

NIH Workplace Climate and Harassment Survey

Survey Implementation Guide

September 2020

Prepared for the NIH Chief Officer of Scientific Workforce Diversity

Prepared by ICF Next



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NIH Workplace Climate and Harassment Survey: Survey Implementation Guide

Introduction

This document describes the measures used in the 2019 United States National Institutes of Health (NIH) Workplace Climate and Harassment Survey. Responses to the survey were fielded from all NIH employees, trainees, and contractors (if permitted) between January 26 and March 25, 2019.

During the survey, NIH respondents were asked about their experiences with gender and sexual harassment in the past 12 months, the circumstances surrounding the harassment incident that had the greatest effect on them, their perceptions of NIH's workplace climate, including experiences of incivility and bullying, their knowledge and understanding of NIH's anti-harassment policies and procedures, and a number of demographic and diversity characteristics. When possible, survey measures were based on validated survey items or scales. However, some measures were modified or revised based on the NIH target population and the survey goals.

Prior to fielding, selected items for the NIH Workplace Climate and Harassment Survey underwent cognitive testing with NIH staff volunteers to test understanding of items developed for the survey. Pilot testing of response options for key items within the questionnaire were tested with over 5,000 general population participants (non-NIH employees). Survey items were revised based on cognitive testing and pilot testing prior to fielding the survey with all NIH employees, training, and contractors in January through March of 2019.

How to Use this Document

All survey measures are presented in this document in the order and format they were administered to NIH respondents when the survey was fielded in 2019. The survey has been annotated to support its use by other institutions, and to convey key lessons learned. The following comment types are used throughout this document:

Administration Note: These notes describe survey language, measures, or administration techniques that may be *specific to NIH*, and therefore may change when the survey is implemented at other institutions.

Opportunity for Improvement: These notes describe lessons learned from the 2019 administration of the NIH Workplace Climate and Harassment Survey and suggest improvements for future implementation of the survey both at NIH and elsewhere.

Measures and Scoring: These notes describe any evidence-based and validated measures that were used as part of the NIH survey, including relevant citations, appropriate scoring techniques, and any modifications that were made to meet the needs of the NIH population and survey aims.

Additional Formatting Notes:

- Multiple choice response options that are mutually exclusive (i.e., respondents must *select only one* response option).
- Multiple choice response options that are *not mutually exclusive* (i.e., respondents can select more than one response option).
- A numeric or free text response option.

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SECTION 1: Survey Information

Administration Note:	<p>Throughout the survey, a number of components may be revised on an institution-specific basis. These components include:</p> <ul style="list-style-type: none"> · Survey name · Institution in which the survey is being administered · Third-party contractor names (where applicable) · Key institutional resources for those seeking assistance
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Before beginning the NIH Workplace Climate and Harassment Survey, please review the below important information and hit agree at the bottom of this page. You may opt out of the survey at any time.

Survey Administrator: The Science and Technology Policy Institute (STPI), an independent, federally funded research and development center, has been contracted by the NIH to distribute the survey, collect responses, and present survey findings back to NIH. No identifiable data will be shared with NIH.

Survey Length: The survey should take approximately 30 minutes to complete.

Voluntary Participation: Taking the survey is voluntary. You may opt out at any time. You may skip individual questions. If you need to pause during the survey, you may return to where you stopped. There will be no consequences to you personally or professionally if you choose not to complete the survey. For your responses to be assessed, you will need to click the “submit” button on the last page of the survey. You do not need to answer all the questions to submit your responses, but you must select “submit” for your answers to be counted.

Opportunity for Improvement:	<p>In 2019, some NIH respondents completed the survey but failed to submit using the button on the last page; therefore, their responses were not counted. For future survey iterations, institutions should add language in this introduction emphasizing that “you must submit your responses for your answers to be counted.”</p>
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Confidentiality: Your responses to the survey are confidential. Your name and contact information were used only to send you a unique survey link.

Once you complete the survey, your personally identifiable information will be disconnected from your responses and will be securely deleted such that your identity will remain untraceable.

STPI will maintain and store your de-identified data for analyses. To protect your anonymity, STPI will analyze and report findings to NIH in groups no smaller than 15. All NIH staff will receive a summary report of the survey results after the survey is complete.

Consistent with NIH policies on research transparency and reproducibility, NIH may request that STPI make available the de-identified aggregate dataset to reproduce findings. NIH will develop an oversight

committee to review applications for access to the de-identified data and determine whether to grant such requests for the sole purpose of reproducibility. Further, NIH may request that STPI performs future analyses using the de-identified data.

Risks: If you have experienced harassment or assault, some questions may cause discomfort or distress. There are several NIH resources available to staff should you find yourself in this situation and need support. These are listed below and again at the end of the survey.

NIH Resources:

[NIH Civil Program](#)

[Employee Assistance Program](#)

[Office of Equity, Diversity and Inclusion](#)

[Office of the Ombudsman](#)

Reporting Harassment or Assault: This survey is **not** a way to make a formal complaint of harassment. If you would like to report harassment or inappropriate conduct, please visit the [NIH Civil Program website](#).

Contacts:

- General questions or technical issues about the survey: work-climate-survey@ida.org; phone 202.419.3739
- NIH Scientific Workforce Diversity Office: WorkClimate@od.nih.gov

Q1. By clicking “I agree” below, you are consenting to participate in this survey and are confirming that you are 18 years of age or older.

- I agree to participate in this survey. (4)
- I do not agree to participate in this survey. (5)

SECTION 2: NIH Employment

The following questions are about your employment with or at NIH.

Q4. During the last 12 months, did you perform any work for NIH in a building owned or leased by NIH?

- Yes (1)
- No (2)

Q5. How are you employed at the NIH (i.e., appointment type)?

- NIH employee (including Pathways interns) (1)
- Federal government employee not employed by NIH (including Pathways interns) (2)
- A volunteer/special volunteer (3)
- Guest researcher (4)
- Contractor not employed by the federal government (5)

Administration Note: The response options for Q5 may be modified on an institution-specific basis. These response options should also be tested in the target population to ensure that they encompass all possible appointment types and are mutually exclusive response options.

