


Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

**Note:** names, organizational codes, and email addresses of respondents will be provided to the survey contractor ahead of data collection. Each respondent will receive a survey invitation email including their name, email address, and a unique link to the survey, however, the invitation email will not include their organizational code. Names, organizational codes, and email addresses of respondents will not be included on the survey.

Landing Page: select **Next** to go to **Position Type (REQUIRED)**

Current Progress 0%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

Thank you for your participation in this survey!

The purpose of this survey is to assess the workplace climate and identify the prevalence of harassment and discrimination at the National Institutes of Health (NIH). This survey is being administered to all eligible NIH federal employees, trainees, volunteers, and participating contractors. The results of this survey will help inform strategies towards an inclusive, diverse, and harassment-free NIH workplace.

This survey should take approximately 10-15 minutes to complete. Once completed, your survey responses will be given an anonymous code that will prevent them from being linked to your name, email address or other personal information. This means that any identifiable information will not be accessible by NIH or its staff. To support this survey, Westat has been contracted by NIH to distribute the survey, collect responses, and present aggregated survey responses back to NIH.

Contractors participating in this survey should respond to questions in the context of interactions with NIH staff associated with their NIH work. This survey is not a means to evaluate contractor performance or the work environment of contracting companies.

General questions or technical issues about the survey can be directed to [NIHWorkplaceCES@mail.nih.gov](mailto:NIHWorkplaceCES@mail.nih.gov).

You may leave at any time and return to the survey, but you must use the same device and browser with which you started the survey.

Please click "next" below, to begin the survey.

[Next](#)

Public reporting burden for this collection of information is estimated to average 15 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-xxxx\*). Do not return the completed form to this address.

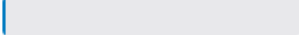
This survey asks questions about your personal experience with harassment and discrimination that some may find uncomfortable or unsettling. For information on who to contact for support, or to learn more about making a formal complaint of harassment or discrimination, please visit our [Resources Page](#).


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**Note:** the first question on the survey is required (respondents must indicate their Position Type). All other questions on the survey are optional and may be skipped to continue.

**Position Type (REQUIRED):** select position type. Depending on position type selected, scroll down for next question (same screen) or **Save and Continue** to go to **Workplace Satisfaction & Engagement**

Current Progress 1%

0%  100%

 **National Institutes of Health**  
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**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

Back

Save and Continue


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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: if **Federal Employee**, indicate if Trainee

Current Progress 1%

0%  100%



**National Institutes of Health**  
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**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

**Is your current role at NIH primarily for training purposes (e.g., a trainee/student/fellow)?**

- Yes
- No

Back

Save and Continue


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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: If **Federal Employee** and Trainee, select Trainee Type then **Save and Continue** to go to Workplace Satisfaction & Engagement

Current Progress 1%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

**Is your current role at NIH primarily for training purposes (e.g., a trainee/student/fellow)?**

- Yes
- No

**What is your Trainee Type?**

- Research Fellow, Clinical Fellow, or Undergraduate Scholarship Program (including Senior Research/Clinical Fellow and Visiting Program)
- Pathways Intern, Management Intern, or Presidential Management Fellow

Back

Save and Continue


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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: if **Federal Employee** but not Trainee, **Save and Continue** to go to Workplace Satisfaction & Engagement

Current Progress 1%

0%  100%



**National Institutes of Health**  
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**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

**Is your current role at NIH primarily for training purposes (e.g., a trainee/student/fellow)?**

- Yes
- No

Back

Save and Continue


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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: if **Non-FTE Fellow**, select **Trainee Type** then **Save and Continue** to go to **Workplace Satisfaction & Engagement**

Current Progress 1%

0%  100%



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**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

**What is your Trainee Type?**

- Post-Doctoral Fellow (IRTA/CRTA or VF)
- Pre-Doctoral Fellow (IRTA/CRTA (e.g., Graduate Partnerships Program, Medical Research Scholars Program) or VF)
- Post-Baccalaureate IRTA/CRTA
- Student IRTA/CRTA (e.g., Summer Internship Program, Academic Internship Program)
- Other Fellow/Trainee Type

Back

Save and Continue


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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: if **Contractor**, **Save and Continue** to go to **Workplace Experiences & Interactions**

Current Progress 1%

0%  100%



**National Institutes of Health**  
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**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

Back

Save and Continue


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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: if **Volunteer**, indicate if Trainee then **Save and Continue** to go to Workplace Satisfaction & Engagement

Current Progress 1%

0% |  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

**Is your current role at NIH primarily for training purposes (e.g., a trainee/student/fellow)?**

- Yes
- No

Back

Save and Continue

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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Position Type: if **Other**, **Save and Continue** to go to Workplace Satisfaction & Engagement

Current Progress 1%

0% |  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

**POSITION TYPE**

**Please select your position type:**

- Federal Employee (including Pathways Interns, Presidential Management Fellows, Clinical Fellows, Research Fellows)
- Non-FTE Fellow (e.g., IRTA, CRTA, VF)
- Contractor
- Volunteer (e.g., Special Volunteer, Guest Researcher, Research Collaborator)
- Other (not listed)

Back

Save and Continue

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Workplace Satisfaction & Engagement: if **Federal Employee**/**Non-FTE Fellow** /**Volunteer**/**Other**, rate level of agreement with the following statements then scroll down for next question (same screen)

Current Progress 8%

0%  100%

 **National Institutes of Health**  
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**WORKPLACE SATISFACTION & ENGAGEMENT**

Please rate your level of agreement with the following statements.

|  | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| My talents are used well in the workplace.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I am given a real opportunity to improve my skills in my organization.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I believe that the people I work with cooperate to get the job done.                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I am involved with the decisions that affect my work.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Overall, I have a manageable workload.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I feel management provides adequate information regarding what is going on in my organization. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

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Workplace Satisfaction & Engagement: if **Federal Employee/Non-FTE Fellow/Volunteer/Other**, rate level of agreement with the following statements then **Save and Continue** to go to **Workplace Experiences & Interactions**

Item(s) on this page with <sup>Ⓢ</sup> have definitions. Use the Definitions button to see or hide the definitions.

