sociological science

Supplement to:

Rosenfeld, J. Michael. 2024. "The Surprising Decline of Workplace Sexual Harassment Incidence in the U.S. Federal Workforce" Sociological Science 11: 934-964.

Appendix Figure 1: A comparison of USMSPB question wording with regard to experience of sexual harassment.

1987 survey

"*unwanted* pressure for dates" in 1987 and 1994

SECTION III

his section asks about any experience you may have had with uninvited and unwanted xual attention on the job from persons of either sex.

. How often have you received any of the following uninvited and unwanted sexual attention during the last 24 months from someone where you work in the Federal Government? Mark one response for each attention.

UNINVITED SEXUAL ATTENTION	Never	Once	Once a month or less	2 - 4 times a month	Once a week or more
a. Actual or attempted rape or assault	○	○	○	○	○
b. Unwanted pressure for sexual favors	○	○	○	○	○
c. Unwanted deliberate touching, leaning over, cornering, or pinching	○	○	○	○	○
d. Unwanted sexual looks or gestures	○	○	○	○	○
e. Unwanted letters, telephone calls or materials of a sexual nature	○	○	○	○	○
f. Unwanted pressure for dates	○	○	○	○	○
g. Unwanted sexual teasing, jokes, remarks or questions	○	○	○	○	○

If you have not received any uninvited sexual attention in the last 24 months, go to Section IV on page 10.

If uninvited and unwanted sexual attention has happened to you in the Federal Government within the last 24 months, select the one experience that is either the most recent or that had the greatest effect on you and answer the questions in this section in terms of that one experience.

. Is the experience you are about to describe the most recent one or the one that had the greatest effect on you? Mark all that apply.
○ This was my only experience.
○ This was my most recent experience.
○ This was the experience that had the greatest effect on me.
○ This experience is still continuing.

. Did this experience take place where you now work or on a different Federal job?
○ This experience took place on the job where I now work.
○ This experience took place on a different job in the Federal Government.

1994 survey

Unique framing on the page in 2016: "Sexual Harassment.."

Section III: Your Personal Experiences in the Federal Government

This section asks about any experiences you may have had with uninvited and unwanted sexual attention on your Federal Government job from persons of either sex. There are also questions about experiences you might have had if someone said that you had harassed them.

20. How often have you received any of the following uninvited and unwanted sexual attention during the last 24 months from someone where you work(ed) in the Federal Government? Mark one response for each attention.

a. Actual or attempted rape or assault.
Never ○
Once ○
More than once ○

	Once a week or more	2 - 4 times a month	Once a month or less	Once	Never
b. Unwanted pressure for sexual favors	○	○	○	○	○
c. Unwanted, deliberate touching, leaning over, cornering, or pinching	○	○	○	○	○
d. Unwanted sexual looks or gestures	○	○	○	○	○
e. Unwanted letters, telephone calls, or materials of a sexual nature	○	○	○	○	○
f. Unwanted pressure for dates	○	○	○	○	○
g. Unwanted sexual teasing, jokes, remarks, or questions	○	○	○	○	○

2016 survey

"pressure for dates" in 2016 and 2021

Sexual Harassment: Experienced

In the past two years in your workplace, have any of the following behaviors been **directed at you?**

	Never	Once	More than Once
Unwelcome communications (e.g., emails, phone calls, notes, text messages, social media contacts) of a sexual nature	○	○	○
Unwelcome invasion of personal space (e.g., touching, crowding, leaning over)	○	○	○
Unwelcome sexually suggestive looks or gestures	○	○	○
Pressure for sexual favors	○	○	○
Pressure for dates	○	○	○
Unwelcome sexual teasing, jokes, comments or questions	○	○	○
The presence of sexually oriented material in any format (e.g., photos, videos, written material)	○	○	○
People having sexually oriented conversations in front of others	○	○	○
Someone offering preferential treatment in the workplace in exchange for sexual favors	○	○	○
Different treatment based on sex/gender (e.g., quality or nature of assignments)	○	○	○
Use of derogatory or unprofessional terms related to a person's sex/gender	○	○	○
Stalking (unwanted intrusion (e.g., physically or electronically) into your personal life)	○	○	○
Rape or sexual assault or attempted rape or sexual assault	○	○	○

2021 survey

In the past 2 years have any of the following behaviors been directed at you by someone who was present (i.e., physically or electronically) in your workplace or connected to you through your work role? (Select all that apply.)

		Never ↓	Once ↓	More than Once ↓
SH_14a	Unwelcome communications (e.g., emails, phone calls, text messages, social media contacts) of a sexual nature.	1	2	3
SH_14b	Unwelcome invasion of personal space (e.g., touching, crowding, leaning over).	1	2	3
SH_14c	Unwelcome sexually suggestive looks or gestures.	1	2	3
SH_14d	Pressure for sexual favors.	1	2	3
SH_14e	Pressure for dates.	1	2	3
SH_14f	Unwelcome sexual teasing, jokes, comments or questions.	1	2	3
SH_14g	Unwelcome exposure to sexually oriented material in any format (e.g., photos, videos, written material).	1	2	3
SH_14h	Unwelcome exposure to sexually oriented conversations.	1	2	3
SH_14i	Offer of preferential treatment in the workplace in exchange for sexual favors.	1	2	3
SH_14j	Use of derogatory or unprofessional terms related to a person's gender.	1	2	3
SH_14k	Stalking (unwanted intrusion into your personal life (e.g., physically or electronically)).	1	2	3
SH_14l	Rape or sexual assault or attempted rape or sexual assault.	1	2	3

[End: web page 55]

* "Unwanted deliberate touching, leaning over, crowding or pinching" in 1987 and 1994 became "Unwelcome invasion of personal space (e.g. touching, crowding, leaning over)" in 2016 and 2021

* "Unwanted letters, telephone calls, or materials of a sexual nature" in 1987 and 1994 became "Unwelcome communications (e.g. emails, phone calls, notes, text messages, social media contacts) of a sexual nature" in 2016; 2021 left out "notes."

Harder to interpret 1994 survey as to which circle goes with which category. Communication from MSPB staff indicates that the survey instrument actually fielded in 1994 had shading which clearly distinguished these 5 columns.