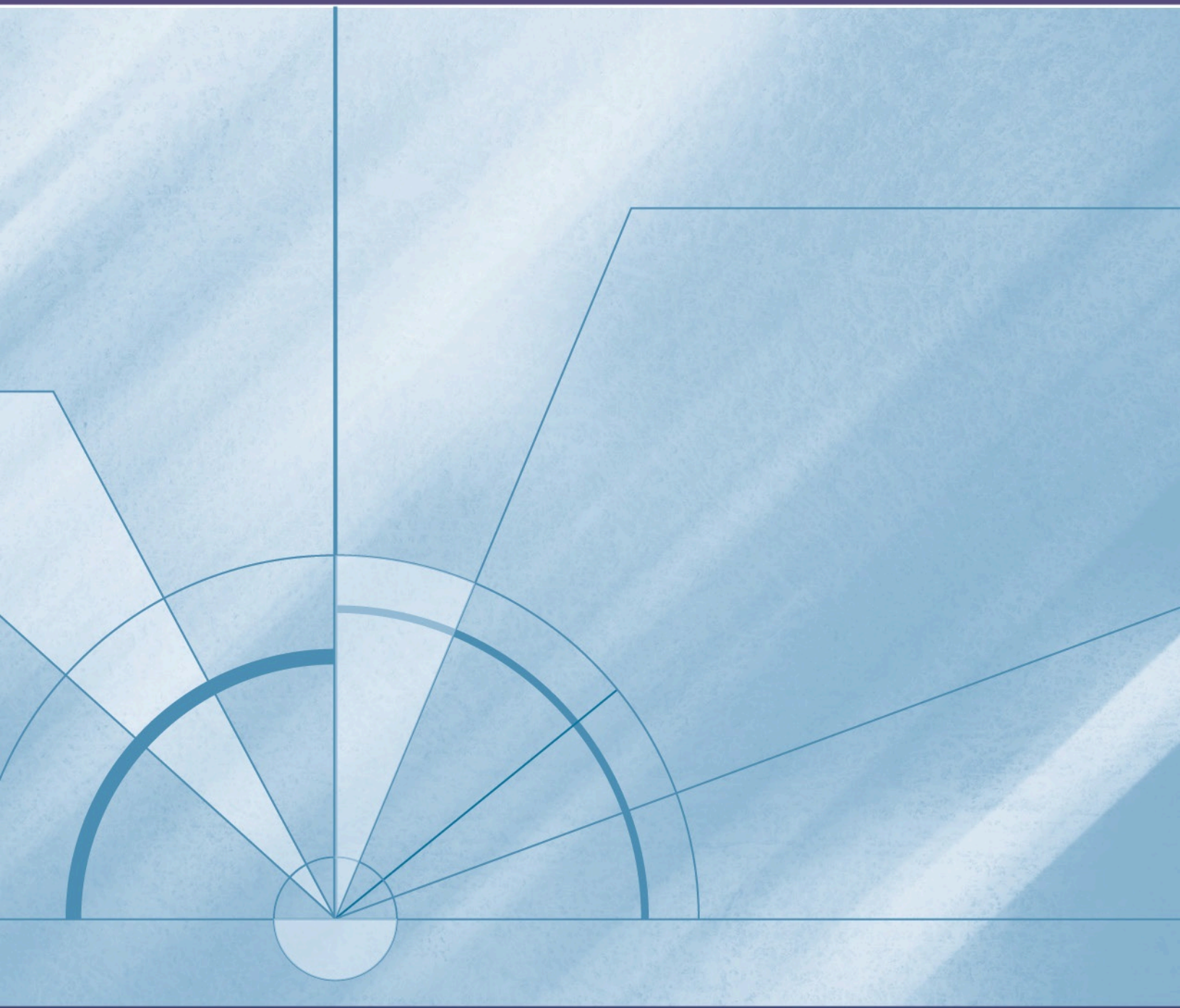


2020

Office of Personnel Management   
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

3rd Level  
Subagency  
Comparison  
Report

Environmental Protection Agency  
OFC OF POLLUTION PREVENTION & TOXICS



# Environmental Protection Agency

## OFC OF POLLUTION PREVENTION & TOXICS

### *3rd Level Subagency Comparison Report*

This 2020 OPM Federal Employee Viewpoint Survey Report provides summary results for the core FEVS, telework, work-life, and demographic items for your subagencies, including comparisons to your department or agency.

#### Response Summary

Organizations	Surveys Completed	Response Rate
Environmental Protection Agency	8,115	63.1%
Office of Chemical Safety and Pollution Prevention	518	55.8%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>62.2%</b>
CHEMICAL CONTROL DIV	29	59.2%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	75.0%
ENVIRONMENTAL ASSISTANCE DIV	20	64.5%
INFORMATION MANAGEMENT DIV	12	48.0%
NATIONAL PROGRAM CHEMICALS DIV	14	53.8%
RISK ASSESSMENT DIVISION	57	69.5%
TOXICS RELEASE INVENTORY PROGRAM DIV	<10	--

#### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *Choose Not to Participate*, *Not Available to me*, or *Unaware of Programs* responses, where applicable, is listed separately.

*Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.*

## My Work Experience

### 1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,070	74.2%	13.6%	12.2%
Office of Chemical Safety and Pollution Prevention	516	63.5%	15.4%	21.1%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>52.8%</b>	<b>18.8%</b>	<b>28.4%</b>
CHEMICAL CONTROL DIV	29	64.5%	11.3%	24.2%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	40.9%	26.8%	32.3%
ENVIRONMENTAL ASSISTANCE DIV	20	55.5%	19.1%	25.4%
INFORMATION MANAGEMENT DIV	12	53.5%	14.5%	32.0%
NATIONAL PROGRAM CHEMICALS DIV	14	47.8%	32.5%	19.7%
RISK ASSESSMENT DIVISION	57	57.8%	8.6%	33.6%

### 2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,003	73.1%	13.3%	13.6%
Office of Chemical Safety and Pollution Prevention	512	64.9%	13.2%	21.9%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>52.5%</b>	<b>13.6%</b>	<b>34.0%</b>
CHEMICAL CONTROL DIV	29	52.1%	12.4%	35.5%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	44.8%	22.0%	33.3%
ENVIRONMENTAL ASSISTANCE DIV	20	62.7%	5.7%	31.6%
INFORMATION MANAGEMENT DIV	11	57.7%	25.2%	17.1%
NATIONAL PROGRAM CHEMICALS DIV	14	12.1%	16.8%	71.1%
RISK ASSESSMENT DIVISION	57	63.7%	6.5%	29.8%

