0.0	12,928	3.6*	±0.0	-0.42 (S)
Term	336	3.6	±0.1	1,320	3.5	±0.1	0.03
Temporary	259	3.3*	±0.1	608	3.6*	±0.1	-0.33 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	521	3.4*	±0.1	1,317	3.5*	±0.1	-0.16
Non-Seasonal	2,611	3.1*	±0.0	12,003	3.6*	±0.0	-0.46 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	288	3.3*	±0.1	808	3.4*	±0.1	-0.14
Permanent-Non-Seasonal	2,585	3.1*	±0.0	11,906	3.6*	±0.0	-0.45 (S)
Term	336	3.6	±0.1	1,320	3.5	±0.1	0.03
Temporary-Seasonal	233	3.4*	±0.1	509	3.6*	±0.1	-0.20 (S)
Temporary-Non-Seasonal	26	2.4*	±0.3	98	3.7*	±0.2	-1.48 (L)
Sex							
Men	1,727	3.2*	±0.0	9,790	3.6*	±0.0	-0.37 (S)
Women	1,782	3.2*	±0.1	5,170	3.6*	±0.0	-0.40 (S)
Gender Identity							
Male	1,727	3.2*	±0.0	9,790	3.6*	±0.0	-0.37 (S)
Female	1,782	3.2*	±0.1	5,170	3.6*	±0.0	-0.40 (S)
Transgender	5	3.2	±1.5	11	3.8	±0.7	-0.40 (S)
Do not identify as female, male, or transgender	15	3.0	±0.5	38	3.2	±0.4	-0.14
Sexual Orientation - Collapsed							
Heterosexual	3,019	3.2*	±0.0	13,650	3.6*	±0.0	-0.38 (S)
Sexual Minority	300	3.2*	±0.1	551	3.6*	±0.1	-0.46 (S)
Sexual Orientation							
Heterosexual or straight	3,019	3.2*	±0.0	13,650	3.6*	±0.0	-0.38 (S)
Lesbian	75	3.5	±0.2	107	3.8	±0.2	-0.27 (S)
Gay	52	2.8*	±0.3	197	3.5*	±0.1	-0.61 (M)
Bisexual	128	2.9*	±0.2	158	3.6*	±0.2	-0.70 (M)
Other	46	3.6	±0.4	89	3.8	±0.2	-0.15
I prefer not to say	167	3.2*	±0.2	646	3.4*	±0.1	-0.18

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

Table 5.42 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.42 Crude and Offensive Behavior and Organizational Commitment Scale Distribution

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	235	6.7%	±0.9	443	3.0%	±0.3
(2) Disagree	669	19.0%	±1.3	1,469	9.8%	±0.5
(3) Neither Agree nor Disagree	973	27.6%	±1.5	3,895	26.0%	±0.7
(4) Agree	1,201	34.0%	±1.6	6,195	41.3%	±0.8
(5) Strongly Agree	451	12.8%	±1.1	3,007	20.0%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.43 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 NPS.

Table 5.43 Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,266	3.3*	±0.0	17,283	3.7*	±0.0	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	3.0*	±0.1	579	3.5*	±0.1	-0.69 (M)
Wage Grade (WG) 5-8	161	3.2*	±0.1	2,666	3.6*	±0.0	-0.56 (M)
Wage Grade (WG) 9-16	40	3.0*	±0.2	1,454	3.7*	±0.0	-1.09 (L)
Other Wage Grade (WG)	NR	NR	NR	234	3.9	±0.1	NR
General Schedule (GS) 1-6	210	3.4*	±0.1	1,937	3.6*	±0.0	-0.30 (S)
General Schedule (GS) 7-10	401	3.2*	±0.1	3,641	3.7*	±0.0	-0.69 (M)
General Schedule (GS) 11-12	255	3.4*	±0.1	4,152	3.8*	±0.0	-0.67 (M)
General Schedule (GS) 13-15	84	3.5*	±0.2	1,700	4.1*	±0.0	-0.92 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	24	3.1*	±0.2	667	3.9*	±0.0	-1.27 (L)
Years of Service at Bureau or Office							
Less than 1 year	56	3.0*	±0.2	1,094	3.8*	±0.0	-1.00 (L)
1 to 3 years	230	3.3*	±0.1	2,355	3.7*	±0.0	-0.64 (M)
4 to 5 years	124	3.3*	±0.1	1,370	3.7*	±0.0	-0.48 (S)
6 to 10 years	344	3.3*	±0.1	3,485	3.7*	±0.0	-0.48 (S)
11 to 14 years	124	3.1*	±0.1	1,682	3.7*	±0.0	-0.83 (L)
15 to 20 years	176	3.3*	±0.1	2,646	3.7*	±0.0	-0.57 (M)
More than 20 years	186	3.1*	±0.1	4,549	3.8*	±0.0	-1.03 (L)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	1,027	3.3*	±0.0	14,800	3.8*	±0.0	-0.71 (M)
Term	155	3.2*	±0.1	1,504	3.6*	±0.0	-0.49 (S)
Temporary	72	3.2*	±0.2	795	3.5*	±0.0	-0.42 (S)
Work Schedule							
Seasonal	177	3.3*	±0.1	1,664	3.6*	±0.0	-0.40 (S)
Non-Seasonal	919	3.3*	±0.1	13,701	3.8*	±0.0	-0.73 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	112	3.4*	±0.1	986	3.6*	±0.0	-0.40 (S)
Permanent-Non-Seasonal	912	3.3*	±0.1	13,585	3.8*	±0.0	-0.73 (M)
Term	155	3.2*	±0.1	1,504	3.6*	±0.0	-0.49 (S)
Temporary-Seasonal	64	3.2*	±0.2	678	3.5*	±0.0	-0.43 (S)
Temporary-Non-Seasonal	8	3.3	±0.8	116	3.6	±0.2	-0.34 (S)
Sex							
Men	383	3.2*	±0.1	11,135	3.7*	±0.0	-0.68 (M)
Women	873	3.3*	±0.1	6,088	3.8*	±0.0	-0.71 (M)
Gender Identity							
Male	383	3.2*	±0.1	11,135	3.7*	±0.0	-0.68 (M)
Female	873	3.3*	±0.1	6,088	3.8*	±0.0	-0.71 (M)
Transgender	NR	NR	NR	14	3.9	±0.4	NR
Do not identify as female, male, or transgender	7	2.8*	±0.3	46	3.4*	±0.2	-0.84 (L)
Sexual Orientation - Collapsed							
Heterosexual	1,040	3.3*	±0.0	15,639	3.8*	±0.0	-0.67 (M)
Sexual Minority	123	3.2*	±0.1	728	3.7*	±0.1	-0.70 (M)
Sexual Orientation							
Heterosexual or straight	1,040	3.3*	±0.0	15,639	3.8*	±0.0	-0.67 (M)
Lesbian	18	3.4*	±0.3	164	3.9*	±0.1	-0.73 (M)
Gay	14	3.5	±0.3	234	3.6	±0.1	-0.18
Bisexual	68	3.0*	±0.2	219	3.6*	±0.1	-0.74 (M)
Other	23	3.3*	±0.3	112	3.7*	±0.1	-0.63 (M)
I prefer not to say	65	3.2*	±0.2	751	3.6*	±0.1	-0.50 (M)

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

Table 5.44 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.44 Unwanted Sexual Attention and Job Satisfaction Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	9	0.7%	±0.7	65	0.4%	±0.1
(2) Dissatisfied	217	17.1%	±2.2	971	5.6%	±0.4
(3) Neither Dissatisfied nor Satisfied	498	39.4%	±2.7	4,479	25.9%	±0.7
(4) Satisfied	504	39.8%	±2.7	9,297	53.8%	±0.7
(5) Very Satisfied	38	3.0%	±1.1	2,470	14.3%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.8.2 Unwanted Sexual Attention and Job Engagement

Table 5.45 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 NPS.

