

# 2016 Merit Principles Survey Path 1

**You are previewing this assessment.**

Dear Federal Colleague:

Your opinion counts! The U.S. Merit Systems Protection Board (MSPB) asks that you take a little time to participate in our Merit Principles Survey 2016, a Government-wide survey of Federal employees and supervisors that covers a variety of workforce issues, prohibited personnel practices, and selected aspects of your work experience and work environment. Because you are part of a random sample of Government employees, your views about your work and work environment will represent those of the larger Federal workforce. This is an opportunity for you to inform policy by voicing your opinions and concerns about workforce issues.

This survey is an important part of MSPB's responsibility to assess the soundness of Federal merit systems. Your responses will help us make recommendations to the President, Congress, agency leaders, and other decision makers on how to improve the Federal workplace. The information you share will make a positive difference!

Your responses to this survey are voluntary and strictly confidential. Only MSPB staff and our survey support contractor staff will have access to the surveys and no data that could be used to identify you will be disclosed to anyone.

On average, the survey will take about 30 minutes to complete. It may be completed at your work site or at home. If you have questions or trouble navigating this survey, please email us at [MPS2016@mspb.gov](mailto:MPS2016@mspb.gov) or call our survey hotline at 410-981-9315. There is also a Fact Sheet for Employees that may answer questions you have about the survey. The URL for the fact sheet is [www.mspb.gov/netsearch/viewdocs.aspx](http://www.mspb.gov/netsearch/viewdocs.aspx)

Thank you! We appreciate your help.

Sincerely,

James Read, Director, Office of Policy and Evaluation, U.S. Merit Systems Protection Board

To begin the survey or assessment, click Next.

Please select your language

In assessment preview mode, email address and custom fields are not displayed because they are campaign specific.

[Next](#) ▶

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## 2016 Merit Principles Survey Path 1

### General Information

#### Privacy Statement

MSPB wants to assure survey participants that your involvement in the Merit Principles Survey 2016 is both voluntary and confidential. This Privacy Statement identifies MSPB's authorization to conduct the survey and explains how we will manage the data we receive.

- The purpose of collecting this information is to study how well the Federal Government is managing its workforce in adherence to the merit system principles. A summary of the results of the survey will be shared with the President, Congress, and other Federal decision makers to be used in developing policy that supports both merit and mission accomplishment.
- Collection of the information is authorized by 5 U.S.C. § 1204.
- Your responses to this survey are completely voluntary. There is no penalty if you choose not to participate. However, we encourage your participation to ensure that our data is complete and representative of the Federal workforce.
- Only MSPB staff and our survey support contractor staff will have access to individually completed surveys. In accordance with the Privacy Act of 1974 (Public Law 93-579), no data will be disclosed that could be used to identify individual participants.

#### Definition of Survey Terms

**Executives** are members of the Senior Executive Service or equivalent.

**Leaders** are an agency's management team. This includes anyone with supervisory or managerial duties including supervisors, managers, and executives.

**Organization** means an agency, office, or division.

**Supervisors** are first-line supervisors who do not supervise other supervisors; typically those who are responsible for employees' performance appraisals and approval of their leave.

**Team leaders** are those who provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.

**Work unit** means an employee's immediate work unit headed by the employee's direct supervisor.

Before proceeding, you must certify that you are the person to whom the survey invitation was directed and that the responses that you provide are true and accurate to the best of your knowledge.

By checking this box, I certify and acknowledge the foregoing statement.

## Engagement

Indicate your level of agreement or disagreement with each of the following statements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
My agency is successful at accomplishing its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The work I do is meaningful to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work unit produces high quality products and services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with my supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with managers above my immediate supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what is expected of me on the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My job makes good use of my skills and abilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the resources to do my job well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend my agency as a place to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have sufficient opportunities (such as challenging assignments or projects) to earn a high performance rating	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition and rewards are based on performance in my work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the recognition and rewards I receive for my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am given a real opportunity to improve my skills in my organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am treated with respect at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My opinions count at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A spirit of cooperation and teamwork exists in my work unit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At my job, I am inspired to do my best work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provides constructive feedback on my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have the opportunity to perform well at challenging work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable being myself at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Work Environment

Please indicate your level of satisfaction with the following aspects of your organization and work environment.