Opportunity for Improvement: In the current iteration of Q5, students and/or trainees may have had difficulty understanding which response option was most appropriate for them, as they may not identify as NIH employees. Additionally, language describing contractors should be clarified.

Q6. How many years have you worked at NIH? _____

Q111. How many years have you worked at NIH?

- 0–4 years (4)
- 5–9 years (5)
- 10–14 years (6)
- 15–19 years (7)
- 20–24 years (8)
- 25–29 years (9)
- 30 or more years (10)

Q110. How many years have you worked in your current position at NIH?

- 0-4 years (4)
- 5-9 years (5)
- 10-14 years (6)
- 15-19 years (7)
- 20-24 years (8)
- 25-29 years (9)
- 30 or more years (10)

Opportunity for Improvement: Q6 was the initial fielded item, but due to concerns that such granularity might make responses identifiable, the item was revised to Q111 and initial responses to Q6 were recoded into the response options of Q111. The same modification was done for Q110, which replaced Q7 during the fielding of the survey.

Q8. Are you an employee in the NIH Intramural Research Program?

- Yes (1)
- No (2)

SURVEY LOGIC: Display Q9 if Q8 = Yes

Q9. Are you on the tenure track?

- Tenure track (1)
- Tenured (2)
- Does not apply (3)

Based on feedback from respondents, the following response options for Q9 should be considered to improve clarity and mutual exclusivity:

Opportunity for Improvement:

Q9. Are you on the tenure track?

- Yes, on the tenure track but not yet tenured (1)
- Yes, tenured (2)
- No, not on the tenure track (3)

Q10. How do you describe your current primary appointment? Please select all that apply.

- Administrative Professional (1)
- Administrative Scientist (2)
- Fellow (3)
- Trainee (4)
- Student (5)
- Volunteer (6)
- Staff Scientist (7)
- Technician (8)
- Clinician or Nurse (9)
- Support Services (10)
- Engineer (11)
- Analyst (12)
- Leadership (13)
- Other (14)

Administration Note:

The response options for Q10 may be modified on an institution-specific basis. These response options should also be tested in the target population to ensure that they encompass all possible current primary job activities.

Based on feedback from respondents, the response options for Q10 were confusing. To improve clarity and relevance for future administrations of this survey at NIH and other institutions, this question may be revised into three questions:

Opportunity for Improvement:

Q10. Which of the following activities does your current primary appointment involve (select all that apply)?

- Research (1)
- Teaching or mentoring (2)
- Clinical care (3)
- Administrative or supervisory (4)
- Other (5)

Q10a. Is your current role at NIH primarily for training purposes (e.g., a trainee, fellow, or student)?

- Yes (1)
- No (2)

SURVEY LOGIC: Display Q10b if Q10a = Yes

Q10b. What type of fellow are you?

- Postdoctoral fellow (1)
- Post baccalaureate fellow (2)
- Other (3)

Q11. Do your NIH job responsibilities include conducting research?

- Yes (1)
- No (2)

SURVEY LOGIC: Display Q12 if Q11 = Yes

Q12. Does your work mostly involve doing research within NIH, or does it mostly involve doing research outside of NIH?

- Within NIH (1)
- Outside of NIH (2)

Q13. How do you describe your primary work appointment responsibility? Please check all that apply.

- Supervisor/NIH Point of Contact (1)
- Manager (2)
- Senior leader (3)
- Team leader (4)
- None of the above (5)

Q13 may be revised to classify respondents with an official supervisor role at the institution, as below:

Opportunity for Improvement: **Q13.** Does your primary work appointment responsibility involve acting as a supervisor, manager, or NIH point of contact for contract personnel?

- Yes (1)
- No (2)

Q14. In which Institute, Center or Office do you primarily work?

- OD: Office of the Director (38)
- NCI: National Cancer Institute (39)
- NEI: National Eye Institute (40)
- NHLBI: National Heart, Lung, and Blood Institute (41)
- NHGRI: National Human Genome Research Institute (42)
- NIA: National Institute on Aging (43)
- NIAAA: National Institute on Alcohol Abuse and Alcoholism (44)
- NIAID: National Institute of Allergy and Infectious Diseases (45)
- NIAMS: National Institute of Arthritis and Musculoskeletal and Skin Diseases (46)
- NIBIB: National Institute of Biomedical Imaging and Bioengineering (47)
- NICHD: Eunice Kennedy Shriver National Institute of Child Health and Human Development (48)
- NIDCD: National Institute on Deafness and Other Communication Disorders (49)
- NIDCR: National Institute of Dental and Craniofacial Research (50)
- NIDDK: National Institute of Diabetes and Digestive and Kidney Diseases (51)
- NIDA: National Institute on Drug Abuse (52)
- NIEHS: National Institute of Environmental Health Sciences (53)
- NIGMS: National Institute of General Medical Sciences (54)
- NIMH: National Institute of Mental Health (55)
- NIMHD: National Institute on Minority Health and Health Disparities (56)
- NINDS: National Institute of Neurological Disorders and Stroke (57)
- NINR: National Institute of Nursing Research (58)
- NLM: National Library of Medicine (59)
- CC: NIH Clinical Center (60)
- CIT: Center for Information Technology (61)
- CSR: Center for Scientific Review (62)
- FIC: Fogarty International Center (63)
- NCATS: National Center for Advancing Translational Sciences (64)
- NCCIH: National Center for Complementary and Integrative Health (65)

The response options for Q14 may be modified on an institution-specific basis. These response options should also be tested in the target population to ensure that they encompass all possible organizational groups and are mutually exclusive response options.

**Administration
Note:**

In future administrations of this survey, it may be valuable for institutions to further classify divisions or branches within their larger entities to better understand the unique work environments and organizational cultures of their respondents. However, the additional information from this sub-classification will need to be balanced against respondent concerns regarding re-identifiability.

SECTION 3: Gender at Work

Q15. Do you consider the job you do to be traditionally done by men or by women?

