

# NIH Workplace Climate and Harassment Survey

## Supplementary Frequency Tables

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Prepared for the NIH Chief Officer of Scientific Workforce Diversity

Prepared by ICF Next

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# NIH Workplace Climate and Harassment Survey

## *Supplementary Frequency Tables*

### Survey Background

As part of its initiative to address sexual harassment at the National Institutes of Health (NIH), the Institute conducted a survey of all individuals working at or for NIH (i.e., federal employees, trainees, fellows, contractors, and volunteers) to:

- 1) Determine the extent of sexual harassment occurring at NIH;
- 2) Inform policy efforts by identifying potential factors associated with harassment;
- 3) Assess how NIH, through its supervisors and current harassment reporting systems, responds to those who have been harassed, and use this information to improve its harassment policies and systems; and
- 4) Establish a baseline assessment of harassment and associated factors to evaluate progress by NIH on this issue via future survey administrations.

Survey items were developed by an NIH survey team consisting of behavioral scientists and senior leaders, and administered from January 28 to March 25, 2019 by the [IDI Science and Technology Policy Institute](#) (STPI) using [Qualtrics](#) survey administration software. No one from NIH has ever had or will have access to individual-level data. Instead, any analyses of the survey were requested by NIH to STPI, who performed the analyses and provided the results in aggregated form to NIH. To further ensure confidentiality, STPI and NIH agreed that STPI would not provide data on any data cell that represents less than 15 responses.

The results of the survey are expected to inform solutions to create a respectful workplace. The survey instrument developed through this effort, and results obtained by fielding the instrument, will be disseminated to the U.S. scientific community to encourage rigorous assessment of harassment in the scientific workplace.

### Supplementary Tables Overview

A review of key survey findings can be found in the *NIH Workplace Climate and Harassment Survey Summary Findings Report*. In that report, the NIH study team decided to include response options as percentages to maintain focus on high-level trends, comparisons between groups, and the disproportionate impact of harassment on vulnerable groups in the NIH workforce. To complement the summary findings report, the *Supplementary Frequency Tables* within this document include the number (i.e., frequency) of NIH survey respondents selecting each response option or declining to answer. Respondents were given the option to skip any question on the survey.

The purpose of the supplementary tables is to provide additional context to the survey findings and support the U.S. scientific community in potential future administrations of the survey instrument.

### Table Format

[question #]	[survey question text]
[frequency]	[response option or no response]
[frequency]	[response option or no response]

**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.**

16,962	I agree to participate in this survey.
341	I do not agree to participate in this survey.

**15,496 participants submitted a survey.**

**Q3 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?**

15,140	Yes
337	No
19	No response

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

10,623	NIH employee (including Pathways interns)
375	Federal government employee not employed by NIH (including Pathways interns)
175	A volunteer/special volunteer
325	Guest researcher
3,801	Contractor not employed by the federal government
197	No response

**Q6 How many years have you worked at NIH?**

5,650	0-4 years
2,575	5-9 years
2,366	10-14 years
1,921	15-19 years
968	20-24 years
885	25-29 years
1,074	30 or more years
57	No response

**Q7 How many years have you worked in your current position at NIH?**

8,122	0-4 years
2,920	5-9 years
2,014	10-14 years
1,224	15-19 years
511	20-24 years
306	25-29 years
317	30 or more years
82	No response

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

5,801	Yes
9,605	No
90	No response

**Q9 is displayed only if Q8 = Yes****Q9 Are you on the tenure track?**

42	Tenure track
186	Tenured
1,394	Does not apply

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

3,634	Administrative Professional
1,853	Administrative Scientist
1,694	Fellow
1,010	Trainee
289	Student
125	Volunteer
1,436	Staff Scientist
1,167	Technician
999	Clinician or Nurse
1,377	Support Services
627	Engineer
1,406	Analyst
1,348	Leadership
1,996	Other

**Q11 Do your NIH job responsibilities include conducting research?**

6,655	Yes
8,810	No
31	No response

**Q12 is displayed only if Q11 = Yes****Q12 Does your work mostly involve doing research within NIH, or does it mostly involve doing research outside of NIH?**

1,615	Within NIH
143	Outside of NIH

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

1,604	Supervisor/NIH Point of Contact
1,483	Manager
1,000	Senior leader
1,935	Team leader
7,273	None of the above

