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SUBJECT: Survey of the Forest Service Region 5 Regarding Sexual Harassment

This report presents the results of a June 2017 survey of the Forest Service Region 5 regarding sexual harassment. Specifically, the survey and analyses presented in this report seek to determine whether and how Region 5 employees perceive the occurrence of sexual harassment in their work environment. The survey was conducted in response to concerns expressed by Members of Congress over sexual harassment in the Forest Service.

The Office of Inspector General (OIG), Office of Data Sciences (ODS) contracted Eagle Hill Consulting (EHC) to assist in the development of the survey instrument, methodology, analysis, and written interpretation of the results. EHC is an independent consulting company employing subject matter experts in the conduct and analysis of work environment and climate studies related to allegations of sexual harassment. The report contains EHC's presentation of the survey findings. OIG ODS reviewed EHC's report and related documentation to ensure that it complies with the ODS Quality Control Process, which follows OIG and U.S. Department of Agriculture Information Quality Guidelines.

The report is attached for your use and will be provided to Members of Congress. This report contains publicly available information and will be posted in its entirety to our website (<http://www.usda.gov/oig>) in the near future.

Attachment

Survey of the Forest Service Region 5 Regarding Sexual Harassment

Methodology, Analysis, and Results

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1: Executive Summary

The U.S. Department of Agriculture (USDA), Office of Inspector General (OIG) conducted a survey of U.S. Forest Service Region 5 employees in response to concerns expressed by Members of Congress over sexual harassment in the Forest Service. Congress did not specifically request that OIG conduct this survey, but OIG undertook the survey and analyses presented in this report to help determine whether and how Region 5 employees perceive the occurrence of sexual harassment in their work environment.

On May 31, 2017, OIG sent the sexual harassment survey to 4,810 employees of the Forest Service's Region 5. The survey recipients, whose names were obtained from the Forest Service's Human Resources Division, included all Region 5 employees, both full- and part-time. Of the 4,810 employees invited to participate in the survey, 1,907 did so, including employees across a range of roles, tenures, genders, and ethnic identities. Participation in the survey was completely voluntary, and responses were anonymous. The survey closed on June 23, 2017. Below, we highlight several key observations concerning survey responses, which we describe in greater detail in the pages that follow.

Key observations from the data

- A small number of respondents report directly experiencing sexual harassment in Region 5. A larger number report knowing someone who has been harassed in Region 5 or elsewhere in the Forest Service.
- A noticeable minority of respondents view harassment behaviors as problematic in Region 5. These behaviors include both sexual and non-sexual harassment.
- Most of those who indicated direct experience as a victim of sexual harassment did not report it.
- Common forms of harassment appear to be verbal rather than physical.
- The experience of sexual harassment is shared across gender and ethnic identities.
- The majority of respondents “agree” or “agree strongly” that they are aware that the Forest Service has a zero-tolerance policy on sexual harassment.

2: Introduction and Background to the Survey

In November and December 2016, Members of Congress sent two separate requests asking OIG to conduct an audit into alleged issues regarding the Forest Service's workplace environment. Many of these Members of Congress had received personal correspondence from constituents alleging sexual harassment throughout the Forest Service over many years. In December 2016, the House Committee on Oversight and Government Reform held another congressional hearing on this issue, and there continues to be media coverage related to these allegations.

OIG conducted the survey presented in this report to provide additional information to Members of Congress regarding their concerns about sexual harassment in the Forest Service. OIG distributed the survey to all Forest Service employees in Region 5, which is the Forest Service Region that has experienced the majority of complaints related to sexual harassment. OIG designed the survey questions to gain insight into Forest Service employees' perceptions of sexual harassment in Region 5.

3: Survey Participation

On May 31, 2017, OIG sent the sexual harassment survey to 4,810 employees of the Forest Service's Region 5. The survey recipients, whose names were obtained from the Forest Service's Human Resources Division, included all Region 5 employees, both full- and part-time. Of the 4,810 employees invited to participate in the survey, 1,907 did so. The survey closed on June 23, 2017. Throughout the duration of the survey, OIG offered a HelpDesk function to support users who experienced technical difficulties with the survey tool or had questions about the survey or its content. All questions received and answered by the HelpDesk were administrative in nature.

Thirteen individuals opened the survey, but indicated that they were not currently employed in Region 5. These thirteen individuals were disqualified from participation in the survey. One individual opened the survey, but indicated that he/she was under 18 years of age.¹ That individual was also disqualified from participation in the survey.² The participation rate by job tenure and role appears below, in Table 1. The participation rate by personal demographics appears below, in Table 2.

With regard to tenure in the Forest Service generally, the largest group of respondents (49.24%) reported having worked for the Forest Service for 15 years or more. With regard to tenure in Region 5 specifically, the largest group of respondents (41.90%) reported working in Region 5 for 15 years or more. Most respondents (89.72%) were full-time employees, and respondents who identified as "not a manager or supervisor" constituted the largest group of respondents by role.

¹ OIG limited participation to respondents 18 years of age or older because the subject matter of this particular survey subjected participants to questions of a sexual nature, which may have been inappropriate for minors. The first question of the survey (see Appendix) asked respondents' age, and allowed them to proceed to the rest of the survey based on their entry.

² Those who attempted to participate in the survey, but indicated that they were either not current Region 5 employees or not over 18 years of age were presented with a screen that thanked them for their interest, but indicated that they were not eligible to take the survey. They were not given the opportunity to answer any of the survey questions.

Table 1: Survey participation by job tenure and role

		Number of Respondents	Percentage of All Respondents
Tenure in the Forest Service	Less than 1 year	59	3.09%
	1 to 2 years	94	4.93%
	3 to 5 years	99	5.19%
	6 to 9 years	246	12.90%
	10 to 14 years	347	18.20%
	15 years or more	939	49.24%
	Don't know/Not sure	1	0.05%
	Prefer not to answer	23	1.21%
	Left Blank	99	5.19%
	Total	1907	100%
Tenure in Region 5 of the Forest Service	Less than 1 year	72	3.78%
	1 to 2 years	128	6.71%
	3 to 5 years	153	8.02%
	6 to 9 years	283	14.84%
	10 to 14 years	347	18.20%
	15 years or more	799	41.90%
	Don't know/Not sure	2	0.10%
	Prefer not to answer	23	1.21%
	Left Blank	100	5.24%
	Total	1907	100%
Role	Not a manager or supervisor	877	45.99%
	First-level supervisor	390	20.45%
	Manager/Supervisor higher than first level	337	17.67%
	Senior management	66	3.46%
	Prefer not to answer	136	7.13%
	Left Blank	101	5.30%
		Total	1907
Work Status	Temporary	11	0.58%
	Seasonal	24	1.26%
	Part Time	13	0.68%
	Full Time	1711	89.72%
	Prefer not to answer	42	2.20%
	Left Blank	106	5.56%
		Total	1907

Most (60.20%) of survey respondents identified as white, and most survey respondents (66.49%) identified as “not Hispanic or Latino.” More males took the survey than females, and most participants had either some college or a completed college education. The majority of respondents (58.47%) indicated that they were married or partnered, and a majority (73.89%) identified as heterosexual.

Table 2: Survey participation by personal demographics

		Number of Respondents	Percentage of All Respondents
Gender Identity	Male	918	48.14%
	Transgender Male	3	0.16%
	Female	677	35.50%
	Transgender Female	1	0.05%
	Other	15	0.79%
	Prefer not to answer	189	9.91%
	Left Blank	104	5.45%
	Total	1907	100%
Sexual Identity	Heterosexual	1409	73.89%
	Gay or Lesbian	39	2.05%
	Other	63	3.30%
	Prefer not to answer	279	14.63%
	Left Blank	117	6.14%
	Total	1907	100%
Marital Status	Single/Never Married	255	13.37%
	Married/Partnered	1115	58.47%
	Divorced/Separated/Widowed	220	11.54%
	Prefer not to answer	210	11.01%
	Left Blank	107	5.61%
	Total	1907	100%
Education	High School Graduate	133	6.97%
	Associate Degree (2 yrs. of College)	246	12.90%
	Some College	467	24.49%
	College Graduate	430	22.55%
	Some Graduate Work	114	5.98%
	Graduate or Professional Degree	311	16.31%
	Prefer not to answer	104	5.45%
	Left Blank	102	5.35%
Total	1907	100%	
Hispanic/ Latino Identity	Not Hispanic or Latino	1268	66.49%
	Hispanic or Latino	268	14.05%
	Prefer not to answer	265	13.90%
	Left Blank	106	5.56%
	Total	1907	100%
Ethnic Identity	White	1148	60.20%
	Asian American	44	2.31%
	Black or African American	30	1.57%
	American Indian or Alaska Native	87	4.56%
	Native Hawaiian or Other Pacific Islander	25	1.31%
	Other	141	7.39%
	Prefer not to answer	317	16.62%
	Left Blank	115	6.03%
	Total	1907	100%

4: Survey Methodology and Approach

Survey respondents under the age of 18 or not currently employed in Region 5 were immediately disqualified from taking the survey. The survey questionnaire itself contained logic, meaning that respondents received only those questions relevant to them, based on their responses to earlier questions. For example, respondents did not receive questions concerning the number of times they had been sexually harassed unless they indicated in a previous question that they had been sexually harassed.

The survey began with a set of questions about their experience with six different types of harassment in Region 5, including sexual harassment. The survey was structured this way to capture respondents' intuitive sense of the context of harassment experiences in Region 5. The survey then provided a specific definition of sexual harassment that applied to all subsequent questions, so that the subsequent survey questions would be answered within a shared context. This definition was designed to capture a range of experiences that comprise sexual harassment under Forest Service's policy, including experiences that some respondents may not explicitly identify as sexual harassment. By providing this definition, the survey sought to capture the full range of sexual harassment experiences of Region 5 employees, even if those employees consider their sexual harassment experiences to be something else (e.g., "horseplay").³ All subsequent questions on the survey focused in detail on employees' perceptions of the prevalence of sexual harassment in Region 5, any changes over time, and Forest Service policies and actions taken on these issues. The final substantive survey question permitted an open-ended text response by survey respondents. The open-ended text response gave survey takers an opportunity to express thoughts and opinions that could not be otherwise expressed in the survey. Many respondents provided comments in the open-ended text response. However, these answers are not included in this report for two reasons. First, including the free text responses risked violating the anonymity of respondents. Second, the free text responses could not be analyzed as robustly and comparably as the answers to the structured survey questions. After the survey question permitting an open-ended text response, a final set of questions gathered basic demographic data to allow more granular analysis of the perceptions and experience of sexual harassment within the Region 5 workforce.

³ The definition offered in the survey was designed to be consistent with the U.S. Equal Employment Opportunity Commission regulations (see CFR Section 1604.11), but modified to make the language more accessible. The EEOC regulation defines harassment as:

"Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment."

OIG was concerned that the survey definition be sensitive to the fact that some victims of actions that legally constitute sexual harassment do not think of those experiences as "sexual harassment" or in the specific terms laid out in the EEOC definition above. The definition used in the survey was designed to help more accurately capture the workplace environment. This language read:

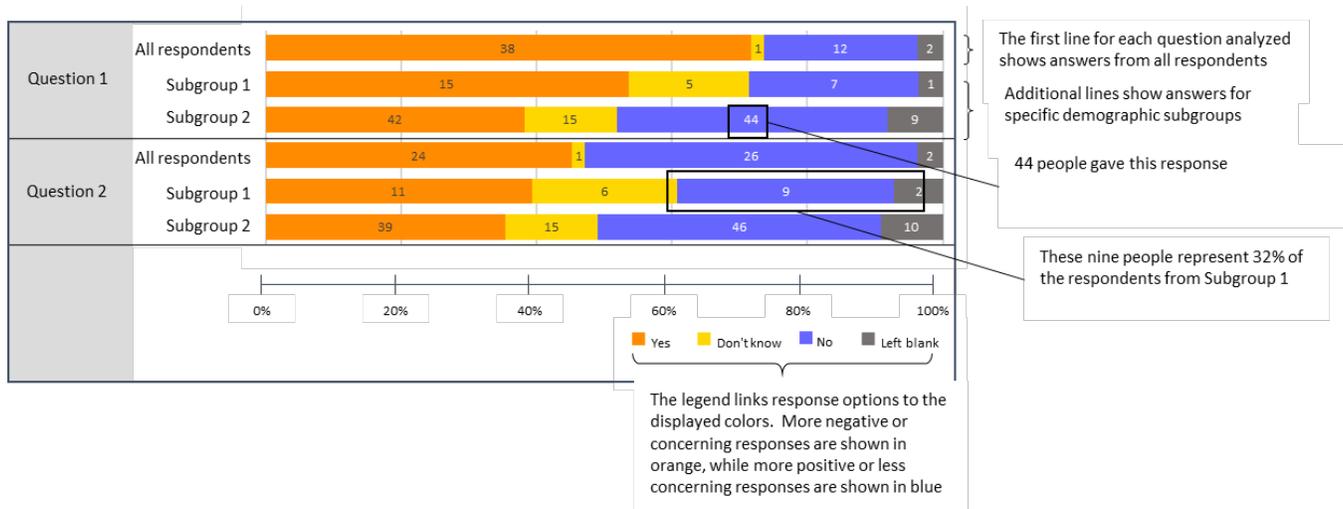
"For this survey, sexual harassment in the workplace refers to various behaviors that are nonconsensual or unwanted. Some people experience this as crude sexual comments, jokes or gestures, including behaviors often labeled as "horseplay" such as teasing or goading and unprofessional language. Sexual harassment also includes, but is not limited to persistent sexual advances, being forced to do something sexual, remarks about physical appearance or dress, being touched in an unwanted way, crude sexual comments, jokes or gestures, being shown sexual images or having someone physically expose themselves. Sexual harassment also includes being mistreated, ignored, or insulted because of your gender or sexual preferences.

Treatment of the question responses

Many questions were asked on a 7-point Likert scale, in order to give respondents greater flexibility in responding.⁴ To ease analysis, the top 2 and bottom 2 points of this scale were collapsed into single categories—for example, point 7 (“Extremely concerned”) and point 6 have been grouped into a single category “Concerned or extremely concerned.” As shown in the graph below, the visualizations of survey responses show both the number of respondents for each question and the proportion of responses that number comprises.

Reading the analyses

Questions asked as Likert scale and Yes/No responses are displayed in a standard format throughout this report. This format is explained in the illustrative graph below.



Treatment of subgroupings

The analyses show responses by the full group of respondents who took the survey, and also responses broken down by population subgroupings (e.g., gender, ethnic identity). Subgroupings with 15 or fewer respondents are included in the analyses of “All responses” and are not broken out nor displayed separately in these analyses, in order to protect the anonymity of survey respondents who could become identifiable in very small groups, and because analysis of such small numbers is less robust. For example, while respondents could choose from a range of gender identities (and also could opt not to answer the question, or could indicate that they preferred not to answer it), only 3 participants identified as “Transgender Male,” 1 as “Transgender Female,” and 15 as “Other.” To avoid identifying any of these individuals, gender breakdown analysis is therefore presented with only Male and Female categories shown. Additionally, some questions applied only to a small number of respondents—for example, questions related to experiences with reporting sexual harassment required respondents to have both identified themselves as having been harassed, and also as having reported the incident. Breaking down the data beyond a simple Male/Female gender categorization was not analytically meaningful because very few respondents met both criteria.

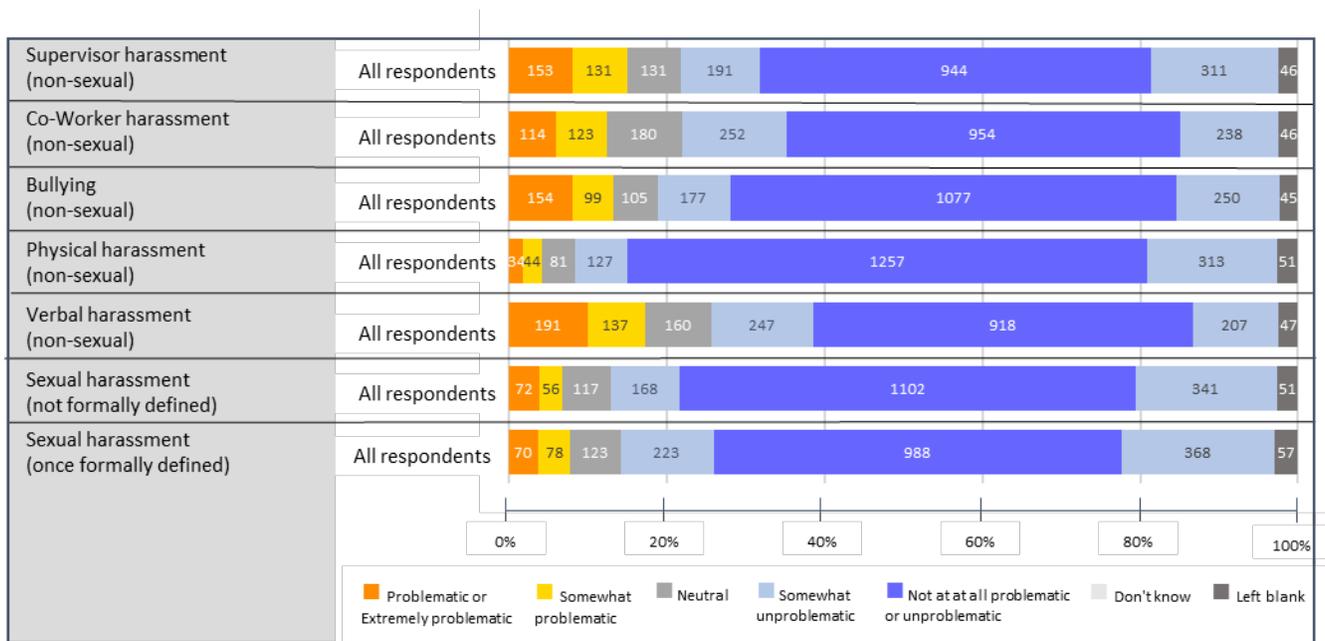
⁴ For example, respondents were asked about their level of concern regarding various types of harassment occurring within the Forest Service. Respondents were presented with a scale of possible answers as follows: “7 (extremely concerned), 6, 5, 4, 3, 2, 1 (not at all concerned).” To reduce reader fatigue in the survey, only the end points of this scale (1 and 7) were labelled in words.

5: Perceptions of Harassment in Region 5

The survey’s first round of questions asked respondents to answer how problematic they consider six types of harassment in Region 5. Five of the types of harassment were explicitly described as non-sexual in the survey, and the sixth type was sexual harassment, without a definition. This round of questions provides a broader view of harassment issues in Region 5, because it captures experiences that employees may not personally consider sexual harassment, but which fit the formal definition (the survey questionnaire is available in the Appendix).⁵

Of the six types of harassment identified in the survey, more respondents viewed verbal harassment as more problematic, followed closely by supervisor and co-worker harassment and bullying (all specifically non-sexual). Non-sexual physical harassment is the least concerning to survey respondents. Some 7 percent of respondents indicated that they thought sexual harassment was “somewhat” to “extremely problematic” in Region 5. Perceptions of the degree to which sexual harassment was viewed as problematic changed almost imperceptibly between responses made before a definition for sexual harassment was provided, and responses made after the definition was provided. Each type of harassment is analyzed in greater demographic detail on the following pages.

Figure 1: Perceptions of harassment in Region 5 of the Forest Service

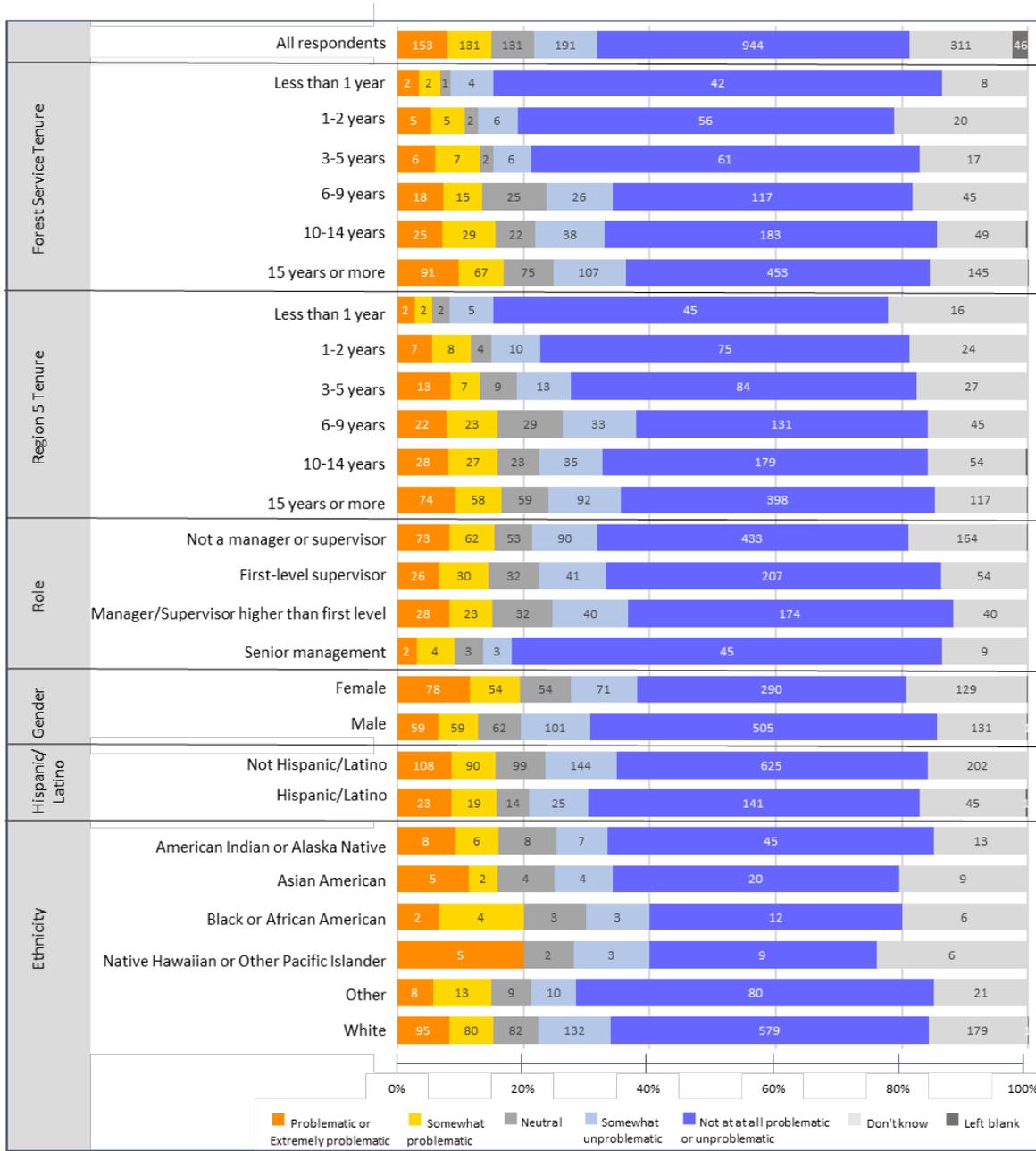


⁵ For text of this definition and references, please see footnote 2 on page 6.