	Very Satisfied	Somewhat Satisfied	Neither Satisfied nor Dissatisfied	Somewhat Dissatisfied	Very Dissatisfied	Don't Know
Public support for your organization's mission and work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public perception of your organization's performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your organization's stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your organization's culture	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clarity of your organization's goals and objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attainability of your organization's goals and objectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships with other organizations within your agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships with Federal Government organizations outside of your agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your opportunity to do work that you find meaningful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your level of job stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your geographic location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your work flexibility (e.g., telework, alternative work schedules, core hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your ability to meet your work and family responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your ability to take time off or "get away" from work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Career Entry

Thinking back to when you applied for your first job with the Federal Government, did you encounter any of the following obstacles?

	Yes	No	Don't Know
Finding out about job opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Complexity of the hiring process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Length of the hiring process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Qualifying for a Federal position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtaining a job offer with good pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I didn't face any obstacles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Characters Remaining: 1000

## Career Interests: Importance of Job and Work Environment Factors

For the following questions, please indicate how important each of these is to you in a job or work environment.

	Very Important	Somewhat Important	Neither Important nor Unimportant	Somewhat Unimportant	Very Unimportant	Don't Know
Interesting work that I enjoy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling respected by colleagues/supervisors/managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to exercise job-related expertise and judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being included in important discussions/decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work that makes a positive contribution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance-based bonuses (e.g., cash awards, time off awards)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (e.g., leave, health insurance, retirement benefits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to use innovative technology/tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning and development opportunities (e.g., training, continuing professional education)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for greater responsibility within my area of expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for advancement into supervisory/managerial roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work flexibility (e.g., telework, alternative work schedules, core hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships with coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationship with supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships with higher level managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Characters Remaining: 1000

## Career Interests: Satisfaction with Current Job and Work Environment

Please indicate your level of satisfaction or dissatisfaction with the following factors in your current job or work environment.

	Very Satisfied	Somewhat Satisfied	Neither Satisfied nor Dissatisfied	Somewhat Dissatisfied	Very Dissatisfied	Don't Know
Interesting work that I enjoy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling respected by colleagues/supervisors/managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to exercise job-related expertise and judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Being included in important discussions/decisions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work that makes a positive contribution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance-based bonuses (e.g., cash awards, time off awards)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits (e.g., leave, health insurance, retirement benefits)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to use innovative technology/tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Learning and development opportunities (e.g., training, continuing professional education)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for greater responsibility within my area of expertise	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for advancement into supervisory/managerial roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity for work-life balance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work flexibility (e.g., telework, alternative work schedules, core hours)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships with coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationship with supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working relationships with higher level managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Characters Remaining: 1000

## Career Interests: Where would you go

If you were to leave your current job, would you:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
Leave your current job for another job within your current agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave your current agency for a job with another Federal agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave the Federal Government for a job elsewhere (i.e., resign)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leave the Federal Government and not work elsewhere	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

Characters Remaining: 1000

	Very Likely	Somewhat Likely	Neither Likely nor Unlikely	Somewhat Unlikely	Very Unlikely	Don't Know
How likely is it that you will leave your agency in the next 12 months?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Career Interests: Aspirations

During your career, would you like to:

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
Continue in your current job and role at the same level of responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take on new challenges, assignments, or roles in your current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take on higher level technical responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take on supervisory or managerial responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Take on senior executive responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Move to a different <b>occupation</b> or line of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Move to different <b>organization</b> within your current agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Move to different <b>agency</b> within the Federal Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtain employment outside of the Federal Government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reduce your work hours or work responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Fairness: Treatment

In the past two years, have you been treated fairly in each of the areas listed below :

	Yes	No	Don't Know
Career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Awards	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance appraisals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job assignments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discipline	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Fairness: Discrimination

In the past 2 years, have you been denied a job, promotion, pay increase, or other job benefit because of unlawful discrimination based on the following factors?

