Interim Results from the 2019 NIH Workplace Climate and Harassment Survey

ACD Briefing: June 13, 2019

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Overview: Workplace Climate and Harassment Survey

- Overall response rate for federal employees: 56.2%

- All-personnel survey – inclusive of employees, trainees, contractors

- Administered by outside contractor

- Survey questions focused on experience of harassment in the last 12 months

- Survey administered for 8 weeks - concluded March 25

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

Survey Development and Testing

- Simplified conceptual model of the elements of sexual harassment

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

- Survey was refined based on cognitive and pilot testing

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Interim Analysis: Prevalence of Different Types of Harassment

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

The **25** questions asked about **3** types of harassment*:

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

*Respondents had the option to report on experiencing multiple types of harassment.

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Characteristics of individuals experiencing sexual harassment: <u>by gender</u>

Characteristics	Women	Men	Other Gender Identity*	Undisclosed
N	8984	5799	67	368
Any harassment	26.9%	12.0%	44.8%	31.8%
Gender harassment	22.4%	9.6%	43.3%	30.4%
Unwanted Sexual Attention	13.1%	5.4%	22.4%	14.4%
Two or more harassment experiences	19.4%	7.9%	38.8%	23.6%

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

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Characteristics of individuals experiencing sexual harassment: by sexual orientation

Characteristics	Heterosexual	Gay and Lesbian	Bisexual	Other*	Undisclosed
N	13509	447	296	123	998
Any harassment	20.2%	28.6%	41.2%	30.9%	30.9%
Gender harassment	16.5%	24.4%	37.5%	26.0%	28.4%
Unwanted Sexual Attention	9.5%	14.1%	24.0%	21.1%	13.3%
Two or more harassment experiences	14.1%	21.7%	31.8%	23.6%	23.6%

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

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Characteristics of individuals experiencing sexual harassment: by age

Characteristics	18-24	25-34	35-44	45-54	55-64	65+
N	740	2578	3461	4172	2678	1172
Any harassment	33.4%	27.6%	25.4%	17.7%	13.7%	11.0%
Gender harassment	28.8%	22.2%	20.9%	14.8%	11.5%	9.8%
Unwanted Sexual Attention	16.9%	15.7%	13.1%	7.5%	5.0%	2.8%
Two or more harassment experiences	24.9%	19.8%	18%	12.2%	9.7%	7.3%

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Interim Analysis: Trainees

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

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

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

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Interim Analysis: Populations Experiencing Harassment

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

- Member of Intramural: Intramural (24.3%) vs. not intramural (19.9%)

- Years at NIH: From 0-4 (23.8%) to 30+ (13.6%)

- Education: From advanced degree (22.0%) to high school (12.2%)

- Race: White (23.1%), Black (19.6%), Asian (13.9%), other (22.9%)*

- Ethnicity: Hispanic (24.1%) vs. not Hispanic (20.9%)

*Includes American Indian or Alaska Native, Native Hawaiian or Pacific Islander, or some other race.

Interim Analysis: Context for Harassment

Respondents who indicated any experience of sexual harassment in the past 12 months were asked to answer follow-up questions about the unwanted experience that had the greatest effect on them.
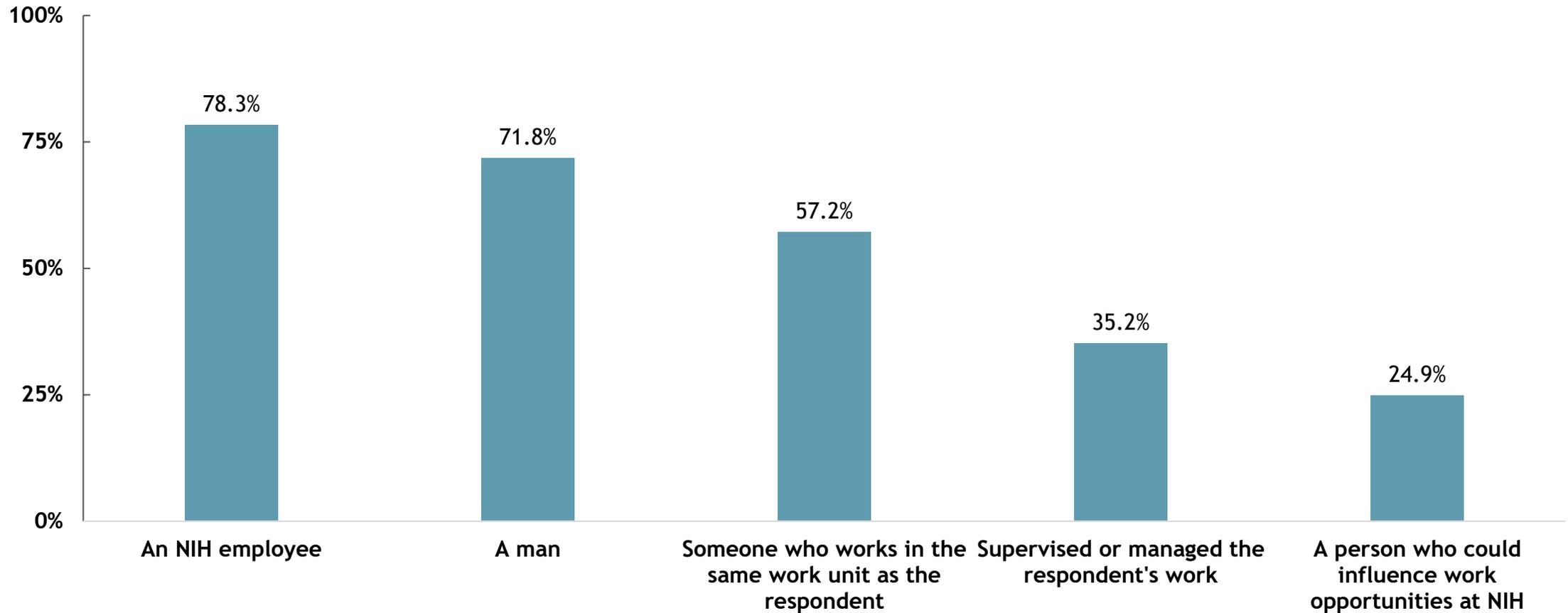
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Interim Analysis: Context for Harassment

