

NIH Workplace Climate and Harassment Survey

Hannah Valentine, M.D.

Chief Officer for Scientific Workforce Diversity

NIH Anti-Harassment Program

Jessica Hawkins, M.S.

Supervisor, NIH Civil Program



Presentation Outline

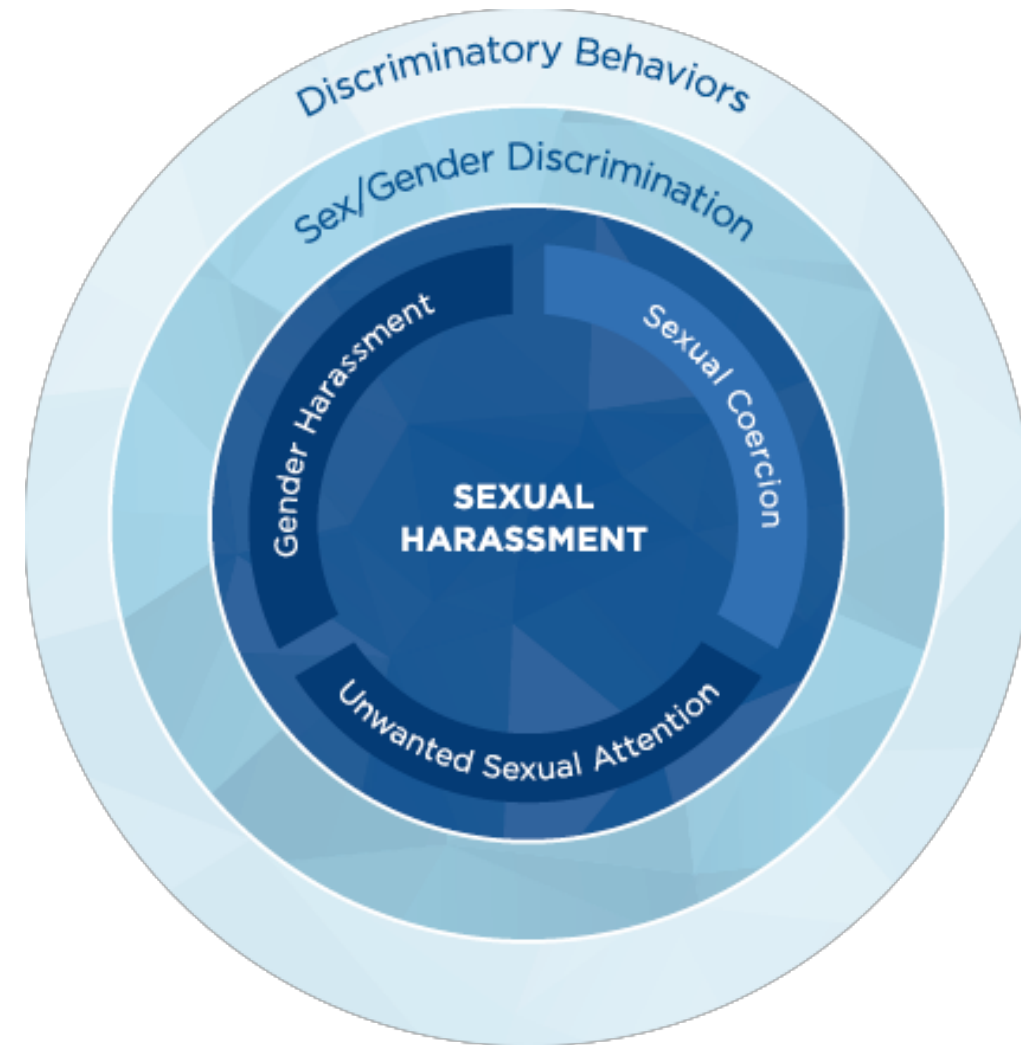
- Background
 - NASEM Findings and Recommendations
- NIH Workplace Climate and Harassment Survey
 - Survey design
 - Validation
 - Administration and response rates
- NIH Anti-Harassment Program
 - Definitions
 - Reporting, policies and enquiry process