	Yes	No	Don't Know
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Status as a parent or caregiver	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Fairness: Equality

Indicate your level of agreement or disagreement with each of the following statements.

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
In my organization, women and men are respected equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, the opinions and insights of <b>women</b> are often ignored or devalued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, the opinions and insights of <b>men</b> are often ignored or devalued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, standards are higher for <b>women</b> than men	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, standards are higher for <b>men</b> than women	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization is reluctant to promote <b>women</b> to supervisory or managerial positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization is reluctant to promote <b>men</b> to supervisory or managerial positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, minorities and non-minorities are respected equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, the opinions and insights of <b>minority</b> employees are often ignored or devalued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, the opinions and insights of <b>non-minority</b> employees are often ignored or devalued	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, standards are higher for <b>minorities</b> than non-minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, standards are higher for <b>non-minorities</b> than minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization is reluctant to promote <b>minorities</b> to supervisory or managerial positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My organization is reluctant to promote <b>non-minorities</b> to supervisory or managerial positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In my organization, <b>minority women</b> face extra obstacles in their careers because they are both minority and female	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My agency has been successful in <b>recruiting</b> a diverse workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My agency has been successful in <b>retaining</b> a diverse workforce	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Harassment: Prevention-1

My agency takes sufficient steps to prevent...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
...workplace violence from occurring.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...workplace aggression/bullying that is not related to legally protected bases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...harassment based on legally protected bases other than sex (e.g., race, age, disability) from occurring at my workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Harassment: Prevention-2

My agency has a policy prohibiting...

	Yes	No	Don't Know
...workplace violence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...workplace aggression/bullying that is not related to legally protected bases.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...harassment based on legally protected bases other than sex (e.g., race, age, disability).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Harassment: Prevention-3

My work colleagues would stand up for someone who was experiencing...

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
...workplace violence.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...workplace aggression/bullying.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...harassment that is based on legally protected bases other than sex (e.g., race, age, disability).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...sexual harassment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## The Discrimination Complaint Process

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
I am familiar with the formal complaint channels that are available to people who have experienced discrimination.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I filed an action charging discrimination, I am confident that it would be resolved in a fair and just manner by my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a supervisor or manager in my organization was found to have discriminated based on prohibited factors (e.g., race or sex), management would take appropriate action against that person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If I filed an action charging sexual harassment, I am confident that it would be resolved in a fair and just manner by my organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If a supervisor or manager in my organization was found to have committed sexual harassment, management would take appropriate action against that person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Workplace Violence: Observed

In the past 2 years, have you **observed** any acts of workplace violence that were **directed at another person** in your workplace?

	Yes	No
Physical assault that resulted in serious injury	<input type="radio"/>	<input type="radio"/>
Physical assault that did not result in serious injury	<input type="radio"/>	<input type="radio"/>
Threat of assault	<input type="radio"/>	<input type="radio"/>
Intentional damage to property in order to intimidate	<input type="radio"/>	<input type="radio"/>

## Workplace Violence: Experienced

In the past 2 years, have you **experienced** any acts of workplace violence (e.g., physical assault, threat of assault) that were **directed at you**?

	Yes	No
Physical assault that resulted in serious injury	<input type="radio"/>	<input type="radio"/>
Physical assault that did not result in serious injury	<input type="radio"/>	<input type="radio"/>
Threat of assault	<input type="radio"/>	<input type="radio"/>
Intentional damage to property in order to intimidate	<input type="radio"/>	<input type="radio"/>

## Workplace Violence: Offenders

If you have observed or experienced workplace violence within the past 2 years in the Federal Government, select **one act** that had the **greatest impact** on you and answer this question in terms of that experience:

Who committed the workplace violence? (Check all that apply.)

