

# ANNUAL EMPLOYEE SURVEY RESULTS

The U.S. Office of Government Ethics (OGE) strives for continuous improvement and uses feedback from the Federal Employee Viewpoint Survey to build a better workplace.

**79** percent of OGE employees participated in the survey.

This report highlights what OGE employees have identified as areas of strength, along with areas that present opportunities for improvement.

The 2021 results show that OGE continues to have a highly engaged workforce. OGE scored **89%** on the Employee Engagement Index, reflecting strong scores in each of the three subfactors: Leaders Lead, Supervisors, and Intrinsic Work Experience as shown in the box to the left. OGE also scored highly on the Global Satisfaction Index (**85%**). This index is a combination of employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work.

The results also indicate a strong culture of performance and customer service. For example, **97.5%** of respondents strongly agreed or agreed that they know how their work relates to the agency's goals and **97%** of respondents strongly agreed or agreed that their work unit meet the needs of OGE's customers.

Below are the top three survey items (out of 43) that were identified as strengths (65% positive or more). **No survey items were identified as a challenge (35% negative or more).**<sup>i</sup>

## TOP THREE STRENGTHS

I know how my work relates to the agency's goals. (Q.7)

- **97.5%** positive
- **2.5%** neutral
- **0%** negative

Employees in my work unit produce high-quality work. (Q.16)

- **97.5%** positive
- **2.5%** neutral
- **0%** negative

Employees in my work unit adapt to changing priorities. (Q.17)

- **97.5%** positive
- **0%** neutral
- **2.5%** negative

## LEADERS LEAD

Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation.

**2021=83%**

## SUPERVISORS

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support.

**2021=94%**

## INTRINSIC WORK EXPERIENCE

Reflects the employees' feelings of motivation and competency relating to their role in the workplace.

**2021 =89%**

## COVID-19 PANDEMIC

In addition, OGE's results show that a majority of respondents positively rated their experience with senior leaders and supervisors during the ongoing COVID-19 pandemic. Notably, **more than 90%** of respondents strongly agreed or agreed that senior leaders:

- demonstrated commitment to employee health and safety;
- supported policies and procedures to protect employee health and safety; and
- effectively communicated about what to expect with the return to the physical worksite.

Additionally, more than 90% of respondents strongly agreed or agreed that supervisors:

- showed concern for the employees' health and safety;
- supported the employees' efforts to stay healthy and safe while working; and
- created an environment where the employee can voice their concerns about staying healthy and safe.

Below are the survey items that had the largest increases and decreases in percent positive since the 2020 survey.

### **INCREASED THE MOST**

In my work unit, differences in performance are recognized in a meaningful way. (Q.12) +13

How satisfied are you with the information you receive from management on what's going on in your organization? (Q.40) +12

### **DECREASED THE MOST**

I feel encouraged to come up with new and better ways of doing things. (Q.2) -9.5

In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.32) -9

Senior leaders demonstrate support for Work-Life programs. (Q.38) -8

Below are the responses to each of the survey items.

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<sup>i</sup>Note: Numbers are rounded to the nearest whole number.



Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	87.8%	50.5%	37.3%	4.1%	6.3%	1.8%	8.1%	26	19	2	3	1	51	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	79.7%	48.7%	31.0%	11.7%	8.6%	0.0%	8.6%	25	16	6	4	0	51	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	84.0%	43.0%	41.0%	13.9%	2.1%	0.0%	2.1%	22	21	7	1	0	51	N/A
4	I know what is expected of me on the job.	Agree-disagree	96.5%	58.4%	38.0%	3.5%	0.0%	0.0%	0.0%	30	19	2	0	0	51	N/A
5	*My workload is reasonable.	Agree-disagree	69.9%	31.5%	38.4%	7.4%	15.4%	7.3%	22.7%	16	19	4	8	4	51	0
6	*My talents are used well in the workplace.	Agree-disagree	87.0%	45.7%	41.4%	8.4%	0.0%	4.6%	4.6%	22	20	4	0	2	48	0
7	*I know how my work relates to the agency's goals.	Agree-disagree	97.5%	74.0%	23.6%	2.5%	0.0%	0.0%	0.0%	38	12	1	0	0	51	0
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	79.2%	51.7%	27.5%	12.4%	6.0%	2.5%	8.5%	26	14	6	3	1	50	1
9	*The people I work with cooperate to get the job done.	Agree-disagree	96.1%	62.3%	33.8%	3.9%	0.0%	0.0%	0.0%	33	17	2	0	0	52	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	63.5%	35.0%	28.5%	24.7%	5.4%	6.4%	11.8%	13	10	9	2	2	36	16
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	77.3%	33.4%	43.9%	9.7%	2.4%	10.6%	13.0%	13	17	4	1	4	39	13
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	88.1%	57.4%	30.7%	10.1%	1.8%	0.0%	1.8%	30	16	5	1	0	52	0
14	Employees in my work unit meet the needs of our customers.	Always-never	97.4%	63.3%	34.1%	2.6%	0.0%	0.0%	0.0%	31	17	1	0	0	49	3
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	97.4%	79.2%	18.2%	2.6%	0.0%	0.0%	0.0%	39	9	1	0	0	49	2
16	Employees in my work unit produce high-quality work.	Always-never	97.5%	71.2%	26.2%	2.5%	0.0%	0.0%	0.0%	36	13	1	0	0	50	1
17	Employees in my work unit adapt to changing priorities.	Always-never	97.5%	76.5%	20.9%	0.0%	2.5%	0.0%	2.5%	38	11	0	1	0	50	1

