



# Supplemental Statistical Report

Bureau of Ocean Energy Management (BOEM)

Work Environment Survey

January-March 2017

---

September 29, 2017



## Executive Summary

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

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

The survey was sent to all BOEM personnel employed as of December 10, 2016, ( $N = 585$ ) during the period of January 9 to March 5, 2017. Data from 289 employees were obtained by the end of the survey period, yielding a participation rate of 49.4%. Upon initial screening, a total of 269 completed questionnaires were available for analysis, yielding a survey response rate of 46.0%. Because not all BOEM employees responded to the survey, employee population characteristics were obtained from Human Resources to derive weights to estimate population parameters for the BOEM workforce from the survey data. Comparison of the known employee population characteristics to the estimated study population characteristics indicated that these data were representative of the BOEM population, especially with regard to age, sex, racial-ethnic background, disability status, appointment type, and work schedule. Accordingly, the results of statistical analyses of these data reflect estimated population parameters for the BOEM workforce.

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

---

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

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

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

Analyses estimated 33.6% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. More specifically:

- 18.9% experienced harassing behaviors based on their age
- 6.1% experienced harassing behaviors based on their racial or ethnic background
- 6.6% experienced harassing behaviors based on their religious beliefs
- 3.9% experienced harassing behaviors based on a perceived or actual disability
- 3.1% experienced harassing behaviors based on their sexual orientation
- 17.5% experienced harassing behaviors based on their gender
- 8.5% experienced sexual harassment<sup>2</sup>
- 1.89% experienced sexual assault related behaviors

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

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

---

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

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

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

## **WHAT CONTEXTUAL FACTORS INFLUENCED SPECIFIC BEHAVIORS OR SETS OF EXPERIENCES?**

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

- *What was the primary basis for the specific behavior or set of experiences?* Among employees who experienced any behavior, 26.0% indicated the experience was primarily based on their age; 6.3% indicated the experience was primarily based on their racial/ethnic background; 8.4% indicated the experience was primarily based on their religious beliefs; 3.4% indicated the experience was primarily based on their sexual orientation; 42.0% indicated the experience was primarily based on their sex/gender;<sup>3</sup> and 12.1% indicated the experience was primarily based on unknown factors.
- *When and where did the specific behavior or set of experiences occur?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred during work hours (80.6%) and at a work location or site (83.9%) that was most frequently characterized as an indoor location (98.0%). Also, for the minority of these employees these experiences occurred while on travel (17.5%).
- *How often and for how long did the specific behavior or set of experiences persist?* Regardless of the particular behavior involved, for the majority of employees these experiences occurred more than once (56.6%).

---

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

- *Who was involved in the specific behavior or set of experiences?* Regardless of the particular behavior involved, for the majority of employees these experiences often involved one person (57.4%), who was typically older (39.5%), male (57.8%), and most often a peer and/or coworker (63.2%).
- *Did their work role require them to continue to interact with the person(s) involved?* Regardless of the particular behavior involved, the majority of employees had to continue to interact with the person(s) involved (87.4%).
- *Did they discuss the specific behavior or set of experiences with anyone at work?* Regardless of the particular behavior involved, most employees talked to someone at work about their experience including coworkers (54.6%) or another employee (35.5%), as well as a supervisor (33.7%) or manager (25.8%). Additionally, some employees talked with the person involved (31.4%).
- *Did they make a complaint/grievance/report<sup>4</sup> in response to the specific behavior or set of experiences?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (78.4%); only 21.6% did.
- *What BOEM resources were used to make a complaint/grievance/report?* Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, the most frequently used BOEM resource was a supervisor or manager (16.3%). All other resources were used less frequently (Employee Assistance Program, Ombudsman,<sup>5</sup> CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).
- *What happened as a result of the complaint/grievance/report?* Regardless of particular behavior involved, for employees who made complaints/grievances/reports, 17.4% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (20.1%). Actions involving the person engaging in the harassing behavior included someone talking to the person (20.3%) and in some situations the person stopped the behavior (13.4%). Additionally, some employees were encouraged to drop the issue (30.4%) or were discouraged from making a complaint/grievance/report (24.9%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (25.7%); their coworker(s) treated them worse, avoided or blamed them for the problem (27.3%); and some employees indicated leadership punished them for bringing the experience up (18.7%).<sup>6</sup>

---

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

<sup>5</sup> Ombudsman was only in existence about 1.5 months before the survey opened.

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

- *What were the reasons for not making a complaint/grievance/report?* Regardless of the particular behavior involved, most employees did not make a complaint/grievance/report about their experience (78.4%). Employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (68.1%), the perceived seriousness of the behavior (62.4% did not consider it serious enough to report), the behavior or experience stopped on its own (45.1%), or skepticism about actions that would be taken (50.0% of employees did not think anything would be done).
- *What effect did the specific behavior or set of experiences have on employees' interpersonal relationships, physical or emotional well-being, your job performance, or your willingness to remain a part of the organization?* Regardless of the particular behavior involved, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (35.3%); resulted in arguments or damaged interpersonal relations at work (35.5%); and/or damaged other personal relationships (14.7%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or take leave (13.4%), seek counseling (12.8%), or medical attention (6.4%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (40.5%), negatively affected their performance evaluation or promotion potential (16.1%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BOEM (38.2%), take steps to leave the organization (13.4%), or request a transfer (6.8%).

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

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

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

Consequences of harassment and/or assault behaviors were examined with data from employees who experienced harassment and/or assault behaviors and completed questions assessing job-related outcomes including job satisfaction, job engagement, and organizational commitment. Regression analyses revealed statistically significant associations for harassment

based on age, disability status or condition, sexual harassment and job satisfaction (employees experiencing those behaviors reported lower job satisfaction); for harassment based on religious beliefs and sexual harassment and job engagement (employees experiencing those behaviors reported lower job engagement); and for harassment based on age and organizational commitment (employees experiencing those behaviors reported lower commitment).

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

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

- *What about individuals who may have witnessed behaviors occurring to someone else?*  
An estimated 21.8% of employees witnessed a harassing and/or assault behavior against another employee in the 12 months preceding the survey. For most of these experiences, it is estimated that employees witnessed these behaviors once, and/or, once a month or less. Among these individuals:
  - 14.2% witnessed a harassment situation based on the age of the other employee
  - 9.2% witnessed a harassment situation based on the race/ethnicity of the other employee
  - 5.7% witnessed a harassment situation based on the religious beliefs of the other employee
  - 4.9% witnessed a harassment situation based a perceived or actual disability of the other employee
  - 4.0% witnessed a harassment situation based on the sexual orientation of the other employee
  - 12.0% witnessed a harassment situation based the sex/gender of the other employee
  
- *What actions were taken in response to witnessing harassing and/or assault behaviors?*  
Regardless of the particular behavior employees witnessed, the majority of employees took some action in response to the behaviors they witnessed (71.0%). Among employees who took some action, the most frequent actions included helping the person who was subject to the behaviors (35.7%); pointing out to the person who engaged in the harassing behaviors that s/he “crossed the line” (31.3%); and telling someone in position of authority about the situation (17.7%).

- *Did employees experience any harassing and/or assault behaviors before the past 12 months while they were employed by BOEM? An estimated 27.2% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BOEM. More specifically:*
  - 16.6% experienced harassing behaviors based on their age
  - 5.2% experienced harassing behaviors based on their racial or ethnic background
  - 6.0% experienced harassing behaviors based on their religious beliefs
  - 3.9% experienced harassing behaviors based on a perceived or actual disability
  - 2.7% experienced harassing behaviors based on their sexual orientation
  - 13.3% experienced sexually harassing behaviors<sup>7</sup>
  - 1.82% experienced sexual assault related behaviors
  
- *What about the future use of BOEM resources to make a complaint/grievance/report involving a harassing and/or assault experience? A majority of employees indicated that they would use a supervisor or manager (78.0%) to make a complaint/grievance/report if they were to experience harassing behaviors in the future. All other resources were endorsed less frequently (Employee Assistance Program, Ombudsman,<sup>8</sup> CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority not in the Bureau, or Department of Interior Ethics/Bureau Ethics Office). Additionally, employees rated their expectation that the majority of resources would be moderately to very helpful.*

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

---

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

<sup>8</sup> Ombudsman was only in existence about 1.5 months before the survey opened.



## Table of Contents

Executive Summary .....	1
Table of Contents .....	8
List of Tables .....	10
List of Figures .....	20
1 Introduction .....	21
1.1 Overview of Results .....	25
1.2 Population and Respondent Demographic and Occupational Characteristics .....	26
2 Work-Related Harassment Experiences .....	30
2.1 Age Harassment .....	36
2.2 Racial/Ethnic Harassment .....	41
2.3 Religious Harassment.....	47
2.4 Disability Harassment .....	52
2.5 Sexual Orientation Harassment.....	57
2.6 Sexual Harassment .....	62
2.7 Crude and Offensive Behavior.....	67
2.8 Unwanted Sexual Attention .....	69
2.9 Sexual Coercion .....	71
2.10 Gender Harassment .....	73
2.11 Sexual Assault Related Behaviors.....	77
2.12 Sexual Assault Related Behaviors Experienced.....	82
3 One Behavior or Experience with the Greatest Effect .....	83
3.1 Characteristics of Age Harassment .....	84
3.2 Characteristics of Racial/Ethnic Harassment .....	93
3.3 Characteristics of Religious Harassment.....	102
3.4 Characteristics of Disability Harassment .....	111
3.5 Characteristics of Sexual Orientation Harassment.....	120
3.6 Characteristics of Sexual/Gender Harassment .....	129
3.7 Characteristics of Harassment Based on Unknown Reasons .....	138
3.8 Comparisons Across Types of Harassment.....	147

4	Predictors of Workplace Harassment .....	165
4.1	Age Harassment .....	166
4.2	Racial/Ethnic Harassment .....	181
4.3	Religious Harassment.....	196
4.4	Disability Harassment .....	208
4.5	Sexual Orientation Harassment.....	221
4.6	Sexual Harassment .....	239
4.7	Crude and Offensive Behavior.....	257
4.8	Unwanted Sexual Attention .....	275
4.9	Sexual Coercion .....	293
4.10	Gender Harassment .....	311
4.11	Sexual Assault Related Behaviors.....	329
5	Impact of Harassment on Job Outcomes .....	347
5.1	Age Harassment .....	347
5.2	Racial/Ethnic Harassment .....	354
5.3	Religious Harassment.....	360
5.4	Disability Harassment .....	366
5.5	Sexual Orientation Harassment.....	372
5.6	Sexual Harassment .....	379
5.7	Crude and Offensive Behavior.....	385
5.8	Unwanted Sexual Attention .....	392
5.9	Sexual Coercion .....	399
5.10	Gender Harassment .....	405
5.11	Sexual Assault Related Behaviors.....	411
5.12	Linear Regression Analyses of Various Forms of Harassment and Sexual Assault Related Behaviors and Job Outcomes.....	418
6	Bystander Intervention and Future Reporting .....	420
6.1	Witnessing an Incident of Harassment and Actions Taken.....	420
6.2	Future Reporting .....	422

## List of Tables

Table 1.1 Description of Survey Constructs with Sample Items .....	22
Table 1.2 BOEM – WES Response Rate .....	23
Table 1.3 BOEM – Employee and Estimated Study Population Demographic Characteristics ...	26
Table 1.4 BOEM – Employee and Estimated Study Population Occupational Characteristics ...	28
Table 2.1 BOEM – Estimated Experience Rate of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	31
Table 2.2 BOEM – Estimated Number of Age, Racial/Ethnic, Religious, and Disability Harassment in Past 12 Months.....	31
Table 2.3 BOEM – Estimated Experience Rate of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	31
Table 2.4 BOEM – Estimated Number of Sexual Orientation, Gender, and Sexual Harassment in Past 12 Months.....	32
Table 2.5 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months .....	32
Table 2.6 BOEM – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months	32
Table 2.7 BOEM – Estimated Experience Rate for Any Form of Harassment in Past 12 Months .....	33
Table 2.8 BOEM – Estimated Experience Rate of Age Harassment in Past 12 Months.....	36
Table 2.9 BOEM – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location .....	39
Table 2.10 BOEM – Estimated Experience Rate of Age Harassment Prior to Past 12 Months...	39
Table 2.11 BOEM – Estimated Pay Plan or Grade at Which Age Harassment First Occurred ...	40
Table 2.12 BOEM – Estimated Experience Rate of Racial/Ethnic Harassment in Past 12 Months .....	41
Table 2.13 BOEM – Estimated Experience Rate of Racial/Ethnic Harassment in the Past 12 Months, by Current Work Location.....	44
Table 2.14 BOEM – Estimated Experience Rate of Racial/Ethnic Harassment Prior to Past 12 Months .....	45
Table 2.15 BOEM – Estimated Pay Plan or Grade at Which Racial/Ethnic Harassment First Occurred.....	46
Table 2.16 BOEM – Estimated Experience Rate of Religious Harassment in Past 12 Months...	47
Table 2.17 BOEM – Estimated Experience Rate of Religious Harassment in the Past 12 Months, by Current Work Location .....	50
Table 2.18 BOEM – Estimated Experience Rate of Religious Harassment Prior to Past 12 Months .....	50
Table 2.19 BOEM – Estimated Pay Plan or Grade at Which Religious Harassment First Occurred .....	51
Table 2.20 BOEM – Estimated Experience Rate of Disability Harassment in Past 12 Months...	52

Table 2.21 BOEM – Estimated Experience Rate of Disability Harassment in the Past 12 Months, by Current Work Location ..... 55

Table 2.22 BOEM – Estimated Experience Rate of Disability Harassment Prior to Past 12 Months ..... 56

Table 2.23 BOEM – Estimated Pay Plan or Grade at Which Disability Harassment First Occurred..... 56

Table 2.24 BOEM – Estimated Experience Rate of Sexual Orientation Harassment in Past 12 Months ..... 57

Table 2.25 BOEM – Estimated Experience Rate of Sexual Orientation Harassment in the Past 12 Months, by Current Work Location..... 60

Table 2.26 BOEM – Estimated Experience Rate of Sexual Orientation Harassment Prior to Past 12 Months ..... 60

Table 2.27 BOEM – Estimated Pay Plan or Grade at Which Sexual Orientation Harassment First Occurred..... 61

Table 2.28 BOEM – Estimated Experience Rate of Sexual Harassment in Past 12 Months ..... 62

Table 2.29 BOEM – Estimated Experience Rate of Sexual Harassment in the Past 12 Months, by Current Work Location ..... 65

Table 2.30 BOEM – Estimated Experience Rate of Sexual Harassment Prior to Past 12 Months ..... 66

Table 2.31 BOEM – Estimated Pay Plan or Grade at Which Sexual Harassment First Occurred 66

Table 2.32 BOEM – Estimated Experience Rate of Crude and Offensive Behavior in Past 12 Months ..... 67

Table 2.33 BOEM – Estimated Experience Rate of Crude and Offensive Behavior in the Past 12 Months, by Current Work Location..... 68

Table 2.34 BOEM – Estimated Experience Rate of Unwanted Sexual Attention in Past 12 Months ..... 69

Table 2.35 BOEM – Estimated Experience Rate of Unwanted Sexual Attention in the Past 12 Months, by Current Work Location..... 70

Table 2.36 BOEM – Estimated Experience Rate of Sexual Coercion in Past 12 Months..... 71

Table 2.37 BOEM – Estimated Experience Rate of Sexual Coercion in the Past 12 Months, by Current Work Location ..... 72

Table 2.38 BOEM – Estimated Experience Rate of Gender Harassment in Past 12 Months..... 73

Table 2.39 BOEM – Estimated Experience Rate of Gender Harassment in the Past 12 Months, by Current Work Location ..... 76

Table 2.40 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors in Past 12 Months ..... 77

Table 2.41 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location..... 80

Table 2.42 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors Prior to Past 12 Months..... 81

Table 2.43 BOEM – Estimated Pay Plan or Grade at Which Sexual Assault Related Behaviors First Occurred ..... 81

Table 2.44 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced ..... 82

Table 3.1 BOEM – Primary Basis for Experience of Greatest Effect ..... 83

Table 3.2 BOEM – Context of the One Experience of Age Harassment ..... 84

Table 3.3 BOEM – Results of the One Experience of Age Harassment ..... 86

Table 3.4 BOEM – Discussion of the One Experience of Age Harassment..... 87

Table 3.5 BOEM – Resources for Making Complaint of the One Experience of Age Harassment ..... 88

Table 3.6 BOEM – Results of Reporting the One Experience of Age Harassment ..... 89

Table 3.7 BOEM – Satisfaction with Reporting of the One Experience of Age Harassment ..... 91

Table 3.8 BOEM – Reasons for Not Reporting the One Experience of Age Harassment ..... 92

Table 3.9 BOEM – Context of the One Experience of Racial/Ethnic Harassment ..... 93

Table 3.10 BOEM – Results of the One Experience of Racial/Ethnic Harassment ..... 95

Table 3.11 BOEM – Discussion of the One Experience of Racial/Ethnic Harassment ..... 96

Table 3.12 BOEM – Resources for Making Complaint of the One Experience of Racial/Ethnic Harassment..... 97

Table 3.13 BOEM – Results of Reporting the One Experience of Racial/Ethnic Harassment .... 98

Table 3.14 BOEM – Satisfaction with Reporting of the One Experience of Racial/Ethnic Harassment..... 100

Table 3.15 BOEM – Reasons for Not Reporting the One Experience of Racial/Ethnic Harassment..... 101

Table 3.16 BOEM – Context of the One Experience of Religious Harassment..... 102

Table 3.17 BOEM – Results of the One Experience of Religious Harassment..... 104

Table 3.18 BOEM – Discussion of the One Experience of Religious Harassment..... 105

Table 3.19 BOEM – Resources for Making Complaint of the One Experience of Religious Harassment..... 106

Table 3.20 BOEM – Results of Reporting the One Experience of Religious Harassment..... 107

Table 3.21 BOEM – Satisfaction with Reporting of the One Experience of Religious Harassment ..... 109

Table 3.22 BOEM – Reasons for Not Reporting the One Experience of Religious Harassment 109

Table 3.23 BOEM – Context of the One Experience of Disability Harassment ..... 111

Table 3.24 BOEM – Results of the One Experience of Disability Harassment ..... 113

Table 3.25 BOEM – Discussion of the One Experience of Disability Harassment ..... 114

Table 3.26 BOEM – Resources for Making Complaint of the One Experience of Disability Harassment..... 115

Table 3.27 BOEM – Results of Reporting the One Experience of Disability Harassment ..... 116

Table 3.28 BOEM – Satisfaction with Reporting of the One Experience of Disability Harassment ..... 118

Table 3.29 BOEM – Reasons for Not Reporting the One Experience of Disability Harassment ..... 119

Table 3.30 BOEM – Context of the One Experience of Sexual Orientation Harassment ..... 120

Table 3.31 BOEM – Results of the One Experience of Sexual Orientation Harassment ..... 122

Table 3.32 BOEM – Discussion of the One Experience of Sexual Orientation Harassment ..... 123

Table 3.33 BOEM – Resources for Making Complaint of the One Experience of Sexual Orientation Harassment ..... 124

Table 3.34 BOEM – Results of Reporting the One Experience of Sexual Orientation Harassment ..... 125

Table 3.35 BOEM – Satisfaction with Reporting of the One Experience of Sexual Orientation Harassment..... 127

Table 3.36 BOEM – Reasons for Not Reporting the One Experience of Sexual Orientation Harassment..... 128

Table 3.37 BOEM – Context of the One Experience of Sexual/Gender Harassment ..... 129

Table 3.38 BOEM – Results of the One Experience of Sexual/Gender Harassment ..... 131

Table 3.39 BOEM – Discussion of the One Experience of Sexual/Gender Harassment ..... 132

Table 3.40 BOEM – Resources for Making Complaint of the One Experience of Sexual/Gender Harassment..... 133

Table 3.41 BOEM – Results of Reporting the One Experience of Sexual/Gender Harassment 134

Table 3.42 BOEM – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment..... 136

Table 3.43 BOEM – Reasons for Not Reporting the One Experience of Sexual/Gender Harassment..... 137

Table 3.44 BOEM – Context of the One Experience of Harassment Based on Unknown Reasons ..... 138

Table 3.45 BOEM – Results of the One Experience of Harassment Based on Unknown Reasons ..... 140

Table 3.46 BOEM – Discussion of the One Experience of Harassment Based on Unknown Reasons ..... 141

Table 3.47 BOEM – Resources for Making Complaint of the One Experience of Harassment Based on Unknown Reasons..... 142

Table 3.48 BOEM – Results of Reporting the One Experience of Harassment Based on Unknown Reasons ..... 143

Table 3.49 BOEM – Satisfaction with Reporting of the One Experience of Harassment Based on Unknown Reasons ..... 145

Table 3.50 BOEM – Reasons for Not Reporting the One Experience of Harassment Based on Unknown Reasons ..... 146

Table 3.51 BOEM – Context of the One Experience of Harassment – Summary..... 147

Table 3.52 BOEM – Results of the One Experience of Harassment – Summary ..... 151

Table 3.53 BOEM – Discussion of the One Experience of Harassment – Summary..... 154

Table 3.54 BOEM – Resources for Making Complaint of the One Experience of Harassment – Summary .....	156
Table 3.55 BOEM – Helpfulness of Resources for Making Complaint of the One Experience of Harassment – Summary .....	157
Table 3.56 BOEM – Results of Reporting the One Experience of Harassment – Summary .....	158
Table 3.57 BOEM – Satisfaction with Reporting of the One Experience of Harassment – Summary .....	162
Table 3.58 BOEM – Reasons for Not Reporting the One Experience of Harassment – Summary .....	163
Table 4.1 BOEM – Age Harassment and General Intolerance for Harassment by Selected Characteristics .....	166
Table 4.2 BOEM – Age Harassment and Leadership Intolerance for Harassment by Selected Characteristics .....	168
Table 4.3 BOEM – Age Harassment and Organizational Politics by Selected Characteristics .	170
Table 4.4 BOEM – Age Harassment and Organizational Trust by Selected Characteristics .....	172
Table 4.5 BOEM – Age Harassment and Supervisor Support by Selected Characteristics .....	174
Table 4.6 BOEM – Age Harassment and Organizational Inclusion by Selected Characteristics	176
Table 4.7 BOEM – Age Harassment and Bystander Harassment .....	178
Table 4.8 BOEM – Logistic Regression of Age Harassment and Predictors of Workplace Harassment.....	180
Table 4.9 BOEM – Racial/Ethnic Harassment and General Intolerance for Harassment by Selected Characteristics .....	181
Table 4.10 BOEM – Racial/Ethnic Harassment and Leadership Intolerance for Harassment by Selected Characteristics .....	183
Table 4.11 BOEM – Racial/Ethnic Harassment and Organizational Politics by Selected Characteristics.....	185
Table 4.12 BOEM – Racial/Ethnic Harassment and Organizational Trust by Selected Characteristics.....	187
Table 4.13 BOEM – Racial/Ethnic Harassment and Supervisor Support by Selected Characteristics.....	189
Table 4.14 BOEM – Racial/Ethnic Harassment and Organizational Inclusion by Selected Characteristics.....	191
Table 4.15 BOEM – Racial/Ethnic Harassment and Bystander Harassment .....	193
Table 4.16 BOEM – Logistic Regression of Racial/Ethnic Harassment and Predictors of Workplace Harassment .....	195
Table 4.17 BOEM – Religious Harassment and General Intolerance for Harassment by Selected Characteristics.....	196
Table 4.18 BOEM – Religious Harassment and Leadership Intolerance for Harassment by Selected Characteristics .....	198

Table 4.19 BOEM – Religious Harassment and Organizational Politics by Selected Characteristics.....	199
Table 4.20 BOEM – Religious Harassment and Organizational Trust by Selected Characteristics.....	201
Table 4.21 BOEM – Religious Harassment and Supervisor Support by Selected Characteristics.....	202
Table 4.22 BOEM – Religious Harassment and Organizational Inclusion by Selected Characteristics.....	204
Table 4.23 BOEM – Religious Harassment and Bystander Harassment.....	205
Table 4.24 BOEM – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment.....	207
Table 4.25 BOEM – Disability Harassment and General Intolerance for Harassment by Selected Characteristics.....	208
Table 4.26 BOEM – Disability Harassment and Leadership Intolerance for Harassment by Selected Characteristics .....	210
Table 4.27 BOEM – Disability Harassment and Organizational Politics by Selected Characteristics.....	211
Table 4.28 BOEM – Disability Harassment and Organizational Trust by Selected Characteristics.....	213
Table 4.29 BOEM – Disability Harassment and Supervisor Support by Selected Characteristics.....	214
Table 4.30 BOEM – Disability Harassment and Organizational Inclusion by Selected Characteristics.....	216
Table 4.31 BOEM – Disability Harassment and Bystander Harassment .....	218
Table 4.32 BOEM – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment.....	220
Table 4.33 BOEM – Sexual Orientation Harassment and General Intolerance for Harassment by Selected Characteristics .....	221
Table 4.34 BOEM – Sexual Orientation Harassment and Leadership Intolerance for Harassment by Selected Characteristics .....	224
Table 4.35 BOEM – Sexual Orientation Harassment and Organizational Politics by Selected Characteristics.....	226
Table 4.36 BOEM – Sexual Orientation Harassment and Organizational Trust by Selected Characteristics.....	228
Table 4.37 BOEM – Sexual Orientation Harassment and Supervisor Support by Selected Characteristics.....	230
Table 4.38 BOEM – Sexual Orientation Harassment and Organizational Inclusion by Selected Characteristics.....	232
Table 4.39 BOEM – Sexual Orientation Harassment and Gender Context by Selected Characteristics.....	234



Table 4.40 BOEM – Sexual Orientation Harassment and Bystander Harassment .....	236
Table 4.41 BOEM – Logistic Regression of Sexual Orientation Harassment and Predictors of Workplace Harassment .....	238
Table 4.42 BOEM – Sexual Harassment and General Intolerance for Harassment by Selected Characteristics .....	239
Table 4.43 BOEM – Sexual Harassment and Leadership Intolerance for Harassment by Selected Characteristics .....	242
Table 4.44 BOEM – Sexual Harassment and Organizational Politics by Selected Characteristics .....	244
Table 4.45 BOEM – Sexual Harassment and Organizational Trust by Selected Characteristics	246
Table 4.46 BOEM – Sexual Harassment and Supervisor Support by Selected Characteristics .	248
Table 4.47 BOEM – Sexual Harassment and Organizational Inclusion by Selected Characteristics .....	250
Table 4.48 BOEM – Sexual Harassment and Gender Context by Selected Characteristics.....	252
Table 4.49 BOEM – Sexual Harassment and Bystander Harassment .....	254
Table 4.50 BOEM – Logistic Regression of Sexual Harassment and Predictors of Workplace Harassment.....	256
Table 4.51 BOEM – Crude and Offensive Behavior and General Intolerance for Harassment by Selected Characteristics .....	257
Table 4.52 BOEM – Crude and Offensive Behavior and Leadership Intolerance for Harassment by Selected Characteristics .....	260
Table 4.53 BOEM – Crude and Offensive Behavior and Organizational Politics by Selected Characteristics.....	262
Table 4.54 BOEM – Crude and Offensive Behavior and Organizational Trust by Selected Characteristics .....	264
Table 4.55 BOEM – Crude and Offensive Behavior and Supervisor Support by Selected Characteristics.....	266
Table 4.56 BOEM – Crude and Offensive Behavior and Organizational Inclusion by Selected Characteristics.....	268
Table 4.57 BOEM – Crude and Offensive Behavior and Gender Context by Selected Characteristics.....	270
Table 4.58 BOEM – Crude and Offensive Behavior and Bystander Harassment .....	272
Table 4.59 BOEM – Logistic Regression of Crude and Offensive Behavior and Predictors of Workplace Harassment .....	274
Table 4.60 BOEM – Unwanted Sexual Attention and General Intolerance for Harassment by Selected Characteristics .....	275
Table 4.61 BOEM – Unwanted Sexual Attention and Leadership Intolerance for Harassment by Selected Characteristics .....	278
Table 4.62 BOEM – Unwanted Sexual Attention and Organizational Politics by Selected Characteristics.....	280

Table 4.63 BOEM – Unwanted Sexual Attention and Organizational Trust by Selected Characteristics..... 282

Table 4.64 BOEM – Unwanted Sexual Attention and Supervisor Support by Selected Characteristics..... 284

Table 4.65 BOEM – Unwanted Sexual Attention and Organizational Inclusion by Selected Characteristics..... 286

Table 4.66 BOEM – Unwanted Sexual Attention and Gender Context by Selected Characteristics ..... 288

Table 4.67 BOEM – Unwanted Sexual Attention and Bystander Harassment..... 290

Table 4.68 BOEM – Logistic Regression of Unwanted Sexual Attention and Predictors of Workplace Harassment ..... 292

Table 4.69 BOEM – Sexual Coercion and General Intolerance for Harassment by Selected Characteristics..... 293

Table 4.70 BOEM – Sexual Coercion and Leadership Intolerance for Harassment by Selected Characteristics..... 296

Table 4.71 BOEM – Sexual Coercion and Organizational Politics by Selected Characteristics 298

Table 4.72 BOEM – Sexual Coercion and Organizational Trust by Selected Characteristics ... 300

Table 4.73 BOEM – Sexual Coercion and Supervisor Support by Selected Characteristics ..... 302

Table 4.74 BOEM – Sexual Coercion and Organizational Inclusion by Selected Characteristics ..... 304

Table 4.75 BOEM – Sexual Coercion and Gender Context by Selected Characteristics..... 306

Table 4.76 BOEM – Sexual Coercion and Bystander Harassment ..... 308

Table 4.77 BOEM – Logistic Regression of Sexual Coercion and Predictors of Workplace Harassment..... 310

Table 4.78 BOEM – Gender Harassment and General Intolerance for Harassment by Selected Characteristics..... 311

Table 4.79 BOEM – Gender Harassment and Leadership Intolerance for Harassment by Selected Characteristics..... 314

Table 4.80 BOEM – Gender Harassment and Organizational Politics by Selected Characteristics ..... 316

Table 4.81 BOEM – Gender Harassment and Organizational Trust by Selected Characteristics ..... 318

Table 4.82 BOEM – Gender Harassment and Supervisor Support by Selected Characteristics 320

Table 4.83 BOEM – Gender Harassment and Organizational Inclusion by Selected Characteristics..... 322

Table 4.84 BOEM – Gender Harassment and Gender Context by Selected Characteristics..... 324

Table 4.85 BOEM – Gender Harassment and Bystander Harassment ..... 326

Table 4.86 BOEM – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment..... 328

Table 4.87 BOEM – Sexual Assault Related Behaviors and General Intolerance for Harassment by Selected Characteristics .....	329
Table 4.88 BOEM – Sexual Assault Related Behaviors and Leadership Intolerance for Harassment by Selected Characteristics .....	332
Table 4.89 BOEM – Sexual Assault Related Behaviors and Organizational Politics by Selected Characteristics.....	334
Table 4.90 BOEM – Sexual Assault Related Behaviors and Organizational Trust by Selected Characteristics.....	336
Table 4.91 BOEM – Sexual Assault Related Behaviors and Supervisor Support by Selected Characteristics.....	338
Table 4.92 BOEM – Sexual Assault Related Behaviors and Organizational Inclusion by Selected Characteristics.....	340
Table 4.93 BOEM – Sexual Assault Related Behaviors and Gender Context by Selected Characteristics.....	342
Table 4.94 BOEM – Sexual Assault Related Behaviors and Bystander Harassment.....	344
Table 4.95 BOEM – Logistic Regression of Sexual Assault Related Behaviors and Predictors of Workplace Harassment .....	346
Table 5.1 BOEM – Age Harassment and Job Satisfaction by Selected Characteristics.....	348
Table 5.2 BOEM – Age Harassment and Job Engagement by Selected Characteristics.....	350
Table 5.3 BOEM – Age Harassment and Organizational Commitment by Selected Characteristics.....	352
Table 5.4 BOEM – Racial/Ethnic Harassment and Job Satisfaction by Selected Characteristics .....	354
Table 5.5 BOEM – Racial/Ethnic Harassment and Job Engagement by Selected Characteristics .....	356
Table 5.6 BOEM – Racial/Ethnic Harassment and Organizational Commitment by Selected Characteristics.....	358
Table 5.7 BOEM – Religious Harassment and Job Satisfaction by Selected Characteristics ....	360
Table 5.8 BOEM – Religious Harassment and Job Engagement by Selected Characteristics ...	362
Table 5.9 BOEM – Religious Harassment and Organizational Commitment by Selected Characteristics.....	364
Table 5.10 BOEM – Disability Harassment and Job Satisfaction by Selected Characteristics..	366
Table 5.11 BOEM – Disability Harassment and Job Engagement by Selected Characteristics.	368
Table 5.12 BOEM – Disability Harassment and Organizational Commitment by Selected Characteristics.....	370
Table 5.13 BOEM – Sexual Orientation Harassment and Job Satisfaction by Selected Characteristics.....	372
Table 5.14 BOEM – Sexual Orientation Harassment and Job Engagement by Selected Characteristics.....	375

Table 5.15 BOEM – Sexual Orientation Harassment and Organizational Commitment by Selected Characteristics .....	377
Table 5.16 BOEM – Sexual Harassment and Job Satisfaction by Selected Characteristics.....	379
Table 5.17 BOEM – Sexual Harassment and Job Engagement by Selected Characteristics .....	381
Table 5.18 BOEM – Sexual Harassment and Organizational Commitment by Selected Characteristics.....	383
Table 5.19 BOEM – Crude and Offensive Behavior and Job Satisfaction by Selected Characteristics.....	385
Table 5.20 BOEM – Crude and Offensive Behavior and Job Engagement by Selected Characteristics.....	388
Table 5.21 BOEM – Crude and Offensive Behavior and Organizational Commitment by Selected Characteristics.....	390
Table 5.22 BOEM – Unwanted Sexual Attention and Job Satisfaction by Selected Characteristics .....	392
Table 5.23 BOEM – Unwanted Sexual Attention and Job Engagement by Selected Characteristics.....	394
Table 5.24 BOEM – Unwanted Sexual Attention and Organizational Commitment by Selected Characteristics.....	397
Table 5.25 BOEM – Sexual Coercion and Job Satisfaction by Selected Characteristics.....	399
Table 5.26 BOEM – Sexual Coercion and Job Engagement by Selected Characteristics.....	401
Table 5.27 BOEM – Sexual Coercion and Organizational Commitment by Selected Characteristics.....	403
Table 5.28 BOEM – Gender Harassment and Job Satisfaction by Selected Characteristics.....	405
Table 5.29 BOEM – Gender Harassment and Job Engagement by Selected Characteristics.....	407
Table 5.30 BOEM – Gender Harassment and Organizational Commitment by Selected Characteristics.....	409
Table 5.31 BOEM – Sexual Assault Related Behaviors and Job Satisfaction by Selected Characteristics.....	411
Table 5.32 BOEM – Sexual Assault Related Behaviors and Job Engagement by Selected Characteristics.....	414
Table 5.33 BOEM – Sexual Assault Related Behaviors and Organizational Commitment by Selected Characteristics .....	416
Table 5.34 BOEM – Linear Regression of Harassment and Job Satisfaction .....	418
Table 5.35 BOEM – Linear Regression of Harassment and Job Engagement .....	419
Table 5.36 BOEM – Linear Regression of Harassment and Organizational Commitment.....	419
Table 6.1 BOEM – Percent Witnessing Harassment .....	420
Table 6.2 BOEM – Actions Taken in Response to Witnessing Harassment .....	421
Table 6.3 BOEM – Potential Recipients of a Complaint of Harassment or Assault .....	422

## List of Figures

Figure 1.1 Conceptual Framework ..... 21

# 1 Introduction

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

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

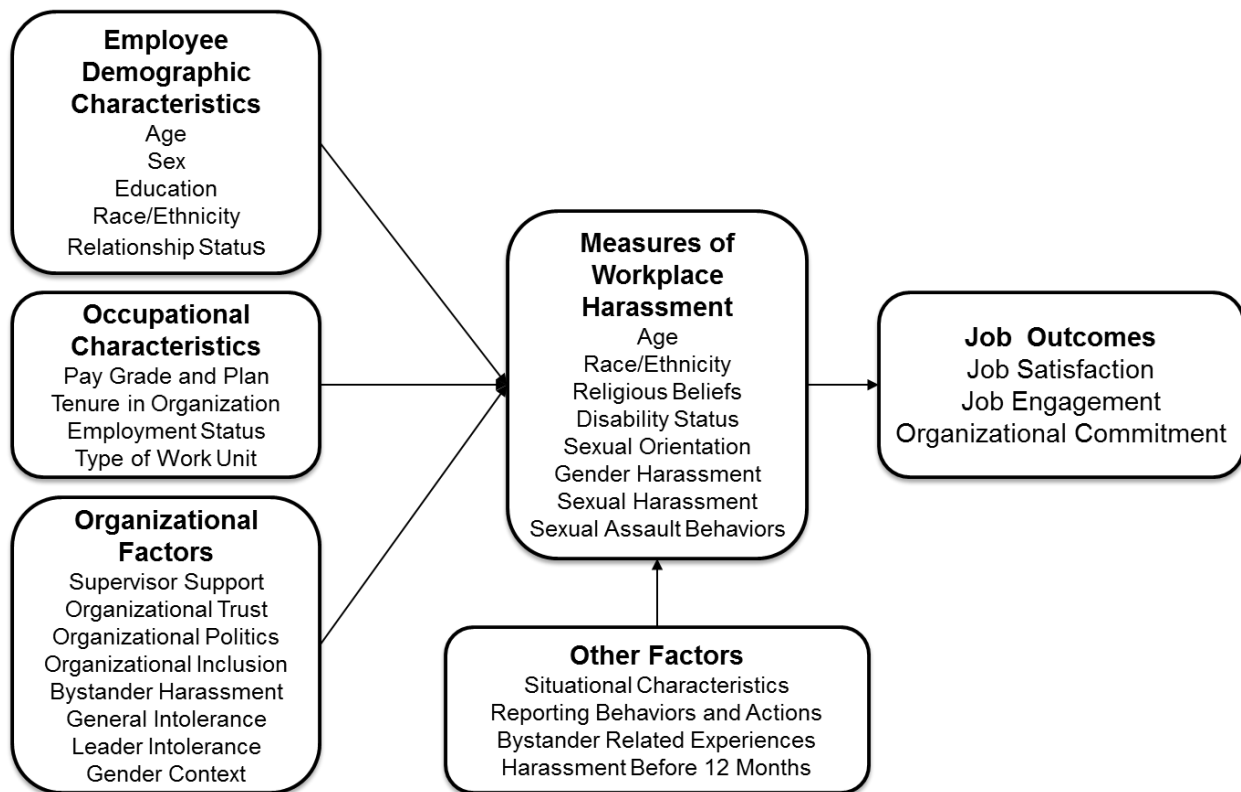


Figure 1.1 Conceptual Framework

*Table 1.1 Description of Survey Constructs with Sample Items*

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

All active BOEM 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 BOEM employees ( $N = 585$ ) 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 289 questionnaires were obtained by the end of the survey period (i.e., March 5, 2017), yielding a participation rate of 49.4%. Initial screening of the data for inclusion criteria indicated a total of 269 completed questionnaires were available for the analysis, yielding a response rate of 46.0%.

*Table 1.2 BOEM – WES Response Rate*

	BOEM
A. Total Sample	585
B. Delivered Invitations/Surveys	585
C. Submitted Surveys	289
D. Participation Rate	49.4%
E. Completed Surveys	269
F. Response Rate	46.0%

### Definition of Terms

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

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

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Age - Collapsed</b>				
39 or under	183	31.3%	181 (±23)	31.0% (±3.9)
40 or older	402	68.7%	403 (±23)	69.0% (±3.9)
<b>Age</b>				
25 or under	6	1.0%	6 (±7)	1.0% (±1.2)
26-29	26	4.4%	26 (±12)	4.5% (±2.0)
30-39	151	25.8%	149 (±22)	25.5% (±3.7)
40-49	133	22.7%	134 (±21)	23.0% (±3.6)
50-59	141	24.1%	141 (±21)	24.2% (±3.7)
60 or older	128	21.9%	128 (±21)	21.9% (±3.6)
<b>Relationship Status - Collapsed</b>				
Single	NA	NA	116 (±20)	20.1% (±3.5)
Partnered/Married	NA	NA	412 (±22)	71.1% (±3.8)
Separated/Widowed/Divorced	NA	NA	51 (±15)	8.8% (±2.6)
<b>Relationship Status</b>				
Single	NA	NA	116 (±20)	20.1% (±3.5)
Separated	NA	NA	5 (±7)	0.9% (±1.2)
Partnered	NA	NA	15 (±10)	2.5% (±1.7)
Divorced	NA	NA	43 (±14)	7.5% (±2.4)
Married	NA	NA	397 (±23)	68.5% (±3.9)
Widowed	NA	NA	NR	NR
<b>Ethnicity/Race - Collapsed</b>				
Non-Minority (Non-Hispanic White)	473	80.9%	485 (±18)	84.5% (±3.2)
Minority	112	19.1%	89 (±18)	15.5% (±3.2)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Ethnicity/Race</b>				
Hispanic	16	2.7%	25 (±12)	4.3% (±2.0)
American Indian or Alaskan Native	0	0.0%	0 (NA)	0.0% (NA)
Asian	28	4.8%	19 (±11)	3.4% (±1.8)
Black/African-American	52	8.9%	28 (±12)	4.9% (±2.1)
Native Hawaiian or Other Pacific Islander	2	0.3%	0 (NA)	0.0% (NA)
Non-Hispanic White	473	80.9%	485 (±18)	84.5% (±3.2)
Multi-racial	14	2.4%	17 (±10)	2.9% (±1.8)
<b>Disability</b>				
Yes	53	9.3%	44 (±14)	7.5% (±2.5)
No	514	90.7%	538 (±14)	92.5% (±2.5)
<b>Sex</b>				
Men	312	53.3%	314 (±24)	53.6% (±4.1)
Women	273	46.7%	272 (±24)	46.4% (±4.1)
<b>Gender Identity</b>				
Male	312	53.3%	314 (±24)	53.5% (±4.1)
Female	273	46.7%	272 (±24)	46.3% (±4.1)
Transgender	NA	NA	0 (NA)	0.0% (NA)
Do not identify as female, male, or transgender	NA	NA	NR	NR
<b>Transgender Description</b>				
Transgender, male to female	NA	NA	--	--
Transgender, female to male	NA	NA	--	--
Gender non-conforming	NA	NA	--	--
Unsure	NA	NA	--	--
I prefer not to say	NA	NA	--	--
<b>Sexual Orientation - Collapsed</b>				
Heterosexual	NA	NA	536 (±9)	97.6% (±1.7)
Sexual Minority	NA	NA	13 (±9)	2.4% (±1.7)
<b>Sexual Orientation</b>				
Heterosexual or straight	NA	NA	536 (±12)	94.7% (±2.2)
Lesbian	NA	NA	NR	NR
Gay	NA	NA	6 (±7)	1.1% (±1.3)
Bisexual	NA	NA	NR	NR
Other	NA	NA	0 (NA)	0.0% (NA)
I prefer not to say	NA	NA	16 (±10)	2.9% (±1.8)

<sup>a</sup> 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 BOEM. Employee population data, where available, were obtained from BOEM Human Resources.