Perceptions of supervisor harassment (non-sexual)

A noticeable minority of respondents view supervisor harassment as “somewhat problematic” or “extremely problematic” in Region 5. Proportional to their representation in the responses, Black/African American respondents and Native Hawaiian/Other Pacific Islanders reported the greatest level of concern with non-sexual supervisor harassment. Respondents who have worked for the Forest Service generally for less than a year are less concerned about this issue than more-tenured colleagues. However, those respondents who have worked in Region 5 specifically for less than a year are more uncertain on the issue. Those who have spent 3 or more years in the Forest Service or Region 5 are more concerned about supervisor harassment than their less-tenured colleagues.

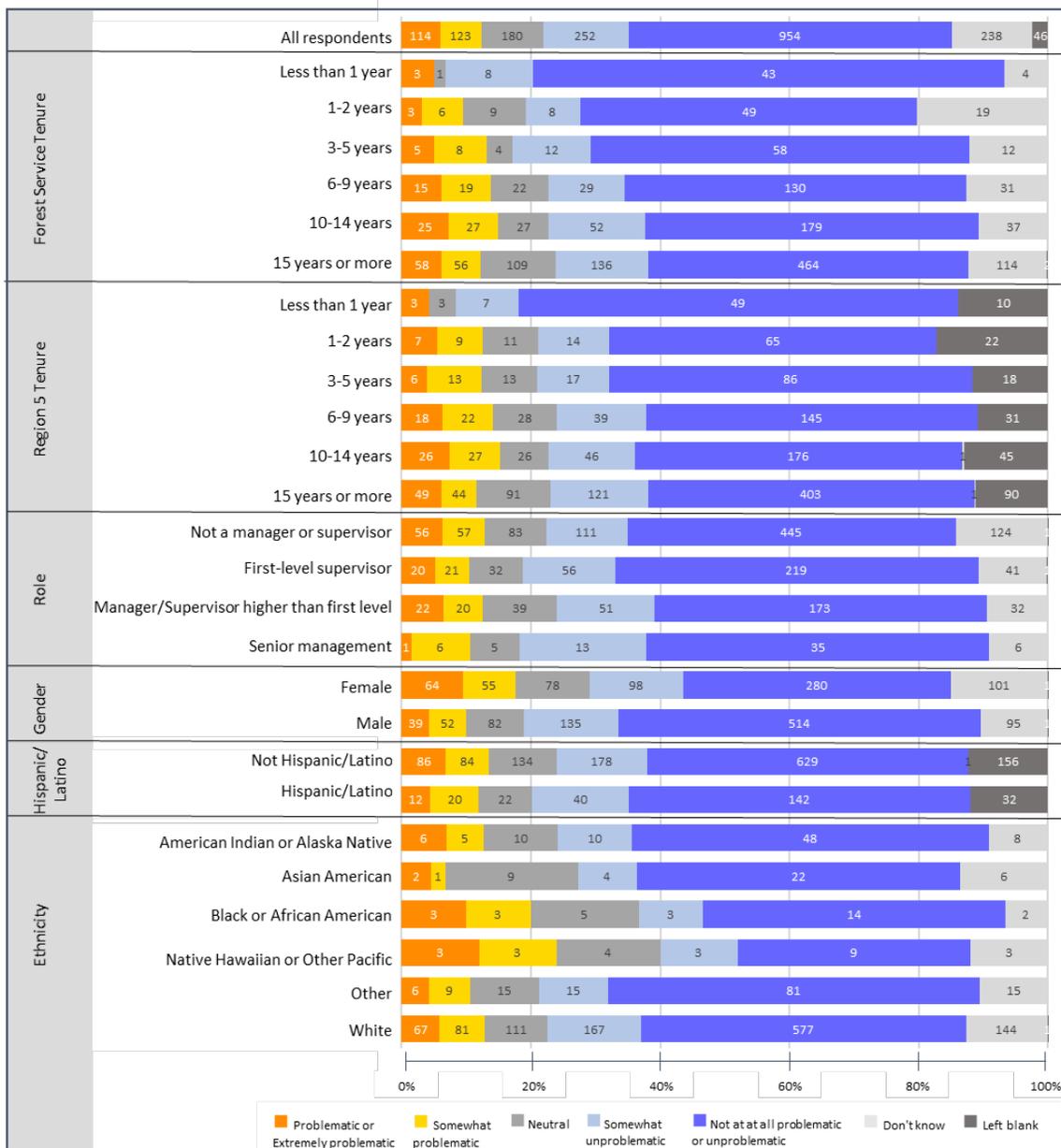
Figure 2: Supervisor harassment (non-sexual)



Perceptions of co-worker harassment (non-sexual)

Some 13 percent of respondents think that co-worker harassment is “somewhat problematic” to “extremely problematic” in Region 5. Proportional to their representation in the responses, Black/African American, Asian American, and Native Hawaiian/Other Pacific Islander respondents reported the greatest level of concern with non-sexual, co-worker harassment. Females are more likely than males to perceive this kind of harassment as “somewhat problematic” to “extremely problematic.” Those who have spent more time in Region 5, or the Forest Service overall, are more likely than new employees to see this kind of harassment as “somewhat problematic” to “extremely problematic,” though those with 15 or more years of experience often skipped this question or responded that they did not know. Those who have spent less than a year in the Forest Service or Region 5 are much less concerned than their more-tenured colleagues. Respondents perceive co-worker harassment as “somewhat problematic or extremely problematic” at about the same rate across role levels.

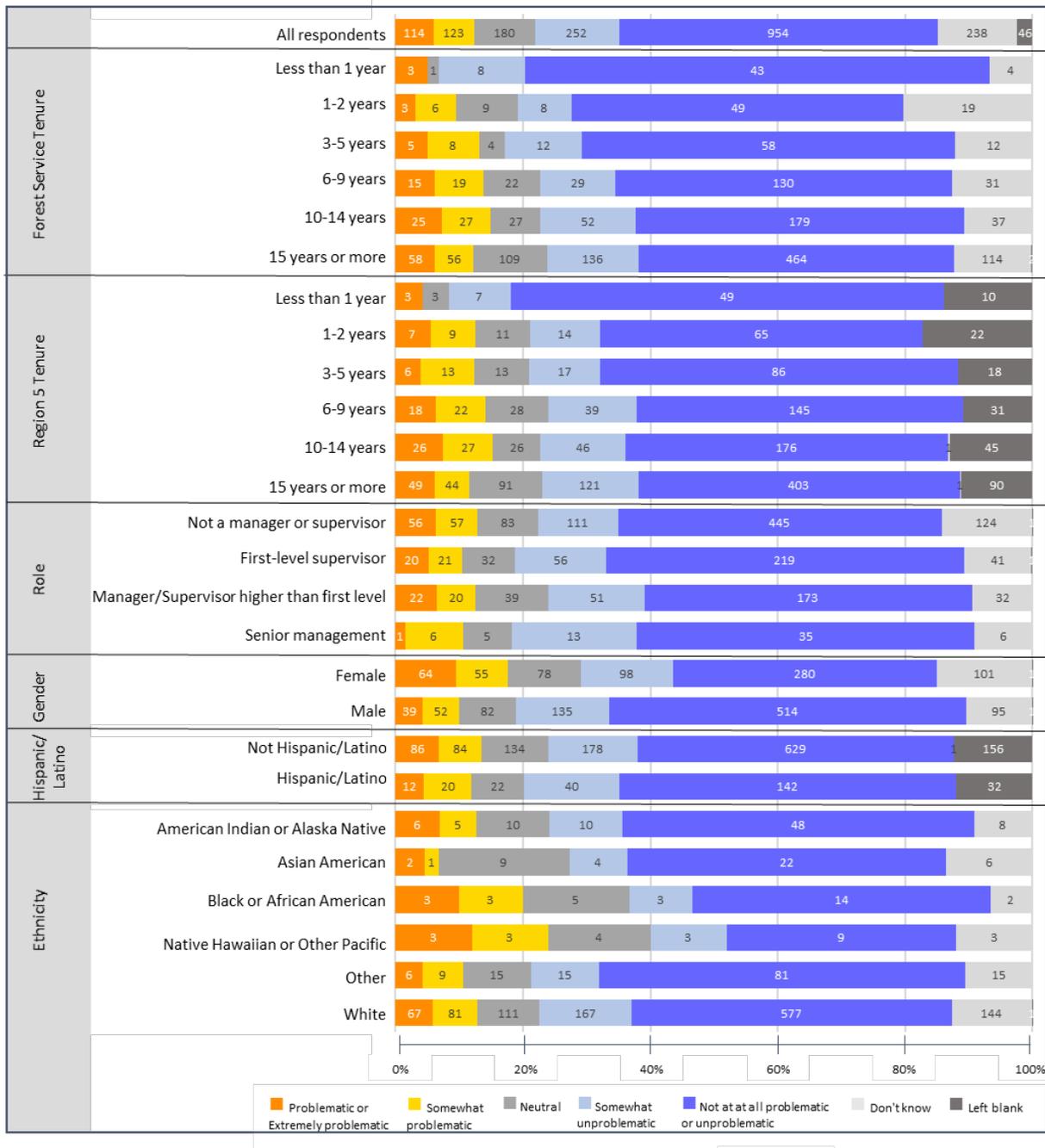
Figure 3: Co-worker harassment (non-sexual)



Perceptions of bullying based on race, ethnicity, religion, sex, age, disability, or sexual orientation (non-sexual)

Females perceive non-sexual bullying based on race, ethnicity, religion, sex, age, disability, or sexual orientation to be more problematic than their male colleagues. Respondents who are new to Region 5 or the Forest Service generally are less likely to see this kind of bullying as a problem. Native Hawaiian/Other Pacific Islanders and Black/African American respondents are more likely than other groups to report this kind of bullying as problematic. Senior managers are less likely to perceive this kind of harassment as problematic compared to their less-senior colleagues.

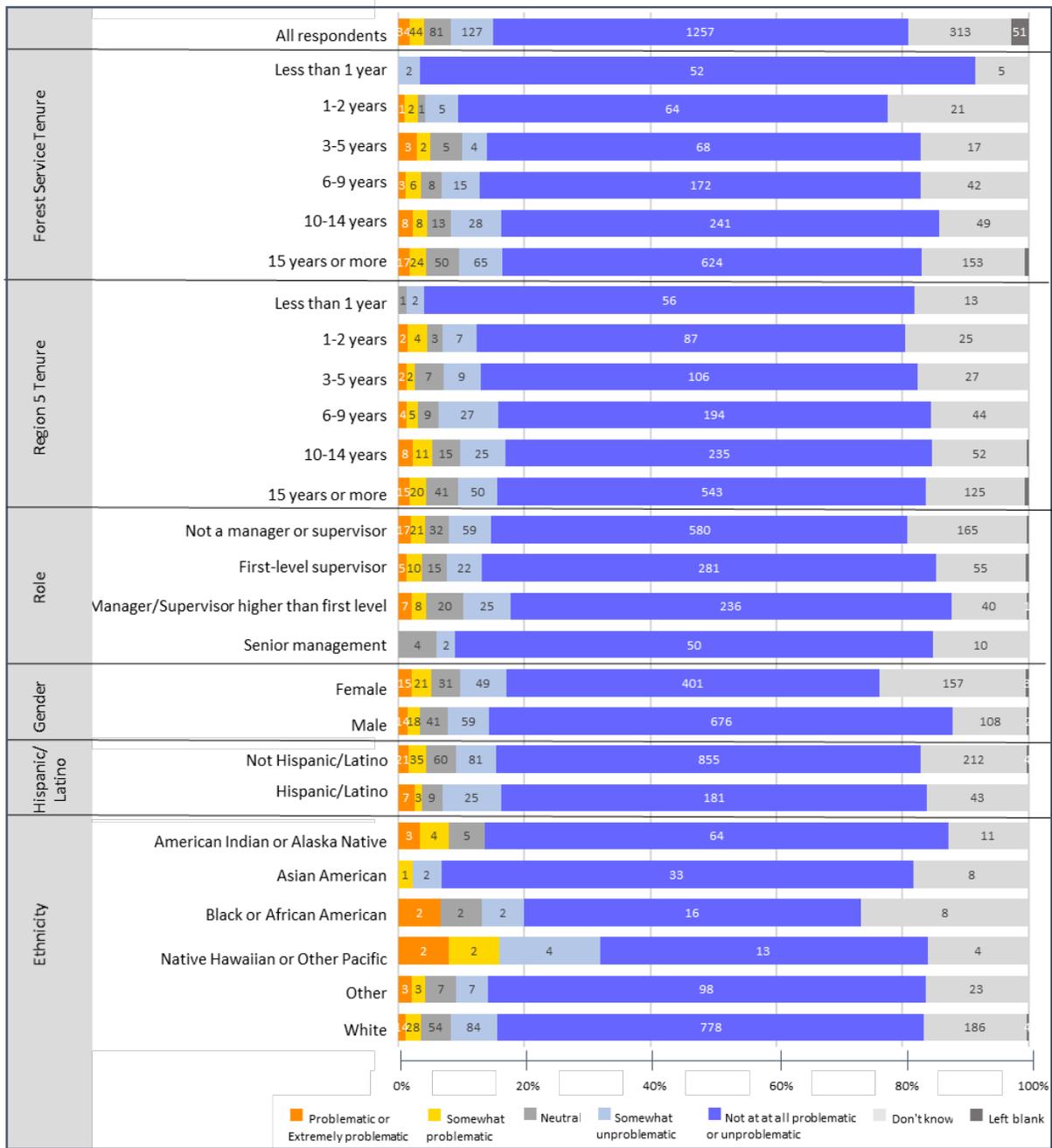
Figure 4: Bullying based on race, ethnicity, religion, sex, age, disability, or sexual orientation (non-sexual)



Perceptions of physical harassment (non-sexual)

Most respondents do not see physical harassment as problematic in Region 5. Native Hawaiian/Other Pacific Islanders report noticeably greater concern about this kind of harassment than do their colleagues from other ethnic identities. Those with less than a year of experience in the Forest Service or Region 5 do not tend to view physical harassment as problematic. Senior management respondents express less concern about this kind of harassment than do respondents of other levels, as do employees who are new to their jobs. Female respondents are more likely than their male colleagues to respond that they “don’t know” whether non-sexual physical harassment is an issue.

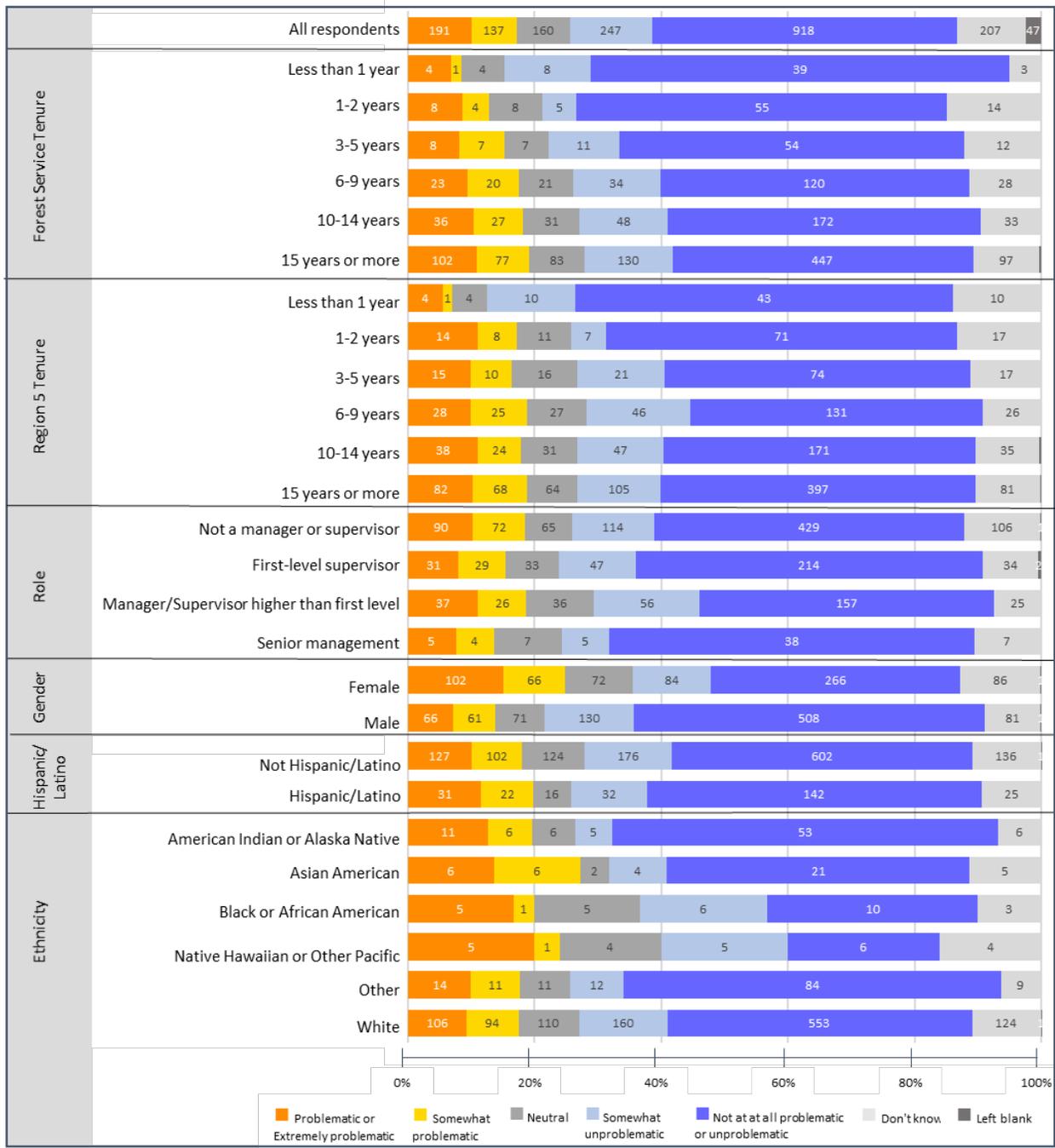
Figure 5: Physical harassment (non-sexual)



Perceptions of verbal harassment (non-sexual)

Employees who have worked in Region 5 or the Forest Service for less than a year view non-sexual, verbal harassment as slightly less problematic than their more-tenured colleagues. Female employees are much more concerned about this type of harassment than their male colleagues. Proportional to their survey participation, those who identify as American Indian/Alaska Natives perceive that verbal harassment is not problematic, while those who identify as Native Hawaiian/Other Pacific Islanders are more concerned that verbal harassment is an issue.

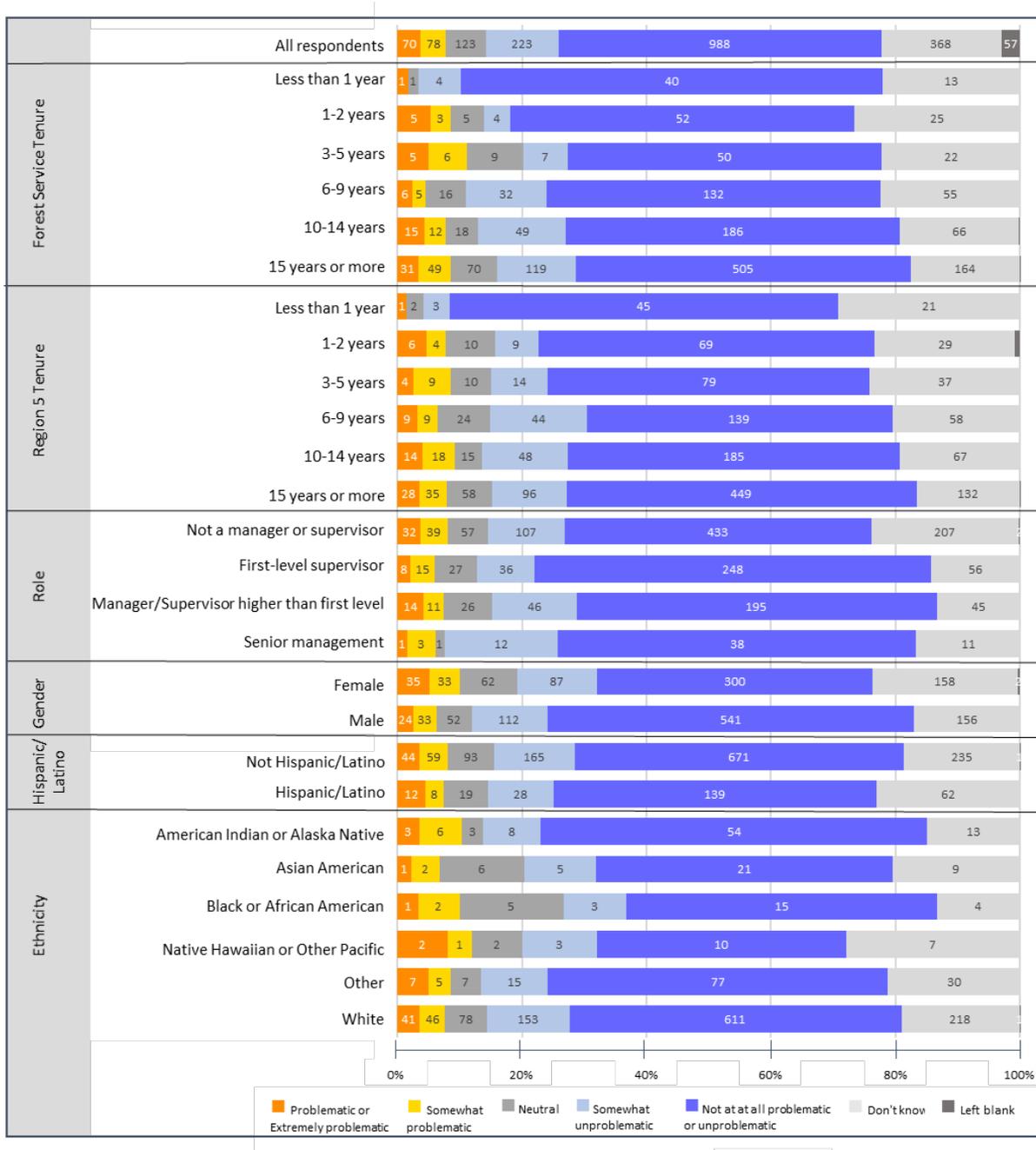
Figure 6: Verbal harassment (non-sexual)



Perceptions of sexual harassment

Employees with less than 1 year at Region 5 or the Forest Service are less likely than their more-tenured colleagues to perceive sexual harassment as problematic in Region 5. Across all other demographic categories, the proportions of respondents who view sexual harassment as “problematic or extremely problematic” are fairly consistent.⁶

Figure 7: Sexual harassment



⁶ Respondents were asked to assess how problematic sexual harassment is in Region 5 both before and after the survey offered a definition of “sexual harassment.” The provision of a definition in the survey made little difference in survey responses. The post-definition responses are shown here. For a pre-definition breakdown and a comparison of pre- and post-definition responses, see Appendix.

