

Technical Report Department of the Interior (DOI) Work Environment Survey

January-March 2017

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- *What happened as a result of the complaint/grievance/report?*

Regardless of the particular behavior involved, for employees who made complaints/grievances/reports, **35.8% indicated that some action was taken.** Actions focused on the organization involved explaining rules to everyone (29.1%), management conducted a review/ investigation or other assessment (16.7%), and an investigation was conducted by a law enforcement official (4.9%).

Actions involving the person engaging in the harassing behavior included someone talking to the person (29.6%), moving or reassigning this person to avoid continuing contact (8.5%), or some official career action was taken against person(s) involved (4.8%); and in some situations the person stopped the behavior (21.3%). Actions associated with the employee subjected to the behavior involved changing their station location or duties to help them avoid the person engaging in the harassing behaviors (10.9%).

Additionally, **some employees were encouraged to drop the issue (38.7%) or were discouraged from making a complaint/grievance/report (32.3%). Other employees indicated that the person engaging in the harassing behavior took action against them for complaining (33.8%); their coworker(s) treated them worse, avoided, or blamed them for the problem (30.4%); and some employees indicated leadership punished them for bringing the experience up (29.1%) or they were threatened with loss of employment (15.4%).**

(reformatted, emphasis added)

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