*Table 1.4 BOEM – Employee and Estimated Study Population Occupational Characteristics*

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Education Level - Collapsed</b>				
Less than High School/High School Diploma/GED	32	5.5%	10 (±8)	1.7% (±1.4)
Trade/Tech Certificate/Some College	44	7.5%	33 (±13)	5.7% (±2.2)
AA/College Degree	223	38.1%	208 (±23)	36.1% (±4.0)
Graduate Degree	286	48.9%	326 (±24)	56.5% (±4.1)
<b>Appointment Type</b>				
Permanent	571	97.6%	574 (±8)	98.3% (±1.4)
Term	1	0.2%	7 (±8)	1.2% (±1.3)
Temporary	13	2.2%	NR	NR
<b>Work Schedule</b>				
Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Non-seasonal	584	100.0%	575 (NA)	100% (NA)
<b>Appointment Type and Work Schedule</b>				
Permanent-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Permanent-Non-Seasonal	571	97.6%	572 (±8)	98.3% (±1.4)
Term	1	0.2%	7 (±8)	1.2% (±1.3)
Temporary-Seasonal	0	0.0%	0 (NA)	0.0% (NA)
Temporary-Non-Seasonal	13	2.2%	NR	NR
<b>Years of Service at Bureau or Office</b>				
Less than 1 year	NA	NA	61 (±16)	10.5% (±2.8)
1 to 3 years	NA	NA	103 (±19)	17.9% (±3.4)
4 to 5 years	NA	NA	89 (±18)	15.5% (±3.2)
6 to 10 years	NA	NA	158 (±22)	27.4% (±3.8)
11 to 14 years	NA	NA	39 (±14)	6.8% (±2.4)
15 to 20 years	NA	NA	32 (±13)	5.5% (±2.2)
More than 20 years	NA	NA	95 (±19)	16.4% (±3.3)

	Employee population		Estimated study population	
	<i>Number</i>	<i>Percent</i>	<i>Number<sup>a</sup></i>	<i>Percent<sup>a</sup></i>
<b>Pay Plan and Grade</b>				
General Schedule (GS) 1 - 6	19	3.2%	23 (±11)	4.0% (±2.0)
General Schedule (GS) 7 - 10	45	7.7%	32 (±13)	5.5% (±2.2)
General Schedule (GS) 11 - 12	137	23.4%	141 (±21)	24.4% (±3.7)
General Schedule (GS) 13 - 15	376	64.3%	373 (±23)	64.5% (±4.0)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	7	1.2%	9 (±8)	1.6% (±1.4)
Other	1	0.2%	0 (NA)	0.0% (NA)
<b>Supervisory Status - Collapsed</b>				
Non-Supervisor	478	81.7%	345 (±23)	59.9% (±4.1)
Supervisor	107	18.3%	231 (±23)	40.1% (±4.1)
<b>Supervisory Status</b>				
Team Leader	3	0.5%	106 (±20)	18.5% (±3.4)
Supervisor	56	9.6%	88 (±18)	15.2% (±3.2)
Manager	41	7.0%	22 (±11)	3.7% (±1.9)
Senior Leader	7	1.2%	15 (±10)	2.6% (±1.7)
None of the above	478	81.7%	345 (±23)	59.9% (±4.1)
<b>Duty Station</b>				
Headquarters Office (Greater Washington Metropolitan Area)	NA	NA	197 (±23)	33.8% (±4.0)
Regional Office (Alaska, Gulf of Mexico, Pacific)	NA	NA	379 (±23)	64.9% (±4.0)
100% Telework	NA	NA	6 (±7)	1.0% (±1.2)
Other (none of the above describe the environment in which I routinely accomplish my work)	NA	NA	NR	NR

<sup>a</sup> Number and percentage values reflect estimated weighted proportions based on complete, eligible responses.

## 2 Work-Related Harassment Experiences

Table 2.1 through Table 2.6 present the estimated experience rate, frequency of occurrence, and estimated number of individuals experiencing various forms of harassment and sexual assault related behaviors within the past 12 months. Results have been weighted to estimate the workforce population in BOEM. 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 harassment. For example, an average frequency of harassment of 3.5 means that on <sup>a</sup> Scale ranging from 1 to 6, the average frequency fell between *once a month or less* (scale value 3) and *two to three times a month* (scale value 4). A median of 3 indicates that half of employees fell below 3 and half above. A mode of 2 means the scale value 2 (*once*) was the most frequently selected choice.

In summary, an estimated 33.6% of employees experienced one or more forms of harassment and/or assault related behaviors in the past 12 months. Additionally, an estimated 27.2% of employees experienced some form of harassing and/or assault behaviors before the past 12 months while being employed at BOEM.<sup>9</sup>

---

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

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

	Experience rate		Frequency of occurrence <sup>a</sup>			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	18.9%	±3.4	3.1	±0.1	3	3
Racial/Ethnic	6.1%	±2.3	2.6	±0.2	2	2
Religious	6.6%	±2.3	2.5	±0.2	2	2
Disability	3.9%	±1.9	2.6	±0.2	3	3

<sup>a</sup> 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 BOEM – 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	93	131
Racial/Ethnic	26	49
Religious	29	53
Disability	15	33

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

	Experience rate		Frequency of occurrence <sup>a</sup>			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Orientation	3.1%	±1.8	2.8	±0.2	3	3
Gender Harassment	17.5%	±3.3	3.2	±0.1	3	3
Sexual Harassment	8.5%	±2.5	2.9	±0.1	3	2
Crude and Offensive Behavior	12.3%	±2.9	2.8	±0.1	3	3
Unwanted Sexual Attention	6.1%	±2.3	2.7	±0.2	2	2
Sexual Coercion	0.9%	±1.2	3.1	±1.0	2	2

<sup>a</sup> 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 BOEM – 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	11	28
Gender Harassment	86	122
Sexual Harassment	38	65
Crude and Offensive Behavior	58	89
Unwanted Sexual Attention	26	49
Sexual Coercion	2	12

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

	Experience rate		Frequency of occurrence <sup>a</sup>			
	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Sexual Assault	1.89%	±1.49	3.4	±0.6	3	2
Sexual Touching	1.17%	±1.29	2.8	±0.8	2	2
Attempted Sex	NR	NR	NR	NR	NR	NR
Completed Sex	NR	NR	NR	NR	NR	NR

<sup>a</sup> 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 BOEM – Estimated Number of Sexual Assault Related Behaviors in Past 12 Months*

	Estimated number	
	<i>Lower bound</i>	<i>Upper bound</i>
Sexual Assault	6	20
Sexual Touching	3	14
Attempted Sex	NR	NR
Completed Sex	NR	NR

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	197	33.6%	±3.9	3.0	±0.1
Age - Collapsed					
39 or under	59	32.5%	±7.2	3.1	±0.1
40 or older	137	33.9%	±4.8	2.9	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	52	35.1%	±8.1	3.0	±0.1
D 40-49	43	32.2%	±8.5	3.1	±0.1
E 50-59	51	36.1%	±8.3	2.8	±0.1
F 60 or older	43	33.3%	±8.7	3.0	±0.1
Relationship Status - Collapsed					
A Single	43	36.9%	±9.3	2.9	±0.1
B Partnered/Married	130	31.6%	±4.7	3.0	±0.1
C Separated/Widowed/Divorced	19	36.3%	±14.4	2.8	±0.2
Relationship Status					
A Single	43	36.9%	±9.3	2.9	±0.1
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	13	31.3%	±15.8	2.9	±0.2
E Married	122	30.7%	±4.7	3.0	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	164	33.8%	±4.3	3.1*	±0.1
Minority	27	30.7%	±10.5	2.6*	±0.1
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	164	33.8%	±4.3	3.1	±0.1
G Multi racial	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Disability					
Yes	18	40.9%	±15.5	2.7*	±0.1
No	176	32.8%	±4.1	3.0*	±0.1
Sex					
Men	91	29.1%*	±5.3	2.8*	±0.1
Women	106	39.0%*	±6.0	3.2*	±0.1
Gender Identity					
A Male	91	29.1%	±5.3	2.8	±0.1
B Female	106	39.0%	±6.0	3.2	±0.1
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	170	31.8%	±4.1	3.1	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	170	31.8%	±4.1	3.1	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	51	24.4%D	±6.3	2.9	±0.1
D Graduate Degree	123	37.7%C	±5.4	3.1	±0.1
Appointment Type					
A Permanent	197	34.4%	±4.0	3.0	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Work Schedule</b>					
Seasonal	--	--	--	--	--
Non-seasonal	196	34.0%	±4.0	3.0	±0.1
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	196	34.2%	±4.0	3.0	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	14	23.0%E	±12.6	3.0	±0.3
B 1 to 3 years	25	24.1%DE	±9.3	3.0	±0.2
C 4 to 5 years	29	32.8%	±10.6	2.9	±0.2
D 6 to 10 years	67	42.4%B	±7.9	3.0	±0.1
E 11 to 14 years	23	58.3%AB	±16.5	3.0	±0.2
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	30	32.2%	±10.2	2.9	±0.2
<b>Pay Plan and Grade - Collapsed</b>					
A Junior Grade	0	0.0%C	NA	NA	NA
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	182	35.3%A	±4.2	3.0	±0.1
D Executive Grade	NR	NR	NR	NR	NR
<b>Supervisory Status - Collapsed</b>					
Non-Supervisor	117	33.9%	±5.2	2.9	±0.1
Supervisor	77	33.4%	±6.4	3.1	±0.1
<b>Supervisory Status</b>					
A Team Leader	38	36.0%	±9.7	3.3BE	±0.1
B Supervisor	34	39.2%D	±10.8	2.7AE	±0.1
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%B	NA	NA	NA
E None of the above	117	33.9%	±5.2	2.9AB	±0.1

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

## 2.1 Age Harassment

### 2.1.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	111	18.9%	±3.4	3.1	±0.1
Age - Collapsed					
39 or under	35	19.5%	±6.5	2.9*	±0.2
40 or older	75	18.5%	±4.1	3.2*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	29	19.4%	±7.2	2.7D	±0.2
D 40-49	17	12.5%	±6.9	3.7CEF	±0.3
E 50-59	32	22.7%	±7.7	3.1D	±0.2
F 60 or older	26	20.2%	±8.0	3.0D	±0.2
Relationship Status - Collapsed					
A Single	23	19.5%	±8.3	2.8B	±0.2
B Partnered/Married	75	18.2%	±4.0	3.2A	±0.1
C Separated/Widowed/Divorced	8	16.3%	±13.3	3.0	±0.4
Relationship Status					
A Single	23	19.5%	±8.3	2.8	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	8	19.3%	±15.2	3.0	±0.4
E Married	68	17.3%	±4.1	3.1	±0.1
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	93	19.2%	±3.8	3.1	±0.1
Minority	17	19.1%	±9.7	2.9	±0.3

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	93	19.2%	±3.8	3.1	±0.1
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	10	23.8%	±15.4	2.7*	±0.4
No	97	18.1%	±3.5	3.1*	±0.1
Sex					
Men	65	20.6%	±4.9	3.0	±0.1
Women	46	17.0%	±5.0	3.2	±0.2
Gender Identity					
A Male	65	20.6%	±4.9	3.0	±0.1
B Female	46	17.0%	±5.0	3.2	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	89	16.7%	±3.4	3.2	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	89	16.7%	±3.4	3.2	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	9	27.5%	±18.5	2.6D	±0.2
C AA/College Degree	28	13.4%	±5.4	3.0D	±0.2
D Graduate Degree	67	20.6%	±4.8	3.3BC	±0.1
Appointment Type					
A Permanent	111	19.3%	±3.4	3.1	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	109	18.9%	±3.4	3.1	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	109	19.0%	±3.4	3.1	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	10	17.2%	±12.0	2.6BE	±0.3
B 1 to 3 years	18	17.0%E	±8.7	3.3A	±0.3
C 4 to 5 years	12	13.4%E	±8.9	3.4	±0.4
D 6 to 10 years	34	21.7%	±7.2	3.0	±0.2
E 11 to 14 years	16	40.7%BCG	±16.5	3.3A	±0.2
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	15	15.7%E	±9.0	2.9	±0.3
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.0%	NA	NA	NA
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	101	19.7%	±3.7	3.1	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	74	21.4%	±4.7	3.2*	±0.2
Supervisor	35	15.0%	±5.3	2.9*	±0.2

Supervisory Status	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
A Team Leader	11	10.3%	±7.5	2.8	±0.3
B Supervisor	19	22.1%	±10.1	2.7E	±0.2
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	74	21.4%	±4.7	3.2B	±0.2

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

*Table 2.9 BOEM – Estimated Experience Rate of Age Harassment in the Past 12 Months, by Current Work Location*

	Age harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	111	18.90%	±3.38
A Headquarters Office (Greater Washington Metropolitan Area)	26	13.15%	±5.52
B Regional Office (Alaska, Gulf of Mexico, Pacific)	81	21.26%	±4.43
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.1.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	86	16.6%	±3.5



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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	9	10.3%	±8.6
General Schedule (GS) 7-10	6	6.5%	±7.8
General Schedule (GS) 11-12	29	33.3%	±10.8
General Schedule (GS) 13-15	43	49.8%	±10.6
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

## 2.2 Racial/Ethnic Harassment

### 2.2.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	36	6.1%	±2.3	2.6	±0.2
Age - Collapsed					
39 or under	16	8.6%	±5.1	2.7	±0.3
40 or older	19	4.7%	±2.6	2.6	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	11	7.3%	±5.5	2.8E	±0.3
D 40-49	NR	NR	NR	NR	NR
E 50-59	9	6.3%	±5.5	2.0CF	±0.0
F 60 or older	7	5.1%	±5.6	3.0E	±0.2
Relationship Status - Collapsed					
A Single	7	6.3%	±6.3	2.8	±0.4
B Partnered/Married	23	5.5%	±2.7	2.5	±0.2
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	7	6.3%	±6.3	2.8	±0.4
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	0	0.0%	NA	NA	NA
E Married	21	5.2%	±2.7	2.6	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	20	4.0%*	±2.2	2.7	±0.2
Minority	15	17.0%*	±9.5	2.6	±0.2

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	NR	NR	NR	NR	NR
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	20	4.0%	±2.2	2.7	±0.2
G Multi racial	0	0.0%	NA	NA	NA
Disability					
Yes	NR	NR	NR	NR	NR
No	30	5.6%	±2.3	2.7	±0.2
Sex					
Men	25	7.9%	±3.6	2.4*	±0.1
Women	11	4.0%	±3.1	3.3*	±0.4
Gender Identity					
A Male	25	7.9%	±3.6	2.4	±0.1
B Female	11	4.0%	±3.1	3.3	±0.4
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	28	5.1%	±2.2	2.8	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	28	5.1%	±2.2	2.8	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C	AA/College Degree	10	4.9%	±3.9	2.9	±0.4
D	Graduate Degree	19	5.7%	±3.1	2.5	±0.2
Appointment Type						
A	Permanent	36	6.2%	±2.3	2.6	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	34	5.9%	±2.2	2.6	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	34	5.9%	±2.3	2.6	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	8	9.0%	±8.1	2.9	±0.4
D	6 to 10 years	14	9.0%	±5.6	2.4	±0.2
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	0	0.0%	NA	NA	NA
G	More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed						
A	Junior Grade	0	0.0%	NA	NA	NA
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	29	5.6%	±2.4	2.6	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	16	4.7%	±2.8	2.2*	±0.1
	Supervisor	17	7.4%	±4.2	2.9*	±0.2

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	8	7.9%	±7.0	3.3BE	±0.4
B Supervisor	9	10.0%	±8.5	2.6A	±0.3
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	16	4.7%	±2.8	2.2A	±0.1

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

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

	Racial/ethnic harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	36	6.07%	±2.25
A Headquarters Office (Greater Washington Metropolitan Area)	6	3.28%	±3.67
B Regional Office (Alaska, Gulf of Mexico, Pacific)	27	7.08%	±3.08
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.2.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	27	5.2%	±2.3
Ethnicity/Race			
Non-Minority	11	2.6%*	±2.0
Minority	15	18.7%*	±10.3
Ethnicity/Race			
A Hispanic	NR	NR	NR
B American Indian or Alaskan Native	--	--	--
C Asian	NR	NR	NR
D Black/African-American	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--
F Non-Hispanic White	11	2.6%	±2.0
G Multi-racial	0	0.0%	NA

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

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

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

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

## 2.3 Religious Harassment

### 2.3.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	39	6.6%	±2.3	2.5	±0.2
Age - Collapsed					
39 or under	7	4.1%	±4.1	2.0*	±0.0
40 or older	31	7.6%	±3.0	2.6*	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.0%	NA	NA	NA
C 30-39	7	4.9%	±5.0	2.0F	±0.0
D 40-49	9	7.0%	±5.8	2.2F	±0.2
E 50-59	11	7.5%	±5.8	2.5F	±0.2
F 60 or older	11	8.2%	±6.3	3.4CDE	±0.7
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	33	8.1%	±3.1	2.6	±0.3
C Separated/Widowed/Divorced	0	0.0%	NA	NA	NA
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	0	0.0%	NA	NA	NA
E Married	32	8.0%	±3.1	2.6	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	32	6.6%	±2.6	2.6	±0.2
Minority	NR	NR	NR	NR	NR



		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race						
A	Hispanic	NR	NR	NR	NR	NR
B	American Indian or Alaskan Native	--	--	--	--	--
C	Asian	0	0.0%	NA	NA	NA
D	Black/African-American	0	0.0%	NA	NA	NA
E	Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F	Non-Hispanic White	32	6.6%	±2.6	2.6	±0.2
G	Multi racial	0	0.0%	NA	NA	NA
Disability						
	Yes	7	16.0%*	±14.6	2.0*	±0.0
	No	32	5.9%*	±2.3	2.6*	±0.2
Sex						
	Men	32	10.2%*	±3.9	2.6	±0.3
	Women	7	2.6%*	±2.7	2.4	±0.3
Gender Identity						
A	Male	32	10.2%	±3.9	2.6	±0.3
B	Female	7	2.6%	±2.7	2.4	±0.3
C	Transgender	--	--	--	--	--
D	Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description						
A	Transgender, male to female	--	--	--	--	--
B	Transgender, female to male	--	--	--	--	--
C	Gender non-conforming	--	--	--	--	--
D	Unsure	--	--	--	--	--
E	I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed						
	Heterosexual	32	6.0%	±2.4	2.5	±0.3
	Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation						
A	Heterosexual or straight	32	6.0%	±2.4	2.5	±0.3
B	Lesbian	NR	NR	NR	NR	NR
C	Gay	NR	NR	NR	NR	NR
D	Bisexual	NR	NR	NR	NR	NR
E	Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F	I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	0	0.0%	NA	NA	NA
C	AA/College Degree	8	3.9%	±3.7	3.6D	±0.7
D	Graduate Degree	28	8.5%	±3.6	2.3C	±0.1
Appointment Type						
A	Permanent	39	6.8%	±2.4	2.5	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	39	6.8%	±2.4	2.5	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	39	6.8%	±2.4	2.5	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	0	0.0%	NA	NA	NA
C	4 to 5 years	8	8.6%	±8.1	2.1G	±0.2
D	6 to 10 years	15	9.3%	±5.7	2.2G	±0.2
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	5	5.8%	±7.1	4.0CD	±0.8
Pay Plan and Grade - Collapsed						
A	Junior Grade	0	0.0%	NA	NA	NA
B	Middle Grade	0	0.0%	NA	NA	NA
C	Senior Grade	38	7.4%	±2.6	2.6	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	23	6.7%	±3.2	2.7	±0.3
	Supervisor	15	6.4%	±4.0	2.3	±0.2

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	6	5.3%	±6.4	2.5	±0.3
B Supervisor	9	10.5%	±8.6	2.0	±0.0
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	23	6.7%	±3.2	2.7	±0.3

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

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

	Religious harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	39	6.63%	±2.33
A Headquarters Office (Greater Washington Metropolitan Area)	10	5.08%	±4.14
B Regional Office (Alaska, Gulf of Mexico, Pacific)	29	7.62%	±3.16
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.3.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	32	6.0%	±2.4

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

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

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

## 2.4 Disability Harassment

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

### 2.4.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	22	3.9%	±1.9	2.6	±0.2
Age - Collapsed					
39 or under	0	0.0%*	NA	NA	NA
40 or older	22	5.6%*	±2.8	2.6	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.0%	NA	NA	NA
C 30-39	0	0.0%E	NA	NA	NA
D 40-49	NR	NR	NR	NR	NR
E 50-59	11	8.2%C	±6.0	2.4F	±0.2
F 60 or older	6	4.6%	±5.6	2.9E	±0.3
Relationship Status - Collapsed					
A Single	NR	NR	NR	NR	NR
B Partnered/Married	14	3.3%	±2.3	2.7	±0.2
C Separated/Widowed/Divorced	NR	NR	NR	NR	NR
Relationship Status					
A Single	NR	NR	NR	NR	NR
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	14	3.4%	±2.4	2.7	±0.2
F Widowed	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	17	3.7%	±2.1	2.8	±0.2
Minority	NR	NR	NR	NR	NR
Ethnicity/Race					
A Hispanic	0	0.0%	NA	NA	NA
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	17	3.7%	±2.1	2.8	±0.2
G Multi racial	0	0.0%	NA	NA	NA
Disability					
Yes	8	18.5%*	±14.9	2.6	±0.2
No	14	2.7%*	±1.8	2.5	±0.3
Sex					
Men	9	2.8%	±2.6	2.8*	±0.3
Women	14	5.1%	±3.4	2.4*	±0.2
Gender Identity					
A Male	9	2.8%	±2.6	2.8	±0.3
B Female	14	5.1%	±3.4	2.4	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	13	2.5%	±1.8	2.6	±0.3
Sexual Minority	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Sexual Orientation					
A Heterosexual or straight	13	2.5%	±1.8	2.6	±0.3
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	5	2.6%	±3.5	2.0D	±0.0
D Graduate Degree	15	4.7%	±3.0	2.7C	±0.2
Appointment Type					
A Permanent	22	4.0%	±2.0	2.6	±0.2
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	22	4.0%	±2.0	2.6	±0.2
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	22	4.0%	±2.0	2.6	±0.2
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office					
A Less than 1 year	0	0.0%	NA	NA	NA
B 1 to 3 years	0	0.0%D	NA	NA	NA
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	12	7.7%B	±5.6	2.6	±0.2
E 11 to 14 years	0	0.0%	NA	NA	NA
F 15 to 20 years	0	0.0%	NA	NA	NA
G More than 20 years	7	7.2%	±7.4	2.6	±0.4

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.0%	NA	NA	NA
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	18	3.6%	±2.0	2.7	±0.2
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	15	4.5%	±2.8	2.4*	±0.2
Supervisor	7	3.1%	±3.3	3.2*	±0.3
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	15	4.5%	±2.8	2.4	±0.2

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

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

	Disability harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	22	3.88%	±1.94
A Headquarters Office (Greater Washington Metropolitan Area)	7	3.58%	±3.79
B Regional Office (Alaska, Gulf of Mexico, Pacific)	15	4.15%	±2.62
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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



### 2.4.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	20	3.9%	±2.1

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

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

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

## 2.5 Sexual Orientation Harassment

### 2.5.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	18	3.1%	±1.8	2.8	±0.2
Age - Collapsed					
39 or under	NR	NR	NR	NR	NR
40 or older	14	3.6%	±2.4	2.9	±0.2
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.0%	NA	NA	NA
C 30-39	NR	NR	NR	NR	NR
D 40-49	9	6.6%	±5.8	2.9	±0.5
E 50-59	NR	NR	NR	NR	NR
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	7	6.2%	±6.2	2.4A	±0.3
B Partnered/Married	10	2.4%	±2.1	3.0B	±0.3
C Separated/Widowed/Divorced	0	0.0%	NA	NA	NA
Relationship Status					
A Single	7	6.2%	±6.2	2.4E	±0.3
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	0	0.0%	NA	NA	NA
E Married	8	2.0%	±2.0	3.0A	±0.3
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	14	3.0%	±2.0	2.9	±0.2
Minority	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	0	0.0%	NA	NA	NA
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	0	0.0%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	14	3.0%	±2.0	2.9	±0.2
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	0	0.0%	NA	NA	NA
No	18	3.4%	±1.9	2.8	±0.2
Sex					
Men	11	3.4%	±2.7	2.8	±0.2
Women	8	2.8%	±2.8	2.9	±0.7
Gender Identity					
A Male	11	3.4%	±2.7	2.8	±0.2
B Female	8	2.8%	±2.8	2.9	±0.7
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	10	2.0%	±1.6	2.9	±0.4
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	10	2.0%	±1.6	2.9	±0.4
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	0	0.0%	NA	NA	NA
C	AA/College Degree	NR	NR	NR	NR	NR
D	Graduate Degree	14	4.5%	±2.9	2.9	±0.2
Appointment Type						
A	Permanent	18	3.2%	±1.8	2.8	±0.2
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	18	3.2%	±1.8	2.8	±0.2
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	18	3.2%	±1.8	2.8	±0.2
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	0	0.0%	NA	NA	NA
B	1 to 3 years	NR	NR	NR	NR	NR
C	4 to 5 years	0	0.0%	NA	NA	NA
D	6 to 10 years	8	5.2%	±4.9	3.0	±0.3
E	11 to 14 years	NR	NR	NR	NR	NR
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	0	0.0%	NA	NA	NA
Pay Plan and Grade - Collapsed						
A	Junior Grade	0	0.0%	NA	NA	NA
B	Middle Grade	0	0.0%	NA	NA	NA
C	Senior Grade	17	3.4%	±2.0	2.8	±0.2
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	11	3.1%	±2.5	2.7	±0.3
	Supervisor	6	2.8%	±3.2	3.0	±0.3

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	11	3.1%	±2.5	2.7	±0.3

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

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

	Sexual orientation harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	18	3.11%	±1.77
A Headquarters Office (Greater Washington Metropolitan Area)	11	5.40%	±4.22
B Regional Office (Alaska, Gulf of Mexico, Pacific)	7	1.99%	±2.05
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.5.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	14	2.7%	±1.8

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

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

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

## 2.6 Sexual Harassment

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

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

### 2.6.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	50	8.5%	±2.5	2.9	±0.1
Age - Collapsed					
39 or under	21	11.6%	±5.6	3.0*	±0.2
40 or older	29	7.1%	±3.0	2.7*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	19	12.8%	±6.5	2.9	±0.2
D 40-49	9	6.9%	±5.8	3.0	±0.3
E 50-59	16	11.2%	±6.4	2.6	±0.2
F 60 or older	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Relationship Status - Collapsed					
A Single	16	14.1%B	±7.7	2.7	±0.2
B Partnered/Married	27	6.5%A	±2.8	3.0	±0.2
C Separated/Widowed/Divorced	6	12.4%	±12.7	2.6	±0.6
Relationship Status					
A Single	16	14.1%	±7.7	2.7	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	NR	NR	NR	NR	NR
E Married	25	6.3%	±2.9	3.0	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	43	8.9%	±2.9	2.9*	±0.1
Minority	6	7.1%	±7.8	2.3*	±0.2
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	43	8.9%	±2.9	2.9	±0.1
G Multi racial	NR	NR	NR	NR	NR
Disability					
Yes	NR	NR	NR	NR	NR
No	45	8.4%	±2.7	2.9	±0.1
Sex					
Men	13	4.2%*	±2.9	2.6*	±0.1
Women	37	13.5%*	±4.6	3.0*	±0.2
Gender Identity					
A Male	13	4.2%	±2.9	2.6	±0.1
B Female	37	13.5%	±4.6	3.0	±0.2
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	43	8.0%*	±2.6	2.9	±0.2
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	43	8.0%	±2.6	2.9	±0.2
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR
Education Level - Collapsed					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	NR	NR	NR	NR	NR
C AA/College Degree	14	6.8%	±4.4	2.7	±0.2
D Graduate Degree	32	9.7%	±3.7	3.0	±0.2
Appointment Type					
A Permanent	50	8.6%	±2.6	2.9	±0.1
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
Work Schedule					
Seasonal	--	--	--	--	--
Non-seasonal	48	8.3%	±2.6	2.9	±0.1
Appointment Type and Work Schedule					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	48	8.4%	±2.6	2.9	±0.1
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Years of Service at Bureau or Office					
A Less than 1 year	NR	NR	NR	NR	NR
B 1 to 3 years	7	6.5%	±6.8	2.6	±0.2
C 4 to 5 years	NR	NR	NR	NR	NR
D 6 to 10 years	25	15.6%	±6.6	3.0	±0.2
E 11 to 14 years	NR	NR	NR	NR	NR
F 15 to 20 years	NR	NR	NR	NR	NR
G More than 20 years	NR	NR	NR	NR	NR
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.0%	NA	NA	NA
B Middle Grade	6	17.5%	±18.4	3.4	±0.9
C Senior Grade	44	8.6%	±2.8	2.8	±0.1
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	35	10.1%	±3.7	2.6*	±0.1
Supervisor	15	6.5%	±4.0	3.2*	±0.2
Supervisory Status					
A Team Leader	12	11.7%	±7.8	3.3E	±0.3
B Supervisor	NR	NR	NR	NR	NR
C Manager	0	0.0%	NA	NA	NA
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	35	10.1%	±3.7	2.6A	±0.1

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

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

	Sexual harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	50	8.46%	±2.55
A Headquarters Office (Greater Washington Metropolitan Area)	9	4.45%B	±3.99
B Regional Office (Alaska, Gulf of Mexico, Pacific)	41	10.80%A	±3.56
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.6.2 Prior to Past 12 Months

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

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

	Experience rate		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	70	13.3%	±3.2
Sex			
Men	15	5.3%*	±3.3
Women	54	23.1%*	±5.9

\* Indicates a statistically significant difference between the two groups.

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

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

	First experienced behaviors		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
General Schedule (GS) 1-6	NR	NR	NR
General Schedule (GS) 7-10	15	16.5%	±9.4
General Schedule (GS) 11-12	33	36.8%	±10.7
General Schedule (GS) 13-15	37	41.4%	±10.7
Senior Level (SL)/ Scientific Professional (ST)/ Senior Executive Service (SES)	0	0.0%	NA
Other	0	0.0%	NA

## 2.7 Crude and Offensive Behavior

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	72	12.3%	±2.9	2.8	±0.1	3	3
Sex							
Men	23	7.3%*	±3.5	2.7	±0.2	3	3
Women	49	18.2%*	±5.1	2.9	±0.2	3	3
Gender Identity							
A Male	23	7.3%B	±3.5	2.7	±0.2	3	3
B Female	49	18.2%A	±5.1	2.9	±0.2	3	3
C Transgender	--	--	--	--	--	--	--
Do not identify as							
D female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	62	11.6%	±3.0	2.8	±0.1	3	3
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	62	11.6%	±3.0	2.8	±0.1	3	3
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
Other (e.g., questioning, asexual, undecided, self-identified, or intersex)							
E	--	--	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

		Crude and offensive behavior		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		72	12.34%	±2.93
A	Headquarters Office (Greater Washington Metropolitan Area)	24	12.06%	±5.42
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	49	12.83%	±3.78
C	100% Telework	NR	NR	NR
D	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.8 Unwanted Sexual Attention

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	36	6.1%	±2.3	2.7	±0.2	2	2
Sex							
Men	9	2.7%*	±2.5	2.4	±0.2	2	2
Women	28	10.1%*	±4.2	2.8	±0.3	2	2
Gender Identity							
A Male	9	2.7%B	±2.5	2.4	±0.2	2	2
B Female	28	10.1%A	±4.2	2.8	±0.3	2	2
C Transgender	--	--	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	29	5.5%	±2.3	2.8	±0.3	2	2
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	29	5.5%	±2.3	2.8	±0.3	2	2
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

		Unwanted sexual attention		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		36	6.14%	±2.26
A	Headquarters Office (Greater Washington Metropolitan Area)	9	4.61%	±4.03
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	27	7.11%	±3.08
C	100% Telework	NR	NR	NR
D	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.9 Sexual Coercion

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Overall	5	0.9%	±1.2	3.1	±1.0	2	2
Sex							
Men	NR	NR	NR	NR	NR	NR	NR
Women	NR	NR	NR	NR	NR	NR	NR
Gender Identity							
A Male	NR	NR	NR	NR	NR	NR	NR
B Female	NR	NR	NR	NR	NR	NR	NR
C Transgender	--	--	--	--	--	--	--
Do not identify as							
D female, male, or transgender	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	NR	NR	NR	NR	NR	NR	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
Sexual Orientation							
A Heterosexual or straight	NR	NR	NR	NR	NR	NR	NR
B Lesbian	NR	NR	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR	NR	NR
Other (e.g., questioning, asexual, undecided, self-identified, or intersex)							
E	--	--	--	--	--	--	--
F I prefer not to say	0	0.0%	NA	NA	NA	NA	NA

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



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

		Sexual coercion		
		<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall		5	0.90%	±1.20
A	Headquarters Office (Greater Washington Metropolitan Area)	NR	NR	NR
B	Regional Office (Alaska, Gulf of Mexico, Pacific)	NR	NR	NR
C	100% Telework	NR	NR	NR
D	Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.10 Gender Harassment

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	103	17.5%	±3.3	3.2	±0.1
Age - Collapsed					
39 or under	32	17.8%	±6.3	3.6*	±0.2
40 or older	71	17.5%	±4.0	3.1*	±0.1
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	NR	NR	NR	NR	NR
C 30-39	28	18.9%	±7.2	3.3	±0.2
D 40-49	33	24.8% <sup>F</sup>	±8.1	3.1	±0.3
E 50-59	28	19.7%	±7.5	3.1	±0.2
F 60 or older	10	7.6% <sup>D</sup>	±6.2	2.8	±0.3
Relationship Status - Collapsed					
A Single	28	24.4% <sup>B</sup>	±8.7	3.6 <sup>BC</sup>	±0.2
B Partnered/Married	57	13.8% <sup>A</sup>	±3.7	3.1 <sup>A</sup>	±0.2
C Separated/Widowed/Divorced	14	27.0%	±14.2	2.8 <sup>A</sup>	±0.2
Relationship Status					
A Single	28	24.4% <sup>E</sup>	±8.7	3.6 <sup>DE</sup>	±0.2
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	11	25.3%	±15.6	2.9 <sup>A</sup>	±0.2
E Married	51	12.9% <sup>A</sup>	±3.7	3.1 <sup>A</sup>	±0.2
F Widowed	NR	NR	NR	NR	NR
Ethnicity/Race - Collapsed					
Non-Minority (Non-Hispanic White)	95	19.6%*	±3.8	3.3	±0.1
Minority	8	8.9%*	±8.2	2.9	±0.3

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Ethnicity/Race					
A Hispanic	NR	NR	NR	NR	NR
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	0	0.0%	NA	NA	NA
D Black/African-American	NR	NR	NR	NR	NR
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	95	19.6%	±3.8	3.3	±0.1
G Multi racial	0	0.0%	NA	NA	NA
Disability					
Yes	8	19.2%	±15.0	3.1	±0.2
No	92	17.1%	±3.4	3.3	±0.1
Sex					
Men	21	6.7%*	±3.4	2.9*	±0.2
Women	82	30.1%*	±5.8	3.3*	±0.1
Gender Identity					
A Male	21	6.7%	±3.4	2.9	±0.2
B Female	82	30.1%	±5.8	3.3	±0.1
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
Transgender Description					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
Sexual Orientation - Collapsed					
Heterosexual	94	17.6%	±3.5	3.3	±0.1
Sexual Minority	NR	NR	NR	NR	NR
Sexual Orientation					
A Heterosexual or straight	94	17.6%	±3.5	3.3	±0.1
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	NR	NR	NR	NR	NR

		Experience rate			Frequency of occurrence <sup>a</sup>	
		<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Education Level - Collapsed						
A	Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B	Trade/Tech Certificate/Some College	7	21.4%	±18.2	2.4CD	±0.3
C	AA/College Degree	21	10.3%D	±5.0	3.4B	±0.2
D	Graduate Degree	70	21.3%C	±4.8	3.3B	±0.2
Appointment Type						
A	Permanent	103	17.9%	±3.4	3.2	±0.1
B	Term	NR	NR	NR	NR	NR
C	Temporary	NR	NR	NR	NR	NR
Work Schedule						
	Seasonal	--	--	--	--	--
	Non-seasonal	101	17.5%	±3.3	3.3	±0.1
Appointment Type and Work Schedule						
A	Permanent-Seasonal	--	--	--	--	--
B	Permanent-Non-Seasonal	101	17.6%	±3.4	3.3	±0.1
C	Term	NR	NR	NR	NR	NR
D	Temporary-Seasonal	--	--	--	--	--
E	Temporary-Non-Seasonal	NR	NR	NR	NR	NR
Years of Service at Bureau or Office						
A	Less than 1 year	NR	NR	NR	NR	NR
B	1 to 3 years	16	15.4%	±8.5	3.2	±0.3
C	4 to 5 years	11	12.3%D	±8.8	3.1	±0.3
D	6 to 10 years	46	28.9%CG	±7.6	3.2	±0.2
E	11 to 14 years	12	30.0%G	±16.7	3.1	±0.3
F	15 to 20 years	NR	NR	NR	NR	NR
G	More than 20 years	5	5.8%DE	±7.1	2.8	±0.2
Pay Plan and Grade - Collapsed						
A	Junior Grade	0	0.0%	NA	NA	NA
B	Middle Grade	NR	NR	NR	NR	NR
C	Senior Grade	97	18.8%	±3.6	3.2	±0.1
D	Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed						
	Non-Supervisor	57	16.5%	±4.3	3.3	±0.2
	Supervisor	44	18.9%	±5.6	3.2	±0.2

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Supervisory Status					
A Team Leader	26	24.0%	±9.2	3.4B	±0.3
B Supervisor	15	17.6%	±9.6	2.8A	±0.2
C Manager	NR	NR	NR	NR	NR
D Senior Leader	0	0.0%	NA	NA	NA
E None of the above	57	16.5%	±4.3	3.3	±0.2

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

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

	Gender harassment		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	103	17.51%	±3.30
A Headquarters Office (Greater Washington Metropolitan Area)	37	18.73%	±6.11
B Regional Office (Alaska, Gulf of Mexico, Pacific)	63	16.76%	±4.13
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

## 2.11 Sexual Assault Related Behaviors

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

### 2.11.1 Past 12 Months

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

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

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Overall	11	1.89%	±1.49	3.4	±0.6
Age - Collapsed					
39 or under	6	3.40%	±3.95	3.5	±0.7
40 or older	NR	NR	NR	NR	NR
Age					
A 25 or under	NR	NR	NR	NR	NR
B 26-29	0	0.00%	NA	NA	NA
C 30-39	6	4.14%	±4.76	3.5	±0.7
D 40-49	0	0.00%	NA	NA	NA
E 50-59	NR	NR	NR	NR	NR
F 60 or older	NR	NR	NR	NR	NR
Relationship Status - Collapsed					
A Single	8	6.49% <sup>C</sup>	±6.31	2.6	±0.5
B Partnered/Married	NR	NR	NR	NR	NR
C Separated/Widowed/Divorced	0	0.00% <sup>A</sup>	NA	NA	NA

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Relationship Status</b>					
A Single	8	6.49%	±6.31	2.6	±0.5
B Separated	NR	NR	NR	NR	NR
C Partnered	NR	NR	NR	NR	NR
D Divorced	0	0.00%	NA	NA	NA
E Married	NR	NR	NR	NR	NR
F Widowed	NR	NR	NR	NR	NR
<b>Ethnicity/Race - Collapsed</b>					
Non-Minority (Non-Hispanic White)	6	1.21%	±1.49	4.0	±0.8
Minority	NR	NR	NR	NR	NR
<b>Ethnicity/Race</b>					
A Hispanic	0	0.00%	NA	NA	NA
B American Indian or Alaskan Native	--	--	--	--	--
C Asian	0	0.00%	NA	NA	NA
D Black/African-American	0	0.00%	NA	NA	NA
E Native Hawaiian or Other Pacific Islander	--	--	--	--	--
F Non-Hispanic White	6	1.21%	±1.49	4.0	±0.8
G Multi racial	NR	NR	NR	NR	NR
<b>Disability</b>					
Yes	NR	NR	NR	NR	NR
No	8	1.58%	±1.50	3.3	±0.6
<b>Sex</b>					
Men	7	2.21%	±2.39	2.2	±0.2
Women	NR	NR	NR	NR	NR
<b>Gender Identity</b>					
A Male	7	2.21%	±2.39	2.2	±0.2
B Female	NR	NR	NR	NR	NR
C Transgender	--	--	--	--	--
D Do not identify as female, male, or transgender	NR	NR	NR	NR	NR
<b>Transgender Description</b>					
A Transgender, male to female	--	--	--	--	--
B Transgender, female to male	--	--	--	--	--
C Gender non-conforming	--	--	--	--	--
D Unsure	--	--	--	--	--
E I prefer not to say	--	--	--	--	--
<b>Sexual Orientation - Collapsed</b>					
Heterosexual	6	1.09%	±1.35	4.0	±0.8
Sexual Minority	NR	NR	NR	NR	NR

	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
<b>Sexual Orientation</b>					
A Heterosexual or straight	6	1.09%	±1.35	4.0	±0.8
B Lesbian	NR	NR	NR	NR	NR
C Gay	NR	NR	NR	NR	NR
D Bisexual	NR	NR	NR	NR	NR
E Other (e.g., questioning, asexual, undecided, self-identified, or intersex)	--	--	--	--	--
F I prefer not to say	0	0.00%	NA	NA	NA
<b>Education Level - Collapsed</b>					
A Less than High School/High School Diploma/GED	NR	NR	NR	NR	NR
B Trade/Tech Certificate/Some College	0	0.00%	NA	NA	NA
C AA/College Degree	5	2.50%	±3.31	2.7D	±0.5
D Graduate Degree	6	1.80%	±2.20	4.0C	±0.8
<b>Appointment Type</b>					
A Permanent	11	1.93%	±1.52	3.4	±0.6
B Term	NR	NR	NR	NR	NR
C Temporary	NR	NR	NR	NR	NR
<b>Work Schedule</b>					
Seasonal	--	--	--	--	--
Non-seasonal	11	1.93%	±1.52	3.4	±0.6
<b>Appointment Type and Work Schedule</b>					
A Permanent-Seasonal	--	--	--	--	--
B Permanent-Non-Seasonal	11	1.94%	±1.53	3.4	±0.6
C Term	NR	NR	NR	NR	NR
D Temporary-Seasonal	--	--	--	--	--
E Temporary-Non-Seasonal	NR	NR	NR	NR	NR
<b>Years of Service at Bureau or Office</b>					
A Less than 1 year	0	0.00%	NA	NA	NA
B 1 to 3 years	NR	NR	NR	NR	NR
C 4 to 5 years	0	0.00%	NA	NA	NA
D 6 to 10 years	NR	NR	NR	NR	NR
E 11 to 14 years	0	0.00%	NA	NA	NA
F 15 to 20 years	0	0.00%	NA	NA	NA
G More than 20 years	NR	NR	NR	NR	NR



	Experience rate			Frequency of occurrence <sup>a</sup>	
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>
Pay Plan and Grade - Collapsed					
A Junior Grade	0	0.00%	NA	NA	NA
B Middle Grade	NR	NR	NR	NR	NR
C Senior Grade	8	1.66%	±1.56	3.3	±0.6
D Executive Grade	NR	NR	NR	NR	NR
Supervisory Status - Collapsed					
Non-Supervisor	8	2.19%	±2.22	2.6	±0.5
Supervisor	NR	NR	NR	NR	NR
Supervisory Status					
A Team Leader	NR	NR	NR	NR	NR
B Supervisor	0	0.00%	NA	NA	NA
C Manager	0	0.00%	NA	NA	NA
D Senior Leader	0	0.00%	NA	NA	NA
E None of the above	8	2.19%	±2.22	2.6	±0.5

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

*Table 2.411 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Current Work Location*

	Sexual assault		
	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Overall	11	1.89%	±1.49
A Headquarters Office (Greater Washington Metropolitan Area)	NR	NR	NR
B Regional Office (Alaska, Gulf of Mexico, Pacific)	8	2.22%	±2.10
C 100% Telework	NR	NR	NR
D Other (none of the above describe the environment in which I routinely accomplish my work)	NR	NR	NR

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

### 2.11.2 Prior to Past 12 Months

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

*Table 2.422 BOEM – 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	10	1.82%	±1.59
Sex			
Men	7	2.43%	±2.62
Women	NR	NR	NR

\* Indicates a statistically significant difference between the two groups.