Table 5.45 Unwanted Sexual Attention and Job Engagement by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,264	5.1*	±0.1	17,281	5.6*	±0.0	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	5.4	±0.3	579	5.4	±0.1	-0.02
Wage Grade (WG) 5-8	161	5.3*	±0.2	2,666	5.6*	±0.0	-0.20 (S)
Wage Grade (WG) 9-16	40	5.4	±0.4	1,454	5.7	±0.1	-0.20 (S)
Other Wage Grade (WG)	NR	NR	NR	234	5.4	±0.2	NR
General Schedule (GS) 1-6	208	5.4	±0.2	1,937	5.5	±0.1	-0.12
General Schedule (GS) 7-10	401	4.8*	±0.1	3,641	5.4*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	255	5.2*	±0.1	4,150	5.5*	±0.0	-0.29 (S)
General Schedule (GS) 13-15	84	5.3*	±0.2	1,700	5.8*	±0.0	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	6.5	±0.2	NR
Other	24	5.1*	±0.4	667	5.6*	±0.1	-0.48 (S)
Years of Service at Bureau or Office							
Less than 1 year	56	5.1*	±0.4	1,094	5.7*	±0.1	-0.53 (M)
1 to 3 years	228	5.3*	±0.2	2,355	5.6*	±0.1	-0.28 (S)
4 to 5 years	124	5.2*	±0.2	1,370	5.6*	±0.1	-0.34 (S)
6 to 10 years	344	5.2*	±0.1	3,483	5.5*	±0.0	-0.27 (S)
11 to 14 years	124	4.9*	±0.2	1,681	5.4*	±0.1	-0.46 (S)
15 to 20 years	176	5.2*	±0.2	2,646	5.5*	±0.0	-0.20 (S)
More than 20 years	186	4.9*	±0.2	4,549	5.6*	±0.0	-0.62 (M)
Appointment Type							
Permanent	1,025	5.1*	±0.1	14,798	5.5*	±0.0	-0.39 (S)
Term	155	5.6	±0.2	1,504	5.6	±0.1	-0.06
Temporary	72	5.5	±0.3	795	5.8	±0.1	-0.21 (S)
Work Schedule							
Seasonal	177	5.5	±0.2	1,664	5.6	±0.1	-0.11
Non-Seasonal	918	5.0*	±0.1	13,698	5.5*	±0.0	-0.43 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	112	5.4	±0.2	986	5.4	±0.1	-0.03
Permanent-Non-Seasonal	910	5.0*	±0.1	13,582	5.5*	±0.0	-0.43 (S)
Term	155	5.6	±0.2	1,504	5.6	±0.1	-0.06
Temporary-Seasonal	64	5.5	±0.3	678	5.8	±0.1	-0.23 (S)
Temporary-Non-Seasonal	8	5.1	±1.0	116	5.4	±0.3	-0.19
Sex							
Men	382	5.3*	±0.1	11,135	5.6*	±0.0	-0.26 (S)
Women	873	5.1*	±0.1	6,085	5.5*	±0.0	-0.37 (S)
Gender Identity							
Male	382	5.3*	±0.1	11,135	5.6*	±0.0	-0.26 (S)
Female	873	5.1*	±0.1	6,085	5.5*	±0.0	-0.37 (S)
Transgender	NR	NR	NR	14	5.4	±0.8	NR
Do not identify as female, male, or transgender	7	4.8	±1.1	46	5.1	±0.4	-0.31 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,038	5.1*	±0.1	15,638	5.6*	±0.0	-0.37 (S)
Sexual Minority	123	5.0*	±0.2	727	5.4*	±0.1	-0.38 (S)
Sexual Orientation							
Heterosexual or straight	1,038	5.1*	±0.1	15,638	5.6*	±0.0	-0.37 (S)
Lesbian	18	5.4	±0.6	164	5.7	±0.1	-0.31 (S)
Gay	14	4.8	±0.8	234	5.3	±0.2	-0.38 (S)
Bisexual	68	4.8*	±0.3	217	5.4*	±0.2	-0.43 (S)
Other	23	5.2	±0.6	112	5.4	±0.2	-0.22 (S)
I prefer not to say	65	5.7*	±0.3	751	5.4*	±0.1	0.26 (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.

Table 5.46 presents the scale distribution of job engagement for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.46 Unwanted Sexual Attention and Job Engagement Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	6	0.5%	±0.6	93	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	35	2.8%	±1.1	194	1.1%	±0.2
(3) Rarely or Once a Month or Less	101	8.0%	±1.6	735	4.3%	±0.3
(4) Sometimes or a Few Times a Month	222	17.6%	±2.2	2,046	11.8%	±0.5
(5) Often or Once a Week	304	24.1%	±2.4	3,974	23.0%	±0.6
(6) Very Often or a Few Times a Week	422	33.4%	±2.7	6,335	36.7%	±0.7
(7) Always or Every Day	175	13.8%	±2.0	3,904	22.6%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.8.3 Unwanted Sexual Attention and Organizational Commitment

Table 5.47 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 NPS.

Table 5.47 Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	1,266	3.0*	±0.1	17,281	3.5*	±0.0	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	61	3.1	±0.2	579	3.4	±0.1	-0.24 (S)
Wage Grade (WG) 5-8	161	3.0*	±0.2	2,666	3.4*	±0.0	-0.48 (S)
Wage Grade (WG) 9-16	40	2.5*	±0.3	1,454	3.5*	±0.0	-1.11 (L)
Other Wage Grade (WG)	NR	NR	NR	234	3.7	±0.1	NR
General Schedule (GS) 1-6	210	3.3*	±0.1	1,936	3.5*	±0.0	-0.19
General Schedule (GS) 7-10	401	2.9*	±0.1	3,641	3.4*	±0.0	-0.52 (M)
General Schedule (GS) 11-12	255	3.0*	±0.1	4,151	3.6*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	84	3.1*	±0.2	1,700	3.8*	±0.0	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.5	±0.3	NR
Other	24	2.4*	±0.4	667	3.8*	±0.1	-1.64 (L)
Years of Service at Bureau or Office							
Less than 1 year	56	2.8*	±0.3	1,094	3.4*	±0.1	-0.65 (M)
1 to 3 years	230	3.1*	±0.1	2,355	3.6*	±0.0	-0.40 (S)
4 to 5 years	124	3.2*	±0.2	1,370	3.5*	±0.0	-0.33 (S)
6 to 10 years	344	3.1*	±0.1	3,485	3.5*	±0.0	-0.42 (S)
11 to 14 years	124	2.7*	±0.2	1,680	3.4*	±0.0	-0.75 (M)
15 to 20 years	176	2.9*	±0.2	2,646	3.5*	±0.0	-0.66 (M)
More than 20 years	186	2.7*	±0.2	4,549	3.6*	±0.0	-0.89 (L)
Appointment Type							
Permanent	1,027	2.9*	±0.1	14,799	3.5*	±0.0	-0.63 (M)
Term	155	3.4*	±0.2	1,504	3.6*	±0.1	-0.18
Temporary	72	3.4	±0.2	794	3.6	±0.1	-0.19
Work Schedule							
Seasonal	177	3.2*	±0.1	1,663	3.5*	±0.0	-0.37 (S)
Non-Seasonal	919	2.9*	±0.1	13,700	3.5*	±0.0	-0.64 (M)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	112	3.0*	±0.2	986	3.5*	±0.1	-0.49 (S)
Permanent-Non-Seasonal	912	2.9*	±0.1	13,584	3.5*	±0.0	-0.64 (M)
Term	155	3.4*	±0.2	1,504	3.6*	±0.1	-0.18
Temporary-Seasonal	64	3.5	±0.2	677	3.6	±0.1	-0.14
Temporary-Non-Seasonal	8	2.9	±0.8	116	3.5	±0.2	-0.57 (M)
Sex							
Men	383	3.0*	±0.1	11,135	3.5*	±0.0	-0.53 (M)
Women	873	3.0*	±0.1	6,086	3.6*	±0.0	-0.59 (M)
Gender Identity							
Male	383	3.0*	±0.1	11,135	3.5*	±0.0	-0.53 (M)
Female	873	3.0*	±0.1	6,086	3.6*	±0.0	-0.59 (M)
Transgender	NR	NR	NR	14	3.8	±0.7	NR
Do not identify as female, male, or transgender	7	2.7	±0.7	46	3.2	±0.3	-0.43 (S)
Sexual Orientation - Collapsed							
Heterosexual	1,040	3.0*	±0.1	15,637	3.5*	±0.0	-0.57 (M)
Sexual Minority	123	3.0*	±0.2	728	3.5*	±0.1	-0.54 (M)
Sexual Orientation							
Heterosexual or straight	1,040	3.0*	±0.1	15,637	3.5*	±0.0	-0.57 (M)
Lesbian	18	3.2*	±0.5	164	3.7*	±0.2	-0.50 (M)
Gay	14	3.0	±0.6	234	3.4	±0.1	-0.36 (S)
Bisexual	68	2.8*	±0.2	219	3.5*	±0.1	-0.62 (M)
Other	23	3.3*	±0.5	112	3.8*	±0.2	-0.54 (M)
I prefer not to say	65	3.0*	±0.3	751	3.4*	±0.1	-0.38 (S)

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

Table 5.48 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.48 Unwanted Sexual Attention and Organizational Commitment Scale Distribution

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	99	7.8%	±1.6	582	3.4%	±0.3
(2) Disagree	313	24.7%	±2.5	1,828	10.6%	±0.5
(3) Neither Agree nor Disagree	366	28.9%	±2.6	4,502	26.1%	±0.7
(4) Agree	365	28.9%	±2.6	7,032	40.7%	±0.7
(5) Strongly Agree	122	9.7%	±1.8	3,338	19.3%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.49 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 NPS.

