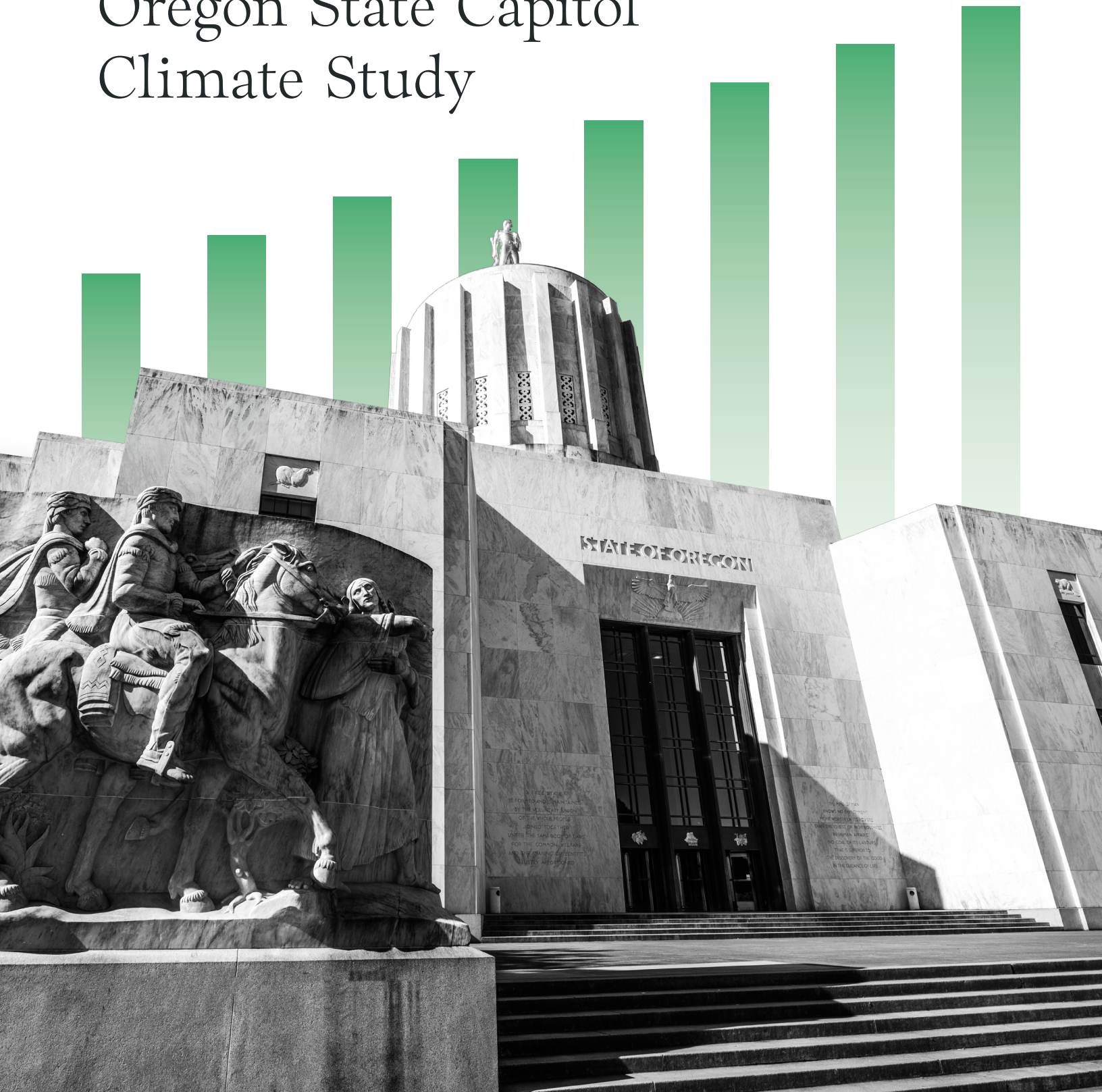




GALLUP®

2025

Oregon State Capitol Climate Study



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Executive Summary

In early 2025, the Oregon State Legislative Equity Office (LEO) partnered with Gallup to conduct a survey of individuals working in and around the Oregon State Capitol. The survey was developed pursuant to the LEO's statutory authority and responsibilities under ORS 173.921. It is designed in part to complement ongoing work related to the enforcement of Legislative Branch Personnel Rule 27 (Rule 27). This research aimed to build a broader understanding of participants' experiences with prohibited behavior, including those that may go unreported, as well as their perceptions of the overall organizational climate at the Oregon State Legislature.

Most participants indicated they had not experienced harassment, discrimination or retaliation in the past five years. Still, one in five said they had been harassed, and 22% said they had been discriminated against. Retaliation was rare among those who reported an incident, but overall reporting rates were low: Just 18% of those who experienced harassment and 11% of those who experienced discrimination said they reported the incident.

Experiences varied significantly by role and demographic background. Legislative members were more likely than lobbyists and staff to indicate having experienced harassment. Women, people of color, LGBTQ individuals and younger employees consistently identified higher rates of prohibited behavior and less favorable perceptions of the climate at the Oregon State Legislature. These groups also expressed lower levels of trust in leadership's ethical conduct and fairness, factors Gallup research has found to be closely linked with both the likelihood of experiencing prohibited behavior and willingness to report incidents.

The survey also revealed strong relationships between organizational climate and key outcomes. Participants who said they feel respected, treated fairly and confident in leadership's integrity were less likely to experience prohibited behavior and more likely to report it when it occurred. However, the Oregon State Legislature scored near or below the 25th percentile on several of these items compared to other public sector organizations in Gallup's database.

While many participants conveyed positive perceptions of the workplace, others — particularly those from underrepresented groups — had less favorable evaluations. These patterns suggest that the work environment is not experienced uniformly, and that efforts to reduce incidents of prohibited behavior and increase reporting should be informed by the unique challenges faced by different roles and identity groups within the Capitol.

Introduction

Overview and Background

Gallup and the Oregon State LEO partnered to conduct a climate survey of individuals working in the Oregon State Capitol. This research was conducted pursuant to statute and is intended to complement the LEO's responsibility for enforcing Legislative Branch Personnel Rule 27 (Rule 27), which prohibits harassment, discrimination and retaliation in the State Capitol workplace and in legislative business. While Rule 27 addresses formal complaints, this study was designed to expand visibility into incidents that may not be officially reported and assess how perceptions of organizational climate and experiences of harassment, discrimination and retaliation may differ across demographic groups.

The survey gathered information on three types of prohibited behavior:

- harassment, including sexual harassment and other forms of unwelcome behavior, such as bullying or intimidation
- discrimination, defined as unequal treatment based on protected characteristics, such as race, gender, age or disability
- retaliation, or adverse consequences resulting from reporting concerns or participating in an investigation

In addition to capturing the frequency of these incidents, the survey explored how individuals across roles and demographic groups perceive fairness, respect and ethical leadership at the Oregon State Capitol. By capturing both individual experiences and perceptions of the broader organizational climate, the study provides a detailed view of how the work environment at the Capitol is perceived across roles and identities. It also sheds light on conditions that may influence the occurrence of prohibited behavior, the likelihood of reporting it and the overall sense of equity and accountability within the institution.