- Traditionally mostly men (1)
- Traditionally more men than women (2)
- Traditionally equally men and women (3)
- Traditionally more women than men (4)
- Traditionally mostly women (5)

Q16. About what proportion of the people working in your work unit are men, and what proportion are women? *Work Unit:* The group of employees who regularly work together, usually with a common organizational structure such as an office, branch, clinic, team, or laboratory.

- Mostly men (1)
- More men than women (2)
- About the same number of men and women (3)
- More women than men (4)
- Mostly women (5)

Q17. Is your supervisor/NIH point of contact a:

- Man (1)
- Woman (2)
- Some other gender identity (3)
- Do not know (4)

SECTION 4: NIH Supervisor

Opportunity for Improvement:

Some items below provided the response option “I don’t know,” which subsequently excludes them from analyses of the role of supervisor support on harassment. Future surveys may wish to consider not providing this “I don’t know” option, especially since respondents are free to skip items on all survey questions if desired.

Q18. When your supervisor/NIH point of contact makes decisions that affect salaries, other professional rewards, evaluations, promotions, and work assignments of people in your work unit, how much does he or she take into account the opinions of people in the work unit?

- A great deal (1)
- A lot (2)
- A moderate amount (3)
- A little (4)
- Not at all (5)
- I don’t know (6)

Q19. When your supervisor/NIH point of contact makes decisions that affect salaries, other professional rewards, evaluations, promotions, and work assignments of people in your work unit, how fair are those decisions?

- Extremely fair (1)
- Very fair (2)
- Moderately fair (3)
- Slightly fair (4)
- Not fair at all (5)
- I don’t know (6)

Q20. During the past 12 months, how much was your work at NIH valued by your supervisor/NIH point of contact?

- A great deal (1)
- A lot (2)
- A moderate amount (3)
- A little (4)
- Not at all (5)
- I don’t know (6)

Q21. If a supervisor/NIH point of contact at NIH were to tell someone in his or her work unit that the way to get ahead at work is to date him or her, how likely is it that NIH, once aware, would intervene to stop this behavior?

- Extremely likely (1)
- Very likely (2)
- Moderately likely (3)
- Slightly likely (4)

- Not likely at all (5)
- I don't know (6)

Q22. If a supervisor/NIH point of contact at NIH were to talk about his or her sex life and try to get employees in his or her work unit to talk about their sex lives, how likely is it that NIH, once aware, would intervene to stop this behavior?

- Extremely likely (1)
- Very likely (2)
- Moderately likely (3)
- Slightly likely (4)
- Not likely at all (5)
- I don't know (6)

Q23. If a supervisor/NIH point of contact at NIH were to say that women are taking jobs away from men who are more qualified, how likely is it that NIH, once aware, would intervene to stop the supervisor/NIH point of contact from making such statements?

- Extremely likely (1)
- Very likely (2)
- Moderately likely (3)
- Slightly likely (4)
- Not likely at all (5)
- I don't know (6)

Opportunity for Improvement:

Feedback from survey respondents was that “a supervisor” and “NIH” were too vague. Future administrations of Q21 to Q23 above may wish to revise these items for greater specificity. For example, the questions may ask respondents how likely it is that *someone above their supervisor*, once aware, would intervene to stop this behavior, and specify “your supervisor” rather than “a supervisor.”

Q24. In the past 12 months, did your supervisor/NIH point of contact speak up when a sexist or racist remark was made?

- Yes (1)
- No (2)
- No sexist or racist remark was made that my supervisor/NIH point of contact observed (3)
- I don't know (4)

Q25. In the past 12 months, did your supervisor/NIH point of contact respond appropriately to a report of harassment in your work unit?

- Yes (1)
- No (2)
- I'm not aware of any harassment reported to my supervisor/NIH point of contact (3)

Future administrations of the survey may modify Q24 and Q25 using the following two-part structure to allow results to be interpreted more clearly:

Opportunity for Improvement:

Q24. Are you aware of any sexist or racist remark made by someone in your work unit that your supervisor witnessed?

- Yes (1)
- No (2)
- I don't know (3)

SURVEY LOGIC: Display Q24b if Q24 = Yes

Q24b. Did your supervisor speak up and indicate that the sexist or racist remark was inappropriate?

- Yes (1)
- No (2)
- I don't know (3)

Q26. In the past 12 months, did your supervisor/NIH point of contact do any of the following to address harassment of any kind in your NIH work unit? (Check all that apply.)

- Convened a meeting to discuss the NIH anti-harassment program (1)
- Provided you with information on the NIH anti-harassment program (2)
- Provided work time for you to review the NIH anti-harassment policies (3)
- Encouraged you to take the NIH anti-harassment training (4)
- Served as an example of how to treat coworkers respectfully without harassment (5)
- I'm not aware of any harassment in the past 12 months in my NIH work unit (6)

Future administrations of the survey may modify Q26 using the following two-part structure, to allow results to be interpreted more clearly:

Opportunity for Improvement:

Q26. In the past 12 months, did your supervisor/NIH point of contact do any of the following to address harassment of any kind in your NIH work unit? (Check all that apply.)

- Convened a meeting to discuss the NIH anti-harassment program (1)
- Provided you with information on the NIH anti-harassment program (2)
- Provided work time for you to review the NIH anti-harassment policies (3)
- Encouraged you to take the NIH anti-harassment training (4)

Q26b. How well does your supervisor serve as a role model for treating coworkers respectfully without harassment?

- A great deal (1)
- A lot (2)
- A moderate amount (3)
- A little (4)
- Not at all (5)
- I don't know (6)

**Administration
Note:**

The response options for Q26 may be modified on an institution-specific basis to reflect what supervisors should be trained to do in order to prevent harassment. These response options should also be tested in the target population to ensure that they encompass all possible anti-harassment activities and are mutually exclusive response options.

SECTION 5: Relationship with Coworkers

**Measures and
Scoring:**

The first six items of Q27 are derived from the *Workplace Incivility Scale*, as found in Cortina et al. (2001). The original scale measures the frequency of respondents' experiences of "disrespectful, rude, or condescending behaviors from superiors or coworkers" in the past five years, based on seven items (Cortina et al., 2001, p.68). Respondents rate their experiences with these items on a 0-4 scale ranging from *Never* to *Most of the Time*.