Sexual Harassment

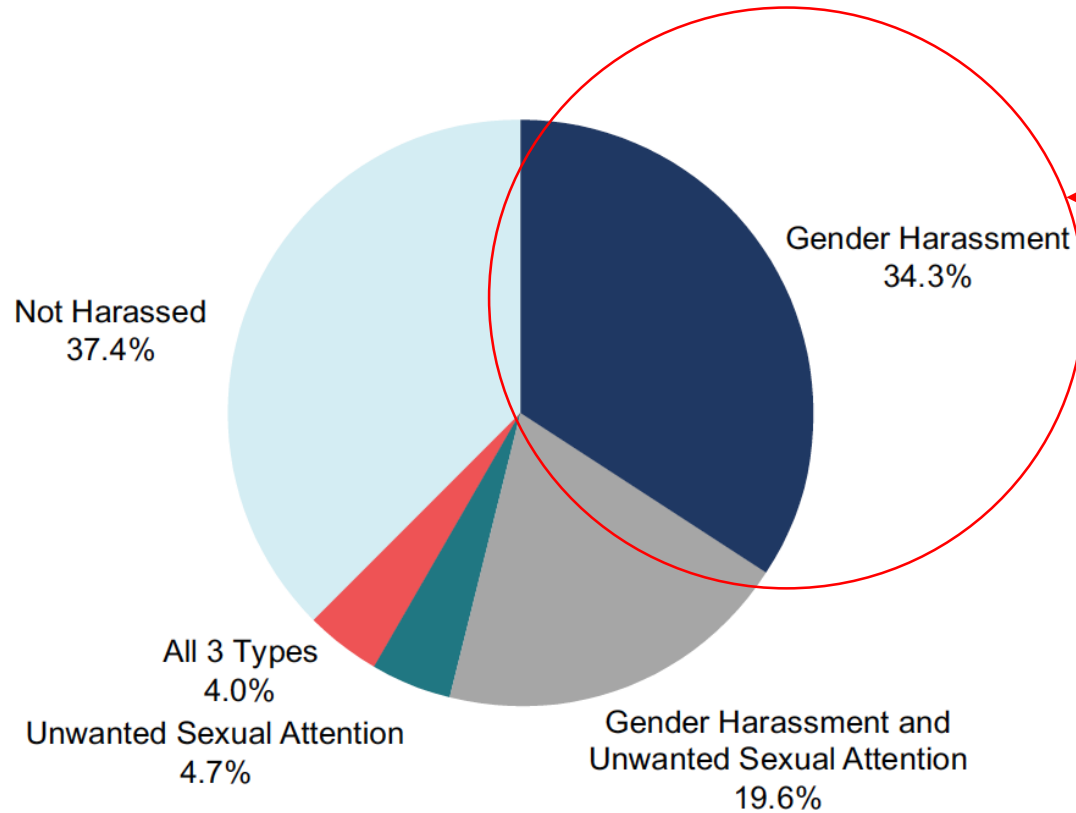
- Gender harassment
- Unwanted sexual attention
- Sexual coercion

Harassing behavior can be either direct (targeted at an individual) or ambient (a general level of sexual harassment in an environment)