18	Employees in my work unit successfully collaborate.	Always-never	95.3%	63.2%	32.2%	2.1%	2.5%	0.0%	2.5%	32	16	1	1	0	50	1
19	Employees in my work unit achieve our goals.	Always-never	95.4%	67.6%	27.8%	4.6%	0.0%	0.0%	0.0%	34	15	2	0	0	51	0
20	Employees are recognized for providing high quality products and services.	Agree-disagree	84.2%	45.8%	38.3%	7.6%	5.8%	2.4%	8.2%	24	20	4	3	1	52	0
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	96.1%	67.0%	29.1%	3.9%	0.0%	0.0%	0.0%	33	14	2	0	0	49	2
22	My agency is successful at accomplishing its mission.	Agree-disagree	91.7%	60.4%	31.3%	4.5%	3.8%	0.0%	3.8%	30	16	2	2	0	50	1
23	*I recommend my organization as a good place to work.	Agree-disagree	87.9%	65.9%	22.0%	5.8%	2.0%	4.2%	6.3%	34	12	3	1	2	52	N/A
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	72.9%	40.7%	32.3%	15.8%	7.6%	3.7%	11.3%	21	17	8	4	2	52	0
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	90.5%	69.6%	20.9%	3.9%	3.8%	1.8%	5.6%	36	11	2	2	1	52	0
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	87.7%	69.5%	18.2%	7.8%	2.2%	2.3%	4.5%	34	9	4	1	1	49	2
27	Supervisors in my work unit support employee development.	Agree-disagree	89.8%	76.2%	13.5%	3.9%	2.1%	4.2%	6.3%	38	7	2	1	2	50	1
28	My supervisor listens to what I have to say.	Agree-disagree	96.0%	80.1%	15.9%	2.2%	1.8%	0.0%	1.8%	42	8	1	1	0	52	N/A
29	My supervisor treats me with respect.	Agree-disagree	95.8%	79.4%	16.4%	4.2%	0.0%	0.0%	0.0%	42	8	2	0	0	52	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	94.1%	74.4%	19.7%	0.0%	5.9%	0.0%	5.9%	39	10	0	3	0	52	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	95.9%	68.6%	27.3%	2.2%	1.9%	0.0%	1.9%	36	14	1	1	0	52	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	67.5%	36.8%	30.7%	24.3%	4.4%	3.8%	8.2%	19	16	12	2	2	51	0
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	89.1%	50.2%	38.9%	8.4%	2.5%	0.0%	2.5%	26	20	4	1	0	51	0
34	*Managers communicate the goals of the organization.	Agree-disagree	91.5%	60.1%	31.4%	2.2%	4.4%	1.8%	6.2%	31	16	1	2	1	51	0
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	82.6%	56.0%	26.5%	10.9%	4.6%	1.9%	6.5%	28	13	5	2	1	49	2
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	85.5%	61.8%	23.7%	5.8%	6.7%	2.0%	8.7%	30	11	3	3	1	48	3

37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	83.5%	48.4%	35.1%	8.3%	4.4%	3.8%	8.2%	25	18	4	2	2	51	0
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	83.5%	58.5%	25.0%	10.6%	4.0%	1.9%	6.0%	29	12	5	2	1	49	2
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	81.7%	44.8%	36.9%	14.0%	4.3%	0.0%	4.3%	23	19	7	2	0	51	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	91.3%	53.1%	38.2%	6.2%	0.0%	2.5%	2.5%	27	20	3	0	1	51	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	84.2%	47.1%	37.1%	4.0%	11.7%	0.0%	11.7%	24	19	2	6	0	51	N/A
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	87.9%	52.5%	35.4%	9.6%	2.5%	0.0%	2.5%	26	18	5	1	0	50	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	75.8%	31.7%	44.1%	10.1%	10.2%	4.0%	14.1%	16	22	5	5	2	50	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	88.1%	46.7%	41.4%	7.6%	1.8%	2.5%	4.3%	24	21	4	1	1	51	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: U.S. Office of Government Ethics AES Report, 2021 OPM Federal Employee Viewpoint Survey