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

1,863	OD: Office of the Director
2,637	NCI: National Cancer Institute
267	NEI: National Eye Institute
660	NHLBI: National Heart, Lung, and Blood Institute
382	NHGRI: National Human Genome Research Institute
361	NIA: National Institute on Aging
197	NIAAA: National Institute on Alcohol Abuse and Alcoholism
1,838	NIAID: National Institute of Allergy and Infectious Diseases
194	NIAMS: National Institute of Arthritis and Musculoskeletal and Skin Diseases
92	NIBIB: National Institute of Biomedical Imaging and Bioengineering
504	NICHHD: Eunice Kennedy Shriver National Institute of Child Health and Human Development
152	NIDCD: National Institute on Deafness and Other Communication Disorders
193	NIDCR: National Institute of Dental and Craniofacial Research
540	NIDDK: National Institute of Diabetes and Digestive and Kidney Diseases
416	NIDA: National Institute on Drug Abuse
725	NIEHS: National Institute of Environmental Health Sciences
135	NIGMS: National Institute of General Medical Sciences
579	NIMH: National Institute of Mental Health
73	NIMHD: National Institute on Minority Health and Health Disparities
577	NINDS: National Institute of Neurological Disorders and Stroke
99	NINR: National Institute of Nursing Research
793	NLM: National Library of Medicine
1,099	CC: NIH Clinical Center
218	CIT: Center for Information Technology
306	CSR: Center for Scientific Review
51	FIC: Fogarty International Center
321	NCATS: National Center for Advancing Translational Sciences
85	NCCIH: National Center for Complementary and Integrative Health
139	No response

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

1,062	Traditionally mostly men
3,417	Traditionally more men than women
6,871	Traditionally equally men and women
3,025	Traditionally more women than men
974	Traditionally mostly women
147	No response

**Q16 About what proportion of the people working in your work unit are men, and what proportion are women?**

1,068	Mostly men
2,228	More men than women
5,163	About the same number of men and women
4,863	More women than men
2,111	Mostly women
63	No response

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

8,247	Man
7,152	Woman
16	Some other gender identity
41	Do not know
40	No response

**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?**

2,221	A great deal
2,372	A lot
2,429	A moderate amount
1,339	A little
1,079	Not at all
5,999	I don't know
57	No response

**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?**

2,781	Extremely fair
4,630	Very fair
2,225	Moderately fair
962	Slightly fair
750	Not fair at all
4,083	I don't know
65	No response

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

5,540	A great deal
4,762	A lot
2,566	A moderate amount
1,265	A little
401	None at all
922	I don't know
40	No response

**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?**

6,875	Extremely likely
3,580	Very likely
921	Moderately likely
422	Slightly likely
637	Not likely at all
3,006	I don't know
55	No response

**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?**

6,807	Extremely likely
3,755	Very likely
1,098	Moderately likely
495	Slightly likely
598	Not likely at all
2,682	I don't know
61	No response

**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 making such statements?**

4,502	Extremely likely
3,600	Very likely
1,919	Moderately likely
916	Slightly likely
1,014	Not likely at all
3,479	I don't know
66	No response

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

1,006	Yes
1,483	No
9,422	No sexist or racist remark was made that my supervisor/NIH point of contact observed
3,541	I don't know
44	No response

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

1,115	Yes
857	No
13,464	I'm not aware of any harassment reported to my supervisor/NIH point of contact
60	No response

**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)**

1,808	Convened a meeting to discuss NIH anti-harassment program
3,419	Provided you with information on the NIH anti-harassment program
2,847	Provided work time for you to review the NIH anti-harassment policies
4,776	Encouraged you to take the NIH anti-harassment training
4,236	Served as an example of how to treat co-workers respectfully without harassment
10,388	I'm not aware of any harassment in the past 12 months in my NIH work unit



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

**Q27\_1 Ignore you or exclude you from work activities that you should have been involved in?**

10,425	0
1,565	1
2,088	2-4
1,168	5 or more
250	No response

**Q27\_2 Doubt your judgment on a matter for which you have responsibility?**

9,809	0
1,885	1
2,358	2-4
1,179	5 or more
265	No response

**Q27\_3 Put you down or was condescending to you?**

10,619	0
1,582	1
1,869	2-4
1,195	5 or more
231	No response

**Q27\_4 Pay little attention to what you said or showed little interest in your opinion?**

9,826	0
1,900	1
2,196	2-4
1,312	5 or more
262	No response

**Q27\_5 Make demeaning or derogatory remarks about you?**

12,951	0
911	1
817	2-4
542	5 or more
275	No response

**Q27\_6 Make unwanted attempts to draw you into a discussion of personal matters?**

13,720	0
652	1
530	2-4
361	5 or more
233	No response

**Q27\_7 Threaten to hurt you physically?**

15,205	0
46	1
22	2-4
18	5 or more
205	No response

**Q27\_8 Display intimidating behaviors such as finger-pointing, invasion of personal space, shoving, or blocking your way?**

