

# NIAID VRC Workplace Survey

## Introduction

Thank you for taking the NIAID Vaccine Research Center (VRC) Workplace Survey. The purpose for the survey is to allow the NIH Civil Program to gather information related to the work environment. The Civil Program will use the information to identify areas of concern for staff members and guide further inquiry, if necessary.

The survey should take about 10 minutes to complete and your responses will be anonymous. Responses will be aggregated, and summary data will be shared with the NIH Civil Program. If you encounter technical difficulties with the survey, please submit an HR help desk ticket at [https://nihohrweb.nih.gov:1010/WITS\\_IntraHR/WITSHome.aspx](https://nihohrweb.nih.gov:1010/WITS_IntraHR/WITSHome.aspx)

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Public reporting burden for this collection of information is estimated to average 10 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: NIH, Project Clearance Branch, 6705 Rockledge Drive, MSC 7974, Bethesda, MD 20892-7974, ATTN: PRA (0925-0648). Do not return the completed form to this address.

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# NIAID VRC Workplace Survey

## Demographics

### 1. Please select your employment type.

- Federal Employee
- Fellow/Trainee
- Contractor
- Other - (e.g., Volunteer, etc.)

### 2. How long have you worked in the Vaccine Research Center (VRC)?

- Less than 5 years
- 5-9 years
- 10-14 years
- 15-19 years
- 20 years or more

### 3. Which Laboratory/Program do you primarily work in?

- Clinical Trials Program
- Immunology Laboratory
- Translational Research Program
- Vaccine Production Program Laboratory
- Viral Pathogenesis Laboratory
- Virology Laboratory

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# NIAID VRC Workplace Survey

## Leadership

Please select the answer that most appropriately aligns with your experience with leadership during your employment at the NIAID Vaccine Research Center (VRC).

4. I have witnessed some staff being treated differently than others by my leadership.

- Never
- Rarely
- Sometimes
- Often
- Always

5. I have witnessed harassment or inappropriate conduct on the part of my leadership. *(for the definition of harassment or inappropriate conduct, click [here](#))*

- Never
- Rarely
- Sometimes
- Often
- Always

6. I have witnessed my leadership yell at, belittle, or berate staff members.

- Never
- Rarely
- Sometimes
- Often
- Always

7. I have witnessed my leadership using language or a tone that could be considered inappropriate, demeaning, or disrespectful.

- Never
- Rarely
- Sometimes
- Often
- Always

8. My leadership respects the viewpoints of all staff members.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

9. My leadership treats all staff members equally, regardless of their race, color, gender, national origin, religion, disabilities, or age.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

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# NIAID VRC Workplace Survey

## Staff

Please select the response that most appropriately aligns with your experience with other VRC staff, during your employment at the NIAID Vaccine Research Center (VRC).

10. I have witnessed VRC staff being treated differently by other VRC staff.

- Never
- Rarely
- Sometimes
- Often
- Always

11. I have witnessed harassment or inappropriate conduct by VRC staff. *(for the definition of harassment or inappropriate conduct, click [here](#))*

- Never
- Rarely
- Sometimes
- Often
- Always

12. I have witnessed VRC staff yell at, belittle, or berate other VRC staff members.

- Never
- Rarely
- Sometimes
- Often
- Always

13. I have witnessed VRC staff using language or a tone that could be considered inappropriate, demeaning, or disrespectful.

- Never
- Rarely
- Sometimes
- Often
- Always

14. VRC staff respect the viewpoints of other staff members.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

15. VRC staff treat other staff members equally, regardless of their race, color, gender, national origin, religion, disabilities, or age.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

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# NIAID VRC Workplace Survey

Please select the answer that most appropriately aligns with your experience during your employment at the NIAID Vaccine Research Center (VRC).

16. **My work environment is free of discrimination, harassment, or intimidation.**

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

If you have any other information you would like the Civil Program to consider, please provide them in the space below.

If you would like to be contacted, or have additional information to share about your experience with the Civil Program, please provide your contact information below. Please note that this information WILL NOT be linked to the responses you provided earlier in this survey. Alternatively, you can also contact Dusty Hatfield, Civil Program Specialist, at [dusty.hatfield@nih.gov](mailto:dusty.hatfield@nih.gov).

Name

Email/Phone

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Submit

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# NIAID VRC Workplace Survey

## Thank You!

Thank you for participating in our questionnaire. Your response is very important to us.

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