Interim Results from the 2019 NIH Workplace Climate and Harassment Survey

ACD Briefing: June 13, 2019
Overview: Workplace Climate and Harassment Survey

- Overall response rate for federal employees: 56.2%
- All-personnel survey - inclusive of employees, trainees, contractors
- Administered by outside contractor
- Survey questions focused on experience of harassment in the last 12 months
- Survey administered for 8 weeks - concluded March 25

All data are to be considered interim and may change by the final report
Survey Development and Testing

• Simplified conceptual model of the elements of sexual harassment

  Job Gender Context
  Organizational Climate
  Perception of equity
  Perceived support

  Sexual Harassment
  Gender harassment
  Unwanted sexual attention
  Sexual coercion

  Non-sexual harassment

  Job Outcomes
  Workplace response
  Work withdrawal
  Job withdrawal

  Health Outcomes
  Mental
  Physical

• Concepts were drawn from previously developed and validated survey items and scales (e.g., Workplace Incivility Questionnaire, PROMIS Global Physical and Mental Health items)

• Survey was refined based on cognitive and pilot testing
All data are to be considered interim and may change by the final report.
Interim Analysis: Prevalence of Different Types of Harassment

21.6% of respondents experienced some type of harassment in the past 12 months

The 25 questions asked about 3 types of harassment*:

- 18.0% of respondents experienced some type of gender harassment
- 10.3% of respondents experienced some type of unwanted sexual attention
- 0.3% of respondents experienced some type of sexual coercion

*Respondents had the option to report on experiencing multiple types of harassment.
The table below presents the characteristics of individuals experiencing sexual harassment by gender:

<table>
<thead>
<tr>
<th></th>
<th>Women</th>
<th>Men</th>
<th>Other Gender Identity*</th>
<th>Undisclosed</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>8984</td>
<td>5799</td>
<td>67</td>
<td>368</td>
</tr>
<tr>
<td>Any harassment</td>
<td>26.9%</td>
<td>12.0%</td>
<td>44.8%</td>
<td>31.8%</td>
</tr>
<tr>
<td>Gender harassment</td>
<td>22.4%</td>
<td>9.6%</td>
<td>43.3%</td>
<td>30.4%</td>
</tr>
<tr>
<td>Unwanted sexual attention</td>
<td>13.1%</td>
<td>5.4%</td>
<td>22.4%</td>
<td>14.4%</td>
</tr>
<tr>
<td>Two or more harassment experiences</td>
<td>19.4%</td>
<td>7.9%</td>
<td>38.8%</td>
<td>23.6%</td>
</tr>
</tbody>
</table>

* Other gender identity combines transgender man, transgender woman, genderqueer, questioning, and something else.

All data are to be considered interim and may change by the final report.
### Characteristics of individuals experiencing sexual harassment: by sexual orientation

<table>
<thead>
<tr>
<th></th>
<th>Heterosexual</th>
<th>Gay and Lesbian</th>
<th>Bisexual</th>
<th>Other*</th>
<th>Undisclosed</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>13509</td>
<td>447</td>
<td>296</td>
<td>123</td>
<td>998</td>
</tr>
<tr>
<td>Any harassment</td>
<td>20.2%</td>
<td>28.6%</td>
<td>41.2%</td>
<td>30.9%</td>
<td>30.9%</td>
</tr>
<tr>
<td>Gender harassment</td>
<td>16.5%</td>
<td>24.4%</td>
<td>37.5%</td>
<td>26.0%</td>
<td>28.4%</td>
</tr>
<tr>
<td>Unwanted sexual attention</td>
<td>9.5%</td>
<td>14.1%</td>
<td>24.0%</td>
<td>21.1%</td>
<td>13.3%</td>
</tr>
<tr>
<td>Two or more harassment</td>
<td>14.1%</td>
<td>21.7%</td>
<td>31.8%</td>
<td>23.6%</td>
<td>23.6%</td>
</tr>
</tbody>
</table>

* Other combines responses of asexual, questioning, and something else.