### 3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,052	78.1%	12.0%	10.0%
Office of Chemical Safety and Pollution Prevention	517	72.7%	14.0%	13.3%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>62.7%</b>	<b>15.9%</b>	<b>21.3%</b>
CHEMICAL CONTROL DIV	29	58.8%	17.5%	23.7%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	70.9%	19.7%	9.4%
ENVIRONMENTAL ASSISTANCE DIV	20	53.5%	15.4%	31.1%
INFORMATION MANAGEMENT DIV	12	76.6%	16.1%	7.3%
NATIONAL PROGRAM CHEMICALS DIV	14	25.3%	28.9%	45.8%
RISK ASSESSMENT DIVISION	57	72.2%	4.8%	23.0%

## My Work Experience (continued)

### 4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,082	84.1%	8.9%	7.0%
Office of Chemical Safety and Pollution Prevention	516	78.9%	9.3%	11.8%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>66.7%</b>	<b>15.6%</b>	<b>17.8%</b>
CHEMICAL CONTROL DIV	29	78.9%	10.5%	10.6%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	61.0%	20.8%	18.2%
ENVIRONMENTAL ASSISTANCE DIV	20	71.7%	4.2%	24.1%
INFORMATION MANAGEMENT DIV	12	92.5%	0.0%	7.5%
NATIONAL PROGRAM CHEMICALS DIV	14	60.5%	31.7%	7.9%
RISK ASSESSMENT DIVISION	57	61.6%	18.7%	19.8%

### 5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	8,053	62.0%	12.9%	25.1%	10
Office of Chemical Safety and Pollution Prevention	514	43.2%	12.2%	44.5%	0
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>36.9%</b>	<b>12.5%</b>	<b>50.6%</b>	<b>0</b>
CHEMICAL CONTROL DIV	28	30.9%	16.8%	52.3%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	46.0%	10.5%	43.5%	0
ENVIRONMENTAL ASSISTANCE DIV	20	49.7%	9.5%	40.8%	0
INFORMATION MANAGEMENT DIV	12	75.5%	15.9%	8.6%	0
NATIONAL PROGRAM CHEMICALS DIV	14	33.8%	37.8%	28.4%	0
RISK ASSESSMENT DIVISION	57	17.3%	3.7%	79.1%	0

### 6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,957	68.4%	14.3%	17.3%	22
Office of Chemical Safety and Pollution Prevention	508	60.7%	14.8%	24.5%	1
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>177</b>	<b>50.2%</b>	<b>11.1%</b>	<b>38.7%</b>	<b>0</b>
CHEMICAL CONTROL DIV	29	52.4%	10.5%	37.1%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	58.9%	7.8%	33.3%	0
ENVIRONMENTAL ASSISTANCE DIV	20	63.5%	5.2%	31.4%	0
INFORMATION MANAGEMENT DIV	10	82.2%	0.0%	17.8%	0
NATIONAL PROGRAM CHEMICALS DIV	14	20.5%	30.7%	48.8%	0
RISK ASSESSMENT DIVISION	55	41.9%	12.6%	45.4%	0

## My Work Experience (continued)

### 7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	8,039	87.2%	7.5%	5.3%	22
Office of Chemical Safety and Pollution Prevention	513	83.6%	8.5%	7.9%	0
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>178</b>	<b>75.1%</b>	<b>12.9%</b>	<b>12.0%</b>	<b>0</b>
CHEMICAL CONTROL DIV	28	77.6%	12.8%	9.6%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	80.8%	13.5%	5.7%	0
ENVIRONMENTAL ASSISTANCE DIV	20	80.2%	3.8%	15.9%	0
INFORMATION MANAGEMENT DIV	12	78.0%	14.7%	7.3%	0
NATIONAL PROGRAM CHEMICALS DIV	14	50.7%	21.8%	27.5%	0
RISK ASSESSMENT DIVISION	55	73.3%	12.5%	14.2%	0

### 8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,645	60.8%	19.2%	20.0%	440
Office of Chemical Safety and Pollution Prevention	480	49.8%	16.2%	34.0%	35
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>166</b>	<b>41.1%</b>	<b>16.0%</b>	<b>43.0%</b>	<b>15</b>
CHEMICAL CONTROL DIV	27	56.0%	13.5%	30.4%	2
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	34	25.8%	24.3%	49.9%	2
ENVIRONMENTAL ASSISTANCE DIV	20	59.6%	14.4%	26.0%	0
INFORMATION MANAGEMENT DIV	10	62.6%	20.2%	17.2%	2
NATIONAL PROGRAM CHEMICALS DIV	11	34.7%	29.6%	35.7%	3
RISK ASSESSMENT DIVISION	54	33.4%	10.6%	56.1%	3

## My Work Unit

### 9. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,100	89.8%	5.8%	4.4%
Office of Chemical Safety and Pollution Prevention	518	90.1%	4.3%	5.6%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>90.5%</b>	<b>4.5%</b>	<b>5.0%</b>
CHEMICAL CONTROL DIV	29	95.6%	4.4%	0.0%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	91.8%	2.3%	5.9%
ENVIRONMENTAL ASSISTANCE DIV	20	82.7%	11.6%	5.7%
INFORMATION MANAGEMENT DIV	12	92.5%	7.5%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	100.0%	0.0%	0.0%
RISK ASSESSMENT DIVISION	57	86.9%	4.7%	8.4%



## My Work Unit (continued)

### 10. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	6,302	44.6%	31.7%	23.7%	1,800
Office of Chemical Safety and Pollution Prevention	407	41.0%	31.1%	27.9%	111
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>143</b>	<b>32.4%</b>	<b>35.4%</b>	<b>32.2%</b>	<b>38</b>
CHEMICAL CONTROL DIV	20	28.6%	40.7%	30.7%	9
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	27	43.4%	34.2%	22.4%	9
ENVIRONMENTAL ASSISTANCE DIV	17	24.5%	39.3%	36.2%	3
INFORMATION MANAGEMENT DIV	12	38.4%	0.0%	61.6%	0
NATIONAL PROGRAM CHEMICALS DIV	10	39.6%	40.8%	19.6%	4
RISK ASSESSMENT DIVISION	46	28.5%	39.9%	31.6%	11