14,312	0
451	1
308	2-4
213	5 or more
212	No response

**Q27\_9 Bully you?**

13,606	0
616	1
580	2-4
466	5 or more
228	No response

**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?****Q28\_1 All in all, I am satisfied with my job.**

6,008	Strongly agree
5,505	Agree
1,872	Somewhat agree
648	Neither agree nor disagree
600	Somewhat disagree
462	Disagree
299	Strongly disagree
102	No response

**Q28\_2 In general, I don't like my job.**

286	Strongly agree
434	Agree
695	Somewhat agree
1,003	Neither agree nor disagree
1,429	Somewhat disagree
5,580	Disagree
5,920	Strongly disagree
149	No response

**Q28\_3 In general, I like working here.**

6,655	Strongly agree
5,714	Agree
1,474	Somewhat agree
673	Neither agree nor disagree
400	Somewhat disagree
279	Disagree
198	Strongly disagree
103	No response

**Q29 The following questions are about your time working at NIH in the last 12 months. How often did each occur?****Q29\_1 How often did you not want to go to work?**

942	Many times
885	Often
3,653	Sometimes
5,009	Once or twice
4,827	Never
180	No response

**Q29\_2 How often did you spend time doing non-work activities while at work?**

122	Many times
238	Often
3,558	Sometimes
5,838	Once or twice
5,449	Never
291	No response

**Q29\_3 How often did you avoid going to work?**

66	Many times
68	Often
593	Sometimes
2,081	Once or twice
12,493	Never
195	No response

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

1,847	Extremely likely
1,264	Very likely
1,938	Moderately likely
2,881	Slightly likely
7,421	Not likely at all
145	No response

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

**Q31\_1 In general, would you say your health is**

4,721	Excellent
6,160	Very good
3,607	Good
774	Fair
111	Poor
123	No response

**Q31\_2 In general, how would you rate your mental health, including your mood and your ability to think?**

5,878	Excellent
5,471	Very good
2,871	Good
915	Fair
216	Poor
145	No response

**Q31\_3 In general, how would you rate your satisfaction with your social activities and relationships?**

4,997	Excellent
5,786	Very good
3,288	Good
1,000	Fair
264	Poor
161	No response

**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?**

13,226	Completely
1,367	Mostly
596	Moderately
182	A little
38	Not at all
87	No response

**Q33 Have you read 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.**

8,392	NIH Manual Chapter 1311: Preventing and Addressing Harassment and Inappropriate Conduct
9,258	NIH Policy Statement: Personal Relationships in the Workplace
5,094	Neither

**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?**

2,561	Extremely well
5,196	Very well
4,537	Moderately well
1,623	Slightly well
1,367	Not well at all
212	No response

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

3,426	Extremely well
5,428	Very well
4,133	Moderately well
1,499	Slightly well
912	Not well at all
98	No response