This work was conducted during a period of elevated national rates of workplace harassment, discrimination and retaliation. According to the U.S. Equal Employment Opportunity Commission (EEOC), charges nationwide involving harassment rose by more than 46% between FY2022 and FY2024, reaching the highest level since tracking began in 2010. Discrimination charges rose to 88,531 in FY2024, an increase of more than 9% from the previous year. Retaliation charges peaked at over 46,000 in FY2023 and remained elevated in FY2024.¹

Research Objectives

The following objectives guided the design and analysis of the survey:

- Measure the frequency of harassment, discrimination and retaliation incidents among individuals working at the Oregon State Capitol.
- Benchmark reporting rates for these incidents and explore potential barriers to reporting.
- Assess perceptions of organizational climate and examine how that climate relates to incidents of harassment, discrimination and retaliation.
- Explore how participants' demographic backgrounds (including role, race/ethnicity, age and gender) shape their workplace experiences, particularly in relation to prohibited behavior.

¹ U.S. Equal Employment Opportunity Commission. (2025). *2024 Annual Performance Report*. <https://www.eeoc.gov/2024-annual-performance-report>.

Research Methodology

Survey Development

The LEO and Gallup developed the survey collaboratively to align with best practices in workplace climate research and reflect the unique structure of the Oregon State Capitol.

The survey covered the following primary topic areas:

- incident reporting, asking participants about their experiences with harassment, discrimination and retaliation
- organizational climate, assessing perceptions of fairness, respect, ethical leadership and inclusion
- employee engagement, included for branch employees to assess connection, satisfaction and role clarity

Participants were asked whether they had experienced any incidents in the past five years. Participants who responded “yes” were asked to provide additional detail about their most recent experience with prohibited behavior, including the type, setting and source.

The survey was conducted Jan. 6, 2025, through Feb. 8, 2025.

Survey Participants

Participants represented a range of roles at the Oregon State Capitol. Because not all participants are formal employees, the term “employee” is used only where applicable. Role types were defined as follows:

- branch employees: legislative staff members
- lobbyists: registered advocates representing organizations or interests
- legislative members: elected members of the Oregon State Senate and House of Representatives

A total of 651 individuals completed the survey, reflecting an overall response rate of 23%. Participation varied by role type, with the highest response among branch employees. Branch employees and legislative members were invited to participate through their official email addresses. Survey invitations were also distributed to more than 2,000 lobbyists across multiple organizations. Their lower response rate is consistent with response patterns typically observed in similar opt-in surveys in which participation is not guided by a group with direct oversight.

TABLE 1
Survey Participation by Role Type

Role Type	n Size	Response Rate
Overall	651	23%
Branch employees	243	42%
Lobbyists	378	17%
Legislative members	30	35%

Demographic information, including race/ethnicity, gender, and sexual orientation, was collected from participants. All survey items were optional and/or featured a “prefer not to answer” response choice.

To protect confidentiality and ensure meaningful comparisons, no groups with fewer than 30 participants were included in analysis. All data are unweighted. Thus, some groups contribute more than others to overall results. Non-response represents a notable methodological limitation inherent to survey research. Appropriate caution is warranted when interpreting results or drawing generalizations from the data.

Findings

Key Takeaways

- 1 Across all participants, 20% experienced harassment and 22% experienced discrimination at least once in the past five years.
- 2 Retaliation was rare, but reporting rates were low. Fewer than 5% of those who reported an incident faced retaliation. However, only 18% of those who experienced harassment and 11% of those who experienced discrimination said they reported it.
- 3 Participants who felt respected, treated fairly and confident in leadership were less likely to experience prohibited behavior and more likely to report it.
- 4 Compared with Gallup's public administration database, the Oregon State Legislature scored near or below the 25th percentile on key items related to workplace climate.
- 5 Women, people of color, LGBTQ individuals and employees under 40 were more likely to experience prohibited behavior and generally had less positive perceptions of workplace climate.

Note: All data in this report reflect participants' self-reported experiences from the 2024 Oregon Legislature Climate Survey, unless otherwise specified.

Incident Analysis

National Benchmarks for Harassment and Discrimination

To contextualize findings from the Oregon State Legislature, Gallup’s 2018 national study on workplace harassment and discrimination offers a useful point of comparison. Based on a representative sample of 1,937 full-time U.S. employees, the study found that 14% experienced discrimination, 12% experienced nonsexual harassment and 3% experienced sexual harassment in the past year.²

However, when presented with a detailed list of specific behaviors commonly associated with harassment or discrimination, rates increased significantly. After adjustment, 29% of employees indicated experiencing discrimination, while nearly one in three (32%) said they had faced nonsexual harassment. Rates of sexual harassment increased to 17%. Overall, 45% of participants indicated they had experienced at least one form of discrimination or harassment in the prior year. Table 2 illustrates the most frequently experienced forms of each type of prohibited behavior.

TABLE 2
Most Common Forms of Harassment and Discrimination (National Data, 2018)

Nonsexual Harassment	Sexual Harassment	Discrimination
Personal insults (16%)	Inappropriate comments or jokes (12%)	Age (11%)
Intimidation (12%)	Uncomfortable comments about one’s physical appearance (10%)	Gender (9%)
Inappropriate jokes or comments (11%)	Other unlisted forms of sexual harassment (3%)	Race or ethnicity (8%)
Inappropriate public criticism of work (10%)	Attempts to establish a romantic or sexual relationship despite efforts to discourage it (2%)	Political views (7%)
Inappropriate remarks about physical appearance (8%)	Being touched in a way that made the respondent uncomfortable (2%)	Personal appearance (6%)

2 2018 National Gallup Panel™ Study of Reports of Discrimination and Harassment. Not based on Oregon State Legislature data.

Demographic analysis of the 2018 data revealed that certain groups, often with overlapping characteristics, were more likely to experience prohibited behavior. These risk factors were intersectional: Individuals with multiple demographic characteristics associated with risk faced a heightened likelihood of experiencing discrimination or harassment. For instance, women and employees under 40 were significantly more likely to experience both sexual and nonsexual harassment, with women under 40 facing particularly elevated rates.

The table below highlights which groups were most likely to experience each type of prohibited behavior. Across all categories, women consistently showed higher rates. Additional factors such as age, marital status, income level, education and race/ethnicity also correlated with increased risk, depending on the specific form of prohibited behavior.