Table 5.49 Sexual Coercion and Job Satisfaction by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	182	3.0*	±0.1	18,356	3.7*	±0.0	-1.00 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	636	3.5	±0.1	NR
Wage Grade (WG) 5-8	10	3.3	±0.6	2,817	3.6	±0.0	-0.45 (S)
Wage Grade (WG) 9-16	6	3.1	±1.2	1,489	3.7	±0.0	-0.81 (L)
Other Wage Grade (WG)	NR	NR	NR	235	3.9	±0.1	NR
General Schedule (GS) 1-6	28	3.1*	±0.3	2,118	3.6*	±0.0	-0.69 (M)
General Schedule (GS) 7-10	74	2.8*	±0.2	3,965	3.6*	±0.0	-1.13 (L)
General Schedule (GS) 11-12	24	3.3*	±0.3	4,378	3.8*	±0.0	-0.81 (L)
General Schedule (GS) 13-15	11	3.4*	±0.6	1,771	4.1*	±0.0	-0.97 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	16	2.9*	±0.2	674	3.9*	±0.0	-1.61 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	2.9*	±0.5	1,142	3.7*	±0.0	-1.10 (L)
1 to 3 years	20	3.4	±0.3	2,565	3.7	±0.0	-0.38 (S)
4 to 5 years	21	2.8*	±0.4	1,471	3.7*	±0.0	-1.11 (L)
6 to 10 years	48	3.1*	±0.2	3,779	3.7*	±0.0	-0.79 (M)
11 to 14 years	24	3.0*	±0.1	1,781	3.7*	±0.0	-0.93 (L)
15 to 20 years	32	3.1*	±0.3	2,791	3.7*	±0.0	-0.89 (L)
More than 20 years	29	2.6*	±0.2	4,699	3.8*	±0.0	-1.73 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	154	3.0*	±0.1	15,662	3.8*	±0.0	-1.08 (L)
Term	12	2.9*	±0.4	1,646	3.5*	±0.0	-0.83 (L)
Temporary	15	3.1*	±0.3	852	3.5*	±0.0	-0.55 (M)
Work Schedule							
Seasonal	25	3.3*	±0.3	1,814	3.6*	±0.0	-0.46 (S)
Non-Seasonal	143	3.0*	±0.1	14,468	3.8*	±0.0	-1.13 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.5	±0.6	1,087	3.6	±0.0	-0.20 (S)
Permanent-Non-Seasonal	143	3.0*	±0.1	14,344	3.8*	±0.0	-1.13 (L)
Term	12	2.9*	±0.4	1,646	3.5*	±0.0	-0.83 (L)
Temporary-Seasonal	15	3.1*	±0.3	727	3.5*	±0.0	-0.56 (M)
Temporary-Non-Seasonal	--	--	--	124	3.6	±0.2	NA
Sex							
Men	56	2.9*	±0.2	11,456	3.7*	±0.0	-1.11 (L)
Women	123	3.0*	±0.1	6,834	3.7*	±0.0	-0.93 (L)
Gender Identity							
Male	56	2.9*	±0.2	11,456	3.7*	±0.0	-1.11 (L)
Female	123	3.0*	±0.1	6,834	3.7*	±0.0	-0.93 (L)
Transgender	NR	NR	NR	15	3.9	±0.4	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	3.3	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	151	3.0*	±0.1	16,517	3.7*	±0.0	-1.06 (L)
Sexual Minority	19	3.4	±0.4	832	3.6	±0.0	-0.25 (S)
Sexual Orientation							
Heterosexual or straight	151	3.0*	±0.1	16,517	3.7*	±0.0	-1.06 (L)
Lesbian	NR	NR	NR	177	3.8	±0.1	NR
Gay	NR	NR	NR	244	3.6	±0.1	NR
Bisexual	8	3.6	±0.6	279	3.5	±0.1	0.18
Other	NR	NR	NR	133	3.6	±0.1	NR
I prefer not to say	10	2.7*	±0.5	806	3.6*	±0.1	-1.17 (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.

Table 5.50 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.50 Sexual Coercion and Job Satisfaction Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	NR	NR	NR	72	0.4%	±0.1
(2) Dissatisfied	54	29.8%	±7.1	1,130	6.2%	±0.4
(3) Neither Dissatisfied nor Satisfied	75	41.1%	±7.4	4,899	26.7%	±0.6
(4) Satisfied	44	24.4%	±6.8	9,753	53.1%	±0.7
(5) Very Satisfied	6	3.1%	±3.8	2,503	13.6%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.9.2 Sexual Coercion and Job Engagement

Table 5.51 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 NPS.

Table 5.51 Sexual Coercion and Job Engagement by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	182	4.7*	±0.2	18,352	5.5*	±0.0	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	636	5.4	±0.1	NR
Wage Grade (WG) 5-8	10	5.5	±1.4	2,817	5.5	±0.0	-0.05
Wage Grade (WG) 9-16	6	5.1	±1.1	1,489	5.7	±0.1	-0.47 (S)
Other Wage Grade (WG)	NR	NR	NR	235	5.4	±0.2	NR
General Schedule (GS) 1-6	28	4.6*	±0.5	2,117	5.5*	±0.1	-0.76 (M)
General Schedule (GS) 7-10	74	4.3*	±0.4	3,965	5.4*	±0.0	-0.91 (L)
General Schedule (GS) 11-12	24	4.8*	±0.5	4,375	5.5*	±0.0	-0.69 (M)
General Schedule (GS) 13-15	11	5.4	±0.9	1,771	5.7	±0.0	-0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	6.5	±0.2	NR
Other	16	5.1	±0.4	674	5.6	±0.1	-0.49 (S)
Years of Service at Bureau or Office							
Less than 1 year	7	4.9	±1.5	1,142	5.7	±0.1	-0.67 (M)
1 to 3 years	20	5.1*	±0.6	2,564	5.6*	±0.0	-0.45 (S)
4 to 5 years	21	4.6*	±0.8	1,471	5.6*	±0.1	-0.87 (L)
6 to 10 years	48	4.8*	±0.4	3,777	5.5*	±0.0	-0.61 (M)
11 to 14 years	24	5.1	±0.3	1,779	5.4	±0.1	-0.23 (S)
15 to 20 years	32	4.6*	±0.5	2,791	5.4*	±0.0	-0.69 (M)
More than 20 years	29	4.2*	±0.6	4,699	5.6*	±0.0	-1.28 (L)
Appointment Type							
Permanent	154	4.6*	±0.2	15,657	5.5*	±0.0	-0.76 (M)
Term	12	5.0	±0.7	1,646	5.6	±0.1	-0.51 (M)
Temporary	15	5.2	±0.7	852	5.7	±0.1	-0.41 (S)
Work Schedule							
Seasonal	25	5.3	±0.6	1,814	5.6	±0.1	-0.20 (S)
Non-Seasonal	143	4.6*	±0.2	14,464	5.5*	±0.0	-0.82 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	5.5	±1.0	1,087	5.4	±0.1	0.07
Permanent-Non-Seasonal	143	4.6*	±0.2	14,340	5.5*	±0.0	-0.82 (L)
Term	12	5.0	±0.7	1,646	5.6	±0.1	-0.51 (M)
Temporary-Seasonal	15	5.2	±0.7	727	5.8	±0.1	-0.48 (S)
Temporary-Non-Seasonal	--	--	--	124	5.4	±0.3	NA
Sex							
Men	56	5.1*	±0.3	11,455	5.6*	±0.0	-0.39 (S)
Women	123	4.6*	±0.3	6,831	5.5*	±0.0	-0.80 (L)
Gender Identity							
Male	56	5.1*	±0.3	11,455	5.6*	±0.0	-0.39 (S)
Female	123	4.6*	±0.3	6,831	5.5*	±0.0	-0.80 (L)
Transgender	NR	NR	NR	15	5.4	±0.7	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	5.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	151	4.7*	±0.2	16,514	5.5*	±0.0	-0.78 (M)
Sexual Minority	19	5.3	±0.7	831	5.4	±0.1	-0.07
Sexual Orientation							
Heterosexual or straight	151	4.7*	±0.2	16,514	5.5*	±0.0	-0.78 (M)
Lesbian	NR	NR	NR	177	5.7	±0.1	NR
Gay	NR	NR	NR	244	5.3	±0.2	NR
Bisexual	8	5.5	±0.8	277	5.2	±0.2	0.18
Other	NR	NR	NR	133	5.4	±0.2	NR
I prefer not to say	10	4.7*	±0.7	806	5.4*	±0.1	-0.64 (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.

Table 5.52 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.52 Sexual Coercion and Job Engagement Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	NR	NR	NR	95	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	15	8.3%	±5.1	213	1.2%	±0.2
(3) Rarely or Once a Month or Less	15	8.5%	±5.1	821	4.5%	±0.3
(4) Sometimes or a Few Times a Month	41	22.4%	±6.7	2,226	12.1%	±0.5
(5) Often or Once a Week	39	21.6%	±6.6	4,234	23.1%	±0.6
(6) Very Often or a Few Times a Week	46	25.2%	±6.9	6,708	36.6%	±0.7
(7) Always or Every Day	22	12.0%	±5.6	4,055	22.1%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.9.3 Sexual Coercion and Organizational Commitment

Table 5.53 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 NPS.