**Agency Pandemic Response: Physically Present**

**45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?**

	2021 N	2021 %	2020 N	2020 %
100% of my work time	0	0.0%	1	2.2%
At least 75% but less than 100%	0	0.0%	0	0.0%
At least 50% but less than 75%	0	0.0%	0	0.0%
At least 25% but less than 50%	1	2.2%	0	0.0%
Less than 25%	3	6.9%	6	13.4%
I have not been physically present at my agency worksite during the pandemic	46	90.8%	38	84.4%
<b>Total</b>	<b>50</b>	<b>100.0%</b>	<b>45</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Telework Trends

46. Please select the response that BEST describes your current teleworking schedule .

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
I telework every work day	50	100.0%	45	100.0%	0	0.0%
I telework 3 or 4 days per week	0	0.0%	0	0.0%	1	2.9%
I telework 1 or 2 days per week	0	0.0%	0	0.0%	21	52.3%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%	1	2.3%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	0	0.0%	13	31.1%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	0	0.0%	1	3.1%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0	0.0%	0	0.0%	2	6.1%
I <u>do not</u> telework because I choose not to telework	0	0.0%	0	0.0%	1	2.3%
Total	50	100.0%	45	100.0%	40	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**Pandemic: Employee Supports**

**47. How has your organization supported you during the COVID-19 pandemic?**  
**For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.**

	2021		2021		2021		2021		2020		2020		2020	
	Needed and available to me N	Needed and available to me %	Needed, but not available to me N	Needed, but not available to me %	Not needed by me now N	Not needed by me now %	Needed and available to me N	Needed and available to me %	Needed, but not available to me N	Needed, but not available to me %	Not needed by me now N	Not needed by me now %		
47A. Expanded telework	50	98.1%	0	0.0%	1	1.9%	43	94.9%	1	2.2%	1	2.8%		
47B. Expanded work schedule flexibilities	45	89.9%	1	1.8%	4	8.3%	34	76.9%	1	2.2%	10	20.8%		
47C. Expanded leave policies	32	62.9%	2	3.4%	17	33.6%	15	35.9%	4	8.2%	25	55.9%		
47D. Clear guidance on COVID-19 vaccination protocols	45	89.2%	1	1.7%	5	9.2%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>		
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	11	21.1%	5	9.9%	35	69.1%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>		
47F. Timely communication about possible COVID-19 exposure at my agency worksite	19	38.4%	1	1.8%	31	59.8%	22	50.1%	1	1.9%	22	48.0%		
47G. Social distancing in my agency worksite	13	25.5%	0	0.0%	38	74.5%	16	37.0%	0	0.0%	28	63.0%		
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	17	33.5%	0	0.0%	34	66.5%	14	32.0%	0	0.0%	30	68.0%		
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	14	27.8%	0	0.0%	37	72.2%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>		
47J. A well-ventilated worksite	12	23.3%	2	3.9%	37	72.8%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>		
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	22	43.9%	0	0.0%	28	56.1%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>		

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 "—" indicates that there are no trending results available for the year.  
 Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey



**Pandemic Response: Senior Leaders and Supervisors**

**48. My organization's senior leaders demonstrate commitment to employee health and safety.**

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	41	79.0%	43	93.1%
Agree	8	16.7%	2	4.7%
Neither Agree nor Disagree	2	4.2%	0	0.0%
Disagree	0	0.0%	1	2.2%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— <sup>b</sup>	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>	<b>46</b>	<b>100.0%</b>

**49. My organization's senior leaders support policies and procedures to protect employee health and safety.**

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	41	79.5%	40	87.1%
Agree	9	18.1%	4	8.5%
Neither Agree nor Disagree	0	0.0%	1	2.2%
Disagree	1	2.5%	1	2.2%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	0	— <sup>b</sup>	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>	<b>46</b>	<b>100.0%</b>

**50. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.**

	2021 N	2021 %
Strongly Agree	39	75.5%

Agree	8	16.1%
Neither Agree nor Disagree	2	4.0%
Disagree	1	2.5%
Strongly Disagree	1	1.9%
No Basis to Judge	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>

**51. My supervisor shows concern for my health and safety.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	46	89.6%	35	76.7%
Agree	3	6.1%	9	19.2%
Neither Agree nor Disagree	1	2.5%	2	4.1%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	1	1.8%	0	0.0%
No Basis to Judge	0	— <sup>b</sup>	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>	<b>46</b>	<b>100.0%</b>

**52. My supervisor supports my efforts to stay healthy and safe while working.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	44	91.0%	36	78.9%
Agree	3	6.4%	8	17.0%
Neither Agree nor Disagree	1	2.6%	2	4.1%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
No Basis to Judge	3	— <sup>b</sup>	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>	<b>46</b>	<b>100.0%</b>

**53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.**

	2021	2021	2020	2020
	N	%	N	%
Strongly Agree	43	87.4%	34	77.8%
Agree	4	8.0%	6	12.9%
Neither Agree nor Disagree	0	0.0%	4	9.2%
Disagree	1	2.0%	0	0.0%
Strongly Disagree	1	2.6%	0	0.0%
No Basis to Judge	2	— <sup>b</sup>	2	— <sup>b</sup>
Total	51	100.0%	46	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—<sup>a</sup>" indicates that there are no trending results available for the year.