[Show definitions](#)

Please rate your level of agreement with the following statements.

|  | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| I feel my work at NIH is valued by my supervisor.              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| Overall, I am satisfied with my job.                           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I recommend my work unit <sup>Ⓢ</sup> as a good place to work. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

[Back](#) [Save and Continue](#)


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**Note:** definitions are hidden from respondents unless “Show definitions” button is selected (applies to all definitions in the survey). Definitions are hidden throughout for the purpose of the screenshot submission.

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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Contractor/Volunteer/Other** and have not felt discriminated against or treated unfairly, select **No** then **Save and Continue** to next screen

Current Progress 14%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

## WORKPLACE EXPERIENCES & INTERACTIONS

Item(s) on this page with <sup>ⓘ</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show definitions

**In the past 12 months, while working at NIH, I feel that I have been discriminated<sup>ⓘ</sup> against or treated unfairly.**

Yes

No

Back

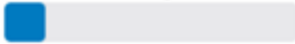
Save and Continue


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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Contractor/Volunteer/Other** and have felt discriminated against or treated unfairly, select Yes then scroll down for next question (same screen)


Current Progress 14%

0%  100%

 **National Institutes of Health**  
*Turning Discovery Into Health*

**WORKPLACE EXPERIENCES & INTERACTIONS**

Item(s) on this page with  have definitions. Use the Definitions button to see or hide the definitions.

**In the past 12 months, while working at NIH, I feel that I have been discriminated  against or treated unfairly.**

Yes

No

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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Contractor/Volunteer/Other** and selected Yes to previous question, indicate why you felt you were discriminated against or treated unfairly then scroll down for next question (same screen)

**I feel that I have been discriminated against or treated unfairly based on my: [select all that apply]**

- Age (40 or older)
- Disability
- Genetic Information<sup>1</sup>
- Gender Expression<sup>1</sup>
- Gender Identity<sup>1</sup>
- Pregnancy
- Sexual Orientation
- National Origin
- Race
- Religion
- Other (not listed)
- I do not know

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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you reported the incident(s) that caused you to experience discrimination or unfair treatment (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to, select the scenario that best represents your experience with the outcome then **Save and Continue** to next screen

In the past 12 months, when I experienced discrimination or unfair treatment while working at NIH, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

After you reported the incident(s) indicated in the previous question, which of the following best represents your experience with the outcome?

- My overall working conditions improved (i.e., I was treated better)
- My overall working conditions stayed the same (i.e., My experiences were neither better nor worse; I was treated the same)
- My overall working conditions got worse (i.e., I was mistreated, ignored, marginalized, denied opportunities)
- Not enough time has passed since reporting the event to assess the outcome

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**Workplace Experiences & Interactions:** if **Contractor** and you reported the incident(s) that caused you to experience discrimination or unfair treatment (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to, select the scenario that best represents your experience with the outcome then **Save and Continue** to next screen

In the past 12 months, when I experienced discrimination or unfair treatment while working at NIH, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>Ⓞ</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

After you reported the incident(s) indicated in the previous question, which of the following best represents your experience with the outcome?

- My overall working conditions improved (i.e., I was treated better)
- My overall working conditions stayed the same (i.e., My experiences were neither better nor worse; I was treated the same)
- My overall working conditions got worse (i.e., I was mistreated, ignored, marginalized, denied opportunities)
- Not enough time has passed since reporting the event to assess the outcome

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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you did not report the incident(s) that caused you to experience discrimination or unfair treatment, select 'I did not report this experience' and indicate why you did not report the incident(s) then **Save and Continue** to next screen

In the past 12 months, when I experienced discrimination or unfair treatment while working at NIH, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

In the previous question, you indicated that you did not report discrimination or unfair treatment that occurred while working at NIH. Why did you decide not to report the experience(s)? [select all that apply]

- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
- I did not think anyone would believe my report of the experience
- I would feel badly if NIH acted against the person who committed the act
- I was afraid to report the experience (e.g., my career might suffer, coworkers would get angry)
- Other reason not included above

[Back](#) [Save and Continue](#)

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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

**Workplace Experiences & Interactions: if Contractor and you did not report the incident(s) that caused you to experience discrimination or unfair treatment, indicate why you did not report the incident(s) then [Save and Continue](#) to next screen**

In the past 12 months, when I experienced discrimination or unfair treatment while working at NIH, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>⓪</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

In the previous question, you indicated that you did not report discrimination or unfair treatment that occurred while working at NIH. Why did you decide not to report the experience(s)? [select all that apply]

- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
- I did not think anyone would believe my report of the experience
- I would feel badly if NIH acted against the person who committed the act
- I was afraid to report the experience (e.g., my career might suffer, coworkers would get angry)
- Other reason not included above