TABLE 3
Demographic Groups Most Likely to Experience Harassment and Discrimination
(National Data, 2018)

Nonsexual Harassment	Sexual Harassment	Discrimination
Women	Women	Women
Household income <\$100k	Not married	Not married
POC	Bachelor’s or higher education	Household income <\$100k
Bachelor’s or higher education	Under 40 years	POC
Under 40 years		Postgraduate education
		Under 40 years

While the Oregon Legislature survey did not collect information on income, education or marital status, Gallup’s nationally representative data show that these characteristics are often associated with increased risk of experiencing prohibited behavior in the workplace. The national patterns reinforce that certain groups are more likely to encounter such behavior, aligning with trends observed in the Oregon data. These findings highlight the importance of considering intersecting identities when evaluating workplace climate.

Harassment

OVERALL PREVALENCE OF HARASSMENT

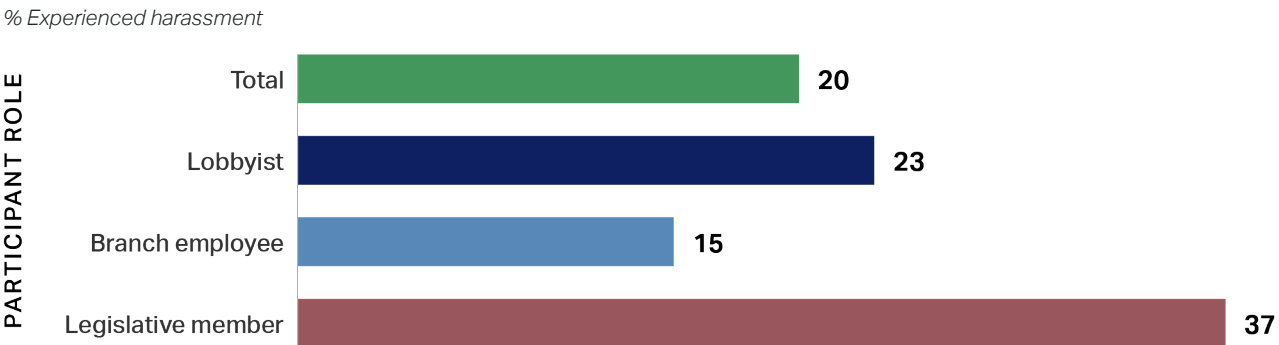
One in five participants (20%) indicated they experienced harassment at least once in the past five years at the Oregon State Legislature.

FIGURE 1
Frequency of Harassment Experiences in the Last Five Years



Harassment rates varied by role. Legislative members were significantly more likely than other groups to experience harassment, with 37% indicating they had at least one incident in the past five years — more than double the rate experienced by branch employees (15%).

FIGURE 2
Rate of Having a Harassment Experience in the Last Five Years by Participant Role



Most Recent Harassment Incidents

Participants who experienced harassment were asked to provide more information about their most recent incident. Some of the 130 participants selected more than one type, totaling 163 selections, indicating that many experienced multiple forms during a single event or across a short timeframe.

Participants most commonly identified harassment types that fell outside the predefined categories of disability-related, religious, racial, LGBTQ or sexual harassment. This “other” category emerged as the most frequently cited across roles. While no legislative members indicated recent sexual harassment, it remained the second most indicated category among branch employees and lobbyists.

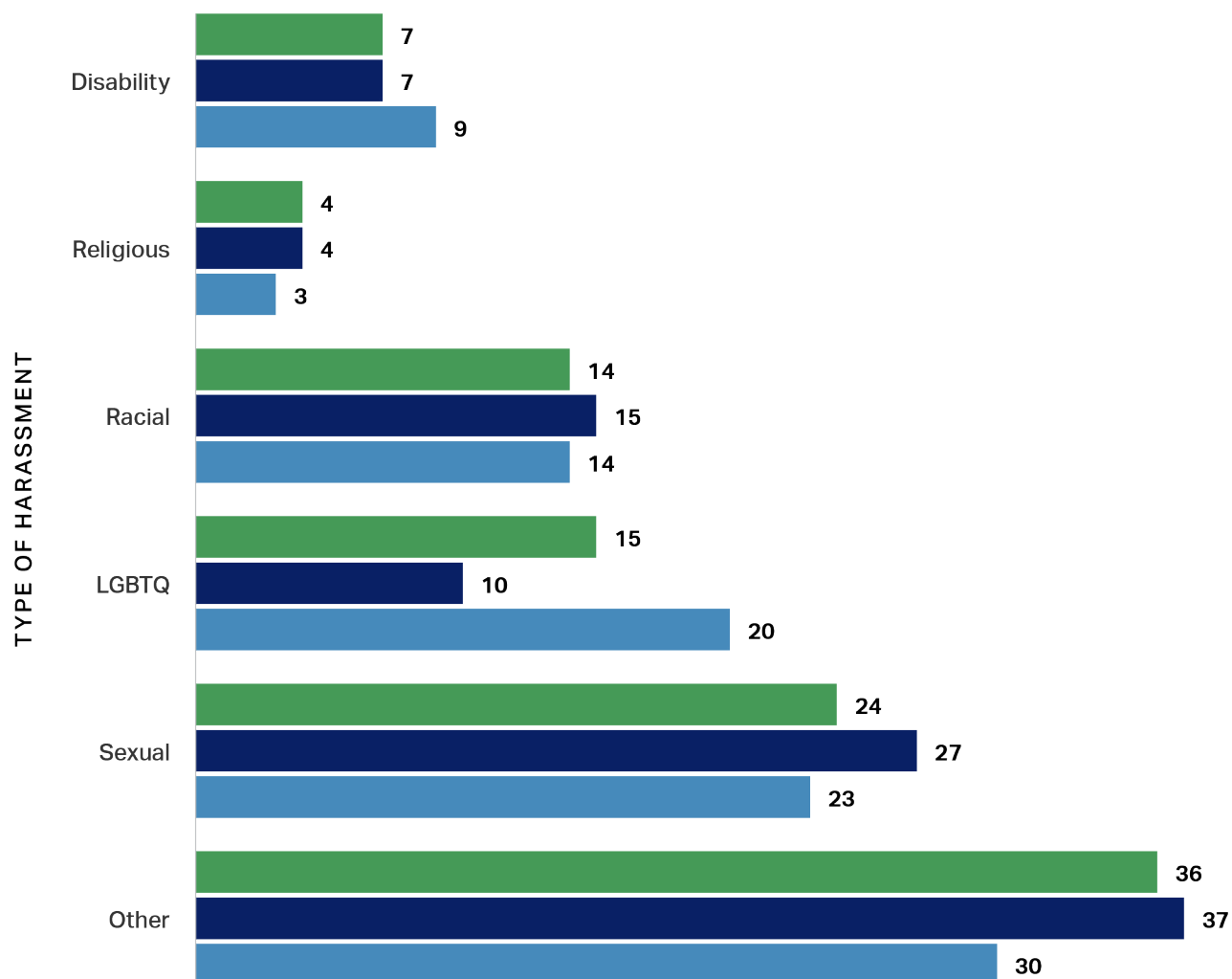
FIGURE 3

Most Recent Harassment Type by Participant Role

% of most recent harassment incidents

Participants' role at the time of incident

■ Total ■ Lobbyist ■ Branch employee



Note: Analysis for legislative members was not included, as less than 30 participating legislative members had an experience with harassment.