**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?**

5,172	Excellent
6,673	Good
2,638	Fair
550	Poor
256	Very poor
207	No response

**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:**

**Q37\_1 Mistreat, slight, or ignore you because of your gender?**

13,662	0
727	1
646	2-4
320	5 or more
141	No response

**37\_2 Say that people of your gender can't do the kind of work you do well?**

14,790	0
331	1
183	2-4
59	5 or more
133	No response

**Q37\_3 Say something insulting about your gender?**

14,005	0
666	1
525	2-4
166	5 or more
134	No response

**Q37\_4 Insult you because of your gender?**

14,767	0
303	1
213	2-4
72	5 or more
141	No response

**Q37\_5 Display or distribute a cartoon or image or words insulting to your gender that you found offensive?**

15,113	0
144	1
83	2-4
21	5 or more
135	No response

**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:

**Q38\_1 Criticize you for not being masculine or feminine enough?**

14,977	0
212	1
136	2-4
48	5 or more
123	No response

**Q38\_2 Insult you by calling you a derogatory name for someone's gender identity or sexual orientation?**

15,231	0
79	1
42	2-4
18	5 or more
126	No response

**Q38\_3 Display or distribute sexually explicit pictures, stories, or porn that was offensive to you?**

15,250	0
74	1
41	2-4
< 15	5 or more
124	No response

**Q38\_4 Tell a sexual story or dirty joke that was offensive to you?**

14,666	0
412	1
237	2-4
53	5 or more
128	No response

**Q38\_5 Try to get you into a conversation about sex that was offensive to you?**

14,968	0
242	1
124	2-4
37	5 or more
125	No response

**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:

**Q39\_1 Make an offensive remark about your appearance, body, or sexual activities?**

14,561	0
459	1
274	2-4
88	5 or more
114	No response

**Q39\_2 Make a gesture or use body language of a sexual nature that was offensive to you?**

15,098	0
150	1
94	2-4
35	5 or more
119	No response

**Q39\_3 Expose a private part of their body in a way that was offensive to you?**

15,343	0
19	1
15	2-4
< 15	5 or more
116	No response

**Q39\_4 Try to start a romantic relationship with you after you had made clear you did not want such a relationship?**

15,228	0
93	1
49	2-4
< 15	5 or more
117	No response

**Q39\_5 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?**

15,147	0
136	1
76	2-4
17	5 or more
120	No response

**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:**

**Q40\_1 Make you feel uncomfortable by staring or looking at you in a sexual way?**

14,671	0
354	1
247	2-4
109	5 or more
115	No response



**Q40\_2 Try to stroke, fondle, grope, or kiss you when you did not want them to?**

15,266	0
63	1
35	2-4
< 15	5 or more
120	No response

**Q40\_3 Make you uncomfortable by touching a private part of your body (without trying to have sex with you)?**

15,337	0
24	1
< 15	2-4
< 15	5 or more
119	No response

**Q40\_4 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?**

15,199	0
119	1
42	2-4
15	5 or more
121	No response

**Q40\_5 Try to have sex with you against your will but did not succeed?**

15,364	0
< 15	1
< 15	2-4
< 15	5 or more
118	No response

**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:**

**Q41\_1 Have sex with you against your will?**

15,367	0
< 15	1
< 15	2-4
< 15	5 or more
119	No response

**Q41\_2 Offer you something you wanted at your job in exchange for doing something sexual?**

15,353	0
< 15	1
< 15	2-4
< 15	5 or more
122	No response

**Q41\_3 Imply that you would receive a professional reward if you did something sexual with him or her?**

15,357	0
< 15	1
< 15	2-4
< 15	5 or more
123	No response

**Q41\_4 Make you afraid you would be treated badly if you did not do something sexual?**

15,352	0
< 15	1
< 15	2-4
< 15	5 or more
122	No response

**Q41\_5 Treat you badly because you refused to have sex?**

15,350	0
< 15	1
< 15	2-4
< 15	5 or more
125	No response

**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.**

594	Someone mistreated, slighted, or ignored me because of my gender
135	Someone said that people of my gender can't do the kind of work I do well
213	Someone said something insulting about my gender
53	Someone insulted me because of my gender
< 15	Someone displayed or distributed a cartoon or image or words insulting to my gender
73	Someone criticized me for not being masculine or feminine enough
15	Someone insulted me by calling me a derogatory name for someone's gender identity or sexual orientation
18	Someone displayed or distributed sexually explicit pictures, stories, or porn
106	Someone told a sexual story or dirty joke
45	Someone tried to get me into a conversation about sex
171	Someone made an offensive remark about my appearance, body or sexual activities
23	Someone made a gesture or used body language of a sexual nature
< 15	Someone exposed a private part of their body
24	Someone tried to start a romantic relationship with me after I had made it clear I did not want such a relationship
49	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
152	Someone made me feel uncomfortable by staring or looking at me in a sexual way
26	Someone tried to stroke, fondle, grope, or kiss me when I did not want them to
< 15	Someone made me uncomfortable by touching a private part of my body (without trying to have sex with me)
48	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
< 15	Someone tried to have sex with me against my will but did not succeed
< 15	Someone had sex with me against my will
< 15	Someone offered me something I wanted at my job in exchange for something sexual
< 15	Someone implied I would receive a professional reward if I did something sexual with him or her
< 15	Someone made me afraid I would be treated badly if I did not do something sexual
< 15	Someone treated me badly because I refused to have sex