The impact of gender harassment is as significant as other forms



Sexual Harassment is a Problem in Science

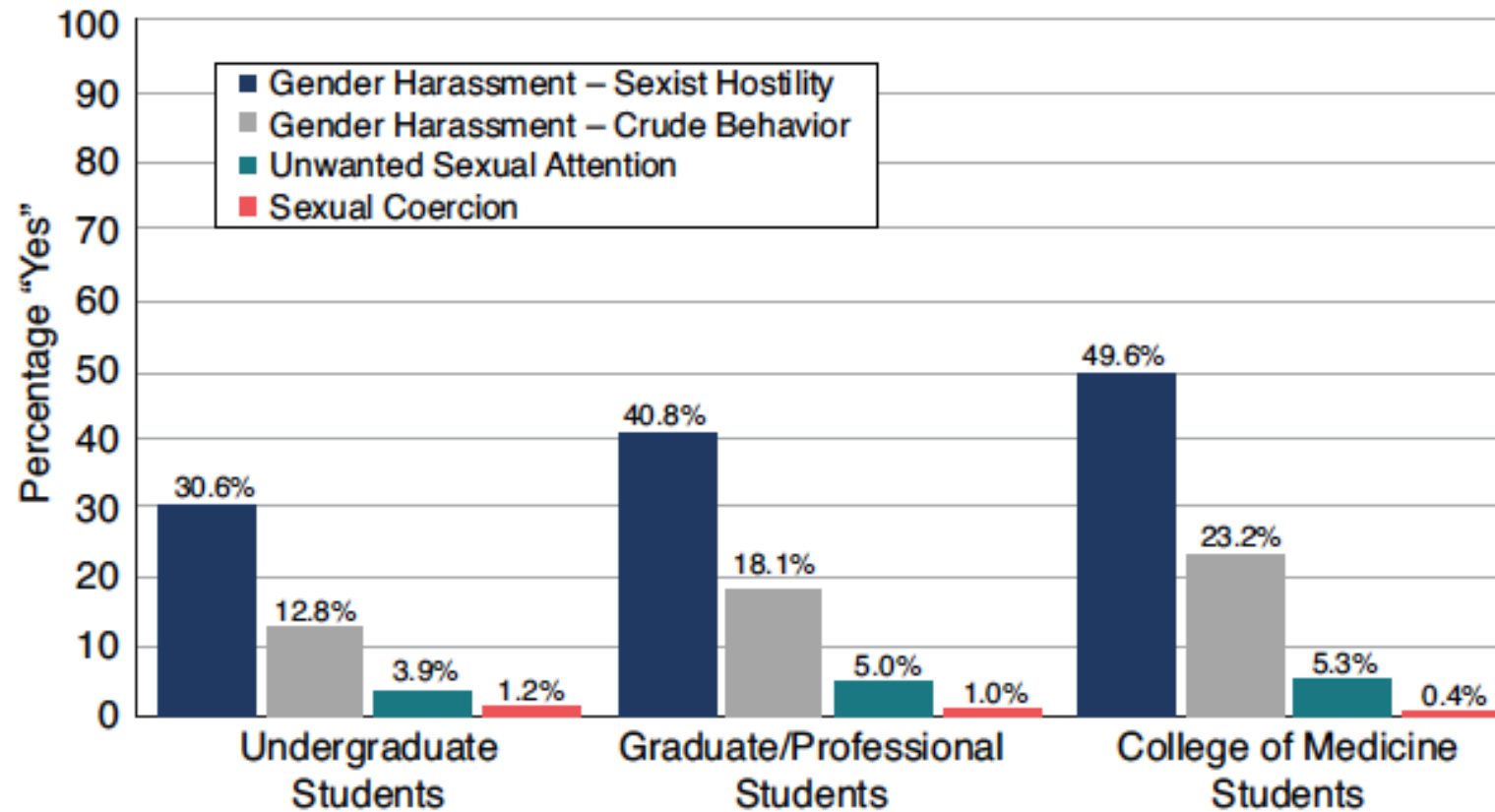


“Gender harassment is by far the most common type of sexual harassment.”

“Insufficient attention to a climate that tolerates gender harassment increases the chance that other forms of sexual harassment will occur.”

Incidence Rates at One University

SEXUAL HARASSMENT OF WOMEN



Major NASEM Study Findings: Impact on Women

- Atmosphere of gender discrimination
- Negative trajectories
- Forced to make transitions
- Stepping down from leadership opportunities
- Leaving the institution
- Leaving their field
- Macho culture worsened by isolation spaces (labs, patient rooms, field sites)
- Depression; poor esteem
- Loss of personal autonomy
- Shame, guilt, anger, alienation
- Medical students - depression and suicidal attempts

Research Integrity

Major NASEM Recommendations

7

1. Address gender harassment
2. Create diverse, inclusive, and respectful environments
3. Move beyond legal compliance to address culture and climate
4. Improve transparency and accountability
5. Diffuse hierarchical and dependent relationships between trainees and faculty
6. Provide support for the target
7. Strive for strong and diverse leadership
8. Measure progress
9. Incentivize change
10. Encourage involvement of professional societies
11. Initiate legislative action
12. Address the failures to meaningfully enforce of Title IX's prohibition of sex discrimination
13. Increase federal action and collaboration
14. Conduct necessary research
15. Make the entire academic community responsible for reducing and preventing sexual harassment

NIH Workplace Climate and Harassment

Survey Goals

- Assess NIH workplace climate
- Identify potential elements of NIH organizational climate associated with sexual harassment for intervention
- Determine impact of sexual harassment on career choices
- Measure outcomes of sexual harassment (job, psychological, and health)

*For ALL NIH staff, contractors, students, fellows
Designed to be anonymous, private, and confidential*

Survey Design Conceptual Framework

Organizational Climate

- Perception of equity
- Perceived support
- Tolerance for sexual harassment

Job Gender Context

- Proportion of men and women
- Job - Masculinity, femininity
- Gender of supervisor

Sexual Harassment

Non-Sexual Harassment/ Workplace Harassment

Job Outcomes

- Job satisfaction
- Job withdrawal
- Work burnout

Psychological Outcomes

- Depression, anxiety
- Safety
- General mental health

Fitzgerald, Drasgow, Hulin, Gelfand, Magley (1997)

Pre-testing and Validation of Questionnaire

- Cognitive Pretesting of Questionnaire
 - Participants' understanding of the questions
- Validation Pre-testing
 - Compare original SEQ vs. the new SEQ
 - Response choice options
- Validity measures
 - Mental health items
 - Overall job satisfaction
 - Work withdrawal and job withdrawal

Design:

X 2 (SEQ type: Original vs. Experimental)

X 2 (SEQ response option type: frequency vs. original)