All data are to be considered interim and may change by the final report.
### Characteristics of individuals experiencing sexual harassment: by age

<table>
<thead>
<tr>
<th></th>
<th>18-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>740</td>
<td>2578</td>
<td>3461</td>
<td>4172</td>
<td>2678</td>
<td>1172</td>
</tr>
<tr>
<td>Any harassment</td>
<td>33.4%</td>
<td>27.6%</td>
<td>25.4%</td>
<td>17.7%</td>
<td>13.7%</td>
<td>11.0%</td>
</tr>
<tr>
<td>Gender harassment</td>
<td>28.8%</td>
<td>22.2%</td>
<td>20.9%</td>
<td>14.8%</td>
<td>11.5%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Unwanted sexual attention</td>
<td>16.9%</td>
<td>15.7%</td>
<td>13.1%</td>
<td>7.5%</td>
<td>5.0%</td>
<td>2.8%</td>
</tr>
<tr>
<td>Two or more harassment</td>
<td>24.9%</td>
<td>19.8%</td>
<td>18.0%</td>
<td>12.2%</td>
<td>9.7%</td>
<td>7.3%</td>
</tr>
</tbody>
</table>

All data are to be considered interim and may change by the final report.
Interim Analysis: Trainees

Of respondents who experienced any type of harassment in the last 12 months:

30.7% of the 2,981 individuals designating themselves as a “trainee” reported they experienced any type of harassment in the last 12 months.

Note: Trainee combines those who reported being trainees, fellows, or students; those reporting other position type (administrative, staff scientist, etc.) were coded as “not trainees”, but note that respondents could indicate more than one position type, and further analyses are needed to disambiguate trainees from non-trainees.
Interim Analysis: Populations Experiencing Harassment

There were significant but smaller associations between any harassment experience in the past 12 months and:

• Member of Intramural: Intramural (24.3%) vs. not intramural (19.9%)
• Years at NIH: From 0-4 (23.8%) to 30+ (13.6%)
• Education: From advanced degree (22.0%) to high school (12.2%)
• Race: White (23.1%), Black (19.6%), Asian (13.9%), other (22.9%)*
• Ethnicity: Hispanic (24.1%) vs. not Hispanic (20.9%)

*Includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or some other race.
Respondents who indicated any experience of sexual harassment in the past 12 months were asked to answer follow-up questions about the unwanted experience that had the greatest effect on them.
Interim Analysis: Context for Harassment

The location of the unwanted experience:

- Occurred in a building owned or leased by NIH (88.0%)
- Did not occur during a conference (94.6%)
- Did not occur at a social event attended by multiple NIH personnel (87.5%)
Interim Analysis: Context for Harassment

Respondents identified the perpetrator as:

- An NIH employee: 78.3%
- A man: 71.8%
- Someone who works in the same work unit as the respondent: 57.2%
- Supervised or managed the respondent’s work: 35.2%
- A person who could influence work opportunities at NIH: 24.9%

All data are to be considered interim and may change by the final report.
In response to their unwanted experience, respondents:

- **Did not report**: 54.4%
- **Talked to a co-worker**: 37.7%
- **Talked to an NIH supervisor, POC, or manager**: 14.7%
- **Spoke with someone in OHR or Civil**: 3.0%
- **Spoke with someone in the Ombudsman’s Office**: 2.1%
- **Spoke with someone in the Office of Equity, Diversity, and Inclusion**: 1.5%

Of this group, 77.4% did not think their experience was serious enough to report.

All data are to be considered interim and may change by the final report.
Interim Analysis: Perceived NIH Response to Harassment

• 77.5% of respondents ranked NIH as doing an excellent or good job at encouraging people to report any harassment in the last 12 months

• 3.4% believed that it was extremely likely or very likely that they would be harassed while working at NIH in the next 12 months
Interim Analysis: Organizational climate associated with Sexual Harassment - Supervisor Behavior

Respondents were asked about the likelihood of NIH action in response to inappropriate supervisor behavior such as:

- Gender bias (e.g. saying that women are taking jobs from men)
- Sexually explicit talk
- Sexual coercion (e.g. saying that a way to get ahead professionally is to date your supervisor)

Respondents who had been harassed were more likely to say that NIH would not take action against a supervisor with these behaviors, compared to respondents who had not been harassed.

Majority of respondents (harassed and non-harassed) answered NIH was likely to take action.

All data are to be considered interim and may change by the final report.
Interim Results from the 2019 NIH Workplace Climate and Harassment Survey

All data are to be considered interim and may change by the final report
Final Report

A final report expected in late 2019/early 2020

- Final report will be posted on survey website
- NIH will create an interactive web-based tool for the public
- NIH will communicate to community and the ACD the results from the final report
Next Steps for NIH

• Increase IC leadership engagement with their staff by requiring plans specific to their organization to address climate and harassment

• Enhanced training and education to NIH community. Examples:
  - Bystander training
  - Continued Civil Program training
  - Mandatory updated Prevention of Sexual Harassment (POSH) training

• Support staff in reporting harassment so disciplinary action for confirmed perpetrators is more certain

• Conduct ongoing assessments to help ensure penalties are applied consistently

• Make the NIH community aware of disciplinary actions (in summary form) as a deterrent to sexual harassment*

*In accordance with all privacy requirements