

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.

Those more likely to experience sexual harassment:

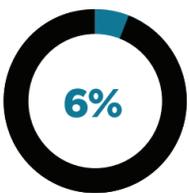
- Women
- Sexual or gender minorities
- People living with disabilities
- Younger people
- Trainees or students



EXPERIENCED INCIVILITY



EXPERIENCED BULLYING



EXPERIENCED INTIMIDATING BEHAVIORS



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



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

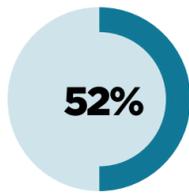
OUTCOMES OF HARASSMENT AT NIH

Respondents who experienced sexual harassment:

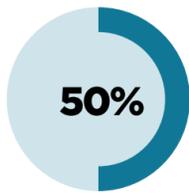
HAD **POORER SELF-RATED PHYSICAL AND MENTAL HEALTH.**



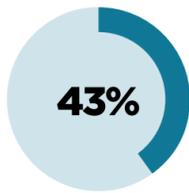
WERE **LESS SATISFIED WITH THEIR JOBS THAN OTHERS.**



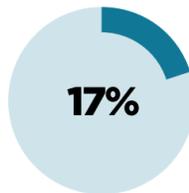
NO LONGER FELT A PART OF THEIR WORK UNIT



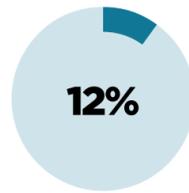
WORK CONDITIONS WORSENERD



COWORKERS GOSSIPED ABOUT THEM

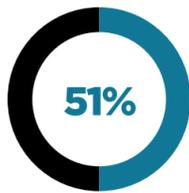


DID NOT RECEIVE A PROMOTION

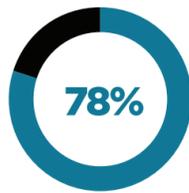


WERE DENIED TRAINING OPPORTUNITIES

UNDERSTANDING NIH ANTI-HARASSMENT POLICIES



of respondents said they understand NIH anti-harassment policies and procedures **extremely** or **very well**.



of respondents said NIH has done an **excellent or good job** of encouraging harassment reporting.

RESPONSE TO SEXUAL HARASSMENT



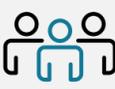
14% used an **official NIH channel** (e.g., Office of Human Resources) to **talk about or report sexual harassment**.



62% said they talked about their sexual harassment experience **with a coworker**.



24% said they talked about or **reported sexual harassment to a supervisor**.

1 IN 3 

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



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**.

PREVENTING HARASSMENT AT NIH

Respondents who experienced sexual harassment were more likely to experience

BULLYING, INCIVILITY & INTIMIDATING BEHAVIORS

in the workplace than those who did not experience sexual harassment.

Individuals feel

SUPPORTED

when they believe their organization will intervene when they experience unwanted or offensive behavior.



Respondents experiencing sexual harassment were **more likely** to feel that their organization would not intervene on their behalf.

People believe their workplace is

EQUITABLE

when they see their supervisors as fair, that they value their work, and consider the opinions of others—especially as it relates to incidents of non-sexual harassment like incivility.

A bystander of harassment, a person who hears or sees harassment taking place, can

HELP COMBAT HARASSMENT

at NIH.



Respondents experiencing sexual harassment were **more likely** to consider their supervisors unfair and unsupportive.