**Display This Question: If seq-score >= 2**

**Q43 The following questions ask about the unwanted experience you indicated had the greatest effect on you.**

**Display This Question: If seq-score = 1**

**Q44 The following questions ask about the unwanted experience that you indicated happened to you.**

**Q45 Where did the unwanted experience occur?**

2,811	In a building owned or leased by NIH
100	In a building not owned or leased by NIH
284	Somewhere else

**Q46 Did the unwanted experience occur:**

111	During a conference sponsored by NIH
63	During a conference not sponsored by NIH
3,029	Not during a conference

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

401	Yes
2,820	No

**Q48 Was this person a man or a woman?**

2,299	Man
727	Woman
174	I don't know

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

1,817	Yes
1,354	No

**Display This Question: If Q49 = Yes****Q50 Was this person an NIH employee, contractor, or someone else?**

1,418	An NIH employee
244	A contractor
43	Someone else
106	I don't know

**Display This Question: If Q49 = No****Q51 Was this person (check all that apply)**

700	An NIH employee
188	A contractor
16	A patient
< 15	A customer
39	A trainee
83	A coworker
132	Someone else
287	I don't know

**Display This Question: If Q49 = Yes**

**Q52 Did this person supervise or manage your work?**

637	Yes
1,156	No

**Display This Question: If Q49 = No Or If Q49 = Yes And Q52 = No**

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

623	Yes
1,881	No

**Q54 You indicated that the unwanted experience that had the greatest effect on you was: (Answer to Q42).**

The following questions ask about how this was reported.

**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)**

484	Talk to an NIH supervisor/NIH point of contact or manager
99	Talk to someone at the NIH Office of Human Resources or in the NIH Civil Program
< 15	Call the Anti-Harassment Hotline at NIH
70	Talk to someone at the NIH Ombudsman's office
49	Talk to someone at the NIH Office of Equity, Diversity, and Inclusion (EDI)
67	Talk to an organization or an agency outside of NIH
1,236	Talk to a co-worker
1,783	None of the above

**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?**

222	Yes
930	No
330	I don't know

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

105	Yes
1,135	No
238	I don't know

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

34	Yes
1,146	No
301	I don't know

**Q59\_1 After you talked about the unwanted experience, did the NIH supervisor/NIH point of contact or manager encourage you to drop the complaint?**

80	Yes
400	No

**Q59\_2 After you talked about the unwanted experience, did the NIH Office of Human Resources or in the NIH Civil Program encourage you to drop the complaint?**

< 15	Yes
< 15	No

**Q59\_3 After you talked about the unwanted experience, did the Anti-Harassment Hotline at NIH encourage you to drop the complaint?**

< 15	Yes
< 15	No

**Q59\_4 After you talked about the unwanted experience, did the NIH Ombudsman's office encourage you to drop the complaint?**

< 15	Yes
55	No

**Q59\_5 After you talked about the unwanted experience, did the NIH Office of Equity, Diversity, and Inclusion (EDI) encourage you to drop the complaint?**

< 15	Yes
41	No

**Q59\_6 After you talked about the unwanted experience, did the organization or an agency outside of NIH encourage you to drop the complaint?**

< 15	Yes
55	No

**Q59\_7 After you talked about the unwanted experience, did the co-worker encourage you to drop the complaint?**

128	Yes
1,084	No

**Q60\_1 After you talked about the unwanted experience, did the NIH supervisor/NIH point of contact or manager take your complaint seriously?**

316	Yes
160	No

**Q60\_2 After you talked about the unwanted experience, did the NIH Office of Human Resources or in the NIH Civil Program take your complaint seriously?**

70	Yes
28	No

**Q60\_3 After you talked about the unwanted experience, did the Anti-Harassment Hotline at NIH take your complaint seriously?**

< 15	Yes
< 15	No

**Q60\_4 After you talked about the unwanted experience, did the NIH Ombudsman's office take your complaint seriously?**

47	Yes
22	No

**Q60\_5 After you talked about the unwanted experience, did the NIH Office of Equity, Diversity, and Inclusion (EDI) take your complaint seriously?**

34	Yes
< 15	No

**Q60\_6 After you talked about the unwanted experience, did the organization or an agency outside of NIH take your complaint seriously?**

53	Yes
< 15	No

**Q60\_7 After you talked about the unwanted experience, did the co-worker take your complaint seriously?**

989	Yes
217	No

**Q61\_1 After you talked about the unwanted experience, did the NIH supervisor/NIH point of contact or manager say you were at least partly responsible for causing the unwanted experience to occur?**