- Your immediate supervisor
- Other higher level supervisors
- Your coworkers
- Your subordinates
- Other employees
- Contractors
- Customers/members of the public (including clients, patients, inmates, or any others for whom your agency provides services)
- Someone with a personal relationship with an employee (e.g., an abusive spouse or domestic partner)
- Criminal who had no other connection with the workplace, but enters to commit a crime
- Other

## Workplace Aggression/Harassment: Observed

In the past two years, have you **observed** any of the following acts of workplace aggression/harassment that were **directed at another person** in your workplace?

	Never	Once	More than Once
Physical intimidation (e.g., intentionally making someone uncomfortable by getting in their way or too close without touching them)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal intimidation (e.g., shouting, swearing, disrespectful name-calling)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spreading rumors or negative comments about a person to undermine their status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persistent, undeserved criticism of work or effort directed to the person being targeted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assignment of tasks with unreasonable deadlines or demands with the intent of setting the targeted person up to fail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Undermining performance by sabotaging work or withholding cooperation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Excluding from work-related or social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Workplace Aggression/Harassment: Experienced

In the past two years, have you **experienced** any of the following acts of workplace aggression/harassment that were **directed at you** in the workplace?

	Never	Once	More than Once
Physical intimidation (e.g., intentionally making someone uncomfortable by getting in their way or too close without touching them)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal intimidation (e.g., shouting, swearing, disrespectful name-calling)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spreading rumors or negative comments about you to undermine your status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persistent, undeserved criticism of your work or effort directed to you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Assignment of tasks with unreasonable deadlines or demands with the intent of setting you up to fail	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Undermining performance by sabotaging work or withholding cooperation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Excluding from work-related or social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Workplace Aggression/Harassment: Effective Actions

In most cases, how effective do you think the following actions are for employees to take to make others stop harrassing them?

	Very Effective	Somewhat Effective	Neutral	Somewhat Ineffective	Very Ineffective	Don't Know
Ignore the behavior or do nothing	<input type="radio"/>					
Avoid the person(s) doing the sexual harassment	<input type="radio"/>					
Ask or tell the person(s) doing the sexual harassment to stop	<input type="radio"/>					
Threaten to tell or tell others	<input type="radio"/>					
Report the behavior to the supervisor or other officials	<input type="radio"/>					
File a formal complaint, such as an EEO complaint or a grievance	<input type="radio"/>					
Make a joke of the behavior	<input type="radio"/>					
Go along with the behavior	<input type="radio"/>					
Change jobs/locations	<input type="radio"/>					

Other

Characters Remaining: 1000

## Workplace Aggression: Context

If you have observed or experienced workplace aggression/harassment within the past two years in the Federal Government, select **one experience** that had the **greatest impact** on you and answer the remaining questions in the workplace aggression section in terms of that experience.

Are you responding based on an experience where the workplace aggression was directed at: (Check all that apply.)

- You
- Another person/other people
- No one specifically

## Workplace Aggression: Offenders

Who committed the workplace aggression? (Check all that apply.)

- Your immediate supervisor
- Other higher level supervisors
- Your coworkers
- Your subordinates
- Other employees
- Contractors
- Customers/members of the public (including clients, patients, inmates, or any others for whom your agency provides services)
- Someone with a personal relationship with an employee (e.g., an abusive spouse or domestic partner)
- Criminal who had no other connection with the workplace, but enters to commit a crime
- Other

"What was the sex of the person(s) who committed the act of aggression/harassment?"