[Back](#) [Save and Continue](#)

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Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you did not witness or experience any of the listed instances, select N/A for all items then **Save and Continue** to next screen

Current Progress 24%  
 0%  100%



WORKPLACE EXPERIENCES & INTERACTIONS

Item(s) on this page with <sup>Ⓞ</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show Definitions

**In the past 12 months, while working at NIH, I have witnessed or experienced what I perceived as...**  
**[select all that apply]**

|   | I witnessed it           | It happened to me        | N/A                      |
|---|--------------------------|--------------------------|--------------------------|
| ...harassment <sup>Ⓞ</sup> by an NIH supervisor or leader <sup>Ⓞ</sup> .            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...harassment <sup>Ⓞ</sup> by another NIH staff member.                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...inappropriate conduct <sup>Ⓞ</sup> by an NIH supervisor or leader <sup>Ⓞ</sup> . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...inappropriate conduct <sup>Ⓞ</sup> by another NIH staff member.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...a microaggression <sup>Ⓞ</sup> by an NIH supervisor or leader <sup>Ⓞ</sup> .     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...a microaggression <sup>Ⓞ</sup> by another NIH staff member.                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...unfair treatment <sup>Ⓞ</sup> by an NIH supervisor or leader <sup>Ⓞ</sup> .      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...unfair treatment <sup>Ⓞ</sup> by another NIH staff member.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...discrimination <sup>Ⓞ</sup> by an NIH supervisor or leader <sup>Ⓞ</sup> .        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...discrimination <sup>Ⓞ</sup> by another NIH staff member.                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Back

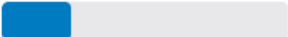
Save and Continue


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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you witnessed (but did not experience) any of the listed instances, select what you witnessed and scroll down for next question (same screen)

Current Progress 24%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

### WORKPLACE EXPERIENCES & INTERACTIONS

Item(s) on this page with <sup>①</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show Definitions

**In the past 12 months, while working at NIH, I have witnessed or experienced what I perceived as...**  
**[select all that apply]**

|   | I witnessed it           | It happened to me        | N/A                      |
|---|--------------------------|--------------------------|--------------------------|
| ...harassment <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...harassment <sup>①</sup> by another NIH staff member.                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...inappropriate conduct <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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| ...a microaggression <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...a microaggression <sup>①</sup> by another NIH staff member.                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...unfair treatment <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...unfair treatment <sup>①</sup> by another NIH staff member.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...discrimination <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...discrimination <sup>①</sup> by another NIH staff member.                         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you witnessed (but did not experience) any of the listed instances and you reported the item(s) selected in the previous question (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

[Back](#) [Save and Continue](#)

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**Workplace Experiences & Interactions:** if **Contractor** and you witnessed (but did not experience) any of the listed instances and you reported the item(s) selected in the previous question (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>Ⓞ</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
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Back

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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you witnessed (but did not experience) any of the listed instances but did not report the incident(s) that you witnessed, select 'I did not report this experience' and indicate why you did not report the incident(s) then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

You indicated that you did not report the incident(s) selected in the previous question. Why did you decide not to report the experience(s)? [select all that apply]

- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
- I did not think anyone would believe my report of the experience
- I would feel badly if NIH acted against the person who committed the act
- I was afraid to report the experience (e.g., my career might suffer, coworkers would get angry)
- Other reason not included above

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**Workplace Experiences & Interactions: if Contractor and you witnessed (but did not experience) any of the listed instances but did not report the incident(s) that you witnessed, select 'I did not report this experience' and indicate why you did not report the incident(s) then Save and Continue to next screen**

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>Ⓢ</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

You indicated that you did not report the incident(s) selected in the previous question. Why did you decide not to report the experience(s)? [select all that apply]

- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
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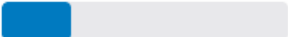
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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you experienced any of the listed instances select what you experienced and scroll down for next question (same screen)

Current Progress 24%

0%  100%



**National Institutes of Health**  
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**WORKPLACE EXPERIENCES & INTERACTIONS**

Item(s) on this page with <sup>①</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show Definitions

**In the past 12 months, while working at NIH, I have witnessed or experienced what I perceived as... [select all that apply]**

|   | I witnessed it           | It happened to me        | N/A                      |
|---|--------------------------|--------------------------|--------------------------|
| ...harassment <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...harassment <sup>①</sup> by another NIH staff member.                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...inappropriate conduct <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...inappropriate conduct <sup>①</sup> by another NIH staff member.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...a microaggression <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .     | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...a microaggression <sup>①</sup> by another NIH staff member.                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...unfair treatment <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...unfair treatment <sup>①</sup> by another NIH staff member.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| ...discrimination <sup>①</sup> by an NIH supervisor or leader <sup>①</sup> .        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you experienced any of the listed instances, indicate what you feel the event(s) you experienced in the previous question was based on and scroll down for next question (same screen)

[Show definitions](#)

I feel the event(s) I experienced in the previous question was based on: [select all that apply]

- Age (40 or older)
- Disability
- Genetic Information ⓘ
- Gender Expression ⓘ
- Gender Identity ⓘ
- Pregnancy
- Sexual Orientation
- National Origin
- Race
- Religion
- Other (not listed)
- I do not know

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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you experienced any of the listed instances and you reported the item(s) selected in the previous question (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to, select the scenario that best represents your experience with the outcome then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

After you reported the incident(s) indicated in the previous question, which of the following best represents your experience with the outcome?