### 11. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know (N)
Environmental Protection Agency	5,940	18.0%	39.0%	7.7%	1.5%	33.7%	2,160
Office of Chemical Safety and Pollution Prevention	385	15.4%	43.9%	10.1%	1.8%	28.8%	133
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>144</b>	<b>16.4%</b>	<b>47.7%</b>	<b>4.1%</b>	<b>2.4%</b>	<b>29.5%</b>	<b>37</b>
CHEMICAL CONTROL DIV	23	21.2%	36.3%	4.2%	0.0%	38.4%	6
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	26	32.5%	40.6%	0.0%	3.9%	23.0%	10
ENVIRONMENTAL ASSISTANCE DIV	17	6.8%	60.2%	4.4%	0.0%	28.5%	3
INFORMATION MANAGEMENT DIV	11	32.6%	58.0%	0.0%	0.0%	9.5%	1
NATIONAL PROGRAM CHEMICALS DIV	11	19.6%	35.8%	0.0%	0.0%	44.5%	3
RISK ASSESSMENT DIVISION	45	6.0%	51.1%	9.1%	2.6%	31.3%	12

## My Work Unit (continued)

### 12. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,138	58.9%	22.7%	18.4%	962
Office of Chemical Safety and Pollution Prevention	469	55.8%	21.3%	22.9%	49
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>165</b>	<b>52.4%</b>	<b>23.9%</b>	<b>23.7%</b>	<b>16</b>
CHEMICAL CONTROL DIV	28	67.6%	17.1%	15.3%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	33	63.9%	10.1%	26.0%	3
ENVIRONMENTAL ASSISTANCE DIV	15	52.7%	14.5%	32.8%	5
INFORMATION MANAGEMENT DIV	11	66.5%	24.1%	9.5%	1
NATIONAL PROGRAM CHEMICALS DIV	13	62.9%	30.6%	6.4%	1
RISK ASSESSMENT DIVISION	54	32.3%	39.8%	27.9%	3

### 13. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	8,017	85.6%	7.6%	6.8%	89
Office of Chemical Safety and Pollution Prevention	515	82.8%	6.8%	10.5%	3
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>72.8%</b>	<b>11.1%</b>	<b>16.0%</b>	<b>2</b>
CHEMICAL CONTROL DIV	28	80.4%	4.3%	15.3%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	85.6%	8.0%	6.4%	0
ENVIRONMENTAL ASSISTANCE DIV	19	73.0%	10.6%	16.4%	1
INFORMATION MANAGEMENT DIV	12	84.1%	0.0%	15.9%	0
NATIONAL PROGRAM CHEMICALS DIV	14	62.3%	31.7%	6.0%	0
RISK ASSESSMENT DIVISION	57	67.6%	10.0%	22.4%	0

## My Agency

### 14. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,985	73.9%	13.3%	12.8%	92
Office of Chemical Safety and Pollution Prevention	513	64.2%	16.5%	19.3%	4
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>53.7%</b>	<b>19.3%</b>	<b>27.0%</b>	<b>1</b>
CHEMICAL CONTROL DIV	29	51.1%	18.5%	30.4%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	38.2%	17.7%	44.1%	1
ENVIRONMENTAL ASSISTANCE DIV	20	63.7%	15.0%	21.3%	0
INFORMATION MANAGEMENT DIV	12	69.4%	23.2%	7.5%	0
NATIONAL PROGRAM CHEMICALS DIV	14	58.6%	20.0%	21.5%	0
RISK ASSESSMENT DIVISION	57	53.9%	22.4%	23.7%	0

### 15. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,887	76.5%	13.0%	10.5%	190
Office of Chemical Safety and Pollution Prevention	500	68.2%	18.9%	12.9%	17
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>172</b>	<b>59.3%</b>	<b>22.9%</b>	<b>17.8%</b>	<b>9</b>
CHEMICAL CONTROL DIV	28	72.4%	18.1%	9.5%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	34	53.4%	18.3%	28.4%	2
ENVIRONMENTAL ASSISTANCE DIV	19	55.6%	23.8%	20.6%	1
INFORMATION MANAGEMENT DIV	12	52.3%	30.4%	17.3%	0
NATIONAL PROGRAM CHEMICALS DIV	14	48.3%	32.0%	19.7%	0
RISK ASSESSMENT DIVISION	53	62.4%	25.3%	12.3%	4



## My Agency (continued)

### 16. My agency is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,982	61.5%	18.2%	20.3%	99
Office of Chemical Safety and Pollution Prevention	508	55.7%	19.4%	24.9%	6
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>177</b>	<b>34.3%</b>	<b>25.3%</b>	<b>40.4%</b>	<b>2</b>
CHEMICAL CONTROL DIV	29	12.8%	45.2%	42.1%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	26.5%	18.5%	55.0%	0
ENVIRONMENTAL ASSISTANCE DIV	20	56.7%	21.5%	21.8%	0
INFORMATION MANAGEMENT DIV	12	76.6%	23.4%	0.0%	0
NATIONAL PROGRAM CHEMICALS DIV	12	14.7%	36.9%	48.4%	1
RISK ASSESSMENT DIVISION	55	38.4%	23.2%	38.4%	1

### 17. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,097	70.8%	16.8%	12.4%
Office of Chemical Safety and Pollution Prevention	515	61.3%	16.3%	22.4%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>43.0%</b>	<b>19.7%</b>	<b>37.3%</b>
CHEMICAL CONTROL DIV	29	58.5%	24.7%	16.7%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	42.1%	23.0%	34.9%
ENVIRONMENTAL ASSISTANCE DIV	20	51.1%	15.5%	33.4%
INFORMATION MANAGEMENT DIV	12	78.0%	22.0%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	12.6%	27.1%	60.3%
RISK ASSESSMENT DIVISION	57	35.3%	15.6%	49.2%

## My Agency (continued)

### 18. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,474	40.9%	27.2%	31.8%	632
Office of Chemical Safety and Pollution Prevention	477	36.4%	23.7%	39.9%	39
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>171</b>	<b>27.4%</b>	<b>18.0%</b>	<b>54.6%</b>	<b>10</b>
CHEMICAL CONTROL DIV	26	23.0%	22.8%	54.3%	3
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	18.9%	17.4%	63.8%	0
ENVIRONMENTAL ASSISTANCE DIV	18	28.3%	4.7%	67.1%	2
INFORMATION MANAGEMENT DIV	11	51.8%	7.8%	40.4%	1
NATIONAL PROGRAM CHEMICALS DIV	14	0.0%	21.0%	79.0%	0
RISK ASSESSMENT DIVISION	53	35.4%	22.7%	41.9%	4