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

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

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

## 2.12 Sexual Assault Related Behaviors Experienced

Table 2.44 presents a breakdown of the experience rate of employees who experienced 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 2.444 BOEM – Estimated Experience Rate of Sexual Assault Related Behaviors in the Past 12 Months, by Sex and Type of Behavior Experienced*

	Type of sexual assault behavior experienced		
	<i>Sexual touching</i>	<i>Attempted sex</i>	<i>Completed sex</i>
Bureau of Ocean Energy Management	1.17% ( $\pm 1.29$ )	NR	NR
Men	NR	NR	0.00% (NA)
Women	NR	0.00% (NA)	NR

### 3 One Behavior or Experience with the Greatest Effect

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

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

*Table 3.1 BOEM – 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	50	26.0%	±6.7
Your race or ethnicity	12	6.3%	±4.5
Your religious beliefs	16	8.4%	±4.9
Your disability status or condition	NR	NR	NR
Your sexual orientation	07	3.4%	±3.8
Your sex/gender	81	42.0%	±7.1
Unknown	23	12.1%	±5.5

The results shown in Section 3 represent the estimated subset of BOEM 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 BOEM 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, 26.0% indicated the one behavior or experience that had the greatest effect on them was based on their age. Table 3.2 presents characteristics of the one behavior or experience of age harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BOEM.

*Table 3.2 BOEM – 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	43	85.5%	±13.2
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	0	0.0%	NA
None of it occurred during work hours; all off work hours	5	10.4%	±12.5
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	7	14.4%	±13.2
No	43	85.6%	±13.2
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	45	89.6%	±12.5
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	5	10.4%	±12.5
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)	45	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	17	33.9%	±14.5
Once a month or less	16	32.7%	±14.5
2-4 times a month	13	25.8%	±14.3
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	19	40.8%	±14.9
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	11	22.4%	±14.5
A year or more	18	36.8%	±14.9

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	20	40.9%	±14.5
More than one person	30	59.1%	±14.5
Q41 Was/were the person(s) who did this to you?			
Male	22	44.7%	±14.3
Female	11	21.6%	±14.0
Both males and females	17	33.7%	±14.5
Q42 Was/were the person(s) who did this to you?			
Younger	36	71.5%	±14.4
About my age	NR	NR	NR
Older	12	23.3%	±14.1
Some were younger, older, and/or about my age	0	0.0%	NA
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	35	68.8%	±14.5
Subordinate(s) or someone you supervise/manage	7	14.3%	±13.2
Your Team lead(s) (current or former)	6	12.3%	±12.8
Another Team lead(s) (current or former)	NR	NR	NR
Your Supervisor(s)/Section Chief (current or former)	11	21.6%	±14.0
Another Supervisor(s)/Section Chief (current or former)	7	13.9%	±13.1
Your Manager(s) (current or former)	13	26.7%	±14.3
Another Manager(s) (current or former)	7	14.7%	±13.2
Another federal employee	10	19.3%	±13.8
A contractor	0	0.0%	NA
An industry representative or employee	0	0.0%	NA
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	NR	NR	NR
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	50	100%	NA

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

*Table 3.3 BOEM – 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	6	12.7%	±12.9
No	44	87.3%	±12.9
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	14	26.9%	±14.4
No	37	73.1%	±14.4
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	26	51.0%	±14.0
No	25	49.0%	±14.0
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	15	29.6%	±14.5
No	25	49.2%	±14.0
Don't Know	11	21.2%	±14.0
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	22	44.2%	±14.3
No	26	51.2%	±14.0
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	23	45.2%	±14.3
No	24	47.0%	±14.2
Don't Know	NR	NR	NR
h. Did it damage other personal relationships?			
Yes	12	23.1%	±14.1
No	37	73.7%	±14.3
Don't Know	NR	NR	NR

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	9	18.1%	±13.7
No	41	81.9%	±13.7
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	7	13.0%	±13.0
No	44	87.0%	±13.0
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	5	10.6%	±12.5
No	45	89.4%	±12.5
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	29	57.7%	±14.4
No	21	42.3%	±14.4
Don't Know	0	0.0%	NA

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

*Table 3.4 BOEM – Discussion of the One Experience of Age Harassment*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	13	28.7%	±15.3
My coworkers	27	53.3%	±14.2
My team leader	8	16.6%	±13.9
My supervisor	22	45.2%	±14.7
My manager	14	27.7%	±14.4
A senior leader	9	20.8%	±14.9
Another employee in my bureau	22	46.9%	±14.5
Someone from another bureau/office	12	24.3%	±14.6



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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></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	12	24.3%	±14.2	1.9	±0.7
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	5	10.3%	±12.5	1.0	±0.0
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	5	10.6%	±12.5	1.0	±0.0
Equal Employment Opportunity Office	5	10.6%	±12.5	1.0	±0.0
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	5	10.6%	±12.5	2.0	±0.9
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	5	10.6%	±12.5	1.0	±0.0
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NR	NR	NR
Other	8	16.5%	±13.9	1.7	±0.7

<sup>a</sup> 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 34.9% 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 BOEM – 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>
<b>a. The person I told took no action</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>b. The rules of harassment were explained to everyone in the workplace</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>d. An investigation was conducted by a law enforcement official</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>			
Yes	0	0.0%	NA
No	18	100%	NA
Don't Know	0	0.0%	NA
<b>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>			
Yes	0	0.0%	NA
No	18	100%	NA
Don't Know	0	0.0%	NA
<b>h. There was some official career action taken against person(s) for the behavior</b>			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR

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

An estimated 34.9% 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 BOEM – Satisfaction with Reporting of the One Experience of Age Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	18	2.7	±0.4
How you were treated by personnel handling the complaint/grievance/report?	18	2.8	±0.4
Actions taken by the person handling the complaint/grievance/report?	18	2.5	±0.4
Being informed about the current status of the complaint/grievance/report?	18	2.8	±0.4
The amount of time it took to address the complaint/grievance/report?	18	2.6	±0.4

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 65.1% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 BOEM – 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	7	22.5%	±18.4
I thought it was not serious enough to discuss or report	24	72.3%	±18.6
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	9	28.5%	±18.6
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	26	78.2%	±18.4
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	9	27.7%	±18.6
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	7	21.0%	±18.3
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	9	27.7%	±18.6
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	0	0.0%	NA
I feared losing my job	7	21.4%	±18.3
Some other reason	NR	NR	NR

### 3.2 Characteristics of Racial/Ethnic Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 6.3% 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 BOEM.

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

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

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

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

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

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



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

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

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

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

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

*Table 3.12 BOEM – 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<sup>a</sup></i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

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

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

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

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

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

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

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

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

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

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

### 3.3 Characteristics of Religious Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 8.4% indicated the one behavior or experience that had the greatest effect on them was based on their religious beliefs. Table 3.16 presents characteristics of the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BOEM.

*Table 3.16 BOEM – Context of the One Experience of Religious Harassment*

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	NR	NR	NR
More than one person	NR	NR	NR
Q41 Was/were the person(s) who did this to you?			
Male	NR	NR	NR
Female	0	0.0%	NA
Both males and females	NR	NR	NR
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	NR	NR	NR
Older	0	0.0%	NA
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	NR	NR	NR
Subordinate(s) or someone you supervise/manage	0	0.0%	NA
Your Team lead(s) (current or former)	NR	NR	NR
Another Team lead(s) (current or former)	0	0.0%	NA
Your Supervisor(s)/Section Chief (current or former)	0	0.0%	NA
Another Supervisor(s)/Section Chief (current or former)	NR	NR	NR
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	NR	NR	NR
Another federal employee	0	0.0%	NA
A contractor	0	0.0%	NA
An industry representative or employee	0	0.0%	NA
Other	NR	NR	NR
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	0	0.0%	NA
Yes, I had to or still have to interact with this/these person(s)	16	100%	NA



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 BOEM.

*Table 3.17 BOEM – 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	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
h. Did it damage other personal relationships?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
i. Did it cause you to call in sick or take other type of leave?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
j. Did you seek any type of medical attention?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA
l. Did you consider leaving the bureau?			
Yes	0	0.0%	NA
No	16	100%	NA
Don't Know	0	0.0%	NA

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

*Table 3.18 BOEM – Discussion of the One Experience of Religious Harassment*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	0	0.0%	NA
My coworkers	0	0.0%	NA
My team leader	0	0.0%	NA
My supervisor	0	0.0%	NA
My manager	0	0.0%	NA
A senior leader	0	0.0%	NA
Another employee in my bureau	0	0.0%	NA
Someone from another bureau/office	0	0.0%	NA

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 BOEM.

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

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

<sup>a</sup> 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 0.0% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.20 shows the results of them making an oral and/or written complaint/grievance/report.

*Table 3.20 BOEM – Results of Reporting the One Experience of Religious Harassment*

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

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

An estimated 0.0% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.21 shows satisfaction with aspects of making an oral and/or written complaint/grievance/report.

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

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

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 100.0% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of religious harassment within the past 12 months that had the greatest effect on them. Table 3.22 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q50 Reasons for not making oral and/or written complaint/grievance/report about the behavior or experience			
The behavior or experience stopped on its own	NR	NR	NR
I thought it was not serious enough to discuss or report	NR	NR	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR
I took other actions to handle the situation	NR	NR	NR
I did not know who to report the behavior to and/or how to file a complaint	0	0.0%	NA
I did not want more people to know	NR	NR	NR
I was ashamed or embarrassed	NR	NR	NR
I did not want people to think less of me	NR	NR	NR
I thought other people would blame me	NR	NR	NR
I felt partially to blame	NR	NR	NR
I wanted to forget about it or move on	NR	NR	NR

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
I did not think anything would be done	NR	NR	NR
I did not think I would be believed	NR	NR	NR
I did not trust that the process would be fair	NR	NR	NR
I thought I might get in trouble for something I did	NR	NR	NR
I thought I would be labeled as a troublemaker	NR	NR	NR
I thought it might hurt my performance appraisal	NR	NR	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR
I thought it might hurt my career	NR	NR	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	NR	NR	NR

### 3.4 Characteristics of Disability Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, [NR] 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 BOEM.

*Table 3.23 BOEM – Context of the One Experience of Disability Harassment*

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



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

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

*Table 3.24 BOEM – Results of the One Experience of Disability Harassment*

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

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

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

*Table 3.25 BOEM – Discussion of the One Experience of Disability Harassment*

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

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

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

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

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

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

*Table 3.27 BOEM – Results of Reporting the One Experience of Disability Harassment*

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

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

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

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

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

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

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

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

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



### 3.5 Characteristics of Sexual Orientation Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 3.4% 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 BOEM.

*Table 3.30 BOEM – Context of the One Experience of Sexual Orientation Harassment*

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

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

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

*Table 3.31 BOEM – Results of the One Experience of Sexual Orientation Harassment*

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

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

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

*Table 3.32 BOEM – Discussion of the One Experience of Sexual Orientation Harassment*

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

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

*Table 3.33 BOEM – 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<sup>a</sup></i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	NR	NR	NR	NR	NR
Ombudsman (if applicable)	NR	NR	NR	NR	NR
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	NR	NR	NR	NR	NR
Union (if applicable)	NR	NR	NR	NR	NR
Equal Employment Opportunity Counselor	NR	NR	NR	NR	NR
Equal Employment Opportunity Office	NR	NR	NR	NR	NR
Office of Inspector General Hotline	NR	NR	NR	NR	NR
Office of Inspector General	NR	NR	NR	NR	NR
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NR	NR	NR
Department of Interior Ethics/Bureau Ethics Office	NR	NR	NR	NR	NR
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NR	NR	NR
Other	NR	NR	NR	NR	NR

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

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

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

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

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

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

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

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.



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

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

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

### 3.6 Characteristics of Sexual/Gender Harassment

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 42.0% indicated the one behavior or experience that had the greatest effect on them was based on their sex/gender. Table 3.37 presents characteristics of the one behavior or experience of sexual/gender harassment within the past 12 months that had the greatest effect on them. Results have been weighted to estimate the population in BOEM.

*Table 3.37 BOEM – 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	65	81.8%	±10.3
Most of it occurred during work hours; some off work hours	9	11.0%	±9.2
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	12	15.1%	±9.8
No	69	84.9%	±9.8
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	71	87.5%	±9.4
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	0	0.0%	NA
At a location outside the office/site	6	7.2%	±8.3
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	68	95.5%	±8.5
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	NR	NR	NR
Q38 How often did the specific type of behavior or experience occur?			
Once	36	44.3%	±11.2
Once a month or less	34	41.5%	±11.2
2-4 times a month	8	10.0%	±8.9
Every few days	NR	NR	NR
Every day	NR	NR	NR
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	46	57.0%	±11.2
A week	0	0.0%	NA
A month	NR	NR	NR
A few months	16	20.1%	±10.4
A year or more	14	17.9%	±10.1

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q40 How many people were involved?			
One person	57	70.8%	±11.0
More than one person	24	29.2%	±11.0
Q41 Was/were the person(s) who did this to you?			
Male	67	83.0%	±10.0
Female	9	10.7%	±9.1
Both males and females	5	6.2%	±8.1
Q42 Was/were the person(s) who did this to you?			
Younger	NR	NR	NR
About my age	24	30.2%	±11.1
Older	50	62.3%	±11.2
Some were younger, older, and/or about my age	NR	NR	NR
Do not know	0	0.0%	NA
Q43 Was/were the person(s) who did this to you any of the following?			
Peer(s)/Coworker(s)	55	67.4%	±11.1
Subordinate(s) or someone you supervise/manage	NR	NR	NR
Your Team lead(s) (current or former)	6	7.9%	±8.5
Another Team lead(s) (current or former)	6	7.2%	±8.3
Your Supervisor(s)/Section Chief (current or former)	10	12.3%	±9.4
Another Supervisor(s)/Section Chief (current or former)	9	10.9%	±9.1
Your Manager(s) (current or former)	NR	NR	NR
Another Manager(s) (current or former)	5	6.3%	±8.1
Another federal employee	12	14.6%	±9.7
A contractor	NR	NR	NR
An industry representative or employee	NR	NR	NR
Other	0	0.0%	NA
Do not know	0	0.0%	NA
None selected	0	0.0%	NA
Q44 Did your work role require you to continue to interact with this/these person(s)?			
No, I did not have to interact with this/these person(s) at all	11	13.2%	±9.5
Yes, I had to or still have to interact with this/these person(s)	70	86.8%	±9.5

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 BOEM.

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	NR	NR	NR
No	76	94.1%	±8.0
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	7	8.1%	±8.5
No	74	91.9%	±8.5
Don't Know	0	0.0%	NA
c. Did it make it harder to complete your work or do your job?			
Yes	28	35.0%	±11.2
No	48	59.3%	±11.2
Don't Know	NR	NR	NR
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	8	10.0%	±8.9
No	67	83.3%	±10.0
Don't Know	5	6.6%	±8.2
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	27	33.5%	±11.2
No	47	58.1%	±11.2
Don't Know	7	8.4%	±8.6
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	26	31.9%	±11.1
No	46	56.6%	±11.2
Don't Know	9	11.5%	±9.2
h. Did it damage other personal relationships?			
Yes	9	11.2%	±9.2
No	70	86.1%	±9.6
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	12	14.4%	±9.7
No	67	82.9%	±10.0
Don't Know	NR	NR	NR
j. Did you seek any type of medical attention?			
Yes	NR	NR	NR
No	77	95.1%	±7.7
Don't Know	NR	NR	NR
k. Did you seek counseling from a religious leader/counselor/health care provider?			
Yes	11	13.6%	±9.6
No	68	83.7%	±9.9
Don't Know	NR	NR	NR
l. Did you consider leaving the bureau?			
Yes	22	28.1%	±11.2
No	54	69.1%	±11.3
Don't Know	NR	NR	NR

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	30	39.5%	±11.7
My coworkers	53	67.9%	±11.4
My team leader	11	14.4%	±10.3
My supervisor	22	29.6%	±11.5
My manager	21	28.1%	±11.4
A senior leader	NR	NR	NR
Another employee in my bureau	32	42.5%	±11.6
Someone from another bureau/office	9	12.9%	±10.1

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 BOEM.

*Table 3.40 BOEM – 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<sup>a</sup></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	9	10.9%	±9.1	1.7	±0.7
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	NR	NR	NR	NR	NR
Employee & Labor Relations (Human Resources)	6	7.3%	±8.3	1.4	±0.4
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	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Integrity and Professional Responsibility Advisor (IPRA)	0	0.0%	NA	NA	NA
Other	6	7.8%	±8.4	NR	NR

<sup>a</sup> 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 13.1% 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 BOEM – Results of Reporting the One Experience of Sexual/Gender Harassment*

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

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



An estimated 13.1% 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 BOEM – Satisfaction with Reporting of the One Experience of Sexual/Gender Harassment*

	<i>N</i>	<i>Satisfaction mean score<sup>a</sup></i>	<i>MoE</i>
Q49 How satisfied were you with:			
The availability of information on how to file a complaint/grievance/report?	11	2.0	±0.6
How you were treated by personnel handling the complaint/grievance/report?	11	2.1	±0.5
Actions taken by the person handling the complaint/grievance/report?	11	2.3	±0.4
Being informed about the current status of the complaint/grievance/report?	8	2.2	±0.7
The amount of time it took to address the complaint/grievance/report?	8	2.2	±0.7

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 86.9% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of 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 BOEM – 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	32	48.6%	±12.2
I thought it was not serious enough to discuss or report	38	54.0%	±11.9
I took care of it myself by confronting the person(s) who did it	29	44.3%	±12.5
I took other actions to handle the situation	29	44.1%	±12.4
I did not know who to report the behavior to and/or how to file a complaint	9	13.8%	±11.2
I did not want more people to know	16	24.2%	±11.9
I was ashamed or embarrassed	5	7.9%	±9.6
I did not want people to think less of me	15	22.7%	±11.8
I thought other people would blame me	12	17.2%	±11.2
I felt partially to blame	9	13.9%	±10.8
I wanted to forget about it or move on	44	64.7%	±12.3
I did not think anything would be done	30	46.6%	±12.5
I did not think I would be believed	5	8.3%	±10.0
I did not trust that the process would be fair	14	22.3%	±12.1
I thought I might get in trouble for something I did	5	8.3%	±10.0
I thought I would be labeled as a troublemaker	19	30.0%	±12.6
I thought it might hurt my performance appraisal	6	9.3%	±10.4
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--
I was worried about potential negative consequences from leadership	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	17	26.2%	±12.5
I thought it might hurt my career	10	15.9%	±11.5
I did not want to hurt the person's/s' career/s or family/ies	19	28.5%	±12.4
I was concerned for my physical safety	NR	NR	NR
I feared losing my job	NR	NR	NR
Some other reason	24	36.7%	±12.7

### 3.7 Characteristics of Harassment Based on Unknown Reasons

Of employees who indicated experiencing some type of harassment or a sexual assault related behavior, 12.1% 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 BOEM.

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q34 When did the specific type of behavior or experience occur?			
All of it occurred during work hours	NR	NR	NR
Most of it occurred during work hours; some off work hours	NR	NR	NR
Some of it occurred during work hours; most off work hours	NR	NR	NR
None of it occurred during work hours; all off work hours	NR	NR	NR
Q35 Did the specific behavior or experience occur while you were on travel?			
Yes	NR	NR	NR
No	NR	NR	NR
Q36 Where did the specific type of behavior or experience typically occur?			
At a work location or site	NR	NR	NR
At a work-sponsored social event	0	0.0%	NA
At a non-work sponsored social event where coworkers were present	0	0.0%	NA
At a permanent bureau/office supplied housing location, if applicable	0	0.0%	NA
At a location outside the office/site	NR	NR	NR
Q37 You indicated that the behavior or experience typically occurred at a work location or site. Which of the following best describes the location or site?			
At an indoor location (office setting)	15	100%	NA
At an indoor location (shop or maintenance area)	0	0.0%	NA
At an outdoor location (e.g., field site) that did not require an overnight stay	0	0.0%	NA
At an outdoor location (e.g., field site) that required an overnight stay	0	0.0%	NA
Q38 How often did the specific type of behavior or experience occur?			
Once	NR	NR	NR
Once a month or less	NR	NR	NR
2-4 times a month	0	0.0%	NA
Every few days	NR	NR	NR
Every day	0	0.0%	NA
Q39 How long did the specific type of behavior or experience persist?			
It happened one time	NR	NR	NR
A week	0	0.0%	NA
A month	0	0.0%	NA
A few months	NR	NR	NR
A year or more	NR	NR	NR

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

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

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

Q45 As a result of the behavior or experience:	<i>N</i>	<i>Percent</i>	<i>MoE</i>
a. Did you request a transfer or change of assignment?			
Yes	0	0.0%	NA
No	19	100%	NA
Don't Know	0	0.0%	NA
b. Did you take steps to leave your organization?			
Yes	0	0.0%	NA
No	NR	NR	NR
Don't Know	NR	NR	NR
c. Did it make it harder to complete your work or do your job?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
d. Did it negatively affect your performance evaluation or promotion potential?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
e. Did it negatively affect your performance evaluation/renewal/permanent employment?			
Yes	--	--	--
No	--	--	--
Don't Know	--	--	--
f. Did it cause arguments or damage interpersonal relations at work?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR
g. Did it damage your relationship with coworkers, supervisors, or managers?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	0	0.0%	NA
h. Did it damage other personal relationships?			
Yes	NR	NR	NR
No	NR	NR	NR
Don't Know	NR	NR	NR

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

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

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

	<i>N</i>	<i>Percent</i>	<i>MoE</i>
Q46 Discussed the experience with:			
The person(s) involved	NR	NR	NR
My coworkers	NR	NR	NR
My team leader	0	0.0%	NA
My supervisor	NR	NR	NR
My manager	NR	NR	NR
A senior leader	NR	NR	NR
Another employee in my bureau	NR	NR	NR
Someone from another bureau/office	NR	NR	NR

Table 3.47 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 BOEM.

*Table 3.47 BOEM – 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<sup>a</sup></i>	<i>MoE</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?					
Supervisor or Manager	NR	NR	NR	NR	NR
Employee Assistance Program (EAP)	0	0.0%	NA	NA	NA
Ombudsman (if applicable)	0	0.0%	NA	NA	NA
CADR Office, CORE PLUS	0	0.0%	NA	NA	NA
Employee & Labor Relations (Human Resources)	0	0.0%	NA	NA	NA
Union (if applicable)	0	0.0%	NA	NA	NA
Equal Employment Opportunity Counselor	0	0.0%	NA	NA	NA
Equal Employment Opportunity Office	0	0.0%	NA	NA	NA
Office of Inspector General Hotline	0	0.0%	NA	NA	NA
Office of Inspector General	0	0.0%	NA	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	0	0.0%	NA	NA	NA
Department of Interior Ethics/Bureau Ethics Office	0	0.0%	NA	NA	NA
Integrity and Professional Responsibility Advisor (IPRA)	0	0.0%	NA	NA	NA
Other	0	0.0%	NA	NA	NA

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

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

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



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

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

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

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

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

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

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

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

### 3.8 Comparisons Across Types of Harassment

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for the majority of employees these experiences occurred during work hours (80.6%) and at a work location or site (83.9%) that was most frequently characterized as an indoor location (98.0%). Also, for the majority of these employees these experiences did not occur while on travel (82.5%). Additionally, for the majority of employees these experiences occurred more than once (56.6%); involved one person (57.4%), who was typically older (39.5%), male (57.8%), and most often a peer and/or coworker (63.2%); and their work role required them to continue to interact with the person(s) involved (87.4%).

*Table 3.51 BOEM – 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>
<b>Q34 When did the specific type of behavior or experience occur?</b>							
All of it occurred during work hours	85.5% (±13.2)	NR	NR	NR	NR	81.8% (±10.3)	NR
Most of it occurred during work hours; some off work hours	NR	NR	0.0% (NA)	NR	NR	11.0% (±9.2)	NR
Some of it occurred during work hours; most off work hours	0.0% (NA)	NR	NR	NR	NR	NR	NR
None of it occurred during work hours; all off work hours	10.4% (±12.5)	NR	0.0% (NA)	NR	NR	NR	NR
<b>Q35 Did the specific behavior or experience occur while you were on travel?</b>							
Yes	14.4% (±13.2)	NR	NR	NR	NR	15.1% (±9.8)	NR
No	85.6% (±13.2)	NR	NR	NR	NR	84.9% (±9.8)	NR

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q36 Where did the specific type of behavior or experience typically occur?</b>							
At a work location or site	89.6% (±12.5)	NR	100% (NA)	NR	NR	87.5% (±9.4)	NR
At a work-sponsored social event	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
At a non-work sponsored social event where coworkers were present	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
At a permanent Bureau supplied housing location, if applicable	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
At a location outside the office/site	10.4% (±12.5)	NR	0.0% (NA)	NR	NR	7.2% (±8.3)	NR
<b>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?</b>							
At an indoor location (office setting)	100% (NA)	NR	100% (NA)	NR	NR	95.5% (±8.5)	100% (NA)
At an indoor location (shop or maintenance area)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that did not require an overnight stay	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
At an outdoor location (e.g., field site) that required an overnight stay	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
<b>Q38 How often did the specific type of behavior or experience occur?</b>							
Once	33.9% (±14.5)	NR	NR	NR	NR	44.3% (±11.2)	NR
Once a month or less	32.7% (±14.5)	NR	NR	NR	NR	41.5% (±11.2)	NR
2-4 times a month	25.8% (±14.3)	NR	NR	NR	NR	10.0% (±8.9)	0.0% (NA)
Every few days	NR	NR	0.0% (NA)	NR	NR	NR	NR
Every day	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q39 How long did the specific type of behavior or experience persist?</b>							
It happened one time	40.8% (±14.9)	NR	NR	NR	NR	57.0% (±11.2)	NR
A week	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
A month	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
A few months	22.4% (±14.5)	NR	NR	NR	NR	20.1% (±10.4)	NR
A year or more	36.8% (±14.9)	NR	NR	NR	NR	17.9% (±10.1)	NR
<b>Q40 How many people were involved?</b>							
One person	40.9% (±14.5)	NR	NR	NR	NR	70.8% (±11.0)	NR
More than one person	59.1% (±14.5)	NR	NR	NR	NR	29.2% (±11.0)	NR
<b>Q41 Was/were the person(s) who did this to you?</b>							
Male	44.7% (±14.3)	NR	NR	NR	NR	83.0% (±10.0)	NR
Female	21.6% (±14.0)	NR	0.0% (NA)	NR	NR	10.7% (±9.1)	NR
Both males and females	33.7% (±14.5)	NR	NR	NR	NR	6.2% (±8.1)	NR
<b>Q42 Was/were the person(s) who did this to you?</b>							
Younger	71.5% (±14.4)	NR	NR	NR	NR	NR	NR
About my age	NR	NR	NR	NR	NR	30.2% (±11.1)	0.0% (NA)
Older	23.3% (±14.1)	NR	0.0% (NA)	NR	NR	62.3% (±11.2)	NR
Some were younger, older, and/or about my age	0.0% (NA)	NR	NR	NR	NR	NR	NR
Do not know	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
<b>Q43 Was/were the person(s) who did this to you any of the following?</b>							
Peer(s)/Coworker(s)	68.8% (±14.5)	NR	NR	NR	NR	67.4% (±11.1)	NR
Subordinate(s) or someone you supervise/manage	14.3% (±13.2)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Your Team lead(s) (current or former)	12.3% (±12.8)	NR	NR	NR	NR	7.9% (±8.5)	NR
Another Team lead(s) (current or former)	NR	NR	0.0% (NA)	NR	NR	7.2% (±8.3)	NR
Your Supervisor(s)/Section Chief (current or former)	21.6% (±14.0)	NR	0.0% (NA)	NR	NR	12.3% (±9.4)	NR
Another Supervisor(s)/Section Chief (current or former)	13.9% (±13.1)	NR	NR	NR	NR	10.9% (±9.1)	NR
Your Manager(s) (current or former)	26.7% (±14.3)	NR	NR	NR	NR	NR	NR
Another Manager(s) (current or former)	14.7% (±13.2)	NR	NR	NR	NR	6.3% (±8.1)	NR
Another federal employee	19.3% (±13.8)	NR	0.0% (NA)	NR	NR	14.6% (±9.7)	0.0% (NA)
A contractor	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
An industry representative or employee	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Other	0.0% (NA)	NR	NR	NR	NR	0.0% (NA)	0.0% (NA)
Do not know	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR
None selected	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR
<b>Q44 Did your work role require you to continue to interact with this/these person(s)?</b>							
No, I did not have to interact with this/these person(s) at all	0.0% (NA)	NR	0.0% (NA)	NR	NR	13.2% (±9.5)	NR
Yes, I had to or still have to interact with this/these person(s)	100% (NA)	NR	100% (NA)	NR	NR	86.8% (±9.5)	NR

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for some employees these experiences had a negative impact on them, but for many employees it did not. For some employees, these experiences had a *negative impact on their interpersonal relationships* with coworkers, supervisors, or managers (35.3%); resulted in arguments or damaged interpersonal relations at work (35.5%); and/or damaged other personal relationships (14.7%). For some employees, these experiences had a *negative impact on their physical or emotional well-being* leading them to call in sick or taking leave (13.4%), seek counseling (12.8%), or medical attention (6.4%). For some employees, these experiences had a *negative impact on their job performance*, making it harder to complete their work (40.5%), negatively affected their performance evaluation or promotion potential (16.1%), or negatively affected their performance evaluation/renewal/permanent employment (0.0%). For some employees, these experiences *negatively affected their willingness to remain a part of the organization*, leading them to consider leaving BOEM (38.2%), take steps to leave the organization (13.4%), or request a transfer (6.8%).

*Table 3.52 BOEM – 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	12.7% (±12.9)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
No	87.3% (±12.9)	NR	100% (NA)	NR	NR	94.1% (±8.0)	100% (NA)
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
b. Did you take steps to leave your organization?							
Yes	26.9% (±14.4)	NR	0.0% (NA)	NR	NR	8.1% (±8.5)	0.0% (NA)
No	73.1% (±14.4)	NR	100% (NA)	NR	NR	91.9% (±8.5)	NR
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	NR



Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
<b>c. Did it make it harder to complete your work or do your job?</b>							
Yes	51.0% (±14.0)	NR	0.0% (NA)	NR	NR	35.0% (±11.2)	NR
No	49.0% (±14.0)	NR	100% (NA)	NR	NR	59.3% (±11.2)	NR
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
<b>d. Did it negatively affect your performance evaluation or promotion potential?</b>							
Yes	29.6% (±14.5)	NR	0.0% (NA)	NR	NR	10.0% (±8.9)	NR
No	49.2% (±14.0)	NR	100% (NA)	NR	NR	83.3% (±10.0)	NR
Don't Know	21.2% (±14.0)	NR	0.0% (NA)	NR	NR	6.6% (±8.2)	NR
<b>e. Did it negatively affect your performance evaluation/renewal/permanent employment?</b>							
Yes	--	--	--	--	--	--	--
No	--	--	--	--	--	--	--
Don't Know	--	--	--	--	--	--	--
<b>f. Did it cause arguments or damage interpersonal relations at work?</b>							
Yes	44.2% (±14.3)	NR	0.0% (NA)	--	NR	33.5% (±11.2)	NR
No	51.2% (±14.0)	NR	100% (NA)	--	NR	58.1% (±11.2)	NR
Don't Know	NR	NR	0.0% (NA)	--	NR	8.4% (±8.6)	NR
<b>g. Did it damage your relationship with coworkers, supervisors, or managers?</b>							
Yes	45.2% (±14.3)	NR	0.0% (NA)	NR	NR	31.9% (±11.1)	NR
No	47.0% (±14.2)	NR	100% (NA)	NR	NR	56.6% (±11.2)	NR
Don't Know	NR	NR	0.0% (NA)	NR	NR	11.5% (±9.2)	0.0% (NA)

Q45 As a result of the behavior or experience:	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
<b>h. Did it damage other personal relationships?</b>							
Yes	23.1% (±14.1)	NR	0.0% (NA)	NR	NR	11.2% (±9.2)	NR
No	73.7% (±14.3)	NR	100% (NA)	NR	NR	86.1% (±9.6)	NR
Don't Know	NR	NR	0.0% (NA)	NR	NR	NR	NR
<b>i. Did it cause you to call in sick or take other type of leave?</b>							
Yes	18.1% (±13.7)	NR	0.0% (NA)	NR	NR	14.4% (±9.7)	NR
No	81.9% (±13.7)	NR	100% (NA)	NR	NR	82.9% (±10.0)	NR
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
<b>j. Did you seek any type of medical attention?</b>							
Yes	13.0% (±13.0)	NR	0.0% (NA)	NR	NR	NR	NR
No	87.0% (±13.0)	NR	100% (NA)	NR	NR	95.1% (±7.7)	NR
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
<b>k. Did you seek counseling from a religious leader/counselor/health care provider?</b>							
Yes	10.6% (±12.5)	NR	0.0% (NA)	NR	NR	13.6% (±9.6)	NR
No	89.4% (±12.5)	NR	100% (NA)	NR	NR	83.7% (±9.9)	NR
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
<b>l. Did you consider leaving the bureau?</b>							
Yes	57.7% (±14.4)	NR	0.0% (NA)	NR	NR	28.1% (±11.2)	NR
No	42.3% (±14.4)	NR	100% (NA)	NR	NR	69.1% (±11.3)	NR
Don't Know	0.0% (NA)	NR	0.0% (NA)	NR	NR	NR	NR

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees talked to someone at work about their experience including coworkers (54.6%) or another employee (35.5%), as well as a supervisor (33.7%) or manager (25.8%). Additionally, some employees talked with the person involved (31.4%).

*Table 3.53 BOEM – 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	28.7% (±15.3)	NR	0.0% (NA)	NR	NR	39.5% (±11.7)	NR
My coworkers	53.3% (±14.2)	NR	0.0% (NA)	NR	NR	67.9% (±11.4)	NR
My team leader	16.6% (±13.9)	NR	0.0% (NA)	NR	NR	14.4% (±10.3)	0.0% (NA)
My supervisor	45.2% (±14.7)	NR	0.0% (NA)	NR	NR	29.6% (±11.5)	NR
My manager	27.7% (±14.4)	NR	0.0% (NA)	NR	NR	28.1% (±11.4)	NR
A senior leader	20.8% (±14.9)	NR	0.0% (NA)	NR	NR	NR	NR
Another employee in my bureau	46.9% (±14.5)	NR	0.0% (NA)	NR	NR	42.5% (±11.6)	NR
Someone from another bureau/office	24.3% (±14.6)	NR	0.0% (NA)	NR	NR	12.9% (±10.1)	NR

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

In summary, regardless of the specific form of harassment and/or assault behavior experienced, most employees did not make a complaint/grievance/report about their experience (78.4%); only 21.6% did. For employees who made complaints/grievances/reports, the most frequently used BOEM resource was a supervisor or manager (16.3%). All other resources were used less frequently (Employee Assistance Program, Ombudsman, CADR Office or CORE PLUS, Employee & Labor Relations, Union, Equal Employment Opportunity Counselor, Equal Employment Opportunity Office, Office of the Inspector General Hotline, Office of the Inspector General, Other Law Enforcement/Civil Authority, or Department of Interior Ethics/Bureau Ethics Office).

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

Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?	Age	Race/ ethnicity	Religious	Disability	Sexual orientation	Sex/ gender	Unknown reasons
Supervisor or Manager	24.3% (±14.2)	NR	0.0% (NA)	NR	NR	10.9% (±9.1)	NR
Employee Assistance Program (EAP)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Ombudsman (if applicable)	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
CADR Office, CORE PLUS	NR	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Employee & Labor Relations (Human Resources)	10.3% (±12.5)	NR	0.0% (NA)	NR	NR	7.3% (±8.3)	0.0% (NA)
Union (if applicable)	NR	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Equal Employment Opportunity Counselor	10.6% (±12.5)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Equal Employment Opportunity Office	10.6% (±12.5)	NR	0.0% (NA)	NR	NR	NR	0.0% (NA)
Office of Inspector General Hotline	0.0% (NA)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Office of Inspector General	10.6% (±12.5)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Department of Interior Ethics/Bureau Ethics Office	10.6% (±12.5)	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	0.0% (NA)	NR	NR	0.0% (NA)	0.0% (NA)
Other	16.5% (±13.9)	NR	0.0% (NA)	NR	NR	7.8% (±8.4)	0.0% (NA)

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

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

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q47 As a result of the behavior or experience, did you make a complaint/grievance/report, either orally or in writing, to address the behavior or experience using any of the following resources?							
Supervisor or Manager	1.9 (±0.7)	NR	NA	NR	NR	1.7 (±0.7)	NR
Employee Assistance Program (EAP)	NA	NR	NA	NR	NR	NA	NA
Ombudsman (if applicable)	NA	NR	NA	NR	NR	NA	NA
CADR Office, CORE PLUS	NR	NR	NA	NR	NR	NR	NA
Employee & Labor Relations (Human Resources)	1.0 (±0.0)	NR	NA	NR	NR	1.4 (±0.4)	NA
Union (if applicable)	NR	NR	NA	NR	NR	NR	NA
Equal Employment Opportunity Counselor	1.0 (±0.0)	NR	NA	NR	NR	NR	NA
Equal Employment Opportunity Office	1.0 (±0.0)	NR	NA	NR	NR	NR	NA
Office of Inspector General Hotline	NA	NR	NA	NR	NR	NA	NA
Office of Inspector General	2.0 (±0.9)	NR	NA	NR	NR	NA	NA
Other Law Enforcement/Civil Authority not in the bureau	NR	NR	NA	NR	NR	NA	NA
Department of Interior Ethics/Bureau Ethics Office	1.0 (±0.0)	NR	NA	NR	NR	NA	NA
Integrity and Professional Responsibility Advisor (IPRA)	NR	NR	NA	NR	NR	NA	NA
Other	1.7 (±0.7)	NR	NA	NR	NR	NR	NA

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

An estimated 21.6% of employees indicated they made a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.56 shows the results of them making an oral and/or written complaint/grievance/report.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, for employees who made complaints/grievances/reports, 17.4% indicated that some action was taken. Actions focused on the organization involved explaining rules to everyone (20.1%). Actions involving the person engaging in the harassing behavior included someone talking to the person (20.3%) and in some situations the person stopped the behavior (13.4%). Additionally, some employees were encouraged to drop the issue (30.4%) or were discouraged from making a complaint/grievance/report (24.9%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (25.7%); their coworker(s) treated them worse, avoided or blamed them for the problem (27.3%); and some employees indicated leadership punished them for bringing the experience up (18.7%).<sup>10</sup>

*Table 3.56 BOEM – Results of Reporting the One Experience of Harassment – Summary*

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

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

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
<b>c. A review/investigation/other assessment of the workplace was conducted by management</b>							
Yes	0.0% (NA)	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>d. An investigation was conducted by a law enforcement official</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>e. Someone talked to the person(s) to ask him/her/them to change their behavior</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>f. My work station location or duties were changed to help me avoid the person(s)</b>							
Yes	0.0% (NA)	NR	--	NR	NR	NR	NR
No	100% (NA)	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>g. Person(s) was moved/reassigned so I did not have as much contact with him/her/them</b>							
Yes	0.0% (NA)	NR	--	NR	NR	NR	NR
No	100% (NA)	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR



Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
<b>h. There was some official career action taken against person(s) for the behavior</b>							
Yes	0.0% (NA)	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>i. The person(s) stopped the behavior</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	NR	NR	--	NR	NR	NR	NR
<b>j. I was encouraged to drop the issue</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>k. I was discouraged from making an oral and/or written complaint/grievance/report</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>l. The person(s) who did this took action against me for complaining</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR

Q48 Did any of the experiences listed below occur as a result of making an oral and/or written complaint/grievance/report?	<i>Age</i>	<i>Race/ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/gender</i>	<i>Unknown reasons</i>
<b>m. My coworkers treated me worse, avoided me, or blamed me for the problem</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>n. My leadership punished me for bringing it up</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR
<b>o. I was threatened with loss of employment</b>							
Yes	NR	NR	--	NR	NR	NR	NR
No	NR	NR	--	NR	NR	NR	NR
Don't Know	0.0% (NA)	NR	--	NR	NR	NR	NR

An estimated 21.6% 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 BOEM – Satisfaction with Reporting of the One Experience of Harassment – Summary*

	<i>Age</i>	<i>Race/ ethnicity</i>	<i>Religious</i>	<i>Disability</i>	<i>Sexual orientation</i>	<i>Sex/ gender</i>	<i>Unknown reasons</i>
Q49 How satisfied were you with:							
The availability of information on how to file a complaint/grievance/report?	2.7 (±0.4)	NR	--	NR	NR	2.0 (±0.6)	NR
How you were treated by personnel handling the complaint/grievance/report?	2.8 (±0.4)	NR	--	NR	NR	2.1 (±0.5)	NR
Actions taken by the person handling the complaint/grievance/report?	2.5 (±0.4)	NR	--	NR	NR	2.3 (±0.4)	NR
Being informed about the current status of the complaint/grievance/report?	2.8 (±0.4)	NR	--	NR	NR	2.2 (±0.7)	NR
The amount of time it took to address the complaint/grievance/report?	2.6 (±0.4)	NR	--	NR	NR	2.2 (±0.7)	NR

<sup>a</sup> Scale values range from 1 = Very Dissatisfied, 2 = Dissatisfied, 3 = Neither Dissatisfied nor Satisfied, 4 = Satisfied, and 5 = Very Satisfied.