62	Yes
420	No

**Q61\_2 After you talked about the unwanted experience, did the NIH Office of Human Resources or in the NIH Civil Program say you were at least partly responsible for causing the unwanted experience to occur?**

< 15	Yes
89	No

**Q61\_3 After you talked about the unwanted experience, did the Anti-Harassment Hotline at NIH say you were at least partly responsible for causing the unwanted experience to occur?**

< 15	Yes
< 15	No

**Q61\_4 After you talked about the unwanted experience, did the NIH Ombudsman's office say you were at least partly responsible for causing the unwanted experience to occur?**

< 15	Yes
60	No

**Q61\_5 After you talked about the unwanted experience, did the NIH Office of Equity, Diversity, and Inclusion (EDI) say you were at least partly responsible for causing the unwanted experience to occur?**

< 15	Yes
42	No

**Q61\_6 After you talked about the unwanted experience, did the organization or an agency outside of NIH say you were at least partly responsible for causing the unwanted experience to occur?**

< 15	Yes
63	No

**Q61\_7 After you talked about the unwanted experience, did the co-worker say you were at least partly responsible for causing the unwanted experience to occur?**

45	Yes
1,180	No

**Q62 The following questions continue to ask about the unwanted experience you indicated had the greatest effect on you (Q42).**



**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)?**

461	Overall working conditions got worse
205	Work assignments got worse
152	Did not receive a promotion
62	Reassigned, detailed, or transferred against my wishes
54	Reassigned, detailed, or transferred at my request
390	Gossip about me in an unkind way
122	Lose perks or privileges at work
110	Denied training opportunities
278	Work performance evaluated unfairly
137	Disciplined unfairly at work

**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)?**

433	Slighted, ignored, or ridiculed by others at work
573	No longer feel a part of work unit
308	Humiliated around co-workers
305	Lost respect from co-workers
349	Considered a "trouble-maker" at work

**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)**

1,298	Didn't think the experience was serious enough to report to anyone
92	Didn't know how to report the experience
358	You would feel uncomfortable reporting the experience
644	Didn't think anything helpful would come from reporting the experience
89	Didn't think anyone would believe your report of the experience
302	You would feel badly if NIH took action against the person who committed the unwanted experience

**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)**

181	Was afraid to report the experience
232	Concerned co-workers would be angry with you if you reported the experience
395	Your career might suffer if you reported the experience
166	Concerned that someone would try to hurt you to get back at you if you reported the experience

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

235	Extremely likely
289	Very likely
523	Moderately likely
1,596	Slightly likely
12,708	Not likely at all
145	No response

**Q68 What is your age?**

743	18-24 years
2,592	25-34 years
3,482	35-44 years
3,565	45-54 years
3,320	55-64 years
1,175	65 years or older
619	No response

**Q69 What is your current marital status?**

3,762	Single
10,139	Married or in a domestic partnership
156	Separated
934	Divorced
167	Widowed

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

967	Yes
14,095	No
434	No response

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

9,598	White
2,259	Black or African American
195	American Indian or Alaska Native
2,675	Asian
73	Native Hawaiian or Pacific Islander
686	Some other race

**Q72 What is your gender identity?**

5,824	Man
9,037	Woman
< 15	Transgender man
< 15	Transgender woman
26	Genderqueer or gender non-conforming
< 15	Questioning
< 15	Something else
372	Choose not to disclose
196	No response

**Q73 Do you consider yourself to be:**

13,566	Heterosexual or straight
450	Lesbian, Gay, or Homosexual
298	Bisexual
57	Asexual
27	Questioning
39	Something else
768	Choose not to disclose
291	No response

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

16	Did not graduate from high school and did not receive an equivalent degree
406	Graduated from high school or received an equivalent degree
1,017	Attended college but did not receive a college degree
433	Received an Associate's degree
3,893	Received a Bachelor's degree
9,488	Received an advanced degree
243	No response

**Q75 Do you have a disability?**

745	Yes
13,833	No
776	Do not wish to answer
142	No response

**Display This Question: If Q75 = Yes****Q76 Is your disability a targeted or reportable disability?**

117	Have a reportable disability
40	Have a targeted disability
51	Have both targeted and reportable disabilities
66	Have neither a targeted nor reportable disability

**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?**

4,386	Very useful
5,251	Moderately useful
3,775	Slightly useful
1,929	Not useful
155	No response