## My Supervisor

### 19. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	8,061	91.2%	5.0%	3.8%	31
Office of Chemical Safety and Pollution Prevention	512	83.4%	8.3%	8.2%	4
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>80.2%</b>	<b>9.0%</b>	<b>10.8%</b>	<b>0</b>
CHEMICAL CONTROL DIV	29	86.3%	6.6%	7.1%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	85.7%	14.3%	0.0%	0
ENVIRONMENTAL ASSISTANCE DIV	20	82.7%	0.0%	17.3%	0
INFORMATION MANAGEMENT DIV	12	100.0%	0.0%	0.0%	0
NATIONAL PROGRAM CHEMICALS DIV	14	92.1%	0.0%	7.9%	0
RISK ASSESSMENT DIVISION	57	64.6%	14.5%	20.9%	0

## My Supervisor (continued)

### 20. My supervisor is committed to a workforce representative of all segments of society.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,599	85.6%	10.0%	4.4%	486
Office of Chemical Safety and Pollution Prevention	492	81.2%	12.1%	6.7%	25
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>171</b>	<b>79.7%</b>	<b>11.3%</b>	<b>9.1%</b>	<b>10</b>
CHEMICAL CONTROL DIV	29	81.0%	7.2%	11.8%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	34	75.2%	14.7%	10.1%	2
ENVIRONMENTAL ASSISTANCE DIV	19	81.7%	0.0%	18.3%	1
INFORMATION MANAGEMENT DIV	12	91.4%	8.6%	0.0%	0
NATIONAL PROGRAM CHEMICALS DIV	12	92.7%	7.3%	0.0%	2
RISK ASSESSMENT DIVISION	52	79.8%	12.1%	8.1%	5

### 21. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	8,012	84.3%	9.3%	6.4%	76
Office of Chemical Safety and Pollution Prevention	505	78.1%	13.2%	8.7%	11
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>76.9%</b>	<b>12.8%</b>	<b>10.3%</b>	<b>2</b>
CHEMICAL CONTROL DIV	29	77.0%	14.4%	8.6%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	77.0%	13.3%	9.7%	0
ENVIRONMENTAL ASSISTANCE DIV	20	78.4%	4.3%	17.3%	0
INFORMATION MANAGEMENT DIV	12	75.3%	24.7%	0.0%	0
NATIONAL PROGRAM CHEMICALS DIV	14	100.0%	0.0%	0.0%	0
RISK ASSESSMENT DIVISION	55	69.0%	16.4%	14.6%	2

## My Supervisor (continued)

### 22. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,074	88.5%	6.2%	5.3%
Office of Chemical Safety and Pollution Prevention	517	84.7%	7.9%	7.3%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>84.3%</b>	<b>6.0%</b>	<b>9.7%</b>
CHEMICAL CONTROL DIV	29	88.7%	3.9%	7.4%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	86.7%	2.5%	10.8%
ENVIRONMENTAL ASSISTANCE DIV	20	82.7%	11.6%	5.7%
INFORMATION MANAGEMENT DIV	12	91.4%	0.0%	8.6%
NATIONAL PROGRAM CHEMICALS DIV	14	94.0%	6.0%	0.0%
RISK ASSESSMENT DIVISION	57	77.6%	7.6%	14.7%

### 23. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,071	89.9%	5.7%	4.4%
Office of Chemical Safety and Pollution Prevention	516	86.6%	7.0%	6.4%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>83.9%</b>	<b>6.5%</b>	<b>9.6%</b>
CHEMICAL CONTROL DIV	28	96.6%	0.0%	3.4%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	81.8%	4.9%	13.3%
ENVIRONMENTAL ASSISTANCE DIV	20	82.7%	11.6%	5.7%
INFORMATION MANAGEMENT DIV	12	91.4%	8.6%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	100.0%	0.0%	0.0%
RISK ASSESSMENT DIVISION	57	76.5%	9.2%	14.3%

## My Supervisor (continued)

### 24. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,067	81.5%	10.3%	8.1%
Office of Chemical Safety and Pollution Prevention	515	77.1%	11.2%	11.7%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>74.6%</b>	<b>10.9%</b>	<b>14.5%</b>
CHEMICAL CONTROL DIV	29	84.3%	4.4%	11.3%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	79.5%	2.3%	18.2%
ENVIRONMENTAL ASSISTANCE DIV	20	77.0%	11.6%	11.4%
INFORMATION MANAGEMENT DIV	12	91.4%	8.6%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	85.0%	15.0%	0.0%
RISK ASSESSMENT DIVISION	57	59.5%	21.2%	19.3%

### 25. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,091	84.5%	10.9%	4.6%
Office of Chemical Safety and Pollution Prevention	516	79.2%	15.1%	5.7%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>181</b>	<b>77.2%</b>	<b>15.1%</b>	<b>7.7%</b>
CHEMICAL CONTROL DIV	29	84.3%	8.6%	7.1%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	84.5%	4.8%	10.7%
ENVIRONMENTAL ASSISTANCE DIV	20	77.0%	17.3%	5.7%
INFORMATION MANAGEMENT DIV	12	91.4%	8.6%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	85.0%	15.0%	0.0%
RISK ASSESSMENT DIVISION	57	64.7%	28.7%	6.6%

## Leadership

### 26. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,969	43.5%	22.5%	34.0%	104
Office of Chemical Safety and Pollution Prevention	509	34.8%	22.1%	43.1%	5
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>19.1%</b>	<b>16.7%</b>	<b>64.1%</b>	<b>2</b>
CHEMICAL CONTROL DIV	28	9.5%	26.4%	64.1%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	10.1%	17.7%	72.2%	0
ENVIRONMENTAL ASSISTANCE DIV	20	19.3%	19.1%	61.6%	0
INFORMATION MANAGEMENT DIV	11	41.1%	26.9%	32.0%	1
NATIONAL PROGRAM CHEMICALS DIV	14	12.1%	0.0%	87.9%	0
RISK ASSESSMENT DIVISION	57	25.3%	12.3%	62.4%	0