An estimated 78.4% of employees indicated they did not make a complaint/grievance/report, either orally or in writing, to address the one behavior or experience of harassment within the past 12 months that had the greatest effect on them. Table 3.58 shows the reasons why they chose not to make an oral and/or written complaint/grievance/report. The reason *I thought it might hurt my chances of being renewed or obtaining a permanent position* was only asked of term and temporary employees and the reason *I thought it might hurt my career* was only asked of permanent employees.

In summary, regardless of the specific form of harassment and/or assault behavior experienced, employees' most frequent reasons for not making a complaint/grievance/report involved a desire to move on or forget about the incident (68.1%), the perceived seriousness of the behavior (62.4% did not consider it serious enough to report), the behavior or experience stopped on its own (45.1%), or skepticism about actions that would be taken (50.0% of employees did not think anything would be done).

*Table 3.58 BOEM – 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	22.5% (±18.4)	NR	NR	--	NR	48.6% (±12.2)	NR
I thought it was not serious enough to discuss or report	72.3% (±18.6)	NR	NR	--	NR	54.0% (±11.9)	NR
I took care of it myself by confronting the person(s) who did it	NR	NR	NR	--	NR	44.3% (±12.5)	NR
I took other actions to handle the situation	NR	NR	NR	--	NR	44.1% (±12.4)	NR
I did not know who to report the behavior to and/or how to file a complaint	28.5% (±18.6)	NR	0.0% (NA)	--	NR	13.8% (±11.2)	NR
I did not want more people to know	NR	NR	NR	--	NR	24.2% (±11.9)	NR
I was ashamed or embarrassed	NR	NR	NR	--	NR	7.9% (±9.6)	NR
I did not want people to think less of me	NR	NR	NR	--	NR	22.7% (±11.8)	NR
I thought other people would blame me	NR	NR	NR	--	NR	17.2% (±11.2)	NR
I felt partially to blame	NR	NR	NR	--	NR	13.9% (±10.8)	NR
I wanted to forget about it or move on	78.2% (±18.4)	NR	NR	--	NR	64.7% (±12.3)	NR
I did not think anything would be done	NR	NR	NR	--	NR	46.6% (±12.5)	NR
I did not think I would be believed	27.7% (±18.6)	NR	NR	--	NR	8.3% (±10.0)	NR

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 did not trust that the process would be fair	NR	NR	NR	--	NR	22.3% (±12.1)	NR
I thought I might get in trouble for something I did	21.0% (±18.3)	NR	NR	--	NR	8.3% (±10.0)	NR
I thought I would be labeled as a troublemaker	NR	NR	NR	--	NR	30.0% (±12.6)	NR
I thought it might hurt my performance appraisal	NR	NR	NR	--	NR	9.3% (±10.4)	NR
I thought it might hurt my chances of being renewed or obtaining permanent position	--	--	--	--	--	--	--
I was worried about potential negative consequences from leadership	27.7% (±18.6)	NR	NR	--	NR	NR	NR
I was worried about potential negative consequences from my coworkers or peers	NR	NR	NR	--	NR	26.2% (±12.5)	NR
I thought it might hurt my career	NR	NR	NR	--	NR	15.9% (±11.5)	NR
I did not want to hurt the person's/s' career/s or family/ies	NR	NR	NR	--	NR	28.5% (±12.4)	NR
I was concerned for my physical safety	0.0% (NA)	NR	NR	--	NR	NR	NR
I feared losing my job	21.4% (±18.3)	NR	NR	--	NR	NR	NR
Some other reason	NR	NR	NR	--	NR	36.7% (±12.7)	NR

## 4 Predictors of Workplace Harassment

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

## 4.1 Age Harassment

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

### 4.1.1 Age Harassment and General Intolerance for Harassment

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

*Table 4.1 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	2.9*	±0.2	474	3.7*	±0.1	-1.01 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	7	2.9*	±0.7	24	3.8*	±0.4	-0.86 (L)
General Schedule (GS) 11-12	27	2.7*	±0.3	114	3.9*	±0.1	-1.61 (L)
General Schedule (GS) 13-15	74	3.0*	±0.2	297	3.7*	±0.1	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	10	2.5*	±0.5	50	3.7*	±0.1	-2.26 (L)
1 to 3 years	18	2.9*	±0.5	86	4.0*	±0.1	-1.54 (L)
4 to 5 years	12	3.1*	±0.5	78	3.7*	±0.2	-0.75 (M)
6 to 10 years	34	3.1*	±0.3	124	3.5*	±0.1	-0.53 (M)
11 to 14 years	16	2.7*	±0.4	23	3.7*	±0.4	-1.17 (L)
15 to 20 years	NR	NR	NR	28	4.1	±0.3	NR
More than 20 years	15	3.2*	±0.4	77	3.8*	±0.2	-0.64 (M)
<b>Appointment Type</b>							
Permanent	111	2.9*	±0.2	461	3.7*	±0.1	-1.01 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	2.9*	±0.2	464	3.7*	±0.1	-1.02 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	2.9*	±0.2	461	3.7*	±0.1	-1.02 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	3.0*	±0.3	146	3.8*	±0.1	-1.00 (L)
40 or older	75	2.9*	±0.2	326	3.7*	±0.1	-1.02 (L)
<b>Age</b>							
25 or under	--	--	--	6	3.2	±0.3	NA
26-29	6	3.1*	±1.0	20	4.1*	±0.2	-1.35 (L)
30-39	29	3.0*	±0.3	120	3.8*	±0.1	-0.98 (L)
40-49	17	3.0*	±0.4	117	3.5*	±0.2	-0.66 (M)
50-59	32	2.7*	±0.3	109	3.7*	±0.2	-1.12 (L)
60 or older	26	3.1*	±0.3	100	4.1*	±0.1	-1.38 (L)

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



### 4.1.2 Age Harassment and Leadership Intolerance for Harassment

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

*Table 4.2 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	0.44*	±0.08	472	0.68*	±0.04	-0.57 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	NR	NR	NR	24	0.54	±0.17	NR
General Schedule (GS) 11-12	27	0.38*	±0.15	114	0.73*	±0.07	-0.88 (L)
General Schedule (GS) 13-15	74	0.49*	±0.10	295	0.67*	±0.05	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	0.38	±0.25	50	0.58	±0.12	-0.48 (S)
1 to 3 years	18	0.44*	±0.21	86	0.77*	±0.08	-0.86 (L)
4 to 5 years	12	0.48	±0.27	78	0.63	±0.09	-0.34 (S)
6 to 10 years	34	0.51	±0.13	119	0.65	±0.07	-0.34 (S)
11 to 14 years	16	0.19*	±0.15	23	0.56*	±0.18	-0.93 (L)
15 to 20 years	NR	NR	NR	28	0.84	±0.12	NR
More than 20 years	15	0.60	±0.22	80	0.71	±0.10	-0.24 (S)
Appointment Type							
Permanent	111	0.44*	±0.08	459	0.67*	±0.04	-0.56 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	0.45*	±0.08	462	0.68*	±0.04	-0.55 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	0.45*	±0.08	459	0.67*	±0.04	-0.54 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	0.49*	±0.14	146	0.71*	±0.07	-0.51 (M)
40 or older	75	0.41*	±0.09	324	0.67*	±0.04	-0.62 (M)
<b>Age</b>							
25 or under	--	--	--	6	1.00	±0.00	NA
26-29	NR	NR	NR	20	0.76	±0.19	NR
30-39	29	0.52	±0.14	120	0.68	±0.07	-0.40 (S)
40-49	17	0.59	±0.22	113	0.55	±0.08	0.08
50-59	32	0.33*	±0.14	109	0.69*	±0.07	-0.90 (L)
60 or older	26	0.39*	±0.15	102	0.77*	±0.07	-0.98 (L)

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

### 4.1.3 Age Harassment and Organizational Politics

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

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

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	3.2*	±0.2	472	2.6*	±0.1	0.76 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	7	2.5*	±0.5	24	3.0*	±0.2	-0.92 (L)
General Schedule (GS) 11-12	27	3.3*	±0.3	112	2.6*	±0.1	0.84 (L)
General Schedule (GS) 13-15	74	3.2*	±0.2	297	2.5*	±0.1	0.77 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.3*	±0.3	50	2.7*	±0.2	0.90 (L)
1 to 3 years	18	3.4*	±0.4	86	2.5*	±0.2	1.16 (L)
4 to 5 years	12	3.2*	±0.3	78	2.6*	±0.2	0.75 (M)
6 to 10 years	34	2.9*	±0.3	122	2.6*	±0.1	0.48 (S)
11 to 14 years	16	3.2	±0.5	21	2.7	±0.4	0.48 (S)
15 to 20 years	NR	NR	NR	28	2.2	±0.3	NR
More than 20 years	15	3.0	±0.5	80	2.5	±0.2	0.56 (M)
Appointment Type							
Permanent	111	3.2*	±0.2	459	2.6*	±0.1	0.75 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	3.2*	±0.2	462	2.6*	±0.1	0.74 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	3.2*	±0.2	459	2.6*	±0.1	0.74 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	2.8	±0.2	146	2.6	±0.1	0.32 (S)
40 or older	75	3.4*	±0.2	324	2.5*	±0.1	0.98 (L)
<b>Age</b>							
25 or under	--	--	--	6	2.6	±0.1	NA
26-29	6	2.6	±0.3	20	2.9	±0.3	-0.40 (S)
30-39	29	2.8*	±0.3	120	2.5*	±0.1	0.43 (S)
40-49	17	3.3*	±0.3	115	2.6*	±0.1	0.95 (L)
50-59	32	3.6*	±0.3	107	2.8*	±0.2	1.04 (L)
60 or older	26	3.0*	±0.3	102	2.2*	±0.2	0.98 (L)

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

#### 4.1.4 Age Harassment and Organizational Trust

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

*Table 4.4 BOEM – Age Harassment and Organizational Trust by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	109	3.2*	±0.2	473	3.7*	±0.1	-0.73 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	7	3.2	±0.6	24	3.6	±0.3	-0.53 (M)
General Schedule (GS) 11-12	25	3.0*	±0.4	112	3.7*	±0.1	-0.88 (L)
General Schedule (GS) 13-15	74	3.2*	±0.2	297	3.7*	±0.1	-0.65 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.9*	±0.2	50	3.9*	±0.2	-1.29 (L)
1 to 3 years	18	3.1*	±0.5	86	3.7*	±0.1	-0.81 (L)
4 to 5 years	12	3.5	±0.3	78	3.7	±0.2	-0.28 (S)
6 to 10 years	32	3.4*	±0.4	122	3.7*	±0.1	-0.44 (S)
11 to 14 years	16	2.7*	±0.3	23	3.4*	±0.3	-0.96 (L)
15 to 20 years	NR	NR	NR	28	4.1	±0.2	NR
More than 20 years	15	3.3*	±0.4	78	3.8*	±0.2	-0.60 (M)
Appointment Type							
Permanent	109	3.2*	±0.2	460	3.7*	±0.1	-0.72 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	107	3.2*	±0.2	463	3.7*	±0.1	-0.72 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	107	3.2*	±0.2	460	3.7*	±0.1	-0.72 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	33	3.3*	±0.3	144	3.7*	±0.1	-0.58 (M)
40 or older	75	3.1*	±0.2	327	3.7*	±0.1	-0.80 (L)
<b>Age</b>							
25 or under	--	--	--	6	3.8	±0.2	NA
26-29	6	3.1	±0.6	20	3.6	±0.4	-0.52 (M)
30-39	27	3.3*	±0.4	118	3.8*	±0.1	-0.56 (M)
40-49	17	3.4	±0.2	117	3.7	±0.1	-0.34 (S)
50-59	32	2.8*	±0.3	109	3.6*	±0.1	-1.06 (L)
60 or older	26	3.4*	±0.2	101	3.9*	±0.1	-0.79 (M)

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

### 4.1.5 Age Harassment and Supervisor Support

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

*Table 4.5 BOEM – Age Harassment and Supervisor Support by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	109	3.3*	±0.2	471	4.1*	±0.1	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	7	3.6	±0.9	24	4.0	±0.3	-0.52 (M)
General Schedule (GS) 11-12	25	2.9*	±0.5	112	3.9*	±0.2	-0.94 (L)
General Schedule (GS) 13-15	74	3.5*	±0.3	296	4.1*	±0.1	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.8*	±0.6	50	4.0*	±0.3	-1.24 (L)
1 to 3 years	18	3.1*	±0.6	86	4.1*	±0.2	-1.05 (L)
4 to 5 years	12	3.6	±0.7	78	3.9	±0.2	-0.27 (S)
6 to 10 years	32	3.5*	±0.4	119	4.1*	±0.1	-0.68 (M)
11 to 14 years	16	3.0*	±0.6	23	3.9*	±0.3	-0.93 (L)
15 to 20 years	NR	NR	NR	28	4.5	±0.2	NR
More than 20 years	15	3.8	±0.6	80	4.1	±0.2	-0.26 (S)
Appointment Type							
Permanent	109	3.3*	±0.2	459	4.1*	±0.1	-0.77 (M)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	107	3.3*	±0.2	462	4.1*	±0.1	-0.78 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	107	3.3*	±0.2	459	4.1*	±0.1	-0.78 (M)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	33	3.6*	±0.4	143	4.0*	±0.2	-0.44 (S)
40 or older	75	3.2*	±0.3	326	4.1*	±0.1	-0.94 (L)
<b>Age</b>							
25 or under	--	--	--	6	3.9	±0.1	NA
26-29	6	3.0	±0.9	20	4.0	±0.6	-0.78 (M)
30-39	27	3.7	±0.4	117	4.0	±0.2	-0.32 (S)
40-49	17	3.8	±0.3	117	4.1	±0.1	-0.34 (S)
50-59	32	2.8*	±0.5	107	3.9*	±0.2	-1.03 (L)
60 or older	26	3.4*	±0.3	102	4.3*	±0.2	-1.10 (L)

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



#### 4.1.6 Age Harassment and Organizational Inclusion

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

*Table 4.6 BOEM – Age Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	3.2*	±0.2	476	3.8*	±0.1	-0.77 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	7	2.9	±1.1	24	3.8	±0.3	-0.83 (L)
General Schedule (GS) 11-12	27	3.3*	±0.4	114	3.7*	±0.1	-0.56 (M)
General Schedule (GS) 13-15	74	3.2*	±0.2	299	3.8*	±0.1	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.7*	±0.7	50	3.9*	±0.2	-1.28 (L)
1 to 3 years	18	2.9*	±0.4	86	3.6*	±0.2	-0.86 (L)
4 to 5 years	12	3.4	±0.6	78	3.9	±0.2	-0.56 (M)
6 to 10 years	34	3.5*	±0.3	124	3.9*	±0.1	-0.68 (M)
11 to 14 years	16	2.6*	±0.3	23	3.3*	±0.4	-0.76 (M)
15 to 20 years	NR	NR	NR	28	4.3	±0.2	NR
More than 20 years	15	3.5	±0.5	80	3.8	±0.2	-0.33 (S)
Appointment Type							
Permanent	111	3.2*	±0.2	463	3.8*	±0.1	-0.76 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	3.2*	±0.2	466	3.8*	±0.1	-0.76 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	3.2*	±0.2	463	3.8*	±0.1	-0.76 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	3.2*	±0.3	146	3.8*	±0.1	-0.75 (M)
40 or older	75	3.2*	±0.2	328	3.8*	±0.1	-0.80 (L)
<b>Age</b>							
25 or under	--	--	--	6	3.9	±0.1	NA
26-29	6	2.7	±0.9	20	3.5	±0.4	-0.77 (M)
30-39	29	3.3*	±0.3	120	3.9*	±0.1	-0.69 (M)
40-49	17	3.3*	±0.3	117	3.7*	±0.1	-0.60 (M)
50-59	32	3.0*	±0.3	109	3.8*	±0.1	-0.93 (L)
60 or older	26	3.3*	±0.3	102	4.0*	±0.2	-0.81 (L)

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

### 4.1.7 Age Harassment and Bystander Harassment

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

*Table 4.7 BOEM – Age Harassment and Bystander Harassment*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	57	52.5%*	±9.5	24	5.2%*	±2.4	1.16 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 11-12	NR	NR	NR	6	5.3%	±6.2	NR
General Schedule (GS) 13-15	35	49.3%*	±11.7	16	5.4%*	±3.3	1.09 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	7	5.4%	±5.8	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	57	52.5%*	±9.5	24	5.4%*	±2.5	1.15 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	57	53.4%*	±9.6	24	5.3%*	±2.5	1.17 (L)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	57	53.4%*	±9.6	24	5.4%*	±2.5	1.17 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	24	67.8%*	±17.8	5	3.7%*	±4.8	1.55 (L)
40 or older	32	44.4%*	±11.8	19	5.9%*	±3.2	0.97 (L)
<b>Age</b>							
25 or under	--	--	--	NR	NR	NR	NR
26-29	NR	NR	NR	0	0.0%	NA	NR
30-39	NR	NR	NR	5	4.5%	±5.7	NR
40-49	NR	NR	NR	7	6.0%	±6.3	NR
50-59	NR	NR	NR	10	8.9%	±7.2	NR
60 or older	NR	NR	NR	NR	NR	NR	NR

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

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

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

*Table 4.8 BOEM – Logistic Regression of Age Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	3.972	0.684	33.723	--	53.100	--	--	--	--
Sex	0.718	0.288	6.213	0.013	2.051	1.166	3.608	-182.784	6.505
Organizational Inclusion	-0.602	0.182	10.913	0.001	0.548	0.383	0.783	-184.833	10.603
Bystander Harassment Based on Age	-2.565	0.329	60.626	0.000	0.077	0.040	0.147	-211.336	63.609
General Intolerance	-0.497	0.191	6.782	0.009	0.608	0.419	0.884	-183.040	7.016

Note. N = 535, Nagelkerke R Square = 0.408

## 4.2 Racial/Ethnic Harassment

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

### 4.2.1 Racial/Ethnic Harassment and General Intolerance for Harassment

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

*Table 4.9 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.3	±0.3	549	3.6	±0.1	-0.30 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.5	±0.4	NR
General Schedule (GS) 11-12	13	3.0*	±0.4	128	3.7*	±0.1	-0.79 (M)
General Schedule (GS) 13-15	16	3.4	±0.4	354	3.5	±0.1	-0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	58	3.5	±0.2	NR
1 to 3 years	NR	NR	NR	101	3.8	±0.2	NR
4 to 5 years	8	2.8*	±0.6	81	3.7*	±0.2	-1.16 (L)
6 to 10 years	14	3.2	±0.4	144	3.4	±0.1	-0.27 (S)
11 to 14 years	NR	NR	NR	37	3.2	±0.3	NR
15 to 20 years	--	--	--	32	3.9	±0.4	NA
More than 20 years	NR	NR	NR	89	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	36	3.3	±0.3	536	3.6	±0.1	-0.30 (S)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.3	±0.3	539	3.6	±0.1	-0.30 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.3	±0.3	536	3.6	±0.1	-0.31 (S)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.3	±0.3	463	3.6	±0.1	-0.33 (S)
Minority	15	3.4	±0.5	74	3.7	±0.2	-0.30 (S)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	3.8	±0.2	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	3.4	±0.4	NR
Black/African-American	9	3.2	±0.4	19	3.6	±0.3	-0.54 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.3	±0.3	463	3.6	±0.1	-0.33 (S)
Multi-racial	--	--	--	17	3.7	±0.4	NA

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

#### 4.2.2 Racial/Ethnic Harassment and Leadership Intolerance for Harassment

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

*Table 4.10 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	0.48*	±0.13	547	0.64*	±0.04	-0.39 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	NR	NR	NR	27	0.46	±0.17	NR
General Schedule (GS) 11-12	13	0.36*	±0.23	128	0.69*	±0.07	-0.79 (M)
General Schedule (GS) 13-15	16	0.57	±0.20	352	0.63	±0.04	-0.15
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	0.53	±0.11	NR
1 to 3 years	NR	NR	NR	101	0.71	±0.08	NR
4 to 5 years	8	0.42	±0.20	81	0.63	±0.09	-0.49 (S)
6 to 10 years	14	0.14*	±0.13	139	0.67*	±0.06	-1.39 (L)
11 to 14 years	NR	NR	NR	37	0.39	±0.14	NR
15 to 20 years	--	--	--	32	0.77	±0.13	NA
More than 20 years	NR	NR	NR	91	0.68	±0.09	NR
Appointment Type							
Permanent	36	0.48*	±0.13	534	0.64*	±0.04	-0.38 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	0.51	±0.13	537	0.64	±0.04	-0.32 (S)



	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	0.51	±0.13	534	0.64	±0.04	-0.32 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	0.35*	±0.18	461	0.64*	±0.04	-0.69 (M)
Minority	15	0.61	±0.18	74	0.66	±0.10	-0.12
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	0.80	±0.13	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	0.77	±0.20	NR
Black/African-American	9	0.68	±0.17	19	0.58	±0.21	0.23 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	0.35*	±0.18	461	0.64*	±0.04	-0.69 (M)
Multi-racial	--	--	--	17	0.45	±0.21	NA

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

### 4.2.3 Racial/Ethnic Harassment and Organizational Politics

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

*Table 4.11 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.1*	±0.3	547	2.6*	±0.1	0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	2.8	±0.2	NR
General Schedule (GS) 11-12	13	3.4*	±0.2	126	2.7*	±0.2	0.82 (L)
General Schedule (GS) 13-15	16	2.8	±0.5	354	2.7	±0.1	0.19
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	2.8	±0.2	NR
1 to 3 years	NR	NR	NR	101	2.7	±0.2	NR
4 to 5 years	8	3.3*	±0.3	81	2.6*	±0.2	0.79 (M)
6 to 10 years	14	3.0	±0.5	142	2.6	±0.1	0.53 (M)
11 to 14 years	NR	NR	NR	34	2.9	±0.4	NR
15 to 20 years	--	--	--	32	2.4	±0.4	NA
More than 20 years	NR	NR	NR	91	2.5	±0.2	NR
Appointment Type							
Permanent	36	3.1*	±0.3	534	2.6*	±0.1	0.57 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.1*	±0.3	537	2.6*	±0.1	0.55 (M)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.1*	±0.3	534	2.6*	±0.1	0.55 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.3*	±0.4	461	2.6*	±0.1	0.78 (M)
Minority	15	2.9*	±0.3	74	2.6*	±0.1	0.58 (M)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	2.5	±0.2	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	2.5	±0.4	NR
Black/African-American	9	3.3*	±0.2	19	2.6*	±0.2	1.49 (L)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.3*	±0.4	461	2.6*	±0.1	0.78 (M)
Multi-racial	--	--	--	17	2.7	±0.4	NA

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

#### 4.2.4 Racial/Ethnic Harassment and Organizational Trust

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

*Table 4.12 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.3*	±0.3	546	3.7*	±0.1	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.5	±0.3	NR
General Schedule (GS) 11-12	13	2.9*	±0.4	125	3.6*	±0.2	-0.85 (L)
General Schedule (GS) 13-15	16	3.5	±0.5	355	3.6	±0.1	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	3.7	±0.2	NR
1 to 3 years	NR	NR	NR	101	3.6	±0.2	NR
4 to 5 years	8	3.1*	±0.4	81	3.7*	±0.2	-0.92 (L)
6 to 10 years	14	3.1*	±0.7	140	3.7*	±0.1	-0.70 (M)
11 to 14 years	NR	NR	NR	37	3.1	±0.3	NR
15 to 20 years	--	--	--	32	4.1	±0.2	NA
More than 20 years	NR	NR	NR	90	3.7	±0.2	NR
Appointment Type							
Permanent	36	3.3*	±0.3	533	3.7*	±0.1	-0.50 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.3*	±0.3	536	3.7*	±0.1	-0.48 (S)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.3*	±0.3	533	3.7*	±0.1	-0.48 (S)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.2*	±0.5	463	3.7*	±0.1	-0.56 (M)
Minority	15	3.3	±0.3	71	3.7	±0.2	-0.52 (M)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	4.0	±0.2	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	13	3.6	±0.4	NR
Black/African-American	9	3.2	±0.4	18	3.4	±0.4	-0.37 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.2*	±0.5	463	3.7*	±0.1	-0.56 (M)
Multi-racial	--	--	--	17	3.6	±0.3	NA

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

#### 4.2.5 Racial/Ethnic Harassment and Supervisor Support

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

*Table 4.13 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.5*	±0.4	544	3.9*	±0.1	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.9	±0.3	NR
General Schedule (GS) 11-12	13	3.2	±0.7	124	3.7	±0.2	-0.50 (M)
General Schedule (GS) 13-15	16	3.7	±0.6	354	4.0	±0.1	-0.31 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	3.8	±0.3	NR
1 to 3 years	NR	NR	NR	101	3.9	±0.2	NR
4 to 5 years	8	3.8	±0.7	81	3.9	±0.2	-0.05
6 to 10 years	14	3.4*	±0.8	137	4.1*	±0.1	-0.72 (M)
11 to 14 years	NR	NR	NR	37	3.5	±0.3	NR
15 to 20 years	--	--	--	32	4.4	±0.2	NA
More than 20 years	NR	NR	NR	91	4.1	±0.2	NR
Appointment Type							
Permanent	36	3.5*	±0.4	532	3.9*	±0.1	-0.45 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.5*	±0.4	535	3.9*	±0.1	-0.47 (S)

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.5*	±0.4	532	3.9*	±0.1	-0.47 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.2*	±0.6	458	4.0*	±0.1	-0.81 (L)
Minority	15	4.0	±0.4	74	3.9	±0.2	0.07
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	4.1	±0.3	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	4.1	±0.4	NR
Black/African-American	9	3.6	±0.6	19	3.7	±0.4	-0.14
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.2*	±0.6	458	4.0*	±0.1	-0.81 (L)
Multi-racial	--	--	--	17	3.8	±0.4	NA

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

#### 4.2.6 Racial/Ethnic Harassment and Organizational Inclusion

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

*Table 4.14 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.5	±0.3	551	3.7	±0.1	-0.22 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.6	±0.4	NR
General Schedule (GS) 11-12	13	3.6	±0.4	128	3.6	±0.1	0.00
General Schedule (GS) 13-15	16	3.7	±0.5	357	3.7	±0.1	-0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	3.7	±0.3	NR
1 to 3 years	NR	NR	NR	101	3.5	±0.2	NR
4 to 5 years	8	3.1*	±0.7	81	3.9*	±0.2	-0.98 (L)
6 to 10 years	14	3.9	±0.5	144	3.8	±0.1	0.14
11 to 14 years	NR	NR	NR	37	3.0	±0.3	NR
15 to 20 years	--	--	--	32	4.2	±0.2	NA
More than 20 years	NR	NR	NR	91	3.8	±0.2	NR
Appointment Type							
Permanent	36	3.5	±0.3	539	3.7	±0.1	-0.21 (S)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.6	±0.3	542	3.7	±0.1	-0.18



	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.6	±0.3	539	3.7	±0.1	-0.18
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.5	±0.4	465	3.7	±0.1	-0.17
Minority	15	3.5	±0.4	74	3.9	±0.2	-0.53 (M)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	3.9	±0.2	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	3.7	±0.7	NR
Black/African-American	9	3.6	±0.5	19	4.0	±0.3	-0.52 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.5	±0.4	465	3.7	±0.1	-0.17
Multi-racial	--	--	--	17	4.0	±0.3	NA

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

#### 4.2.7 Racial/Ethnic Harassment and Bystander Harassment

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

*Table 4.15 BOEM – Racial/Ethnic Harassment and Bystander Harassment*

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	37	6.8%	±2.5	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	9	6.9%	±6.1	NR
General Schedule (GS) 13-15	NR	NR	NR	27	7.8%	±3.3	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	NR	NR	NR	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	21	14.5%	±6.9	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	NR	NR	NR	37	7.0%	±2.5	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	37	7.0%	±2.5	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	37	7.0%	±2.5	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	NR	NR	NR	29	6.4%	±2.6	NR
Minority	NR	NR	NR	7	9.5%	±9.6	NR
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	NR	NR	NR	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	NR	NR	NR	NR
Black/African-American	NR	NR	NR	NR	NR	NR	NR
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	NR	NR	NR	29	6.4%	±2.6	NR
Multi-racial	--	--	--	0	0.0%	NA	NA

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

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	1.494	1.478	1.021	--	4.454	--	--	--	--
Age	-1.041	0.418	6.184	0.013	0.353	0.156	0.802	-93.060	6.119
Race/Ethnicity	-1.564	0.443	12.472	0.000	0.209	0.088	0.498	-95.829	11.657
Organizational Politics	0.585	0.262	4.977	0.026	1.796	1.074	3.004	-92.508	5.014
Bystander Harassment Based on Race/Ethnicity	-1.843	0.458	16.196	0.000	0.158	0.065	0.389	-97.464	14.927
Gender Context	-1.315	0.494	7.096	0.008	0.269	0.102	0.707	-93.669	7.336

Note. N = 537, Nagelkerke R Square = 0.265

### 4.3 Religious Harassment

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

#### 4.3.1 Religious Harassment and General Intolerance for Harassment

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

*Table 4.17 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	3.3	±0.3	546	3.6	±0.1	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.4	NA
General Schedule (GS) 11-12	12	3.1*	±0.4	130	3.7*	±0.1	-0.72 (M)
General Schedule (GS) 13-15	26	3.5	±0.4	344	3.5	±0.1	-0.09
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.5	±0.2	NR
1 to 3 years	--	--	--	103	3.8	±0.2	NA
4 to 5 years	8	3.3	±0.8	82	3.7	±0.2	-0.43 (S)
6 to 10 years	15	3.6	±0.5	143	3.4	±0.1	0.26 (S)
11 to 14 years	NR	NR	NR	35	3.3	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.1	±0.3	NR
More than 20 years	5	3.4	±0.2	87	3.7	±0.2	-0.26 (S)
<b>Appointment Type</b>							
Permanent	39	3.3	±0.3	533	3.6	±0.1	-0.31 (S)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	3.3	±0.3	534	3.6	±0.1	-0.30 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	3.3	±0.3	531	3.6	±0.1	-0.31 (S)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

### 4.3.2 Religious Harassment and Leadership Intolerance for Harassment

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

*Table 4.18 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	0.44*	±0.14	544	0.65*	±0.03	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	--	--	--	32	0.45	±0.15	NA
General Schedule (GS) 11-12	12	0.23*	±0.22	130	0.70*	±0.07	-1.16 (L)
General Schedule (GS) 13-15	26	0.53	±0.18	342	0.64	±0.04	-0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	0.55	±0.11	NR
1 to 3 years	--	--	--	103	0.71	±0.08	NA
4 to 5 years	NR	NR	NR	82	0.64	±0.09	NR
6 to 10 years	15	0.53	±0.21	139	0.63	±0.07	-0.23 (S)
11 to 14 years	NR	NR	NR	35	0.41	±0.14	NR
15 to 20 years	NR	NR	NR	30	0.82	±0.12	NR
More than 20 years	5	0.50	±0.46	89	0.71	±0.09	-0.47 (S)
Appointment Type							
Permanent	39	0.44*	±0.14	531	0.64*	±0.04	-0.47 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	0.44*	±0.14	532	0.65*	±0.04	-0.49 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	0.44*	±0.14	529	0.64*	±0.04	-0.48 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

### 4.3.3 Religious Harassment and Organizational Politics

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

*Table 4.19 BOEM – Religious Harassment and Organizational Politics by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	2.9*	±0.3	544	2.7*	±0.1	0.34 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	2.9	±0.2	NA
General Schedule (GS) 11-12	12	3.4*	±0.4	127	2.7*	±0.1	0.86 (L)
General Schedule (GS) 13-15	26	2.7	±0.5	344	2.7	±0.1	0.06
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA



	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	2.7	±0.2	NR
1 to 3 years	--	--	--	103	2.7	±0.2	NA
4 to 5 years	8	2.7	±0.6	82	2.6	±0.2	0.12
6 to 10 years	15	2.7	±0.7	141	2.7	±0.1	0.12
11 to 14 years	NR	NR	NR	33	2.9	±0.4	NR
15 to 20 years	NR	NR	NR	30	2.3	±0.4	NR
More than 20 years	5	2.5	±0.2	89	2.6	±0.2	-0.07
<b>Appointment Type</b>							
Permanent	39	2.9*	±0.3	531	2.7*	±0.1	0.33 (S)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	2.9*	±0.3	532	2.7*	±0.1	0.33 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	2.9*	±0.3	529	2.7*	±0.1	0.33 (S)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

#### 4.3.4 Religious Harassment and Organizational Trust

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

*Table 4.20 BOEM – Religious Harassment and Organizational Trust by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	3.3*	±0.3	543	3.7*	±0.1	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.5	±0.3	NA
General Schedule (GS) 11-12	12	2.8*	±0.5	126	3.6*	±0.2	-0.96 (L)
General Schedule (GS) 13-15	26	3.5	±0.3	345	3.7	±0.1	-0.20 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.7	±0.2	NR
1 to 3 years	--	--	--	103	3.6	±0.2	NA
4 to 5 years	8	3.5	±0.5	82	3.7	±0.2	-0.25 (S)
6 to 10 years	15	3.2*	±0.7	139	3.7*	±0.1	-0.60 (M)
11 to 14 years	NR	NR	NR	35	3.0	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.1	±0.2	NR
More than 20 years	5	3.0	±0.3	88	3.7	±0.2	-0.86 (L)
Appointment Type							
Permanent	39	3.3*	±0.3	530	3.7*	±0.1	-0.50 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	3.3*	±0.3	531	3.7*	±0.1	-0.50 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	3.3*	±0.3	528	3.7*	±0.1	-0.50 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

### 4.3.5 Religious Harassment and Supervisor Support

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

*Table 4.21 BOEM – Religious Harassment and Supervisor Support by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	3.5*	±0.4	541	4.0*	±0.1	-0.51 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.9	±0.3	NA
General Schedule (GS) 11-12	12	3.1*	±0.7	125	3.8*	±0.2	-0.65 (M)
General Schedule (GS) 13-15	26	3.7	±0.5	344	4.0	±0.1	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.8	±0.3	NR
1 to 3 years	--	--	--	103	3.9	±0.2	NA
4 to 5 years	8	4.2	±0.4	82	3.8	±0.2	0.36 (S)
6 to 10 years	15	3.3*	±0.9	136	4.1*	±0.1	-0.84 (L)
11 to 14 years	NR	NR	NR	35	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.4	±0.2	NR
More than 20 years	5	3.5	±0.5	89	4.1	±0.2	-0.62 (M)
<b>Appointment Type</b>							
Permanent	39	3.5*	±0.4	528	4.0*	±0.1	-0.51 (M)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	3.5*	±0.4	530	4.0*	±0.1	-0.51 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	3.5*	±0.4	527	4.0*	±0.1	-0.51 (M)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

### 4.3.6 Religious Harassment and Organizational Inclusion

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

*Table 4.22 BOEM – Religious Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	3.4*	±0.3	548	3.7*	±0.1	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.4	NA
General Schedule (GS) 11-12	12	3.3	±0.5	130	3.7	±0.1	-0.37 (S)
General Schedule (GS) 13-15	26	3.5	±0.4	346	3.7	±0.1	-0.32 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.7	±0.3	NR
1 to 3 years	--	--	--	103	3.5	±0.2	NA
4 to 5 years	8	3.5	±0.7	82	3.8	±0.2	-0.47 (S)
6 to 10 years	15	3.8	±0.4	143	3.8	±0.1	0.03
11 to 14 years	NR	NR	NR	35	3.1	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.2	±0.2	NR
More than 20 years	5	2.2*	±0.2	89	3.9*	±0.2	-1.87 (L)
Appointment Type							
Permanent	39	3.4*	±0.3	535	3.7*	±0.1	-0.33 (S)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	3.4*	±0.3	537	3.7*	±0.1	-0.33 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	3.4*	±0.3	534	3.7*	±0.1	-0.33 (S)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

#### 4.3.7 Religious Harassment and Bystander Harassment

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

*Table 4.23 BOEM – Religious Harassment and Bystander Harassment*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	13	2.4%	±1.7	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	11	3.2%	±2.5	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	0	0.0%	NA	NR
1 to 3 years	--	--	--	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	8	6.0%	±5.4	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	0	0.0%	NA	NR
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
<b>Appointment Type</b>							
Permanent	NR	NR	NR	13	2.4%	±1.7	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	13	2.4%	±1.7	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	13	2.5%	±1.7	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

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

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

*Table 4.24 BOEM – Logistic Regression of Religious Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.910	1.258	5.354	--	18.353	--	--	--	--
Sex	1.834	0.559	10.770	0.001	6.256	2.093	18.702	-83.075	13.879
Bystander Harassment Based on Religious Beliefs	-4.229	0.562	56.544	0.000	0.015	0.005	0.044	-111.279	70.288
Gender Context	-1.662	0.527	9.948	0.002	0.190	0.068	0.533	-81.358	10.446

Note. N = 537, Nagelkerke R Square = 0.458



## 4.4 Disability Harassment

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

### 4.4.1 Disability Harassment and General Intolerance for Harassment

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

*Table 4.25 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	20	2.8*	±0.3	549	3.6*	±0.1	-0.90 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.8	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	134	3.6	±0.1	NR
General Schedule (GS) 13-15	11	2.8*	±0.4	346	3.5*	±0.1	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.5	±0.2	NA
1 to 3 years	--	--	--	103	3.8	±0.2	NA
4 to 5 years	NR	NR	NR	86	3.7	±0.2	NR
6 to 10 years	12	3.2	±0.4	139	3.4	±0.1	-0.29 (S)
11 to 14 years	--	--	--	39	3.3	±0.3	NA
15 to 20 years	--	--	--	25	3.9	±0.4	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
More than 20 years	NR	NR	NR	88	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	20	2.8*	±0.3	536	3.6*	±0.1	-0.90 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	20	2.8*	±0.3	537	3.6*	±0.1	-0.89 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	20	2.8*	±0.3	534	3.6*	±0.1	-0.90 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	2.5*	±0.5	36	3.8*	±0.3	-1.49 (L)
No	12	3.1*	±0.4	508	3.6*	±0.1	-0.59 (M)

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

#### 4.4.2 Disability Harassment and Leadership Intolerance for Harassment

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

*Table 4.26 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	0.52	±0.18	544	0.63	±0.04	-0.26 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	NR	NR	NR	27	0.48	±0.17	NR
General Schedule (GS) 11-12	NR	NR	NR	134	0.66	±0.07	NR
General Schedule (GS) 13-15	13	0.60	±0.23	342	0.63	±0.04	-0.07
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	0.53	±0.11	NA
1 to 3 years	--	--	--	103	0.71	±0.08	NA
4 to 5 years	NR	NR	NR	86	0.62	±0.09	NR
6 to 10 years	12	0.57	±0.27	135	0.63	±0.07	-0.14
11 to 14 years	--	--	--	39	0.41	±0.13	NA
15 to 20 years	--	--	--	25	0.75	±0.15	NA
More than 20 years	7	0.53	±0.35	88	0.71	±0.09	-0.41 (S)
Appointment Type							
Permanent	22	0.52	±0.18	532	0.63	±0.04	-0.25 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	0.52	±0.18	533	0.63	±0.04	-0.26 (S)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	0.52	±0.18	530	0.63	±0.04	-0.25 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	NR	NR	NR	36	0.71	±0.14	NR
No	14	0.74	±0.19	503	0.63	±0.04	0.26 (S)

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

### 4.4.3 Disability Harassment and Organizational Politics

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

*Table 4.27 BOEM – Disability Harassment and Organizational Politics by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	3.4*	±0.3	544	2.7*	±0.1	0.83 (L)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	2.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	132	2.7	±0.1	NR
General Schedule (GS) 13-15	13	3.5*	±0.4	344	2.7*	±0.1	0.96 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	2.8	±0.2	NA
1 to 3 years	--	--	--	103	2.7	±0.2	NA
4 to 5 years	NR	NR	NR	86	2.6	±0.2	NR
6 to 10 years	12	3.2*	±0.5	137	2.7*	±0.1	0.83 (L)
11 to 14 years	--	--	--	37	3.0	±0.3	NA
15 to 20 years	--	--	--	25	2.4	±0.4	NA
More than 20 years	7	3.6*	±0.7	88	2.5*	±0.2	1.22 (L)
Appointment Type							
Permanent	22	3.4*	±0.3	532	2.7*	±0.1	0.82 (L)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	3.4*	±0.3	533	2.7*	±0.1	0.83 (L)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	3.4*	±0.3	530	2.7*	±0.1	0.82 (L)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	8	3.5*	±0.5	36	2.4*	±0.3	1.19 (L)
No	14	3.3*	±0.5	503	2.7*	±0.1	0.72 (M)

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

#### 4.4.4 Disability Harassment and Organizational Trust

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

*Table 4.28 BOEM – Disability Harassment and Organizational Trust by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	2.9*	±0.4	543	3.6*	±0.1	-0.96 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.6	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	130	3.6	±0.2	NR
General Schedule (GS) 13-15	13	3.1*	±0.5	345	3.6*	±0.1	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.6	±0.2	NA
1 to 3 years	--	--	--	103	3.6	±0.2	NA
4 to 5 years	NR	NR	NR	86	3.7	±0.2	NR
6 to 10 years	12	3.1*	±0.7	136	3.6*	±0.1	-0.67 (M)
11 to 14 years	--	--	--	39	3.1	±0.3	NA
15 to 20 years	--	--	--	25	4.1	±0.2	NA
More than 20 years	7	2.6*	±0.2	86	3.8*	±0.2	-1.37 (L)
Appointment Type							
Permanent	22	2.9*	±0.4	531	3.6*	±0.1	-0.95 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	2.9*	±0.4	532	3.6*	±0.1	-0.96 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	2.9*	±0.4	529	3.6*	±0.1	-0.96 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	2.3*	±0.4	36	3.7*	±0.3	-1.68 (L)
No	14	3.2	±0.5	502	3.6	±0.1	-0.52 (M)

