Sexual harassment may have gone unreported because some believed the offense was not serious enough, nothing helpful would happen or there would be negative work consequences.

1 IN 3 respondents who talked about or reported their sexual harassment experience to their supervisor felt their complaint was not taken seriously.

NIH Workplace Climate and Harassment Survey

In 2019, nearly 16,000 NIH employees, trainees, contractors, fellows, and volunteers responded to the NIH Workplace Climate and Harassment Survey asking about their experiences over the last year. Take a look at some of the key findings.

**Harassment at NIH**

1 IN 5 respondents experienced sexual harassment.

- 50% experienced incivility
- 10% experienced bullying
- 6% experienced intimidating behaviors

About 3% of respondents said they were extremely or very likely to experience sexual harassment sometime in the next 12 months.

Those more likely to experience sexual harassment:
- Women
- Sexual or gender minorities
- People living with disabilities
- Younger people
- Trainees or students

Most respondents said the perpetrator of harassment was a man and that the experience occurred at an NIH facility.

**Outcomes of Harassment at NIH**

Respondents who experienced sexual harassment:

- 52% had poorer self-rated physical and mental health.
- 50% work conditions worsened.
- 43% co-workers gossiped about them.
- 17% did not receive a promotion.
- 12% were denied training opportunities.

**Understanding NIH Anti-Harassment Policies**

- 51% of respondents said they understand NIH anti-harassment policies and procedures extremely or very well.
- 78% of respondents said NIH has done an excellent or good job of encouraging harassment reporting.

**Response to Sexual Harassment**

- 14% used an official NIH channel (e.g., Office of Human Resources) to talk about or report sexual harassment.
- 62% said they talked about their sexual harassment experience with a coworker.
- 24% said they talked about or reported sexual harassment to a supervisor.

Sexual harassment may have gone unreported because some believed the offense was not serious enough, nothing helpful would happen or there would be negative work consequences.