### 27. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,667	49.1%	22.8%	28.1%	371
Office of Chemical Safety and Pollution Prevention	480	34.7%	22.9%	42.3%	30
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>168</b>	<b>18.5%</b>	<b>21.1%</b>	<b>60.4%</b>	<b>11</b>
CHEMICAL CONTROL DIV	26	13.9%	33.6%	52.5%	2
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	34	10.9%	27.0%	62.1%	1
ENVIRONMENTAL ASSISTANCE DIV	20	19.3%	19.2%	61.6%	0
INFORMATION MANAGEMENT DIV	11	41.1%	34.8%	24.1%	1
NATIONAL PROGRAM CHEMICALS DIV	12	14.7%	10.4%	74.9%	2
RISK ASSESSMENT DIVISION	53	21.2%	14.1%	64.6%	4



## Leadership (continued)

### 28. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,976	68.3%	16.8%	14.9%	57
Office of Chemical Safety and Pollution Prevention	507	56.8%	18.1%	25.0%	6
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>176</b>	<b>34.7%</b>	<b>19.5%</b>	<b>45.8%</b>	<b>4</b>
CHEMICAL CONTROL DIV	28	32.9%	32.3%	34.9%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	28.3%	13.7%	58.0%	0
ENVIRONMENTAL ASSISTANCE DIV	20	43.5%	9.6%	46.9%	0
INFORMATION MANAGEMENT DIV	11	49.1%	33.5%	17.4%	1
NATIONAL PROGRAM CHEMICALS DIV	13	26.8%	9.7%	63.4%	1
RISK ASSESSMENT DIVISION	56	37.3%	17.8%	44.9%	1

### 29. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,919	63.3%	18.7%	18.1%	150
Office of Chemical Safety and Pollution Prevention	500	51.5%	18.4%	30.0%	14
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>175</b>	<b>29.1%</b>	<b>20.9%</b>	<b>50.0%</b>	<b>6</b>
CHEMICAL CONTROL DIV	28	23.2%	30.6%	46.1%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	19.9%	14.4%	65.8%	0
ENVIRONMENTAL ASSISTANCE DIV	19	35.9%	4.4%	59.7%	1
INFORMATION MANAGEMENT DIV	11	41.1%	41.5%	17.4%	1
NATIONAL PROGRAM CHEMICALS DIV	13	30.0%	6.6%	63.4%	1
RISK ASSESSMENT DIVISION	55	34.0%	20.6%	45.4%	2

## Leadership (continued)

### 30. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,756	71.8%	17.5%	10.7%	290
Office of Chemical Safety and Pollution Prevention	498	58.5%	21.8%	19.6%	16
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>174</b>	<b>40.7%</b>	<b>33.4%</b>	<b>25.8%</b>	<b>5</b>
CHEMICAL CONTROL DIV	28	32.5%	35.6%	31.9%	1
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	34	42.8%	30.7%	26.5%	2
ENVIRONMENTAL ASSISTANCE DIV	20	47.7%	37.7%	14.6%	0
INFORMATION MANAGEMENT DIV	12	53.5%	37.9%	8.6%	0
NATIONAL PROGRAM CHEMICALS DIV	13	27.3%	39.4%	33.3%	1
RISK ASSESSMENT DIVISION	55	40.0%	33.2%	26.8%	1

### 31. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,969	49.0%	22.5%	28.5%	80
Office of Chemical Safety and Pollution Prevention	506	35.3%	23.6%	41.0%	6
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>175</b>	<b>19.7%</b>	<b>22.1%</b>	<b>58.2%</b>	<b>3</b>
CHEMICAL CONTROL DIV	29	16.5%	28.9%	54.7%	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	17.1%	20.8%	62.1%	1
ENVIRONMENTAL ASSISTANCE DIV	20	24.7%	19.2%	56.1%	0
INFORMATION MANAGEMENT DIV	12	37.6%	47.7%	14.7%	0
NATIONAL PROGRAM CHEMICALS DIV	13	6.4%	9.5%	84.0%	1
RISK ASSESSMENT DIVISION	54	20.6%	20.3%	59.1%	1

## Leadership (continued)

### 32. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Environmental Protection Agency	7,502	62.3%	20.7%	17.0%	550
Office of Chemical Safety and Pollution Prevention	476	41.9%	27.3%	30.8%	38
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>165</b>	<b>22.4%</b>	<b>26.4%</b>	<b>51.2%</b>	<b>15</b>
CHEMICAL CONTROL DIV	26	18.3%	38.9%	42.8%	3
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	30	20.4%	29.0%	50.6%	6
ENVIRONMENTAL ASSISTANCE DIV	18	21.3%	29.0%	49.7%	2
INFORMATION MANAGEMENT DIV	11	31.7%	42.8%	25.6%	1
NATIONAL PROGRAM CHEMICALS DIV	12	17.4%	7.0%	75.6%	2
RISK ASSESSMENT DIVISION	55	23.0%	19.1%	57.9%	1

## My Satisfaction

### 33. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,019	58.5%	20.5%	21.0%
Office of Chemical Safety and Pollution Prevention	510	44.4%	19.5%	36.1%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>25.6%</b>	<b>16.7%</b>	<b>57.7%</b>
CHEMICAL CONTROL DIV	29	23.2%	10.4%	66.3%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	19.6%	21.3%	59.0%
ENVIRONMENTAL ASSISTANCE DIV	20	19.5%	34.6%	45.9%
INFORMATION MANAGEMENT DIV	12	60.7%	8.6%	30.6%
NATIONAL PROGRAM CHEMICALS DIV	14	12.1%	28.9%	59.0%
RISK ASSESSMENT DIVISION	56	24.8%	13.0%	62.2%

## My Satisfaction (continued)

### 34. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	7,994	59.4%	19.4%	21.2%
Office of Chemical Safety and Pollution Prevention	506	43.6%	15.5%	40.9%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>26.2%</b>	<b>13.6%</b>	<b>60.2%</b>
CHEMICAL CONTROL DIV	29	13.5%	21.7%	64.8%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	30.9%	18.1%	51.0%
ENVIRONMENTAL ASSISTANCE DIV	20	33.9%	5.7%	60.4%
INFORMATION MANAGEMENT DIV	12	60.7%	8.6%	30.6%
NATIONAL PROGRAM CHEMICALS DIV	14	25.3%	7.9%	66.9%
RISK ASSESSMENT DIVISION	56	19.3%	13.3%	67.4%