Table 5.53 Sexual Coercion and Organizational Commitment by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	182	2.6*	±0.2	18,354	3.5*	±0.0	-0.93 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	636	3.4	±0.1	NR
Wage Grade (WG) 5-8	10	3.1	±1.1	2,817	3.4	±0.0	-0.27 (S)
Wage Grade (WG) 9-16	6	3.0	±1.0	1,489	3.5	±0.0	-0.53 (M)
Other Wage Grade (WG)	NR	NR	NR	235	3.7	±0.1	NR
General Schedule (GS) 1-6	28	3.0*	±0.5	2,117	3.5*	±0.0	-0.48 (S)
General Schedule (GS) 7-10	74	2.3*	±0.3	3,965	3.4*	±0.0	-1.16 (L)
General Schedule (GS) 11-12	24	2.8*	±0.4	4,376	3.6*	±0.0	-0.86 (L)
General Schedule (GS) 13-15	11	3.2*	±0.9	1,771	3.8*	±0.0	-0.63 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.5	±0.3	NR
Other	16	2.0*	±0.2	674	3.8*	±0.1	-2.14 (L)
Years of Service at Bureau or Office							
Less than 1 year	7	3.1	±1.2	1,142	3.4	±0.1	-0.28 (S)
1 to 3 years	20	3.4	±0.4	2,565	3.5	±0.0	-0.10
4 to 5 years	21	3.0*	±0.7	1,471	3.5*	±0.0	-0.54 (M)
6 to 10 years	48	2.5*	±0.3	3,779	3.5*	±0.0	-1.07 (L)
11 to 14 years	24	2.2*	±0.3	1,779	3.4*	±0.0	-1.22 (L)
15 to 20 years	32	2.5*	±0.3	2,791	3.5*	±0.0	-1.02 (L)
More than 20 years	29	2.2*	±0.4	4,699	3.6*	±0.0	-1.44 (L)
Appointment Type							
Permanent	154	2.5*	±0.2	15,660	3.5*	±0.0	-1.01 (L)
Term	12	2.6*	±0.8	1,646	3.5*	±0.0	-0.96 (L)
Temporary	15	3.2	±0.7	852	3.6	±0.1	-0.36 (S)
Work Schedule							
Seasonal	25	3.2	±0.5	1,813	3.5	±0.0	-0.28 (S)
Non-Seasonal	143	2.5*	±0.2	14,467	3.5*	±0.0	-1.04 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	10	3.2	±0.7	1,087	3.4	±0.1	-0.21 (S)
Permanent-Non-Seasonal	143	2.5*	±0.2	14,343	3.5*	±0.0	-1.05 (L)
Term	12	2.6*	±0.8	1,646	3.5*	±0.0	-0.96 (L)
Temporary-Seasonal	15	3.2	±0.7	726	3.6	±0.1	-0.39 (S)
Temporary-Non-Seasonal	--	--	--	124	3.4	±0.2	NA
Sex							
Men	56	2.7*	±0.3	11,456	3.5*	±0.0	-0.80 (L)
Women	123	2.5*	±0.2	6,832	3.5*	±0.0	-0.99 (L)
Gender Identity							
Male	56	2.7*	±0.3	11,456	3.5*	±0.0	-0.80 (L)
Female	123	2.5*	±0.2	6,832	3.5*	±0.0	-0.99 (L)
Transgender	NR	NR	NR	15	3.7	±0.6	NR
Do not identify as female, male, or transgender	NR	NR	NR	51	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	151	2.6*	±0.2	16,515	3.5*	±0.0	-0.97 (L)
Sexual Minority	19	3.0	±0.6	832	3.5	±0.1	-0.40 (S)
Sexual Orientation							
Heterosexual or straight	151	2.6*	±0.2	16,515	3.5*	±0.0	-0.97 (L)
Lesbian	NR	NR	NR	177	3.7	±0.1	NR
Gay	NR	NR	NR	244	3.4	±0.1	NR
Bisexual	8	3.0	±1.2	279	3.3	±0.1	-0.26 (S)
Other	NR	NR	NR	133	3.7	±0.2	NR
I prefer not to say	10	2.2*	±0.6	806	3.3*	±0.1	-1.25 (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.

Table 5.54 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual coercion within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.54 Sexual Coercion and Organizational Commitment Scale Distribution

	Experienced sexual coercion			Did not experience sexual coercion		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	38	20.7%	±6.6	641	3.5%	±0.3
(2) Disagree	55	30.4%	±7.1	2,083	11.3%	±0.5
(3) Neither Agree nor Disagree	39	21.2%	±6.6	4,827	26.3%	±0.6
(4) Agree	34	18.9%	±6.4	7,359	40.1%	±0.7
(5) Strongly Agree	16	8.8%	±5.1	3,444	18.8%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.55 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 NPS.

Table 5.55 Gender Harassment and Job Satisfaction by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,570	3.4*	±0.0	14,976	3.8*	±0.0	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	126	2.9*	±0.1	514	3.6*	±0.1	-0.88 (L)
Wage Grade (WG) 5-8	439	3.4*	±0.1	2,388	3.6*	±0.0	-0.32 (S)
Wage Grade (WG) 9-16	101	3.2*	±0.2	1,393	3.7*	±0.0	-0.74 (M)
Other Wage Grade (WG)	40	3.2*	±0.1	196	4.0*	±0.1	-1.32 (L)
General Schedule (GS) 1-6	523	3.3*	±0.1	1,624	3.7*	±0.0	-0.45 (S)
General Schedule (GS) 7-10	1,031	3.3*	±0.0	3,012	3.7*	±0.0	-0.56 (M)
General Schedule (GS) 11-12	876	3.5*	±0.1	3,527	3.9*	±0.0	-0.57 (M)
General Schedule (GS) 13-15	310	3.8*	±0.1	1,475	4.1*	±0.0	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	4.2	±0.4	17	4.4	±0.3	-0.40 (S)
Other	60	3.4*	±0.2	630	4.0*	±0.0	-0.90 (L)
Years of Service at Bureau or Office							
Less than 1 year	202	3.4*	±0.1	948	3.8*	±0.0	-0.63 (M)
1 to 3 years	536	3.3*	±0.1	2,048	3.8*	±0.0	-0.64 (M)
4 to 5 years	360	3.4*	±0.1	1,135	3.7*	±0.0	-0.37 (S)
6 to 10 years	804	3.4*	±0.0	3,025	3.7*	±0.0	-0.49 (S)
11 to 14 years	382	3.4*	±0.1	1,425	3.7*	±0.0	-0.49 (S)
15 to 20 years	596	3.4*	±0.1	2,227	3.8*	±0.0	-0.52 (M)
More than 20 years	667	3.5*	±0.1	4,064	3.9*	±0.0	-0.56 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type							
Permanent	2,923	3.5*	±0.0	12,902	3.8*	±0.0	-0.52 (M)
Term	357	3.3*	±0.1	1,300	3.6*	±0.0	-0.38 (S)
Temporary	246	3.1*	±0.1	622	3.7*	±0.0	-0.97 (L)
Work Schedule							
Seasonal	493	3.3*	±0.1	1,346	3.6*	±0.0	-0.43 (S)
Non-Seasonal	2,661	3.4*	±0.0	11,960	3.8*	±0.0	-0.56 (M)
Appointment Type and Work Schedule							
Permanent-Seasonal	279	3.5*	±0.1	817	3.6*	±0.0	-0.17
Permanent-Non-Seasonal	2,629	3.5*	±0.0	11,868	3.8*	±0.0	-0.54 (M)
Term	357	3.3*	±0.1	1,300	3.6*	±0.0	-0.38 (S)
Temporary-Seasonal	214	3.1*	±0.1	529	3.6*	±0.0	-0.81 (L)
Temporary-Non-Seasonal	32	2.6*	±0.2	92	3.9*	±0.1	-2.02 (L)
Sex							
Men	1,100	3.3*	±0.0	10,417	3.8*	±0.0	-0.61 (M)
Women	2,448	3.4*	±0.0	4,512	3.9*	±0.0	-0.59 (M)
Gender Identity							
Male	1,100	3.3*	±0.0	10,417	3.8*	±0.0	-0.61 (M)
Female	2,448	3.4*	±0.0	4,512	3.9*	±0.0	-0.59 (M)
Transgender	7	3.5	±0.6	9	3.9	±0.6	-0.39 (S)
Do not identify as female, male, or transgender	15	3.2	±0.3	38	3.4	±0.2	-0.30 (S)
Sexual Orientation - Collapsed							
Heterosexual	3,012	3.4*	±0.0	13,663	3.8*	±0.0	-0.52 (M)
Sexual Minority	353	3.4*	±0.1	498	3.8*	±0.1	-0.62 (M)
Sexual Orientation							
Heterosexual or straight	3,012	3.4*	±0.0	13,663	3.8*	±0.0	-0.52 (M)
Lesbian	108	3.7*	±0.1	74	4.0*	±0.1	-0.47 (S)
Gay	42	3.1*	±0.2	207	3.8*	±0.1	-1.06 (L)
Bisexual	150	3.2*	±0.1	136	3.8*	±0.1	-0.81 (L)
Other	53	3.4*	±0.2	81	3.7*	±0.1	-0.51 (M)
I prefer not to say	162	3.2*	±0.1	653	3.6*	±0.1	-0.65 (M)

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

Table 5.56 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.56 Gender Harassment and Job Satisfaction Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Satisfaction						
(1) Very Dissatisfied	20	0.6%	±0.3	54	0.4%	±0.1
(2) Dissatisfied	514	14.4%	±1.2	674	4.5%	±0.3
(3) Neither Dissatisfied nor Satisfied	1,239	34.7%	±1.6	3,740	25.0%	±0.7
(4) Satisfied	1,564	43.8%	±1.6	8,232	55.0%	±0.8
(5) Very Satisfied	232	6.5%	±0.9	2,276	15.2%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.10.2 Gender Harassment and Job Engagement

Table 5.57 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 NPS.