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

#### 4.4.5 Disability Harassment and Supervisor Support

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

*Table 4.29 BOEM – Disability Harassment and Supervisor Support by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	3.4*	±0.5	544	3.9*	±0.1	-0.49 (S)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	4.0	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	130	3.7	±0.2	NR
General Schedule (GS) 13-15	13	3.5	±0.7	346	4.0	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	58	3.8	±0.3	NA
1 to 3 years	--	--	--	103	3.9	±0.2	NA
4 to 5 years	NR	NR	NR	86	3.9	±0.2	NR
6 to 10 years	12	3.2*	±0.8	135	4.0*	±0.1	-0.87 (L)
11 to 14 years	--	--	--	39	3.5	±0.3	NA
15 to 20 years	--	--	--	25	4.4	±0.3	NA
More than 20 years	7	4.1	±0.5	88	4.0	±0.2	0.04
<b>Appointment Type</b>							
Permanent	22	3.4*	±0.5	532	3.9*	±0.1	-0.49 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	3.4*	±0.5	533	3.9*	±0.1	-0.49 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	3.4*	±0.5	530	3.9*	±0.1	-0.49 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	2.8*	±0.7	36	4.2*	±0.4	-1.20 (L)
No	14	3.8	±0.6	504	3.9	±0.1	-0.11

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



#### 4.4.6 Disability Harassment and Organizational Inclusion

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

*Table 4.30 BOEM – Disability Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	2.9*	±0.3	549	3.7*	±0.1	-0.94 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.7	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	134	3.6	±0.1	NR
General Schedule (GS) 13-15	13	2.7*	±0.4	346	3.7*	±0.1	-1.20 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.7	±0.3	NA
1 to 3 years	--	--	--	103	3.5	±0.2	NA
4 to 5 years	NR	NR	NR	86	3.9	±0.1	NR
6 to 10 years	12	3.5	±0.3	139	3.8	±0.1	-0.46 (S)
11 to 14 years	--	--	--	39	3.0	±0.3	NA
15 to 20 years	--	--	--	25	4.3	±0.3	NA
More than 20 years	7	2.3*	±0.2	88	3.9*	±0.2	-1.77 (L)
Appointment Type							
Permanent	22	2.9*	±0.3	536	3.7*	±0.1	-0.93 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	2.9*	±0.3	537	3.7*	±0.1	-0.93 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	2.9*	±0.3	534	3.7*	±0.1	-0.93 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	2.9*	±0.7	36	3.9*	±0.3	-1.15 (L)
No	14	3.0*	±0.3	508	3.7*	±0.1	-0.90 (L)

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

#### 4.4.7 Disability Harassment and Bystander Harassment

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

*Table 4.31 BOEM – Disability Harassment and Bystander Harassment*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	19	3.6%	±2.0	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	NR	NR	NR	15	4.4%	±2.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	NR	NR	NR	NR
1 to 3 years	--	--	--	NR	NR	NR	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	NR	NR	NR	5	3.9%	±5.0	NR
11 to 14 years	--	--	--	5	13.7%	±16.2	NA
15 to 20 years	--	--	--	0	0.0%	NA	NA
More than 20 years	NR	NR	NR	0	0.0%	NA	NR
Appointment Type							
Permanent	NR	NR	NR	19	3.7%	±2.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Non-Seasonal	NR	NR	NR	19	3.7%	±2.0	NR
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	19	3.7%	±2.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Disability							
Yes	NR	NR	NR	0	0.0%	NA	NR
No	NR	NR	NR	19	3.9%	±2.1	NR

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

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

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

*Table 4.32 BOEM – Logistic Regression of Disability Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.946	1.687	12.422	--	382.172	--	--	--	--
Disability Status	-2.511	0.631	15.834	0.000	0.081	0.024	0.280	-61.833	13.405
Bystander Harassment Based on Disability	-3.469	0.662	27.450	0.000	0.031	0.009	0.114	-67.014	23.767
Gender Context	-2.189	0.650	11.346	0.001	0.112	0.031	0.400	-61.585	12.908

Note. N = 522, Nagelkerke R Square = 0.301

## 4.5 Sexual Orientation Harassment

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

### 4.5.1 Sexual Orientation Harassment and General Intolerance for Harassment

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

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size <i>Hedges' g</i>
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	18	2.9*	±0.4	561	3.6*	±0.1	-0.82 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	136	3.6	±0.1	NR
General Schedule (GS) 13-15	15	2.9*	±0.5	353	3.6*	±0.1	-0.79 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	58	3.5	±0.2	NA
1 to 3 years	NR	NR	NR	99	3.8	±0.2	NR
4 to 5 years	--	--	--	89	3.6	±0.2	NA
6 to 10 years	8	3.2	±0.8	148	3.4	±0.1	-0.29 (S)
11 to 14 years	NR	NR	NR	37	3.3	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.1	±0.3	NR
More than 20 years	--	--	--	92	3.7	±0.2	NA
<b>Appointment Type</b>							
Permanent	18	2.9*	±0.4	549	3.6*	±0.1	-0.82 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.9*	±0.4	550	3.6*	±0.1	-0.81 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.9*	±0.4	547	3.6*	±0.1	-0.81 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	2.8*	±0.7	298	3.7*	±0.1	-1.07 (L)
Women	8	3.1	±0.2	262	3.5	±0.1	-0.48 (S)
<b>Gender Identity</b>							
Male	11	2.8*	±0.7	298	3.7*	±0.1	-1.07 (L)
Female	8	3.1	±0.2	262	3.5	±0.1	-0.48 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	3.4	±0.5	518	3.6	±0.1	-0.30 (S)
Sexual Minority	NR	NR	NR	8	4.3	±0.4	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	10	3.4	±0.5	518	3.6	±0.1	-0.30 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.6	±0.4	NR

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



#### 4.5.2 Sexual Orientation Harassment and Leadership Intolerance for Harassment

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

*Table 4.34 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	0.43*	±0.22	559	0.64*	±0.03	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	--	--	--	32	0.45	±0.15	NA
General Schedule (GS) 11-12	NR	NR	NR	136	0.65	±0.07	NR
General Schedule (GS) 13-15	15	0.40*	±0.26	351	0.65*	±0.04	-0.60 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	0.53	±0.11	NA
1 to 3 years	NR	NR	NR	99	0.73	±0.08	NR
4 to 5 years	--	--	--	89	0.61	±0.09	NA
6 to 10 years	8	0.74	±0.32	143	0.62	±0.07	0.29 (S)
11 to 14 years	NR	NR	NR	37	0.44	±0.14	NR
15 to 20 years	NR	NR	NR	30	0.82	±0.12	NR
More than 20 years	--	--	--	95	0.69	±0.09	NA
Appointment Type							
Permanent	18	0.43*	±0.22	547	0.64*	±0.04	-0.48 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	0.43*	±0.22	548	0.64*	±0.03	-0.50 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	0.43*	±0.22	545	0.64*	±0.03	-0.49 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	0.31*	±0.26	299	0.66*	±0.05	-0.86 (L)
Women	8	0.61	±0.35	259	0.62	±0.05	-0.03
<b>Gender Identity</b>							
Male	11	0.31*	±0.26	299	0.66*	±0.05	-0.86 (L)
Female	8	0.61	±0.35	259	0.62	±0.05	-0.03
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	0.70	±0.26	518	0.65	±0.04	0.12
Sexual Minority	NR	NR	NR	8	0.68	±0.30	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	0.70	±0.26	518	0.65	±0.04	0.12
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	0.63	±0.21	NR

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

### 4.5.3 Sexual Orientation Harassment and Organizational Politics

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

*Table 4.35 BOEM – 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> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	3.3*	±0.4	559	2.7*	±0.1	0.78 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	2.9	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	134	2.7	±0.1	NR
General Schedule (GS) 13-15	15	3.2*	±0.5	353	2.6*	±0.1	0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	2.8	±0.2	NA
1 to 3 years	NR	NR	NR	99	2.6	±0.2	NR
4 to 5 years	--	--	--	89	2.7	±0.2	NA
6 to 10 years	8	3.0	±0.8	145	2.7	±0.1	0.47 (S)
11 to 14 years	NR	NR	NR	35	3.0	±0.4	NR
15 to 20 years	NR	NR	NR	30	2.3	±0.4	NR
More than 20 years	--	--	--	95	2.6	±0.2	NA
Appointment Type							
Permanent	18	3.3*	±0.4	547	2.7*	±0.1	0.77 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.3*	±0.4	548	2.7*	±0.1	0.77 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.3*	±0.4	545	2.7*	±0.1	0.77 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	3.6*	±0.7	297	2.6*	±0.1	1.13 (L)
Women	8	2.9	±0.2	262	2.7	±0.1	0.25 (S)
<b>Gender Identity</b>							
Male	11	3.6*	±0.7	297	2.6*	±0.1	1.13 (L)
Female	8	2.9	±0.2	262	2.7	±0.1	0.25 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	2.8	±0.5	518	2.7	±0.1	0.15
Sexual Minority	NR	NR	NR	8	1.9	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	2.8	±0.5	518	2.7	±0.1	0.15
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	12	2.5	±0.4	NR

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

#### 4.5.4 Sexual Orientation Harassment and Organizational Trust

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

*Table 4.36 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	3.1*	±0.4	558	3.6*	±0.1	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.5	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	133	3.5	±0.2	NR
General Schedule (GS) 13-15	15	3.0*	±0.4	354	3.7*	±0.1	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.6	±0.2	NA
1 to 3 years	NR	NR	NR	99	3.6	±0.2	NR
4 to 5 years	--	--	--	89	3.7	±0.2	NA
6 to 10 years	8	3.2	±0.7	144	3.6	±0.1	-0.49 (S)
11 to 14 years	NR	NR	NR	37	3.1	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.1	±0.2	NR
More than 20 years	--	--	--	93	3.7	±0.2	NA
Appointment Type							
Permanent	18	3.1*	±0.4	546	3.6*	±0.1	-0.66 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.1*	±0.4	547	3.6*	±0.1	-0.66 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.1*	±0.4	544	3.6*	±0.1	-0.66 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	3.2	±0.6	301	3.7	±0.1	-0.58 (M)
Women	8	3.0*	±0.5	256	3.6*	±0.1	-0.80 (L)
<b>Gender Identity</b>							
Male	11	3.2	±0.6	301	3.7	±0.1	-0.58 (M)
Female	8	3.0*	±0.5	256	3.6*	±0.1	-0.80 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	3.5	±0.4	515	3.7	±0.1	-0.20 (S)
Sexual Minority	NR	NR	NR	8	4.2	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	3.5	±0.4	515	3.7	±0.1	-0.20 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.4	±0.5	NR

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

### 4.5.5 Sexual Orientation Harassment and Supervisor Support

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

*Table 4.37 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	3.5	±0.5	557	3.9	±0.1	-0.41 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.9	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	132	3.7	±0.2	NR
General Schedule (GS) 13-15	15	3.7	±0.6	353	4.0	±0.1	-0.29 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.8	±0.3	NA
1 to 3 years	NR	NR	NR	99	3.9	±0.2	NR
4 to 5 years	--	--	--	89	3.9	±0.2	NA
6 to 10 years	8	3.7	±1.1	141	4.0	±0.1	-0.29 (S)
11 to 14 years	NR	NR	NR	37	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.4	±0.2	NR
More than 20 years	--	--	--	95	4.0	±0.2	NA
Appointment Type							
Permanent	18	3.5	±0.5	544	3.9	±0.1	-0.40 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.5	±0.5	545	3.9	±0.1	-0.40 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.5	±0.5	542	3.9	±0.1	-0.40 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	3.1*	±0.7	296	3.9*	±0.1	-0.86 (L)
Women	8	4.2	±0.6	260	3.9	±0.1	0.30 (S)
<b>Gender Identity</b>							
Male	11	3.1*	±0.7	296	3.9*	±0.1	-0.86 (L)
Female	8	4.2	±0.6	260	3.9	±0.1	0.30 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	4.2	±0.5	513	3.9	±0.1	0.28 (S)
Sexual Minority	NR	NR	NR	8	4.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	4.2	±0.5	513	3.9	±0.1	0.28 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.5	NR

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



#### 4.5.6 Sexual Orientation Harassment and Organizational Inclusion

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

*Table 4.38 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	3.1*	±0.3	564	3.7*	±0.1	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	136	3.6	±0.1	NR
General Schedule (GS) 13-15	15	3.1*	±0.3	355	3.8*	±0.1	-0.81 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.7	±0.3	NA
1 to 3 years	NR	NR	NR	99	3.5	±0.2	NR
4 to 5 years	--	--	--	89	3.8	±0.2	NA
6 to 10 years	8	3.1*	±0.3	148	3.9*	±0.1	-1.01 (L)
11 to 14 years	NR	NR	NR	37	3.1	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.2	±0.2	NR
More than 20 years	--	--	--	95	3.8	±0.2	NA
Appointment Type							
Permanent	18	3.1*	±0.3	551	3.7*	±0.1	-0.67 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.1*	±0.3	552	3.7*	±0.1	-0.67 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.1*	±0.3	549	3.7*	±0.1	-0.67 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	3.4	±0.2	301	3.8	±0.1	-0.45 (S)
Women	8	2.8*	±0.5	262	3.7*	±0.1	-1.02 (L)
<b>Gender Identity</b>							
Male	11	3.4	±0.2	301	3.8	±0.1	-0.45 (S)
Female	8	2.8*	±0.5	262	3.7*	±0.1	-1.02 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	3.0*	±0.4	520	3.7*	±0.1	-0.90 (L)
Sexual Minority	NR	NR	NR	8	4.4	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	3.0*	±0.4	520	3.7*	±0.1	-0.90 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.4	NR

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

#### 4.5.7 Sexual Orientation Harassment and Gender Context

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

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

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	2.0	±0.3	564	2.2	±0.0	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	2.0	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	136	2.1	±0.1	NR
General Schedule (GS) 13-15	15	1.9*	±0.3	355	2.2*	±0.0	-0.71 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	2.1	±0.1	NA
1 to 3 years	NR	NR	NR	99	2.2	±0.1	NR
4 to 5 years	--	--	--	89	2.0	±0.1	NA
6 to 10 years	8	1.5*	±0.2	148	2.2*	±0.1	-1.48 (L)
11 to 14 years	NR	NR	NR	37	2.3	±0.1	NR
15 to 20 years	NR	NR	NR	30	2.5	±0.1	NR
More than 20 years	--	--	--	95	2.1	±0.1	NA
Appointment Type							
Permanent	18	2.0	±0.3	551	2.2	±0.0	-0.41 (S)
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	2.0	±0.3	552	2.2	±0.0	-0.41 (S)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	2.0	±0.3	549	2.2	±0.0	-0.41 (S)
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	2.0	±0.2	301	2.2	±0.1	-0.54 (M)
Women	8	2.0	±0.6	262	2.1	±0.1	-0.23 (S)
<b>Gender Identity</b>							
Male	11	2.0	±0.2	301	2.2	±0.1	-0.54 (M)
Female	8	2.0	±0.6	262	2.1	±0.1	-0.23 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	2.0	±0.4	520	2.2	±0.0	-0.28 (S)
Sexual Minority	NR	NR	NR	8	2.5	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	2.0	±0.4	520	2.2	±0.0	-0.28 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	2.3	±0.1	NR

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

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

#### 4.5.8 Sexual Orientation Harassment and Bystander Harassment

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

*Table 4.40 BOEM – Sexual Orientation Harassment and Bystander Harassment*

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size Cohen's <i>h</i>
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	
Overall	NR	NR	NR	19	3.5%	±1.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	NR	NR	NR	6	4.7%	±5.3	NR
General Schedule (GS) 13-15	NR	NR	NR	13	3.8%	±2.6	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	0	0.0%	NA	NA
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	--	--	--	5	5.8%	±7.5	NA
6 to 10 years	NR	NR	NR	12	8.0%	±5.8	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	--	--	--	0	0.0%	NA	NA
Appointment Type							
Permanent	NR	NR	NR	19	3.6%	±1.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	19	3.6%	±1.9	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	19	3.6%	±2.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	8	2.9%	±2.7	NR
Women	NR	NR	NR	11	4.2%	±3.3	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	8	2.9%	±2.7	NR
Female	NR	NR	NR	11	4.2%	±3.3	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	19	3.8%	±2.1	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	19	3.8%	±2.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

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

*Table 4.41 BOEM – 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	0.736	0.953	0.597	--	2.087	--	--	--	--
Organizational Inclusion	-0.716	0.260	7.562	0.006	0.489	0.294	0.814	-71.204	7.155
Bystander Harassment Based on Sexual Orientation	-1.861	0.648	8.248	0.004	0.156	0.044	0.554	-70.829	6.405

Note. N = 532, Nagelkerke R Square = 0.118

## 4.6 Sexual Harassment

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

### 4.6.1 Sexual Harassment and General Intolerance for Harassment

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

*Table 4.42 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	50	2.7*	±0.2	535	3.7*	±0.1	-1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	6	2.9	±0.9	26	3.7	±0.4	-0.83 (L)
General Schedule (GS) 11-12	9	2.8*	±0.6	132	3.7*	±0.1	-1.10 (L)
General Schedule (GS) 13-15	35	2.6*	±0.2	336	3.6*	±0.1	-1.18 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.6	±0.2	NR
1 to 3 years	7	2.2*	±0.5	97	3.9*	±0.1	-2.41 (L)
4 to 5 years	NR	NR	NR	87	3.7	±0.2	NR
6 to 10 years	25	2.9*	±0.3	133	3.5*	±0.1	-0.66 (M)
11 to 14 years	NR	NR	NR	35	3.3	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.2	±0.3	NR
More than 20 years	NR	NR	NR	88	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	50	2.7*	±0.2	522	3.7*	±0.1	-1.17 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	2.7*	±0.2	525	3.7*	±0.1	-1.20 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	2.7*	±0.2	522	3.7*	±0.1	-1.21 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	2.3*	±0.3	299	3.7*	±0.1	-1.74 (L)
Women	37	2.9*	±0.2	235	3.6*	±0.1	-0.92 (L)
<b>Gender Identity</b>							
Male	13	2.3*	±0.3	299	3.7*	±0.1	-1.74 (L)
Female	37	2.9*	±0.2	235	3.6*	±0.1	-0.92 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	2.8*	±0.2	490	3.7*	±0.1	-1.08 (L)
Sexual Minority	NR	NR	NR	8	4.3	±0.4	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	43	2.8*	±0.2	490	3.7*	±0.1	-1.08 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.6	±0.4	NR

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

#### 4.6.2 Sexual Harassment and Leadership Intolerance for Harassment

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

*Table 4.43 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	0.36*	±0.11	533	0.66*	±0.04	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	6	0.00*	±0.00	26	0.55*	±0.16	-1.39 (L)
General Schedule (GS) 11-12	9	0.58	±0.30	132	0.66	±0.07	-0.20 (S)
General Schedule (GS) 13-15	35	0.36*	±0.13	334	0.66*	±0.04	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	0.57	±0.11	NR
1 to 3 years	7	0.00*	±0.00	97	0.76*	±0.07	-2.11 (L)
4 to 5 years	NR	NR	NR	87	0.61	±0.09	NR
6 to 10 years	25	0.57	±0.17	129	0.63	±0.07	-0.15
11 to 14 years	NR	NR	NR	35	0.42	±0.14	NR
15 to 20 years	NR	NR	NR	27	0.85	±0.12	NR
More than 20 years	NR	NR	NR	90	0.73	±0.09	NR
Appointment Type							
Permanent	50	0.36*	±0.11	520	0.65*	±0.04	-0.70 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	0.38*	±0.12	523	0.66*	±0.04	-0.67 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	0.38*	±0.12	520	0.65*	±0.04	-0.67 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	0.20*	±0.17	299	0.67*	±0.05	-1.15 (L)
Women	37	0.42*	±0.14	233	0.64*	±0.05	-0.53 (M)
<b>Gender Identity</b>							
Male	13	0.20*	±0.17	299	0.67*	±0.05	-1.15 (L)
Female	37	0.42*	±0.14	233	0.64*	±0.05	-0.53 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	0.42*	±0.12	490	0.67*	±0.04	-0.60 (M)
Sexual Minority	NR	NR	NR	8	0.68	±0.30	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	0.42*	±0.12	490	0.67*	±0.04	-0.60 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	0.63	±0.21	NR

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

### 4.6.3 Sexual Harassment and Organizational Politics

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

*Table 4.44 BOEM – Sexual Harassment and Organizational Politics by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	3.1*	±0.3	533	2.6*	±0.1	0.60 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	6	2.5	±0.6	26	2.9	±0.2	-0.69 (M)
General Schedule (GS) 11-12	9	3.2	±0.9	130	2.7	±0.1	0.65 (M)
General Schedule (GS) 13-15	35	3.2*	±0.3	336	2.6*	±0.1	0.69 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	2.8	±0.2	NR
1 to 3 years	7	3.9*	±0.7	97	2.6*	±0.1	1.81 (L)
4 to 5 years	NR	NR	NR	87	2.6	±0.2	NR
6 to 10 years	25	2.8	±0.4	131	2.6	±0.1	0.27 (S)
11 to 14 years	NR	NR	NR	33	2.9	±0.3	NR
15 to 20 years	NR	NR	NR	27	2.2	±0.3	NR
More than 20 years	NR	NR	NR	90	2.5	±0.2	NR
Appointment Type							
Permanent	50	3.1*	±0.3	520	2.6*	±0.1	0.59 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	3.1*	±0.3	523	2.6*	±0.1	0.58 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	3.1*	±0.3	520	2.6*	±0.1	0.58 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	3.8*	±0.6	297	2.6*	±0.1	1.40 (L)
Women	37	2.9	±0.3	235	2.7	±0.1	0.29 (S)
<b>Gender Identity</b>							
Male	13	3.8*	±0.6	297	2.6*	±0.1	1.40 (L)
Female	37	2.9	±0.3	235	2.7	±0.1	0.29 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	3.0*	±0.3	490	2.6*	±0.1	0.41 (S)
Sexual Minority	NR	NR	NR	8	1.9	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	3.0*	±0.3	490	2.6*	±0.1	0.41 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	12	2.5	±0.4	NR

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

#### 4.6.4 Sexual Harassment and Organizational Trust

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

*Table 4.45 BOEM – Sexual Harassment and Organizational Trust by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	47	3.2*	±0.3	534	3.7*	±0.1	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	6	3.3	±0.8	26	3.5	±0.3	-0.30 (S)
General Schedule (GS) 11-12	7	2.7*	±0.7	130	3.6*	±0.2	-0.99 (L)
General Schedule (GS) 13-15	35	3.3*	±0.3	336	3.7*	±0.1	-0.50 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.7	±0.2	NR
1 to 3 years	7	2.4*	±0.3	97	3.7*	±0.1	-1.83 (L)
4 to 5 years	NR	NR	NR	87	3.7	±0.2	NR
6 to 10 years	22	3.6	±0.4	132	3.6	±0.1	-0.03
11 to 14 years	NR	NR	NR	35	3.1	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.2	±0.2	NR
More than 20 years	NR	NR	NR	89	3.7	±0.2	NR
Appointment Type							
Permanent	47	3.2*	±0.3	521	3.7*	±0.1	-0.57 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	46	3.2*	±0.3	524	3.7*	±0.1	-0.56 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	46	3.2*	±0.3	521	3.7*	±0.1	-0.56 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	2.8*	±0.6	301	3.7*	±0.1	-1.10 (L)
Women	34	3.4*	±0.2	232	3.6*	±0.1	-0.36 (S)
<b>Gender Identity</b>							
Male	13	2.8*	±0.6	301	3.7*	±0.1	-1.10 (L)
Female	34	3.4*	±0.2	232	3.6*	±0.1	-0.36 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	41	3.3*	±0.3	489	3.7*	±0.1	-0.49 (S)
Sexual Minority	NR	NR	NR	8	4.2	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	41	3.3*	±0.3	489	3.7*	±0.1	-0.49 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.4	±0.5	NR

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



### 4.6.5 Sexual Harassment and Supervisor Support

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

*Table 4.46 BOEM – Sexual Harassment and Supervisor Support by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	47	3.6*	±0.4	532	3.9*	±0.1	-0.37 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	6	3.5	±1.2	26	4.0	±0.3	-0.56 (M)
General Schedule (GS) 11-12	7	2.4*	±1.2	130	3.8*	±0.2	-1.32 (L)
General Schedule (GS) 13-15	35	3.9	±0.3	335	4.0	±0.1	-0.14
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.3	NR
1 to 3 years	7	2.8*	±1.2	97	4.0*	±0.2	-1.23 (L)
4 to 5 years	NR	NR	NR	87	3.9	±0.2	NR
6 to 10 years	22	3.7	±0.5	129	4.0	±0.2	-0.30 (S)
11 to 14 years	NR	NR	NR	35	3.6	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.4	±0.3	NR
More than 20 years	NR	NR	NR	90	4.0	±0.2	NR
Appointment Type							
Permanent	47	3.6*	±0.4	520	4.0*	±0.1	-0.36 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	46	3.6*	±0.4	523	3.9*	±0.1	-0.38 (S)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	46	3.6*	±0.4	520	4.0*	±0.1	-0.38 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	2.8*	±0.8	296	4.0*	±0.1	-1.15 (L)
Women	34	3.9	±0.4	235	3.9	±0.1	-0.04
<b>Gender Identity</b>							
Male	13	2.8*	±0.8	296	4.0*	±0.1	-1.15 (L)
Female	34	3.9	±0.4	235	3.9	±0.1	-0.04
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	41	3.8	±0.4	488	4.0	±0.1	-0.21 (S)
Sexual Minority	NR	NR	NR	8	4.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	41	3.8	±0.4	488	4.0	±0.1	-0.21 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.5	NR

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

#### 4.6.6 Sexual Harassment and Organizational Inclusion

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

*Table 4.47 BOEM – Sexual Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	3.1*	±0.3	537	3.8*	±0.1	-0.85 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	6	3.0	±1.5	26	3.7	±0.3	-0.62 (M)
General Schedule (GS) 11-12	9	2.9*	±0.6	132	3.7*	±0.1	-0.91 (L)
General Schedule (GS) 13-15	35	3.1*	±0.3	338	3.8*	±0.1	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	7	2.3*	±0.6	97	3.6*	±0.1	-1.66 (L)
4 to 5 years	NR	NR	NR	87	3.8	±0.2	NR
6 to 10 years	25	3.5*	±0.4	133	3.9*	±0.1	-0.61 (M)
11 to 14 years	NR	NR	NR	35	3.1	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.3	±0.2	NR
More than 20 years	NR	NR	NR	90	3.8	±0.2	NR
Appointment Type							
Permanent	50	3.1*	±0.3	525	3.8*	±0.1	-0.84 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	3.1*	±0.3	528	3.8*	±0.1	-0.84 (L)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	3.1*	±0.3	525	3.8*	±0.1	-0.84 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	3.1*	±0.6	301	3.8*	±0.1	-0.87 (L)
Women	37	3.0*	±0.3	235	3.7*	±0.1	-0.79 (M)
<b>Gender Identity</b>							
Male	13	3.1*	±0.6	301	3.8*	±0.1	-0.87 (L)
Female	37	3.0*	±0.3	235	3.7*	±0.1	-0.79 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	3.0*	±0.3	493	3.8*	±0.1	-0.92 (L)
Sexual Minority	NR	NR	NR	8	4.4	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	3.0*	±0.3	493	3.8*	±0.1	-0.92 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.4	NR

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

#### 4.6.7 Sexual Harassment and Gender Context

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

*Table 4.48 BOEM – Sexual Harassment and Gender Context by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	2.2	±0.1	537	2.2	±0.0	0.07
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	6	2.1	±0.1	26	2.0	±0.2	0.12
General Schedule (GS) 11-12	9	2.4*	±0.3	132	2.1*	±0.1	0.70 (M)
General Schedule (GS) 13-15	35	2.1	±0.1	338	2.2	±0.0	-0.17
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	2.1	±0.1	NR
1 to 3 years	7	2.2	±0.5	97	2.2	±0.1	0.08
4 to 5 years	NR	NR	NR	87	2.0	±0.1	NR
6 to 10 years	25	2.1	±0.2	133	2.2	±0.1	-0.17
11 to 14 years	NR	NR	NR	35	2.3	±0.1	NR
15 to 20 years	NR	NR	NR	27	2.5	±0.2	NR
More than 20 years	NR	NR	NR	90	2.1	±0.1	NR
Appointment Type							
Permanent	50	2.2	±0.1	525	2.2	±0.0	0.06
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	2.2	±0.1	528	2.2	±0.0	0.07

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	2.2	±0.1	525	2.2	±0.0	0.07
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	2.0	±0.3	301	2.2	±0.1	-0.42 (S)
Women	37	2.3*	±0.1	235	2.1*	±0.1	0.36 (S)
<b>Gender Identity</b>							
Male	13	2.0	±0.3	301	2.2	±0.1	-0.42 (S)
Female	37	2.3*	±0.1	235	2.1*	±0.1	0.36 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	2.2	±0.1	493	2.2	±0.0	0.16
Sexual Minority	NR	NR	NR	8	2.5	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	2.2	±0.1	493	2.2	±0.0	0.16
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	2.3	±0.1	NR

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

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

#### 4.6.8 Sexual Harassment and Bystander Harassment

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

*Table 4.49 BOEM – Sexual Harassment and Bystander Harassment*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	29	58.0%*	±14.5	41	7.7%*	±2.6	1.17 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	8	6.0%	±5.7	NR
General Schedule (GS) 13-15	24	70.2%*	±17.9	31	9.2%*	±3.6	1.37 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	9	9.6%	±7.9	NR
4 to 5 years	NR	NR	NR	9	10.1%	±8.5	NR
6 to 10 years	NR	NR	NR	8	6.0%	±5.7	NR
11 to 14 years	NR	NR	NR	5	15.6%	±17.9	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	29	58.0%*	±14.5	41	7.9%*	±2.7	1.16 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	29	60.3%*	±14.9	41	7.8%*	±2.7	1.21 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	29	60.3%*	±14.9	41	7.9%*	±2.7	1.21 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	16	5.3%	±3.2	NR
Women	25	67.8%*	±17.4	25	10.8%*	±4.7	1.26 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	16	5.3%	±3.2	NR
Female	25	67.8%*	±17.4	25	10.8%*	±4.7	1.26 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	27	62.1%*	±15.8	39	7.9%*	±2.8	1.24 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	27	62.1%*	±15.8	39	7.9%*	±2.8	1.24 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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



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

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

*Table 4.50 BOEM – 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	2.771	0.682	16.507	--	15.981	--	--	--	--
Sex	-0.852	0.389	4.789	0.029	0.427	0.199	0.915	-117.607	5.000
Bystander Harassment Based on Sex/Gender	-1.821	0.379	23.131	0.000	0.162	0.077	0.340	-126.374	22.534
General Intolerance	-1.065	0.222	23.103	0.000	0.345	0.223	0.532	-127.393	24.571

Note. N = 539, Nagelkerke R Square = 0.346

## 4.7 Crude and Offensive Behavior

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

### 4.7.1 Crude and Offensive Behavior and General Intolerance for Harassment

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

*Table 4.51 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	2.8*	±0.2	510	3.7*	±0.1	-1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	6	2.1*	±0.8	25	3.9*	±0.3	-2.33 (L)
General Schedule (GS) 11-12	16	2.9*	±0.4	125	3.7*	±0.1	-0.98 (L)
General Schedule (GS) 13-15	49	2.8*	±0.2	319	3.6*	±0.1	-0.94 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.6	±0.2	NR
1 to 3 years	12	2.9*	±0.5	91	3.9*	±0.2	-1.29 (L)
4 to 5 years	6	2.9*	±0.4	84	3.7*	±0.2	-0.96 (L)
6 to 10 years	32	3.0*	±0.3	126	3.5*	±0.1	-0.60 (M)
11 to 14 years	7	3.1	±0.3	32	3.3	±0.4	-0.18
15 to 20 years	6	2.3*	±0.5	24	4.3*	±0.3	-2.49 (L)
More than 20 years	5	1.6*	±0.1	87	3.8*	±0.2	-2.88 (L)
<b>Appointment Type</b>							
Permanent	72	2.8*	±0.2	498	3.7*	±0.1	-1.08 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	2.8*	±0.2	501	3.7*	±0.1	-1.10 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	2.8*	±0.2	498	3.7*	±0.1	-1.10 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	2.7*	±0.4	287	3.7*	±0.1	-1.23 (L)
Women	49	2.9*	±0.2	222	3.6*	±0.1	-1.00 (L)
<b>Gender Identity</b>							
Male	23	2.7*	±0.4	287	3.7*	±0.1	-1.23 (L)
Female	49	2.9*	±0.2	222	3.6*	±0.1	-1.00 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	2.9*	±0.2	469	3.7*	±0.1	-0.93 (L)
Sexual Minority	NR	NR	NR	8	4.3	±0.4	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	62	2.9*	±0.2	469	3.7*	±0.1	-0.93 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.6	±0.4	NR

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

### 4.7.2 Crude and Offensive Behavior and Leadership Intolerance for Harassment

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

*Table 4.52 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	0.44*	±0.09	508	0.66*	±0.04	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	6	0.00*	±0.00	25	0.56*	±0.16	-1.46 (L)
General Schedule (GS) 11-12	16	0.57	±0.18	125	0.67	±0.07	-0.24 (S)
General Schedule (GS) 13-15	49	0.45*	±0.11	317	0.66*	±0.05	-0.51 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	0.57	±0.11	NR
1 to 3 years	12	0.35*	±0.23	91	0.76*	±0.08	-1.07 (L)
4 to 5 years	6	0.54	±0.14	84	0.61	±0.09	-0.16
6 to 10 years	32	0.63	±0.14	122	0.61	±0.07	0.04
11 to 14 years	NR	NR	NR	32	0.45	±0.15	NR
15 to 20 years	6	0.22*	±0.14	24	0.88*	±0.12	-2.23 (L)
More than 20 years	5	0.00*	±0.00	89	0.73*	±0.09	-1.80 (L)
Appointment Type							
Permanent	72	0.44*	±0.09	496	0.65*	±0.04	-0.53 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	0.45*	±0.09	499	0.66*	±0.04	-0.51 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	0.45*	±0.09	496	0.65*	±0.04	-0.50 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	0.37*	±0.16	287	0.67*	±0.05	-0.73 (M)
Women	49	0.46*	±0.11	220	0.65*	±0.06	-0.43 (S)
<b>Gender Identity</b>							
Male	23	0.37*	±0.16	287	0.67*	±0.05	-0.73 (M)
Female	49	0.46*	±0.11	220	0.65*	±0.06	-0.43 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	0.50*	±0.10	469	0.67*	±0.04	-0.40 (S)
Sexual Minority	NR	NR	NR	8	0.68	±0.30	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	62	0.50*	±0.10	469	0.67*	±0.04	-0.40 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	0.63	±0.21	NR

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

### 4.7.3 Crude and Offensive Behavior and Organizational Politics

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

*Table 4.53 BOEM – 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> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	3.2*	±0.2	508	2.6*	±0.1	0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	6	3.3*	±0.5	25	2.7*	±0.2	1.02 (L)
General Schedule (GS) 11-12	16	3.3*	±0.6	123	2.7*	±0.1	0.74 (M)
General Schedule (GS) 13-15	49	3.1*	±0.3	319	2.6*	±0.1	0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	2.8	±0.2	NR
1 to 3 years	12	3.5*	±0.5	91	2.5*	±0.1	1.28 (L)
4 to 5 years	6	3.2	±0.4	84	2.6	±0.2	0.67 (M)
6 to 10 years	32	2.8	±0.3	124	2.6	±0.1	0.30 (S)
11 to 14 years	7	2.9	±0.9	30	3.0	±0.4	-0.01
15 to 20 years	6	4.0*	±0.3	24	2.1*	±0.4	2.29 (L)
More than 20 years	5	3.9*	±0.1	89	2.5*	±0.2	1.65 (L)
Appointment Type							
Permanent	72	3.2*	±0.2	496	2.6*	±0.1	0.67 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	3.2*	±0.2	499	2.6*	±0.1	0.66 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	3.2*	±0.2	496	2.6*	±0.1	0.66 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	3.4*	±0.5	285	2.6*	±0.1	0.97 (L)
Women	49	3.0*	±0.2	222	2.6*	±0.1	0.55 (M)
<b>Gender Identity</b>							
Male	23	3.4*	±0.5	285	2.6*	±0.1	0.97 (L)
Female	49	3.0*	±0.2	222	2.6*	±0.1	0.55 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	3.0*	±0.2	469	2.6*	±0.1	0.50 (M)
Sexual Minority	NR	NR	NR	8	1.9	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	62	3.0*	±0.2	469	2.6*	±0.1	0.50 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	12	2.5	±0.4	NR

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



#### 4.7.4 Crude and Offensive Behavior and Organizational Trust

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

*Table 4.54 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	70	3.2*	±0.2	509	3.7*	±0.1	-0.67 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	6	2.5*	±0.3	25	3.7*	±0.2	-2.01 (L)
General Schedule (GS) 11-12	13	3.0*	±0.4	124	3.6*	±0.2	-0.76 (M)
General Schedule (GS) 13-15	49	3.3*	±0.2	320	3.7*	±0.1	-0.48 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.7	±0.2	NR
1 to 3 years	12	3.1*	±0.5	91	3.7*	±0.2	-0.76 (M)
4 to 5 years	6	3.1*	±0.6	84	3.7*	±0.2	-0.86 (L)
6 to 10 years	30	3.5	±0.3	125	3.7	±0.1	-0.23 (S)
11 to 14 years	7	2.8	±0.3	32	3.2	±0.3	-0.41 (S)
15 to 20 years	6	3.5*	±0.3	24	4.2*	±0.2	-1.53 (L)
More than 20 years	5	2.3*	±0.1	88	3.8*	±0.2	-1.91 (L)
Appointment Type							
Permanent	70	3.2*	±0.2	497	3.7*	±0.1	-0.66 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	68	3.2*	±0.2	500	3.7*	±0.1	-0.66 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	68	3.2*	±0.2	497	3.7*	±0.1	-0.66 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	3.0*	±0.4	289	3.7*	±0.1	-0.81 (L)
Women	47	3.2*	±0.2	219	3.7*	±0.1	-0.62 (M)
<b>Gender Identity</b>							
Male	23	3.0*	±0.4	289	3.7*	±0.1	-0.81 (L)
Female	47	3.2*	±0.2	219	3.7*	±0.1	-0.62 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	60	3.3*	±0.2	468	3.7*	±0.1	-0.55 (M)
Sexual Minority	NR	NR	NR	8	4.2	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	60	3.3*	±0.2	468	3.7*	±0.1	-0.55 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.4	±0.5	NR

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

### 4.7.5 Crude and Offensive Behavior and Supervisor Support

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

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

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	70	3.6*	±0.3	508	4.0*	±0.1	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	6	3.1*	±0.8	25	4.1*	±0.3	-1.23 (L)
General Schedule (GS) 11-12	13	2.8*	±0.7	123	3.8*	±0.2	-0.95 (L)
General Schedule (GS) 13-15	49	3.9	±0.3	319	4.0	±0.1	-0.02
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.3	NR
1 to 3 years	12	3.3*	±0.8	91	4.0*	±0.2	-0.65 (M)
4 to 5 years	6	3.3	±0.6	84	3.9	±0.2	-0.63 (M)
6 to 10 years	30	3.9	±0.4	121	4.0	±0.2	-0.18
11 to 14 years	7	3.7	±0.9	32	3.5	±0.3	0.21 (S)
15 to 20 years	6	3.6*	±0.4	24	4.5*	±0.3	-1.29 (L)
More than 20 years	5	4.1	±0.6	89	4.0	±0.2	0.09
Appointment Type							
Permanent	70	3.6*	±0.3	495	4.0*	±0.1	-0.33 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	68	3.6*	±0.3	498	4.0*	±0.1	-0.34 (S)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	68	3.6*	±0.3	495	4.0*	±0.1	-0.34 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	3.2*	±0.5	284	4.0*	±0.1	-0.75 (M)
Women	47	3.8	±0.3	222	3.9	±0.1	-0.12
<b>Gender Identity</b>							
Male	23	3.2*	±0.5	284	4.0*	±0.1	-0.75 (M)
Female	47	3.8	±0.3	222	3.9	±0.1	-0.12
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	60	3.8	±0.3	467	4.0	±0.1	-0.19
Sexual Minority	NR	NR	NR	8	4.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	60	3.8	±0.3	467	4.0	±0.1	-0.19
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.5	NR

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

#### 4.7.6 Crude and Offensive Behavior and Organizational Inclusion

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

*Table 4.56 BOEM – 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> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	3.1*	±0.2	513	3.8*	±0.1	-0.87 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	6	2.2*	±0.7	25	3.9*	±0.3	-2.18 (L)
General Schedule (GS) 11-12	16	3.1*	±0.4	125	3.7*	±0.1	-0.70 (M)
General Schedule (GS) 13-15	49	3.2*	±0.2	321	3.8*	±0.1	-0.76 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	12	2.9*	±0.4	91	3.6*	±0.2	-0.81 (L)
4 to 5 years	6	3.3	±0.6	84	3.9	±0.2	-0.75 (M)
6 to 10 years	32	3.4*	±0.3	126	3.9*	±0.1	-0.77 (M)
11 to 14 years	7	2.3*	±0.4	32	3.2*	±0.3	-0.98 (L)
15 to 20 years	6	3.7*	±0.2	24	4.4*	±0.2	-1.21 (L)
More than 20 years	5	2.2*	±0.2	89	3.9*	±0.2	-1.85 (L)
Appointment Type							
Permanent	72	3.1*	±0.2	500	3.8*	±0.1	-0.86 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	3.1*	±0.2	503	3.8*	±0.1	-0.86 (L)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	3.1*	±0.2	500	3.8*	±0.1	-0.85 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	3.2*	±0.4	289	3.8*	±0.1	-0.69 (M)
Women	49	3.0*	±0.2	222	3.8*	±0.1	-0.93 (L)
<b>Gender Identity</b>							
Male	23	3.2*	±0.4	289	3.8*	±0.1	-0.69 (M)
Female	49	3.0*	±0.2	222	3.8*	±0.1	-0.93 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	3.1*	±0.2	472	3.8*	±0.1	-0.89 (L)
Sexual Minority	NR	NR	NR	8	4.4	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	62	3.1*	±0.2	472	3.8*	±0.1	-0.89 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.4	NR