"—<sup>b</sup>" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Pandemic: Type of Work

**54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?**

	2021	2021	2020	2020
	N	%	N	%
Yes	0	0.0%	0	0.0%
No	50	97.8%	44	97.1%
Other	1	2.2%	1	2.9%
Total	51	100.0%	45	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**Pandemic Response**

**55. My agency's leadership updates employees about return to the worksite planning.**

	<b>2021</b>	<b>2021</b>
	<b>N</b>	<b>%</b>
Strongly Agree	42	81.6%
Agree	7	14.0%
Neither Agree nor Disagree	1	1.9%
Disagree	1	2.5%
Strongly Disagree	0	0.0%
Do Not Know	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>

**56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.**

	<b>2021</b>	<b>2021</b>
	<b>N</b>	<b>%</b>
Strongly Agree	44	85.7%
Agree	5	9.5%
Neither Agree nor Disagree	2	4.9%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>

**57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	37	72.1%	29	66.5%
Agree	10	19.8%	16	33.5%

Neither Agree nor Disagree	3	5.6%	0	0.0%
Disagree	1	2.5%	0	0.0%
Strongly Disagree	0	0.0%	0	0.0%
Do Not Know	0	— <sup>b</sup>	0	— <sup>b</sup>
Total	51	100.0%	45	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—<sup>a</sup>" indicates that there are no trending results available for the year.

"—<sup>b</sup>" indicates that the "Do Not Know" responses are not included in percentage calculations.

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey

**Agency-Specific Questions**

**1. I am afforded opportunities to provide input to improve my organization.**

	<b>N</b>	<b>%</b>
Strongly Agree	26	50.6%
Agree	18	35.4%
Neither Agree Nor Disagree	5	9.7%
Disagree	1	2.5%
Strongly Disagree	1	1.8%
Do Not Know/No Basis to Judge	0	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**2. I had an opportunity to provide input on how I would like to be recognized.**

	<b>N</b>	<b>%</b>
Strongly Agree	23	46.5%
Agree	17	34.9%
Neither Agree Nor Disagree	5	10.2%
Disagree	2	3.9%
Strongly Disagree	2	4.5%
Do Not Know/No Basis to Judge	2	— <sup>b</sup>
<b>Total</b>	<b>51</b>	<b>100.0%</b>

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**3. The Special Emphasis Programs are helpful in learning to appreciate the value of diversity.**

	N	%
Strongly Agree	30	60.8%
Agree	13	25.4%
Neither Agree Nor Disagree	5	9.8%
Disagree	2	4.1%
Strongly Disagree	0	0.0%
Do Not Know/No Basis to Judge	1	— <sup>b</sup>
Total	51	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**4. I believe the All Hands meeting are an effective format for sharing cross-agency information (e.g., Return to 1201, Quarterly).**

	N	%
Strongly Agree	27	53.3%
Agree	12	24.6%
Neither Agree Nor Disagree	4	8.2%
Disagree	6	11.8%
Strongly Disagree	1	2.1%
Do Not Know/No Basis to Judge	1	— <sup>b</sup>
Total	51	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**5. I am familiar with the Government ethics rules that apply to my conduct as an executive branch employee.**

	N	%
Yes	51	100.0%
No	0	0.0%
Total	51	100.0%



**6. If I thought an official action raised a serious ethical concern, I would bring the matter to the attention of an appropriate official.**

	<b>N</b>	<b>%</b>
Strongly Agree	36	69.7%
Agree	12	24.1%
Neither Agree nor Disagree	1	1.9%
Disagree	0	0.0%
Strongly Disagree	2	4.3%
Do Not Know/No Basis to Judge	0	— <sup>b</sup>
Total	51	100.0%

Note: "Do Not Know/No Basis to Judge" responses are not included in percentage calculations.

**7. I know how to contact an ethics official at my agency for assistance in applying the government ethics rules.**

	<b>N</b>	<b>%</b>
Yes	51	100.0%
No	0	0.0%
Total	51	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **U.S. Office of Government Ethics AES Report**, 2021 OPM Federal Employee Viewpoint Survey