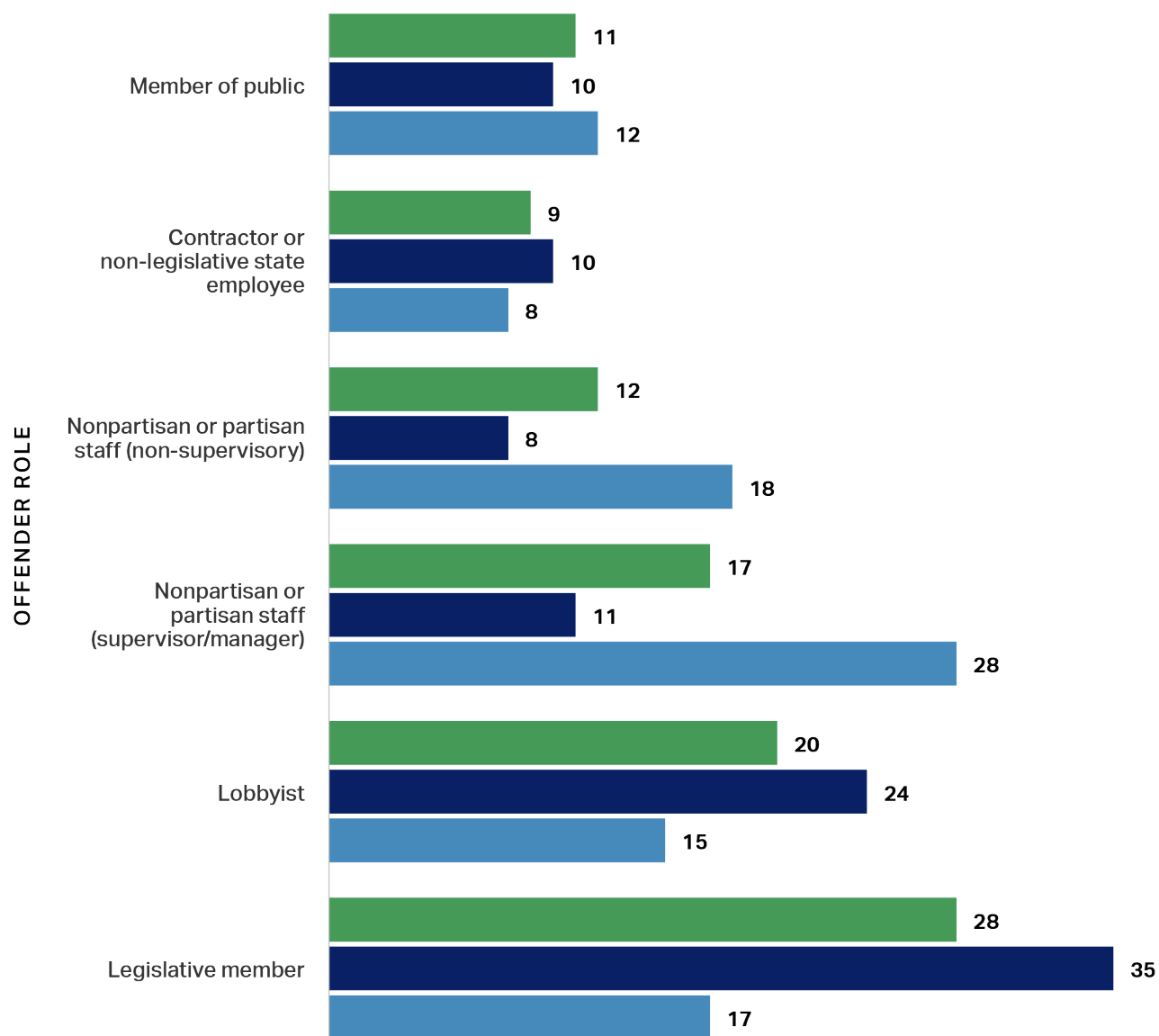
When asked who committed the most recent act of harassment, participants identified offenders 218 times. Legislative members were the most commonly cited offenders overall (28%). However, patterns varied by role: Branch employees were most likely to indicate being harassed by supervisory (28%) or nonsupervisory (18%) staff. Lobbyists (24%) and legislative members (27%) often identified being harassed by lobbyists.

FIGURE 4**Most Recent Harassment Offender Role by Participant Role**

% of most recent harassment incidents

Participants' role at the time of incident

■ Total ■ Lobbyist ■ Branch employee

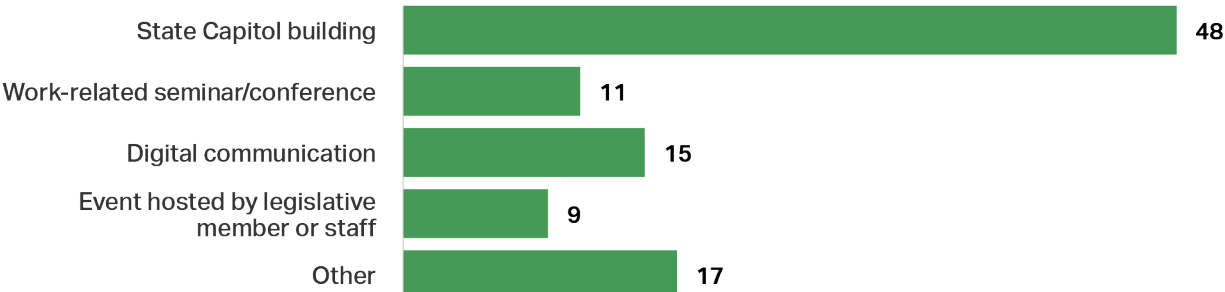


Note: Responses of "Unknown" not shown. Analysis for legislative members was not included, as less than 30 participating legislative members had an experience with harassment.

Participants also shared the locations where their most recent harassment incident occurred, identifying a total of 183 distinct instances. The State Capitol building emerged as the most common setting across all groups, followed by other locations and digital communication.

FIGURE 5
Most Recent Harassment Location

% of most recent harassment incidents



Discrimination

OVERALL PREVALENCE OF DISCRIMINATION

Just over one in five survey participants (22%) experienced discrimination or differential treatment on the basis of membership in a protected class within the past five years, representing 135 individuals. Legislative members and lobbyists indicated slightly higher rates of discrimination (25%) compared to branch employees (15%).

FIGURE 6
Frequency of Discrimination Experiences in the Last Five Years



Note: Percentages may sum to 100% +/-1 due to rounding.