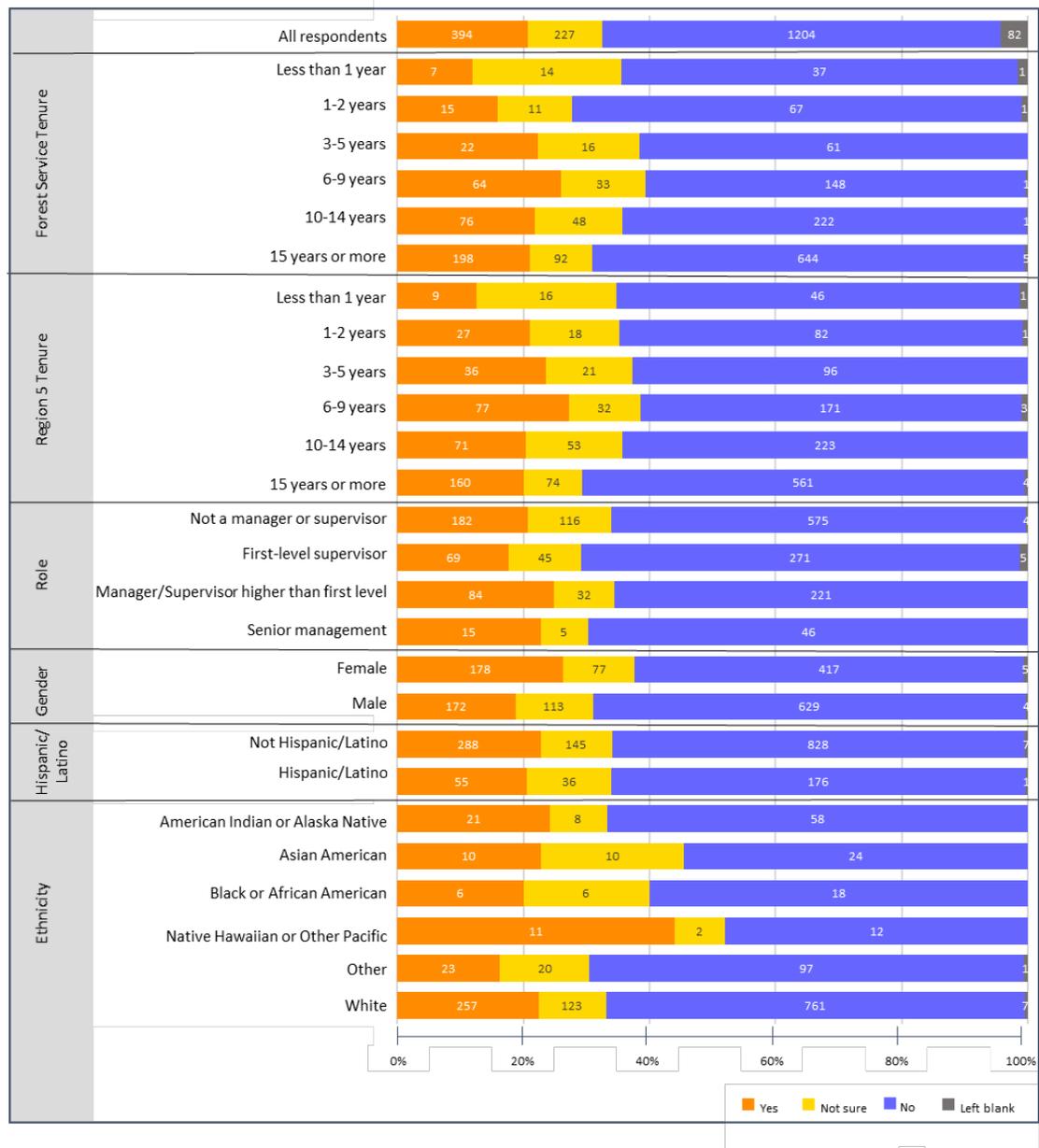
6: Respondents' Sexual Harassment Experience

The majority of respondents had not experienced sexual harassment directly, or did not know anyone in the Forest Service or Region 5 who had been sexually harassed.

Know someone who has been sexually harassed

A sizable minority of respondents across all demographic groups report that they either know or are not sure if they know someone who has been sexually harassed in the Region 5 workplace in the past 3 years.⁷ The majority of Native Hawaiian/Other Pacific Islander respondents report that they know (or are not sure if they know) someone who has been sexually harassed.

Figure 8: Know someone who has experienced harassment in the Region 5 workplace in the past 3 years



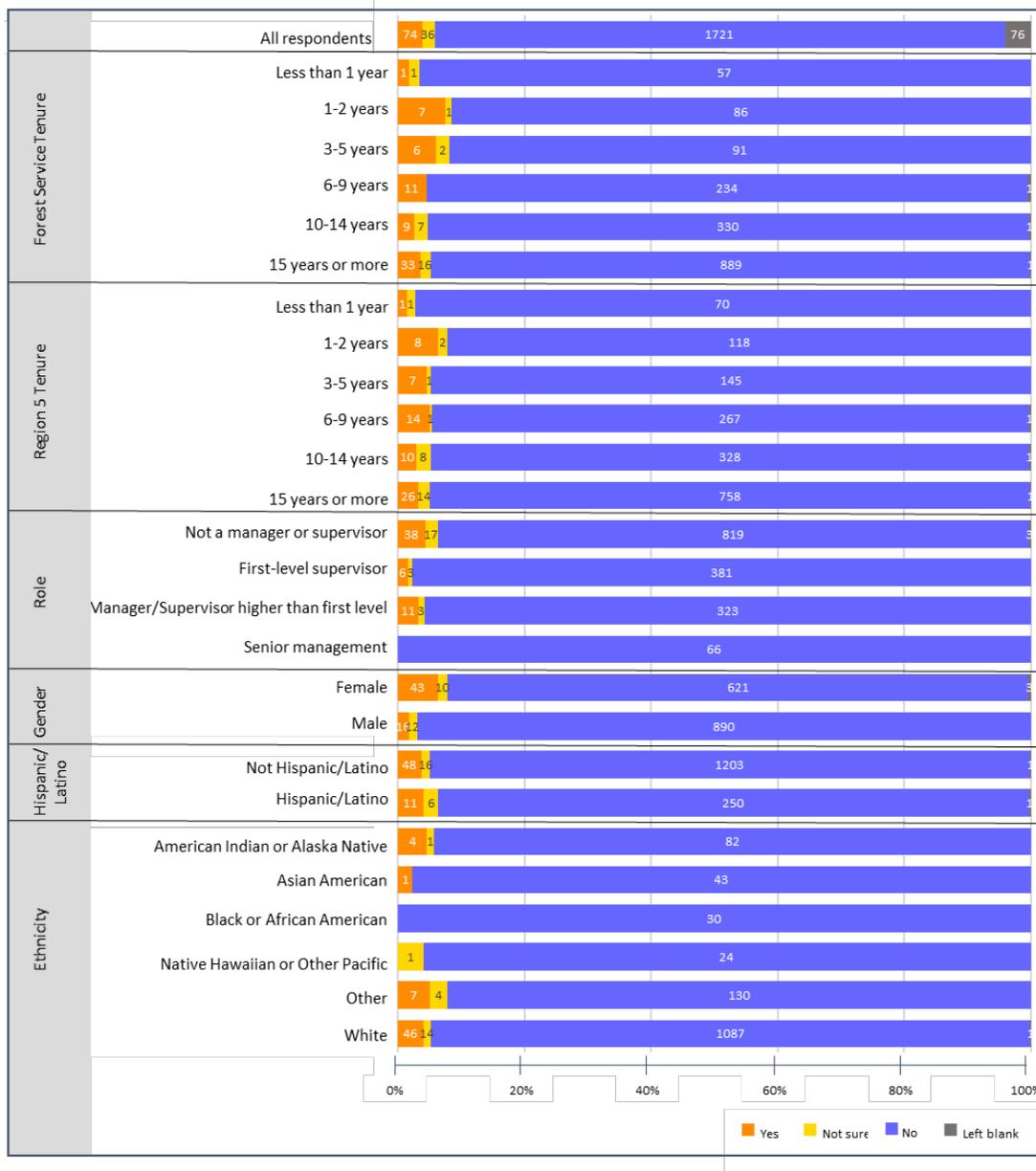
⁷ See Appendix for data on those who know someone within the Forest Service, but not necessarily Region 5, who has experienced sexual harassment in the past 3 years.

Personal experience with sexual harassment

Nineteen respondents reported that a supervisor had threatened their careers or workplace environment if they did not consent to his/her sexual overtures, while an additional 22 respondents indicated they were not sure if this had happened to them (see Appendix).

In the past 3 years while working in Region 5, newer employees report experiencing higher levels of sexual harassment than their more-tenured colleagues, and more females report experiencing sexual harassment than males.⁸ Whites, American Indian/Alaska Native, and those identifying as Other are the most affected ethnic groupings. No senior managers or individuals identifying as Black/African American reported experiencing sexual harassment.

Figure 9: Directly experienced harassment in Region 5 in the past 3 years

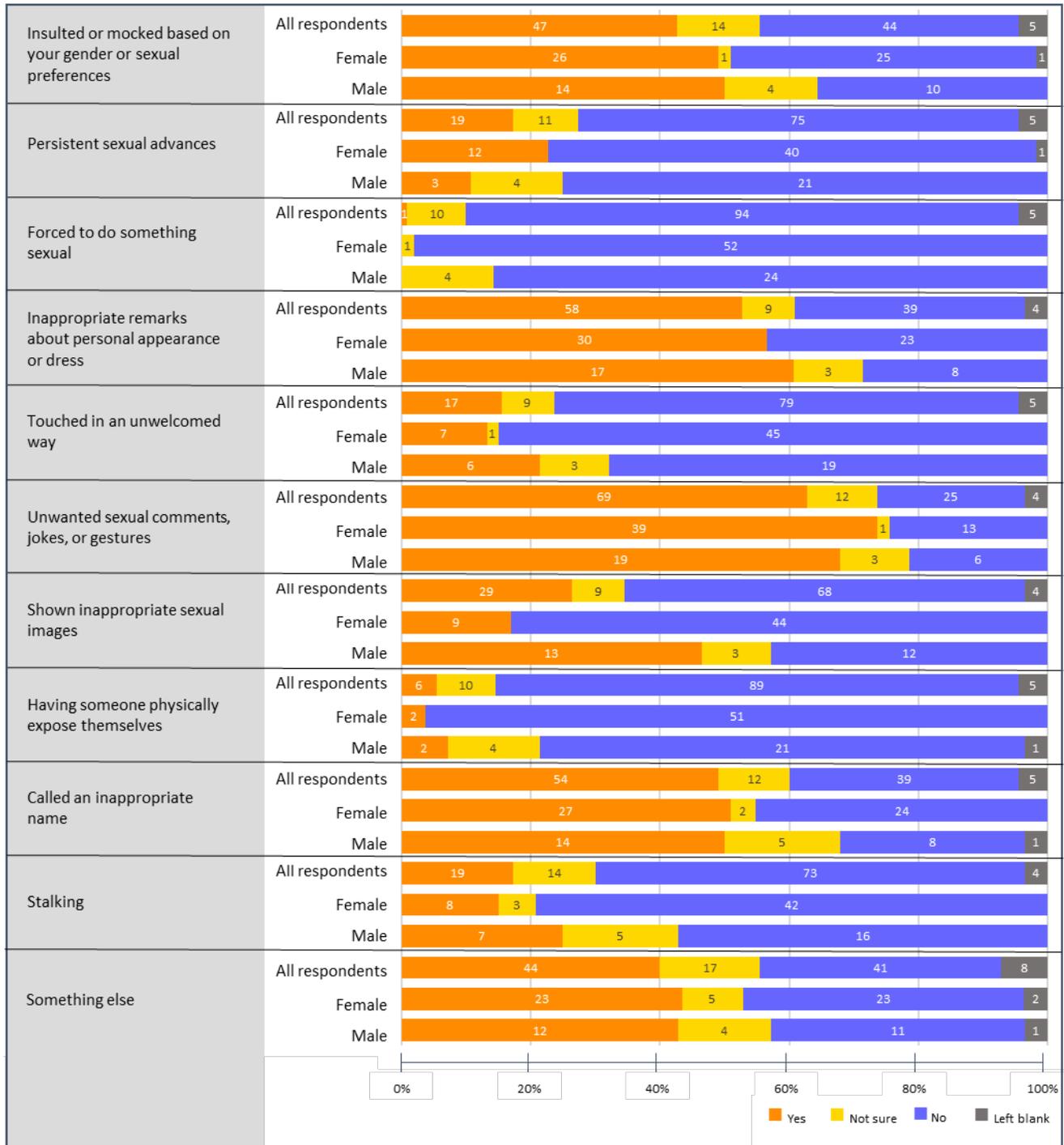


⁸ Respondents were also asked if they had directly experienced sexual harassment during their entire tenure at Region 5 (not just the past 3 years). Results for this question are shown in the Appendix.

Forms of sexual harassment experienced

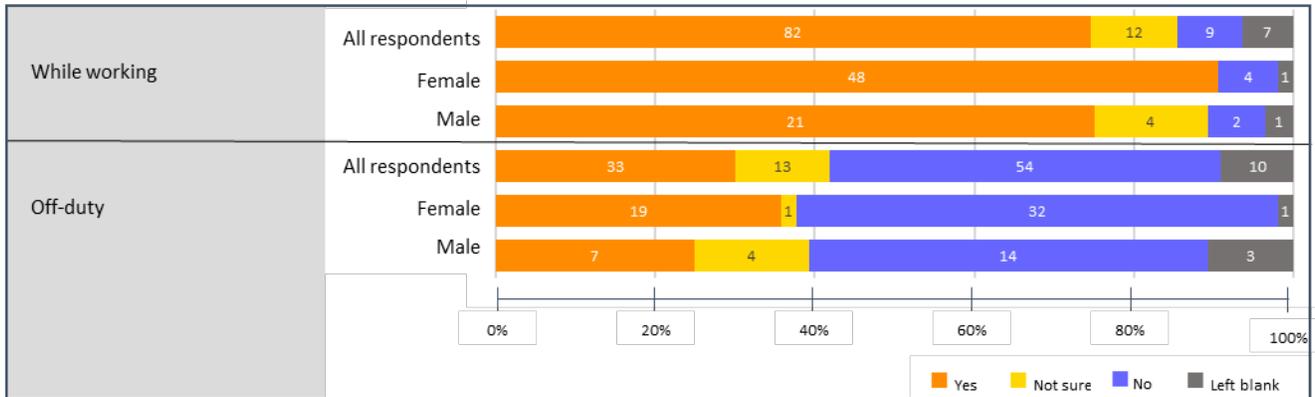
Among the 110 people who reported being sexually harassed in Region 5 in the past 3 years, the most commonly reported forms of sexual harassment included: unwanted sexual comments, jokes, or gestures; being called an inappropriate name; or being insulted or mocked because of one's gender or sexual preferences. Males are more likely than females to report that they have been shown inappropriate sexual images.

Figure 10: Type of sexual harassment experienced



Those who have experienced harassment in the past 3 years in Region 5 are more likely to have experienced it while working rather than while off-duty, but a sizable minority experienced sexual harassment while off-duty. Thirty-two respondents reported being harassed both while working and while off-duty.

Figure 11: Location in which harassment was experienced in Region 5 in the past 3 years

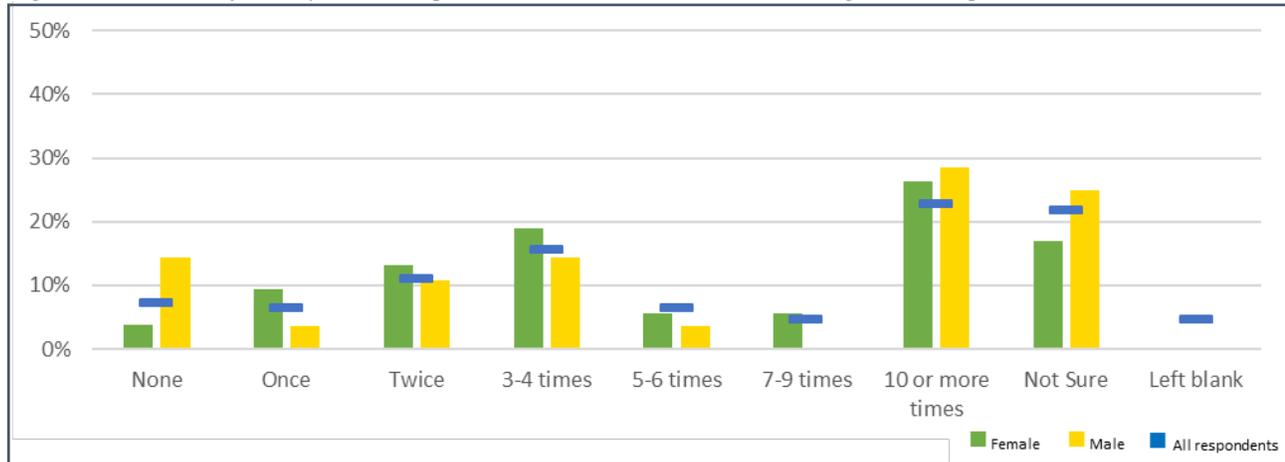


Experience with repeated harassment

Those who report being sexually harassed at work (or are not sure if they have been) are likely to have been harassed multiple times.⁹

Interpretation of the chart below: The green bars indicate the percentage of female respondents who experienced sexual harassment (as indicated along the x-axis) while in the Region 5 workplace. The yellow bars indicate the percentage of male respondents who experienced sexual harassment while in the Region 5 workplace. The blue tickmarks indicate the percentage of all respondents who experienced sexual harassment while in the Region 5 workplace.

Figure 12: Number of times you have experienced sexual harassment in the Region 5 workplace¹⁰



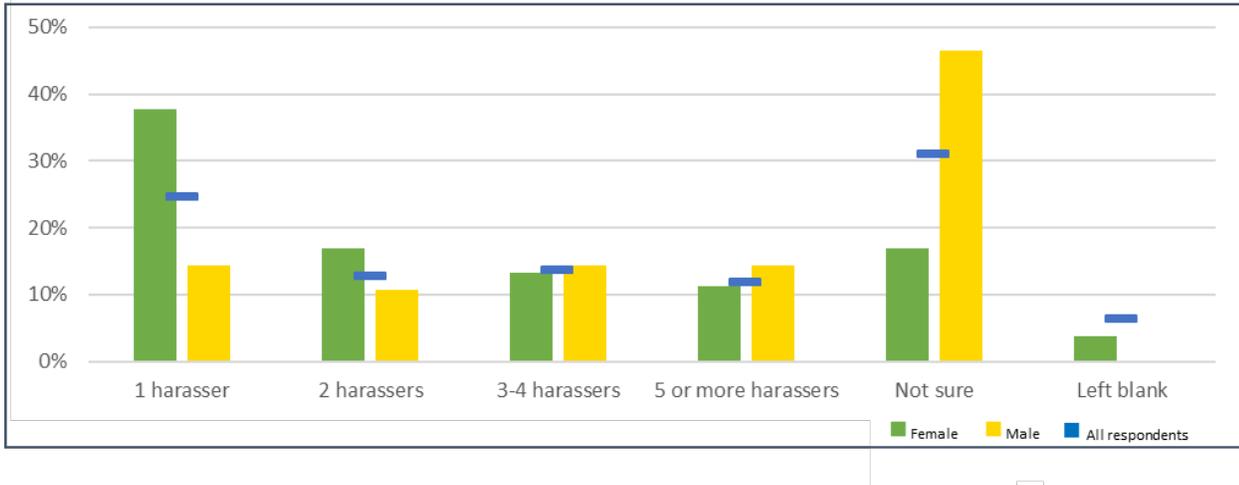
⁹ The survey logic presented both those who indicated that they had been sexually harassed at work, or were “not sure” if they had been harassed to advance through more specific questions about the harassment. The survey was constructed in this manner because of the sensitivity of the subject area, and wide variance in how people (including victims) think about and define sexual harassment. To help OIG more accurately gather a view of the Region 5 workplace environment, the survey was designed to include both those who explicitly think of their experience as sexual harassment, and those who may have experienced sexual harassment, but were not sure if their experience met legal or other criteria. Respondents were thus presented with more specific questions about the harassment, which they could skip if they were not relevant.

¹⁰ The “All respondent” proportions shown here are affected by respondents who did not identify themselves as “Male” or “Female” (choosing one of the other gender identities offered, indicating they preferred not to say, or skipping the gender question entirely).

While many females report being harassed by only one individual, both males and females report being harassed by more than one person.

Interpretation of the chart below: The green bars indicate the percentage of female respondents who experienced sexual harassment (as indicated along the x-axis) while in the Region 5 workplace. The yellow bars indicate the percentage of male respondents who experienced sexual harassment while in the Region 5 workplace. The blue tickmarks indicate the percentage of all respondents who experienced sexual harassment while in the Region 5 workplace.