### 35. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	7,987	68.1%	18.0%	13.9%
Office of Chemical Safety and Pollution Prevention	507	53.8%	23.1%	23.1%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>178</b>	<b>46.0%</b>	<b>23.8%</b>	<b>30.1%</b>
CHEMICAL CONTROL DIV	29	54.4%	17.3%	28.3%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	44.2%	15.3%	40.6%
ENVIRONMENTAL ASSISTANCE DIV	20	51.3%	25.1%	23.6%
INFORMATION MANAGEMENT DIV	12	69.4%	14.7%	15.9%
NATIONAL PROGRAM CHEMICALS DIV	14	43.6%	34.4%	22.0%
RISK ASSESSMENT DIVISION	54	36.2%	30.3%	33.4%

## My Satisfaction (continued)

### 36. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	7,985	72.5%	14.9%	12.7%
Office of Chemical Safety and Pollution Prevention	505	60.1%	18.6%	21.3%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>177</b>	<b>45.3%</b>	<b>17.1%</b>	<b>37.6%</b>
CHEMICAL CONTROL DIV	28	50.2%	22.9%	26.9%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	49.5%	10.9%	39.6%
ENVIRONMENTAL ASSISTANCE DIV	19	53.6%	26.0%	20.4%
INFORMATION MANAGEMENT DIV	12	69.4%	15.9%	14.7%
NATIONAL PROGRAM CHEMICALS DIV	14	26.8%	15.0%	58.2%
RISK ASSESSMENT DIVISION	56	36.3%	16.5%	47.1%

### 37. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,007	75.0%	12.2%	12.8%
Office of Chemical Safety and Pollution Prevention	509	69.9%	12.8%	17.3%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>178</b>	<b>63.2%</b>	<b>15.5%</b>	<b>21.3%</b>
CHEMICAL CONTROL DIV	29	71.2%	9.3%	19.5%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	50.6%	23.0%	26.4%
ENVIRONMENTAL ASSISTANCE DIV	20	71.2%	19.0%	9.7%
INFORMATION MANAGEMENT DIV	12	100.0%	0.0%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	13	66.2%	17.9%	16.0%
RISK ASSESSMENT DIVISION	56	55.6%	15.3%	29.0%

## My Satisfaction (continued)

### 38. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
Environmental Protection Agency	8,026	61.8%	19.1%	19.1%
Office of Chemical Safety and Pollution Prevention	511	48.1%	19.1%	32.7%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>180</b>	<b>28.7%</b>	<b>17.4%</b>	<b>53.8%</b>
CHEMICAL CONTROL DIV	29	30.0%	18.5%	51.5%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	27.2%	17.9%	54.8%
ENVIRONMENTAL ASSISTANCE DIV	20	33.2%	30.3%	36.6%
INFORMATION MANAGEMENT DIV	12	69.4%	8.6%	22.0%
NATIONAL PROGRAM CHEMICALS DIV	14	6.0%	6.0%	87.9%
RISK ASSESSMENT DIVISION	56	21.2%	20.6%	58.2%

## Telework

### 40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic.

Organizations	N	Telework				Very Infrequently
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	
Environmental Protection Agency	7,974	2.2%	2.7%	44.1%	14.2%	17.7%
Office of Chemical Safety and Pollution Prevention	508	2.3%	5.9%	38.8%	13.7%	18.8%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>4.0%</b>	<b>6.4%</b>	<b>36.8%</b>	<b>11.1%</b>	<b>17.9%</b>
CHEMICAL CONTROL DIV	29	3.2%	3.0%	21.4%	13.0%	28.6%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	2.5%	9.5%	38.0%	15.0%	11.6%
ENVIRONMENTAL ASSISTANCE DIV	20	3.8%	9.8%	42.4%	5.7%	4.3%
INFORMATION MANAGEMENT DIV	12	0.0%	7.8%	23.2%	32.0%	7.3%
NATIONAL PROGRAM CHEMICALS DIV	14	0.0%	0.0%	36.2%	13.9%	28.2%
RISK ASSESSMENT DIVISION	56	8.1%	5.3%	42.8%	5.3%	22.7%



## Telework (continued)

### 40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Environmental Protection Agency	7,974	1.3%	0.4%	3.4%	13.9%
Office of Chemical Safety and Pollution Prevention	508	0.9%	0.3%	3.6%	15.6%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>0.0%</b>	<b>1.0%</b>	<b>5.5%</b>	<b>17.3%</b>
CHEMICAL CONTROL DIV	29	0.0%	0.0%	9.9%	20.9%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	0.0%	5.1%	5.6%	12.6%
ENVIRONMENTAL ASSISTANCE DIV	20	0.0%	0.0%	5.9%	28.1%
INFORMATION MANAGEMENT DIV	12	0.0%	0.0%	15.7%	14.1%
NATIONAL PROGRAM CHEMICALS DIV	14	0.0%	0.0%	0.0%	21.8%
RISK ASSESSMENT DIVISION	56	0.0%	0.0%	1.7%	14.1%

### 40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Environmental Protection Agency	7,964	95.5%	2.8%	0.6%	0.1%	0.5%
Office of Chemical Safety and Pollution Prevention	509	97.7%	0.9%	0.6%	0.0%	0.6%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>98.2%</b>	<b>0.5%</b>	<b>1.3%</b>	<b>0.0%</b>	<b>0.0%</b>
CHEMICAL CONTROL DIV	29	100.0%	0.0%	0.0%	0.0%	0.0%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	91.2%	2.4%	6.4%	0.0%	0.0%
ENVIRONMENTAL ASSISTANCE DIV	20	100.0%	0.0%	0.0%	0.0%	0.0%
INFORMATION MANAGEMENT DIV	12	100.0%	0.0%	0.0%	0.0%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	100.0%	0.0%	0.0%	0.0%	0.0%
RISK ASSESSMENT DIVISION	55	100.0%	0.0%	0.0%	0.0%	0.0%

## Telework (continued)

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Environmental Protection Agency	7,964	0.2%	0.0%	0.1%	0.2%
Office of Chemical Safety and Pollution Prevention	509	0.0%	0.2%	0.0%	0.0%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>179</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>
CHEMICAL CONTROL DIV	29	0.0%	0.0%	0.0%	0.0%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	36	0.0%	0.0%	0.0%	0.0%
ENVIRONMENTAL ASSISTANCE DIV	20	0.0%	0.0%	0.0%	0.0%
INFORMATION MANAGEMENT DIV	12	0.0%	0.0%	0.0%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	0.0%	0.0%	0.0%	0.0%
RISK ASSESSMENT DIVISION	55	0.0%	0.0%	0.0%	0.0%