- My overall working conditions improved (i.e., I was treated better)
- My overall working conditions stayed the same (i.e., neither better nor worse; I was treated the same)
- My overall working conditions got worse (i.e., I was mistreated, ignored, marginalized, denied opportunities)
- Not enough time has passed since reporting the event to assess the outcome

[Back](#) [Save and Continue](#)

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**Workplace Experiences & Interactions:** if **Contractor** and you experienced any of the listed instances and you reported the item(s) selected in the previous question (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to, select the scenario that best represents your experience with the outcome then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>Ⓞ</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
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- The NIH Office of Equity, Diversity, and Inclusion (EDI)
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- A contact from the Office of Human Resources, outside of the NIH Civil Branch
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- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
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After you reported the incident(s) indicated in the previous question, which of the following best represents your experience with the outcome?

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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you experienced any of the listed instances but did not report the incident(s) that you experienced, select 'I did not report this experience' and indicate why you did not report the incident(s) then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

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- A co-worker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

You indicated that you did not report the incident(s) selected in the previous question. Why did you decide not to report the experience(s)? [select all that apply]

- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
- I did not think anyone would believe my report of the experience
- I would feel badly if NIH acted against the person who committed the act
- I was afraid to report the experience (e.g., my career might suffer, coworkers would get angry)
- Other reason not included above

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**Workplace Experiences & Interactions:** if **Contractor** and you experienced any of the listed instances but did not report the incident(s) that you experienced, select 'I did not report this experience' and indicate why you did not report the incident(s) then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>Ⓞ</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you did not witness and/or experience any of the following while conducting work at NIH and you selected N/A for all items then **Save and Continue** to next screen

Current Progress 36%  
0% 100%



### WORKPLACE EXPERIENCES & INTERACTIONS

NIH established the [UNITE initiative](#) to identify and address structural racism within NIH and the greater scientific community. As part of this initiative, the following question(s) will ask about whether you have been treated unfairly because of your race or ethnicity in the last 12 months while working for the NIH, and with persons with whom you interacted because of **your NIH work**, regardless of whether these experiences occurred while on NIH property or elsewhere (e.g., on social media). When responding to the question(s) below, do NOT consider experiences that occurred in your personal life, unrelated to your NIH work.

**In the past 12 months, did any of the following occur while conducting work at NIH? [select all that apply]**

|  | I witnessed it           | It happened to me        | N/A                      |
|--|--------------------------|--------------------------|--------------------------|
| Mistreatments or slights because of race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Bullying because of race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Demeaning or derogatory remarks about someone because of their race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Threats to hurt someone physically because of their race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments or other behavior (e.g., distributing images) that I perceived as insulting toward a specific racial or ethnic group. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone being ignored or excluded from work activities that they should have been involved in because of their race/ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone's judgement being questioned on a matter for which they have responsibility because of their race/ethnicity.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

[Back](#) [Save and Continue](#)


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**Workplace Experiences & Interactions: if Contractor and you did not witness and/or experience any of the following while conducting work at NIH and you selected N/A for all items then [Save and Continue](#) to next screen**


Current Progress 36%

0%  100%



**National Institutes of Health**  
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**WORKPLACE EXPERIENCES & INTERACTIONS**

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**In the past 12 months, did any of the following occur while conducting work at NIH? [select all that apply]**

|   | I witnessed it           | It happened to me        | N/A                      |
|---|--------------------------|--------------------------|--------------------------|
| Mistreatments or slights because of race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Bullying because of race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Demeaning or derogatory remarks about someone because of their race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Threats to hurt someone physically because of their race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments or other behavior (e.g., distributing images) that I perceived as insulting toward a specific racial or ethnic group.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone being ignored or excluded from work activities that they should have been involved in, because of their race/ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone's judgement being questioned on a matter for which they have responsibility, because of their race/ethnicity.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Back

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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you witnessed and/or experienced any of the following while conducting work at NIH, select what you witnessed and/or experienced then scroll down for next question (same screen)

Current Progress 36%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

WORKPLACE EXPERIENCES & INTERACTIONS

NIH established the [UNITE initiative](#) to identify and address structural racism within NIH and the greater scientific community. As part of this initiative, the following question(s) will ask about whether you have been treated unfairly because of your race or ethnicity in the last 12 months while working for the NIH, and with persons with whom you interacted because of **your NIH work**, regardless of whether these experiences occurred while on NIH property or elsewhere (e.g., on social media). When responding to the question(s) below, do NOT consider experiences that occurred in your personal life, unrelated to your NIH work.

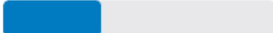
**In the past 12 months, did any of the following occur while conducting work at NIH? [select all that apply]**


|  | I witnessed it           | It happened to me        | N/A                      |
|--|--------------------------|--------------------------|--------------------------|
| Mistreatments or slights because of race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Bullying because of race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Demearing or derogatory remarks about someone because of their race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Threats to hurt someone physically because of their race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments or other behavior (e.g., distributing images) that I perceived as insulting toward a specific racial or ethnic group. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone being ignored or excluded from work activities that they should have been involved in because of their race/ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone's judgement being questioned on a matter for which they have responsibility because of their race/ethnicity.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

**Workplace Experiences & Interactions: if Contractor and you witnessed and/or experienced any of the following while conducting work at NIH, select what you witnessed and/or experienced then scroll down for next question (same screen)**


Current Progress 36%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

**WORKPLACE EXPERIENCES & INTERACTIONS**

Item(s) on this page with  have definitions. Use the Definitions button to see or hide the definitions.