Figure 13: Number of different people who have harassed you in the Region 5 workplace in the past 3 years¹¹

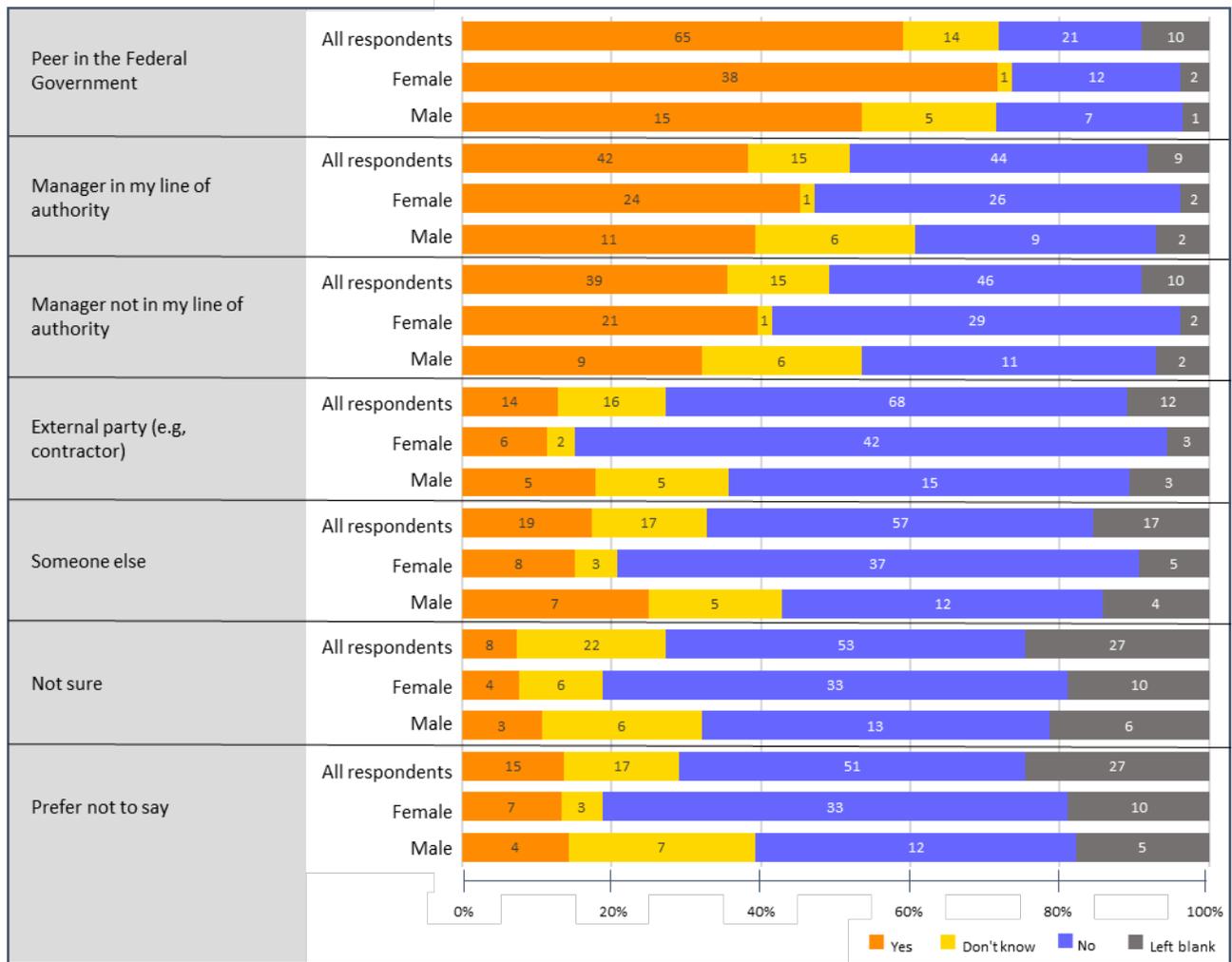


Information on the harassers

Among those who report being sexually harassed in the past 3 years in Region 5, most report being harassed by peers, followed by a manager (whether from their line of authority or not). Males appear to be more likely than females to be harassed by peers or managers not in their line of authority.

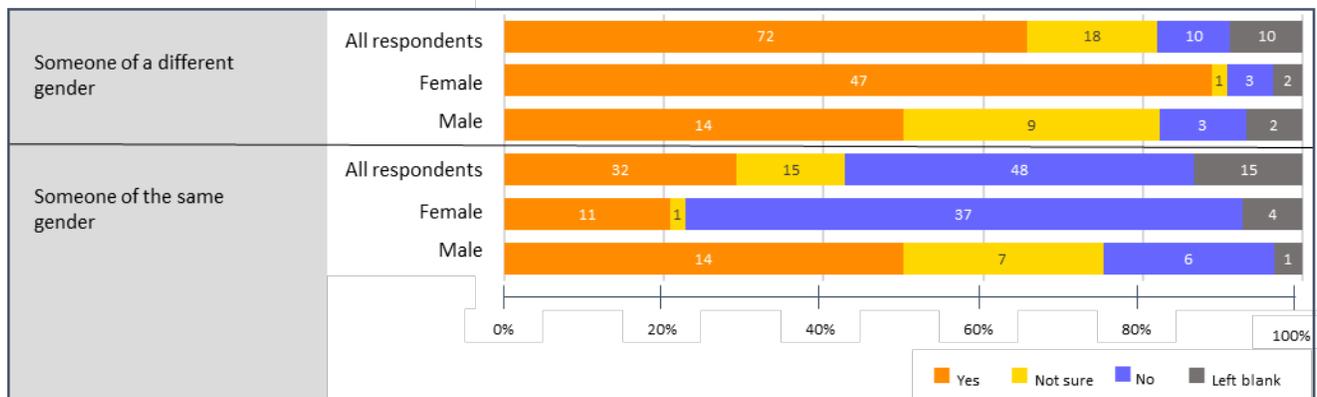
¹¹ The “All respondent” proportions shown here are affected by respondents who did not identify themselves as “Male” or “Female” (choosing one of the other gender identities offered, indicating they preferred not to say, or skipping the gender question entirely).

Figure 14: Role of those from whom you have experienced sexual harassment in Region 5 in the past 3 years



Most of those who report experiencing harassment in Region 5 in the past 3 years experienced harassment by individuals of a gender different from their own.

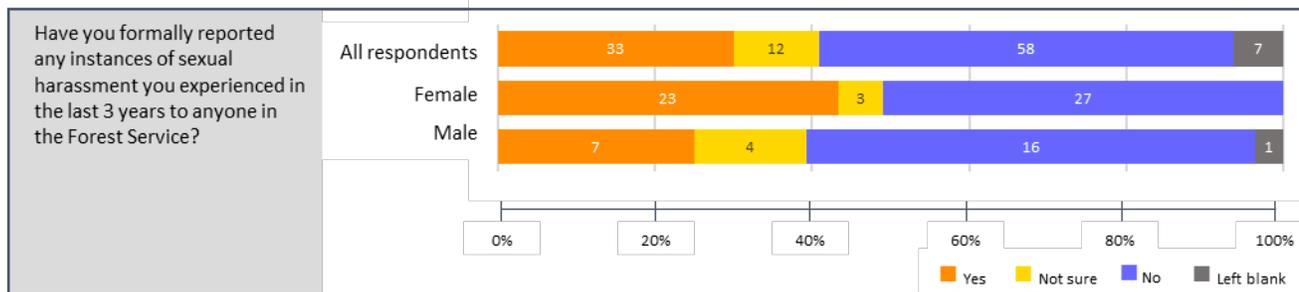
Figure 15: Gender of those from whom you have experienced sexual harassment in Region 5 in the past 3 years



7: Perspectives on Reporting Sexual Harassment

Among those respondents who reported experiencing an instance of sexual harassment in the past 3 years, most did not formally report it. Female respondents were more likely than males to formally report it.

Figure 16: Formal reporting of instances of sexual harassment experienced in Region 5 in the past 3 years



The majority of respondents across all demographics indicate that they know the Forest Service has a sexual harassment policy, the process for reporting sexual harassment, and the pertinent reporting official (see Appendix for a demographic breakdown). However, a sizable minority of respondents across demographics indicate that they do not know, or are not sure if they know, the reporting officials who handle sexual harassment.

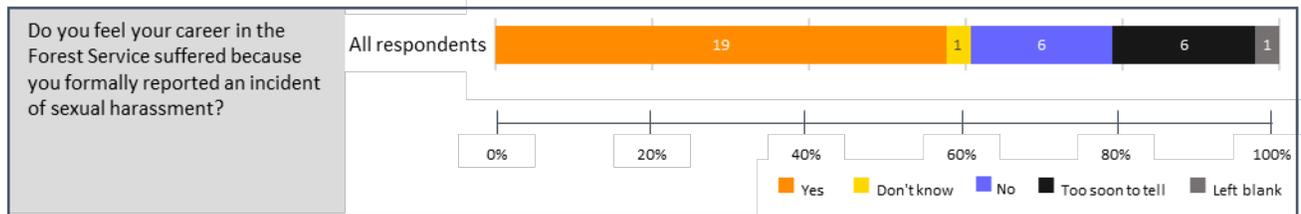
Figure 17: Familiarity with Forest Service policy, reporting processes, and reporting officials on sexual harassment



Experience among those who experienced an instance of sexual harassment, and reported it

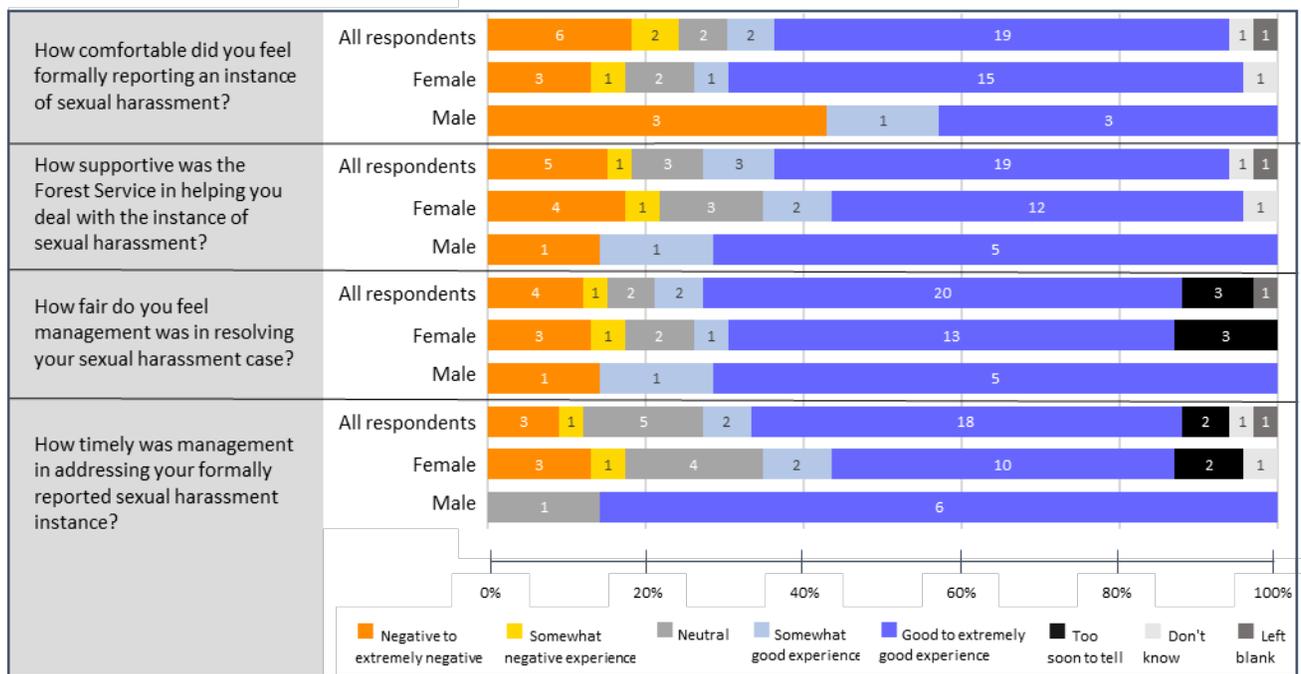
Among the 45 respondents who reported experiencing an instance of sexual harassment in the past 3 years and reported it, a majority feel that their career suffered as a result of their decision to report the instance.¹²

Figure 18: Perceived career damage as a result of reporting an instance of sexual harassment



Those who reported (or were “not sure” if they had reported) an instance of sexual harassment reported an often negative to very negative reporting experience when asked about their comfort level in reporting the instance, the level of support received, and the fairness and timeliness of the process.

Figure 19: Experience of those reporting an instance of sexual harassment

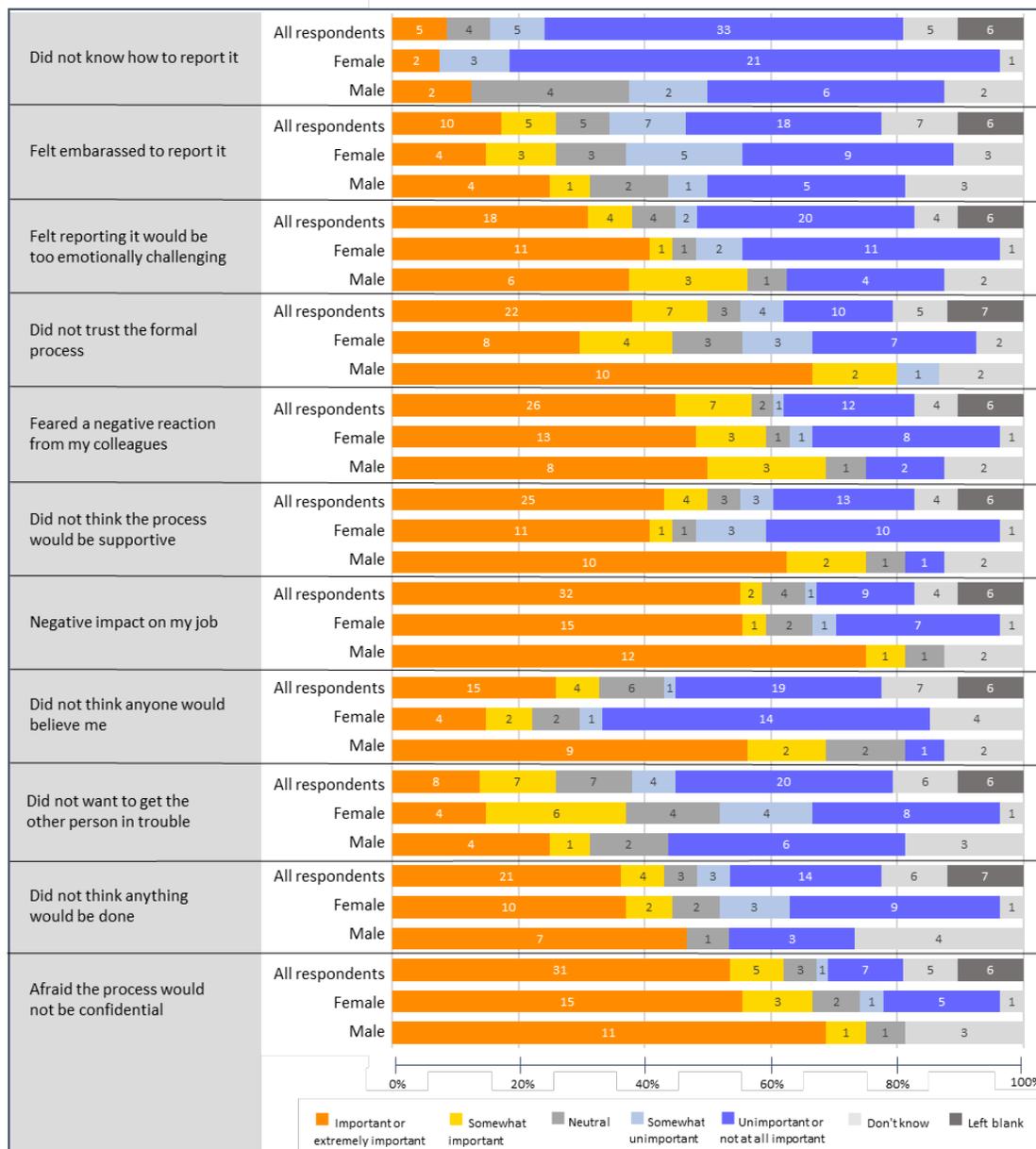


¹² Because not all employees are familiar with the Forest Service’s reporting mechanisms, some who experience sexual harassment may not be sure if they have formally reported it (for example, if they had a conversation with a colleague or supervisor, they may not be sure if this constitutes formal reporting). To remain inclusive of this varied experience, while allowing OIG to more accurately capture a view of the Forest Service work environment, the survey allowed both those respondents who indicated that they had reported an instance of sexual harassment and those who were “not sure” if they had reported it to advance to more specific questions about this experience. All respondents were able to skip questions they found irrelevant.

Experience among those who experienced an instance of sexual harassment, but did not report it

Fifty-eight respondents who reported that they experienced an instance of sexual harassment in the past 3 years, or were not sure if they did, did not formally report it. A large number of respondents did not trust the reporting process, or did not think the process would be supportive, feared a negative reaction from their colleagues, or believed that the process would not be confidential. Male respondents were more likely than their female colleagues to be dissuaded from reporting an instance of sexual harassment by the fear of negative job impacts, a greater distrust in the formal process, and a belief that the process would not support them. Proportionally, males' decisions not to report their experiences were more driven than their female colleagues by a fear that they wouldn't be believed.

Figure 20: Factors driving decisions not to report instances of sexual harassment¹³



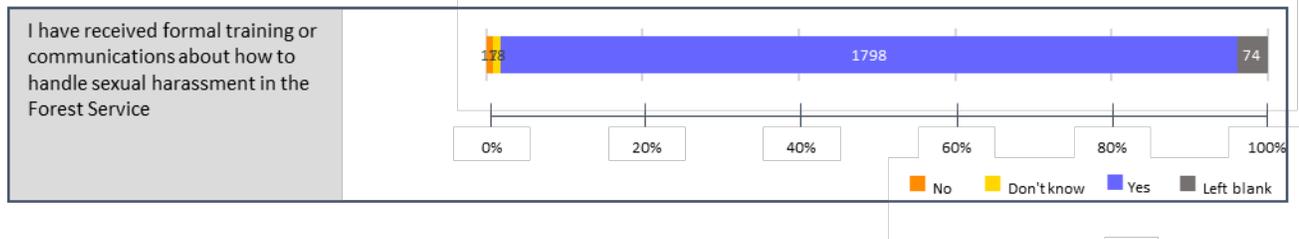
¹³ These numbers reflect responses to the questions shown, limited to those respondents who both indicated that they had experienced an instance of sexual harassment, and also indicated that they had not reported this experience. However, these numbers differ very slightly from those in the source dataset. They differ because of the technological constraints and user experience choices made in setting up the online survey. Specifically, in an effort to ease responses for survey participants, the online survey form did not require an answer to any question. Respondents who skipped “gating” questions were presented with the longest version of the survey, giving them the option of answering follow-up questions, even if they had skipped preceding questions. One respondent, who identified as female, skipped the “gate” question on whether or not she had experienced an instance of sexual harassment, but did answer the questions shown here as to why she had not reported an instance of sexual harassment. To preserve the original logic of the question set, her answers are not shown here, but are included in the dataset.

8: Perspectives on the Forest Service's efforts surrounding sexual harassment

Receipt of training on handling sexual harassment

The majority of respondents indicated that they have received formal training on how to handle sexual harassment in the Forest Service (see Appendix for a demographic breakdown).

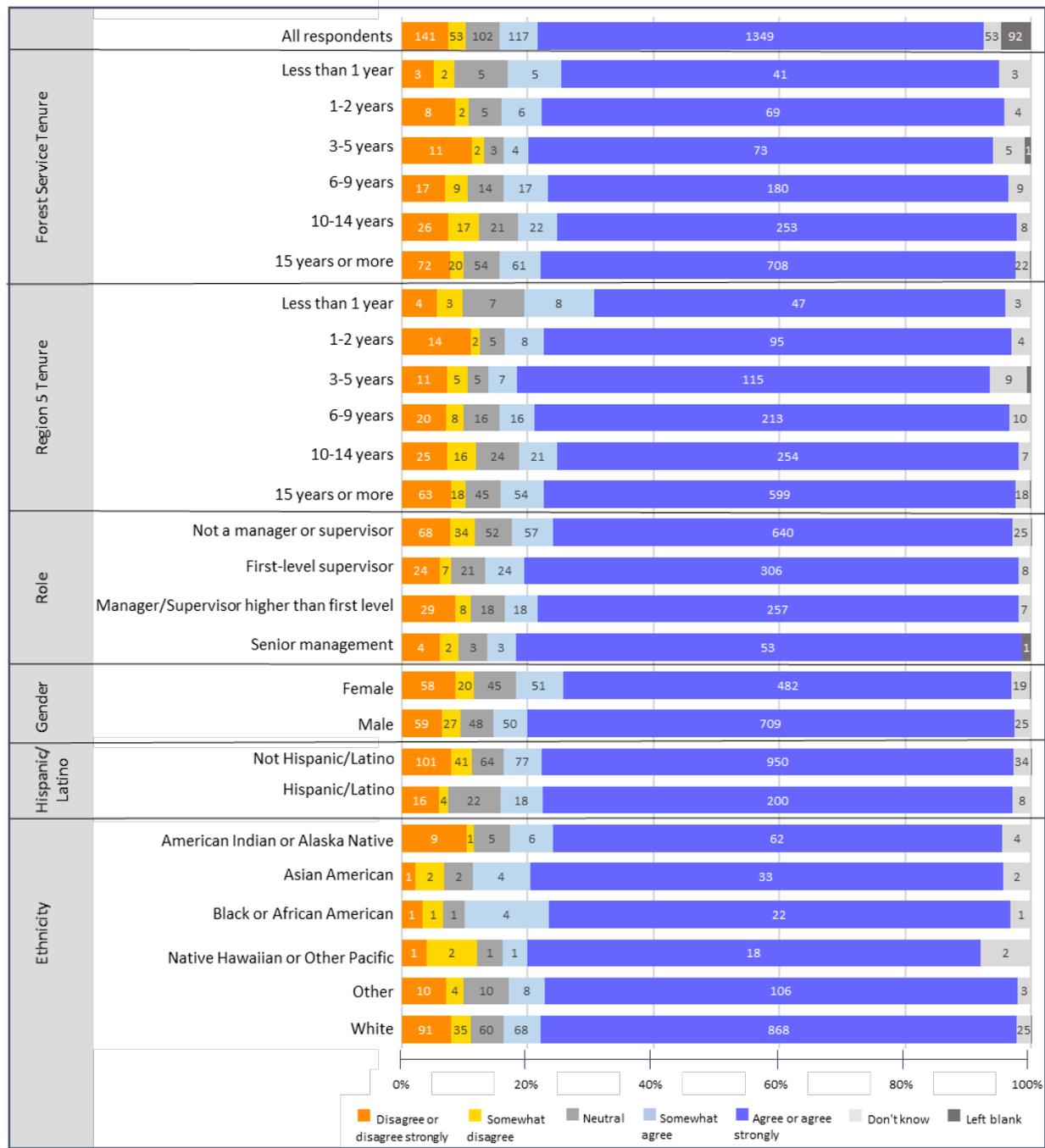
Figure 21: Received formal training or communications about how to handle sexual harassment in the Forest Service



Awareness of the “zero tolerance” policy on sexual harassment

The majority of respondents “agree” or “agree strongly” that the Forest Service has a zero-tolerance policy on sexual harassment. Those who have joined Region 5 or the Forest Service within the past year have less strong views – “neutral,” “slightly agree,” or “slightly disagree” – on this point.