Table 5.57 Gender Harassment and Job Engagement by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,567	5.2*	±0.0	14,974	5.6*	±0.0	-0.36 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	126	4.8*	±0.3	514	5.6*	±0.1	-0.46 (S)
Wage Grade (WG) 5-8	439	5.3*	±0.1	2,388	5.6*	±0.0	-0.22 (S)
Wage Grade (WG) 9-16	101	4.9*	±0.3	1,393	5.7*	±0.1	-0.69 (M)
Other Wage Grade (WG)	40	4.4*	±0.3	196	5.6*	±0.2	-1.02 (L)
General Schedule (GS) 1-6	523	5.4*	±0.1	1,622	5.6*	±0.1	-0.10
General Schedule (GS) 7-10	1,031	5.0*	±0.1	3,012	5.5*	±0.0	-0.40 (S)
General Schedule (GS) 11-12	873	5.2*	±0.1	3,527	5.6*	±0.0	-0.42 (S)
General Schedule (GS) 13-15	310	5.5*	±0.1	1,475	5.8*	±0.1	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	6.2	±0.4	17	6.6	±0.2	-0.64 (M)
Other	60	5.2*	±0.3	630	5.6*	±0.1	-0.39 (S)
Years of Service at Bureau or Office							
Less than 1 year	202	4.9*	±0.2	948	5.9*	±0.1	-0.78 (M)
1 to 3 years	536	5.3*	±0.1	2,047	5.7*	±0.1	-0.34 (S)
4 to 5 years	360	5.3*	±0.1	1,135	5.6*	±0.1	-0.28 (S)
6 to 10 years	802	5.2*	±0.1	3,025	5.5*	±0.0	-0.29 (S)
11 to 14 years	381	5.2*	±0.1	1,425	5.4*	±0.1	-0.21 (S)
15 to 20 years	596	5.1*	±0.1	2,227	5.5*	±0.0	-0.32 (S)
More than 20 years	667	5.2*	±0.1	4,064	5.7*	±0.0	-0.46 (S)
Appointment Type							
Permanent	2,921	5.2*	±0.0	12,901	5.6*	±0.0	-0.37 (S)
Term	357	5.5	±0.1	1,300	5.6	±0.1	-0.10
Temporary	246	5.3*	±0.2	622	5.9*	±0.1	-0.56 (M)
Work Schedule							
Seasonal	493	5.4*	±0.1	1,346	5.6*	±0.1	-0.22 (S)
Non-Seasonal	2,658	5.1*	±0.0	11,958	5.6*	±0.0	-0.40 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	279	5.3	±0.2	817	5.5	±0.1	-0.10
Permanent-Non-Seasonal	2,626	5.1*	±0.0	11,866	5.6*	±0.0	-0.39 (S)
Term	357	5.5	±0.1	1,300	5.6	±0.1	-0.10
Temporary-Seasonal	214	5.4*	±0.2	529	5.9*	±0.1	-0.42 (S)
Temporary-Non-Seasonal	32	4.0*	±0.7	92	5.9*	±0.2	-1.53 (L)
Sex							
Men	1,100	5.1*	±0.1	10,415	5.6*	±0.0	-0.43 (S)
Women	2,446	5.2*	±0.1	4,512	5.6*	±0.0	-0.34 (S)
Gender Identity							
Male	1,100	5.1*	±0.1	10,415	5.6*	±0.0	-0.43 (S)
Female	2,446	5.2*	±0.1	4,512	5.6*	±0.0	-0.34 (S)
Transgender	7	4.5	±1.4	9	5.7	±0.8	-0.69 (M)
Do not identify as female, male, or transgender	15	5.2	±0.6	38	5.1	±0.4	0.11
Sexual Orientation - Collapsed							
Heterosexual	3,010	5.2*	±0.0	13,662	5.6*	±0.0	-0.37 (S)
Sexual Minority	352	5.2*	±0.1	498	5.5*	±0.1	-0.28 (S)
Sexual Orientation							
Heterosexual or straight	3,010	5.2*	±0.0	13,662	5.6*	±0.0	-0.37 (S)
Lesbian	108	5.6	±0.2	74	5.8	±0.2	-0.22 (S)
Gay	42	4.6*	±0.6	207	5.4*	±0.2	-0.65 (M)
Bisexual	149	4.9*	±0.2	136	5.6*	±0.2	-0.55 (M)
Other	53	5.5	±0.4	81	5.3	±0.3	0.12
I prefer not to say	162	5.3	±0.2	653	5.5	±0.1	-0.10

^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.

Table 5.58 presents the scale distribution of job engagement for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.58 Gender Harassment and Job Engagement Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	38	1.1%	±0.4	60	0.4%	±0.1
(2) Almost Never or a Few Times a Year or Less	57	1.6%	±0.5	172	1.1%	±0.2
(3) Rarely or Once a Month or Less	257	7.2%	±0.9	579	3.9%	±0.3
(4) Sometimes or a Few Times a Month	633	17.8%	±1.3	1,635	10.9%	±0.5
(5) Often or Once a Week	895	25.1%	±1.4	3,381	22.6%	±0.7
(6) Very Often or a Few Times a Week	1,137	31.9%	±1.5	5,618	37.5%	±0.8
(7) Always or Every Day	549	15.4%	±1.2	3,529	23.6%	±0.7

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.10.3 Gender Harassment and Organizational Commitment

Table 5.59 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 NPS.

Table 5.59 Gender Harassment and Organizational Commitment by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	3,568	3.2*	±0.0	14,976	3.6*	±0.0	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	126	2.6*	±0.2	514	3.6*	±0.1	-0.79 (M)
Wage Grade (WG) 5-8	439	3.2*	±0.1	2,388	3.4*	±0.0	-0.27 (S)
Wage Grade (WG) 9-16	101	3.0*	±0.2	1,393	3.5*	±0.0	-0.61 (M)
Other Wage Grade (WG)	40	2.4*	±0.3	196	3.9*	±0.1	-1.93 (L)
General Schedule (GS) 1-6	522	3.3*	±0.1	1,624	3.5*	±0.0	-0.16
General Schedule (GS) 7-10	1,031	3.1*	±0.1	3,012	3.5*	±0.0	-0.47 (S)
General Schedule (GS) 11-12	875	3.2*	±0.1	3,527	3.6*	±0.0	-0.41 (S)
General Schedule (GS) 13-15	310	3.5*	±0.1	1,475	3.8*	±0.0	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	8	4.2	±0.6	17	4.5	±0.3	-0.39 (S)
Other	60	2.9*	±0.2	630	3.8*	±0.1	-1.06 (L)
Years of Service at Bureau or Office							
Less than 1 year	202	3.0*	±0.2	948	3.5*	±0.1	-0.44 (S)
1 to 3 years	536	3.1*	±0.1	2,048	3.6*	±0.0	-0.47 (S)
4 to 5 years	360	3.3*	±0.1	1,135	3.5*	±0.1	-0.25 (S)
6 to 10 years	804	3.2*	±0.1	3,025	3.6*	±0.0	-0.38 (S)
11 to 14 years	380	3.0*	±0.1	1,425	3.5*	±0.0	-0.47 (S)
15 to 20 years	596	3.2*	±0.1	2,227	3.6*	±0.0	-0.47 (S)
More than 20 years	667	3.2*	±0.1	4,064	3.6*	±0.0	-0.41 (S)
Appointment Type							
Permanent	2,922	3.2*	±0.0	12,902	3.6*	±0.0	-0.43 (S)
Term	357	3.3*	±0.1	1,300	3.6*	±0.1	-0.24 (S)
Temporary	245	3.2*	±0.1	622	3.7*	±0.1	-0.47 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Work Schedule							
Seasonal	492	3.3*	±0.1	1,346	3.5*	±0.0	-0.19
Non-Seasonal	2,660	3.1*	±0.0	11,960	3.6*	±0.0	-0.47 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	279	3.3	±0.1	817	3.4	±0.1	-0.10
Permanent-Non-Seasonal	2,628	3.1*	±0.0	11,868	3.6*	±0.0	-0.46 (S)
Term	357	3.3*	±0.1	1,300	3.6*	±0.1	-0.24 (S)
Temporary-Seasonal	213	3.4*	±0.1	529	3.7*	±0.1	-0.34 (S)
Temporary-Non-Seasonal	32	2.5*	±0.4	92	3.8*	±0.2	-1.36 (L)
Sex							
Men	1,100	3.0*	±0.1	10,417	3.6*	±0.0	-0.61 (M)
Women	2,446	3.3*	±0.0	4,512	3.6*	±0.0	-0.37 (S)
Gender Identity							
Male	1,100	3.0*	±0.1	10,417	3.6*	±0.0	-0.61 (M)
Female	2,446	3.3*	±0.0	4,512	3.6*	±0.0	-0.37 (S)
Transgender	7	3.3	±1.1	9	3.8	±0.9	-0.32 (S)
Do not identify as female, male, or transgender	15	3.0	±0.5	38	3.2	±0.4	-0.19
Sexual Orientation - Collapsed							
Heterosexual	3,009	3.2*	±0.0	13,663	3.6*	±0.0	-0.41 (S)
Sexual Minority	353	3.2*	±0.1	498	3.7*	±0.1	-0.44 (S)
Sexual Orientation							
Heterosexual or straight	3,009	3.2*	±0.0	13,663	3.6*	±0.0	-0.41 (S)
Lesbian	108	3.5*	±0.2	74	3.9*	±0.2	-0.47 (S)
Gay	42	2.6*	±0.4	207	3.5*	±0.1	-0.86 (L)
Bisexual	150	3.0*	±0.2	136	3.7*	±0.2	-0.70 (M)
Other	53	3.8	±0.3	81	3.7	±0.2	0.08
I prefer not to say	162	3.0*	±0.2	653	3.4*	±0.1	-0.52 (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.