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

### 4.7.7 Crude and Offensive Behavior and Gender Context

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

*Table 4.57 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	2.2	±0.1	513	2.2	±0.0	0.08
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	6	1.7	±0.5	25	2.1	±0.2	-0.78 (M)
General Schedule (GS) 11-12	16	2.4*	±0.2	125	2.1*	±0.1	0.75 (M)
General Schedule (GS) 13-15	49	2.2	±0.1	321	2.2	±0.0	-0.04
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	2.1	±0.1	NR
1 to 3 years	12	2.4	±0.2	91	2.2	±0.1	0.54 (M)
4 to 5 years	6	1.9	±0.5	84	2.0	±0.1	-0.19
6 to 10 years	32	2.1	±0.2	126	2.2	±0.1	-0.27 (S)
11 to 14 years	7	2.8*	±0.1	32	2.3*	±0.1	1.49 (L)
15 to 20 years	6	2.3	±0.2	24	2.5	±0.2	-0.48 (S)
More than 20 years	5	1.8	±0.8	89	2.1	±0.1	-0.65 (M)
Appointment Type							
Permanent	72	2.2	±0.1	500	2.2	±0.0	0.07
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	2.2	±0.1	503	2.2	±0.0	0.08

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	2.2	±0.1	500	2.2	±0.0	0.09
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	2.1	±0.2	289	2.2	±0.1	-0.27 (S)
Women	49	2.2*	±0.2	222	2.1*	±0.1	0.36 (S)
<b>Gender Identity</b>							
Male	23	2.1	±0.2	289	2.2	±0.1	-0.27 (S)
Female	49	2.2*	±0.2	222	2.1*	±0.1	0.36 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	2.3*	±0.1	472	2.2*	±0.0	0.28 (S)
Sexual Minority	NR	NR	NR	8	2.5	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	62	2.3*	±0.1	472	2.2*	±0.0	0.28 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	2.3	±0.1	NR

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

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



#### 4.7.8 Crude and Offensive Behavior and Bystander Harassment

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

*Table 4.58 BOEM – 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<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	37	51.2%*	±11.7	33	6.5%*	±2.5	1.08 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	6	4.5%	±5.5	NR
General Schedule (GS) 13-15	30	61.6%*	±14.7	25	7.8%*	±3.5	1.24 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	8	8.5%	±7.9	NR
4 to 5 years	NR	NR	NR	7	7.9%	±8.3	NR
6 to 10 years	NR	NR	NR	6	4.8%	±5.6	NR
11 to 14 years	NR	NR	NR	NR	NR	NR	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	37	51.2%*	±11.7	33	6.6%*	±2.6	1.07 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	37	52.6%*	±11.9	33	6.6%*	±2.6	1.10 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	37	52.6%*	±11.9	33	6.6%*	±2.6	1.10 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	14	4.9%	±3.2	NR
Women	31	63.0%*	±14.7	19	8.6%*	±4.5	1.24 (L)
<b>Gender Identity</b>							
Male	NR	NR	NR	14	4.9%	±3.2	NR
Female	31	63.0%*	±14.7	19	8.6%*	±4.5	1.24 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	35	56.3%*	±12.8	30	6.5%*	±2.6	1.18 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	35	56.3%*	±12.8	30	6.5%*	±2.6	1.18 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	2.755	0.701	15.454	--	15.718	--	--	--	--
Supervisor Support	0.485	0.183	7.002	0.008	1.624	1.134	2.325	-144.765	7.467
Organizational Inclusion	-0.700	0.231	9.201	0.002	0.497	0.316	0.781	-145.644	9.224
Bystander Harassment Based on Sex/Gender	-2.097	0.344	37.093	0.000	0.123	0.063	0.241	-159.243	36.424
General Intolerance	-0.771	0.228	11.454	0.001	0.462	0.296	0.723	-147.025	11.987

Note. N = 537, Nagelkerke R Square = 0.365

## 4.8 Unwanted Sexual Attention

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

### 4.8.1 Unwanted Sexual Attention and General Intolerance for Harassment

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

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

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	2.7*	±0.2	548	3.6*	±0.1	-1.10 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.7	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	139	3.6	±0.1	NR
General Schedule (GS) 13-15	30	2.8*	±0.2	340	3.6*	±0.1	-1.00 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.6	±0.2	NR
1 to 3 years	NR	NR	NR	99	3.8	±0.2	NR
4 to 5 years	--	--	--	89	3.6	±0.2	NA
6 to 10 years	20	2.8*	±0.3	138	3.5*	±0.1	-0.88 (L)
11 to 14 years	NR	NR	NR	37	3.3	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.2	±0.3	NR
More than 20 years	NR	NR	NR	90	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	36	2.7*	±0.2	536	3.6*	±0.1	-1.10 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	2.7*	±0.2	537	3.6*	±0.1	-1.09 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	2.7*	±0.2	534	3.6*	±0.1	-1.10 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	2.3*	±0.4	303	3.7*	±0.1	-1.58 (L)
Women	28	2.8*	±0.3	244	3.6*	±0.1	-0.91 (L)
<b>Gender Identity</b>							
Male	9	2.3*	±0.4	303	3.7*	±0.1	-1.58 (L)
Female	28	2.8*	±0.3	244	3.6*	±0.1	-0.91 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	2.8*	±0.2	504	3.7*	±0.1	-0.96 (L)
Sexual Minority	NR	NR	NR	8	4.3	±0.4	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	29	2.8*	±0.2	504	3.7*	±0.1	-0.96 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.6	±0.4	NR

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

### 4.8.2 Unwanted Sexual Attention and Leadership Intolerance for Harassment

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

*Table 4.61 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	0.41*	±0.13	546	0.65*	±0.04	-0.56 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	NR	NR	NR	28	0.51	±0.16	NR
General Schedule (GS) 11-12	NR	NR	NR	139	0.65	±0.07	NR
General Schedule (GS) 13-15	30	0.42*	±0.14	338	0.65*	±0.04	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	0.57	±0.11	NR
1 to 3 years	NR	NR	NR	99	0.74	±0.08	NR
4 to 5 years	--	--	--	89	0.61	±0.09	NA
6 to 10 years	20	0.60	±0.18	133	0.62	±0.07	-0.04
11 to 14 years	NR	NR	NR	37	0.40	±0.14	NR
15 to 20 years	NR	NR	NR	27	0.85	±0.12	NR
More than 20 years	NR	NR	NR	93	0.71	±0.09	NR
Appointment Type							
Permanent	36	0.41*	±0.13	534	0.64*	±0.04	-0.55 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	0.41*	±0.13	535	0.65*	±0.04	-0.56 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	0.41*	±0.13	532	0.65*	±0.04	-0.55 (M)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	304	0.67	±0.05	NR
Women	28	0.50	±0.15	242	0.63	±0.05	-0.30 (S)
<b>Gender Identity</b>							
Male	NR	NR	NR	304	0.67	±0.05	NR
Female	28	0.50	±0.15	242	0.63	±0.05	-0.30 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	0.51	±0.14	504	0.66	±0.04	-0.36 (S)
Sexual Minority	NR	NR	NR	8	0.68	±0.30	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	29	0.51	±0.14	504	0.66	±0.04	-0.36 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	0.63	±0.21	NR

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



### 4.8.3 Unwanted Sexual Attention and Organizational Politics

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

*Table 4.62 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	2.8	±0.3	546	2.7	±0.1	0.15
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.0	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	137	2.7	±0.1	NR
General Schedule (GS) 13-15	30	3.0*	±0.3	340	2.6*	±0.1	0.39 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	2.8	±0.2	NR
1 to 3 years	NR	NR	NR	99	2.6	±0.2	NR
4 to 5 years	--	--	--	89	2.7	±0.2	NA
6 to 10 years	20	2.6	±0.4	136	2.7	±0.1	-0.06
11 to 14 years	NR	NR	NR	35	3.0	±0.3	NR
15 to 20 years	NR	NR	NR	27	2.2	±0.3	NR
More than 20 years	NR	NR	NR	93	2.6	±0.2	NR
Appointment Type							
Permanent	36	2.8	±0.3	534	2.7	±0.1	0.14
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	2.8	±0.3	535	2.7	±0.1	0.14

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	2.8	±0.3	532	2.7	±0.1	0.14
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	3.6*	±0.7	301	2.6*	±0.1	1.16 (L)
Women	28	2.5	±0.3	244	2.7	±0.1	-0.24 (S)
<b>Gender Identity</b>							
Male	9	3.6*	±0.7	301	2.6*	±0.1	1.16 (L)
Female	28	2.5	±0.3	244	2.7	±0.1	-0.24 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	2.5	±0.3	504	2.7	±0.1	-0.22 (S)
Sexual Minority	NR	NR	NR	8	1.9	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	29	2.5	±0.3	504	2.7	±0.1	-0.22 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	12	2.5	±0.4	NR

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

#### 4.8.4 Unwanted Sexual Attention and Organizational Trust

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

*Table 4.63 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	34	3.5	±0.3	548	3.6	±0.1	-0.19
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.5	±0.2	NR
General Schedule (GS) 11-12	--	--	--	137	3.6	±0.2	NA
General Schedule (GS) 13-15	30	3.5	±0.3	341	3.7	±0.1	-0.21 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.7	±0.2	NR
1 to 3 years	NR	NR	NR	99	3.7	±0.2	NR
4 to 5 years	--	--	--	89	3.7	±0.2	NA
6 to 10 years	18	3.8	±0.4	136	3.6	±0.1	0.25 (S)
11 to 14 years	NR	NR	NR	37	3.1	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.2	±0.2	NR
More than 20 years	NR	NR	NR	91	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	34	3.5	±0.3	535	3.6	±0.1	-0.19
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.5	±0.3	536	3.6	±0.1	-0.19

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.5	±0.3	533	3.6	±0.1	-0.19
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	3.1	±0.8	305	3.7	±0.1	-0.65 (M)
Women	25	3.6	±0.3	241	3.6	±0.1	0.00
<b>Gender Identity</b>							
Male	9	3.1	±0.8	305	3.7	±0.1	-0.65 (M)
Female	25	3.6	±0.3	241	3.6	±0.1	0.00
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	27	3.7	±0.3	503	3.7	±0.1	0.04
Sexual Minority	NR	NR	NR	8	4.2	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	27	3.7	±0.3	503	3.7	±0.1	0.04
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.4	±0.5	NR

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

### 4.8.5 Unwanted Sexual Attention and Supervisor Support

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

*Table 4.64 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	34	3.9	±0.4	546	3.9	±0.1	0.02
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	4.0	±0.3	NR
General Schedule (GS) 11-12	--	--	--	137	3.7	±0.2	NA
General Schedule (GS) 13-15	30	4.0	±0.3	340	4.0	±0.1	0.06
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.3	NR
1 to 3 years	NR	NR	NR	99	3.9	±0.2	NR
4 to 5 years	--	--	--	89	3.9	±0.2	NA
6 to 10 years	18	4.0	±0.5	133	4.0	±0.2	0.07
11 to 14 years	NR	NR	NR	37	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.4	±0.3	NR
More than 20 years	NR	NR	NR	93	4.0	±0.2	NR
Appointment Type							
Permanent	34	3.9	±0.4	534	3.9	±0.1	0.02
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.9	±0.4	535	3.9	±0.1	0.02

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.9	±0.4	532	3.9	±0.1	0.02
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	3.2*	±0.9	301	3.9*	±0.1	-0.77 (M)
Women	25	4.2	±0.3	244	3.9	±0.1	0.34 (S)
<b>Gender Identity</b>							
Male	9	3.2*	±0.9	301	3.9*	±0.1	-0.77 (M)
Female	25	4.2	±0.3	244	3.9	±0.1	0.34 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	27	4.3	±0.3	501	3.9	±0.1	0.35 (S)
Sexual Minority	NR	NR	NR	8	4.6	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	27	4.3	±0.3	501	3.9	±0.1	0.35 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.5	NR

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

#### 4.8.6 Unwanted Sexual Attention and Organizational Inclusion

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

*Table 4.65 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.4*	±0.4	551	3.7*	±0.1	-0.40 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.6	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	139	3.6	±0.1	NR
General Schedule (GS) 13-15	30	3.4*	±0.3	343	3.8*	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	NR	NR	NR	99	3.5	±0.2	NR
4 to 5 years	--	--	--	89	3.8	±0.2	NA
6 to 10 years	20	3.6	±0.4	138	3.9	±0.1	-0.29 (S)
11 to 14 years	NR	NR	NR	37	3.0	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.3	±0.2	NR
More than 20 years	NR	NR	NR	93	3.8	±0.2	NR
Appointment Type							
Permanent	36	3.4*	±0.4	538	3.7*	±0.1	-0.40 (S)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	3.4*	±0.4	539	3.7*	±0.1	-0.40 (S)

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	3.4*	±0.4	536	3.7*	±0.1	-0.40 (S)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	3.7	±0.5	305	3.8	±0.1	-0.11
Women	28	3.3*	±0.4	244	3.7*	±0.1	-0.43 (S)
<b>Gender Identity</b>							
Male	9	3.7	±0.5	305	3.8	±0.1	-0.11
Female	28	3.3*	±0.4	244	3.7*	±0.1	-0.43 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	3.4*	±0.4	506	3.7*	±0.1	-0.40 (S)
Sexual Minority	NR	NR	NR	8	4.4	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	29	3.4*	±0.4	506	3.7*	±0.1	-0.40 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.4	NR

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



### 4.8.7 Unwanted Sexual Attention and Gender Context

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

Table 4.66 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	2.1	±0.1	551	2.2	±0.0	-0.08
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	2.0	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	139	2.1	±0.1	NR
General Schedule (GS) 13-15	30	2.1	±0.1	343	2.2	±0.0	-0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	2.1	±0.1	NR
1 to 3 years	NR	NR	NR	99	2.2	±0.1	NR
4 to 5 years	--	--	--	89	2.0	±0.1	NA
6 to 10 years	20	2.1	±0.2	138	2.2	±0.1	-0.11
11 to 14 years	NR	NR	NR	37	2.3	±0.1	NR
15 to 20 years	NR	NR	NR	27	2.5	±0.2	NR
More than 20 years	NR	NR	NR	93	2.1	±0.1	NR
Appointment Type							
Permanent	36	2.1	±0.1	538	2.2	±0.0	-0.09
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	2.1	±0.1	539	2.2	±0.0	-0.09

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	2.1	±0.1	536	2.2	±0.0	-0.09
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	1.8*	±0.1	305	2.2*	±0.1	-0.84 (L)
Women	28	2.2	±0.1	244	2.1	±0.1	0.27 (S)
<b>Gender Identity</b>							
Male	9	1.8*	±0.1	305	2.2*	±0.1	-0.84 (L)
Female	28	2.2	±0.1	244	2.1	±0.1	0.27 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	2.2	±0.1	506	2.2	±0.0	0.03
Sexual Minority	NR	NR	NR	8	2.5	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	29	2.2	±0.1	506	2.2	±0.0	0.03
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	2.3	±0.1	NR

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

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

### 4.8.8 Unwanted Sexual Attention and Bystander Harassment

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

*Table 4.67 BOEM – Unwanted Sexual Attention and Bystander Harassment*

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	22	60.7%*	±17.3	48	8.8%*	±2.7	1.18 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	10	7.3%	±5.8	NR
General Schedule (GS) 13-15	NR	NR	NR	36	10.5%	±3.8	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	9	9.4%	±7.7	NR
4 to 5 years	--	--	--	9	9.9%	±8.3	NA
6 to 10 years	NR	NR	NR	10	7.4%	±5.9	NR
11 to 14 years	NR	NR	NR	7	21.0%	±17.6	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	5	5.7%	±7.2	NR
Appointment Type							
Permanent	22	60.7%*	±17.3	48	9.0%*	±2.8	1.18 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	60.7%*	±17.3	48	9.0%*	±2.8	1.18 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	60.7%*	±17.3	48	9.0%*	±2.8	1.18 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	16	5.2%	±3.2	NR
Women	NR	NR	NR	32	13.3%	±4.9	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	16	5.2%	±3.2	NR
Female	NR	NR	NR	32	13.3%	±4.9	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	46	9.1%	±2.9	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	46	9.1%	±2.9	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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

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

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

*Table 4.68 BOEM – 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	3.887	1.680	5.352	--	48.787	--	--	--	--
Age	-2.687	0.605	19.715	0.000	0.068	0.021	0.223	-82.040	24.705
Relationship Status	-0.947	0.473	4.010	0.045	0.388	0.153	0.980	-71.716	4.058
Years of Service at Bureau or Office	0.441	0.163	7.281	0.007	1.554	1.128	2.142	-73.723	8.071
Organizational Trust	1.634	0.390	17.542	0.000	5.122	2.385	11.001	-80.468	21.562
Bystander Harassment Based on Sex/Gender	-3.212	0.596	29.064	0.000	0.040	0.013	0.129	-87.894	36.414
General Intolerance	-1.503	0.374	16.186	0.000	0.222	0.107	0.463	-78.774	18.173
Leadership Intolerance	-1.583	0.674	5.512	0.019	0.205	0.055	0.770	-72.604	5.834
Gender Context	-2.038	0.569	12.827	0.000	0.130	0.043	0.397	-76.760	14.145

Note. N = 539, Nagelkerke R Square = 0.507

## 4.9 Sexual Coercion

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

### 4.9.1 Sexual Coercion and General Intolerance for Harassment

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

*Table 4.69 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	
Overall	5	2.2*	±0.7	579	3.6*	±0.1	-1.62 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.4	NA
General Schedule (GS) 11-12	--	--	--	141	3.6	±0.1	NA
General Schedule (GS) 13-15	5	2.2*	±0.7	365	3.6*	±0.1	-1.57 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	61	3.5	±0.2	NA
1 to 3 years	--	--	--	103	3.8	±0.2	NA
4 to 5 years	--	--	--	89	3.6	±0.2	NA
6 to 10 years	5	2.2*	±0.7	153	3.5*	±0.1	-1.50 (L)
11 to 14 years	--	--	--	39	3.3	±0.3	NA
15 to 20 years	--	--	--	32	3.9	±0.4	NA
More than 20 years	--	--	--	92	3.7	±0.2	NA
<b>Appointment Type</b>							
Permanent	5	2.2*	±0.7	567	3.6*	±0.1	-1.61 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.2*	±0.7	568	3.6*	±0.1	-1.60 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.2*	±0.7	565	3.6*	±0.1	-1.61 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	310	3.7	±0.1	NR
Women	NR	NR	NR	269	3.5	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	310	3.7	±0.1	NR
Female	NR	NR	NR	269	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	530	3.6	±0.1	NR
Sexual Minority	NR	NR	NR	11	3.9	±0.5	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	530	3.6	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.7	±0.8	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.3	±0.5	NA

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



### 4.9.2 Sexual Coercion and Leadership Intolerance for Harassment

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

*Table 4.70 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	NR	NR	NR	577	0.64	±0.03	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	--	--	--	32	0.45	±0.15	NA
General Schedule (GS) 11-12	--	--	--	141	0.66	±0.07	NA
General Schedule (GS) 13-15	NR	NR	NR	363	0.64	±0.04	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	0.55	±0.11	NA
1 to 3 years	--	--	--	103	0.71	±0.08	NA
4 to 5 years	--	--	--	89	0.61	±0.09	NA
6 to 10 years	NR	NR	NR	148	0.63	±0.06	NR
11 to 14 years	--	--	--	39	0.41	±0.13	NA
15 to 20 years	--	--	--	32	0.77	±0.13	NA
More than 20 years	--	--	--	95	0.69	±0.09	NA
Appointment Type							
Permanent	NR	NR	NR	565	0.63	±0.03	NR
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	566	0.64	±0.03	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	563	0.63	±0.03	NR
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	310	0.66	±0.05	NR
Women	NR	NR	NR	266	0.61	±0.05	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	310	0.66	±0.05	NR
Female	NR	NR	NR	266	0.61	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	530	0.65	±0.04	NR
Sexual Minority	NR	NR	NR	11	0.52	±0.28	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	530	0.65	±0.04	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	0.49	±0.36	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	0.56	±0.21	NA

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

### 4.9.3 Sexual Coercion and Organizational Politics

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

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	3.5*	±0.8	577	2.7*	±0.1	1.04 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	2.9	±0.2	NA
General Schedule (GS) 11-12	--	--	--	139	2.7	±0.1	NA
General Schedule (GS) 13-15	5	3.5*	±0.8	365	2.7*	±0.1	1.03 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	2.8	±0.2	NA
1 to 3 years	--	--	--	103	2.7	±0.2	NA
4 to 5 years	--	--	--	89	2.7	±0.2	NA
6 to 10 years	5	3.5*	±0.8	151	2.6*	±0.1	1.27 (L)
11 to 14 years	--	--	--	37	3.0	±0.3	NA
15 to 20 years	--	--	--	32	2.4	±0.4	NA
More than 20 years	--	--	--	95	2.6	±0.2	NA
Appointment Type							
Permanent	5	3.5*	±0.8	565	2.7*	±0.1	1.03 (L)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.5*	±0.8	566	2.7*	±0.1	1.03 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.5*	±0.8	563	2.7*	±0.1	1.03 (L)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	308	2.6	±0.1	NR
Women	NR	NR	NR	269	2.7	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	308	2.6	±0.1	NR
Female	NR	NR	NR	269	2.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	530	2.7	±0.1	NR
Sexual Minority	NR	NR	NR	11	2.3	±0.6	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	530	2.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	2.4	±0.9	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	14	2.7	±0.5	NA

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

#### 4.9.4 Sexual Coercion and Organizational Trust

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

Table 4.72 BOEM – Sexual Coercion and Organizational Trust by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.9*	±1.0	576	3.6*	±0.1	-0.95 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.5	±0.3	NA
General Schedule (GS) 11-12	--	--	--	137	3.6	±0.2	NA
General Schedule (GS) 13-15	5	2.9*	±1.0	366	3.7*	±0.1	-1.01 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.7	±0.2	NA
1 to 3 years	--	--	--	103	3.6	±0.2	NA
4 to 5 years	--	--	--	89	3.7	±0.2	NA
6 to 10 years	5	2.9*	±1.0	149	3.6*	±0.1	-1.00 (L)
11 to 14 years	--	--	--	39	3.1	±0.3	NA
15 to 20 years	--	--	--	32	4.1	±0.2	NA
More than 20 years	--	--	--	93	3.7	±0.2	NA
Appointment Type							
Permanent	5	2.9*	±1.0	564	3.6*	±0.1	-0.94 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.9*	±1.0	565	3.6*	±0.1	-0.95 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.9*	±1.0	562	3.6*	±0.1	-0.94 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	312	3.7	±0.1	NR
Women	NR	NR	NR	263	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	312	3.7	±0.1	NR
Female	NR	NR	NR	263	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	527	3.7	±0.1	NR
Sexual Minority	NR	NR	NR	11	3.9	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	527	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.5	±0.6	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.5	±0.4	NA

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

### 4.9.5 Sexual Coercion and Supervisor Support

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

*Table 4.73 BOEM – Sexual Coercion and Supervisor Support by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	3.1	±1.5	575	3.9	±0.1	-0.81 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.9	±0.3	NA
General Schedule (GS) 11-12	--	--	--	137	3.7	±0.2	NA
General Schedule (GS) 13-15	5	3.1*	±1.5	365	4.0*	±0.1	-0.89 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.8	±0.3	NA
1 to 3 years	--	--	--	103	3.9	±0.2	NA
4 to 5 years	--	--	--	89	3.9	±0.2	NA
6 to 10 years	5	3.1*	±1.5	146	4.0*	±0.1	-0.95 (L)
11 to 14 years	--	--	--	39	3.5	±0.3	NA
15 to 20 years	--	--	--	32	4.4	±0.2	NA
More than 20 years	--	--	--	95	4.0	±0.2	NA
Appointment Type							
Permanent	5	3.1	±1.5	562	3.9	±0.1	-0.81 (L)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.1	±1.5	563	3.9	±0.1	-0.81 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.1	±1.5	560	3.9	±0.1	-0.80 (L)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	307	3.9	±0.1	NR
Women	NR	NR	NR	266	3.9	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	307	3.9	±0.1	NR
Female	NR	NR	NR	266	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	525	3.9	±0.1	NR
Sexual Minority	NR	NR	NR	11	4.3	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	525	3.9	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	4.2	±0.7	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.7	±0.5	NA

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



#### 4.9.6 Sexual Coercion and Organizational Inclusion

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

*Table 4.74 BOEM – Sexual Coercion and Organizational Inclusion by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.8*	±1.0	582	3.7*	±0.1	-1.05 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.4	NA
General Schedule (GS) 11-12	--	--	--	141	3.6	±0.1	NA
General Schedule (GS) 13-15	5	2.8*	±1.0	367	3.7*	±0.1	-1.06 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.7	±0.3	NA
1 to 3 years	--	--	--	103	3.5	±0.2	NA
4 to 5 years	--	--	--	89	3.8	±0.2	NA
6 to 10 years	5	2.8*	±1.0	153	3.9*	±0.1	-1.51 (L)
11 to 14 years	--	--	--	39	3.0	±0.3	NA
15 to 20 years	--	--	--	32	4.2	±0.2	NA
More than 20 years	--	--	--	95	3.8	±0.2	NA
Appointment Type							
Permanent	5	2.8*	±1.0	569	3.7*	±0.1	-1.04 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.8*	±1.0	570	3.7*	±0.1	-1.04 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.8*	±1.0	567	3.7*	±0.1	-1.04 (L)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	312	3.8	±0.1	NR
Women	NR	NR	NR	269	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	312	3.8	±0.1	NR
Female	NR	NR	NR	269	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	532	3.7	±0.1	NR
Sexual Minority	NR	NR	NR	11	4.1	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	532	3.7	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.7	±0.5	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.7	±0.4	NA

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

### 4.9.7 Sexual Coercion and Gender Context

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

Table 4.75 BOEM – Sexual Coercion and Gender Context by Selected Characteristics

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.4	±0.6	582	2.2	±0.0	0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	--	--	--	32	2.0	±0.2	NA
General Schedule (GS) 11-12	--	--	--	141	2.1	±0.1	NA
General Schedule (GS) 13-15	5	2.4	±0.6	367	2.2	±0.0	0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	2.1	±0.1	NA
1 to 3 years	--	--	--	103	2.2	±0.1	NA
4 to 5 years	--	--	--	89	2.0	±0.1	NA
6 to 10 years	5	2.4	±0.6	153	2.2	±0.1	0.40 (S)
11 to 14 years	--	--	--	39	2.4	±0.1	NA
15 to 20 years	--	--	--	32	2.5	±0.1	NA
More than 20 years	--	--	--	95	2.1	±0.1	NA
Appointment Type							
Permanent	5	2.4	±0.6	569	2.2	±0.0	0.44 (S)
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.4	±0.6	570	2.2	±0.0	0.43 (S)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.4	±0.6	567	2.2	±0.0	0.43 (S)
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	312	2.2	±0.1	NR
Women	NR	NR	NR	269	2.1	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	312	2.2	±0.1	NR
Female	NR	NR	NR	269	2.1	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	532	2.2	±0.0	NR
Sexual Minority	NR	NR	NR	11	2.4	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	532	2.2	±0.0	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	2.1	±0.1	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	2.3	±0.1	NA

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

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

#### 4.9.8 Sexual Coercion and Bystander Harassment

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

*Table 4.76 BOEM – Sexual Coercion and Bystander Harassment*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	66	11.5%	±2.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 11-12	--	--	--	12	8.7%	±6.1	NA
General Schedule (GS) 13-15	NR	NR	NR	52	14.2%	±4.0	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	NR	NR	NR	NR
1 to 3 years	--	--	--	11	10.5%	±7.7	NA
4 to 5 years	--	--	--	9	9.9%	±8.3	NA
6 to 10 years	NR	NR	NR	21	13.7%	±6.5	NR
11 to 14 years	--	--	--	9	25.7%	±17.2	NA
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	--	--	--	5	5.6%	±7.1	NA
Appointment Type							
Permanent	NR	NR	NR	66	11.7%	±2.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	66	11.7%	±2.9	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	66	11.8%	±2.9	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	18	5.7%	±3.2	NR
Women	NR	NR	NR	48	18.2%	±5.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	18	5.7%	±3.2	NR
Female	NR	NR	NR	48	18.2%	±5.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	64	12.1%	±3.1	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	64	12.1%	±3.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	0	0.0%	NA	NA

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

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

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

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

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	0.512	1.282	0.160	--	1.668	--	--	--	--
Bystander Harassment Based on Sex/Gender	-1.931	0.996	3.759	0.053	0.145	0.021	1.021	-23.636	4.148
General Intolerance	-1.349	0.535	6.352	0.012	0.260	0.091	0.741	-24.781	6.438

Note. N = 539, Nagelkerke R Square = 0.283

## 4.10 Gender Harassment

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

### 4.10.1 Gender Harassment and General Intolerance for Harassment

Table 4.78 presents general intolerance for harassment for those who indicated they had or had not experienced gender harassment within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 4.78 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	2.9*	±0.2	482	3.7*	±0.1	-1.03 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.7	±0.4	NR
General Schedule (GS) 11-12	21	2.8*	±0.3	120	3.8*	±0.1	-1.16 (L)
General Schedule (GS) 13-15	76	2.9*	±0.2	295	3.7*	±0.1	-0.95 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	56	3.6	±0.2	NR
1 to 3 years	16	2.8*	±0.4	87	4.0*	±0.1	-1.53 (L)
4 to 5 years	11	3.1*	±0.5	78	3.7*	±0.2	-0.71 (M)
6 to 10 years	46	3.1*	±0.2	112	3.6*	±0.2	-0.61 (M)
11 to 14 years	12	2.6*	±0.5	27	3.6*	±0.3	-1.00 (L)
15 to 20 years	6	2.3*	±0.5	26	4.3*	±0.3	-2.53 (L)
More than 20 years	5	2.4*	±0.6	87	3.7*	±0.2	-1.62 (L)
<b>Appointment Type</b>							
Permanent	103	2.9*	±0.2	469	3.7*	±0.1	-1.03 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	2.9*	±0.2	472	3.7*	±0.1	-1.04 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	2.9*	±0.2	469	3.7*	±0.1	-1.04 (L)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	2.9*	±0.4	291	3.7*	±0.1	-0.97 (L)
Women	82	2.9*	±0.2	190	3.8*	±0.1	-1.14 (L)
<b>Gender Identity</b>							
Male	21	2.9*	±0.4	291	3.7*	±0.1	-0.97 (L)
Female	82	2.9*	±0.2	190	3.8*	±0.1	-1.14 (L)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	2.9*	±0.2	439	3.8*	±0.1	-1.02 (L)
Sexual Minority	NR	NR	NR	11	3.9	±0.5	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	94	2.9*	±0.2	439	3.8*	±0.1	-1.02 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.7	±0.8	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.6	±0.4	NR

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

#### 4.10.2 Gender Harassment and Leadership Intolerance for Harassment

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

*Table 4.79 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	100	0.46*	±0.08	482	0.67*	±0.04	-0.50 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	NR	NR	NR	28	0.51	±0.16	NR
General Schedule (GS) 11-12	21	0.43*	±0.18	120	0.70*	±0.07	-0.64 (M)
General Schedule (GS) 13-15	73	0.49*	±0.09	295	0.67*	±0.05	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	0.56	±0.11	NR
1 to 3 years	16	0.45*	±0.22	87	0.76*	±0.08	-0.80 (L)
4 to 5 years	11	0.65	±0.23	78	0.60	±0.10	0.11
6 to 10 years	43	0.53	±0.12	110	0.65	±0.08	-0.30 (S)
11 to 14 years	NR	NR	NR	27	0.54	±0.16	NR
15 to 20 years	6	0.22*	±0.14	26	0.89*	±0.11	-2.34 (L)
More than 20 years	5	0.53	±0.46	89	0.70	±0.09	-0.40 (S)
Appointment Type							
Permanent	100	0.46*	±0.08	470	0.66*	±0.04	-0.48 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	98	0.47*	±0.08	473	0.67*	±0.04	-0.47 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	98	0.47*	±0.08	470	0.66*	±0.04	-0.46 (S)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	0.35*	±0.16	291	0.67*	±0.05	-0.79 (M)
Women	79	0.49*	±0.09	190	0.66*	±0.06	-0.40 (S)
<b>Gender Identity</b>							
Male	21	0.35*	±0.16	291	0.67*	±0.05	-0.79 (M)
Female	79	0.49*	±0.09	190	0.66*	±0.06	-0.40 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	92	0.49*	±0.08	441	0.68*	±0.04	-0.47 (S)
Sexual Minority	NR	NR	NR	11	0.52	±0.28	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	92	0.49*	±0.08	441	0.68*	±0.04	-0.47 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	0.49	±0.36	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	0.63	±0.21	NR

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

### 4.10.3 Gender Harassment and Organizational Politics

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

*Table 4.80 BOEM – Gender Harassment and Organizational Politics by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	3.1*	±0.2	480	2.6*	±0.1	0.59 (M)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	2.8	±0.2	NR
General Schedule (GS) 11-12	21	3.4*	±0.4	118	2.6*	±0.1	0.99 (L)
General Schedule (GS) 13-15	76	3.0*	±0.2	295	2.6*	±0.1	0.44 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	56	2.8	±0.2	NR
1 to 3 years	16	3.3*	±0.5	87	2.5*	±0.2	1.04 (L)
4 to 5 years	11	3.0	±0.5	78	2.6	±0.2	0.51 (M)
6 to 10 years	46	2.8	±0.2	110	2.6	±0.1	0.30 (S)
11 to 14 years	12	3.3	±0.6	25	2.8	±0.4	0.54 (M)
15 to 20 years	6	4.0*	±0.3	26	2.1*	±0.3	2.39 (L)
More than 20 years	5	3.0	±0.9	89	2.5	±0.2	0.52 (M)
<b>Appointment Type</b>							
Permanent	103	3.1*	±0.2	467	2.6*	±0.1	0.58 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	3.1*	±0.2	470	2.6*	±0.1	0.57 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	3.1*	±0.2	467	2.6*	±0.1	0.57 (M)
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	3.5*	±0.5	289	2.6*	±0.1	1.12 (L)
Women	82	3.0*	±0.2	190	2.6*	±0.1	0.47 (S)
<b>Gender Identity</b>							
Male	21	3.5*	±0.5	289	2.6*	±0.1	1.12 (L)
Female	82	3.0*	±0.2	190	2.6*	±0.1	0.47 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	3.0*	±0.2	439	2.6*	±0.1	0.49 (S)
Sexual Minority	NR	NR	NR	11	2.3	±0.6	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	94	3.0*	±0.2	439	2.6*	±0.1	0.49 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	2.4	±0.9	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	12	2.5	±0.4	NR

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

#### 4.10.4 Gender Harassment and Organizational Trust

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

*Table 4.81 BOEM – Gender Harassment and Organizational Trust by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	101	3.3*	±0.2	481	3.7*	±0.1	-0.58 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.6	±0.3	NR
General Schedule (GS) 11-12	19	2.8*	±0.5	119	3.7*	±0.1	-1.08 (L)
General Schedule (GS) 13-15	76	3.4*	±0.2	295	3.7*	±0.1	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	3.7	±0.2	NR
1 to 3 years	16	3.1*	±0.5	87	3.7*	±0.2	-0.77 (M)
4 to 5 years	11	3.5	±0.3	78	3.7	±0.2	-0.32 (S)
6 to 10 years	43	3.4*	±0.3	111	3.7*	±0.1	-0.40 (S)
11 to 14 years	12	2.6*	±0.4	27	3.3*	±0.3	-0.85 (L)
15 to 20 years	6	3.5*	±0.3	26	4.2*	±0.2	-1.48 (L)
More than 20 years	5	3.1	±0.8	88	3.7	±0.2	-0.68 (M)
Appointment Type							
Permanent	101	3.3*	±0.2	468	3.7*	±0.1	-0.58 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	99	3.3*	±0.2	471	3.7*	±0.1	-0.57 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	99	3.3*	±0.2	468	3.7*	±0.1	-0.57 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	3.1*	±0.5	293	3.7*	±0.1	-0.72 (M)
Women	80	3.3*	±0.2	187	3.7*	±0.1	-0.61 (M)
<b>Gender Identity</b>							
Male	21	3.1*	±0.5	293	3.7*	±0.1	-0.72 (M)
Female	80	3.3*	±0.2	187	3.7*	±0.1	-0.61 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	92	3.3*	±0.2	438	3.7*	±0.1	-0.59 (M)
Sexual Minority	NR	NR	NR	11	3.9	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	92	3.3*	±0.2	438	3.7*	±0.1	-0.59 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.5	±0.6	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.4	±0.5	NR

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



### 4.10.5 Gender Harassment and Supervisor Support

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

*Table 4.82 BOEM – Gender Harassment and Supervisor Support by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	101	3.6*	±0.2	479	4.0*	±0.1	-0.43 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	4.1	±0.3	NR
General Schedule (GS) 11-12	19	2.5*	±0.6	118	3.9*	±0.2	-1.40 (L)
General Schedule (GS) 13-15	76	3.9	±0.2	294	4.0	±0.1	-0.10
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	3.8	±0.3	NR
1 to 3 years	16	3.4*	±0.7	87	4.0*	±0.2	-0.65 (M)
4 to 5 years	11	3.4	±0.6	78	3.9	±0.2	-0.46 (S)
6 to 10 years	43	3.8	±0.4	108	4.1	±0.1	-0.33 (S)
11 to 14 years	12	3.1	±0.8	27	3.7	±0.3	-0.64 (M)
15 to 20 years	6	3.6*	±0.4	26	4.5*	±0.2	-1.38 (L)
More than 20 years	5	4.2	±0.5	89	4.0	±0.2	0.19
Appointment Type							
Permanent	101	3.6*	±0.2	467	4.0*	±0.1	-0.43 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	99	3.6*	±0.2	470	4.0*	±0.1	-0.44 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	99	3.6*	±0.2	467	4.0*	±0.1	-0.44 (S)
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	2.9*	±0.6	288	4.0*	±0.1	-1.07 (L)
Women	80	3.7*	±0.2	190	4.0*	±0.1	-0.28 (S)
<b>Gender Identity</b>							
Male	21	2.9*	±0.6	288	4.0*	±0.1	-1.07 (L)
Female	80	3.7*	±0.2	190	4.0*	±0.1	-0.28 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	92	3.7*	±0.3	437	4.0*	±0.1	-0.35 (S)
Sexual Minority	NR	NR	NR	11	4.3	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	92	3.7*	±0.3	437	4.0*	±0.1	-0.35 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	4.2	±0.7	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.5	NR

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

#### 4.10.6 Gender Harassment and Organizational Inclusion

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

*Table 4.83 BOEM – Gender Harassment and Organizational Inclusion by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	3.2*	±0.2	484	3.8*	±0.1	-0.68 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.8	±0.3	NR
General Schedule (GS) 11-12	21	3.2*	±0.4	120	3.7*	±0.1	-0.57 (M)
General Schedule (GS) 13-15	76	3.3*	±0.2	297	3.8*	±0.1	-0.59 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	3.8	±0.2	NR
1 to 3 years	16	2.8*	±0.4	87	3.6*	±0.2	-1.07 (L)
4 to 5 years	11	3.7	±0.5	78	3.8	±0.2	-0.10
6 to 10 years	46	3.5*	±0.2	112	3.9*	±0.1	-0.59 (M)
11 to 14 years	12	2.5*	±0.3	27	3.3*	±0.4	-0.93 (L)
15 to 20 years	6	3.7*	±0.2	26	4.3*	±0.2	-1.07 (L)
More than 20 years	5	3.1	±0.9	89	3.8	±0.2	-0.80 (L)
Appointment Type							
Permanent	103	3.2*	±0.2	472	3.8*	±0.1	-0.67 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	3.2*	±0.2	475	3.8*	±0.1	-0.67 (M)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	3.2*	±0.2	472	3.8*	±0.1	-0.67 (M)
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	3.3*	±0.4	293	3.8*	±0.1	-0.58 (M)
Women	82	3.2*	±0.2	190	3.8*	±0.1	-0.70 (M)
<b>Gender Identity</b>							
Male	21	3.3*	±0.4	293	3.8*	±0.1	-0.58 (M)
Female	82	3.2*	±0.2	190	3.8*	±0.1	-0.70 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	3.3*	±0.2	441	3.8*	±0.1	-0.68 (M)
Sexual Minority	NR	NR	NR	11	4.1	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	94	3.3*	±0.2	441	3.8*	±0.1	-0.68 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.7	±0.5	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.7	±0.4	NR

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

#### 4.10.7 Gender Harassment and Gender Context

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

Table 4.84 BOEM – Gender Harassment and Gender Context by Selected Characteristics

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	2.2	±0.1	484	2.2	±0.0	0.14
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	28	2.0	±0.2	NR
General Schedule (GS) 11-12	21	2.3*	±0.2	120	2.1*	±0.1	0.48 (S)
General Schedule (GS) 13-15	76	2.2	±0.1	297	2.2	±0.1	0.01
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	2.1	±0.1	NR
1 to 3 years	16	2.3	±0.2	87	2.2	±0.1	0.13
4 to 5 years	11	2.3*	±0.3	78	2.0*	±0.1	0.77 (M)
6 to 10 years	46	2.1*	±0.1	112	2.2*	±0.1	-0.36 (S)
11 to 14 years	12	2.7*	±0.2	27	2.2*	±0.1	1.23 (L)
15 to 20 years	6	2.3	±0.2	26	2.5	±0.2	-0.46 (S)
More than 20 years	5	2.5*	±0.2	89	2.1*	±0.1	0.87 (L)
Appointment Type							
Permanent	103	2.2	±0.1	472	2.2	±0.0	0.13
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	2.2	±0.1	475	2.2	±0.0	0.14

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	2.2	±0.1	472	2.2	±0.0	0.14
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	2.1	±0.3	293	2.2	±0.1	-0.25 (S)
Women	82	2.2*	±0.1	190	2.0*	±0.1	0.43 (S)
<b>Gender Identity</b>							
Male	21	2.1	±0.3	293	2.2	±0.1	-0.25 (S)
Female	82	2.2*	±0.1	190	2.0*	±0.1	0.43 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	2.2	±0.1	441	2.2	±0.0	0.16
Sexual Minority	NR	NR	NR	11	2.4	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	94	2.2	±0.1	441	2.2	±0.0	0.16
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	2.1	±0.1	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	2.3	±0.1	NR

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

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

#### 4.10.8 Gender Harassment and Bystander Harassment

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

*Table 4.85 BOEM – Gender Harassment and Bystander Harassment*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	58	56.1%*	±9.9	12	2.5%*	±1.9	1.37 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	NR	NR	NR	NR
General Schedule (GS) 13-15	45	59.5%*	±11.6	10	3.5%*	±2.8	1.39 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	0	0.0%	NA	NR
4 to 5 years	NR	NR	NR	NR	NR	NR	NR
6 to 10 years	22	49.2%	±14.7	NR	NR	NR	NR
11 to 14 years	NR	NR	NR	0	0.0%	NA	NR
15 to 20 years	NR	NR	NR	NR	NR	NR	NR
More than 20 years	NR	NR	NR	NR	NR	NR	NR
Appointment Type							
Permanent	58	56.1%*	±9.9	12	2.6%*	±1.9	1.37 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	58	57.2%*	±10.0	12	2.6%*	±1.9	1.39 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	58	57.2%*	±10.0	12	2.6%*	±1.9	1.39 (L)
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	9	3.3%	±2.8	NR
Women	47	57.9%	±11.1	NR	NR	NR	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	9	3.3%	±2.8	NR
Female	47	57.9%	±11.1	NR	NR	NR	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	53	56.6%*	±10.3	12	2.8%*	±2.0	1.37 (L)
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	53	56.6%*	±10.3	12	2.8%*	±2.0	1.37 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	NR	NR	NR	NR

