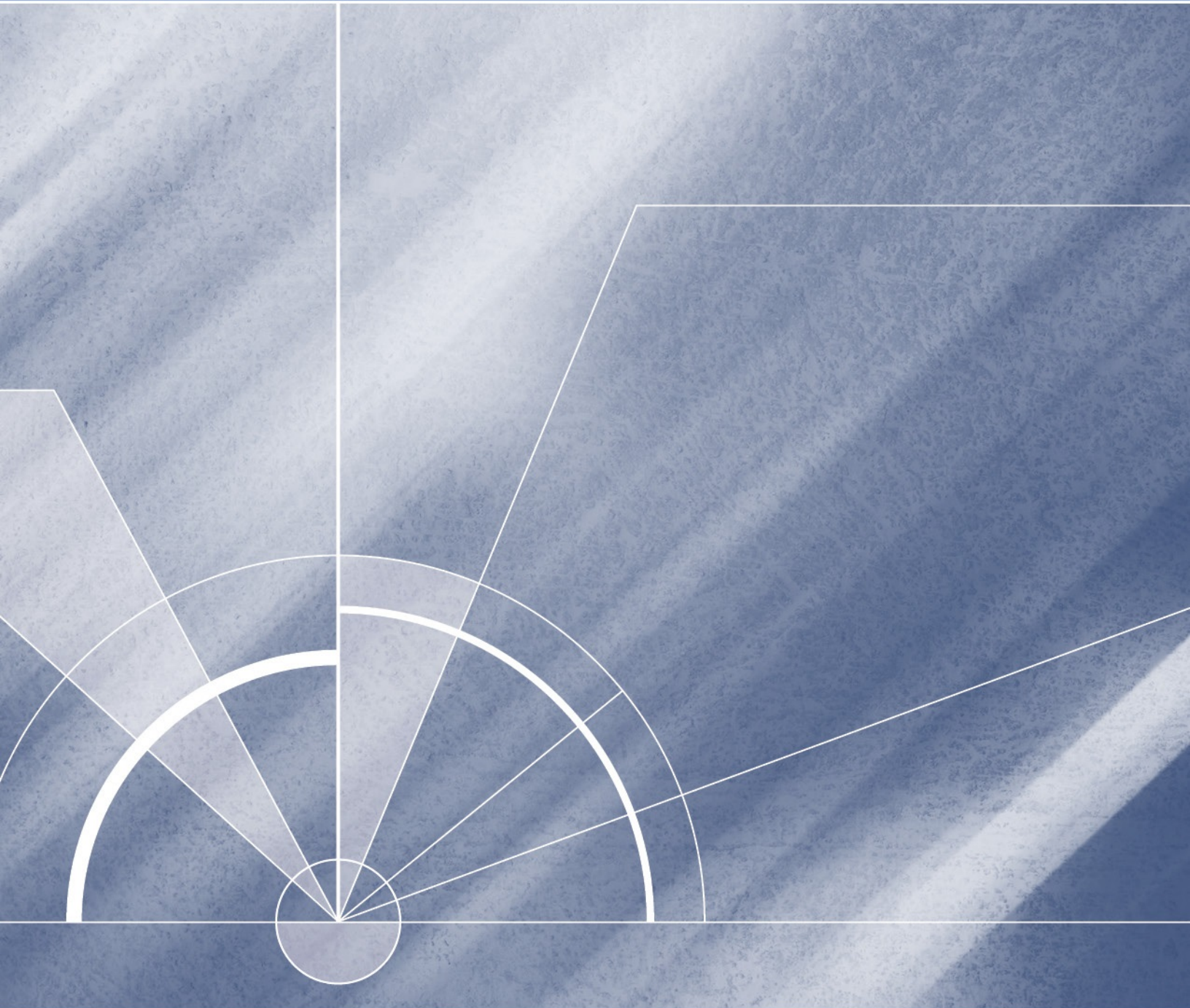


2019

Sexual Orientation
Comparison Report

Department of Commerce



Department of Commerce

Sexual Orientation Comparison Report

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	615,395
Department of Commerce	19,847
Straight, that is not gay or lesbian	17,084
Gay or lesbian, bisexual, or something else	1,016