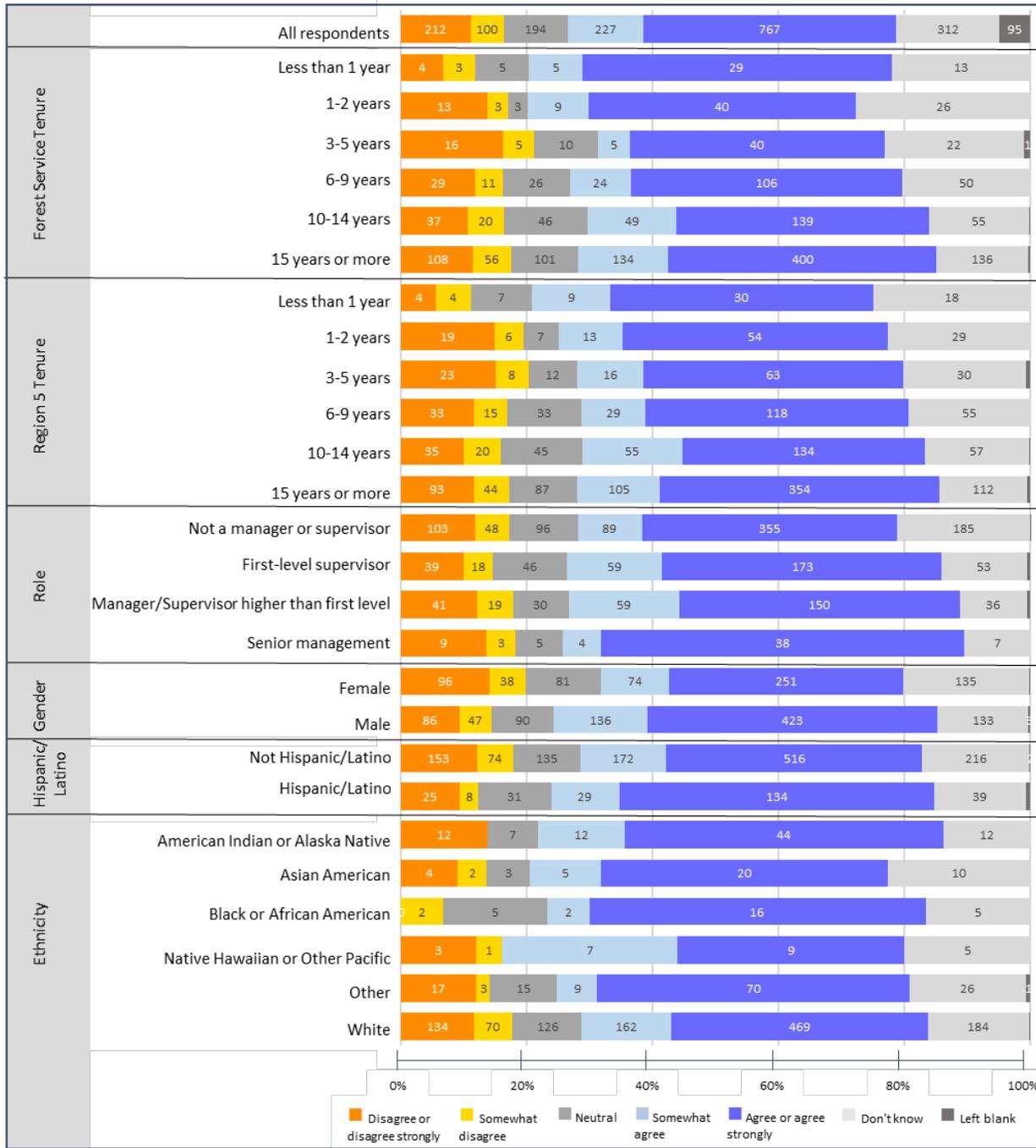
Figure 22: The Forest Service has a zero-tolerance policy for sexual harassment



Perspectives on whether policies have discouraged sexual harassment

Those who are within their first year of employment in Region 5 or the Forest Service are less likely than their peers to “disagree” or “disagree strongly” that Forest Service policies have discouraged sexual harassment. Rather, these individuals adopt less strong views—“slightly agree,” “slightly disagree,” or “neutral.” Black/African American respondents hold the most strongly positive views of Forest Service policy success, and females hold slightly more negative views than males.

Figure 23: The policies toward sexual harassment have effectively discouraged these behaviors



Perspectives on the Forest Service’s support of sexual harassment victims

Those who are in their first year of working in Region 5 or the Forest Service reported more uncertainty than their more-tenured colleagues about the Forest Service’s level of support for sexual harassment victims. Senior management agrees more strongly than respondents of other levels that the Forest Service has succeeded in this area.¹⁴

Figure 24: The Forest Service has effectively supported victims who report sexual harassment in the workplace

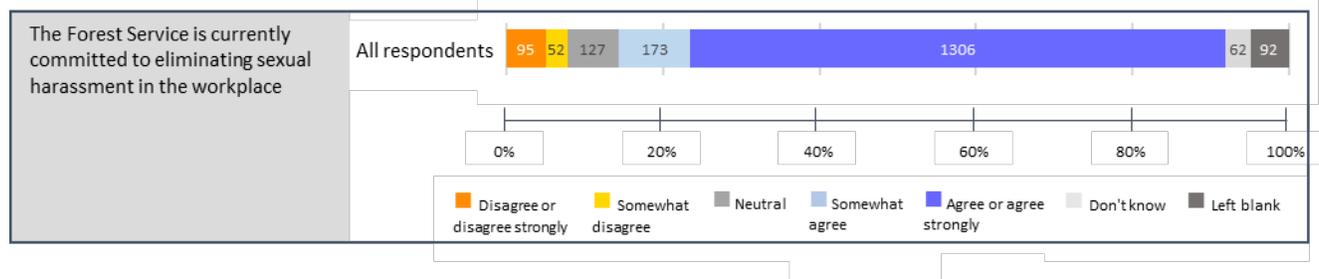


¹⁴ These results are very similar to those for a question which asked respondents if they agreed that “The Forest Service has supported victims who report sexual harassment by connecting them with appropriate external sources of support.” Those results are available in the Appendix.

Perspectives on the Forest Service’s commitment to eliminating workplace sexual harassment

Most respondents “agree” or “agree strongly” that the Forest Service is currently committed to eliminating sexual harassment in the workplace (a breakdown across demographics is available in the Appendix). Those who have experienced sexual harassment in the Region 5 workplace, however, are much more likely to “disagree” or “disagree strongly” with this statement.

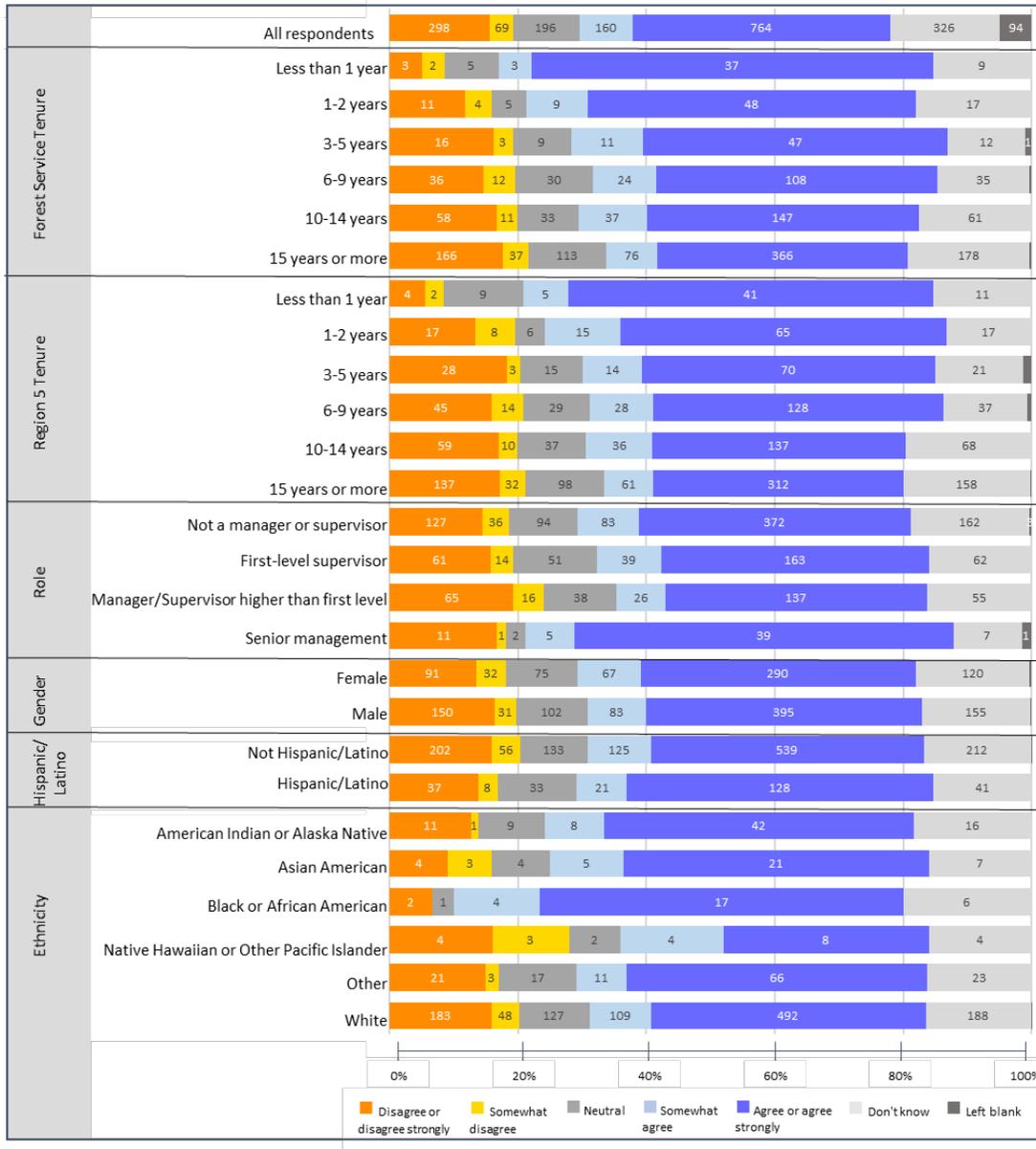
Figure 25: The Forest Service is currently committed to eliminating sexual harassment in the workplace



Perspectives on whether the Forest Service will change policy based on this survey

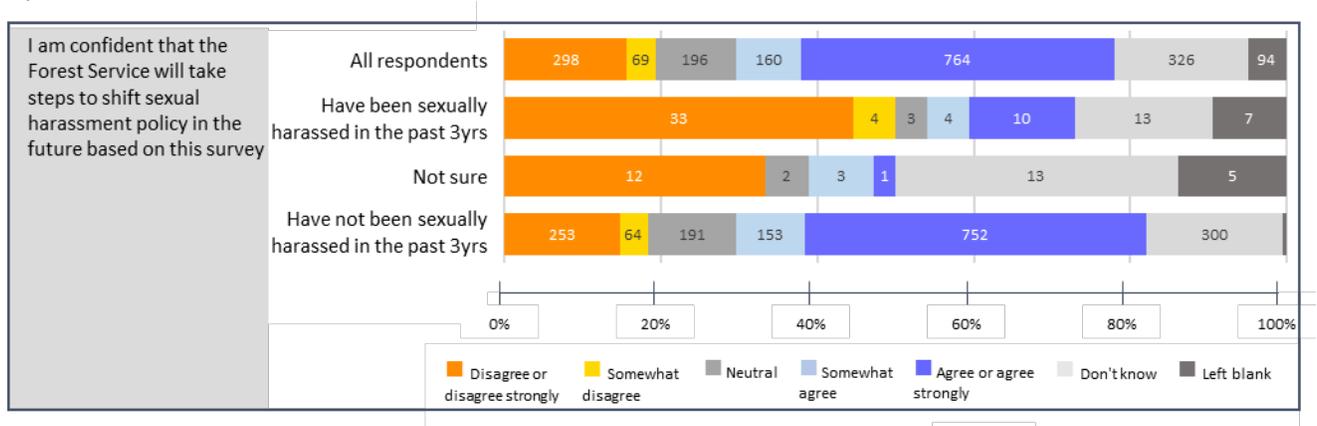
Many respondents agreed or agreed strongly with the statement that the Forest Service would use these survey results to change its sexual harassment policy. However, a sizable minority indicated that they “somewhat disagree” or “disagree or disagree strongly” with this statement. Those who have been with Region 5 or the Forest Service for less than a year are less likely to disagree, while those with longer tenures are less confident that this survey will influence policy. Native Hawaiian/Other Pacific Islanders hold proportionally more negative views on this than respondents of other ethnic identities.

Figure 26: I am confident that the Forest Service will take steps to shift sexual harassment policy in the future based on this survey



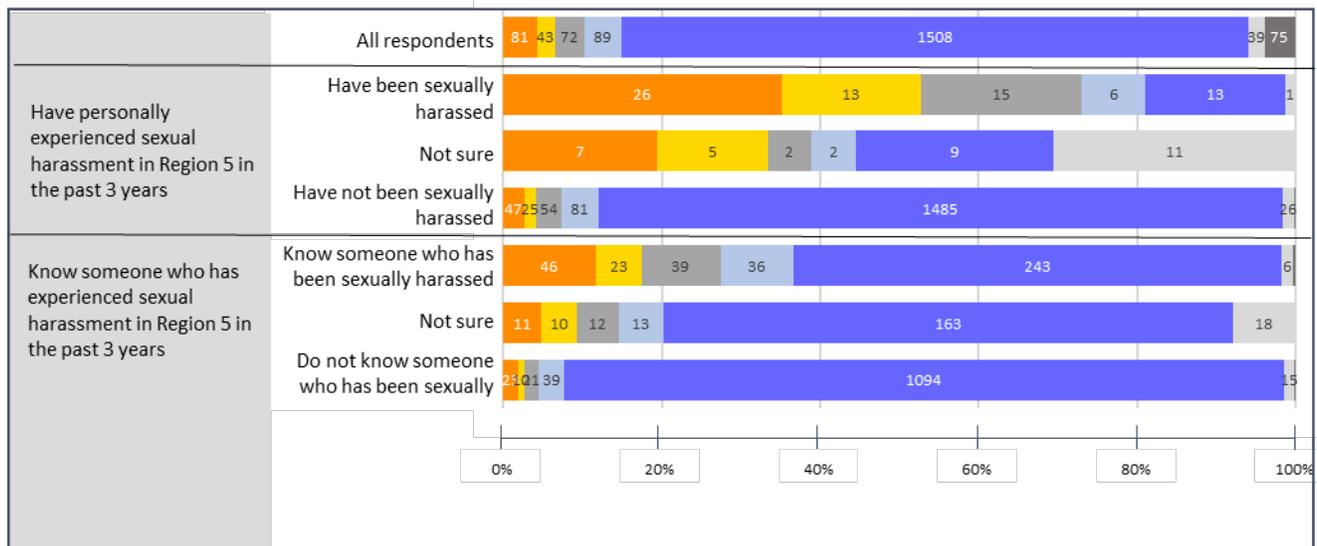
Those who have, or are “not sure” if they have, experienced sexual harassment in the Region 5 workplace in the past 3 years are much more likely than those who have not to disagree or disagree strongly that the Forest Service will change its policies as a result of this survey.

Figure 27: Confidence in policy change as a result of survey, by experience with sexual harassment in Region 5 in the past 3 years



Most respondents were not concerned about being sexually harassed in the future. However, those who report being sexually harassed in the past 3 years are noticeably more concerned than other respondents about being harassed in the future.

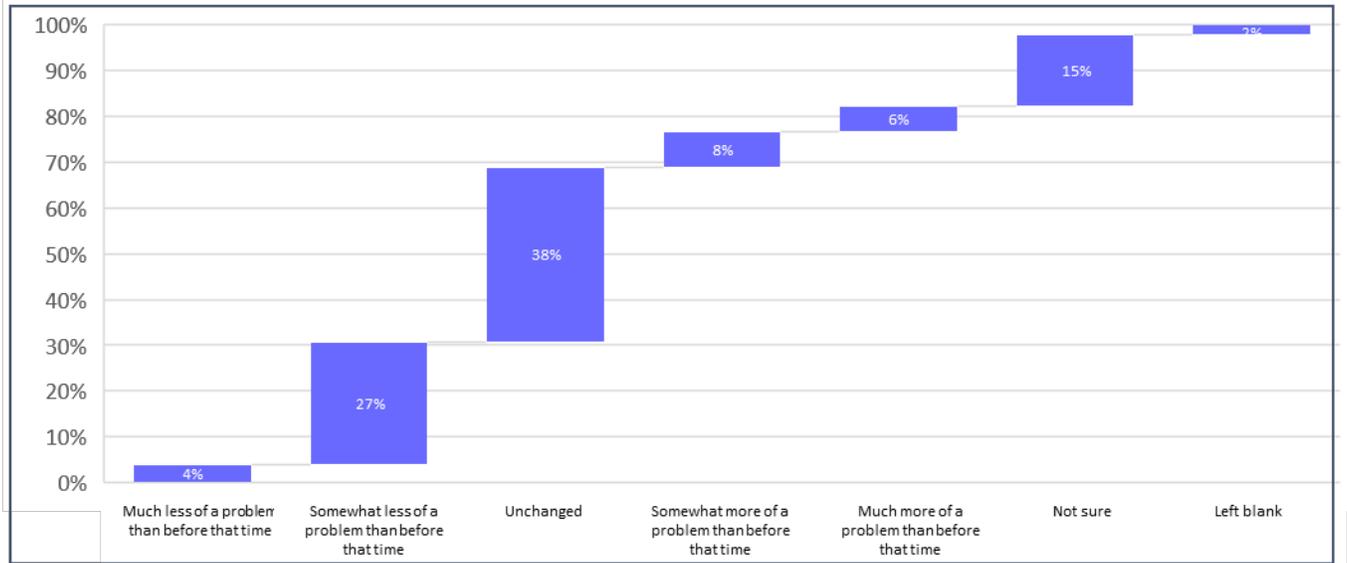
Figure 28: How concerned are you about being sexually harassed in the future?



Perceived improvement over time

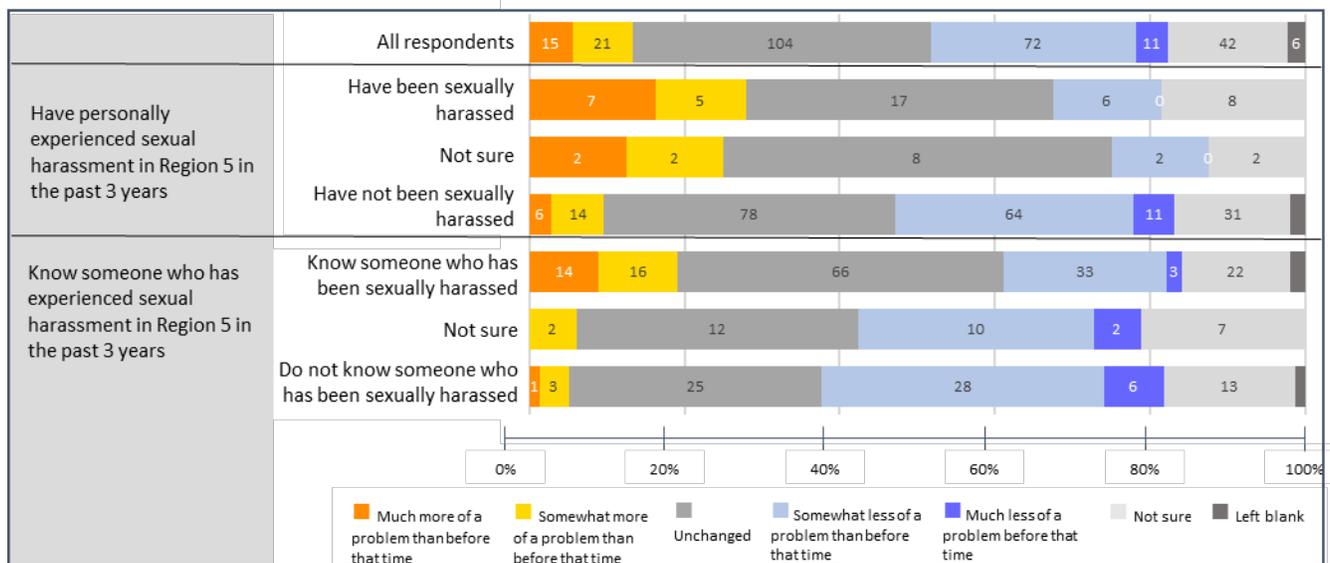
Of the 271 respondents who expressed a perspective between “neutral” and “extremely problematic” as to the degree to which sexual harassment is a problem in Region 5, many thought that the severity of the problem had not changed in the past 3 years. The second-most reported answer was that sexual harassment is now “somewhat less of a problem” than before the past 3 years.

Figure 29: Would you say that the problem of sexual harassment in the last 3 years in Region 5 is:



Those who have experienced or are not sure if they have experienced sexual harassment in the past 3 years in Region 5 are more likely to think that this problem is more or much more of a problem now than 3 years ago. This is also true for those who know someone else who has been sexually harassed in Region 5 in the past 3 years.

Figure 30: Perceptions on any change in the problem of sexual harassment in Region 5 over the past 3 years, by direct experience and knowledge of sexual harassment victims



Appendix A: Survey Questionnaire

Respondents were asked only sets of questions relevant to their experiences. For example, they were asked about their experience reporting an instance of sexual harassment only if they indicated both that they had experienced an instance of sexual harassment and that they had reported it. For all other respondents, the survey skipped these questions. This kind of “skip logic” is noted in the questionnaire printout below, with yellow boxes labeled “logic applied” and accompanied by a box explaining how respondents were routed through the questionnaire. For reference, the skip logic boxes refer to “Survey pages,” which refer to the web page on which the survey questions appeared. The survey pages do not necessarily match the number of the pages on which the questions were printed—the start of each survey page is noted in the lower right of the relevant printed page.



Sexual Harassment Survey

* 1. What is your age?

- Under 18
- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65 or older

Edit Options Logic Move Copy

LOGIC APPLIED: Changes to this question will be limited.