Table 5.60 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced gender harassment within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.60 Gender Harassment and Organizational Commitment Scale Distribution

	Experienced gender harassment			Did not experience gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	261	7.3%	±0.9	420	2.8%	±0.3
(2) Disagree	694	19.4%	±1.3	1,445	9.7%	±0.5
(3) Neither Agree nor Disagree	997	28.0%	±1.5	3,870	25.8%	±0.7
(4) Agree	1,124	31.5%	±1.5	6,273	41.9%	±0.8
(5) Strongly Agree	491	13.8%	±1.2	2,968	19.8%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 related behaviors. Statistically significant differences are noted.

5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.61 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 NPS.

Table 5.61 Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	175	3.3*	±0.1	18,354	3.7*	±0.0	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	638	3.5	±0.1	NR
Wage Grade (WG) 5-8	10	3.3	±0.6	2,816	3.6	±0.0	-0.36 (S)
Wage Grade (WG) 9-16	22	2.9*	±0.2	1,472	3.7*	±0.0	-1.17 (L)
Other Wage Grade (WG)	NR	NR	NR	235	3.9	±0.1	NR
General Schedule (GS) 1-6	46	3.7	±0.2	2,098	3.6	±0.0	0.13
General Schedule (GS) 7-10	51	3.1*	±0.2	3,985	3.6*	±0.0	-0.72 (M)
General Schedule (GS) 11-12	18	3.5	±0.4	4,383	3.8	±0.0	-0.41 (S)
General Schedule (GS) 13-15	11	3.7	±0.4	1,772	4.1	±0.0	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.4	±0.2	NR
Other	12	3.1*	±0.1	678	3.9*	±0.0	-1.28 (L)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,145	3.7	±0.0	NR
1 to 3 years	32	3.6	±0.3	2,552	3.7	±0.0	-0.19
4 to 5 years	17	3.2*	±0.5	1,474	3.7*	±0.0	-0.64 (M)
6 to 10 years	56	3.1*	±0.2	3,769	3.7*	±0.0	-0.80 (L)
11 to 14 years	26	3.2*	±0.2	1,777	3.7*	±0.0	-0.67 (M)
15 to 20 years	24	3.7	±0.2	2,797	3.7	±0.0	0.05
More than 20 years	15	3.1*	±0.4	4,713	3.8*	±0.0	-0.93 (L)
Appointment Type							
Permanent	153	3.3*	±0.1	15,658	3.8*	±0.0	-0.58 (M)
Term	13	3.2	±0.4	1,645	3.5	±0.0	-0.45 (S)
Temporary	9	2.9*	±0.6	857	3.5*	±0.0	-0.93 (L)
Work Schedule							
Seasonal	34	2.9*	±0.2	1,798	3.6*	±0.0	-1.02 (L)
Non-Seasonal	129	3.4*	±0.1	14,483	3.8*	±0.0	-0.48 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	24	2.9*	±0.2	1,066	3.6*	±0.0	-1.08 (L)
Permanent-Non-Seasonal	129	3.4*	±0.1	14,360	3.8*	±0.0	-0.48 (S)
Term	13	3.2	±0.4	1,645	3.5	±0.0	-0.45 (S)
Temporary-Seasonal	9	2.9*	±0.6	732	3.5*	±0.0	-0.97 (L)
Temporary-Non-Seasonal	--	--	--	124	3.6	±0.2	NA
Sex							
Men	68	3.1*	±0.2	11,441	3.7*	±0.0	-0.88 (L)
Women	103	3.5*	±0.1	6,849	3.7*	±0.0	-0.34 (S)
Gender Identity							
Male	68	3.1*	±0.2	11,441	3.7*	±0.0	-0.88 (L)
Female	103	3.5*	±0.1	6,849	3.7*	±0.0	-0.34 (S)
Transgender	--	--	--	15	3.7	±0.4	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	3.4	±0.2	NR
Sexual Orientation - Collapsed							
Heterosexual	161	3.3*	±0.1	16,503	3.7*	±0.0	-0.58 (M)
Sexual Minority	7	3.1*	±0.7	843	3.6*	±0.0	-0.77 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size Hedges' g
	N	Mean ^a	MoE	N	Mean ^a	MoE	
Sexual Orientation							
Heterosexual or straight	161	3.3*	±0.1	16,503	3.7*	±0.0	-0.58 (M)
Lesbian	--	--	--	182	3.8	±0.1	NA
Gay	--	--	--	248	3.6	±0.1	NA
Bisexual	NR	NR	NR	282	3.5	±0.1	NR
Other	NR	NR	NR	131	3.6	±0.1	NR
I prefer not to say	7	3.3	±0.5	805	3.6	±0.1	-0.34 (S)

^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.

Table 5.62 presents the scale distribution of job satisfaction for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.62 Sexual Assault and Job Satisfaction Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	N	Percent	MoE	N	Percent	MoE
Job Satisfaction						
(1) Very Dissatisfied	NR	NR	NR	73	0.4%	±0.1
(2) Dissatisfied	24	13.9%	±6.0	1,161	6.3%	±0.4
(3) Neither Dissatisfied nor Satisfied	76	43.4%	±7.5	4,896	26.7%	±0.6
(4) Satisfied	68	38.9%	±7.5	9,722	53.0%	±0.7
(5) Very Satisfied	NR	NR	NR	2,503	13.6%	±0.5

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Very Dissatisfied = 1 - <1.5, Dissatisfied = 1.5 - <2.5, Neither Dissatisfied nor Satisfied = 2.5 - <3.5, Satisfied = 3.5 - <4.5, Very Satisfied = 4.5 - 5.

5.11.2 Sexual Assault Related Behaviors and Job Engagement

Table 5.63 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 NPS.