[Show definitions](#)

NIH established the [UNITE initiative](#) to identify and address structural racism within NIH and the greater scientific community. As part of this initiative, the following question(s) will ask about whether you have been treated unfairly because of your race or ethnicity in the last 12 months while working for the NIH, and with persons with whom you interacted because of **your NIH work**, regardless of whether these experiences occurred while on NIH property or elsewhere (e.g., on social media). When responding to the question(s) below, do NOT consider experiences that occurred in your personal life, unrelated to your NIH work.

**In the past 12 months, did any of the following occur while conducting work at NIH? [select all that apply]**

|   | I witnessed it           | It happened to me        | N/A                      |
|---|--------------------------|--------------------------|--------------------------|
| Mistreatments or slights because of race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Bullying because of race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Demeaning or derogatory remarks about someone because of their race/ethnicity.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Threats to hurt someone physically because of their race/ethnicity.   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments or other behavior (e.g., distributing images) that I perceived as insulting toward a specific racial or ethnic group.  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone being ignored or excluded from work activities that they should have been involved in, because of their race/ethnicity. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Someone's judgement being questioned on a matter for which they have responsibility, because of their race/ethnicity.           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you witnessed and/or experienced any of the items listed in the previous question while conducting work at NIH and you reported the incident(s) (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to and select the scenario that best represents your experience with the outcome then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A coworker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

After you reported the incident(s) indicated in the previous question, which of the following best represents your experience with the outcome?

- My overall working conditions improved (e.g., I was treated better)
- My overall working conditions stayed the same (i.e., neither better nor worse; I was treated the same)
- My overall working conditions got worse (e.g., I was mistreated, ignored, marginalized, denied opportunities)
- Not enough time has passed since reporting the event to assess the outcome

This survey asks questions about your personal experience with harassment and discrimination that some may find uncomfortable or unsettling. For information on who to contact for support, or to learn more about making a formal complaint of harassment or discrimination, please visit our [Resources Page](#).

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**Workplace Experiences & Interactions:** if **Contractor** and you witnessed and/or experienced any of the items listed in the previous question while conducting work at NIH and you reported the incident(s) (selected any option other than 'I did not report this experience'), select who or where you reported the incident(s) to and select the scenario that best represents your experience with the outcome then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>⓪</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A coworker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

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- My overall working conditions improved (e.g., I was treated better)
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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and you witnessed and/or experienced any of the items listed in the previous question while conducting work at NIH but did not report the incident(s) that you witnessed and/or experienced, select 'I did not report this experience' and indicate why you did not report the incident(s) then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH supervisor
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A coworker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
- I did not report this experience

You indicated that you did not report the incident(s) selected in the previous question. Why did you decide not to report the experience(s)? [select all that apply]

- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
- I did not think anyone would believe my report of the experience
- I would feel badly if NIH acted against the person who committed the act
- I was afraid to report the experience (e.g., my career might suffer, coworkers would get angry)
- Other reason, not listed above

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**Workplace Experiences & Interactions:** if **Contractor** and you witnessed and/or experienced any of the items listed in the previous question while conducting work at NIH but did not report the incident(s) that you witnessed and/or experienced, select 'I did not report this experience' and indicate why you did not report the incident(s) then **Save and Continue** to next screen

When I witnessed and/or personally experienced the item(s) selected in the previous question, I reported the incident(s) to: [select all that apply]

- My NIH point of contact<sup>Ⓞ</sup>
- The NIH Civil Branch
- The NIH Employee Assistance Program (EAP)
- The NIH Office of Intramural Training & Education (OITE)
- The NIH Office of Equity, Diversity, and Inclusion (EDI)
- The NIH Office of the Ombudsman
- A contact from the Office of Human Resources, outside of the NIH Civil Branch
- A coworker
- An organization or an agency outside of NIH (e.g., EEOC, private legal counsel)
- Someone else, not listed above
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- I did not think the experience was serious enough to report to anyone
- I did not know how to report the experience
- I did not feel comfortable reporting the experience
- I did not think anything helpful would come from reporting the experience
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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/Other**, rate your level agreement with the following statements then scroll down for next question (same screen)

Current Progress 44%

0%  100%



WORKPLACE EXPERIENCES & INTERACTIONS

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**Please rate your level of agreement with the following statements. In the last 12 months, I feel that my immediate supervisor ...**


|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        | No Basis to Judge     |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| ... effectively communicates with their employees.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... effectively engages with people with diverse backgrounds.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... spoke up when a microaggressive <sup>Ⓢ</sup> action or remark occurred.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... spoke up when a discriminatory <sup>Ⓢ</sup> action or remark occurred.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... responded in a satisfactory way to a report of discrimination <sup>Ⓢ</sup> in my work unit <sup>Ⓢ</sup> . | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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**Workplace Experiences & Interactions: if Contractor, rate your level agreement with the following statements then scroll down for next question (same screen)**

Current Progress 46%

0%  100%



**National Institutes of Health**  
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**WORKPLACE EXPERIENCES & INTERACTIONS**

Item(s) on this page with <sup>Ⓢ</sup> have definitions. Use the Definitions button to see or hide the definitions.