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



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

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

*Table 4.86 BOEM – Logistic Regression of Gender Harassment and Predictors of Workplace Harassment*

	B	S.E.	Wald	<i>p</i>	Odds Ratio	95% C.I. for EXP(B)		Model Log Likelihood	Change in -2 Log Likelihood
						Lower	Upper		
Constant	5.342	0.809	43.609	--	208.995	--	--	--	--
Sex	-2.193	0.390	31.674	0.000	0.112	0.052	0.240	-154.758	41.116
Bystander Harassment Based on Sex/Gender	-3.505	0.436	64.759	0.000	0.030	0.013	0.071	-178.317	88.233
General Intolerance	-0.988	0.209	22.453	0.000	0.372	0.247	0.560	-146.189	23.977

Note. N = 539, Nagelkerke R Square = 0.567

## 4.11 Sexual Assault Related Behaviors

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

### 4.11.1 Sexual Assault Related Behaviors and General Intolerance for Harassment

Table 4.87 presents general intolerance for harassment for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. General intolerance for harassment was measured on a 5-point response scale ranging from *strongly disagree* to *strongly agree*. Higher scores indicate an organizational climate more intolerant of harassment. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 4.87 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	2.9*	±0.6	572	3.6*	±0.1	-0.75 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.9	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	29	3.7	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	139	3.6	±0.1	NR
General Schedule (GS) 13-15	6	2.9	±0.2	362	3.5	±0.1	-0.72 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.4	±0.4	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	61	3.5	±0.2	NA
1 to 3 years	NR	NR	NR	101	3.8	±0.2	NR
4 to 5 years	--	--	--	89	3.6	±0.2	NA
6 to 10 years	NR	NR	NR	153	3.4	±0.1	NR
11 to 14 years	--	--	--	39	3.3	±0.3	NA
15 to 20 years	--	--	--	32	3.9	±0.4	NA
More than 20 years	NR	NR	NR	87	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	11	2.9*	±0.6	559	3.6*	±0.1	-0.75 (M)
Term	--	--	--	7	3.7	±0.4	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	2.9*	±0.6	560	3.6*	±0.1	-0.75 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	2.9*	±0.6	557	3.6*	±0.1	-0.75 (M)
Term	--	--	--	7	3.7	±0.4	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	3.4	±0.7	303	3.7	±0.1	-0.31 (S)
Women	NR	NR	NR	268	3.5	±0.1	NR
<b>Gender Identity</b>							
Male	7	3.4	±0.7	303	3.7	±0.1	-0.31 (S)
Female	NR	NR	NR	268	3.5	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	3.7	±0.6	527	3.6	±0.1	0.09
Sexual Minority	NR	NR	NR	11	3.8	±0.7	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	6	3.7	±0.6	527	3.6	±0.1	0.09
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.3	±0.5	NA

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

#### 4.11.2 Sexual Assault Related Behaviors and Leadership Intolerance for Harassment

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

*Table 4.88 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	0.26*	±0.24	571	0.64*	±0.03	-0.91 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	0.65	±0.19	NA
General Schedule (GS) 7-10	NR	NR	NR	29	0.49	±0.16	NR
General Schedule (GS) 11-12	NR	NR	NR	139	0.67	±0.07	NR
General Schedule (GS) 13-15	6	0.47	±0.37	362	0.63	±0.04	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	0.91	±0.10	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	0.55	±0.11	NA
1 to 3 years	NR	NR	NR	101	0.73	±0.08	NR
4 to 5 years	--	--	--	89	0.61	±0.09	NA
6 to 10 years	NR	NR	NR	150	0.61	±0.07	NR
11 to 14 years	--	--	--	39	0.41	±0.13	NA
15 to 20 years	--	--	--	32	0.77	±0.13	NA
More than 20 years	NR	NR	NR	90	0.73	±0.09	NR
Appointment Type							
Permanent	11	0.26*	±0.24	559	0.64*	±0.03	-0.90 (L)
Term	--	--	--	7	0.73	±0.36	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	0.26*	±0.24	560	0.64*	±0.03	-0.91 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	0.26*	±0.24	557	0.64*	±0.03	-0.90 (L)
Term	--	--	--	7	0.73	±0.36	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	305	0.66	±0.05	NR
Women	NR	NR	NR	265	0.62	±0.05	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	305	0.66	±0.05	NR
Female	NR	NR	NR	265	0.62	±0.05	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	0.49	±0.37	527	0.65	±0.04	-0.38 (S)
Sexual Minority	NR	NR	NR	11	0.54	±0.29	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	0.49	±0.37	527	0.65	±0.04	-0.38 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	0.56	±0.21	NA

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

### 4.11.3 Sexual Assault Related Behaviors and Organizational Politics

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

*Table 4.89 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	2.7	±0.7	570	2.7	±0.1	0.01
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.4	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	29	2.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	137	2.8	±0.1	NR
General Schedule (GS) 13-15	6	2.8	±0.6	362	2.7	±0.1	0.18
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	1.5	±0.2	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	2.8	±0.2	NA
1 to 3 years	NR	NR	NR	101	2.6	±0.2	NR
4 to 5 years	--	--	--	89	2.7	±0.2	NA
6 to 10 years	NR	NR	NR	151	2.7	±0.1	NR
11 to 14 years	--	--	--	37	3.0	±0.3	NA
15 to 20 years	--	--	--	32	2.4	±0.4	NA
More than 20 years	NR	NR	NR	90	2.6	±0.2	NR
Appointment Type							
Permanent	11	2.7	±0.7	557	2.7	±0.1	0.00
Term	--	--	--	7	2.0	±0.5	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	2.7	±0.7	558	2.7	±0.1	0.00

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	2.7	±0.7	555	2.7	±0.1	0.00
Term	--	--	--	7	2.0	±0.5	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	2.2	±0.9	301	2.6	±0.1	-0.48 (S)
Women	NR	NR	NR	268	2.7	±0.1	NR
<b>Gender Identity</b>							
Male	7	2.2	±0.9	301	2.6	±0.1	-0.48 (S)
Female	NR	NR	NR	268	2.7	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	1.7*	±0.6	528	2.7*	±0.1	-1.11 (L)
Sexual Minority	NR	NR	NR	11	2.4	±0.8	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	1.7*	±0.6	528	2.7*	±0.1	-1.11 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	14	2.7	±0.5	NA

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



#### 4.11.4 Sexual Assault Related Behaviors and Organizational Trust

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

*Table 4.90 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	3.6	±0.7	569	3.6	±0.1	0.01
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	29	3.6	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	135	3.6	±0.2	NR
General Schedule (GS) 13-15	6	3.7	±0.8	363	3.6	±0.1	0.12
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.5	NA
Other	--	--	--	--	--	--	NA
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	61	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	101	3.6	±0.2	NR
4 to 5 years	--	--	--	89	3.7	±0.2	NA
6 to 10 years	NR	NR	NR	149	3.6	±0.1	NR
11 to 14 years	--	--	--	39	3.1	±0.3	NA
15 to 20 years	--	--	--	32	4.1	±0.2	NA
More than 20 years	NR	NR	NR	88	3.7	±0.2	NR
<b>Appointment Type</b>							
Permanent	11	3.6	±0.7	556	3.6	±0.1	0.01
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	3.6	±0.7	557	3.6	±0.1	0.01

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	3.6	±0.7	554	3.6	±0.1	0.01
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	4.0	±0.9	305	3.6	±0.1	0.42 (S)
Women	NR	NR	NR	262	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	7	4.0	±0.9	305	3.6	±0.1	0.42 (S)
Female	NR	NR	NR	262	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	4.7*	±0.3	524	3.6*	±0.1	1.29 (L)
Sexual Minority	NR	NR	NR	11	3.7	±0.7	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	4.7*	±0.3	524	3.6*	±0.1	1.29 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.5	±0.4	NA

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

#### 4.11.5 Sexual Assault Related Behaviors and Supervisor Support

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

*Table 4.91 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	4.1	±0.5	567	3.9	±0.1	0.14
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.2	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	29	4.0	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	135	3.7	±0.2	NR
General Schedule (GS) 13-15	6	3.9	±0.6	362	4.0	±0.1	-0.05
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.5	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.8	±0.3	NA
1 to 3 years	NR	NR	NR	101	3.9	±0.2	NR
4 to 5 years	--	--	--	89	3.9	±0.2	NA
6 to 10 years	NR	NR	NR	146	4.0	±0.2	NR
11 to 14 years	--	--	--	39	3.5	±0.3	NA
15 to 20 years	--	--	--	32	4.4	±0.2	NA
More than 20 years	NR	NR	NR	90	4.0	±0.2	NR
Appointment Type							
Permanent	11	4.1	±0.5	554	3.9	±0.1	0.14
Term	--	--	--	7	4.3	±0.3	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	4.1	±0.5	556	3.9	±0.1	0.14

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	4.1	±0.5	553	3.9	±0.1	0.14
Term	--	--	--	7	4.3	±0.3	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	4.3	±0.7	301	3.9	±0.1	0.40 (S)
Women	NR	NR	NR	265	3.9	±0.1	NR
<b>Gender Identity</b>							
Male	7	4.3	±0.7	301	3.9	±0.1	0.40 (S)
Female	NR	NR	NR	265	3.9	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	4.7	±0.5	523	3.9	±0.1	0.75 (M)
Sexual Minority	NR	NR	NR	11	4.0	±0.9	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	4.7	±0.5	523	3.9	±0.1	0.75 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.7	±0.5	NA

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

#### 4.11.6 Sexual Assault Related Behaviors and Organizational Inclusion

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

*Table 4.92 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	3.8	±0.6	574	3.7	±0.1	0.13
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	29	3.7	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	139	3.6	±0.1	NR
General Schedule (GS) 13-15	6	4.0	±0.7	365	3.7	±0.1	0.28 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.2	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.7	±0.3	NA
1 to 3 years	NR	NR	NR	101	3.5	±0.2	NR
4 to 5 years	--	--	--	89	3.8	±0.2	NA
6 to 10 years	NR	NR	NR	153	3.8	±0.1	NR
11 to 14 years	--	--	--	39	3.0	±0.3	NA
15 to 20 years	--	--	--	32	4.2	±0.2	NA
More than 20 years	NR	NR	NR	90	3.8	±0.2	NR
Appointment Type							
Permanent	11	3.8	±0.6	561	3.7	±0.1	0.13
Term	--	--	--	7	4.2	±0.2	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	3.8	±0.6	562	3.7	±0.1	0.13

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	3.8	±0.6	559	3.7	±0.1	0.13
Term	--	--	--	7	4.2	±0.2	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	4.3	±0.7	305	3.8	±0.1	0.64 (M)
Women	NR	NR	NR	268	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	7	4.3	±0.7	305	3.8	±0.1	0.64 (M)
Female	NR	NR	NR	268	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	4.7*	±0.4	530	3.7*	±0.1	1.17 (L)
Sexual Minority	NR	NR	NR	11	4.1	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	4.7*	±0.4	530	3.7*	±0.1	1.17 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.7	±0.4	NA

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

#### 4.11.7 Sexual Assault Related Behaviors and Gender Context

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

*Table 4.93 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	1.9	±0.4	574	2.2	±0.0	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	2.1	±0.2	NA
General Schedule (GS) 7-10	NR	NR	NR	29	2.1	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	139	2.1	±0.1	NR
General Schedule (GS) 13-15	6	2.1	±0.3	365	2.2	±0.0	-0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	2.1	±0.1	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	2.1	±0.1	NA
1 to 3 years	NR	NR	NR	101	2.2	±0.1	NR
4 to 5 years	--	--	--	89	2.0	±0.1	NA
6 to 10 years	NR	NR	NR	153	2.2	±0.1	NR
11 to 14 years	--	--	--	39	2.4	±0.1	NA
15 to 20 years	--	--	--	32	2.5	±0.1	NA
More than 20 years	NR	NR	NR	90	2.1	±0.1	NR
Appointment Type							
Permanent	11	1.9	±0.4	561	2.2	±0.0	-0.50 (M)
Term	--	--	--	7	2.1	±0.1	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	1.9	±0.4	562	2.2	±0.0	-0.51 (M)

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	1.9	±0.4	559	2.2	±0.0	-0.50 (M)
Term	--	--	--	7	2.1	±0.1	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	2.1	±0.3	305	2.2	±0.1	-0.20 (S)
Women	NR	NR	NR	268	2.1	±0.1	NR
<b>Gender Identity</b>							
Male	7	2.1	±0.3	305	2.2	±0.1	-0.20 (S)
Female	NR	NR	NR	268	2.1	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	2.3	±0.4	530	2.2	±0.0	0.36 (S)
Sexual Minority	NR	NR	NR	11	2.4	±0.3	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	2.3	±0.4	530	2.2	±0.0	0.36 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	2.3	±0.1	NA

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

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



#### 4.11.8 Sexual Assault Related Behaviors and Bystander Harassment

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

*Table 4.94 BOEM – Sexual Assault Related Behaviors and Bystander Harassment*

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>d</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
Overall	NR	NR	NR	68	11.9%	±2.9	NR
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	0	0.0%	NA	NA
General Schedule (GS) 7-10	NR	NR	NR	0	0.0%	NA	NR
General Schedule (GS) 11-12	NR	NR	NR	12	8.9%	±6.2	NR
General Schedule (GS) 13-15	NR	NR	NR	53	14.7%	±4.1	NR
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	NR	NR	NR	NR
1 to 3 years	NR	NR	NR	11	10.8%	±7.9	NR
4 to 5 years	--	--	--	9	9.9%	±8.3	NA
6 to 10 years	NR	NR	NR	22	14.7%	±6.6	NR
11 to 14 years	--	--	--	9	25.7%	±17.2	NA
15 to 20 years	--	--	--	NR	NR	NR	NR
More than 20 years	NR	NR	NR	5	5.9%	±7.4	NR
Appointment Type							
Permanent	NR	NR	NR	68	12.2%	±3.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary	--	--	--	NR	NR	NR	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Percent<sup>a</sup></i>	<i>MoE</i>	<i>Cohen's h</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	NR	NR	NR	68	12.2%	±3.0	NR
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	NR	NR	NR	--	--	--	NA
Permanent-Non-Seasonal	NR	NR	NR	68	12.2%	±3.0	NR
Term	--	--	--	NR	NR	NR	NR
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	18	5.9%	±3.3	NR
Women	NR	NR	NR	50	18.8%	±5.2	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	18	5.9%	±3.3	NR
Female	NR	NR	NR	50	18.8%	±5.2	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	63	12.1%	±3.1	NR
Sexual Minority	NR	NR	NR	NR	NR	NR	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	63	12.1%	±3.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	0	0.0%	NA	NA

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

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

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

*Table 4.95 BOEM – 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	-8.408	2.368	12.603	--	0.000	--	--	--	--
Age	-2.901	1.094	7.031	0.008	0.055	0.006	0.469	-37.889	10.019
Years of Service at Bureau or Office	0.471	0.304	2.406	0.121	1.601	0.883	2.904	-34.345	2.932
Organizational Inclusion	1.218	0.567	4.624	0.032	3.381	1.114	10.263	-35.943	6.126
Leadership Intolerance	-2.256	0.870	6.727	0.009	0.105	0.019	0.576	-36.549	7.340

Note. N = 539, Nagelkerke R Square = 0.261

## 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 BOEM.

*Table 5.1 BOEM – Age Harassment and Job Satisfaction by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	3.4*	±0.1	476	3.9*	±0.1	-0.72 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	7	2.8*	±0.3	24	3.9*	±0.2	-2.34 (L)
General Schedule (GS) 11-12	27	3.4	±0.3	114	3.7	±0.1	-0.31 (S)
General Schedule (GS) 13-15	74	3.5*	±0.2	299	4.0*	±0.1	-0.78 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	3.2*	±0.2	50	3.9*	±0.2	-1.09 (L)
1 to 3 years	18	3.3*	±0.4	86	3.9*	±0.1	-0.94 (L)
4 to 5 years	12	3.7	±0.3	78	3.9	±0.2	-0.33 (S)
6 to 10 years	34	3.7	±0.2	124	3.8	±0.1	-0.22 (S)
11 to 14 years	16	3.2	±0.3	23	3.6	±0.3	-0.55 (M)
15 to 20 years	NR	NR	NR	28	4.3	±0.2	NR
More than 20 years	15	3.2*	±0.4	80	4.1*	±0.1	-1.37 (L)
Appointment Type							
Permanent	111	3.4*	±0.1	463	3.9*	±0.1	-0.73 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	3.4*	±0.1	466	3.9*	±0.1	-0.72 (M)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	3.4*	±0.1	463	3.9*	±0.1	-0.73 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	3.7	±0.2	146	3.8	±0.1	-0.20 (S)
40 or older	75	3.3*	±0.2	328	3.9*	±0.1	-0.96 (L)
<b>Age</b>							
25 or under	--	--	--	6	3.2	±0.1	NA
26-29	6	3.5	±0.4	20	3.9	±0.3	-0.60 (M)
30-39	29	3.8	±0.2	120	3.9	±0.1	-0.15
40-49	17	3.6	±0.2	117	3.8	±0.1	-0.29 (S)
50-59	32	3.0*	±0.3	109	3.9*	±0.1	-1.29 (L)
60 or older	26	3.4*	±0.2	102	4.2*	±0.1	-1.25 (L)

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

### 5.1.2 Age Harassment and Job Engagement

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

*Table 5.2 BOEM – Age Harassment and Job Engagement by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	5.0*	±0.2	476	5.4*	±0.1	-0.28 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	7	5.1	±1.2	24	5.6	±0.4	-0.46 (S)
General Schedule (GS) 11-12	27	5.6	±0.3	114	5.1	±0.2	0.33 (S)
General Schedule (GS) 13-15	74	4.8*	±0.2	299	5.4*	±0.1	-0.47 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	4.6	±1.1	50	5.3	±0.4	-0.48 (S)
1 to 3 years	18	5.1	±0.5	86	5.3	±0.2	-0.14
4 to 5 years	12	5.2	±0.4	78	5.2	±0.3	0.02
6 to 10 years	34	5.2	±0.3	124	5.2	±0.2	-0.04
11 to 14 years	16	4.5	±0.4	23	5.0	±0.6	-0.40 (S)
15 to 20 years	NR	NR	NR	28	6.0	±0.3	NR
More than 20 years	15	5.4	±0.4	80	5.8	±0.3	-0.33 (S)
Appointment Type							
Permanent	111	5.0*	±0.2	463	5.4*	±0.1	-0.28 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	5.0*	±0.2	466	5.4*	±0.1	-0.28 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	5.0*	±0.2	463	5.4*	±0.1	-0.29 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	5.1	±0.4	146	5.1	±0.2	-0.06
40 or older	75	5.0*	±0.2	328	5.5*	±0.1	-0.39 (S)
<b>Age</b>							
25 or under	--	--	--	6	4.7	±0.1	NA
26-29	6	4.3	±0.9	20	4.7	±0.5	-0.29 (S)
30-39	29	5.2	±0.4	120	5.3	±0.2	-0.01
40-49	17	4.9	±0.4	117	5.2	±0.2	-0.22 (S)
50-59	32	4.6*	±0.4	109	5.4*	±0.2	-0.59 (M)
60 or older	26	5.5	±0.3	102	5.9	±0.2	-0.38 (S)

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



### 5.1.3 Age Harassment and Organizational Commitment

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

*Table 5.3 BOEM – Age Harassment and Organizational Commitment by Selected Characteristics*

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	111	3.2*	±0.2	472	3.6*	±0.1	-0.41 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	7	3.4	±0.9	24	3.7	±0.3	-0.34 (S)
General Schedule (GS) 11-12	27	3.3	±0.4	112	3.3	±0.2	-0.05
General Schedule (GS) 13-15	74	3.1*	±0.2	297	3.6*	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	10	2.7	±0.5	50	3.4	±0.3	-0.64 (M)
1 to 3 years	18	3.0	±0.5	86	3.4	±0.2	-0.44 (S)
4 to 5 years	12	3.7	±0.5	78	3.5	±0.2	0.14
6 to 10 years	34	3.5	±0.3	122	3.5	±0.2	-0.03
11 to 14 years	16	2.4*	±0.5	23	3.4*	±0.4	-0.98 (L)
15 to 20 years	NR	NR	NR	26	4.0	±0.3	NR
More than 20 years	15	3.3*	±0.7	80	3.9*	±0.2	-0.58 (M)
Appointment Type							
Permanent	111	3.2*	±0.2	459	3.6*	±0.1	-0.42 (S)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	109	3.2*	±0.2	462	3.6*	±0.1	-0.42 (S)

	Experienced age harassment			Did not experience age harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	109	3.2*	±0.2	459	3.6*	±0.1	-0.43 (S)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Age - Collapsed</b>							
39 or under	35	3.4	±0.3	146	3.4	±0.2	-0.03
40 or older	75	3.1*	±0.2	324	3.7*	±0.1	-0.62 (M)
<b>Age</b>							
25 or under	--	--	--	6	2.3	±0.1	NA
26-29	6	2.8	±0.6	20	3.4	±0.5	-0.53 (M)
30-39	29	3.5	±0.3	120	3.5	±0.2	0.04
40-49	17	3.6	±0.4	117	3.5	±0.2	0.10
50-59	32	2.5*	±0.4	105	3.5*	±0.2	-1.04 (L)
60 or older	26	3.4*	±0.3	102	3.9*	±0.2	-0.60 (M)

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

## 5.2 Racial/Ethnic Harassment

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

### 5.2.1 Racial/Ethnic Harassment and Job Satisfaction

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

Table 5.4 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.5*	±0.2	551	3.8*	±0.1	-0.42 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.7	±0.3	NR
General Schedule (GS) 11-12	13	3.4	±0.3	128	3.6	±0.1	-0.29 (S)
General Schedule (GS) 13-15	16	3.6	±0.4	357	3.9	±0.1	-0.39 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	3.8	±0.2	NR
1 to 3 years	NR	NR	NR	101	3.8	±0.1	NR
4 to 5 years	8	3.5	±0.2	81	3.9	±0.1	-0.60 (M)
6 to 10 years	14	3.4*	±0.4	144	3.8*	±0.1	-0.60 (M)
11 to 14 years	NR	NR	NR	37	3.5	±0.3	NR
15 to 20 years	--	--	--	32	4.2	±0.2	NA
More than 20 years	NR	NR	NR	91	3.9	±0.1	NR

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	36	3.5*	±0.2	539	3.8*	±0.1	-0.42 (S)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.5*	±0.2	542	3.8*	±0.1	-0.41 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.5*	±0.2	539	3.8*	±0.1	-0.41 (S)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.5	±0.3	465	3.8	±0.1	-0.42 (S)
Minority	15	3.6	±0.1	74	3.9	±0.1	-0.47 (S)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	3.9	±0.2	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	4.0	±0.4	NR
Black/African-American	9	3.6	±0.2	19	3.7	±0.3	-0.33 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.5	±0.3	465	3.8	±0.1	-0.42 (S)
Multi-racial	--	--	--	17	3.8	±0.3	NA

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

### 5.2.2 Racial/Ethnic Harassment and Job Engagement

Table 5.5 presents the job engagement results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.5 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	5.3	±0.3	551	5.3	±0.1	0.04
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	27	5.6	±0.4	NR
General Schedule (GS) 11-12	13	5.5	±0.4	128	5.2	±0.2	0.20 (S)
General Schedule (GS) 13-15	16	5.4	±0.4	357	5.3	±0.1	0.16
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	5.2	±0.4	NR
1 to 3 years	NR	NR	NR	101	5.3	±0.2	NR
4 to 5 years	8	5.1	±0.4	81	5.2	±0.3	-0.07
6 to 10 years	14	5.5	±0.5	144	5.2	±0.2	0.28 (S)
11 to 14 years	NR	NR	NR	37	4.8	±0.4	NR
15 to 20 years	--	--	--	32	5.8	±0.4	NA
More than 20 years	NR	NR	NR	91	5.7	±0.2	NR
Appointment Type							
Permanent	36	5.3	±0.3	539	5.3	±0.1	0.04
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	5.3	±0.3	542	5.3	±0.1	0.03

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	5.3	±0.3	539	5.3	±0.1	0.03
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	5.4	±0.4	465	5.3	±0.1	0.09
Minority	15	5.3	±0.3	74	5.4	±0.2	-0.20 (S)
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	5.4	±0.4	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	5.4	±0.6	NR
Black/African-American	9	5.3	±0.5	19	5.6	±0.3	-0.34 (S)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	5.4	±0.4	465	5.3	±0.1	0.09
Multi-racial	--	--	--	17	5.5	±0.6	NA

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

### 5.2.3 Racial/Ethnic Harassment and Organizational Commitment

Table 5.6 presents the organizational commitment results for those who indicated they had or had not experienced racial/ethnic harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.6 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.5	±0.3	547	3.5	±0.1	-0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.7	±0.3	NR
General Schedule (GS) 11-12	13	3.6	±0.2	126	3.3	±0.2	0.25 (S)
General Schedule (GS) 13-15	16	3.6	±0.6	355	3.5	±0.1	0.06
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	58	3.3	±0.3	NR
1 to 3 years	NR	NR	NR	101	3.4	±0.2	NR
4 to 5 years	8	3.2	±0.5	81	3.6	±0.2	-0.37 (S)
6 to 10 years	14	3.6	±0.6	142	3.5	±0.2	0.16
11 to 14 years	NR	NR	NR	37	3.0	±0.4	NR
15 to 20 years	--	--	--	29	4.0	±0.2	NA
More than 20 years	NR	NR	NR	91	3.8	±0.2	NR
Appointment Type							
Permanent	36	3.5	±0.3	535	3.5	±0.1	-0.06
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	34	3.4	±0.3	538	3.5	±0.1	-0.06

	Experienced race/ethnicity harassment			Did not experience race/ethnicity harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	34	3.4	±0.3	535	3.5	±0.1	-0.07
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Race/Ethnicity - Collapsed</b>							
Non-Minority (Non-Hispanic White)	20	3.4	±0.4	461	3.5	±0.1	-0.12
Minority	15	3.5	±0.4	74	3.6	±0.2	-0.03
<b>Race/Ethnicity</b>							
Hispanic	NR	NR	NR	23	3.3	±0.3	NR
American Indian or Alaskan Native	--	--	--	--	--	--	NA
Asian	NR	NR	NR	15	3.7	±0.6	NR
Black/African-American	9	3.3	±0.5	19	3.9	±0.3	-0.68 (M)
Native Hawaiian or Other Pacific Islander	--	--	--	--	--	--	NA
Non-Hispanic White	20	3.4	±0.4	461	3.5	±0.1	-0.12
Multi-racial	--	--	--	17	3.5	±0.4	NA

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



### 5.3 Religious Harassment

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

#### 5.3.1 Religious Harassment and Job Satisfaction

Table 5.7 presents the job satisfaction results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.7 BOEM – Religious Harassment and Job Satisfaction by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	3.5*	±0.2	548	3.8*	±0.1	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	--	--	--	32	3.7	±0.2	NA
General Schedule (GS) 11-12	12	3.2	±0.4	130	3.6	±0.1	-0.52 (M)
General Schedule (GS) 13-15	26	3.6*	±0.3	346	3.9*	±0.1	-0.49 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	--	--	--	103	3.8	±0.1	NA
4 to 5 years	8	3.8	±0.3	82	3.9	±0.1	-0.12
6 to 10 years	15	3.4*	±0.5	143	3.8*	±0.1	-0.59 (M)
11 to 14 years	NR	NR	NR	35	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.3	±0.2	NR
More than 20 years	5	3.6	±0.3	89	3.9	±0.2	-0.45 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	39	3.5*	±0.2	535	3.8*	±0.1	-0.53 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	3.5*	±0.2	537	3.8*	±0.1	-0.52 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	3.5*	±0.2	534	3.8*	±0.1	-0.53 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

### 5.3.2 Religious Harassment and Job Engagement

Table 5.8 presents the job engagement results for those who indicated they had or had not experienced religious harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.8 BOEM – Religious Harassment and Job Engagement by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	4.6*	±0.5	548	5.3*	±0.1	-0.63 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	--	--	--	32	5.5	±0.4	NA
General Schedule (GS) 11-12	12	4.3*	±0.9	130	5.3*	±0.2	-0.80 (L)
General Schedule (GS) 13-15	26	4.7*	±0.6	346	5.3*	±0.1	-0.55 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	5.3	±0.4	NR
1 to 3 years	--	--	--	103	5.3	±0.2	NA
4 to 5 years	8	4.8	±0.8	82	5.2	±0.3	-0.30 (S)
6 to 10 years	15	5.2	±0.9	143	5.2	±0.2	-0.05
11 to 14 years	NR	NR	NR	35	4.8	±0.4	NR
15 to 20 years	NR	NR	NR	30	5.9	±0.3	NR
More than 20 years	5	3.2*	±1.1	89	5.9*	±0.2	-2.87 (L)
Appointment Type							
Permanent	39	4.6*	±0.5	535	5.3*	±0.1	-0.63 (M)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	4.6*	±0.5	537	5.3*	±0.1	-0.62 (M)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	4.6*	±0.5	534	5.3*	±0.1	-0.62 (M)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

### 5.3.3 Religious Harassment and Organizational Commitment

Table 5.9 presents the organizational commitment results for those who indicated they had or had not experienced religious harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.9 BOEM – Religious Harassment and Organizational Commitment by Selected Characteristics*

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	39	3.1*	±0.4	544	3.5*	±0.1	-0.45 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.3	NA
General Schedule (GS) 11-12	12	2.9	±0.5	127	3.4	±0.2	-0.46 (S)
General Schedule (GS) 13-15	26	3.1*	±0.5	344	3.5*	±0.1	-0.41 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.3	±0.3	NR
1 to 3 years	--	--	--	103	3.4	±0.2	NA
4 to 5 years	8	3.7	±0.5	82	3.5	±0.2	0.13
6 to 10 years	15	3.4	±0.7	141	3.5	±0.2	-0.13
11 to 14 years	NR	NR	NR	35	3.0	±0.4	NR
15 to 20 years	NR	NR	NR	28	4.0	±0.2	NR
More than 20 years	5	1.8*	±0.4	89	3.9*	±0.2	-2.36 (L)
Appointment Type							
Permanent	39	3.1*	±0.4	531	3.5*	±0.1	-0.46 (S)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	39	3.1*	±0.4	532	3.5*	±0.1	-0.45 (S)

	Experienced religious harassment			Did not experience religious harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	39	3.1*	±0.4	529	3.5*	±0.1	-0.46 (S)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR

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

## 5.4 Disability Harassment

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

### 5.4.1 Disability Harassment and Job Satisfaction

Table 5.10 presents the job satisfaction results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.10 BOEM – Disability Harassment and Job Satisfaction by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	3.1*	±0.3	549	3.8*	±0.1	-1.09 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	134	3.6	±0.1	NR
General Schedule (GS) 13-15	13	3.1*	±0.4	346	3.9*	±0.1	-1.24 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.7	±0.2	NA
1 to 3 years	--	--	--	103	3.8	±0.1	NA
4 to 5 years	NR	NR	NR	86	3.9	±0.1	NR
6 to 10 years	12	3.3*	±0.5	139	3.8*	±0.1	-0.71 (M)
11 to 14 years	--	--	--	39	3.5	±0.2	NA
15 to 20 years	--	--	--	25	4.2	±0.3	NA
More than 20 years	7	2.8*	±0.2	88	4.0*	±0.1	-1.91 (L)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	22	3.1*	±0.3	536	3.8*	±0.1	-1.09 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	3.1*	±0.3	537	3.8*	±0.1	-1.09 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	3.1*	±0.3	534	3.8*	±0.1	-1.09 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	2.7*	±0.2	36	3.9*	±0.3	-1.65 (L)
No	14	3.3*	±0.4	508	3.8*	±0.1	-0.76 (M)

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



### 5.4.2 Disability Harassment and Job Engagement

Table 5.11 presents the job engagement results for those who indicated they had or had not experienced disability harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.11 BOEM – Disability Harassment and Job Engagement by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	4.9	±0.4	549	5.3	±0.1	-0.34 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	27	5.5	±0.5	NR
General Schedule (GS) 11-12	NR	NR	NR	134	5.2	±0.2	NR
General Schedule (GS) 13-15	13	4.3*	±0.3	346	5.3*	±0.1	-0.80 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	5.2	±0.4	NA
1 to 3 years	--	--	--	103	5.3	±0.2	NA
4 to 5 years	NR	NR	NR	86	5.2	±0.3	NR
6 to 10 years	12	5.0	±0.6	139	5.2	±0.2	-0.19
11 to 14 years	--	--	--	39	4.8	±0.4	NA
15 to 20 years	--	--	--	25	5.9	±0.4	NA
More than 20 years	7	5.1	±0.5	88	5.8	±0.2	-0.64 (M)
Appointment Type							
Permanent	22	4.9	±0.4	536	5.3	±0.1	-0.34 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	4.9	±0.4	537	5.3	±0.1	-0.33 (S)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	4.9	±0.4	534	5.3	±0.1	-0.33 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	5.2	±0.6	36	5.3	±0.5	-0.09
No	14	4.7	±0.4	508	5.3	±0.1	-0.50 (M)

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

### 5.4.3 Disability Harassment and Organizational Commitment

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

*Table 5.12 BOEM – Disability Harassment and Organizational Commitment by Selected Characteristics*

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	22	3.0*	±0.4	547	3.5*	±0.1	-0.54 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	27	3.7	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	132	3.3	±0.2	NR
General Schedule (GS) 13-15	13	2.6*	±0.6	346	3.5*	±0.1	-0.87 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.3	±0.3	NA
1 to 3 years	--	--	--	103	3.4	±0.2	NA
4 to 5 years	NR	NR	NR	86	3.6	±0.2	NR
6 to 10 years	12	3.4	±0.6	137	3.4	±0.2	-0.08
11 to 14 years	--	--	--	39	3.0	±0.3	NA
15 to 20 years	--	--	--	25	4.0	±0.3	NA
More than 20 years	7	2.7*	±0.4	88	3.9*	±0.2	-1.15 (L)
Appointment Type							
Permanent	22	3.0*	±0.4	534	3.5*	±0.1	-0.54 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	22	3.0*	±0.4	535	3.5*	±0.1	-0.54 (M)

	Experienced disability harassment			Did not experience disability harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	22	3.0*	±0.4	532	3.5*	±0.1	-0.54 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Disability</b>							
Yes	8	3.0	±0.3	36	3.5	±0.4	-0.51 (M)
No	14	3.0*	±0.6	506	3.5*	±0.1	-0.54 (M)

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

## 5.5 Sexual Orientation Harassment

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

### 5.5.1 Sexual Orientation Harassment and Job Satisfaction

Table 5.13 presents the job satisfaction results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.13 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	3.2*	±0.3	564	3.8*	±0.1	-0.84 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	--	--	--	32	3.7	±0.2	NA
General Schedule (GS) 11-12	NR	NR	NR	136	3.6	±0.1	NR
General Schedule (GS) 13-15	15	3.2*	±0.4	355	3.9*	±0.1	-1.10 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	58	3.7	±0.2	NA
1 to 3 years	NR	NR	NR	99	3.8	±0.1	NR
4 to 5 years	--	--	--	89	3.8	±0.1	NA
6 to 10 years	8	3.4	±0.7	148	3.8	±0.1	-0.55 (M)
11 to 14 years	NR	NR	NR	37	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	30	4.3	±0.2	NR
More than 20 years	--	--	--	95	3.9	±0.1	NA
<b>Appointment Type</b>							
Permanent	18	3.2*	±0.3	551	3.8*	±0.1	-0.84 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.2*	±0.3	552	3.8*	±0.1	-0.83 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.2*	±0.3	549	3.8*	±0.1	-0.84 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	3.2*	±0.6	301	3.9*	±0.1	-0.95 (L)
Women	8	3.3	±0.1	262	3.8	±0.1	-0.69 (M)
<b>Gender Identity</b>							
Male	11	3.2*	±0.6	301	3.9*	±0.1	-0.95 (L)
Female	8	3.3	±0.1	262	3.8	±0.1	-0.69 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	3.6	±0.4	520	3.8	±0.1	-0.28 (S)
Sexual Minority	NR	NR	NR	8	4.5	±0.2	NR

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	10	3.6	±0.4	520	3.8	±0.1	-0.28 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.8	±0.5	NR

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

### 5.5.2 Sexual Orientation Harassment and Job Engagement

Table 5.14 presents the job engagement results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.14 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	4.9	±0.5	564	5.3	±0.1	-0.31 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	--	--	--	32	5.5	±0.4	NA
General Schedule (GS) 11-12	NR	NR	NR	136	5.2	±0.2	NR
General Schedule (GS) 13-15	15	4.7	±0.6	355	5.3	±0.1	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	5.2	±0.4	NA
1 to 3 years	NR	NR	NR	99	5.3	±0.2	NR
4 to 5 years	--	--	--	89	5.2	±0.3	NA
6 to 10 years	8	4.9	±0.9	148	5.2	±0.2	-0.31 (S)
11 to 14 years	NR	NR	NR	37	4.7	±0.4	NR
15 to 20 years	NR	NR	NR	30	5.9	±0.3	NR
More than 20 years	--	--	--	95	5.7	±0.2	NA
Appointment Type							
Permanent	18	4.9	±0.5	551	5.3	±0.1	-0.30 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	4.9	±0.5	552	5.3	±0.1	-0.30 (S)



	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	4.9	±0.5	549	5.3	±0.1	-0.30 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	4.7	±0.7	301	5.3	±0.1	-0.44 (S)
Women	8	5.2	±0.8	262	5.4	±0.1	-0.13
<b>Gender Identity</b>							
Male	11	4.7	±0.7	301	5.3	±0.1	-0.44 (S)
Female	8	5.2	±0.8	262	5.4	±0.1	-0.13
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	5.5	±0.7	520	5.3	±0.1	0.13
Sexual Minority	NR	NR	NR	8	5.0	±0.9	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	5.5	±0.7	520	5.3	±0.1	0.13
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	5.1	±0.9	NR

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

### 5.5.3 Sexual Orientation Harassment and Organizational Commitment

Table 5.15 presents the organizational commitment results for those who indicated they had or had not experienced sexual orientation harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.15 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	18	3.0*	±0.3	559	3.5*	±0.1	-0.52 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.3	NA
General Schedule (GS) 11-12	NR	NR	NR	134	3.3	±0.2	NR
General Schedule (GS) 13-15	15	2.8*	±0.4	353	3.5*	±0.1	-0.68 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	58	3.3	±0.3	NA
1 to 3 years	NR	NR	NR	99	3.4	±0.2	NR
4 to 5 years	--	--	--	89	3.5	±0.2	NA
6 to 10 years	8	2.6*	±0.5	145	3.5*	±0.2	-0.98 (L)
11 to 14 years	NR	NR	NR	37	3.0	±0.4	NR
15 to 20 years	NR	NR	NR	28	4.0	±0.2	NR
More than 20 years	--	--	--	95	3.8	±0.2	NA
Appointment Type							
Permanent	18	3.0*	±0.3	547	3.5*	±0.1	-0.53 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	18	3.0*	±0.3	548	3.5*	±0.1	-0.52 (M)

	Experienced sexual orientation harassment			Did not experience sexual orientation harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	18	3.0*	±0.3	545	3.5*	±0.1	-0.53 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	11	3.0	±0.6	297	3.5	±0.1	-0.45 (S)
Women	8	3.0	±0.3	262	3.6	±0.1	-0.62 (M)
<b>Gender Identity</b>							
Male	11	3.0	±0.6	297	3.5	±0.1	-0.45 (S)
Female	8	3.0	±0.3	262	3.6	±0.1	-0.62 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	10	3.1	±0.2	516	3.5	±0.1	-0.41 (S)
Sexual Minority	NR	NR	NR	8	3.2	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	10	3.1	±0.2	516	3.5	±0.1	-0.41 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.5	±0.7	NR

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

## 5.6 Sexual Harassment

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

### 5.6.1 Sexual Harassment and Job Satisfaction

Table 5.16 presents the job satisfaction results for those who indicated they had or had not experienced sexual harassment within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.16 BOEM – Sexual Harassment and Job Satisfaction by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	3.3*	±0.2	537	3.9*	±0.1	-0.86 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	6	2.9*	±0.4	26	3.8*	±0.2	-1.61 (L)
General Schedule (GS) 11-12	9	3.1*	±0.7	132	3.6*	±0.1	-0.76 (M)
General Schedule (GS) 13-15	35	3.4*	±0.2	338	3.9*	±0.1	-0.82 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	7	2.7*	±0.7	97	3.9*	±0.1	-2.01 (L)
4 to 5 years	NR	NR	NR	87	3.9	±0.1	NR
6 to 10 years	25	3.5	±0.3	133	3.8	±0.1	-0.39 (S)
11 to 14 years	NR	NR	NR	35	3.5	±0.3	NR
15 to 20 years	NR	NR	NR	27	4.3	±0.2	NR
More than 20 years	NR	NR	NR	90	4.0	±0.1	NR

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	50	3.3*	±0.2	525	3.9*	±0.1	-0.86 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	3.3*	±0.2	528	3.9*	±0.1	-0.86 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	3.3*	±0.2	525	3.9*	±0.1	-0.87 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	2.8*	±0.4	301	3.9*	±0.1	-1.66 (L)
Women	37	3.5*	±0.2	235	3.9*	±0.1	-0.57 (M)
<b>Gender Identity</b>							
Male	13	2.8*	±0.4	301	3.9*	±0.1	-1.66 (L)
Female	37	3.5*	±0.2	235	3.9*	±0.1	-0.57 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	3.4*	±0.2	493	3.9*	±0.1	-0.72 (M)
Sexual Minority	NR	NR	NR	8	4.5	±0.2	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	3.4*	±0.2	493	3.9*	±0.1	-0.72 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.8	±0.5	NR