Table 5.63 Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	175	5.4	±0.2	18,350	5.5	±0.0	-0.14
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	638	5.4	±0.1	NR
Wage Grade (WG) 5-8	10	5.6	±1.1	2,816	5.5	±0.0	0.09
Wage Grade (WG) 9-16	22	6.0	±0.2	1,472	5.6	±0.1	0.32 (S)
Other Wage Grade (WG)	NR	NR	NR	235	5.4	±0.2	NR
General Schedule (GS) 1-6	46	5.9*	±0.4	2,097	5.5*	±0.1	0.33 (S)
General Schedule (GS) 7-10	51	4.6*	±0.4	3,985	5.4*	±0.0	-0.64 (M)
General Schedule (GS) 11-12	18	5.2	±0.5	4,381	5.5	±0.0	-0.27 (S)
General Schedule (GS) 13-15	11	5.3	±0.7	1,772	5.7	±0.0	-0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	6.5	±0.2	NR
Other	12	5.4	±0.5	678	5.6	±0.1	-0.19
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,145	5.7	±0.1	NR
1 to 3 years	32	5.2	±0.6	2,551	5.6	±0.0	-0.31 (S)
4 to 5 years	17	5.0*	±0.7	1,474	5.6*	±0.1	-0.48 (S)
6 to 10 years	56	5.4	±0.3	3,768	5.5	±0.0	-0.05
11 to 14 years	26	5.4	±0.3	1,775	5.4	±0.1	0.05
15 to 20 years	24	5.8	±0.6	2,797	5.4	±0.0	0.33 (S)
More than 20 years	15	5.1	±0.6	4,713	5.6	±0.0	-0.44 (S)
Appointment Type							
Permanent	153	5.4	±0.2	15,654	5.5	±0.0	-0.12
Term	13	5.4	±0.5	1,645	5.6	±0.1	-0.16
Temporary	9	5.4	±1.0	857	5.7	±0.1	-0.29 (S)
Work Schedule							
Seasonal	34	5.8	±0.4	1,798	5.6	±0.1	0.17
Non-Seasonal	129	5.3*	±0.2	14,479	5.5*	±0.0	-0.22 (S)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>N</i>	<i>Mean^a</i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	5.9*	±0.3	1,066	5.4*	±0.1	0.43 (S)
Permanent-Non-Seasonal	129	5.3*	±0.2	14,355	5.5*	±0.0	-0.22 (S)
Term	13	5.4	±0.5	1,645	5.6	±0.1	-0.16
Temporary-Seasonal	9	5.4	±1.0	732	5.8	±0.1	-0.35 (S)
Temporary-Non-Seasonal	--	--	--	124	5.4	±0.3	NA
Sex							
Men	68	5.4	±0.3	11,440	5.6	±0.0	-0.12
Women	103	5.4	±0.3	6,846	5.5	±0.0	-0.11
Gender Identity							
Male	68	5.4	±0.3	11,440	5.6	±0.0	-0.12
Female	103	5.4	±0.3	6,846	5.5	±0.0	-0.11
Transgender	--	--	--	15	5.1	±0.8	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	5.1	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	161	5.4	±0.2	16,500	5.5	±0.0	-0.15
Sexual Minority	7	5.5	±0.4	842	5.4	±0.1	0.09
Sexual Orientation							
Heterosexual or straight	161	5.4	±0.2	16,500	5.5	±0.0	-0.15
Lesbian	--	--	--	182	5.7	±0.1	NA
Gay	--	--	--	248	5.3	±0.2	NA
Bisexual	NR	NR	NR	281	5.2	±0.2	NR
Other	NR	NR	NR	131	5.4	±0.2	NR
I prefer not to say	7	5.2	±1.0	805	5.4	±0.1	-0.19

^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.

Table 5.64 presents the scale distribution of job engagement for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.64 Sexual Assault and Job Engagement Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Job Engagement						
(1) Never	NR	NR	NR	96	0.5%	±0.1
(2) Almost Never or a Few Times a Year or Less	NR	NR	NR	225	1.2%	±0.2
(3) Rarely or Once a Month or Less	18	10.0%	±5.5	817	4.5%	±0.3
(4) Sometimes or a Few Times a Month	18	10.3%	±5.5	2,250	12.3%	±0.5
(5) Often or Once a Week	27	15.5%	±6.2	4,242	23.1%	±0.6
(6) Very Often or a Few Times a Week	76	43.4%	±7.5	6,674	36.4%	±0.7
(7) Always or Every Day	32	18.0%	±6.5	4,045	22.0%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Never = 1 - <1.5, Almost Never or a Few Times a Year or Less = 1.5 - <2.5, Rarely or Once a Month or Less = 2.5 - <3.5, Sometimes or a Few Times a Month = 3.5 - <4.5, Often or Once a Week = 4.5 - <5.5, Very Often or a Few Times a Week = 5.5 - <6.5, Always or Every Day = 6.5 - 7.

5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

Table 5.65 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 NPS.

Table 5.65 Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Overall	175	2.9*	±0.2	18,352	3.5*	±0.0	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	NR	NR	NR	638	3.4	±0.1	NR
Wage Grade (WG) 5-8	10	3.0	±0.8	2,816	3.4	±0.0	-0.37 (S)
Wage Grade (WG) 9-16	22	2.5*	±0.4	1,472	3.5*	±0.0	-1.11 (L)
Other Wage Grade (WG)	NR	NR	NR	235	3.7	±0.1	NR
General Schedule (GS) 1-6	46	3.5	±0.3	2,098	3.4	±0.0	0.01
General Schedule (GS) 7-10	51	2.7*	±0.3	3,985	3.4*	±0.0	-0.74 (M)
General Schedule (GS) 11-12	18	2.9*	±0.5	4,382	3.6*	±0.0	-0.66 (M)
General Schedule (GS) 13-15	11	3.4	±0.6	1,772	3.8	±0.0	-0.36 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	NR	NR	NR	23	4.5	±0.3	NR
Other	12	2.1*	±0.2	678	3.8*	±0.1	-2.00 (L)
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	1,145	3.4	±0.1	NR
1 to 3 years	32	3.6	±0.4	2,552	3.5	±0.0	0.07
4 to 5 years	17	2.8*	±0.5	1,474	3.5*	±0.0	-0.73 (M)
6 to 10 years	56	2.7*	±0.3	3,769	3.5*	±0.0	-0.86 (L)
11 to 14 years	26	2.6*	±0.4	1,775	3.4*	±0.0	-0.83 (L)
15 to 20 years	24	2.9*	±0.3	2,797	3.5*	±0.0	-0.68 (M)
More than 20 years	15	3.0*	±0.5	4,713	3.6*	±0.0	-0.57 (M)
Appointment Type							
Permanent	153	3.0*	±0.2	15,657	3.5*	±0.0	-0.55 (M)
Term	13	2.3*	±0.5	1,645	3.5*	±0.0	-1.28 (L)
Temporary	9	2.9*	±1.0	856	3.6*	±0.1	-0.73 (M)
Work Schedule							
Seasonal	34	2.6*	±0.4	1,797	3.5*	±0.0	-0.97 (L)
Non-Seasonal	129	3.1*	±0.2	14,482	3.5*	±0.0	-0.46 (S)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>N</i>	<i>Mean</i> ^a	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	24	2.5*	±0.4	1,066	3.4*	±0.1	-1.03 (L)
Permanent-Non-Seasonal	129	3.1*	±0.2	14,358	3.5*	±0.0	-0.46 (S)
Term	13	2.3*	±0.5	1,645	3.5*	±0.0	-1.28 (L)
Temporary-Seasonal	9	2.9*	±1.0	731	3.6*	±0.1	-0.76 (M)
Temporary-Non-Seasonal	--	--	--	124	3.4	±0.2	NA
Sex							
Men	68	2.6*	±0.3	11,441	3.5*	±0.0	-0.91 (L)
Women	103	3.1*	±0.2	6,847	3.5*	±0.0	-0.39 (S)
Gender Identity							
Male	68	2.6*	±0.3	11,441	3.5*	±0.0	-0.91 (L)
Female	103	3.1*	±0.2	6,847	3.5*	±0.0	-0.39 (S)
Transgender	--	--	--	15	3.6	±0.7	NA
Do not identify as female, male, or transgender	NR	NR	NR	49	3.2	±0.3	NR
Sexual Orientation - Collapsed							
Heterosexual	161	2.9*	±0.2	16,501	3.5*	±0.0	-0.60 (M)
Sexual Minority	7	2.5*	±0.9	843	3.5*	±0.1	-0.89 (L)
Sexual Orientation							
Heterosexual or straight	161	2.9*	±0.2	16,501	3.5*	±0.0	-0.60 (M)
Lesbian	--	--	--	182	3.7	±0.1	NA
Gay	--	--	--	248	3.4	±0.1	NA
Bisexual	NR	NR	NR	282	3.3	±0.1	NR
Other	NR	NR	NR	131	3.7	±0.2	NR
I prefer not to say	7	2.9	±0.6	805	3.3	±0.1	-0.47 (S)

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

Table 5.66 presents the scale distribution of organizational commitment for those who indicated they had or had not experienced sexual assault within the past 12 months. Results have been weighted to estimate the population in NPS.

Table 5.66 Sexual Assault and Organizational Commitment Scale Distribution

	Experienced sexual assault			Did not experience sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Organizational Commitment						
(1) Strongly Disagree	19	10.6%	±5.6	659	3.6%	±0.3
(2) Disagree	47	27.0%	±7.1	2,092	11.4%	±0.5
(3) Neither Agree nor Disagree	46	26.1%	±7.1	4,813	26.2%	±0.6
(4) Agree	42	23.9%	±6.9	7,349	40.0%	±0.7
(5) Strongly Agree	22	12.4%	±5.8	3,438	18.7%	±0.6

Note. Scale distributions shown are for a multi-item construct. Responses to individual scale items were averaged and grouped as follows: Strongly Disagree = 1 - <1.5, Disagree = 1.5 - <2.5, Neither Agree nor Disagree = 2.5 - <3.5, Agree = 3.5 - <4.5, Strongly Agree = 4.5 - 5.

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 5.67, Table 5.68, and Table 5.69 present the results of the regression analyses. Each predictor variable is shown in the first column.