FIGURE 7
Rate of Having a Discrimination Experience in the Last Five Years by Participant Role



MOST RECENT DISCRIMINATION EXPERIENCES

When asked to describe the most recent instance of discrimination they experienced, 135 participants detailed a total of 220 specific discrimination types. Among lobbyists and branch employees, sex-based discrimination was cited most frequently. Participants described these incidents as embedded in everyday workplace dynamics rather than isolated events. In an open-ended comment, one respondent noted that such discrimination was “not ‘exceptional’ but mundane,” describing situations where women were less frequently included in key conversations or decision-making or were expected to take on administrative tasks that fell outside their role.

Discrimination on the basis of age and race was the second and third most common, respectively, though by a significant margin. Subgroup analysis indicated age-based discrimination was more common for those under 40. Across all groups, sexual orientation or gender identity was the fourth most common basis.

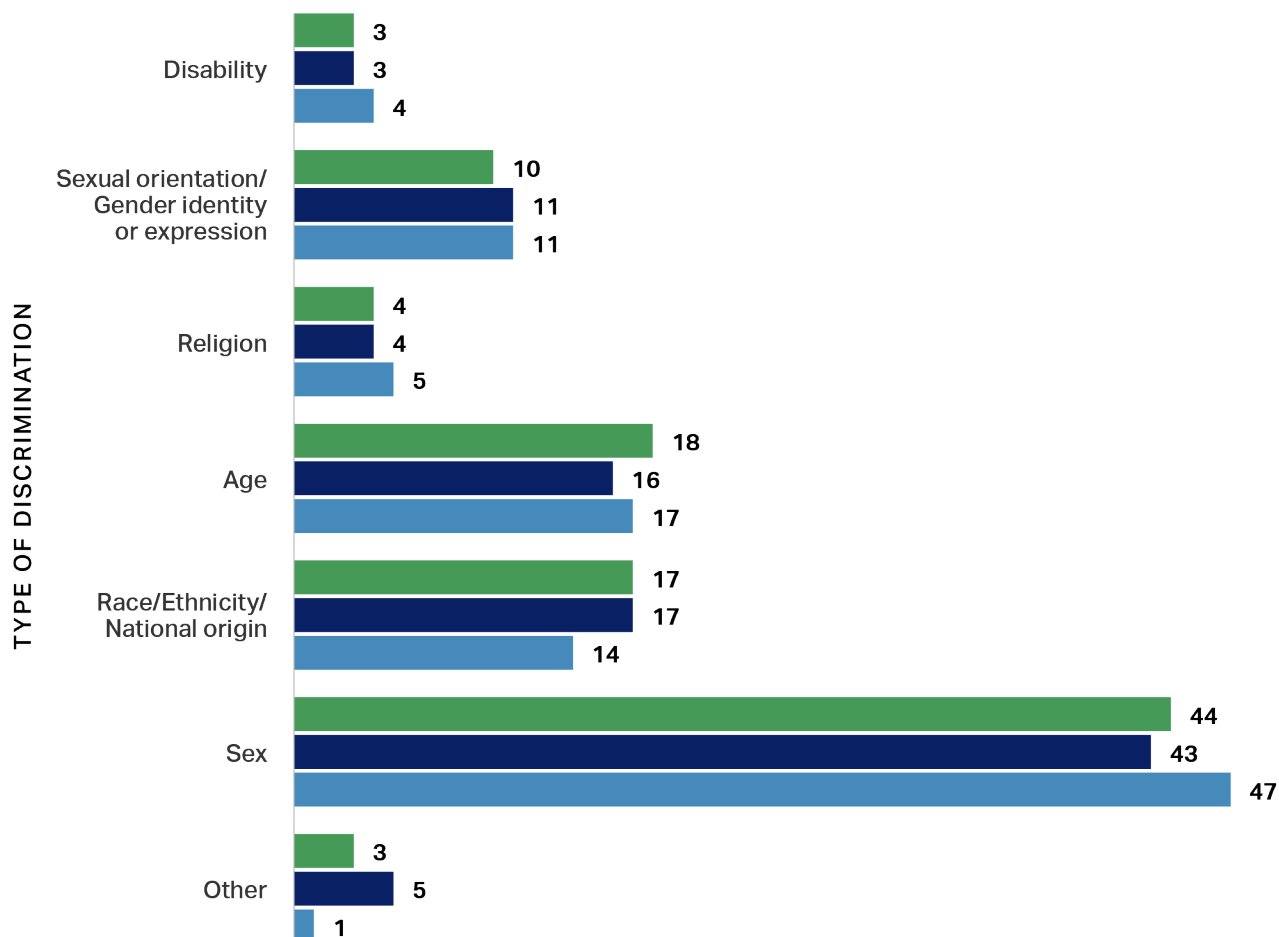
FIGURE 8

Most Recent Discrimination Type by Participant Role

% of most recent discrimination incidents

Participants' role at the time of incident

■ Total ■ Lobbyist ■ Branch employee

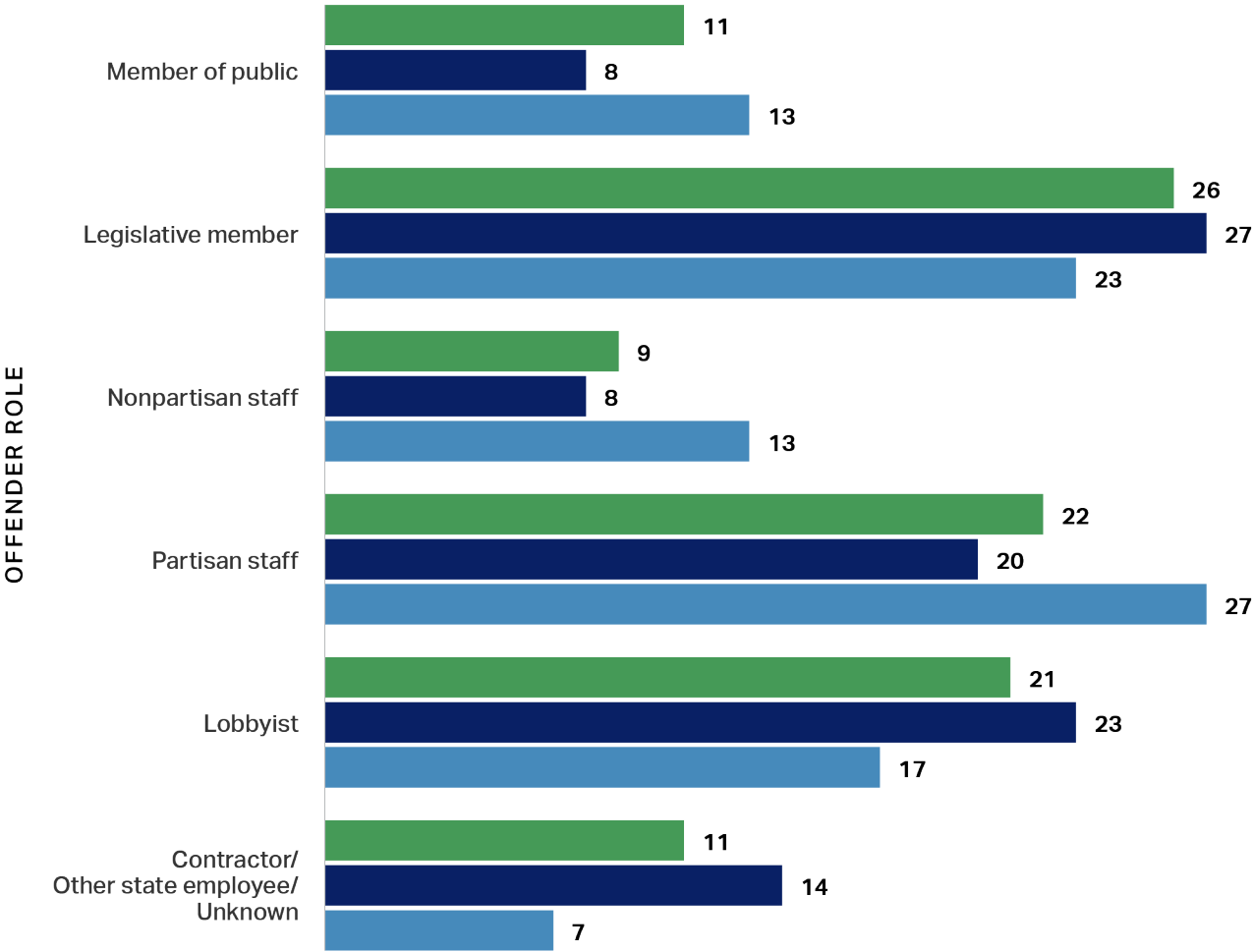


Note: Analysis for legislative members was not included, as less than 30 participating legislative members had an experience with discrimination.

Participants identified 222 offenders responsible for their most recent discrimination incidents. Legislative members were most frequently cited as the source of discrimination overall, although patterns again differed by role. Branch employees most often indicated that they experienced discrimination from partisan and nonpartisan staff members. Lobbyists experienced relatively high rates of discrimination from other lobbyists (23%).

FIGURE 9
Most Recent Discrimination Offender Role by Participant Role

% of most recent discrimination incidents
Participants' role at the time of incident
■ Total ■ Lobbyist ■ Branch employee



Note: Analysis for legislative members was not included, as less than 30 participating legislative members had an experience with discrimination.

These findings highlight the complexity of harassment and discrimination at the Oregon State Legislature. While overall rates align with national trends, certain patterns, such as the role of legislative members in both experiencing and committing prohibited behavior, suggest distinct cultural dynamics. The variation in incident types, locations and sources also underscores the importance of tailored interventions that account for the unique structures and relationships within the Legislature.

Incident Reporting and Retaliation

National Benchmarks for Reporting

Understanding the context of incident reporting at the Oregon State Legislature begins with a look at national trends. According to nationally representative 2024 Gallup research, 23% of U.S. employees saw or had first-hand knowledge of unethical behavior in their workplace within the previous 12 months.³ Notably, while unethical behavior captured in this research does include harassment, discrimination and retaliation, it is an umbrella term that also captures behaviors such as financial misconduct, protocol violations and theft.

Despite the prevalence of such behavior, fewer than half (43%) of those in Gallup's national sample who personally experienced unethical conduct went on to report it. Most often, employees felt that reporting would not make a difference, with 22% citing the belief that no action would be taken. Another 20% named fear of retaliation as their primary concern. Additional insights revealed a general lack of trust in the reporting process. Nine percent of participants chose not to report because of a previous negative experience with reporting, while another 9% were uncertain whether what they experienced actually qualified as a violation.

³ <https://www.gallup.com/workplace/648770/unethical-behavior-goes-unreported-unresolved.aspx>