X 2 (Validity item type: Original vs. Experimental)

All NIH Survey Participation Rates - as of 3/26/19

Classification	Total Emails Sent*	Total Surveys Complete	Overall Response Rate (%)
EMPLOYEE	17705	9870	56.2
FELLOW	4724	1907	42.3
CONTRACTOR	13698	3947	33.2
GUEST	493	20	11.7
VOLUNTEER	3208	195	9.5
ALL NIH	39828	15939	44

*Approximately 9% of these emails “bounced” so the denominator is smaller than the “Total Emails Sent” category

NIH Anti-Harassment Program



OVERSIGHT

- NIH Anti-Harassment Steering Committee chaired by Dr. Tabak
- Oversee process improvements and program design



PROGRAM

- Civil Program expanded to address all allegations of harassment and related inappropriate conduct and to oversee the administrative inquiry process



POLICIES

- Preventing and Addressing Harassment and Inappropriate Conduct Manual Chapter (1311)
- Personal Relationships in the Workplace Policy Statement



TOOLS

- New webform and hotline: Enhanced allegation reporting systems for both anonymous and non-anonymous reports
- Web presence spanning all partner sites
- Training & Education

NIH Civil Program

RECOGNIZE. REPORT. RESOLVE.

The Civil Program's mission is to foster civility throughout the NIH community. Contact the Civil Program if you become aware of a workplace situation involving uncivil behavior, such as harassment, sexual harassment, inappropriate conduct, intimidation, bullying, or other unproductive, disruptive, and/or violent behaviors.

What is Harassment?

Harassment is unwelcome, deliberate, or repeated unsolicited verbal or physical conduct that is **based upon protected class status (race, color, religion, sex, national origin, age, and disability)**. Harassment includes, but is not limited to, comments, gestures, graphic materials, physical contact, or solicitation of favors when:

- Submission to or rejection of the conduct by the individual could **be used as the basis for employment decisions**, OR
- The conduct is **severe or pervasive** enough that it substantially interferes with an individual's work performance or creates a work environment that is intimidating, hostile, or abusive.

Equal Employment Opportunity Commission
(<https://www.eeoc.gov/laws/types/harassment.cfm>)
Title VII of the Civil Rights Act of 1964
(<https://www.eeoc.gov/laws/statutes/titlevii.cfm>)
The Age Discrimination in Employment Act of 1967
(<https://www.eeoc.gov/laws/statutes/adea.cfm>)
The Americans with Disabilities Act of 1990
(<https://www.eeoc.gov/laws/statutes/ada.cfm>)

What is Sexual Harassment?

Sexual harassment is a **form of harassment** that includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

Sexual Harassment of Women:
Climate, Culture, and Consequences
in Academic Sciences, Engineering,
and Medicine
(<https://www.nap.edu/read/24994>)

What is Inappropriate Conduct?

Inappropriate conduct is much **broader** than the legal definition of harassment and **does not have to be based on a protected class status**. It may include similar behaviors, such as comments or conduct that could reasonably be perceived as disruptive, disrespectful, or offensive in the workplace.

Addressing inappropriate conduct is critical, as harassment often takes place against a backdrop of incivility, or in other words, in an environment of generalized disrespect.

NIH Civil Program

Civil Response Team Partners

- IC and/or NIH Management
- Employee & Labor Relations
- Office of the Ombudsman
- Employee Assistance Program
- Office of Equity, Diversity & Inclusion (EDI)
- IC Training Directors and OITE
- Contract Companies
- Police & Emergency Management

Together, we can:

Provide a safe, respectful work environment for the entire NIH community

Attract and retain a highly skilled workforce

NIH and OHR have created **MULTIPLE** avenues for reporting:

- Directly to the Civil Program Office
- *New Hotline**
- *New web intake form**

If you are not sure or not ready to report, you may contact that Office of the Ombudsman or the Employee Assistance Program to discuss your options confidentially

**Both the Hotline and Web Intake Form offer the option to remain anonymous*

- Civil will review evidence to determine if an Administrative Inquiry is necessary
- If an inquiry is conducted and misconduct is found:
 - Corrective action may be necessary (including discipline)
 - Varies based on the facts of the case and the seriousness of the offense
- Due to privacy reasons, the Office of Human Resources cannot share what the actions are
- **ALL** allegations will be taken **SERIOUSLY** and will be addressed appropriately
- Beginning in 2019, Civil will provide data regularly on the aggregate number of allegations received and the outcomes

For more information:



Civil Program Specialists line: 301-402-4845
Anti-Harassment Hotline: 833-224-3829



civilprogram@nih.gov



<https://civilworkplace.nih.gov>