Table 5.67 Linear Regression of Harassment and Job Satisfaction

	B	S.E.	B	t	p	95% C.I.		r	Partial r	Semi Partial r
						Lower	Upper			
Constant	3.873	0.006	--	642.297	0.000	3.861	3.885	--	--	--
Harassment Based on Age	-0.270	0.014	-0.155	-19.701	0.000	-0.297	-0.243	-0.274	-0.145	-0.136
Harassment Based on Race/Ethnicity	-0.212	0.019	-0.085	-11.066	0.000	-0.250	-0.175	-0.217	-0.082	-0.077
Harassment Based on Religious Beliefs	-0.086	0.021	-0.030	-4.054	0.000	-0.128	-0.044	-0.148	-0.030	-0.028
Harassment Based on Disability	-0.427	0.021	-0.149	-20.141	0.000	-0.469	-0.386	-0.243	-0.148	-0.139
Harassment Based on Sexual Orientation	-0.064	0.027	-0.018	-2.420	0.016	-0.116	-0.012	-0.141	-0.018	-0.017
Gender Harassment	-0.112	0.015	-0.060	-7.262	0.000	-0.142	-0.082	-0.208	-0.054	-0.050
Sexual Harassment	-0.183	0.020	-0.076	-9.244	0.000	-0.222	-0.144	-0.202	-0.068	-0.064
Sexual Assault	0.092	0.054	0.012	1.715	0.086	-0.013	0.197	-0.054	0.013	0.012

Note. N = 18,179, F = 342.783, R Square = 0.131

Table 5.68 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	5.669	0.010	--	561.832	0.000	5.649	5.689	--	--	--
Harassment Based on Age	-0.195	0.023	-0.070	-8.500	0.000	-0.240	-0.150	-0.141	-0.063	-0.062
Harassment Based on Race/Ethnicity	-0.255	0.032	-0.064	-7.962	0.000	-0.318	-0.193	-0.128	-0.059	-0.058
Harassment Based on Religious Beliefs	-0.066	0.036	-0.014	-1.844	0.065	-0.135	0.004	-0.080	-0.014	-0.013
Harassment Based on Disability	-0.352	0.036	-0.077	-9.901	0.000	-0.421	-0.282	-0.126	-0.073	-0.072
Harassment Based on Sexual Orientation	0.129	0.044	0.023	2.896	0.004	0.042	0.216	-0.050	0.021	0.021
Gender Harassment	-0.239	0.026	-0.081	-9.251	0.000	-0.290	-0.189	-0.138	-0.068	-0.067
Sexual Harassment	-0.077	0.033	-0.020	-2.332	0.020	-0.142	-0.012	-0.098	-0.017	-0.017
Sexual Assault	0.240	0.090	0.020	2.674	0.007	0.064	0.416	-0.012	0.020	0.019

Note. N = 18,174, F = 96.402, R Square = 0.041

Table 5.69 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	3.668	0.008	--	440.808	0.000	3.652	3.684	--	--	--
Harassment Based on Age	-0.311	0.019	-0.132	-16.423	0.000	-0.348	-0.274	-0.225	-0.121	-0.117
Harassment Based on Race/Ethnicity	-0.316	0.026	-0.094	-11.954	0.000	-0.368	-0.264	-0.193	-0.088	-0.085
Harassment Based on Religious Beliefs	-0.115	0.029	-0.030	-3.930	0.000	-0.173	-0.058	-0.123	-0.029	-0.028
Harassment Based on Disability	-0.364	0.029	-0.094	-12.443	0.000	-0.422	-0.307	-0.176	-0.092	-0.088
Harassment Based on Sexual Orientation	0.032	0.037	0.007	0.874	0.382	-0.040	0.104	-0.095	0.006	0.006
Gender Harassment	-0.106	0.021	-0.042	-4.967	0.000	-0.148	-0.064	-0.160	-0.037	-0.035
Sexual Harassment	-0.180	0.027	-0.056	-6.597	0.000	-0.234	-0.127	-0.158	-0.049	-0.047
Sexual Assault	-0.094	0.074	-0.009	-1.269	0.205	-0.239	0.051	-0.059	-0.009	-0.009

Note. N = 18,176, F = 207.516, R Square = 0.084

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 NPS.

Table 6.1 Percent Witnessing Harassment

	Percent witnessing			Frequency of occurrence ^a			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	2,726	14.9%	±0.5	3.0	±0.0	3	2
Racial/Ethnic	1,703	9.3%	±0.4	3.2	±0.1	3	2
Religious	1,026	5.6%	±0.3	2.9	±0.1	3	3
Disability	1,440	7.9%	±0.4	3.1	±0.1	3	2
Sexual Orientation	1,187	6.5%	±0.4	2.9	±0.1	3	2
Sex/Gender	2,797	15.4%	±0.5	3.2	±0.0	3	3

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

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

Table 6.2 Actions Taken in Response to Witnessing Harassment

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q54 Which of the following actions best describes your most typical response(s) to the situation you witnessed?			
I did not take any action	998	21.4%	±1.2
I asked the person who was experiencing the behavior if he/she needed help	1,549	33.3%	±1.4
I pointed out to person that he/she “crossed the line” with comments/behaviors	1,015	21.8%	±1.2
I stepped in with the intent of diffusing/stopping the situation	676	14.5%	±1.0
I asked others to step in as a group and diffuse the situation	210	4.5%	±0.6
I told someone in a position of authority about the situation	1,054	22.7%	±1.2
I considered intervening but I feared I would experience negative consequences	856	18.4%	±1.1
I considered intervening but did not feel I had the authority to do so	711	15.3%	±1.1
I stepped in but then was discouraged or criticized by others for doing so	244	5.2%	±0.7
I stepped in but then was harassed myself by the person(s) I was trying to stop	247	5.3%	±0.7
None selected	125	2.7%	±0.5

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 NPS.

Table 6.3 Potential Recipients of a Complaint of Harassment or Assault

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Q55 If you were to make an oral and/or written complaint/grievance/report about a harassment experience involving someone at work, which of the following options would you be most likely to use?					
Supervisor or Manager					
Yes	14,008	77.7%	±0.6	3.7	±0.0
No	2,336	13.0%	±0.5	--	--
Don't Know	1,677	9.3%	±0.4	--	--
Employee Assistance Program (EAP)					
Yes	8,407	48.1%	±0.7	3.4	±0.0
No	4,890	28.0%	±0.7	--	--
Don't Know	4,181	23.9%	±0.6	--	--
Ombudsman (if applicable)					
Yes	4,242	24.7%	±0.6	3.4	±0.0
No	4,557	26.5%	±0.7	--	--
Don't Know	8,405	48.9%	±0.7	--	--
CADR Office, CORE PLUS					
Yes	2,636	15.4%	±0.5	3.5	±0.0
No	5,793	33.8%	±0.7	--	--
Don't Know	8,700	50.8%	±0.7	--	--
Employee & Labor Relations (Human Resources)					
Yes	7,083	40.9%	±0.7	3.6	±0.0
No	5,084	29.4%	±0.7	--	--
Don't Know	5,152	29.7%	±0.7	--	--
Union (if applicable)					
Yes	2,958	18.0%	±0.6	3.5	±0.0
No	7,602	46.2%	±0.8	--	--
Don't Know	5,902	35.9%	±0.7	--	--
Equal Employment Opportunity Counselor					
Yes	7,374	42.8%	±0.7	3.6	±0.0
No	4,761	27.6%	±0.7	--	--
Don't Know	5,111	29.6%	±0.7	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score^a</i>	<i>MoE</i>
Equal Employment Opportunity Office					
Yes	6,469	37.7%	±0.7	3.5	±0.0
No	5,114	29.8%	±0.7	--	--
Don't Know	5,588	32.5%	±0.7	--	--
Office of Inspector General Hotline					
Yes	3,803	22.4%	±0.6	3.5	±0.0
No	6,513	38.3%	±0.7	--	--
Don't Know	6,678	39.3%	±0.7	--	--
Office of Inspector General					
Yes	3,546	20.9%	±0.6	3.5	±0.0
No	6,664	39.2%	±0.7	--	--
Don't Know	6,792	39.9%	±0.7	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	3,344	19.6%	±0.6	3.6	±0.0
No	7,886	46.3%	±0.7	--	--
Don't Know	5,804	34.1%	±0.7	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	5,200	30.3%	±0.7	3.6	±0.0
No	5,867	34.2%	±0.7	--	--
Don't Know	6,074	35.4%	±0.7	--	--
National Park Service Law Enforcement/Park Police					
Yes	5,968	34.7%	±0.7	3.8	±0.0
No	6,503	37.8%	±0.7	--	--
Don't Know	4,711	27.4%	±0.7	--	--
Other					
Yes	1,655	11.2%	±0.5	3.5	±0.1
No	4,280	28.9%	±0.7	--	--
Don't Know	8,896	60.0%	±0.8	--	--

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

Federal Consulting Group

Rafael Williams
Contracting Officer's
Representative (COR)
202-208-3035 (tel)
Rafael_Williams@ios.doi.gov

Jessica Reed
Director
202-208-4699 (tel)
Jessica_Reed@ios.doi.gov

Call Order #105
IA# 20307
D12PA00231

CFI Group

625 Avis Drive
Ann Arbor, MI 48108
734-930-9090 (tel)
www.cfigroup.com