Reporting Rates and Disclosure Patterns

Within the Oregon State Legislature, patterns of reporting incidents of harassment and discrimination fall below national trends of underreporting for unethical behavior. Just 18% of individuals who had been harassed said they reported it. For those who experienced discrimination, reporting was even less common, with only 11% choosing to formally report the incident.

Due to the low number of participants with a reporting experience, analysis of reporting patterns was limited.

Survey participants most commonly reported harassment and discrimination to their supervisor. Roughly one in four participants formally reported their experience to the LEO or an investigator. In some cases, participants also reported experiences with prohibited behavior to HR, a legislative member or another source.

Evaluation of reporting of harassment and discrimination at the Oregon State Legislature highlights opportunity for improvement. Only 36% of participants who disclosed harassment said they were satisfied with the outcome of their report. Among those who disclosed discrimination, just 14% expressed the same. These low satisfaction rates may further discourage others from coming forward, particularly when trust in the process is already limited.

To better understand why individuals chose not to disclose incidents, participants who had experienced prohibited behavior but had not formally reported it were asked to share their reasons through open-ended survey items.

Among those who experienced harassment but did not disclose it, fear of retaliation was the most common concern, cited by 24% of participants. Others felt that speaking up would not result in meaningful change (21%) or was not worth the potential disruption to their work environment (12%).

For discrimination, similar themes emerged. Fewer cited retaliation directly, but doubts about the usefulness of reporting (15%), potential disruption (15%) and perceptions that the issue was not severe enough (12%) were common.

Participants described a range of fears from direct retaliation, such as job consequences, to subtler risks like damaged relationships and social labeling. One participant explained, "Reporting would not improve my working environment and would make it harder to find future employment within the building." Others expressed concern about being seen as a "problem," contributing to the "rumor mill" or being labeled as "too sensitive, woke, a DEI warrior, etc.," with potential consequences for their professional credibility and access to key conversations, decision-making spaces and information critical to their work.

In many cases, this fear was shaped not by personal experience, but by observing what happened to others. As one participant noted, "Others who have reported bad behavior in the past have had their reputations tarnished and careers sidelined."

Distrust in the process was another common theme. Some participants believed disclosure would either make no difference or worsen the situation. One wrote, "Nothing would happen except I now report to someone who knows I said something about their bullying behavior." Another said simply: "There is no upside to reporting. It's better to just push through it."

Some participants said they didn't disclose because they viewed the incident as too minor. As one described it, "The infractions were small enough that it was not worth my energy." Another worried that too many small complaints might "lessen the impact of larger issues."

Retaliation

While fear of retaliation was one of the most frequently cited reasons for not reporting incidents of harassment or discrimination, relatively few participants indicated actually experiencing retaliation after doing so. This disconnect between perceived and actual risk may reflect the power of organizational culture, where even isolated stories or observed outcomes can shape the broader sense of psychological safety around speaking up.

FIGURE 10
Frequency of Retaliation Experiences in the Last Five Years



Note: Percentages may sum to 100% +/-1 due to rounding.