If answer is ...	Then skip to ...	Clear All
Under 18	Disqualification Page	Clear
18-24	P3 2. Are you employed by the US For...	Clear
25-34	P3 2. Are you employed by the US For...	Clear
35-44	P3 2. Are you employed by the US For...	Clear
45-54	P3 2. Are you employed by the US For...	Clear
55-64	P3 2. Are you employed by the US For...	Clear
65 or older	P3 2. Are you employed by the US For...	Clear

Add Next Question Save Cancel



Sexual Harassment Survey

* 2. Are you employed by the US Forest Service in Region 5?

- Yes
 No

LOGIC APPLIED: Changes to this question will be limited. ?

If answer is ... ?	Then skip to ... ?	Clear All
Yes	P4	3. How problematic would you say t... Clear
No	Disqualification Page	Clear



Sexual Harassment Survey

How we define sexual harassment

For this survey, sexual harassment in the workplace refers to various behaviors that are nonconsensual or unwanted. Some people experience this as crude sexual comments, jokes or gestures, including behaviors often labeled as “horseplay” such as teasing or goading and unprofessional language. Sexual harassment also includes, but is not limited to persistent sexual advances, being forced to do something sexual, remarks about physical appearance or dress, being touched in an unwelcomed way, crude sexual comments, jokes or gestures, being shown sexual images or having someone physically expose themselves. Sexual harassment also includes being mistreated, ignored, or insulted because of your gender or sexual preferences.

4. Given this definition, how problematic would you say the issue of sexual harassment is in Region 5 of the US Forest Service?

Extremely Problematic						Not at All Problematic	
7	6	5	4	3	2	1	Don't Know
<input type="radio"/>	<input type="radio"/>						

LOGIC APPLIED: Changes to this question will be limited. ?

If answer is ...	Then skip to ...	Clear All
Extremely Problematic 7	P6 <input type="text"/> 5. Would you say the problem of se...	Clear
6	P6 <input type="text"/> 5. Would you say the problem of se...	Clear
5	P6 <input type="text"/> 5. Would you say the problem of se...	Clear
4	P6 <input type="text"/> 5. Would you say the problem of se...	Clear
3	P6 <input type="text"/> 6. How knowledgeable are you abo...	Clear
2	P6 <input type="text"/> 6. How knowledgeable are you abo...	Clear
Not at All Problematic 1	P6 <input type="text"/> 6. How knowledgeable are you abo...	Clear
Don't Know	P6 <input type="text"/> 6. How knowledgeable are you abo...	Clear



Sexual Harassment Survey

5. Would you say the problem of sexual harassment in the last 3 years in Region 5 of the US Forest Service is:

- Much less of a problem than before that time
- Somewhat less of a problem than before that time
- Unchanged
- Somewhat more of a problem than before that time
- Much more of a problem than before that time
- Not sure

6. How knowledgeable are you about where to get help in dealing with instances of sexual harassment in the US Forest Service?

Extremely Knowledgeable							Not at All Knowledgeable	Don't Know
7	6	5	4	3	2	1		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Please respond to each of the following about sexual harassment policies at the US Forest Service:

	Yes	No	Don't Know
Is there a sexual harassment policy in place at the US Forest Service?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have received formal training or communications about how to handle sexual harassment in the US Forest Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know the process for reporting sexual harassment at the US Forest Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know who the reporting official is who handles issues of sexual harassment in the US Forest Service	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Since you have been working in Region 5, do you know of anyone who has been sexually harassed within the Forest Service workplace environment?

- Yes
- No
- Not Sure

9. In the last 3 years, do you know of anyone in Region 5 who has been sexually harassed within the Forest Service workplace environment?

- Yes
- No
- Not Sure

10. Since you have been working in Region 5, have you been sexually harassed within the Forest Service workplace environment?

- Yes
- No
- Not Sure

11. How concerned are you about being sexually harassed in the future while working in Region 5?

Extremely Concerned							Not At All Concerned	
7	6	5	4	3	2	1	Don't Know	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. In the last 3 years, have you been sexually harassed within the Forest Service workplace environment in Region 5?

- Yes
- No
- Not Sure

LOGIC APPLIED: Changes to this question will be limited.

If answer is ...	Then skip to ...	Clear All
Yes	P7 13. In the last 3 years, what types o...	Clear
No	P9 26. Has a supervisor ever threaten...	Clear
Not Sure	P7 13. In the last 3 years, what types o...	Clear



Sexual Harassment Survey

13. In the last 3 years, what types of sexual harassment have you experienced within the Forest Service workplace environment in Region 5 ?

	Yes	No	Don't Know
Insulted or mocked based on your gender or sexual preferences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Persistent sexual advances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forced to do something sexual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inappropriate remarks about personal appearance or dress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Touched in an unwelcomed way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unwanted sexual comments, jokes or gestures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shown inappropriate sexual images	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having someone physically expose themselves	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Called an inappropriate name	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stalking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Something else	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. How many times, while at work, have you experienced any form of sexual harassment in Region 5 in the last 3 years?

- 0
- 1
- 2
- 3-4
- 5-6
- 7-9
- 10 or more
- Not sure

15. How many different people in Region 5 subjected you to any form of sexual harassment in the workplace in the last 3 years?

- 1
- 2
- 3-4
- 5 or more
- Not sure

16. In any of the instances of sexual harassment in the last 3 years that involved someone from Region 5, was the situation ever with:

	Yes	No	Don't Know
A peer in the Federal government	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A manager in my line of authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A manager not in my line of authority	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An external party such as a contractor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone else	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not sure	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prefer not to say	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Survey Page 7

17. In any of the instances of sexual harassment in the last 3 years that involved someone from Region 5, was the situation ever:

	Yes	No	Not sure
While working	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When off duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. In any of the instances of sexual harassment in the last 3 years that involved someone from Region 5, was the situation ever with:

	Yes	No	Don't Know
Someone of the opposite gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Someone of your gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Have you formally reported any instances of sexual harassment you experienced in the last 3 years to anyone in the US Forest Service?

- Yes
- No
- Not sure

LOGIC APPLIED: Changes to this question will be limited. ?

If answer is ...	Then skip to ...	Clear All
Yes	P8 <input type="text"/>	20. How comfortable did you feel fo... <input type="text"/>
No	P9 <input type="text"/>	25. How important are the following... <input type="text"/>
Not sure	P9 <input type="text"/>	26. Has a supervisor ever threaten... <input type="text"/>



Sexual Harassment Survey

20. How comfortable did you feel formally reporting an instance of sexual harassment to someone in the US Forest Service?

Extremely Comfortable						Not At All Comfortable	
7	6	5	4	3	2	1	Don't Know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Thinking about the most recent time you formally reported an incident, how supportive was the US Forest Service in helping you deal with the instance of sexual harassment?

Extremely Supportive						Not At All Supportive		Too Soon To Tell
7	6	5	4	3	2	1	Don't Know	
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Do you feel your career in the US Forest Service suffered because you formally reported an incident of sexual harassment?

- Yes
- No
- Not sure
- Too soon to tell

23. How fair do you feel management was in resolving your sexual harassment case?

Extremely Fair						Not at All Fair		Too Soon to Tell
7	6	5	4	3	2	1	Don't Know	
<input type="radio"/>								

24. How timely was management in addressing your formally reported sexual harassment instance?

Extremely Timely 7 6 5 4 3 2 1 Not at All Timely Don't Know Too Soon to Tell

← **LOGIC APPLIED:** Changes to this question will be limited. ?

If answer is ... ?	Then skip to ... ?	Clear All
Extremely Timely 7	P9 26. Has a supervisor ever threaten...	Clear
6	P9 26. Has a supervisor ever threaten...	Clear
5	P9 26. Has a supervisor ever threaten...	Clear
4	P9 26. Has a supervisor ever threaten...	Clear
3	P9 26. Has a supervisor ever threaten...	Clear
2	P9 26. Has a supervisor ever threaten...	Clear
Not at All Timely 1	P9 26. Has a supervisor ever threaten...	Clear
Don't Know	P9 26. Has a supervisor ever threaten...	Clear
Too Soon to Tell	P9 26. Has a supervisor ever threaten...	Clear



Sexual Harassment Survey

25. How important are the following in why you did not formally report any instances of sexual harassment while working in Region 5?

	Extremely Important 7	6	5	4	3	2	Not at All Important 1	Don't Know
Did not know how to report it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt embarrassed to report it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Felt reporting it would be too emotionally challenging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did not trust the formal process	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feared a negative reaction from my colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did not think the process would be supportive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Negative impact on my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did not think anyone would believe me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did not want the other person to get into trouble	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Did not think anything would be done	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Afraid the process would not be confidential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Has a supervisor ever threatened to give you a bad evaluation, or make it difficult for you at work in any way, if you did not consent to his/her sexual overtures?

- Yes
- No
- Not Sure

27. To what extent do you agree or disagree with the following statements about sexual harassment in the US Forest Service?

	Agree Strongly 7	6	5	4	3	2	Disagree Strongly 1	Don't Know
The US Forest Service has a zero-tolerance policy for sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The policies toward sexual harassment have effectively discouraged these behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The US Forest Service has effectively supported victims who report sexual harassment in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The US Forest Service has supported victims who report sexual harassment by connecting them with appropriate internal and external sources of support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The US Forest Service is currently committed to eliminating sexual harassment in the workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am confident that the US Forest Service will take steps to shift sexual harassment policy in the future based on this survey	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Sexual Harassment Survey

The remaining questions are for demographic purposes only.

28. How long have you been employed by the US Forest Service?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 9 years
- 10 to 14 years
- 15 years or more
- Don't know/Not sure
- Prefer not to answer

29. How long have you been working in Region 5 of the US Forest Service?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 9 years
- 10 to 14 years
- 15 years or more
- Don't know/Not sure
- Prefer not to answer

30. Which of the following best describes your role in the US Forest Service?

- First-level supervisor
- Manager/Supervisor higher than first level
- Senior management
- Not a manager or supervisor
- Prefer not to answer

31. What is your gender identity?

- Female
- Male
- Transgender female
- Transgender male
- Other
- Prefer not to answer

32. Do you consider yourself to be:

- Heterosexual
- Gay or lesbian
- Other
- Prefer not to answer

33. Are you?

- Married/Partnered
- Single/Never Married
- Divorced/Separated/Widowed
- Prefer not to answer

34. What is the highest level of education you completed?

- Less than high school
- High school graduate
- Some college
- Associate Degree (2 years of college)
- College graduate
- Some graduate work
- Graduate or professional degree
- Prefer not to answer

35. Which best describes your work status:

- Full time
- Part time
- Seasonal
- Temporary
- Prefer not to answer

36. Are you Hispanic or Latino?

- Yes
- No
- Prefer not to answer

37. Which of the following categories best describes you?

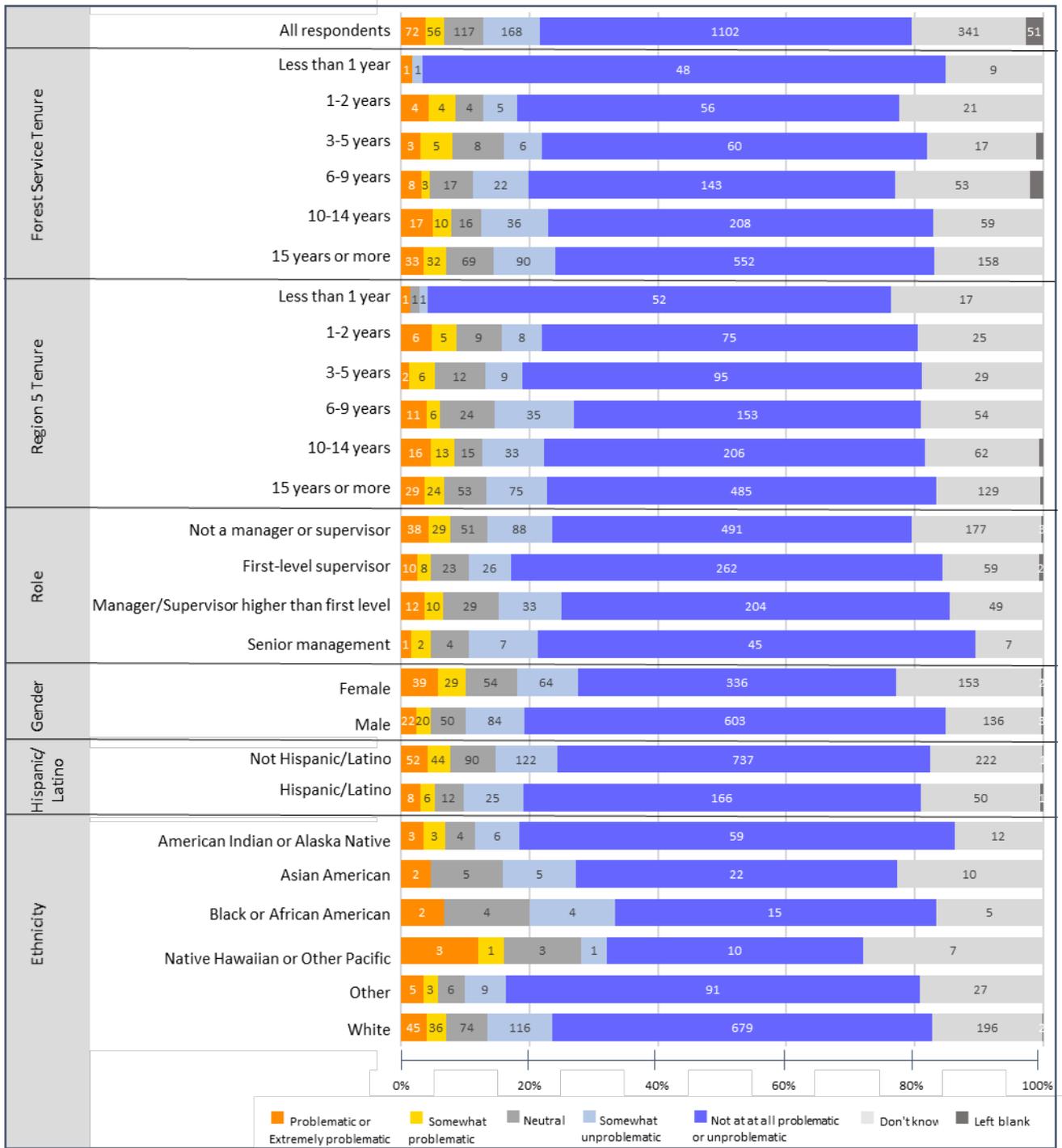
- White
- Black or African American
- Asian American
- American Indian or Alaska Native
- Native Hawaiian or Other Pacific Islander
- Other
- Prefer not to answer

38. Please provide any other comments about sexual harassment at work that may not have been covered in the survey.

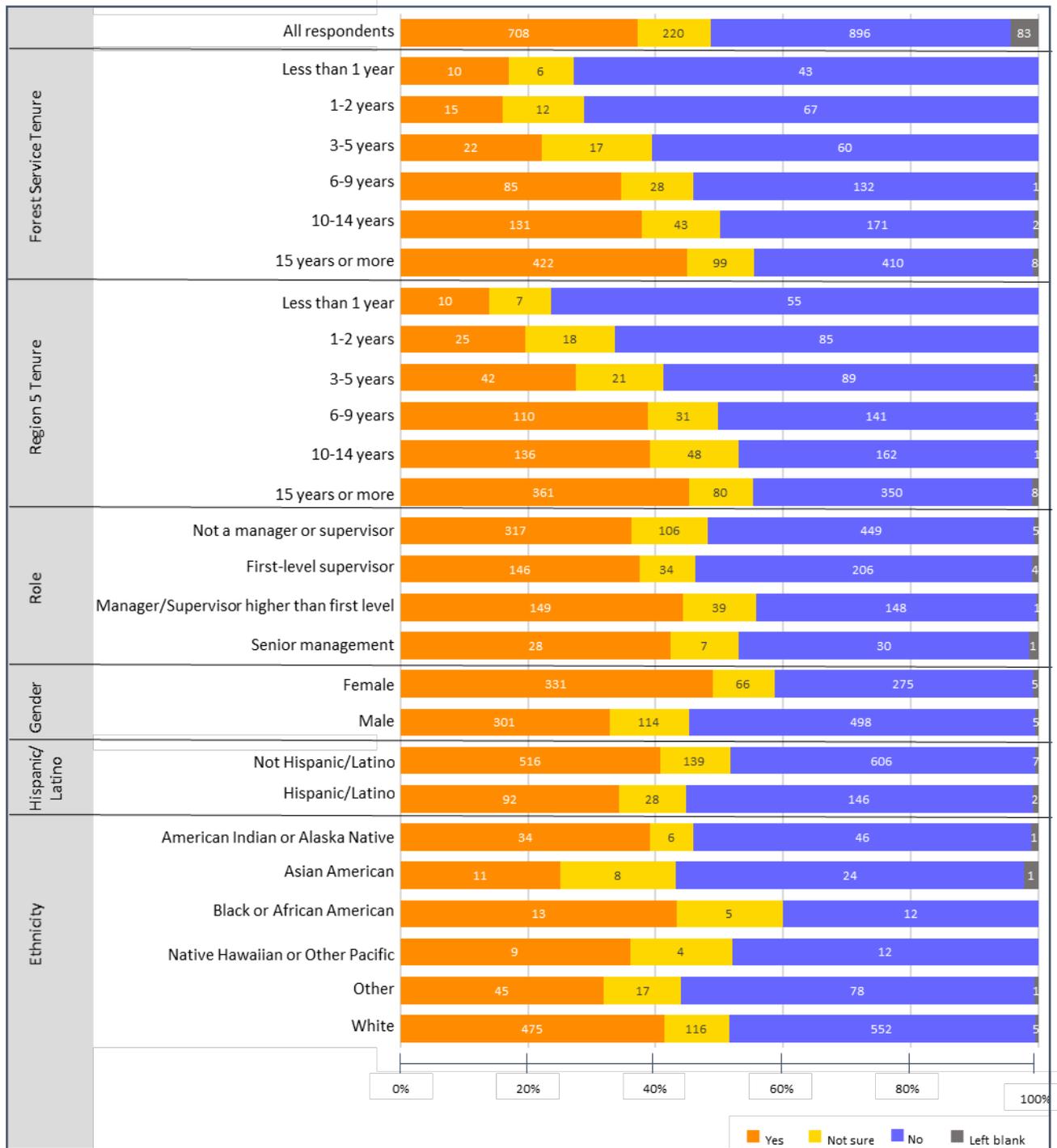
Thank you for completing the survey. Your opinions are greatly valued

Appendix B: Additional Analyses

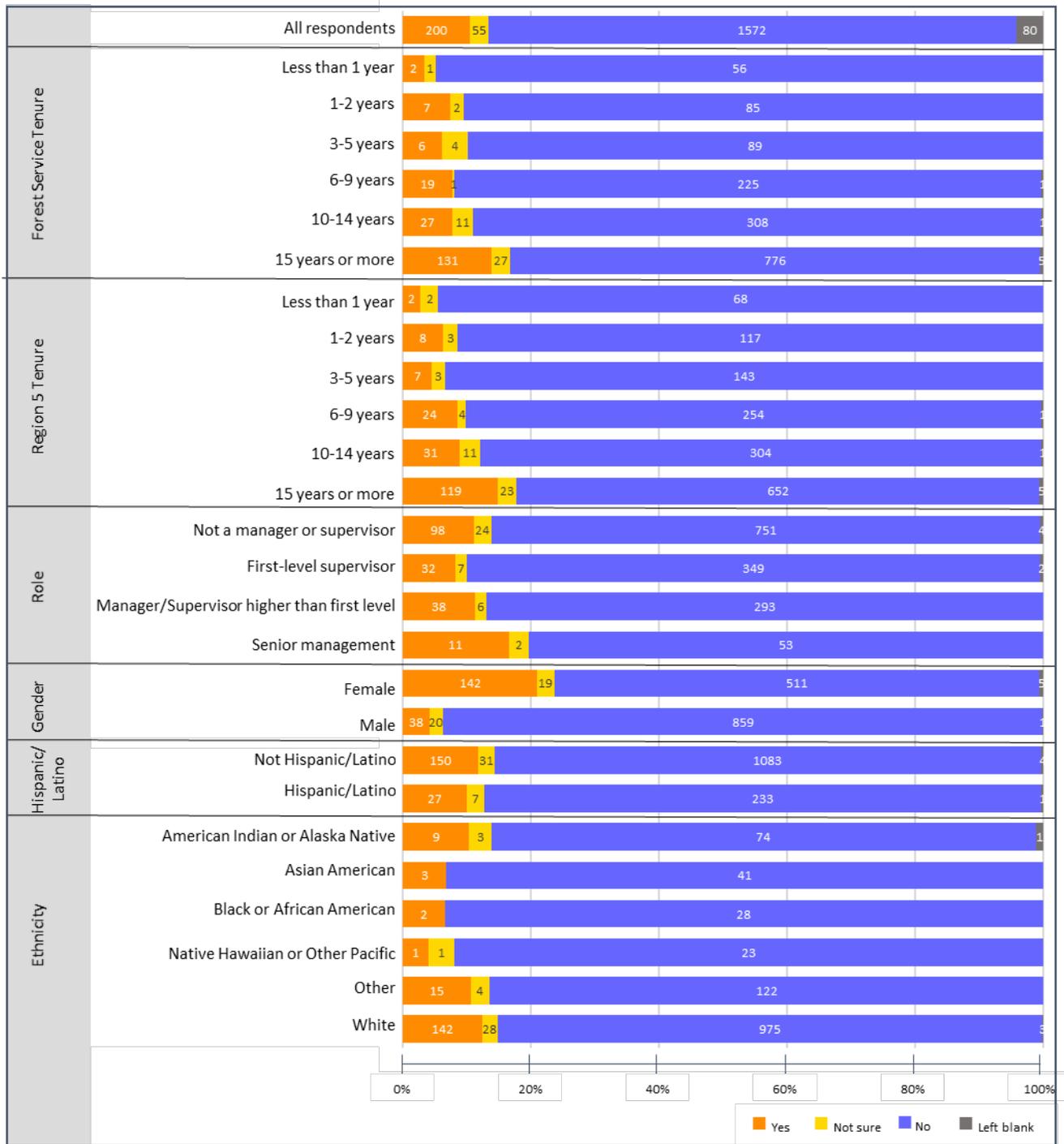
Sexual harassment (pre-definition)