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Environmental Protection Agency	7,960	89.4%	6.9%	1.6%	0.4%	0.7%
Office of Chemical Safety and Pollution Prevention	507	96.9%	1.6%	0.4%	0.0%	0.4%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>178</b>	<b>96.5%</b>	<b>2.2%</b>	<b>0.7%</b>	<b>0.0%</b>	<b>0.0%</b>
CHEMICAL CONTROL DIV	29	95.4%	4.6%	0.0%	0.0%	0.0%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	91.0%	2.5%	3.4%	0.0%	0.0%
ENVIRONMENTAL ASSISTANCE DIV	20	100.0%	0.0%	0.0%	0.0%	0.0%
INFORMATION MANAGEMENT DIV	12	100.0%	0.0%	0.0%	0.0%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	94.0%	6.0%	0.0%	0.0%	0.0%
RISK ASSESSMENT DIVISION	55	98.2%	1.8%	0.0%	0.0%	0.0%

## Telework (continued)

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Environmental Protection Agency	7,960	0.5%	0.0%	0.0%	0.5%
Office of Chemical Safety and Pollution Prevention	507	0.2%	0.0%	0.2%	0.2%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>178</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.6%</b>
CHEMICAL CONTROL DIV	29	0.0%	0.0%	0.0%	0.0%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	0.0%	0.0%	0.0%	3.0%
ENVIRONMENTAL ASSISTANCE DIV	20	0.0%	0.0%	0.0%	0.0%
INFORMATION MANAGEMENT DIV	12	0.0%	0.0%	0.0%	0.0%
NATIONAL PROGRAM CHEMICALS DIV	14	0.0%	0.0%	0.0%	0.0%
RISK ASSESSMENT DIVISION	55	0.0%	0.0%	0.0%	0.0%

## Work-Life

58. How satisfied are you with the Telework program in your agency?

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Program (N)
Environmental Protection Agency	7,736	73.5%	9.4%	17.2%	84	41	7
Office of Chemical Safety and Pollution Prevention	495	75.2%	8.6%	16.2%	5	3	0
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>171</b>	<b>72.5%</b>	<b>10.7%</b>	<b>16.8%</b>	<b>2</b>	<b>2</b>	<b>0</b>
CHEMICAL CONTROL DIV	29	65.6%	13.8%	20.5%	0	0	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	34	79.6%	3.1%	17.3%	1	0	0
ENVIRONMENTAL ASSISTANCE DIV	19	56.4%	19.0%	24.7%	0	0	0
INFORMATION MANAGEMENT DIV	11	90.5%	9.5%	0.0%	0	1	0
NATIONAL PROGRAM CHEMICALS DIV	14	67.0%	13.9%	19.1%	0	0	0
RISK ASSESSMENT DIVISION	52	78.1%	11.1%	10.8%	1	1	0

## Work-Life (continued)

59. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply)

Organizations	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Environmental Protection Agency	7,842	79.5%	35.1%	6.3%	4.2%	0.5%	14.3%
Office of Chemical Safety and Pollution Prevention	504	81.3%	35.1%	6.8%	4.4%	0.8%	14.4%
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>175</b>	<b>84.1%</b>	<b>33.0%</b>	<b>9.3%</b>	<b>6.6%</b>	<b>1.0%</b>	<b>10.8%</b>
CHEMICAL CONTROL DIV	29	84.5%	36.4%	6.2%	3.2%	0.0%	12.3%
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	35	79.3%	34.1%	7.7%	12.1%	4.8%	15.0%
ENVIRONMENTAL ASSISTANCE DIV	19	94.5%	37.2%	14.4%	0.0%	0.0%	5.5%
INFORMATION MANAGEMENT DIV	12	93.0%	30.4%	0.0%	7.3%	0.0%	7.0%
NATIONAL PROGRAM CHEMICALS DIV	14	77.2%	27.6%	6.0%	6.0%	0.0%	13.9%
RISK ASSESSMENT DIVISION	54	84.9%	34.1%	11.6%	8.8%	0.0%	7.8%

60. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Environmental Protection Agency	7,026	87.5%	6.1%	6.4%	744	66	11
Office of Chemical Safety and Pollution Prevention	451	89.4%	5.4%	5.1%	45	0	1
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>159</b>	<b>89.5%</b>	<b>5.4%</b>	<b>5.1%</b>	<b>15</b>	<b>0</b>	<b>0</b>
CHEMICAL CONTROL DIV	27	82.6%	9.8%	7.6%	2	0	0
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	30	96.8%	3.2%	0.0%	5	0	0
ENVIRONMENTAL ASSISTANCE DIV	17	79.7%	13.8%	6.5%	1	0	0
INFORMATION MANAGEMENT DIV	12	92.7%	0.0%	7.3%	0	0	0
NATIONAL PROGRAM CHEMICALS DIV	12	84.3%	7.3%	8.4%	2	0	0
RISK ASSESSMENT DIVISION	51	92.7%	3.7%	3.6%	3	0	0

## Work-Life (continued)

61. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Environmental Protection Agency	5,966	74.4%	18.8%	6.7%	1,415	173	236
Office of Chemical Safety and Pollution Prevention	367	78.0%	17.4%	4.6%	99	8	21
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>121</b>	<b>74.1%</b>	<b>19.9%</b>	<b>5.9%</b>	<b>37</b>	<b>5</b>	<b>12</b>
CHEMICAL CONTROL DIV	18	71.1%	22.1%	6.8%	7	1	3
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	26	73.1%	26.9%	0.0%	7	1	1
ENVIRONMENTAL ASSISTANCE DIV	14	71.7%	22.2%	6.2%	4	1	0
INFORMATION MANAGEMENT DIV	9	100.0%	0.0%	0.0%	2	0	1
NATIONAL PROGRAM CHEMICALS DIV	10	79.4%	10.9%	9.7%	3	0	1
RISK ASSESSMENT DIVISION	36	71.9%	16.6%	11.5%	11	2	5

62. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Environmental Protection Agency	3,030	52.1%	40.6%	7.4%	4,263	40	466
Office of Chemical Safety and Pollution Prevention	171	49.5%	39.8%	10.7%	263	3	56
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>62</b>	<b>52.2%</b>	<b>37.0%</b>	<b>10.7%</b>	<b>90</b>	<b>2</b>	<b>20</b>
CHEMICAL CONTROL DIV	7	13.8%	54.4%	31.7%	14	1	7
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	11	58.8%	32.7%	8.5%	21	0	3
ENVIRONMENTAL ASSISTANCE DIV	10	77.8%	22.2%	0.0%	7	0	2
INFORMATION MANAGEMENT DIV	5	36.5%	63.5%	0.0%	5	0	1
NATIONAL PROGRAM CHEMICALS DIV	5	64.6%	18.4%	16.9%	8	0	1
RISK ASSESSMENT DIVISION	18	49.7%	39.4%	10.9%	30	1	5

## Work-Life (continued)

63. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Environmental Protection Agency	1,969	43.5%	49.0%	7.4%	4,628	534	665
Office of Chemical Safety and Pollution Prevention	119	36.2%	46.6%	17.2%	274	21	79
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>44</b>	<b>48.2%</b>	<b>41.3%</b>	<b>10.5%</b>	<b>93</b>	<b>5</b>	<b>31</b>
CHEMICAL CONTROL DIV	3	33.6%	66.4%	0.0%	19	1	6
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	8	61.0%	14.2%	24.9%	21	0	6
ENVIRONMENTAL ASSISTANCE DIV	4	23.6%	76.4%	0.0%	9	1	5
INFORMATION MANAGEMENT DIV	5	52.7%	47.3%	0.0%	5	0	1
NATIONAL PROGRAM CHEMICALS DIV	3	72.0%	0.0%	28.0%	10	1	0
RISK ASSESSMENT DIVISION	18	50.0%	38.4%	11.6%	22	2	11

64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Environmental Protection Agency	1,309	28.9%	65.7%	5.4%	4,598	515	1,347
Office of Chemical Safety and Pollution Prevention	66	26.9%	68.3%	4.8%	284	27	113
<b>OFC OF POLLUTION PREVENTION &amp; TOXICS</b>	<b>22</b>	<b>42.7%</b>	<b>57.3%</b>	<b>0.0%</b>	<b>100</b>	<b>5</b>	<b>45</b>
CHEMICAL CONTROL DIV	2	0.0%	100.0%	0.0%	17	1	8
CHEMISTRY, ECONOMIC & SUSTNBLE STRG DIV	2	50.0%	50.0%	0.0%	20	1	12
ENVIRONMENTAL ASSISTANCE DIV	2	0.0%	100.0%	0.0%	12	0	5
INFORMATION MANAGEMENT DIV	4	43.6%	56.4%	0.0%	4	0	3
NATIONAL PROGRAM CHEMICALS DIV	1	100.0%	0.0%	0.0%	11	1	1
RISK ASSESSMENT DIVISION	8	58.4%	41.6%	0.0%	30	2	14



## My Employment Demographics

### *Where do you work?*

Response	%
Headquarters	96.4%
Field	0.6%
Full-time telework (e.g., home office, telecenter)	3.0%

### *What is your supervisory status?*

Response	%
Senior Leader	1.8%
Manager	4.7%
Supervisor	8.3%
Team Leader	9.5%
Non-Supervisor	75.7%

### *What is your pay category/grade?*

Response	%
Federal Wage System	0.0%
GS 1-6	0.0%
GS 7-12	13.7%
GS 13-15	84.5%
Senior Executive Service	1.2%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	0.0%

### *What is your US military service status?*

Response	%
No Prior Military Service	93.5%
Currently in National Guard or Reserves	0.0%
Retired	1.8%
Separated or Discharged	4.8%

Note: Percentages for demographic questions are unweighted.

## My Employment Demographics (continued)

### ***Are you:***

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.6%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.2%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.2%

### ***Have you been hired under the Military Spouse Non-Competitive Hiring Authority?***

Response	%
Yes	0.0%
No	100.0%

*Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.*

### ***How long have you been with the Federal Government (excluding military service)?***

Response	%
Less than 1 year	0.6%
1 to 3 years	15.5%
4 to 5 years	12.5%
6 to 10 years	13.1%
11 to 14 years	14.3%
15 to 20 years	10.1%
More than 20 years	33.9%

### ***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

Response	%
Less than 1 year	1.8%
1 to 3 years	18.9%
4 to 5 years	14.8%
6 to 10 years	11.8%
11 to 14 years	12.4%
15 to 20 years	8.9%
More than 20 years	31.4%

Note: Percentages for demographic questions are unweighted.

## My Employment Demographics (continued)

### *Are you considering leaving your organization within the next year, and if so, why?*

Response	Before the COVID-19 pandemic %	Today %
No	70.9%	51.8%
Yes, to retire	4.8%	10.1%
Yes, to take another job within the Federal Government	19.4%	30.4%
Yes, to take another job outside the Federal Government	3.0%	4.2%
Yes, other	1.8%	3.6%

### *Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?*

Response	%
Yes	23.9%
No	76.1%

*Note: If the response to your considering leaving your organization did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.*

### *I am planning to retire:*

Response	Before the COVID-19 pandemic %	Today %
Less than 1 year	3.0%	5.4%
1 year	1.8%	1.8%
2 years	6.0%	6.6%
3 years	6.6%	6.6%
4 years	1.8%	0.6%
5 years	4.8%	4.2%
More than 5 years	75.9%	74.7%

### *Has your retirement plan changed because of the COVID-19 pandemic?*

Response	%
Yes	35.0%
No	65.0%

*Note: If the response to your retirement plans did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.*

Note: Percentages for demographic questions are unweighted.

## My Personal Demographics

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

Response	%
Yes	6.6%
No	93.4%

### *Please select the racial category or categories with which you most closely identify.*

Response	%
White	73.6%
Black or African American	14.5%
All other races	11.9%

### *What is your age group?*

Response	%
29 years and under	6.7%
30-39 years old	26.7%
40-49 years old	23.6%
50-59 years old	27.9%
60 years or older	15.2%

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

Response	%
Less than High School/ High School Diploma/ GED	0.0%
Certification/ Some College/ Associate's Degree	3.0%
Bachelor's Degree	17.9%
Advanced Degrees (Post Bachelor's Degree)	79.2%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

## My Personal Demographics (continued)

### *Are you an individual with a disability?*

Response	%
Yes	12.2%
No	87.8%

### *Are you:*

Response	%
Male	44.2%
Female	55.8%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.