Although only a small percentage of employees said they were retaliated against for filing a report or participating in an investigation, the possibility of retaliation clearly plays an outsized role in decision-making. In environments where trust in leadership or reporting processes is lacking, employees may assume retaliation is likely, even if such outcomes are rare in practice.

Participant input regarding reporting behavior and retaliation reveals a climate in which employees often weigh the risks of coming forward against a perceived lack of meaningful outcome. Reporting rates remain low, and even among those who do choose to report, satisfaction with the process is limited. Fear of various forms of retaliation, whether based on personal experience or observed consequences, further discourages individuals from reporting incidents of harassment and discrimination.

While these patterns are not unique to the Oregon State Legislature, they also highlight distinct contextual factors that influence reporting decisions, including the Legislature’s organizational structure and the high level of public visibility surrounding its operations. Together, these findings shed light on the broader culture at the Capitol and lay the groundwork for deeper exploration of workplace climate.

Workplace Climate and Culture

Gallup’s nationally representative 2018 research on harassment and discrimination in the workplace highlights the foundational role that workplace climate plays in an employee’s risk of experiencing prohibited behavior. Among U.S. employees, those who disagreed with the statement, “At work, I am treated with respect,” were over three times as likely to experience nonsexual harassment or discrimination, and more than twice as likely to endure sexual harassment.⁴ These findings underscore the close link between workplace culture and ethical behavior.

TABLE 4
Respect at Work and Harassment and Discrimination Incidents (National Data, 2018)

I Am Treated With Respect	Rate of Experiencing Nonsexual Harassment	Rate of Experiencing Sexual Harassment	Rate of Experiencing Discrimination
Agree or strongly agree	26%	14%	22%
Disagree or strongly disagree	81%	38%	72%

4 2018 National Gallup Panel™ Study of Reports of Discrimination and Harassment. Not based on Oregon State Legislature data.

At the Oregon State Legislature, 81% of participants said they agree or strongly agree that they are treated with respect at work. The mean score on this item (4.11) places the Legislature in the 29th percentile of Gallup’s Public Administration database.⁵ In other words, relative to similar public institutions, perceptions of respect at the Capitol are lower than average.

Two other items in Gallup’s research have also been found to strongly correlate with the prevalence of harassment and discrimination in organizations:

- “If I raised a concern about ethics and integrity, I am confident leadership would do what is right.”
- “Everyone at the State Capitol is treated fairly regardless of ethnic background, race, gender, age, disability or other differences not related to job performance.”

Compared with peer organizations, the Legislature’s scores on these two items fell within the bottom 12% and 9% of Gallup’s public sector benchmarks, respectively. These results indicate a lack of widespread confidence in both ethical accountability and fair treatment across demographic groups — factors linked to increased organizational risk for harassment and discrimination.

Gallup has found that employee engagement is linked to lower rates of experiencing prohibited behavior. At the Oregon State Legislature, those who faced harassment or discrimination consistently rated engagement and culture items lower than those who had not.

The relationship between workplace climate and prohibited behavior is two-way: Organizations with weak climates are more likely to see harassment and discrimination, while experiencing these events can also erode how individuals view the workplace. Frequent prohibited behavior may reflect deeper cultural issues and contribute to further disengagement.

5 Gallup’s Public Administration (Government) - Executive, Legislative and Other General Government database is a representative database of similar organizations containing 344 organizations and more than 1,200,000 individual respondents.

At the Oregon State Legislature, these dynamics are reflected in the survey data. Individuals who said they experienced harassment, discrimination or retaliation at least once in the past five years had significantly lower engagement and consistently rated the organization’s culture lower across key indicators.

TABLE 5
Correlation Between Harassment, Discrimination and Retaliation Experiences and Cultural Indicators

Experiences With Harassment, Discrimination or Retaliation	Employee Engagement		I Am Treated With Respect		Confidence in Leadership Response to Ethics/Integrity Concerns		Everyone Treated Fairly	
	n Size	Mean	n Size	Mean	n Size	Mean	n Size	Mean
None	446	4.31	435	4.33	417	3.79	386	3.44
At least one	205	3.82	203	3.64	200	2.81	195	2.65

Note: All items were measured on a five-point scale. Differences in mean scores of 0.20 or greater are considered meaningful for interpretation.

Additional item-level results offer further insight into the areas where trust and inclusion may be lacking. The lowest-scoring item across the entire survey was: “I trust leaders at the State Capitol to be fair to everyone.” Although no benchmark is available for this item, its relative standing within the results suggests that trust in leadership fairness is a significant concern for many participants.

Another item of concern was: “The State Capitol treasures diverse opinions and ideas.” This item ranked lower than 92% of organizations in Gallup’s public sector database. This low score suggests that employees may not feel comfortable expressing dissenting views or challenging the status quo, an environment that can also discourage individuals from reporting harassment or discrimination. Open-ended responses reflected this connection, with participants describing concerns about being seen as a “problem” or damaging key relationships if they chose to speak up about their experiences.

A full table of item-level results that reflect the climate at the Oregon State Legislature can be found in the Appendix.

Perceptions of respect, fairness, ethical leadership and openness to diverse perspectives provide meaningful insight into how employees regard the organizational climate at the Oregon State Legislature. While most participants agreed they are treated with respect, scores related to leadership trust, fair treatment and valuing of diverse opinions were notably lower. These results suggest that some employees may not feel fully supported and are at higher risk of experiencing prohibited behavior.

Gallup research reinforces that perceptions of organizational leadership and ethical behavior are shaped by everyday leadership, not just policy. Managers who model ethical behavior, respond to issues and foster open dialogue create environments where misconduct is less likely and employees are more likely to disclose when it occurs. These findings help contextualize the survey results at the State Capitol and underscore the importance of workplace culture in shaping how employees view ethics, accountability and psychological safety.

Differences by Demographic Group

Understanding how experiences differ across demographic groups is critical to fully assessing the climate at the Oregon State Legislature. Survey results show that women, people of color, individuals under 40 and members of the LGBTQ community are significantly more likely than their counterparts to indicate having experienced harassment, discrimination or retaliation at least once in the past five years. These differences align with research showing that identity-based dynamics not only influence an individual’s risk of experiencing prohibited behavior, but how they perceive the workplace overall.

TABLE 6
Experiences With Harassment, Discrimination or Retaliation in the Last Five Years by Demographic Group

Experienced at Least Once in the Last Five Years (% Yes)	Gender		Race		Age		LGBTQ Membership	
	Women	Men	POC	White	<40	>40	LGBTQ	Straight
Harassment	23%	14%	30%	19%	24%	17%	31%	17%
Discrimination	27%	12%	40%	18%	28%	18%	37%	17%
Retaliation	3%	2%	4%	2%	3%	2%	5%	2%
Harassment, discrimination or retaliation	38%	20%	48%	29%	39%	27%	46%	27%

Note: Gender analysis excludes individuals who identified as gender nonconforming or nonbinary due to a sample size below Gallup’s reporting threshold of 30 individuals. Similarly, racial and ethnic categories were combined under “people of color” for reportability. These aggregations do not reflect a uniform experience but are necessary for anonymity.