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

### 5.6.2 Sexual Harassment and Job Engagement

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

*Table 5.17 BOEM – Sexual Harassment and Job Engagement by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	4.7*	±0.4	537	5.4*	±0.1	-0.59 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	6	5.1	±1.7	26	5.6	±0.4	-0.40 (S)
General Schedule (GS) 11-12	9	4.3*	±1.2	132	5.3*	±0.2	-0.84 (L)
General Schedule (GS) 13-15	35	4.7*	±0.4	338	5.3*	±0.1	-0.52 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	5.3	±0.4	NR
1 to 3 years	7	3.7*	±0.1	97	5.4*	±0.2	-1.80 (L)
4 to 5 years	NR	NR	NR	87	5.2	±0.3	NR
6 to 10 years	25	4.9	±0.6	133	5.3	±0.2	-0.32 (S)
11 to 14 years	NR	NR	NR	35	4.8	±0.4	NR
15 to 20 years	NR	NR	NR	27	5.9	±0.3	NR
More than 20 years	NR	NR	NR	90	5.7	±0.2	NR
Appointment Type							
Permanent	50	4.7*	±0.4	525	5.4*	±0.1	-0.58 (M)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	48	4.6*	±0.4	528	5.4*	±0.1	-0.61 (M)

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	4.6*	±0.4	525	5.4*	±0.1	-0.61 (M)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	4.4*	±0.6	301	5.3*	±0.1	-0.72 (M)
Women	37	4.7*	±0.5	235	5.5*	±0.1	-0.60 (M)
<b>Gender Identity</b>							
Male	13	4.4*	±0.6	301	5.3*	±0.1	-0.72 (M)
Female	37	4.7*	±0.5	235	5.5*	±0.1	-0.60 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	4.8*	±0.4	493	5.4*	±0.1	-0.49 (S)
Sexual Minority	NR	NR	NR	8	5.0	±0.9	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	4.8*	±0.4	493	5.4*	±0.1	-0.49 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	5.1	±0.9	NR

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

### 5.6.3 Sexual Harassment and Organizational Commitment

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

*Table 5.18 BOEM – Sexual Harassment and Organizational Commitment by Selected Characteristics*

	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	50	3.0*	±0.3	533	3.5*	±0.1	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	6	3.5	±1.3	26	3.6	±0.3	-0.21 (S)
General Schedule (GS) 11-12	9	2.7*	±1.0	130	3.4*	±0.2	-0.74 (M)
General Schedule (GS) 13-15	35	3.0*	±0.3	336	3.6*	±0.1	-0.54 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.4	±0.3	NR
1 to 3 years	7	2.1*	±0.7	97	3.4*	±0.2	-1.62 (L)
4 to 5 years	NR	NR	NR	87	3.6	±0.2	NR
6 to 10 years	25	3.3	±0.4	131	3.5	±0.2	-0.23 (S)
11 to 14 years	NR	NR	NR	35	3.0	±0.4	NR
15 to 20 years	NR	NR	NR	25	4.1	±0.3	NR
More than 20 years	NR	NR	NR	90	3.8	±0.2	NR
Appointment Type							
Permanent	50	3.0*	±0.3	520	3.6*	±0.1	-0.56 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA



	Experienced sexual harassment			Did not experience sexual harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Non-Seasonal	48	3.0*	±0.3	523	3.5*	±0.1	-0.58 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	48	3.0*	±0.3	520	3.6*	±0.1	-0.59 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	13	2.6*	±0.7	297	3.5*	±0.1	-0.86 (L)
Women	37	3.1*	±0.3	235	3.6*	±0.1	-0.51 (M)
<b>Gender Identity</b>							
Male	13	2.6*	±0.7	297	3.5*	±0.1	-0.86 (L)
Female	37	3.1*	±0.3	235	3.6*	±0.1	-0.51 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	43	3.1*	±0.4	488	3.6*	±0.1	-0.52 (M)
Sexual Minority	NR	NR	NR	8	3.2	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	43	3.1*	±0.4	488	3.6*	±0.1	-0.52 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.5	±0.7	NR

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

## 5.7 Crude and Offensive Behavior

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

### 5.7.1 Crude and Offensive Behavior and Job Satisfaction

Table 5.19 presents the job satisfaction results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.19 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	3.4*	±0.2	513	3.9*	±0.1	-0.71 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	6	3.1*	±0.2	25	3.8*	±0.3	-1.08 (L)
General Schedule (GS) 11-12	16	3.1*	±0.4	125	3.7*	±0.1	-0.73 (M)
General Schedule (GS) 13-15	49	3.5*	±0.2	321	3.9*	±0.1	-0.66 (M)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	12	3.0*	±0.5	91	3.9*	±0.1	-1.44 (L)
4 to 5 years	6	3.6	±0.4	84	3.9	±0.1	-0.39 (S)
6 to 10 years	32	3.6	±0.3	126	3.8	±0.1	-0.34 (S)
11 to 14 years	7	3.3	±0.4	32	3.5	±0.3	-0.35 (S)
15 to 20 years	6	3.6*	±0.4	24	4.4*	±0.2	-1.45 (L)
More than 20 years	5	2.9*	±0.2	89	4.0*	±0.1	-1.60 (L)
<b>Appointment Type</b>							
Permanent	72	3.4*	±0.2	500	3.9*	±0.1	-0.72 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	3.4*	±0.2	503	3.9*	±0.1	-0.71 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	3.4*	±0.2	500	3.9*	±0.1	-0.72 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	3.0*	±0.4	289	3.9*	±0.1	-1.26 (L)
Women	49	3.5*	±0.2	222	3.9*	±0.1	-0.46 (S)
<b>Gender Identity</b>							
Male	23	3.0*	±0.4	289	3.9*	±0.1	-1.26 (L)
Female	49	3.5*	±0.2	222	3.9*	±0.1	-0.46 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	3.5*	±0.2	472	3.9*	±0.1	-0.58 (M)
Sexual Minority	NR	NR	NR	8	4.5	±0.2	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	62	3.5*	±0.2	472	3.9*	±0.1	-0.58 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.8	±0.5	NR

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

### 5.7.2 Crude and Offensive Behavior and Job Engagement

Table 5.20 presents the job engagement results for those who indicated they had or had not experienced crude and offensive behavior within the past 12 months. Job engagement was measured on a 7-point response scale that ranged from *never* to *always or every day*. Higher scores indicate greater frequency of engagement. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.20 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	4.8*	±0.3	513	5.4*	±0.1	-0.49 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	6	4.8	±1.2	25	5.7	±0.4	-0.73 (M)
General Schedule (GS) 11-12	16	4.3*	±0.7	125	5.3*	±0.2	-0.87 (L)
General Schedule (GS) 13-15	49	4.9*	±0.3	321	5.3*	±0.1	-0.34 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	5.3	±0.4	NR
1 to 3 years	12	4.1*	±0.3	91	5.4*	±0.2	-1.48 (L)
4 to 5 years	6	5.1	±0.7	84	5.2	±0.3	-0.09
6 to 10 years	32	5.0	±0.5	126	5.3	±0.2	-0.25 (S)
11 to 14 years	7	4.9	±0.6	32	4.8	±0.4	0.13
15 to 20 years	6	5.0*	±0.8	24	6.0*	±0.4	-1.01 (L)
More than 20 years	5	5.3	±0.5	89	5.8	±0.2	-0.42 (S)
Appointment Type							
Permanent	72	4.8*	±0.3	500	5.4*	±0.1	-0.48 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	4.8*	±0.3	503	5.4*	±0.1	-0.50 (M)

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	4.8*	±0.3	500	5.4*	±0.1	-0.50 (M)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	4.5*	±0.5	289	5.3*	±0.1	-0.70 (M)
Women	49	4.9*	±0.4	222	5.5*	±0.2	-0.44 (S)
<b>Gender Identity</b>							
Male	23	4.5*	±0.5	289	5.3*	±0.1	-0.70 (M)
Female	49	4.9*	±0.4	222	5.5*	±0.2	-0.44 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	4.8*	±0.3	472	5.4*	±0.1	-0.48 (S)
Sexual Minority	NR	NR	NR	8	5.0	±0.9	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	62	4.8*	±0.3	472	5.4*	±0.1	-0.48 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	5.1	±0.9	NR

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

### 5.7.3 Crude and Offensive Behavior and Organizational Commitment

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

*Table 5.21 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	72	3.0*	±0.2	511	3.6*	±0.1	-0.55 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	6	2.8*	±0.7	25	3.8*	±0.3	-1.30 (L)
General Schedule (GS) 11-12	16	2.7*	±0.6	123	3.4*	±0.2	-0.73 (M)
General Schedule (GS) 13-15	49	3.1*	±0.3	321	3.6*	±0.1	-0.43 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.4	±0.3	NR
1 to 3 years	12	2.5*	±0.5	91	3.5*	±0.2	-1.23 (L)
4 to 5 years	6	3.2	±1.0	84	3.6	±0.2	-0.33 (S)
6 to 10 years	32	3.3	±0.4	124	3.6	±0.2	-0.28 (S)
11 to 14 years	7	2.8	±0.8	32	3.0	±0.4	-0.16
15 to 20 years	6	3.7	±0.2	24	4.1	±0.3	-0.67 (M)
More than 20 years	5	2.7*	±0.3	89	3.8*	±0.2	-1.16 (L)
Appointment Type							
Permanent	72	3.0*	±0.2	498	3.6*	±0.1	-0.56 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR

	Experienced crude and offensive behavior			Did not experience crude and offensive behavior			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	70	3.0*	±0.2	501	3.6*	±0.1	-0.57 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	70	3.0*	±0.2	498	3.6*	±0.1	-0.58 (M)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	23	2.8*	±0.5	287	3.5*	±0.1	-0.68 (M)
Women	49	3.1*	±0.3	222	3.6*	±0.1	-0.57 (M)
<b>Gender Identity</b>							
Male	23	2.8*	±0.5	287	3.5*	±0.1	-0.68 (M)
Female	49	3.1*	±0.3	222	3.6*	±0.1	-0.57 (M)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	62	3.1*	±0.3	469	3.6*	±0.1	-0.55 (M)
Sexual Minority	NR	NR	NR	8	3.2	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	62	3.1*	±0.3	469	3.6*	±0.1	-0.55 (M)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.5	±0.7	NR

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



## 5.8 Unwanted Sexual Attention

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

### 5.8.1 Unwanted Sexual Attention and Job Satisfaction

Table 5.22 presents the job satisfaction results for those who indicated they had or had not experienced unwanted sexual attention within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.22 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.5*	±0.2	551	3.8*	±0.1	-0.44 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.8	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	139	3.6	±0.1	NR
General Schedule (GS) 13-15	30	3.6*	±0.3	343	3.9*	±0.1	-0.45 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	NR	NR	NR	57	3.8	±0.2	NR
1 to 3 years	NR	NR	NR	99	3.8	±0.1	NR
4 to 5 years	--	--	--	89	3.8	±0.1	NA
6 to 10 years	20	3.8	±0.3	138	3.8	±0.1	-0.05
11 to 14 years	NR	NR	NR	37	3.5	±0.2	NR
15 to 20 years	NR	NR	NR	27	4.3	±0.2	NR
More than 20 years	NR	NR	NR	93	4.0	±0.1	NR
<b>Appointment Type</b>							
Permanent	36	3.5*	±0.2	538	3.8*	±0.1	-0.44 (S)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	3.5*	±0.2	539	3.8*	±0.1	-0.43 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	3.5*	±0.2	536	3.8*	±0.1	-0.44 (S)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	9	2.9*	±0.4	305	3.9*	±0.1	-1.42 (L)
Women	28	3.7	±0.2	244	3.8	±0.1	-0.12
<b>Gender Identity</b>							
Male	9	2.9*	±0.4	305	3.9*	±0.1	-1.42 (L)
Female	28	3.7	±0.2	244	3.8	±0.1	-0.12
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	29	3.7	±0.2	506	3.8	±0.1	-0.14
Sexual Minority	NR	NR	NR	8	4.5	±0.2	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Sexual Orientation</b>							
Heterosexual or straight	29	3.7	±0.2	506	3.8	±0.1	-0.14
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.8	±0.5	NR

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

## 5.8.2 Unwanted Sexual Attention and Job Engagement

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

*Table 5.23 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	4.9	±0.4	551	5.3	±0.1	-0.33 (S)
<b>Pay Plan and Grade</b>							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	28	5.6	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	139	5.2	±0.2	NR
General Schedule (GS) 13-15	30	4.9	±0.5	343	5.3	±0.1	-0.35 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	5.3	±0.4	NR
1 to 3 years	NR	NR	NR	99	5.3	±0.2	NR
4 to 5 years	--	--	--	89	5.2	±0.3	NA
6 to 10 years	20	5.2	±0.6	138	5.2	±0.2	0.02
11 to 14 years	NR	NR	NR	37	4.8	±0.4	NR
15 to 20 years	NR	NR	NR	27	5.9	±0.3	NR
More than 20 years	NR	NR	NR	93	5.7	±0.2	NR
Appointment Type							
Permanent	36	4.9	±0.4	538	5.3	±0.1	-0.33 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	36	4.9	±0.4	539	5.3	±0.1	-0.32 (S)
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	4.9	±0.4	536	5.3	±0.1	-0.33 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	9	4.6	±0.9	305	5.3	±0.1	-0.59 (M)
Women	28	5.0	±0.5	244	5.4	±0.1	-0.30 (S)
Gender Identity							
Male	9	4.6	±0.9	305	5.3	±0.1	-0.59 (M)
Female	28	5.0	±0.5	244	5.4	±0.1	-0.30 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	29	5.2	±0.5	506	5.3	±0.1	-0.14
Sexual Minority	NR	NR	NR	8	5.0	±0.9	NR

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	29	5.2	±0.5	506	5.3	±0.1	-0.14
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	5.1	±0.9	NR

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

### 5.8.3 Unwanted Sexual Attention and Organizational Commitment

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

*Table 5.24 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	36	3.4	±0.3	547	3.5	±0.1	-0.10
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.6	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	137	3.3	±0.2	NR
General Schedule (GS) 13-15	30	3.4	±0.4	340	3.5	±0.1	-0.15
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	57	3.4	±0.3	NR
1 to 3 years	NR	NR	NR	99	3.4	±0.2	NR
4 to 5 years	--	--	--	89	3.5	±0.2	NA
6 to 10 years	20	3.5	±0.5	136	3.5	±0.2	0.01
11 to 14 years	NR	NR	NR	37	2.9	±0.4	NR
15 to 20 years	NR	NR	NR	25	4.1	±0.3	NR
More than 20 years	NR	NR	NR	93	3.7	±0.2	NR
Appointment Type							
Permanent	36	3.4	±0.3	534	3.5	±0.1	-0.11
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA

	Experienced unwanted sexual attention			Did not experience unwanted sexual attention			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Non-Seasonal	36	3.4	±0.3	535	3.5	±0.1	-0.10
Appointment Type and Work Schedule							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	36	3.4	±0.3	532	3.5	±0.1	-0.11
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
Sex							
Men	9	3.2	±0.9	301	3.5	±0.1	-0.28 (S)
Women	28	3.5	±0.4	244	3.6	±0.1	-0.09
Gender Identity							
Male	9	3.2	±0.9	301	3.5	±0.1	-0.28 (S)
Female	28	3.5	±0.4	244	3.6	±0.1	-0.09
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
Sexual Orientation - Collapsed							
Heterosexual	29	3.6	±0.4	502	3.5	±0.1	0.05
Sexual Minority	NR	NR	NR	8	3.2	±0.5	NR
Sexual Orientation							
Heterosexual or straight	29	3.6	±0.4	502	3.5	±0.1	0.05
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.5	±0.7	NR

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

## 5.9 Sexual Coercion

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

### 5.9.1 Sexual Coercion and Job Satisfaction

Table 5.25 presents the job satisfaction results for those who indicated they had or had not experienced sexual coercion within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

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

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.8*	±0.6	582	3.8*	±0.1	-1.43 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	--	--	--	32	3.7	±0.2	NA
General Schedule (GS) 11-12	--	--	--	141	3.6	±0.1	NA
General Schedule (GS) 13-15	5	2.8*	±0.6	367	3.9*	±0.1	-1.60 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.8	±0.2	NA
1 to 3 years	--	--	--	103	3.8	±0.1	NA
4 to 5 years	--	--	--	89	3.8	±0.1	NA
6 to 10 years	5	2.8*	±0.6	153	3.8*	±0.1	-1.37 (L)
11 to 14 years	--	--	--	39	3.5	±0.2	NA
15 to 20 years	--	--	--	32	4.2	±0.2	NA
More than 20 years	--	--	--	95	3.9	±0.1	NA



	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	5	2.8*	±0.6	569	3.8*	±0.1	-1.43 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.8*	±0.6	570	3.8*	±0.1	-1.42 (L)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.8*	±0.6	567	3.8*	±0.1	-1.43 (L)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	312	3.8	±0.1	NR
Women	NR	NR	NR	269	3.8	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	312	3.8	±0.1	NR
Female	NR	NR	NR	269	3.8	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	532	3.8	±0.1	NR
Sexual Minority	NR	NR	NR	11	4.1	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	532	3.8	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.7	±0.8	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.7	±0.4	NA

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

## 5.9.2 Sexual Coercion and Job Engagement

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

*Table 5.26 BOEM – Sexual Coercion and Job Engagement by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	3.6*	±0.3	582	5.3*	±0.1	-1.42 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	--	--	--	32	5.5	±0.4	NA
General Schedule (GS) 11-12	--	--	--	141	5.2	±0.2	NA
General Schedule (GS) 13-15	5	3.6*	±0.3	367	5.3*	±0.1	-1.41 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	5.2	±0.4	NA
1 to 3 years	--	--	--	103	5.3	±0.2	NA
4 to 5 years	--	--	--	89	5.2	±0.3	NA
6 to 10 years	5	3.6*	±0.3	153	5.3*	±0.2	-1.43 (L)
11 to 14 years	--	--	--	39	4.8	±0.4	NA
15 to 20 years	--	--	--	32	5.8	±0.4	NA
More than 20 years	--	--	--	95	5.7	±0.2	NA
Appointment Type							
Permanent	5	3.6*	±0.3	569	5.3*	±0.1	-1.41 (L)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	3.6*	±0.3	570	5.3*	±0.1	-1.40 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	3.6*	±0.3	567	5.3*	±0.1	-1.40 (L)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	312	5.3	±0.1	NR
Women	NR	NR	NR	269	5.4	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	312	5.3	±0.1	NR
Female	NR	NR	NR	269	5.4	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	532	5.3	±0.1	NR
Sexual Minority	NR	NR	NR	11	4.8	±0.8	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	532	5.3	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.9	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	4.9	±0.8	NA

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

### 5.9.3 Sexual Coercion and Organizational Commitment

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

*Table 5.27 BOEM – Sexual Coercion and Organizational Commitment by Selected Characteristics*

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	5	2.2*	±0.6	577	3.5*	±0.1	-1.32 (L)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	--	--	--	32	3.6	±0.3	NA
General Schedule (GS) 11-12	--	--	--	139	3.3	±0.2	NA
General Schedule (GS) 13-15	5	2.2*	±0.6	365	3.5*	±0.1	-1.33 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.3	±0.3	NA
1 to 3 years	--	--	--	103	3.4	±0.2	NA
4 to 5 years	--	--	--	89	3.5	±0.2	NA
6 to 10 years	5	2.2*	±0.6	151	3.6*	±0.2	-1.39 (L)
11 to 14 years	--	--	--	39	3.0	±0.3	NA
15 to 20 years	--	--	--	29	4.0	±0.2	NA
More than 20 years	--	--	--	95	3.8	±0.2	NA
Appointment Type							
Permanent	5	2.2*	±0.6	565	3.5*	±0.1	-1.33 (L)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	5	2.2*	±0.6	566	3.5*	±0.1	-1.32 (L)

	Experienced sexual coercion			Did not experience sexual coercion			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	5	2.2*	±0.6	563	3.5*	±0.1	-1.32 (L)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	NR	NR	NR	308	3.5	±0.1	NR
Women	NR	NR	NR	269	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	NR	NR	NR	308	3.5	±0.1	NR
Female	NR	NR	NR	269	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	NR	NR	NR	528	3.5	±0.1	NR
Sexual Minority	NR	NR	NR	11	3.1	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	NR	NR	NR	528	3.5	±0.1	NR
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	2.6	±0.2	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.5	±0.6	NA

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

## 5.10 Gender Harassment

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

### 5.10.1 Gender Harassment and Job Satisfaction

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

*Table 5.28 BOEM – Gender Harassment and Job Satisfaction by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	3.6*	±0.2	484	3.9*	±0.1	-0.33 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.7	±0.2	NR
General Schedule (GS) 11-12	21	3.3*	±0.4	120	3.7*	±0.1	-0.47 (S)
General Schedule (GS) 13-15	76	3.7*	±0.2	297	3.9*	±0.1	-0.26 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	3.8	±0.2	NR
1 to 3 years	16	3.6	±0.4	87	3.8	±0.1	-0.31 (S)
4 to 5 years	11	3.7	±0.5	78	3.9	±0.1	-0.20 (S)
6 to 10 years	46	3.8	±0.2	112	3.8	±0.1	0.00
11 to 14 years	12	3.0*	±0.4	27	3.7*	±0.3	-0.91 (L)
15 to 20 years	6	3.6*	±0.4	26	4.4*	±0.2	-1.50 (L)
More than 20 years	5	3.6	±0.8	89	3.9	±0.1	-0.46 (S)

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type</b>							
Permanent	103	3.6*	±0.2	472	3.9*	±0.1	-0.34 (S)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	3.6*	±0.2	475	3.9*	±0.1	-0.32 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	3.6*	±0.2	472	3.9*	±0.1	-0.33 (S)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	3.2*	±0.4	293	3.9*	±0.1	-0.95 (L)
Women	82	3.7	±0.2	190	3.8	±0.1	-0.15
<b>Gender Identity</b>							
Male	21	3.2*	±0.4	293	3.9*	±0.1	-0.95 (L)
Female	82	3.7	±0.2	190	3.8	±0.1	-0.15
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	3.7*	±0.2	441	3.9*	±0.1	-0.27 (S)
Sexual Minority	NR	NR	NR	11	4.1	±0.5	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	94	3.7*	±0.2	441	3.9*	±0.1	-0.27 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.7	±0.8	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.8	±0.5	NR

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

### 5.10.2 Gender Harassment and Job Engagement

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

*Table 5.29 BOEM – Gender Harassment and Job Engagement by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	5.0*	±0.2	484	5.4*	±0.1	-0.32 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	28	5.7	±0.4	NR
General Schedule (GS) 11-12	21	5.0	±0.6	120	5.3	±0.2	-0.25 (S)
General Schedule (GS) 13-15	76	5.0	±0.2	297	5.3	±0.1	-0.25 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	5.3	±0.4	NR
1 to 3 years	16	4.9	±0.5	87	5.3	±0.2	-0.44 (S)
4 to 5 years	11	4.8	±0.9	78	5.2	±0.3	-0.35 (S)
6 to 10 years	46	5.2	±0.4	112	5.2	±0.2	-0.07
11 to 14 years	12	4.6	±0.5	27	4.9	±0.5	-0.26 (S)
15 to 20 years	6	5.0*	±0.8	26	6.0*	±0.4	-1.05 (L)
More than 20 years	5	5.7	±0.8	89	5.7	±0.2	-0.02
Appointment Type							
Permanent	103	5.0*	±0.2	472	5.4*	±0.1	-0.32 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	101	5.0*	±0.2	475	5.4*	±0.1	-0.33 (S)



	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	5.0*	±0.2	472	5.4*	±0.1	-0.33 (S)
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	5.1	±0.5	293	5.3	±0.1	-0.15
Women	82	5.0*	±0.3	190	5.5*	±0.2	-0.49 (S)
<b>Gender Identity</b>							
Male	21	5.1	±0.5	293	5.3	±0.1	-0.15
Female	82	5.0*	±0.3	190	5.5*	±0.2	-0.49 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	5.0*	±0.2	441	5.4*	±0.1	-0.29 (S)
Sexual Minority	NR	NR	NR	11	4.8	±0.8	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	94	5.0*	±0.2	441	5.4*	±0.1	-0.29 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	3.9	±0.4	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	5.1	±0.9	NR

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

### 5.10.3 Gender Harassment and Organizational Commitment

Table 5.30 presents the organizational commitment results for those who indicated they had or had not experienced gender harassment within the past 12 months. Commitment to the organization was measured with a 5-point response scale that ranged from *strongly disagree* to *strongly agree*. Higher scores indicate greater commitment to the organization. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.30 BOEM – Gender Harassment and Organizational Commitment by Selected Characteristics*

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	103	3.2*	±0.2	480	3.6*	±0.1	-0.35 (S)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	28	3.7	±0.3	NR
General Schedule (GS) 11-12	21	3.0	±0.4	118	3.4	±0.2	-0.41 (S)
General Schedule (GS) 13-15	76	3.3	±0.2	295	3.6	±0.1	-0.24 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	NR	NR	NR	56	3.4	±0.3	NR
1 to 3 years	16	3.1	±0.5	87	3.4	±0.2	-0.38 (S)
4 to 5 years	11	3.4	±0.4	78	3.6	±0.2	-0.19
6 to 10 years	46	3.4	±0.3	110	3.6	±0.2	-0.18
11 to 14 years	12	2.7	±0.5	27	3.1	±0.4	-0.37 (S)
15 to 20 years	6	3.7	±0.2	24	4.1	±0.3	-0.67 (M)
More than 20 years	5	3.6	±1.1	89	3.8	±0.2	-0.21 (S)
Appointment Type							
Permanent	103	3.2*	±0.2	467	3.6*	±0.1	-0.37 (S)
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA

	Experienced gender harassment			Did not experience gender harassment			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Non-Seasonal	101	3.2*	±0.2	470	3.6*	±0.1	-0.37 (S)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	101	3.2*	±0.2	467	3.6*	±0.1	-0.37 (S)
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	21	3.0*	±0.5	289	3.5*	±0.1	-0.48 (S)
Women	82	3.3*	±0.2	190	3.7*	±0.1	-0.44 (S)
<b>Gender Identity</b>							
Male	21	3.0*	±0.5	289	3.5*	±0.1	-0.48 (S)
Female	82	3.3*	±0.2	190	3.7*	±0.1	-0.44 (S)
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	94	3.3*	±0.2	437	3.6*	±0.1	-0.32 (S)
Sexual Minority	NR	NR	NR	11	3.1	±0.4	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	94	3.3*	±0.2	437	3.6*	±0.1	-0.32 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	--	--	--	6	2.6	±0.2	NA
Bisexual	NR	NR	NR	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	NR	NR	NR	15	3.5	±0.7	NR

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

## 5.11 Sexual Assault Related Behaviors

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

### 5.11.1 Sexual Assault Related Behaviors and Job Satisfaction

Table 5.31 presents the job satisfaction results for those who indicated they had or had not experienced sexual assault related behaviors within the past 12 months. Job satisfaction was measured with a 5-point response scale that ranged from *very dissatisfied* to *very satisfied*. Higher scores indicate greater job satisfaction. Breakdowns are provided for selected demographic and/or occupational characteristics. Results have been weighted to estimate the population in BOEM.

*Table 5.31 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	3.4*	±0.3	574	3.8*	±0.1	-0.61 (M)
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	4.0	±0.3	NA
General Schedule (GS) 7-10	NR	NR	NR	29	3.7	±0.2	NR
General Schedule (GS) 11-12	NR	NR	NR	139	3.6	±0.1	NR
General Schedule (GS) 13-15	6	3.3*	±0.5	365	3.9*	±0.1	-0.90 (L)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.6	±0.3	NA
Other	--	--	--	--	--	--	NA

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Years of Service at Bureau or Office</b>							
Less than 1 year	--	--	--	61	3.8	±0.2	NA
1 to 3 years	NR	NR	NR	101	3.8	±0.1	NR
4 to 5 years	--	--	--	89	3.8	±0.1	NA
6 to 10 years	NR	NR	NR	153	3.8	±0.1	NR
11 to 14 years	--	--	--	39	3.5	±0.2	NA
15 to 20 years	--	--	--	32	4.2	±0.2	NA
More than 20 years	NR	NR	NR	90	3.9	±0.1	NR
<b>Appointment Type</b>							
Permanent	11	3.4*	±0.3	561	3.8*	±0.1	-0.61 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
<b>Work Schedule</b>							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	3.4*	±0.3	562	3.8*	±0.1	-0.61 (M)
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	3.4*	±0.3	559	3.8*	±0.1	-0.61 (M)
Term	--	--	--	7	4.1	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	3.5	±0.5	305	3.8	±0.1	-0.54 (M)
Women	NR	NR	NR	268	3.8	±0.1	NR
<b>Gender Identity</b>							
Male	7	3.5	±0.5	305	3.8	±0.1	-0.54 (M)
Female	NR	NR	NR	268	3.8	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	3.8	±0.2	530	3.8	±0.1	0.02
Sexual Minority	NR	NR	NR	11	4.1	±0.6	NR

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>N</i>	<i>Mean</i> <sup>a</sup>	<i>MoE</i>	<i>Hedges' g</i>
Sexual Orientation							
Heterosexual or straight	6	3.8	±0.2	530	3.8	±0.1	0.02
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.7	±0.4	NA

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

### 5.11.2 Sexual Assault Related Behaviors and Job Engagement

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

*Table 5.32 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	5.4	±0.8	574	5.3	±0.1	0.05
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	5.5	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	29	5.5	±0.4	NR
General Schedule (GS) 11-12	NR	NR	NR	139	5.2	±0.2	NR
General Schedule (GS) 13-15	6	4.8	±1.3	365	5.3	±0.1	-0.40 (S)
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	6.6	±0.4	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	5.2	±0.4	NA
1 to 3 years	NR	NR	NR	101	5.3	±0.2	NR
4 to 5 years	--	--	--	89	5.2	±0.3	NA
6 to 10 years	NR	NR	NR	153	5.2	±0.2	NR
11 to 14 years	--	--	--	39	4.8	±0.4	NA
15 to 20 years	--	--	--	32	5.8	±0.4	NA
More than 20 years	NR	NR	NR	90	5.7	±0.2	NR
Appointment Type							
Permanent	11	5.4	±0.8	561	5.3	±0.1	0.05
Term	--	--	--	7	5.5	±0.7	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	5.4	±0.8	562	5.3	±0.1	0.05

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	5.4	±0.8	559	5.3	±0.1	0.05
Term	--	--	--	7	5.5	±0.7	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	5.6	±1.1	305	5.3	±0.1	0.27 (S)
Women	NR	NR	NR	268	5.4	±0.1	NR
<b>Gender Identity</b>							
Male	7	5.6	±1.1	305	5.3	±0.1	0.27 (S)
Female	NR	NR	NR	268	5.4	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	5.8	±1.2	530	5.3	±0.1	0.43 (S)
Sexual Minority	NR	NR	NR	11	4.8	±0.8	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	5.8	±1.2	530	5.3	±0.1	0.43 (S)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	4.9	±0.8	NA

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



### 5.11.3 Sexual Assault Related Behaviors and Organizational Commitment

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

*Table 5.33 BOEM – 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<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
Overall	11	3.6	±0.6	570	3.5	±0.1	0.14
Pay Plan and Grade							
Wage Grade (WG) 1-4	--	--	--	--	--	--	NA
Wage Grade (WG) 5-8	--	--	--	--	--	--	NA
Wage Grade (WG) 9-16	--	--	--	--	--	--	NA
Other Wage Grade (WG)	--	--	--	--	--	--	NA
General Schedule (GS) 1-6	--	--	--	23	3.8	±0.4	NA
General Schedule (GS) 7-10	NR	NR	NR	29	3.7	±0.3	NR
General Schedule (GS) 11-12	NR	NR	NR	137	3.3	±0.2	NR
General Schedule (GS) 13-15	6	3.4	±0.8	363	3.5	±0.1	-0.13
Senior Level (SL)/Scientific Professional (ST)/Senior Executive Service (SES)	--	--	--	9	4.3	±0.6	NA
Other	--	--	--	--	--	--	NA
Years of Service at Bureau or Office							
Less than 1 year	--	--	--	61	3.3	±0.3	NA
1 to 3 years	NR	NR	NR	101	3.4	±0.2	NR
4 to 5 years	--	--	--	89	3.5	±0.2	NA
6 to 10 years	NR	NR	NR	151	3.5	±0.2	NR
11 to 14 years	--	--	--	39	3.0	±0.3	NA
15 to 20 years	--	--	--	29	4.0	±0.2	NA
More than 20 years	NR	NR	NR	90	3.8	±0.2	NR
Appointment Type							
Permanent	11	3.6	±0.6	557	3.5	±0.1	0.13
Term	--	--	--	7	3.0	±0.6	NA
Temporary	--	--	--	NR	NR	NR	NR
Work Schedule							
Seasonal	--	--	--	--	--	--	NA
Non-Seasonal	11	3.6	±0.6	558	3.5	±0.1	0.13

	Experienced sexual assault			Did not experience sexual assault			Effect size
	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>N</i>	<i>Mean<sup>a</sup></i>	<i>MoE</i>	<i>Hedges' g</i>
<b>Appointment Type and Work Schedule</b>							
Permanent-Seasonal	--	--	--	--	--	--	NA
Permanent-Non-Seasonal	11	3.6	±0.6	555	3.5	±0.1	0.13
Term	--	--	--	7	3.0	±0.6	NA
Temporary-Seasonal	--	--	--	--	--	--	NA
Temporary-Non-Seasonal	--	--	--	NR	NR	NR	NR
<b>Sex</b>							
Men	7	4.1	±0.9	301	3.4	±0.1	0.59 (M)
Women	NR	NR	NR	268	3.6	±0.1	NR
<b>Gender Identity</b>							
Male	7	4.1	±0.9	301	3.4	±0.1	0.59 (M)
Female	NR	NR	NR	268	3.6	±0.1	NR
Transgender	--	--	--	--	--	--	NA
Do not identify as female, male, or transgender	--	--	--	NR	NR	NR	NR
<b>Sexual Orientation - Collapsed</b>							
Heterosexual	6	4.4*	±0.8	526	3.5*	±0.1	0.85 (L)
Sexual Minority	NR	NR	NR	11	2.8	±0.6	NR
<b>Sexual Orientation</b>							
Heterosexual or straight	6	4.4*	±0.8	526	3.5*	±0.1	0.85 (L)
Lesbian	--	--	--	NR	NR	NR	NR
Gay	NR	NR	NR	NR	NR	NR	NR
Bisexual	--	--	--	NR	NR	NR	NR
Other	--	--	--	--	--	--	NA
I prefer not to say	--	--	--	16	3.5	±0.6	NA

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

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

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

*Table 5.34 BOEM – 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	3.920	0.033	--	118.027	0.000	3.854	3.985	--	--	--
Harassment Based on Age	-0.381	0.083	-0.211	-4.609	0.000	-0.544	-0.219	-0.268	-0.191	-0.183
Harassment Based on Race/Ethnicity	0.078	0.126	0.027	0.620	0.536	-0.170	0.326	-0.096	0.026	0.025
Harassment Based on Religious Beliefs	-0.198	0.117	-0.070	-1.690	0.092	-0.428	0.032	-0.125	-0.071	-0.067
Harassment Based on Disability	-0.488	0.155	-0.132	-3.155	0.002	-0.792	-0.184	-0.207	-0.132	-0.125
Harassment Based on Sexual Orientation	-0.145	0.176	-0.036	-0.826	0.409	-0.490	0.200	-0.142	-0.035	-0.033
Gender Harassment	0.103	0.091	0.055	1.133	0.258	-0.076	0.282	-0.130	0.048	0.045
Sexual Harassment	-0.340	0.124	-0.135	-2.733	0.006	-0.584	-0.096	-0.230	-0.115	-0.108
Sexual Assault	-0.097	0.216	-0.019	-0.450	0.653	-0.521	0.327	-0.081	-0.019	-0.018

Note. N = 569, F = 9.579, R Square = 0.12

*Table 5.35 BOEM – 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	5.399	0.058	--	92.909	0.000	5.284	5.513	--	--	--
Harassment Based on Age	-0.199	0.145	-0.065	-1.376	0.169	-0.483	0.085	-0.106	-0.058	-0.057
Harassment Based on Race/Ethnicity	0.424	0.221	0.085	1.920	0.055	-0.010	0.858	0.012	0.081	0.079
Harassment Based on Religious Beliefs	-0.666	0.205	-0.140	-3.250	0.001	-1.068	-0.263	-0.154	-0.136	-0.134
Harassment Based on Disability	-0.214	0.271	-0.034	-0.791	0.429	-0.746	0.318	-0.067	-0.033	-0.033
Harassment Based on Sexual Orientation	0.191	0.307	0.028	0.622	0.534	-0.412	0.794	-0.052	0.026	0.026
Gender Harassment	-0.082	0.160	-0.026	-0.516	0.606	-0.396	0.231	-0.122	-0.022	-0.021
Sexual Harassment	-0.534	0.218	-0.125	-2.455	0.014	-0.962	-0.107	-0.159	-0.103	-0.101
Sexual Assault	0.364	0.378	0.042	0.962	0.336	-0.379	1.106	0.008	0.041	0.040

Note. N = 569, F = 3.98, R Square = 0.054

*Table 5.36 BOEM – 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	3.589	--	--	74.966	0.000	3.495	3.683	--	--	--
Harassment Based on Age	-0.274	0.119	-0.109	-2.304	0.022	-0.508	-0.040	-0.155	-0.097	-0.095
Harassment Based on Race/Ethnicity	0.298	0.181	0.073	1.644	0.101	-0.058	0.654	-0.007	0.069	0.068
Harassment Based on Religious Beliefs	-0.312	0.168	-0.080	-1.855	0.064	-0.643	0.018	-0.109	-0.078	-0.076
Harassment Based on Disability	-0.344	0.222	-0.067	-1.546	0.123	-0.781	0.093	-0.105	-0.065	-0.064
Harassment Based on Sexual Orientation	-0.095	0.252	-0.017	-0.375	0.708	-0.590	0.401	-0.090	-0.016	-0.015
Gender Harassment	-0.114	0.131	-0.044	-0.868	0.386	-0.371	0.144	-0.144	-0.037	-0.036
Sexual Harassment	-0.291	0.179	-0.083	-1.629	0.104	-0.643	0.060	-0.150	-0.069	-0.067
Sexual Assault	0.399	0.311	0.056	1.286	0.199	-0.211	1.009	0.022	0.054	0.053

Note. N = 567, F = 3.956, R Square = 0.054

## 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 BOEM.

In summary, an estimated 21.8% of employees witnessed some form of harassing and/or assault behavior in the 12 months preceding the survey against another employee.

*Table 6.1 BOEM – Percent Witnessing Harassment*

	Percent witnessing			Frequency of occurrence <sup>a</sup>			
	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Average</i>	<i>MoE</i>	<i>Median</i>	<i>Mode</i>
Age	82	14.2%	±3.1	3.0	±0.2	3	2
Racial/Ethnic	53	9.2%	±2.6	2.5	±0.2	2	2
Religious	33	5.7%	±2.2	2.8	±0.3	3	2
Disability	28	4.9%	±2.1	2.6	±0.3	2	2
Sexual Orientation	23	4.0%	±2.0	2.8	±0.3	3	3
Sex/Gender	70	12.0%	±2.9	2.9	±0.2	3	3

<sup>a</sup> 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 BOEM.

*Table 6.2 BOEM – 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	37	29.0%	±8.6
I asked the person who was experiencing the behavior if he/she needed help	45	35.7%	±8.8
I pointed out to person that he/she “crossed the line” with comments/behaviors	40	31.3%	±8.7
I stepped in with the intent of diffusing/stopping the situation	16	12.4%	±7.1
I asked others to step in as a group and diffuse the situation	NR	NR	NR
I told someone in a position of authority about the situation	22	17.7%	±7.8
I considered intervening but I feared I would experience negative consequences	26	20.4%	±8.0
I considered intervening but did not feel I had the authority to do so	24	19.4%	±7.9
I stepped in but then was discouraged or criticized by others for doing so	12	9.3%	±6.6
I stepped in but then was harassed myself by the person(s) I was trying to stop	13	10.3%	±6.7
None selected	NR	NR	NR

## 6.2 Future Reporting

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

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

*Table 6.3 BOEM – Potential Recipients of a Complaint of Harassment or Assault*

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></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	444	78.0%	±3.6	3.7	±0.1
No	67	11.8%	±2.9	--	--
Don't Know	58	10.2%	±2.8	--	--
Employee Assistance Program (EAP)					
Yes	205	36.3%	±4.1	3.4	±0.1
No	208	36.7%	±4.1	--	--
Don't Know	153	27.0%	±3.8	--	--
Ombudsman (if applicable)					
Yes	84	15.1%	±3.2	3.4	±0.2
No	208	37.6%	±4.1	--	--
Don't Know	262	47.3%	±4.2	--	--
CADR Office, CORE PLUS					
Yes	86	15.6%	±3.3	3.6	±0.2
No	206	37.4%	±4.1	--	--
Don't Know	259	47.0%	±4.2	--	--
Employee & Labor Relations (Human Resources)					
Yes	269	47.6%	±4.1	3.3	±0.1
No	155	27.4%	±3.8	--	--
Don't Know	142	25.0%	±3.7	--	--

	<i>N</i>	<i>Percent</i>	<i>MoE</i>	<i>Helpfulness mean score<sup>a</sup></i>	<i>MoE</i>
Union (if applicable)					
Yes	89	17.1%	±3.5	3.3	±0.2
No	253	48.5%	±4.3	--	--
Don't Know	180	34.4%	±4.2	--	--
Equal Employment Opportunity Counselor					
Yes	216	39.2%	±4.2	3.4	±0.1
No	150	27.2%	±3.9	--	--
Don't Know	185	33.6%	±4.1	--	--
Equal Employment Opportunity Office					
Yes	212	38.0%	±4.1	3.3	±0.1
No	157	28.1%	±3.9	--	--
Don't Know	188	33.8%	±4.0	--	--
Office of Inspector General Hotline					
Yes	153	27.4%	±3.9	3.4	±0.2
No	217	38.8%	±4.1	--	--
Don't Know	189	33.8%	±4.0	--	--
Office of Inspector General					
Yes	126	22.9%	±3.7	3.4	±0.2
No	229	41.5%	±4.2	--	--
Don't Know	197	35.6%	±4.1	--	--
Other Law Enforcement/Civil Authority not in the bureau					
Yes	88	15.8%	±3.3	3.5	±0.2
No	262	47.2%	±4.2	--	--
Don't Know	205	36.9%	±4.1	--	--
Department of Interior Ethics/Bureau Ethics Office					
Yes	237	42.3%	±4.1	3.5	±0.1
No	154	27.3%	±3.8	--	--
Don't Know	171	30.4%	±3.9	--	--
Integrity and Professional Responsibility Advisor (IPRA)					
Yes	86	15.8%	±3.3	3.5	±0.2
No	208	38.2%	±4.2	--	--
Don't Know	251	46.0%	±4.2	--	--
Other					
Yes	33	6.6%	±2.5	3.2	±0.4
No	154	30.6%	±4.2	--	--
Don't Know	317	62.8%	±4.3	--	--

<sup>a</sup> 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 #109  
IA# 20309  
D12PA00231

---

## **CFI Group**

625 Avis Drive  
Ann Arbor, MI 48108  
734-930-9090 (tel)  
www.cfigroup.com