- Male
- Female
- Two or more males
- Two or more females
- Males and females
- Not sure because harassers were anonymous

## Workplace Aggression: Contributing Factors

Did any of the following factors contribute to who was harassed?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
Political affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Color	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National origin	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sex	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marital status	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Status as a parent or caregiver	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The <b>target</b> of the harassment was an <b>above average</b> performer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The <b>target</b> of the harassment was a <b>below average</b> performer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The <b>person doing</b> the harassment harasses everyone.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Workplace Aggression: Most Important Factor

Which factor was the **most important**?

- Political Affiliation
- Race
- Color
- Religion
- National Origin
- Sex
- Marital Status
- Age
- Disability
- Sexual Orientation
- Status as a parent or caregiver
- The target of harassment was an above average performer
- The target of harassment was a below average performer
- The person doing the harassment frequently harasses others
- Don't Know

Other

Characters Remaining: 1000

## Workplace Aggression: Actions Taken-1

In this section, indicate whether you took a specific **action**. Keep in mind this may refer to behavior that was directed at you **or** that you observed being directed at someone else.

I avoided the person(s) doing the harassment

- Yes  
 No

I asked the person(s) doing the harassment to stop

- Yes  
 No

I threatened to tell or told others

- Yes  
 No

I reported the behavior to the supervisor or other officials, such as an EEO counselor

- Yes  
 No

I filed a formal complaint, such as an EEO complaint or grievance

- Yes  
 No

I made of joke of the behavior

- Yes  
 No

I went along with the behavior

- Yes  
 No

I changed jobs/locations

- Yes  
 No

I ignored the behavior or did nothing

- Yes  
 No

Other

- Yes  
 No

## Workplace Aggression: Actions Taken-2

In the previous question you indicated that you took the following actions. Please select the response that best reflects the effect of your actions. Keep in mind this may refer to behavior that was directed at you or that you observed being directed at someone else.

I ignored the behavior or did nothing

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I avoided the person(s) doing the harassment

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I asked the person(s) doing the harassment to stop

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I threatened to tell or told others

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I reported the behavior to the supervisor or other officials, such as an EEO counselor

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I filed a formal complaint, such as an EEO complaint or grievance

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I made of joke of the behavior

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I went along with the behavior

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I changed jobs/locations

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

Briefly describe any other action you may have taken and the difference it made, if any.

Characters Remaining: 1000

## Workplace Aggression: Outcomes

Did any of the following happen as a result of the workplace aggression or your response to it?

	Yes	No	Don't Know
My work assignments or conditions got worse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied a promotion, pay increase, good performance rating, or good reference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was reassigned or transferred against my wishes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I transferred or quit to take another job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work assignments or conditions got better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corrective action was taken against the person doing the harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used sick leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used annual leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My productivity was reduced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No changes occurred	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Sexual Harassment: Behaviors

Do you consider the following behaviors to be sexual harassment in the workplace?

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Don't Know/NA
Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome sexually suggestive looks or gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for sexual favors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for dates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome sexual teasing, jokes, comments or questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People having sexually oriented conversations in front of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone offering preferential treatment in the workplace in exchange for sexual favors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different treatment based on sex/gender (e.g., quality or nature of assignments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of derogatory or unprofessional terms related to a person's sex/gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stalking (e.g., unwanted intrusion (physically or electronically) into your personal life)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape or sexual assault or attempted rape or sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Sexual Harassment: Effective Actions

In most cases, how effective do you think the following actions are for employees to take to make other stop sexually harassing them?

	Very Effective	Somewhat Effective	Neutral	Somewhat Ineffective	Very Ineffective	Don't Know
Ignore the behavior or do nothing	<input type="radio"/>					
Avoid the person(s) doing the sexual harassment	<input type="radio"/>					
Ask or tell the person(s) doing the sexual harassment to stop	<input type="radio"/>					
Threaten to tell or tell others	<input type="radio"/>					
Report the behavior to the supervisor or other officials	<input type="radio"/>					
File a formal complaint, such as an EEO complaint or a grievance	<input type="radio"/>					
Make a joke of the behavior	<input type="radio"/>					
Go along with the behavior	<input type="radio"/>					
Change jobs/locations	<input type="radio"/>					

Other

Characters Remaining: 1000

## Sexual Harassment: Observed

In the past two years in your workplace, have you **observed** anyone being subjected to any of the following behaviors?