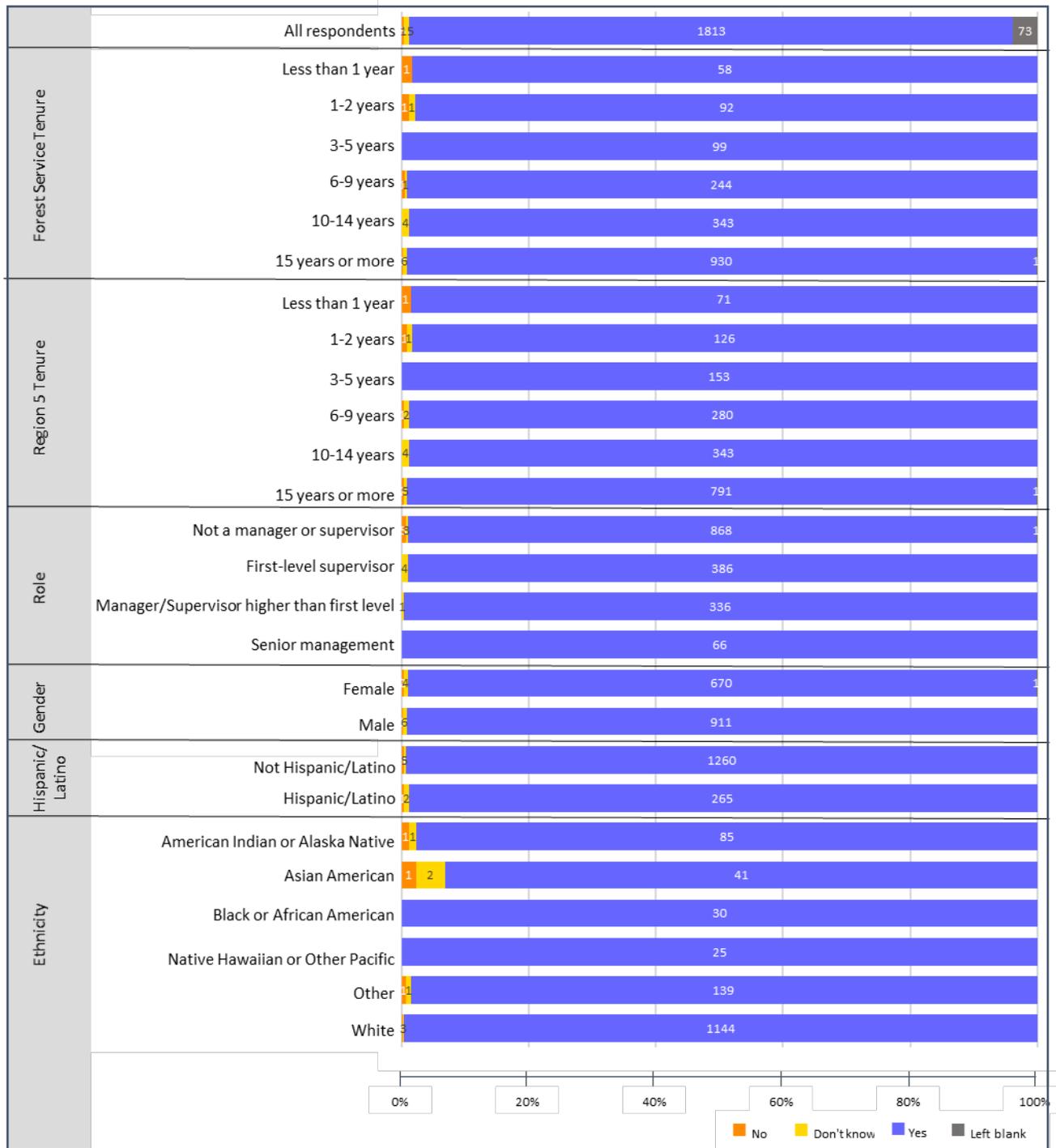
Know someone in the Forest Service who has been sexually harassed since you started working in Region 5



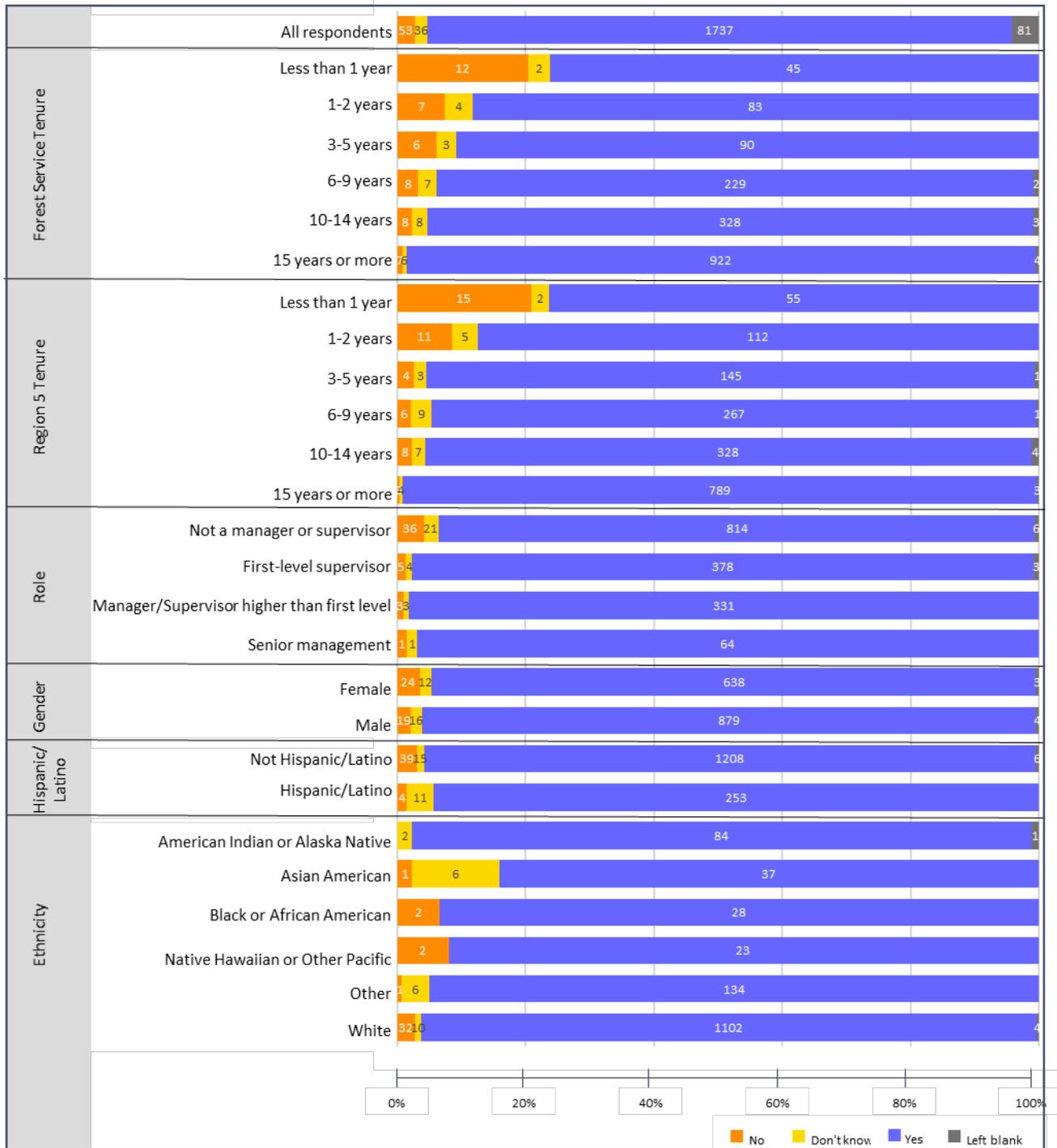
Personally experienced sexual harassment since joining Region 5



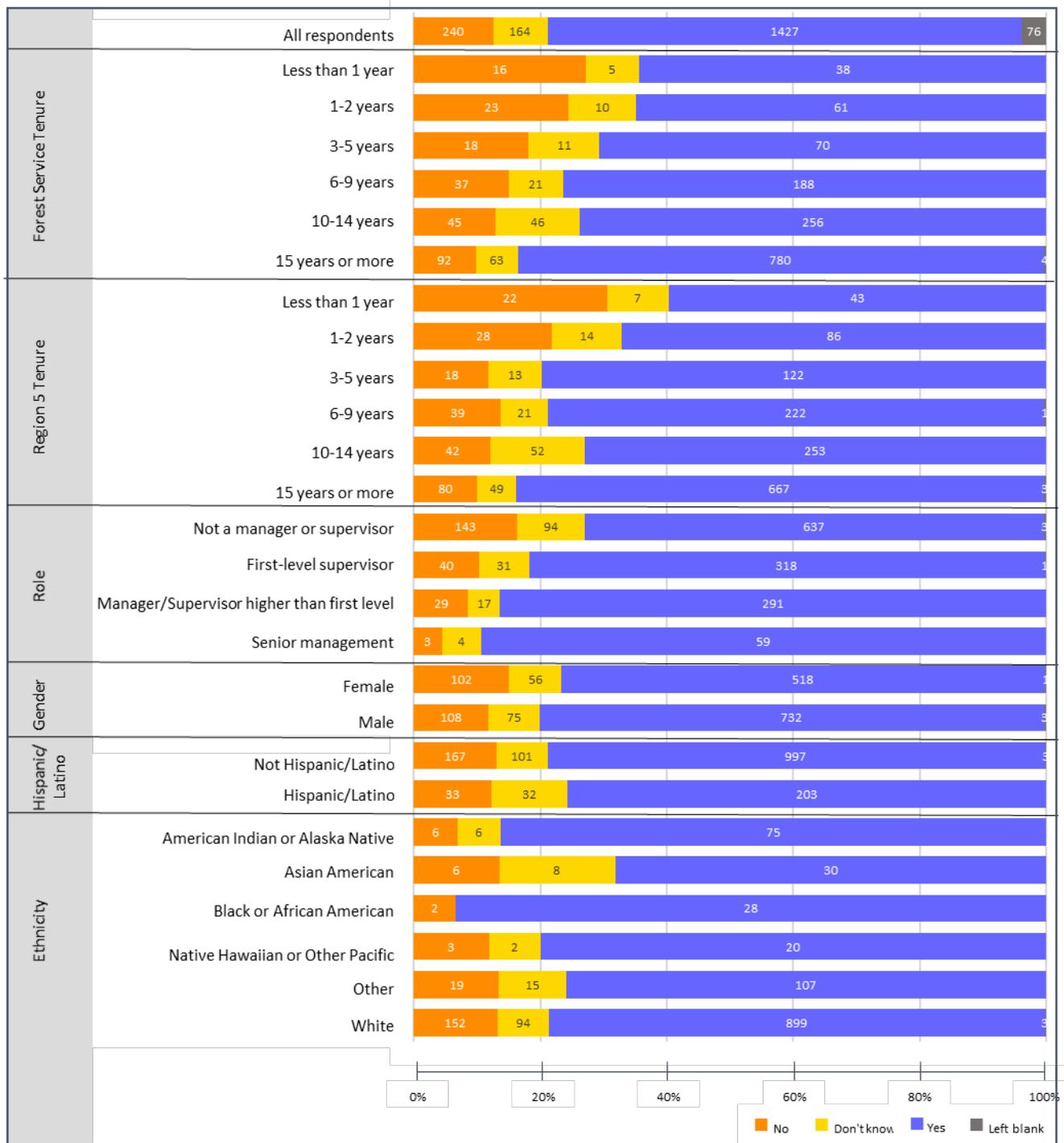
Awareness of a sexual harassment policy in place at the Forest Service



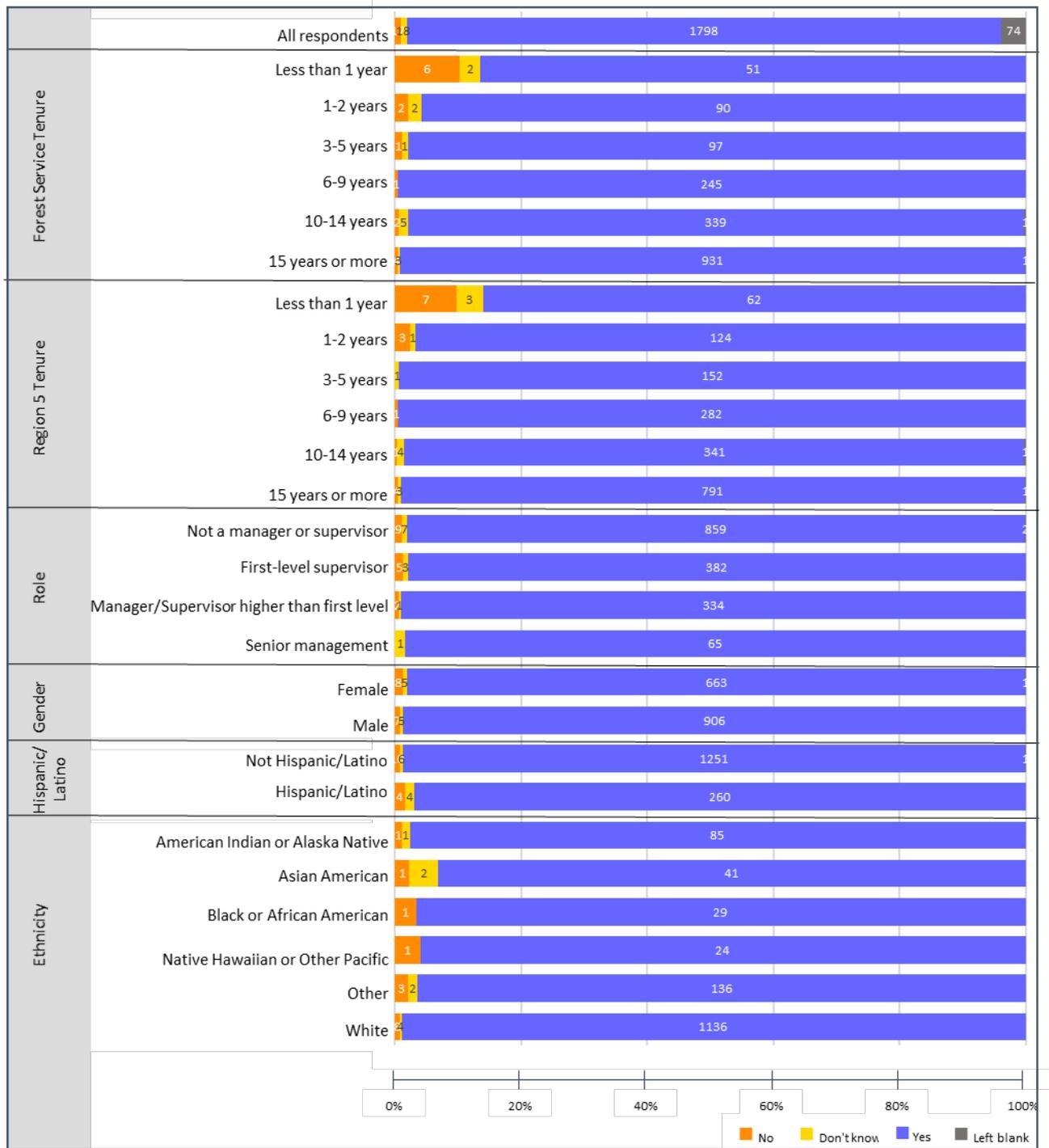
Knowledge of the process for reporting sexual harassment at the Forest Service



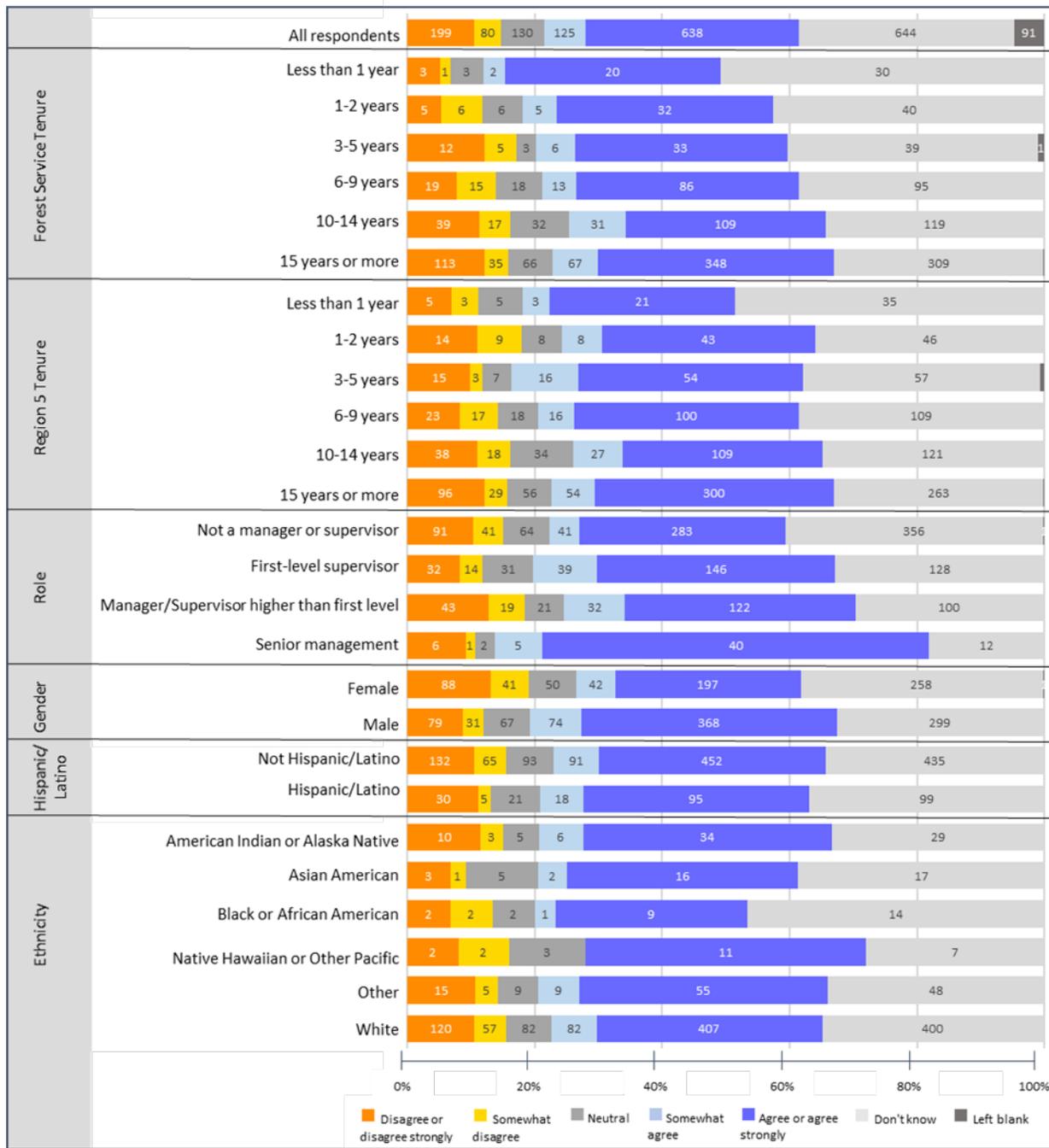
Knowledge of the reporting official who handles issues of sexual harassment for the Forest Service



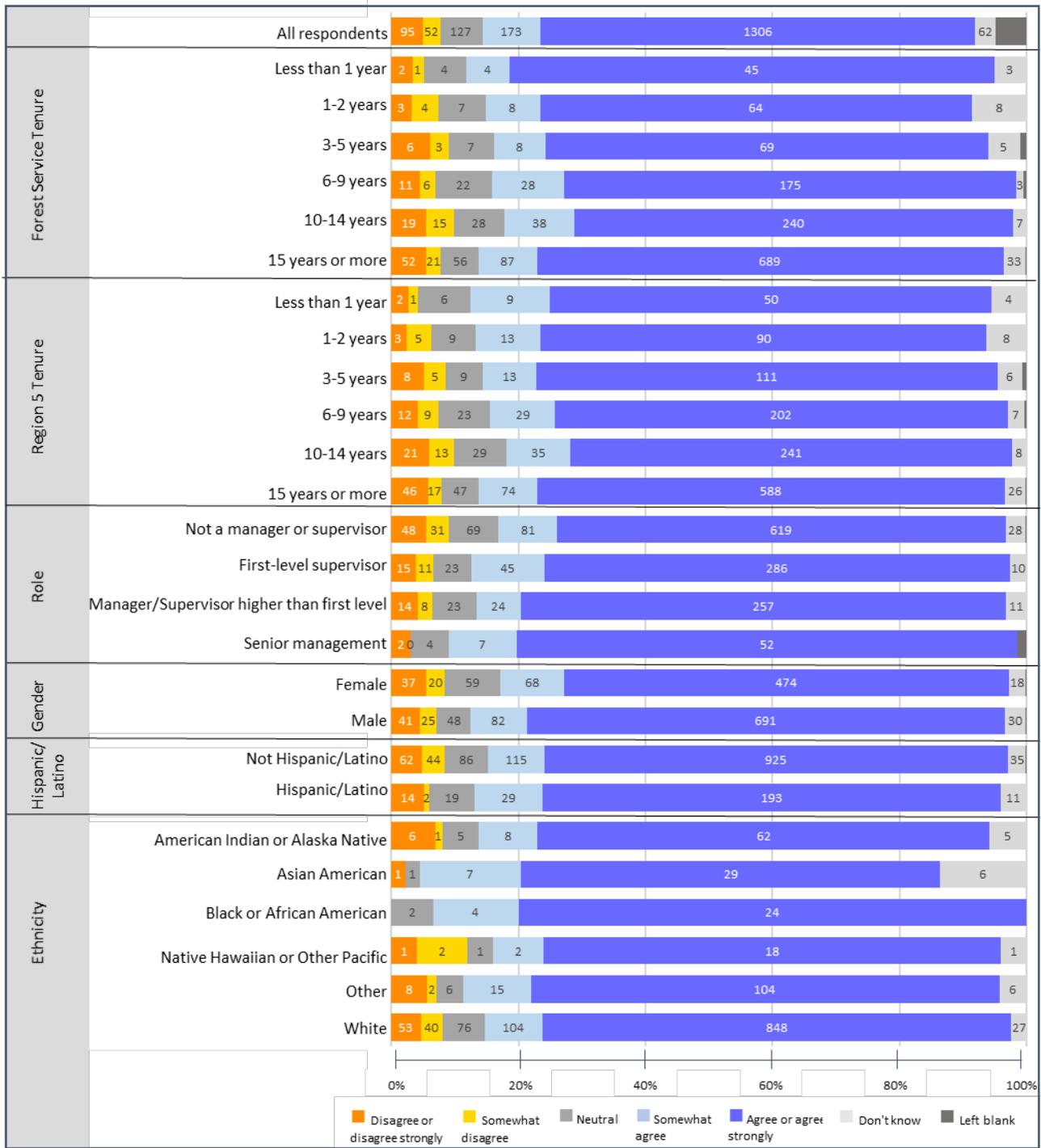
Receipt of formal training or communications about how to handle sexual harassment in the Forest Service