The scale was modified in the following ways to fit the specific target population and intended use of the NIH Workplace Climate and Harassment Survey:

- *NIH Item #1*: The term "professional camaraderie" was revised to "activities that you should have been involved in" to improve understanding.
- *NIH Item #4*: The term "your statement" was revised to "what you said" to improve understanding.
- Due to an error in final revisions of the survey prior to fielding, the original item "Addressed you in unprofessional terms, either publicly or privately" was omitted. This item should be included in future administrations.
- In addition to the items of the original incivility scale, three additional items were added (*NIH Items #7, 8, and 9*), based on subject matter expert input, in order to assess intimidating behaviors and other more serious forms of uncivil workplace behavior.
- For consistency with the SEQ, the Workplace Incivility response options were modified to the number of times these experiences occurred (0, 1, 2-4, or 5 or more). Like the SEQ, NIH wanted to generate incident count scores, but these response option modifications limit comparisons to the original *Workplace Incivility Scale*. Therefore, if future surveys wish to compare responses to others using the original scale, the original scale's response options should be used.

Q27. During the past 12 months while working at the NIH, how many times did someone in your work unit:

	0 (1)	1 (2)	2-4 (3)	5 or more (4)
Ignore you or exclude you from work activities that you should have been involved in? (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Doubt your judgment on a matter for which you have responsibility? (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Put you down or was condescending to you? (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pay little attention to what you said or showed little interest in your opinion? (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make demeaning or derogatory remarks about you? (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make unwanted attempts to draw you into a discussion of personal matters? (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Threaten to hurt you physically? (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Display intimidating behaviors such as finger-pointing, invasion of personal space, shoving, or blocking your way? (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bully you? (9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Opportunity for Improvement: Future administrations of the survey may benefit from defining bullying for Q27 #9 (“Bully you?”), to improve respondent understanding and limit subjective interpretation.

SECTION 6: Relationship with Work

Measures and Scoring: Q28 is derived from the Michigan Organizational Assessment Questionnaire Job Satisfaction Subscale (MOAQ-JSS), as found in Cammann et al. (1979). This subscale assesses a respondent’s feelings about their job overall (i.e., global job satisfaction). Scores for the job satisfaction subscale may be calculated using the average of the three items listed in Q28, with item #2 reverse-scored. (“In general, I don’t like my job.”) In this subscale, higher average scores indicate lower levels of global job satisfaction.

Q28. The following questions are about your time working at NIH in the last 12 months. How much do you agree or disagree with each?

	Strongly agree (1)	Agree (2)	Somewhat agree (3)	Neither agree nor disagree (4)	Somewhat disagree (5)	Disagree (6)	Strongly disagree (7)
All in all, I am satisfied with my job. (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In general, I don’t like my job. (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In general, I like working here. (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q29. The following questions are about your time working at NIH in the last 12 months. How often did each occur?

	Many times (1)	Often (2)	Sometimes (3)	Once or twice (4)	Never (5)
How often did you <u>not</u> want to go to work? (1)	<input type="checkbox"/>				
How often did you spend time doing non-work activities while at work? (2)	<input type="checkbox"/>				
How often did you avoid going to work? (3)	<input type="checkbox"/>				

Opportunity for Improvement:

The intent of Q29 is to assess work avoidance as a potential consequence of harassment, but some NIH respondents expressed concerns about these questions being asked on a survey fielded by their employer despite assurances of confidentiality and anonymity. Future administrations of the survey may benefit from testing revisions of these items to reduce these concerns.

Q30. During the next 12 months, how likely are you to look for a new job?

- Extremely likely (1)
- Very likely (2)
- Moderately likely (3)
- Slightly likely (4)
- Not likely at all (5)

SECTION 7: Health

Measures and Scoring:

Mental and physical health is assessed using the 2-Item PROMIS Global Health scores, as found in Hays et al. (2017).

In this scale, respondents' physical health is assessed in Q31-1 and Q32, and mental health is assessed in Q31-2 and Q31-3, using a five-category response scale. The total raw score for these items can be obtained by summing the values of the response to each question for a given respondent. For both the Physical Health and Mental Health scales, higher raw scores indicate poorer health, with a minimum raw score of 2 and a maximum raw score of 10.

The following conversion tables or [online scoring service](#) can be used to convert raw scores to a T-score value for each individual respondent answering all questions on the scale. T-Score distributions are standardized such that a score of 50 indicates the average for the United States' general population (Hays et al., 2009).

Physical Health 2a			Mental Health 2a		
Short Form Conversion Table			Short Form Conversion Table		
Raw Score	T-Score	SE*	Raw Score	T-Score	SE*
2	23.4	5.5	2	25.8	4.9
3	29	5.1	3	32	4.3
4	33.4	4.9	4	36.5	4.2
5	37.3	4.8	5	40.6	4.1
6	41.1	4.8	6	44.4	4.1
7	45	5.1	7	48.6	4.1
8	50	5.4	8	52.8	4.1
9	56	5.9	9	57.7	4.5
10	63.3	7.1	10	64.6	5.7

*Standard Error on T-Score metric

For the 2019 NIH survey, 31-1 was included in error. The correct item is "In general, how would you rate your physical health?" Item 31-1 in the 2019 NIH survey is the single item self-rating of health used in the National Health Interview Survey and other national surveys. As a result, the PROMIS Mental Health score can be computed from the NIH 2019 survey as described above, but the two physical health items (31-1 and 32) were treated as single item indicators in analyses.

Q31. Please respond to each question or statement by marking one box per row.

	Excellent (1)	Very good (2)	Good (3)	Fair (4)	Poor (5)
In general, would you say your health is (1)	<input type="checkbox"/>				
In general, how would you rate your mental health, including your mood and your ability to think? (2)	<input type="checkbox"/>				
In general, how would you rate your satisfaction with your social activities and relationships? (3)	<input type="checkbox"/>				

Q32. To what extent are you able to carry out your everyday physical activities such as walking, climbing stairs, carrying groceries, or moving a chair?