	Never	Once	More than Once
Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome sexually suggestive looks or gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for sexual favors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for dates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome sexual teasing, jokes, comments or questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People having sexually oriented conversations in front of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone offering preferential treatment in the workplace in exchange for sexual favors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different treatment based on sex/gender (e.g., quality or nature of assignments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of derogatory or unprofessional terms related to a person's sex/gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stalking (e.g., unwanted intrusion (physically or electronically) into your personal life)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape or sexual assault or attempted rape or sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Sexual Harassment: Experienced

In the past two years in your workplace, have any of the following behaviors been **directed at you**?

	Never	Once	More than Once
Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome sexually suggestive looks or gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for sexual favors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pressure for dates	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwelcome sexual teasing, jokes, comments or questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People having sexually oriented conversations in front of others	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone offering preferential treatment in the workplace in exchange for sexual favors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Different treatment based on sex/gender (e.g., quality or nature of assignments)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of derogatory or unprofessional terms related to a person's sex/gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stalking (unwanted intrusion (e.g., physically or electronically) into your personal life)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rape or sexual assault or attempted rape or sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Sexual Harassment: Harasser Characteristics

If you have been sexually harassed within the past two years in the Federal Government, select **one experience** that had the **greatest impact** on you and answer the remaining questions in the sexual harassment section in terms of that experience.

Who harassed you? Mark all that apply.

- Your immediate supervisor
- Other higher level supervisors
- Your coworkers
- Your subordinates
- Other employees
- Contractors
- Customers/members of the public (including clients, patients, inmates, or any others for whom your agency provides services)
- Someone with a personal relationship with an employee (e.g., an abusive spouse or domestic partner)
- Criminal who had no other connection with the workplace, but enters to commit a crime
- Other

What was the sex of the person (or persons) who harassed you?

- Male
- Female
- Two or more males
- Two or more females
- Males and females
- Not sure because harassers were anonymous

Was the person (or persons) who harassed you?

- Older
- Similar in age
- Younger
- Mixed ages
- Don't know

## Sexual Harassment: Actions Taken-1

In this section, indicate whether you took a specific action. Keep in mind this may refer to behavior that was directed at you **or** that you observed being directed at someone else.

I avoided the person(s)

- Yes
- No

I asked/told the person to stop

- Yes
- No

I threatened to tell or told others

- Yes
- No

I reported the behavior to the supervisor or other officials, such as an EEO counselor

- Yes
- No

I filed a formal complaint, such as an EEO complaint or grievance

- Yes
- No

I made of joke of the behavior

- Yes
- No

I went along with the behavior

- Yes
- No

I changed jobs/locations

- Yes
- No

I ignored the behavior or did nothing

- Yes
- No

Other

- Yes
- No

## Sexual Harassment: Actions Taken-2

In this section, indicate whether you took a specific action. Keep in mind this may refer to behavior that was directed at you **or** that you observed being directed at someone else.

I avoided the person(s)

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I asked/told the person to stop

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I threatened to tell or told others

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I reported the behavior to the supervisor or other officials, such as an EEO counselor

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I filed a formal complaint, such as an EEO complaint or grievance

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I made of joke of the behavior

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I went along with the behavior

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I changed jobs/locations

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

I ignored the behavior or did nothing

- Made things better
- Made no difference
- Made things worse
- Don't Know
- Not Applicable (I did not do this action.)

Briefly describe any other action you may have taken and the difference it made, if any.

Characters Remaining: 1000

## Sexual Harassment: Result of Actions

Did any of the following happen as a result of the sexual harassment or your response to it?