Deeper analysis revealed evidence of intersectional impact of group membership on experiences with prohibited behavior. For example, 44% of women under 40 and 46% of women of color have experienced harassment, discrimination or retaliation at least once in the last five years — both higher than the already elevated rate of these incidents for all women.

Participants from high-risk groups were more likely to say their most recent experience was tied to their identity. For example, women were three times more likely than men to classify a most recent incident as sexual harassment. LGBTQ individuals were eight times more likely than straight participants to say their discrimination was related to sexual orientation.

While there was some variance in who committed harassment and discrimination and where recent incidents took place among these demographic groups, these differences largely fell within the margin of error. A full table of the most recent type of harassment and discrimination experienced by demographic subgroups can be found in the Appendix.

Consistent with findings on incident rates, women, people of color, individuals under 40 and LGBTQ employees also generally reflected less favorable perceptions of their work environment.

Differences in perceptions of being treated fairly were especially pronounced. LGBTQ individuals, for example, on average rated this item nearly four-tenths of a point lower than their straight peers, representing a meaningful difference. People of color demonstrated a similar gap in fairness compared to White participants. Scores on "Treated With Respect" were also lower for these groups, though the differences were more modest.

All groups with higher incident rates also had lower mean scores on the "Ethics and Integrity" item, with the exception of women, whose score was comparable to that of men. These differences are likely shaped not only by group identity, but by individuals' direct experiences with harassment, discrimination or retaliation. Having experienced prohibited behavior may reduce confidence that concerns will be addressed appropriately, contributing to greater skepticism about the fairness and ethical accountability of the workplace overall.

Employee engagement, while often linked to perceptions of climate, showed more mixed patterns when viewed through a demographic lens. Women and LGBTQ individuals reported higher engagement than their counterparts, despite also experiencing higher rates of prohibited behavior. Overall, such experiences are associated with lower engagement at the Oregon State Capitol. However, engagement is a time-sensitive outcome shaped by many aspects of the work experience. Because most individuals within these groups did not report experiencing prohibited behavior, group-level engagement scores remain comparatively high.

TABLE 7
Mean Score on Key Climate Indicators by Demographic Group

Climate Indicator Item (Mean Score)	Gender		Race		Age		LGBTQ Membership	
	Women	Men	POC	White	<40	>40	LGBTQ	Straight
Employee Engagement	4.28	4.11	4.08	4.21	4.15	4.25	4.30	4.18
I Am Treated With Respect	4.14	4.15	4.01	4.14	4.02	4.18	4.04	4.19
Confidence in Leadership Response to Ethics/Integrity Concerns	3.55	3.49	3.33	3.55	3.43	3.55	3.32	3.60
Everyone Treated Fairly	3.31	3.48	3.09	3.43	3.24	3.45	3.08	3.46

Note: All items were measured on a five-point scale. Differences in mean scores of 0.20 or greater are considered meaningful for interpretation.

Patterns in this section point to a workplace that is not experienced uniformly. Differences in perceived fairness and respect were the clearest dividing lines between groups, suggesting that identity shapes not only the likelihood of experiencing prohibited behavior, but also how the broader culture is felt and understood. These same groups faced higher rates of prohibited behavior but were also less likely to formally disclose those incidents and consistently rated the organizational climate more negatively.

Appendix

Additional Tables

TABLE 8
Organizational Climate Items Total and by Participant Role

Item	Total		Mean		
	Total Mean	Total Percentile	Branch Employee	Lobbyist	Legislative Member
At the State Capitol, I am treated with respect.	4.11	29th	4.23	4.02	4.23
At the State Capitol, I feel comfortable being myself.	3.65	10th	3.78	3.54	4.03
At the State Capitol, we are direct and honest in all our communications.	3.30	16th	3.53	3.15	3.21
Diversity and inclusiveness issues are openly discussed at the State Capitol.	3.58	*	3.69	3.51	3.52
Everyone at the State Capitol is treated fairly regardless of ethnic background, race, gender, age, disability or other differences not related to job performance.	3.37	9th	3.65	3.20	3.22
Good performance is adequately recognized and rewarded at my institution.	3.64	39th	3.64	*	*
I believe that I have adequate opportunities for career advancement at my institution.	3.43	30th	3.43	*	*
I trust leaders at the State Capitol to be fair to everyone.	3.15	*	3.34	3.00	3.55
If I raised a concern about ethics and integrity, I am confident leadership would do what is right.	3.47	12th	3.77	3.26	3.59
My colleagues are committed to improving racial justice or equality at the State Capitol.	3.61	*	3.72	3.55	3.63

Item	Total		Mean		
	Total Mean	Total Percentile	Branch Employee	Lobbyist	Legislative Member
The State Capitol makes business decisions and creates programs that reflect their commitment to racial justice, equity and inclusion.	3.42	*	3.56	3.34	3.30
The State Capitol recruiting and hiring practices are fair and unbiased.	3.57	*	3.58	*	3.46
The State Capitol treasures diverse opinions and ideas.	3.22	8th	3.51	3.03	3.20
There is a commitment to excellence at the State Capitol.	3.59	16th	3.91	3.36	3.80

Note: All items were measured on a five-point scale. Differences in mean scores of 0.20 or greater are considered meaningful for interpretation
Percentiles based on Gallup's Public Administration (Government) Workgroup Level Database (2019-2023)

*Data suppressed or not available

TABLE 9**Most Recent Harassment Discrimination Type by Demographic Group**

	Gender		Age		LGBTQ Membership	
	Women	Men	<40	>40	LGBTQ	Straight
Type of most recent harassment (% of recent incidents within group)						
Other	34%	40%	24%	41%	19%	40%
Disability	5%	9%	7%	6%	12%	5%
Religious	2%	9%	3%	5%	2%	6%
Racial	10%	18%	13%	15%	6%	17%
LGBTQ	15%	13%	24%	10%	35%	7%
Sexual	33%	11%	29%	23%	27%	25%
Type of most recent discrimination (% of recent incidents within group)						
Other	4%	5%	3%	4%	3%	5%
Disability	2%	2%	4%	1%	7%	1%
Sexual orientation/Gender identity or expression	5%	14%	13%	7%	24%	3%
Religion	0%	16%	5%	3%	1%	6%
Age	19%	21%	18%	20%	19%	17%
Race/Ethnicity/National origin	14%	28%	17%	16%	9%	21%
Sex	58%	14%	40%	50%	37%	48%

Note: Gender analysis excludes individuals who identified as gender nonconforming or nonbinary due to a sample size below Gallup's reporting threshold of 30 individuals. Analysis by race was not included, as less than 30 participants who identify as a person of color had an experience with harassment or discrimination.

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