- Completely (1)
- Mostly (2)
- Moderately (3)
- A little (4)
- Not at all (5)

SECTION 8: NIH Policy and Resources

Q33. Have you read the [NIH Manual Chapter 1311: Preventing and Addressing Harassment and Inappropriate Conduct](#) or the [NIH Policy Statement: Personal Relationships in the Workplace](#)? Check all that apply.

- NIH Manual Chapter 1311: Preventing and Addressing Harassment and Inappropriate Conduct (1)
- NIH Policy Statement: Personal Relationships in the Workplace (2)
- Neither (3)

Q34. How well do you understand NIH policies and procedures to address harassment, including NIH Manual Chapter 1311: Preventing and Addressing Harassment and Inappropriate Conduct, and the NIH Policy Statement: Personal Relationships in the Workplace?

- Extremely well (1)
- Very well (2)
- Moderately well (3)
- Slightly well (4)
- Not well at all (5)

Q35. How well do you understand how an NIH employee can get help if he/she experiences harassment?

- Extremely well (1)
- Very well (2)
- Moderately well (3)
- Slightly well (4)
- Not well at all (5)

Q36. How would you evaluate the job that NIH has done during the past 12 months at encouraging people to report any harassment problems they have experienced in the course of their work at NIH?

- Excellent (1)
- Good (2)
- Fair (3)
- Poor (4)
- Very poor (5)

Opportunity for Improvement:

Feedback from the NIH Anti-Harassment Steering Committee indicated that Q33 (reading the policies) may not be as important as understanding the policies (Q34, Q35). Future surveys may consider deleting Q33, and perhaps replacing it with items testing knowledge of specific policies.

SECTION 9: Sexual Experiences Questionnaire (SEQ)

Section 9 of the NIH Workplace Climate and Harassment Survey is based on the 1988 and 1995 Sexual Experience Questionnaire (SEQ), as found in Fitzgerald et al. (1999). The SEQ was developed to assess the prevalence of sexual harassment using a psychometrically valid framework. The SEQ instrument assesses three subscales of sexual harassment:

Measures and Scoring:

<i>SEQ Subscale</i>	<i>NIH Item #</i>
Gender harassment: Behaviors conveying “hostility, exclusion, or second-class status about members or one gender” (NASEM, 2018, p.30).	1, 2, 3, 4, 5, 6, 7, 8, 9
Unwanted sexual attention: “Unwelcome sexual advances, which can include assault” (NASEM, 2018, p.30).	10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20
Sexual coercion: Situations in which “favorable professional or educational treatment is conditioned on sexual activity” (NASEM, 2018, p.30).	21, 22, 23, 24, 25

The NIH survey asks respondents about their experiences with each of 25 SEQ items revised for this survey administration. The instrument response options were modified from the original Likert-type scale (ranging from *never* to *most of the time*) to specific quantities ranging from *zero times* to *five or more times*.

While this modification does not change the incidence-based scoring of the instrument, using numeric response options minimizes subjectivity and allows response categories to be collapsed appropriately during analysis (e.g., respondents experiencing one or more sexual harassment incidents in the past 12 months). Modification of the SEQ response options in this way was suggested by Gutek and colleagues in their review of the SEQ, for data collection with a short and specified assessment time frame (Gutek et al., 2004).

Q37. The following questions ask about **unwanted and offensive** experiences you may have had **in the last 12 months while working for the NIH, and with persons with whom you interacted because of your NIH work**, regardless of whether these unwanted or offensive experiences occurred while on NIH property or elsewhere.

When responding to these questions, do NOT consider experiences that either were wanted or that occurred in your personal life unrelated to your NIH work.

During the past 12 months in the course of your NIH work, how many times did someone:

	0 (1)	1 (2)	2-4 (3)	5 or more (4)
Mistreat, slight, or ignore you because of your gender? (1)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Say that people of your gender can't do the kind of work you do well? (2)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Say something insulting about your gender? (3)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Insult you because of your gender? (4)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Display or distribute a cartoon or image or words insulting to your gender that you found offensive? (5)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q38. The following questions ask about **unwanted and offensive** experiences you may have had **in the last 12 months while working for the NIH, and with persons with whom you interacted because of your NIH work**, regardless of whether these unwanted or offensive experiences occurred while on NIH property or elsewhere.

When responding to these questions, do NOT consider experiences that either were wanted or that occurred in your personal life unrelated to your NIH work.

During the past 12 months in the course of your NIH work, how many times did someone:

	0 (1)	1 (2)	2-4 (3)	5 or more (4)
Criticize you for not being masculine or feminine enough? (6)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Insult you by calling you a derogatory name for someone's gender identity or sexual orientation? (7)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Display or distribute sexually explicit pictures, stories, or porn that was offensive to you? (8)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tell a sexual story or dirty joke that was offensive to you? (9)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Try to get you into a conversation about sex that was offensive to you? (10)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q39. The following questions ask about **unwanted and offensive** experiences you may have had **in the last 12 months while working for the NIH, and with persons with whom you interacted because of your NIH work**, regardless of whether these unwanted or offensive experiences occurred while on NIH property or elsewhere.

When responding to these questions, do NOT consider experiences that either were wanted or that occurred in your personal life unrelated to your NIH work.

During the past 12 months in the course of your NIH work, how many times did someone:

	0 (1)	1 (2)	2-4 (3)	5 or more (4)
Make an offensive remark about your appearance, body, or sexual activities? (11)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make a gesture or use body language of a sexual nature that was offensive to you? (12)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Expose a private part of their body in a way that was offensive to you? (13)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Try to start a romantic relationship with you after you had made clear you did not want such a relationship? (14)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ask you to go on a date, have a drink together, have a meal together, or do something else together after you had said you did not want to do such things? (15)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q40. The following questions ask about **unwanted and offensive** experiences you may have had **in the last 12 months while working for the NIH, and with persons with whom you interacted because of your NIH work**, regardless of whether these unwanted or offensive experiences occurred while on NIH property or elsewhere.

When responding to these questions, do NOT consider experiences that either were wanted or that occurred in your personal life unrelated to your NIH work.