The location of the unwanted experience:

- Occurred in a building owned or leased by NIH (88.0%)

- Did not occur during a conference (94.6%)

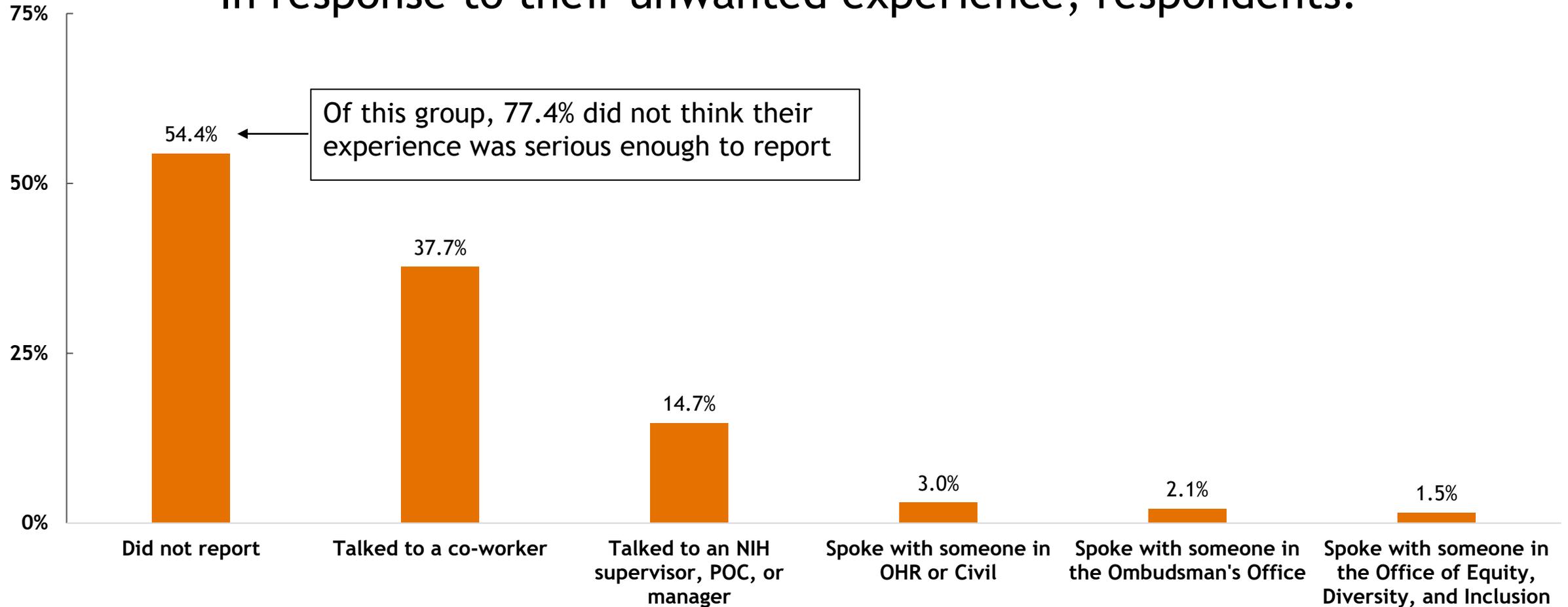- Did not occur at a social event attended by multiple NIH personnel (87.5%)

Interim Analysis: Perceived NIH Response to Harassment

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

- 3.4% believed that it was extremely likely or very likely that they would be harassed while working at NIH in the next 12 months

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

- Gender bias (e.g. saying that women are taking jobs from men)

- Sexually explicit talk

- Sexual coercion (e.g. saying that a way to get ahead professionally is to date your supervisor)

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

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

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Final Report

A final report expected in late 2019/early 2020

- Final report will be posted on survey website

- NIH will create an interactive web-based tool for the public

- NIH will communicate to community and the ACD the results from the final report

Next Steps for NIH

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

- Enhanced training and education to NIH community. Examples:

  - Bystander training

  - Continued Civil Program training

  - Mandatory updated Prevention of Sexual Harassment (POSH) training

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

- Conduct ongoing assessments to help ensure penalties are applied consistently

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

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*In accordance with all privacy requirements