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**Please rate your level of agreement with the following statements. In the last 12 months, I feel that my NIH point of contact <sup>Ⓢ</sup> ...**

|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        | No Basis to Judge     |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| ... effectively communicates with their employees.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... effectively engages with people with diverse backgrounds.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... spoke up when a microaggressive <sup>Ⓢ</sup> action or remark occurred.                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... spoke up when a discriminatory <sup>Ⓢ</sup> action or remark occurred.                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| ... responded in a satisfactory way to a report of discrimination <sup>Ⓢ</sup> in my work unit <sup>Ⓢ</sup> . | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |



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**Workplace Experiences & Interactions:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other**, select the ways your supervisor/IC leadership raised awareness about diversity, equity, and inclusion in the workplace in the past 12 months then **Save and Continue** to next screen

Show definitions

In the past 12 months, to raise awareness about diversity, equity, and inclusion in the workplace, my supervisor/IC leadership... [select all that apply]

... convened a meeting to discuss racism (or other forms of discrimination<sup>Ⓢ</sup>) in the workplace.

... provided information on racism (and other discrimination<sup>Ⓢ</sup>) in the workplace.

... provided work time to complete trainings, such as implicit bias training, and diversity and inclusion training.

... served as an example of how to treat co-workers respectfully without racist (or other discriminatory<sup>Ⓢ</sup>) behavior.

None of the above

Back

Save and Continue

This survey asks questions about your personal experience with harassment and discrimination that some may find uncomfortable or unsettling. For information on who to contact for support, or to learn more about making a formal complaint of harassment or discrimination, please visit our [Resources Page](#).

Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

**Workplace Experiences & Interactions:** if **Contractor**, select the ways your NIH point of contact/IC leadership raised awareness about diversity, equity, and inclusion in the workplace in the past 12 months then **Save and Continue** to next screen

Show definitions

In the past 12 months, to raise awareness about diversity, equity, and inclusion in the workplace, my NIH point of contact<sup>Ⓢ</sup>/IC leadership... [select all that apply]

- ... convened a meeting to discuss racism (or other forms of discrimination<sup>Ⓢ</sup>) in the workplace.
- ... provided information on racism (and other discrimination<sup>Ⓢ</sup>) in the workplace.
- ... provided work time to complete trainings, such as implicit bias training, and diversity and inclusion training.
- ... served as an example of how to treat co-workers respectfully without racist (or other discriminatory<sup>Ⓢ</sup>) behavior.
- None of the above

Back

Save and Continue


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**Workplace Experiences & Interactions: if Federal Employee, rate your level of agreement with the following statements and scroll down for next question (same screen)**

Current Progress 51%

0%  100%



## WORKPLACE EXPERIENCES & INTERACTIONS

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**Please rate your level of agreement with the following statements.**


|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        | No Basis to Judge     |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| I feel comfortable disclosing a suspected violation of any law, rule, or regulation to NIH entities without fear of reprisal.                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that discrimination <sup>Ⓢ</sup> and/or harassment <sup>Ⓢ</sup> experiences are adequately handled at the NIH.                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that my work environment is free from harassment <sup>Ⓢ</sup> and intimidation.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that my work environment is free from discrimination <sup>Ⓢ</sup> .  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that I have been fairly considered for promotions, performance-based awards, and/or other opportunities in my work unit <sup>Ⓢ</sup> . | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that NIH is free from racism or racial inequities.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Workplace Experiences & Interactions: if **Non-FTE Fellow/Volunteer/Contractor/Other**, rate your level of agreement with the following statements and scroll down for next question (same screen)

Current Progress 51%

0%  100%



**National Institutes of Health**

*Turning Discovery Into Health*

**WORKPLACE EXPERIENCES & INTERACTIONS**

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**Please rate your level of agreement with the following statements.**

|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        | No Basis to Judge     |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|-----------------------|
| I feel comfortable disclosing a suspected violation of any law, rule, or regulation to NIH entities without fear of reprisal. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that discrimination <sup>Ⓢ</sup> and/or harassment <sup>Ⓢ</sup> experiences are adequately handled at the NIH.         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that my work environment is free from harassment <sup>Ⓢ</sup> and intimidation.  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that my work environment is free from discrimination <sup>Ⓢ</sup> .  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| I feel that NIH is free from racism or racial inequities.   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

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Workplace Experiences & Interactions: if **Federal Employee/Non-FTE Fellow/Volunteer/ Contractor/Other**, rate your level of agreement with the following statements then **Save and Continue** to next screen

Show definitions

Please rate your level of agreement with the following statements.

|   | Strongly Disagree     | Disagree              | Neither Agree nor Disagree | Agree                 | Strongly Agree        |
|---|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| NIH encourages me to speak up against microaggressions <sup>①</sup> .   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| NIH encourages people to report instances of discrimination <sup>①</sup> .  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I understand how NIH staff can get help if they experience harassment <sup>①</sup> and/or discrimination <sup>①</sup> .       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| I would feel comfortable reporting harassment <sup>①</sup> and/or discrimination <sup>①</sup> to NIH entities for help.       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |
| NIH provides adequate training/services to prevent harassment <sup>①</sup> and/or discrimination <sup>①</sup> from occurring. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

Back


Save and Continue


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Workplace Satisfaction: if **Federal Employee**/**Non-FTE Fellow**/**Volunteer**/**Other** and you are not considering leaving your work unit within the next year, select **No** then **Save and Continue** to next screen

Current Progress 58%

0%  100%



**National Institutes of Health**  
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## WORKPLACE SATISFACTION

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**Are you considering leaving your work unit <sup>ⓘ</sup> within the next year?**

Yes

No

Back


Save and Continue


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Workplace Satisfaction: if **Federal Employee**/**Non-FTE Fellow**/**Volunteer**/**Other** and are considering leaving your work unit within the next year, select Yes and indicate what you intend to do after leaving your work unit then scroll down for next question (same screen)

Current Progress 58%

0%  100%

 **National Institutes of Health**  
*Turning Discovery Into Health*

**WORKPLACE SATISFACTION**

Item(s) on this page with <sup>Ⓢ</sup> have definitions. Use the Definitions button to see or hide the definitions.