During the past 12 months in the course of your NIH work, how many times did someone:

	0 (1)	1 (2)	2-4 (3)	5 or more (4)
Make you feel uncomfortable by staring or looking at you in a sexual way? (16)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Try to stroke, fondle, grope, or kiss you when you did not want them to? (17)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make you uncomfortable by touching a private part of your body (without trying to have sex with you)? (18)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make you uncomfortable by touching another part of your body (other than the private parts of your body) in a way that suggested sexual interest? (19)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Try to have sex with you against your will but did not succeed? (20)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q41. The following questions ask about **unwanted and offensive** experiences you may have had **in the last 12 months while working for the NIH, and with persons with whom you interacted because of your NIH work**, regardless of whether these unwanted or offensive experiences occurred while on NIH property or elsewhere.

When responding to these questions, do **NOT** consider experiences that either were wanted or that occurred in your personal life unrelated to your NIH work.

During the past 12 months in the course of your NIH work, how many times did someone:

	0 (1)	1 (2)	2-4 (3)	5 or more (4)
Have sex with you against your will? (21)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offer you something you wanted at your job in exchange for doing something sexual? (22)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Imply that you would receive a professional reward if you did something sexual with him or her? (23)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Make you afraid you would be treated badly if you did not do something sexual? (24)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treat you badly because you refused to have sex? (25)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

SECTION 10: Select Unwanted Experience of Greatest Effect

Q42. You indicated that the following unwanted events happened to you at least once in the past 12 months while working at NIH. Now pick the unwanted experience THAT HAD THE GREATEST EFFECT ON YOU.

- Someone mistreated, slighted, or ignored me because of my gender (560)
- Someone said that people of my gender can't do the kind of work I do well (561)
- Someone said something insulting about my gender (562)
- Someone insulted me because of my gender (563)
- Someone displayed or distributed a cartoon or image or words insulting to my gender (564)
- Someone criticized me for not being masculine or feminine enough (565)
- Someone insulted me by calling me a derogatory name for someone's gender identity or sexual orientation (566)
- Someone displayed or distributed sexually explicit pictures, stories, or porn (567)
- Someone told a sexual story or dirty joke (568)
- Someone tried to get me into a conversation about sex (569)
- Someone made an offensive remark about my appearance, body, or sexual activities (570)
- Someone made a gesture or used body language of a sexual nature (571)
- Someone exposed a private part of their body (572)
- Someone tried to start a romantic relationship with me after I had made it clear I did not want such a relationship (573)
- Someone asked me to go on a date, have a drink together, have a meal together, or do something else together after I had said I did not want such things (574)
- Someone made me feel uncomfortable by staring or looking at me in a sexual way (575)
- Someone tried to stroke, fondle, grope, or kiss me when I did not want them to (576)
- Someone made me uncomfortable by touching a private part of my body (without trying to have sex with me) (577)
- Someone made me uncomfortable by touching another part of my body (other than the private parts of my body) in a way that suggested sexual interest (578)
- Someone tried to have sex with me against my will but did not succeed (579)
- Someone had sex with me against my will (580)
- Someone offered me something I wanted at my job in exchange for something sexual (581)
- Someone implied I would receive a professional reward if I did something sexual with him or her (582)
- Someone made me afraid I would be treated badly if I did not do something sexual (583)
- Someone treated me badly because I refused to have sex (584)

SECTION 11: Circumstances Surrounding Unwanted Experience

**Administration
Note:**

Sections 11 through 16 were only asked of respondents who indicated any sexual harassment in the past 12 months (i.e., answered affirmatively to at least one of the 25 SEQ items in Section 9).

SURVEY LOGIC: Display this text if SEQ Score \geq 2

The following questions ask about the unwanted experience you indicated had the greatest effect on you.

SURVEY LOGIC: Display this text if SEQ Score = 1

The following questions ask about the unwanted experience that you indicated happened to you.

Q45. Where did the unwanted experience occur?

- In a building owned or leased by NIH (1)
- In a building not owned or leased by NIH (2)
- Somewhere else (3)

Q46. Did the unwanted experience occur:

- During a conference sponsored by NIH (1)
- During a conference not sponsored by NIH (2)
- Not during a conference (3)

Q47. Did the unwanted experience occur at a social event attended by multiple NIH personnel?

- Yes (1)
- No (2)

Q48. Was this person a man or a woman?

- Man (1)
- Woman (2)
- I don't know (3)

Q49. Did this person work in the same work unit as you?

- Yes (1)
- No (2)

SURVEY LOGIC: Display this question if Q49 = Yes.

Q50. Was this person an NIH employee, contractor, or someone else?

- An NIH employee (1)
- A contractor (2)
- Someone else (3)
- I don't know (4)

SURVEY LOGIC: Display this question if Q49 = No.

Q51. Was this person (Check all that apply.)

- An NIH employee (1)
- A contractor (2)
- A patient (3)
- A customer (4)
- A trainee (5)
- A coworker (6)
- Someone else (7)
- I don't know (8)

For future administrations of the survey, the format of Q51 may be revised to improve understanding and interpretation of the results:

SURVEY LOGIC: Display this question if Q49 = No.

Q51. Was this person (check the one that best describes the person):

Opportunity for Improvement:

- An NIH employee (1)
- A contractor (2)
- A patient (3)
- A customer (4)
- A trainee (5)
- A coworker (6)
- Someone else (7)
- I don't know (8)

Opportunity for Improvement:

To collect additional information from respondents during future administrations of the survey, the skip logic for Q50 and Q51 could be removed (i.e., the questions may be asked to all respondents who indicated any sexual harassment in the past 12 months).

Administration Note:

The response options for Q51 should be modified on an institution-specific basis. These response options should also be tested in the target population to ensure that they encompass all possible roles at the institution.

SURVEY LOGIC: Display this question if Q49 = Yes.

Q52. Did this person supervise or manage your work?

- Yes (1)
- No (2)

SURVEY LOGIC: Display this question if Q49 = No, or if Q49 = Yes & Q52 = No.

Q53. Could this person influence your work opportunities at NIH?