	Yes	No	Don't Know
My work assignments or conditions got worse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was denied a promotion, pay increase, good performance rating, or good reference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was reassigned or transferred against my wishes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I transferred or quit to take another job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work assignments or conditions got better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Corrective action was taken against the person who harassed me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used sick leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I used annual leave	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My productivity was reduced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
No changes occurred	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other

Characters Remaining: 1000

## Demographics

How many years have you been a Federal civil service employee?

- Under 1 year
- 1-3 years
- 4-7 years
- 8-11 years
- 12-15 years
- 16-19 years
- 20-23 years
- 24-27 years
- 28-31 years
- 32-35 years
- More than 35 years

How many years have you been with your current agency?

- Under 1 year
- 1-3 years
- 4-7 years
- 8-11 years
- 12-15 years
- 16-19 years
- 20-23 years
- 24-27 years
- 28-31 years
- 32-35 years
- More than 35 years

Please indicate your eligibility to retire from Federal service

- Currently eligible to retire (I can retire now)
- Eligible in less than 1 year
- Eligible in 1-2 years
- Eligible in more than 2 years but less than 5 years
- Eligible in 5 or more years
- I will not become eligible to retire

What is your supervisory status?

- Non-Supervisor (You don't supervise others)
- Team Leader (You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but don't have supervisory responsibilities or conduct performance appraisals)
- Supervisor (You are responsible for employees' performance appraisals and approval of their leave, but you don't supervise other supervisors)
- Manager (You are in a management position and supervise other supervisors)
- Executive (You are in the Senior Executive Service or equivalent and supervise managers or other executives)

If you are a member of the Senior Executive Service, are you:

- Career SES
- Non-Career SES
- I am not a member of the SES

Have you ever served on active duty in the U.S. military?

- Yes
- No

Did you use veterans' preference to obtain your first civilian job with the Federal Government?

- Yes
- No
- Don't Know

Are you a dues-paying member of a union?

- Yes
- No, but my position is covered by a bargaining agreement
- No, I am not sure if my position is covered by a bargaining agreement
- No, I am not eligible to be a member of a union
- Don't Know/Can't Judge

Where do you work?

- Headquarters
- Field

What is your annual salary, including locality pay but excluding any awards or bonuses?

- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to \$124,999
- \$125,000 to \$149,999
- \$150,000 to \$174,999
- \$175,000 or more

Are you Hispanic or Latino?

- Yes
- No

Are you? (Please mark ALL that apply.)

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

Are you

- Male
- Female

Do you consider yourself to be:

- Heterosexual or Straight
- Lesbian or Gay
- Bisexual
- Other
- I prefer not to say

Do you consider yourself to be transgender?

- Yes
- No
- I prefer not to say

What is your age group?

- 25 and under
- 26-29
- 30-39
- 40-49
- 50-59
- 60 or older

What is your current education level?

- Less than a high school diploma
- High school, equivalent diploma, or GED
- Some college credits but no degree
- Associate's college degree
- Bachelor's college degree
- Master's degree
- Professional degree (e.g., J.D., M.D., D.D.S.)
- Academic or scientific doctorate (e.g., Ph.D.)

Do you have a physical or mental impairment or disability?

Yes, and it substantially limits one or more major life activities. Major life activities may include walking, seeing, standing, sitting, breathing, bathing, etc.

- Yes, but it does not affect a major life activity
- No
- I prefer not to answer

During the past year, how many days per week (on average), did you telework--work from home or from another location such as a telework center? (This does not include field work).

- 5 days per week
- 4 days per week
- 3 days per week
- 2 days per week
- 1 day per week
- Not regularly (on an ad hoc basis)
- None-I choose not to telework
- None-I am not eligible to telework

Is your immediate work group (the employees who also report to your supervisor) composed of:

- About the same number of males and females
- Slightly more males than females
- Substantially more males than females
- Slightly more females than males
- Substantially more females than males

Is your immediate supervisor?

- Male
- Female

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Thank you for participating in the 2016 Merit Principles Survey.  
Your responses will be held in the strictest confidence.