[Show definitions](#)

**Are you considering leaving your work unit<sup>Ⓢ</sup> within the next year?**

Yes

No

**After leaving your work unit, what would you intend to do?**

Take another job **within** NIH

Take another job **outside** NIH but within the federal government

Take another job outside of the federal government

Retire

Other (not listed)

Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

**Workplace Satisfaction:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and are considering leaving your work unit within the next year but are not considering leaving your work unit partly or entirely based on any of the following, select None of the above then **Save and Continue** to **Demographic Information**

[Show definitions](#)

Are you considering leaving your work unit in the next year, partly or entirely based on: [select all that apply]

Unfair treatment<sup>Ⓢ</sup>

Harassment<sup>Ⓢ</sup>

Microaggressions<sup>Ⓢ</sup>

Inappropriate conduct<sup>Ⓢ</sup>

Discrimination<sup>Ⓢ</sup>

None of the above

[Back](#) [Save and Continue](#)

This survey asks questions about your personal experience with harassment and discrimination that some may find uncomfortable or unsettling. For information on who to contact for support, or to learn more about making a formal complaint of harassment or discrimination, please visit our [Resources Page](#).



Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

**Workplace Satisfaction:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and are considering leaving your work unit within the next year partly or entirely based on any of the following, select all that apply then scroll down for next question (same screen)

[Show definitions](#)

Are you considering leaving your work unit in the next year, partly or entirely based on: [select all that apply]

- Unfair treatment<sup>ⓘ</sup>
- Harassment<sup>ⓘ</sup>
- Microaggressions<sup>ⓘ</sup>
- Inappropriate conduct<sup>ⓘ</sup>
- Discrimination<sup>ⓘ</sup>
- None of the above

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**Workplace Satisfaction:** if **Federal Employee/Non-FTE Fellow/Volunteer/Other** and are considering leaving your work unit within the next year, indicate whether you feel your experience in the previous question was based on any of the following then **Save and Continue** to **Demographic Information**

Show definitions

Do you feel your experience in the previous question was based on: [select all that apply]

Age (40 or older)

Disability

Genetic Information<sup>1</sup>

Gender Expression<sup>1</sup>

Gender Identity<sup>1</sup>

Pregnancy

Sexual Orientation

National Origin

Race

Religion

Other (not listed)

I do not know

Back


Save and Continue


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**Demographic Information:** if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** specify how many years you have worked at NIH and the highest degree or level of education you have completed then scroll down for next question (same screen)

Current Progress 72%

0%  100%



## DEMOGRAPHIC INFORMATION

NIH is committed to promoting a workplace characterized by diversity and inclusion. Given that policy, we are soliciting responses to the following items. Your responses are optional and will be given an anonymous code that will prevent them from being linked to your name, email address or other personal information. Any responses provided will be used to enhance NIH's understanding of experiences related to aggregate respondent demographics.

**Approximately how many years have you worked at or been working under a contract at NIH?**

3 years or less

4-9 years

10-20 years

21 years or more

**What is the highest degree or level of education you have completed?**

Less than High School

High School Diploma/GED or equivalent

Trade or Technical Certificate

Some college (no degree)

Associate's Degree (e.g., AA, AS)

Bachelor's Degree (e.g., BA, BS)

Master's Degree (e.g., MA, MS, MBA)

Doctoral/Professional Degree (e.g., PhD, MD, JD)

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**Demographic Information:** if **Federal Employee** indicate whether you are an official supervisor based on the provided definition, select your age range, then **Save and Continue** to next screen

Item(s) on this page with <sup>①</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show definitions

**Based on the provided definition, are you an official supervisor<sup>①</sup>?**

Yes

No

I am unsure

**Please select your age range:**

25 years and under

26-29 years old

30-39 years old

40-49 years old

50-59 years old

60 years or older

I choose not to disclose

Back

Save and Continue

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**Demographic Information:** if **Non-FTE Fellow/Volunteer/Other** indicate whether you are an unofficial supervisor based on the provided definition, select your age range, then **Save and Continue** to next screen

Item(s) on this page with <sup>ⓘ</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show definitions

**Based on the provided definition, are you an unofficial supervisor<sup>ⓘ</sup>?**

Yes

No

I am unsure

**Please select your age range:**

25 years and under

26-29 years old

30-39 years old

40-49 years old

50-59 years old

60 years or older

I choose not to disclose

Back

Save and Continue

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**Demographic Information: if Contractor, select your age range, then Save and Continue to next screen**

Please select your age range:

25 years and under

26-29 years old

30-39 years old

40-49 years old

50-59 years old

60 years or older

I choose not to disclose

Back


Save and Continue


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Demographic Information: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you do not have a disability, are unsure whether you have a disability, or choose to disclose whether you have a disability, specify whether you are of Hispanic, Latino, or Spanish origin then scroll down for next question (same screen)

Current Progress 79%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

### DEMOGRAPHIC INFORMATION

NIH is committed to promoting a workplace characterized by diversity and inclusion. Given that policy, we are soliciting responses to the following items. Your responses are optional and will be given an anonymous code that will prevent them from being linked to your name, email address or other personal information. Any responses provided will be used to enhance NIH's understanding of experiences related to aggregate respondent demographics.