- Yes (1)
- No (2)

SECTION 12: Follow Up to the Unwanted Experience (1)

You indicated that the unwanted experience that had the greatest effect on you was: **[Selected unwanted experience]**

The following questions ask about how this was **reported**.

Opportunity for Improvement:

Based on respondent and subject matter expert feedback, a clearer distinction should be made in this section and others between *talking about* an unwanted experience and *reporting* an unwanted experience to official organizational channels. In the survey, *talking about* an unwanted experience involves sharing details of the experience with another person or entity without filing an official report; conversely, *reporting* an unwanted experience involves filing an official report or complaint with the appropriate channel at NIH.

Q55. Regarding the unwanted experience that had the greatest effect on you and that happened to you during your time with the NIH in the past 12 months, did you (Check all that apply.)

- Talk to an NIH supervisor/NIH point of contact or manager (1)
- Talk to someone at the NIH Office of Human Resources or in the NIH Civil Program (2)
- Call the Anti-Harassment Hotline at NIH (3)
- Talk to someone at the NIH Ombudsman's office (4)
- Talk to someone at the NIH Office of Equity, Diversity, and Inclusion (EDI) (5)
- Talk to an organization or an agency outside of NIH (6)
- Talk to a coworker (7)
- None of the above (8)

Future administrations of the survey should consider modifying Q55 to a multi-part structure to allow results to be interpreted more clearly and to distinguish better between *reporting* and *talking about* an unwanted experience.

Q55. Regarding the unwanted experience that had the greatest effect on you and that happened to you during your time with the NIH in the past 12 months, did you:

- Not talk to anyone about it (1)
- Talked to others who are not required to report it to NIH (e.g., friend, counselor, coworker, employee assistance, Ombudsman) but did not report it to the NIH (2)
- Reported it to the NIH through my supervisor, CIVIL, or the Office of Equity, Diversity, and Inclusion (EDI) whether or not you also talked to others not required to report it (3)

Opportunity for Improvement:

SURVEY LOGIC: If Q55 = 1, skip to Q65; if Q55 = 2, administer Q55a; if Q55=3, administer Q55b.

Q55a. Who did you talk to about the experience? (Check all that apply.)

- Co-worker (2)
- Friend or family member who does not work at the NIH (3)
- Someone at the Employee Assistance Program (EAP) (4)
- Someone at the NIH Ombudsman's Office (5)
- A counselor or health professional (6)
- None of the above (7)

Q55b. To whom did you report the unwanted experience? (Check all that apply.)

- Supervisor (1)
- NIH Anti-Harassment Hotline (2)
- Someone at NIH CIVIL Program (3)
- Someone at the Employee Assistance Program (EAP) (4)
- Someone at the NIH Office of Equity, Diversity, and Inclusion (5)
- None of the above (6)

SECTION 13: Follow Up to the Unwanted Experience (2)

Q56. From what you know, was the unwanted experience that had the greatest effect on you during the past year followed up by a supervisor/NIH point of contact or NIH personnel talking with the person who committed the unwanted experience?

- Yes (1)
- No (2)
- I don't know (3)

Q57. From what you know, was the unwanted experience during the past year followed by an investigation of your complaint?

- Yes (1)
- No (2)
- I don't know (3)

Q58. From what you know, was the person who committed the unwanted experience punished?

- Yes (1)
- No (2)
- I don't know (3)

To reduce respondent burden, Q56 through Q58 could be omitted and replaced with a single item:

Opportunity for Improvement:

SURVEY LOGIC: Display this question if Q55 = 3.

Q56. Was your report to your supervisor, CIVIL, or EDI handled respectfully and with the seriousness it deserved?

- Yes (1)
- No (2)

SECTION 14: Follow Up to the Unwanted Experience (3)

Q59. After you talked about the unwanted experience, did [Q55 response] encourage you to drop the complaint?

- Yes (1)
- No (2)

Q60. After you talked about the unwanted experience, did [Q55 response] take your complaint seriously?

- Yes (1)
- No (2)

Q61. After you talked about the unwanted experience, did [Q55 response] say you were at least partly responsible for causing the unwanted experience to occur?

- Yes (1)
- No (2)

Opportunity for Improvement:

To obtain more comprehensive information about the respondent's experience with talking about sexual harassment, Q59 could be revised as follows:

Q59. After you talking about the unwanted experience, did **[Q55 response]** encourage you to report it to CIVIL or EDI?

- Yes (1)
- No (2)

SECTION 15: Repercussions of the Unwanted Experience

Administration Note:

Q63 and Q64 are the same question, but were divided into two parts so that all of response options would appear on the screen for most displays and web browsers without scrolling. Fewer response options might fit onto one screen, eliminating the need to split this question into two parts for future administrations of the survey.

Q63. Did the unwanted experience in the past year while working at the NIH that you said had the greatest effect on you result in any of the following happening to you? (Check all that apply.)

- Overall working conditions got worse (1)
- Work assignments got worse (2)
- Did not receive a promotion (3)
- Reassigned, detailed, or transferred against my wishes (4)
- Reassigned, detailed, or transferred at my request (5)
- Gossip about me in an unkind way (6)
- Lose perks or privileges at work (7)
- Denied training opportunities (8)
- Work performance evaluated unfairly (9)
- Disciplined unfairly at work (10)

Q64. Did the unwanted experience in the past year while working at the NIH that you said had the greatest effect on you result in any of the following happening to you? (Check all that apply.)

- Slighted, ignored, or ridiculed by others at work (1)
- No longer feel a part of work unit (2)
- Humiliated around coworkers (3)
- Lost respect from coworkers (4)
- Considered a "trouble-maker" at work (5)

SECTION 16: Reasons for Not Talking About or Reporting the Experience

SURVEY LOGIC: Display this question if Q55 = None of the Above.

Q65. For the unwanted experience in the past year while working at the NIH that you indicated had the greatest effect on you, you indicated that you did not report this experience to anyone at the NIH or to an outside agency or organization. Why did you decide not to report this experience? (Check all that apply.)