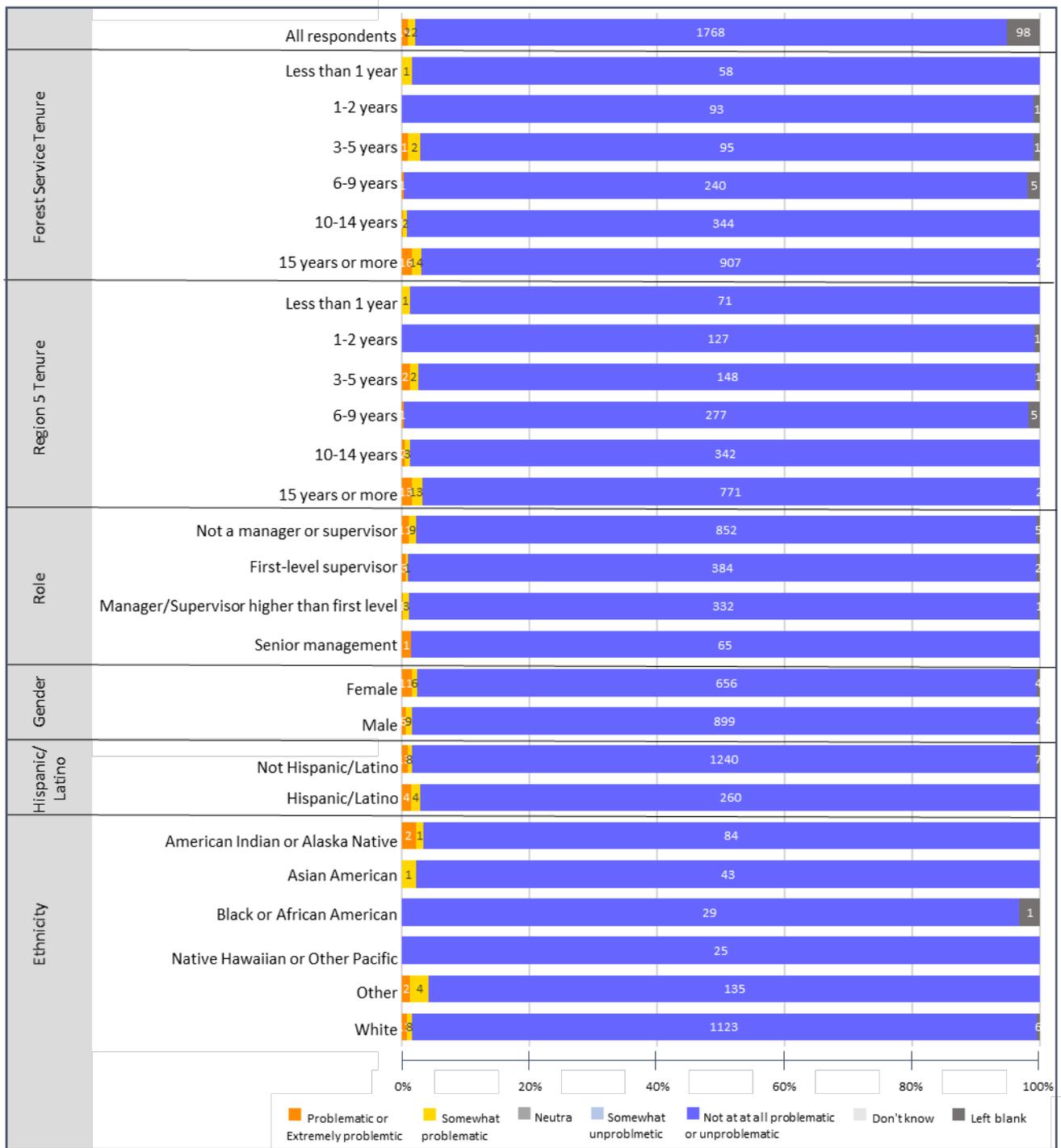
The Forest Service has effectively supported victims who report sexual harassment in the workplace



The Forest Service is currently committed to eliminating sexual harassment in the workplace



Whether a supervisor ever threatened to give you a bad evaluation, or make it difficult for you at work in any way, if you did not consent to his/her sexual advances



Appendix C: Response frequency tables for each survey question

Q1. What is your age?		
Answer Choices	Responses	
Under 18	0.05%	1
18-24	0.68%	13
25-34	17.78%	339
35-44	28.63%	546
45-54	26.59%	507
55-64	21.76%	415
65 or older	4.51%	86
	Answered	1907
	Skipped	0

Q2. Are you employed by the US Forest Service in Region 5?		
Answer Choices	Responses	
Yes	99.32%	1891
No	0.68%	13
	Answered	1904
	Skipped	3

Q3. How problematic would you say the following issues are in Region 5 of the US Forest Service?¹⁵

Answer Choices	Extremely Problematic ⁷		6		5		4		3		2		Not At All Problematic ¹		Don't Know		Total	Weighted Average
	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count		
Supervisor harassment (non-sexual)	3.87%	72	4.35%	81	7.04%	131	7.04%	131	10.26%	191	18.54%	345	32.19%	599	16.71%	311	1861	3.5
Co-worker harassment (non-sexual)	2.79%	52	3.33%	62	6.61%	123	9.67%	180	13.54%	252	20.47%	381	30.79%	573	12.79%	238	1861	3.26
Bullying based on a person's race, ethnicity, religion, sex, age, disability or sexual orientation (non-sexual)	4.24%	79	4.03%	75	5.32%	99	5.64%	105	9.51%	177	21.32%	397	36.52%	680	13.43%	250	1862	3.18
Physical harassment (non-sexual)	0.92%	17	0.92%	17	2.37%	44	4.36%	81	6.84%	127	21.55%	400	46.17%	857	16.86%	313	1856	2.86
Verbal harassment (non-sexual)	4.78%	89	5.48%	102	7.37%	137	8.60%	160	13.28%	247	21.08%	392	28.28%	526	11.13%	207	1860	3.37
Sexual harassment	1.51%	28	2.37%	44	3.02%	56	6.30%	117	9.05%	168	21.17%	393	38.20%	709	18.37%	341	1856	3.2
Answered																	1863	
Skipped																	44	

Q4. Given this definition, how problematic would you say the issue of sexual harassment is in Region 5 of the US Forest Service?

Extremely Problematic ⁷		6		5		4		3		2		Not at All Problematic ¹		Don't Know		Total	Weighted Average
%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count		
2.00%	37	1.78%	33	4.22%	78	6.65%	123	12.05%	223	25.03%	463	28.38%	525	19.89%	368	1850	3.46
Answered																	1850
Skipped																	57

¹⁵ This table and others in this section display the 7-point Likert scale used in many questions. The exact phrasing of the endpoints of each scale (for example, this question's "Extremely Problematic" and "Not At All Problematic") varied between some groups of questions as appropriate to their context. All of these questions were designed such that answers towards the higher end of the 7-point scale reflected responses of concern, while answers towards the lower end of the scale reflected responses of less concern.

Q5. Would you say the problem of sexual harassment in the last 3 years in Region 5 of the US Forest Service is:

Answer Choices	Responses	
Much less of a problem than before that time	4.10%	11
Somewhat less of a problem than before that time	27.24%	73
Unchanged	39.18%	105
Somewhat more of a problem than before that time	8.21%	22
Much more of a problem than before that time	5.60%	15
Not sure	15.67%	42
	Answered	268
	Skipped	1639

Q6. How knowledgeable are you about where to get help in dealing with instances of sexual harassment in the US Forest Service?

Extremely Knowledgeable ⁷		6		5		4		3		2		Not at All Knowledgeable ¹		Don't Know		Total	Weighted Average
33.71%	601	28.55%	509	19.46%	347	9.20%	164	4.15%	74	2.24%	40	1.68%	30	1.01%	18	1783	5.68
																Answered	1783
																Skipped	124

Q7. Please respond to each of the following about sexual harassment policies at the US Forest Service:

Answer Choices	Yes		No		Don't Know		Total	Weighted Average
Is there a sexual harassment policy in place at the US Forest Service?	98.85%	1813	0.33%	6	0.82%	15	1834	1.02
I have received formal training or communications about how to handle sexual harassment in the US Forest Service	98.09%	1798	0.93%	17	0.98%	18	1833	1.03
I know the process for reporting sexual harassment at the US Forest Service	95.13%	1737	2.90%	53	1.97%	36	1826	1.07
I know who the reporting official is who handles issues of sexual harassment in the US Forest Service	77.94%	1427	13.11%	240	8.96%	164	1831	1.31
							Answered	1834
							Skipped	73

Q8. Since you have been working in Region 5, do you know of anyone who has been sexually harassed within the Forest Service workplace environment?

Answer Choices	Responses	
Yes	38.82%	708
No	49.12%	896
Not Sure	12.06%	220
	Answered	1824
	Skipped	83

Q9. In the last 3 years, do you know of anyone in Region 5 who has been sexually harassed within the Forest Service workplace environment?

Answer Choices	Responses	
Yes	21.59%	394
No	65.97%	1204
Not Sure	12.44%	227
	Answered	1825
	Skipped	82

Q10. Since you have been working in Region 5, have you been sexually harassed within the Forest Service workplace environment?

Answer Choices	Responses	
Yes	10.95%	200
No	86.04%	1572
Not Sure	3.01%	55
	Answered	1827
	Skipped	80

Q11. How concerned are you about being sexually harassed in the future while working in Region 5?

Extremely Concerned ⁷		6		5		4		3		2		Not At All Concerned ¹		Don't Know		Total	Weighted Average
2.67%	49	1.75%	32	2.35%	43	3.93%	72	4.86%	89	13.26%	243	69.05%	1265	2.13%	39	1832	1.84
																Answered	1832
																Skipped	75

Q12. In the last 3 years, have you been sexually harassed within the Forest Service workplace environment in Region 5?

Answer Choices	Responses	
Yes	4.04%	74
No	93.99%	1721
Not Sure	1.97%	36
Answered		1831
Skipped		76

Q13. In the last 3 years, what types of sexual harassment have you experienced within the Forest Service workplace environment in Region 5? ¹⁶

Answer Choices	Yes	No	Don't Know	Total
Insulted or mocked based on your gender or sexual preferences	50	48	14	112
Persistent sexual advances	19	81	11	111
Inappropriate remarks about personal appearance or dress	59	45	9	113
Touched in an unwelcomed way	17	84	9	110
Unwanted sexual comments, jokes or gestures	72	29	12	113
Shown inappropriate sexual images	29	75	9	113
Having someone physically expose themselves	6	96	10	112
Called an inappropriate name	56	44	12	112
Stalking	19	79	14	112
Something else	48	43	17	108

¹⁶ Our survey participants provided very few responses to the “Forced to do something sexual” answer category for this question - To protect those respondents’ confidentiality, we removed that category from this table and further removed all totals and percentages.

Q14. How many times, while at work, have you experienced any form of sexual harassment in Region 5 in the last 3 years?		
Answer Choices	Responses	
0	9.01%	10
1	6.31%	7
2	10.81%	12
3-4	17.12%	19
5-6	6.31%	7
7-9	4.50%	5
10 or more	24.32%	27
Not sure	21.62%	24
Answered		111
Skipped		1796

Q15. How many different people in Region 5 subjected you to any form of sexual harassment in the workplace in the last 3 years?		
Answer Choices	Responses	
1	25.47%	27
2	15.09%	16
3-4	14.15%	15
5 or more	12.26%	13
Not sure	33.02%	35
Answered		106
Skipped		1801

Q16. In any of the instances of sexual harassment in the last 3 years that involved someone from Region 5, was the situation ever with:

Answer Choices	Yes		No		Don't Know		Total
A peer in the Federal government	65.00%	65	21.00%	21	14.00%	14	100
A manager in my line of authority	41.18%	42	44.12%	45	14.71%	15	102
A manager not in my line of authority	38.61%	39	46.53%	47	14.85%	15	101
An external party such as a contractor	14.00%	14	70.00%	70	16.00%	16	100
Someone else	20.00%	19	62.11%	59	17.89%	17	95
Not sure	9.52%	8	64.29%	54	26.19%	22	84
Prefer not to say	19.77%	17	60.47%	52	19.77%	17	86
Answered							108
Skipped							1799

Q17. In any of the instances of sexual harassment in the last 3 years that involved someone from Region 5, was the situation ever:

Answer Choices	Yes		No		Not sure		Total
While working	79.05%	83	8.57%	9	12.38%	13	105
When off duty	33.98%	35	53.40%	55	12.62%	13	103
Answered							108
Skipped							1799

Q18. In any of the instances of sexual harassment in the last 3 years that involved someone from Region 5, was the situation ever with:

Answer Choices	Yes		No		Don't Know		Total
Someone of the opposite gender	72.82%	75	9.71%	10	17.48%	18	103
Someone of your gender	34.02%	33	50.52%	49	15.46%	15	97
Answered							105
Skipped							1802

Q19. Have you formally reported any instances of sexual harassment you experienced in the last 3 years to anyone in the US Forest Service?

Answer Choices	Responses	
Yes	31.13%	33
No	57.55%	61
Not sure	11.32%	12
Answered		106
Skipped		1801

Q20. How comfortable did you feel formally reporting an instance of sexual harassment to someone in the US Forest Service?

Extremely Comfortable ⁷		6		5		4		3		2		Not At All Comfortable ¹		Don't Know		Total	Weighted Average
14.71%	5	2.94%	1	5.88%	2	5.88%	2	5.88%	2	8.82%	3	47.06%	16	8.82%	3	34	3.26
Answered																	34
Skipped																	1873

Q21. Thinking about the most recent time you formally reported an incident, how supportive was the US Forest Service in helping you deal with the instance of sexual harassment?

Extremely Supportive ⁷		6		5		4		3		2		Not At All Supportive ¹		Don't Know		Too Soon To Tell		Total	Weighted Average
8.57%	3	5.71%	2	2.86%	1	8.57%	3	8.57%	3	17.14%	6	37.14%	13	11.43%	4	0.00%	0	35	3.31
																		Answered	35
																		Skipped	1872

Q22. Do you feel your career in the US Forest Service suffered because you formally reported an incident of sexual harassment?

Answer Choices	Responses	
Yes	54.29%	19
No	20.00%	7
Not sure	8.57%	3
Too soon to tell	17.14%	6
Answered		35
Skipped		1872

Q23. How fair do you feel management was in resolving your sexual harassment case?

Extremely Fair ⁷		6		5		4		3		2		Not at All Fair ¹		Don't Know		Too Soon to Tell		Total	Weighted Average
11.76%	4	0.00%	0	2.94%	1	5.88%	2	5.88%	2	8.82%	3	50.00%	17	5.88%	2	8.82%	3	34	3.32
																		Answered	34
																		Skipped	1873

Q24. How timely was management in addressing your formally reported sexual harassment instance?

Extremely Timely ⁷	6		5		4		3		2		Not at All Timely ¹		Don't Know		Too Soon to Tell		Total	Weighted Average	
2.86%	1	5.71%	2	2.86%	1	14.29%	5	5.71%	2	8.57%	3	42.86%	15	11.43%	4	5.71%	2	35	3.46
																		Answered	35
																		Skipped	1872

Q25. How important are the following in why you did not formally report any instances of sexual harassment while working in Region 5?

Answer Choices	Extremely Important ⁷	6		5		4		3		2		Not at All Important ¹		Don't Know		Total		
Did not know how to report it	7.27%	4	3.64%	2	1.82%	1	7.27%	4	9.09%	5	7.27%	4	54.55%	30	9.09%	5	55	
Felt embarrassed to report it	14.81%	8	7.41%	4	9.26%	5	9.26%	5	12.96%	7	3.70%	2	29.63%	16	12.96%	7	54	
Felt reporting it would be too emotionally challenging	23.64%	13	14.55%	8	7.27%	4	7.27%	4	3.64%	2	10.91%	6	25.45%	14	7.27%	4	55	
Did not trust the formal process	37.04%	20	9.26%	5	12.96%	7	5.56%	3	7.41%	4	1.85%	1	16.67%	9	9.26%	5	54	
Feared a negative reaction from my colleagues	40.00%	22	12.73%	7	12.73%	7	3.64%	2	1.82%	1	1.82%	1	20.00%	11	7.27%	4	55	
Did not think the process would be supportive	40.00%	22	10.91%	6	7.27%	4	5.45%	3	5.45%	3	3.64%	2	20.00%	11	7.27%	4	55	
Negative impact on my job	49.09%	27	14.55%	8	3.64%	2	7.27%	4	1.82%	1	1.82%	1	14.55%	8	7.27%	4	55	
Did not think anyone would believe me	16.67%	9	14.81%	8	7.41%	4	11.11%	6	1.85%	1	1.85%	1	33.33%	18	12.96%	7	54	
Did not want the other person to get into trouble	9.09%	5	9.09%	5	12.73%	7	12.73%	7	7.27%	4	5.45%	3	32.73%	18	10.91%	6	55	
Did not think anything would be done	31.48%	17	12.96%	7	7.41%	4	5.56%	3	5.56%	3	5.56%	3	20.37%	11	11.11%	6	54	
Afraid the process would not be confidential	52.73%	29	9.09%	5	9.09%	5	5.45%	3	1.82%	1	3.64%	2	9.09%	5	9.09%	5	55	
																	Answered	55
																	Skipped	1852

Q26. Has a supervisor ever threatened to give you a bad evaluation, or make it difficult for you at work in any way, if you did not consent to his/her sexual overtures?

Answer Choices	Responses	
Yes	1.05%	19
No	97.73%	1768
Not Sure	1.22%	22
Answered		1809
Skipped		98

Q27. To what extent do you agree or disagree with the following statements about sexual harassment in the US Forest Service?

Answer Choices	Agree Strongly ⁷		6		5		4		3		2		Disagree Strongly ¹		Don't Know		Total
The US Forest Service has a zero-tolerance policy for sexual harassment	58.79%	1067	15.54%	282	6.45%	117	5.62%	102	2.92%	53	2.64%	48	5.12%	93	2.92%	53	1815
The policies toward sexual harassment have effectively discouraged these behaviors	26.27%	476	16.06%	291	12.53%	227	10.71%	194	5.52%	100	5.74%	104	5.96%	108	17.22%	312	1812
The US Forest Service has effectively supported victims who report sexual harassment in the workplace	21.53%	391	13.60%	247	6.88%	125	7.16%	130	4.41%	80	4.68%	85	6.28%	114	35.46%	644	1816
The US Forest Service has supported victims who report sexual harassment by connecting them with appropriate internal and external sources of support	22.36%	406	12.44%	226	7.21%	131	6.77%	123	3.52%	64	3.69%	67	5.45%	99	38.55%	700	1816
The US Forest Service is currently committed to eliminating sexual harassment in the workplace	53.50%	971	18.46%	335	9.53%	173	7.00%	127	2.87%	52	2.26%	41	2.98%	54	3.42%	62	1815
I am confident that the US Forest Service will take steps to shift sexual harassment policy in the future based on this survey	28.02%	508	14.12%	256	8.83%	160	10.81%	196	3.81%	69	6.23%	113	10.20%	185	17.98%	326	1813
																Answered	1816
																Skipped	91

Q28. How long have you been employed by the US Forest Service?		
Answer Choices	Responses	
Less than 1 year	3.26%	59
1 to 2 years	5.20%	94
3 to 5 years	5.48%	99
6 to 9 years	13.61%	246
10 to 14 years	19.19%	347
15 years or more	51.94%	939
Don't know/Not sure	0.06%	1
Prefer not to answer	1.27%	23
	Answered	1808
	Skipped	99

Q29. How long have you been working in Region 5 of the US Forest Service?		
Answer Choices	Responses	
Less than 1 year	3.98%	72
1 to 2 years	7.08%	128
3 to 5 years	8.47%	153
6 to 9 years	15.66%	283
10 to 14 years	19.20%	347
15 years or more	44.22%	799
Don't know/Not sure	0.11%	2
Prefer not to answer	1.27%	23
	Answered	1807
	Skipped	100

Q30. Which of the following best describes your role in the US Forest Service?		
Answer Choices	Responses	
First-level supervisor	21.59%	390
Manager/Supervisor higher than first level	18.66%	337
Senior management	3.65%	66
Not a manager or supervisor	48.56%	877
Prefer not to answer	7.53%	136
	Answered	1806
	Skipped	101

Q31. What is your gender identity?		
Answer Choices	Responses	
Female	37.55%	677
Male	50.92%	918
Other ¹⁷	1.06%	19
Prefer not to answer	10.48%	189
	Answered	1803
	Skipped	104

Q32. Do you consider yourself to be:		
Answer Choices	Responses	
Heterosexual	78.72%	1409
Gay or lesbian	2.18%	39
Other	3.52%	63
Prefer not to answer	15.59%	279
	Answered	1790
	Skipped	117

Q33. Are you?		
Answer Choices	Responses	
Married/Partnered	61.94%	1115
Single/Never Married	14.17%	255
Divorced/Separated/Widowed	12.22%	220
Prefer not to answer	11.67%	210
	Answered	1800
	Skipped	107

¹⁷ To protect respondent confidentiality, “Other,” “Transgender Male,” and “Transgender Female” have been collapsed to a single “Other” category.

Q34. What is the highest level of education you completed?		
Answer Choices	Responses	
Less than high school	0.00%	0
High school graduate	7.37%	133
Some college	25.87%	467
Associate Degree (2 years of college)	13.63%	246
College graduate	23.82%	430
Some graduate work	6.32%	114
Graduate or professional degree	17.23%	311
Prefer not to answer	5.76%	104
	Answered	1805
	Skipped	102

Q35. Which best describes your work status:		
Answer Choices	Responses	
Full time	95.00%	1711
Part time	0.72%	13
Seasonal	1.33%	24
Temporary	0.61%	11
Prefer not to answer	2.33%	42
	Answered	1801
	Skipped	106

Q36. Are you Hispanic or Latino?		
Answer Choices	Responses	
Yes	14.88%	268
No	70.41%	1268
Prefer not to answer	14.71%	265
	Answered	1801
	Skipped	106

Q37. Which of the following categories best describes you?		
Answer Choices	Responses	
White	64.06%	1148
Black or African American	1.67%	30
Asian American	2.46%	44
American Indian or Alaska Native	4.85%	87
Native Hawaiian or Other Pacific Islander	1.40%	25
Other	7.87%	141
Prefer not to answer	17.69%	317
	Answered	1792
	Skipped	115

Q38. Please provide any other comments about sexual harassment at work that may not have been covered in the survey.	
Answered	663
Skipped	1244