**Do you have a disability?**

Yes

No

I am unsure

I choose not to disclose

**Are you of Hispanic, Latino, or Spanish origin?**

Yes


No


I choose not to disclose

Link to programmed survey: [https://westatgov.gov1.qualtrics.com/jfe/form/SV\\_3JEDOSaKoCBs95s](https://westatgov.gov1.qualtrics.com/jfe/form/SV_3JEDOSaKoCBs95s)

Demographic Information: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you do have a disability, select Yes then scroll down for next question (same screen)

Current Progress 79%

0%  100%

 **National Institutes of Health**  
*Turning Discovery Into Health*

**DEMOGRAPHIC INFORMATION**

NIH is committed to promoting a workplace characterized by diversity and inclusion. Given that policy, we are soliciting responses to the following items. Your responses are optional and will be given an anonymous code that will prevent them from being linked to your name, email address or other personal information. Any responses provided will be used to enhance NIH's understanding of experiences related to aggregate respondent demographics.

**Do you have a disability?**

Yes

No

I am unsure

I choose not to disclose



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**Demographic Information:** if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and you do have a disability, indicate how you would describe the nature of your disability and specify whether you are of Hispanic, Latino, or Spanish origin then scroll down for next question (same screen)

Item(s) on this page with <sup>ⓘ</sup> have definitions. Use the Definitions button to see or hide the definitions.

[Show definitions](#)

**How would you describe the nature of your disability?**

I have a targeted disability<sup>ⓘ</sup>

I have a reportable disability<sup>ⓘ</sup>

I have both a targeted disability<sup>ⓘ</sup> and a reportable disability<sup>ⓘ</sup>

I choose not to disclose

**Are you of Hispanic, Latino, or Spanish origin?**

Yes

No

I choose not to disclose

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**Demographic Information:** if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** select the option(s) that best describes your race then **Save and Continue** to next screen

#### Definition of Racial Categories

- **American Indian or Alaska Native:** A person having heritage in any of the original peoples of North and South America (including Central America), and who maintains tribal affiliation or community attachment.
- **Asian:** A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- **Black or African American:** A person having origins in any of the Black ethnic groups of Africa.
- **Native Hawaiian or Pacific Islander:** A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.
- **White:** A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Which of these best describes your race? [select all that apply]

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Pacific Islander

White

I choose not to disclose

Back


Save and Continue


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Demographic Information: if **Federal Employee**/**Non-FTE Fellow**/**Volunteer**/**Contractor**/**Other** select the option that best describes your sexual orientation then scroll down for next question (same screen)

Current Progress 90%

0%  100%

 **National Institutes of Health**  
*Turning Discovery Into Health*

**DEMOGRAPHIC INFORMATION**

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**Which of these best describe your current sexual orientation?**

Heterosexual/Straight, that is, not Gay or Lesbian

Gay or Lesbian

Bisexual

Asexual

Questioning

A sexual orientation not listed here

I choose not to disclose

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**Demographic Information:** if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** select the option(s) that best describe your current gender identity, select the sex you were assigned at birth, on your original birth certificate then **Save and Continue** to next screen

Item(s) on this page with <sup>1</sup> have definitions. Use the Definitions button to see or hide the definitions.

Show definitions

Which of these best describe your current gender identity <sup>1</sup>? [select all that apply]

- Male
- Female
- Transgender / Gender Non-Conforming
- A gender not listed here
- I choose not to disclose

What sex were you assigned at birth, on your original birth certificate?

- Male
- Female
- I choose not to disclose
- I do not know

Back


Save and Continue


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End Survey: if **Federal Employee**/**Non-FTE Fellow**/**Volunteer**/**Contractor**/**Other** select **Back** to edit your responses or select **Submit Survey** to submit your responses and go to **Thank You Page**

Current Progress 99%

0%  100%



**National Institutes of Health**  
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**You have reached the end of the survey. Please click on the “Submit Survey” button to submit your responses. You can edit your responses using the “Back” button .**

Back


Submit Survey


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Thank You Page: if **Federal Employee/Non-FTE Fellow/Volunteer/Contractor/Other** and submitted survey, view **Thank You Page**

Current Progress 100%

0%  100%



**National Institutes of Health**  
*Turning Discovery Into Health*

**Thank you for your time and response to the NIH Workplace Civility and Equity Survey.**

Your input will be used to help inform strategic change across NIH. If you have follow-up questions related to the survey, please contact [NIHWorkplaceCES@mail.nih.gov](mailto:NIHWorkplaceCES@mail.nih.gov). Please also keep in mind these critical resources at NIH:

- [The NIH Civil Branch](#)
- [The NIH Office of Equity, Diversity, and Inclusion \(EDI\)](#)
- [The NIH Office of Intramural Training & Education \(OITE\)](#)
- [The NIH Employee Assistance Program \(EAP\)](#)
- [The NIH Office of the Ombudsman](#)

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