- Didn't think the experience was serious enough to report to anyone (1)
- Didn't know how to report the experience (2)
- You would feel uncomfortable reporting the experience (3)
- Didn't think anything helpful would come from reporting the experience (4)
- Didn't think anyone would believe your report of the experience (5)
- You would feel badly if NIH took action against the person who committed the unwanted experience (6)

SURVEY LOGIC: Display this question if Q55 = None of the Above.

Q66. For the unwanted experience in the past year while working at the NIH that you indicated had the greatest effect on you, you indicated that you did not report this experience to anyone at the NIH or to an outside agency or organization. Why did you decide not to report this experience? (Check all that apply.)

- Was afraid to report the experience (1)
- Concerned coworkers would be angry with you if you reported the experience (2)
- Your career might suffer if you reported the experience (3)
- Concerned that someone would try to hurt you to get back at you if you reported the experience (4)

**Administration
Note:**

Q65 and Q66 are the same question, but were divided into two parts so that all of the response options would appear on the screen for most displays and web browsers without scrolling. Fewer response options might fit onto one screen, eliminating the need to split this question into two parts for future administrations of the survey.

SECTION 17: Likelihood in Future

Q67. During the next 12 months, how likely do you think it is that you will be harassed while working at the NIH?

- Extremely likely (1)
- Very likely (2)
- Moderately likely (3)
- Slightly likely (4)
- Not likely at all (5)

Opportunity for Improvement: Future surveys could consider making the terminology in Q27 more specific (e.g., “sexually harassed” or “gender and sexually harassed”).

SECTION 18: Demographics

Q112. What is your age?

- 18-24 years (4)
- 25-34 years (5)
- 35-44 years (6)
- 45-54 years (7)
- 55-64 years (8)
- 65 years or older (9)

Q69. What is your current marital status?

- Single (1)
- Married or in a domestic partnership (2)
- Separated (3)
- Divorced (4)
- Widowed (5)

Q70. Are you of Hispanic, Latino, or Spanish origin?

- Yes (1)
- No (2)

Q71. With which race do you most identify? (Select all that apply)

- White (1)
- Black or African American (2)
- American Indian or Alaska Native (3)
- Asian (4)
- Native Hawaiian or Pacific Islander (5)
- Some other race (6)

For future survey administrations, the response options for Q71 could be revised to allow only one response indicating the race which with the respondent most identifies:

Opportunity for Improvement:

Q71. With which race do you most identify?

- White (1)
- Black or African American (2)
- American Indian or Alaska Native (3)
- Asian (4)
- Native Hawaiian or Pacific Islander (5)
- Some other race (6)

Q72. What is your gender identity?

- Man (1)
- Woman (2)
- Transgender man (3)
- Transgender woman (4)
- Genderqueer or gender non-conforming (5)
- Questioning (6)
- Something else (7)
- Choose not to disclose (8)

Q73. Do you consider yourself to be:

- Heterosexual or straight (1)
- Lesbian, Gay, or Homosexual (2)
- Bisexual (3)
- Asexual (4)
- Questioning (5)
- Something else (6)
- Choose not to disclose (7)

Opportunity for Improvement:

In the 2019 administration of the survey, NIH included a response option “Choose not to disclose” for questions such as Q72 and Q73 that ask about potentially sensitive topics. However, since respondents have the opportunity to skip any question on the survey, this response option may be omitted in future administrations.

Q74. What is the highest level of education you have completed or degree you have received?

- Did not graduate from high school and did not receive an equivalent degree (1)
- Graduated from high school or received an equivalent degree (2)
- Attended college but did not receive a college degree (3)
- Received an Associate's degree (4)
- Received a Bachelor's degree (5)
- Received an advanced degree (6)

Q75. Do you have a disability?

- Yes (1)
- No (2)
- Do not wish to answer (3)

SURVEY LOGIC: Display this question if Q75 = Yes.

Q76. Is your disability a targeted or reportable disability?

Targeted Disability: Developmental Disability, for example, autism spectrum disorder; Traumatic Brain Injury; Deaf or serious difficulty hearing, benefiting from, for example, American Sign Language, CART, hearing aids, a cochlear implant and/or other supports; Blind or serious difficulty seeing even when wearing glasses; Missing extremities (arm, leg, hand and/or foot); Significant mobility impairment, benefiting from the utilization of a wheelchair, scooter, walker, leg brace(s) and/or other supports; Partial or complete paralysis (any cause); Epilepsy or other seizure disorders; Intellectual disability; Significant Psychiatric Disorder, for example, bipolar disorder, schizophrenia, PTSD, or major depression; Dwarfism; Significant disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders

Reportable Disability: Speech impairment; Spinal abnormalities, for example, spina bifida or scoliosis; Non-paralytic orthopedic impairments, for example, chronic pain, stiffness, weakness in bones or joints, some loss of ability to use part or parts of the body; HIV Positive/AIDS; Morbid obesity; Nervous system disorder for example, migraine headaches, Parkinson's disease, or multiple sclerosis; Cardiovascular or heart disease; Depression, anxiety disorder, or other psychiatric disorder; Blood diseases, for example, sickle cell anemia, hemophilia; Diabetes; Orthopedic impairments or osteo-arthritis; Pulmonary or respiratory conditions, for example, tuberculosis, asthma, emphysema; Kidney dysfunction; Cancer (present or past history); Learning disability or attention deficit/hyperactivity disorder (ADD/ADHD); Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome, colitis, celiac disease, dysphexia; Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis; Liver disease, for example, hepatitis or cirrhosis; History of alcoholism or history of drug addiction (but not currently using illegal drugs); Endocrine disorder, for example, thyroid dysfunction

- Have a targeted disability (1)
- Have a reportable disability (2)
- Have both targeted and reportable disabilities (3)
- Have neither a targeted nor reportable disability (4)

SECTION 19: Closing Question

Q77. How useful do you feel an annual survey similar to this survey would be in assisting the NIH to address gender and sexual harassment in the workplace?

- Very useful (1)
- Moderately useful (2)
- Slightly useful (3)
- Not useful (4)

Opportunity for Improvement: Future administrations of this survey may revise the wording of Q77 to refer to a “periodic” survey rather than annual survey.

Implementation Guide Citations

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