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

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)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, or *Unaware of Programs* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	611,219	67.2%	15.0%	17.8%
Department of Commerce	19,760	72.9%	14.4%	12.7%
Straight, that is not gay or lesbian	17,012	74.0%	14.1%	11.9%
Gay or lesbian, bisexual, or something else	1,013	69.1%	12.7%	18.2%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Department of Commerce	19,756	76.4%	12.2%	11.4%
Straight, that is not gay or lesbian	17,008	77.6%	11.9%	10.6%
Gay or lesbian, bisexual, or something else	1,011	70.0%	13.2%	16.8%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Department of Commerce	19,705	61.9%	19.0%	19.1%
Straight, that is not gay or lesbian	16,966	63.0%	18.8%	18.2%
Gay or lesbian, bisexual, or something else	1,013	56.2%	18.0%	25.7%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Department of Commerce	19,778	76.5%	13.5%	10.0%
Straight, that is not gay or lesbian	17,026	77.4%	13.2%	9.3%
Gay or lesbian, bisexual, or something else	1,014	73.5%	12.9%	13.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Department of Commerce	19,767	84.0%	11.1%	4.9%
Straight, that is not gay or lesbian	17,021	84.8%	10.7%	4.5%
Gay or lesbian, bisexual, or something else	1,012	79.2%	13.3%	7.5%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Department of Commerce	19,762	84.3%	8.8%	6.9%
Straight, that is not gay or lesbian	17,017	85.4%	8.2%	6.4%
Gay or lesbian, bisexual, or something else	1,009	77.8%	10.8%	11.3%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Department of Commerce	19,783	96.0%	2.8%	1.2%
Straight, that is not gay or lesbian	17,035	96.4%	2.6%	1.1%
Gay or lesbian, bisexual, or something else	1,015	92.6%	4.4%	3.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Department of Commerce	19,797	90.4%	8.1%	1.5%
Straight, that is not gay or lesbian	17,045	91.0%	7.7%	1.3%
Gay or lesbian, bisexual, or something else	1,015	86.5%	9.4%	4.1%

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My Work Experience (continued)

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Department of Commerce	19,687	54.1%	15.1%	30.7%	29
Straight, that is not gay or lesbian	16,952	55.6%	14.9%	29.5%	23
Gay or lesbian, bisexual, or something else	1,011	44.9%	16.5%	38.6%	2

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Department of Commerce	19,700	54.3%	17.8%	27.9%	20
Straight, that is not gay or lesbian	16,961	55.2%	17.6%	27.2%	15
Gay or lesbian, bisexual, or something else	1,011	49.7%	16.5%	33.8%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Department of Commerce	19,573	63.9%	16.8%	19.2%	53
Straight, that is not gay or lesbian	16,851	65.2%	16.6%	18.2%	47
Gay or lesbian, bisexual, or something else	1,005	58.5%	16.3%	25.2%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Department of Commerce	19,726	87.9%	7.5%	4.6%	34
Straight, that is not gay or lesbian	16,981	88.9%	7.0%	4.1%	30
Gay or lesbian, bisexual, or something else	1,013	81.7%	10.8%	7.5%	2

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Department of Commerce	19,721	90.9%	6.6%	2.5%	29
Straight, that is not gay or lesbian	16,978	91.6%	6.2%	2.2%	24
Gay or lesbian, bisexual, or something else	1,012	85.6%	9.1%	5.3%	2

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,747	66.4%	14.0%	19.5%	2,784
Department of Commerce	19,452	74.1%	13.7%	12.2%	354
Straight, that is not gay or lesbian	16,753	75.1%	13.4%	11.5%	297
Gay or lesbian, bisexual, or something else	1,001	67.9%	15.4%	16.7%	14

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Department of Commerce	19,611	75.1%	12.6%	12.3%	166
Straight, that is not gay or lesbian	16,892	76.2%	12.0%	11.8%	135
Gay or lesbian, bisexual, or something else	1,005	72.3%	12.7%	15.0%	7

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Department of Commerce	19,682	87.2%	8.9%	3.9%	60
Straight, that is not gay or lesbian	16,960	87.9%	8.4%	3.7%	48
Gay or lesbian, bisexual, or something else	1,005	82.7%	11.2%	6.1%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Department of Commerce	18,444	68.1%	18.5%	13.4%	1,332
Straight, that is not gay or lesbian	15,912	69.7%	17.9%	12.3%	1,115
Gay or lesbian, bisexual, or something else	938	62.6%	17.6%	19.7%	74

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Department of Commerce	19,562	59.4%	22.2%	18.4%	219
Straight, that is not gay or lesbian	16,847	60.8%	21.7%	17.5%	181
Gay or lesbian, bisexual, or something else	1,003	53.4%	21.8%	24.8%	12

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My Work Experience (continued)

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	601,212	72.0%	12.7%	15.3%	11,466
Department of Commerce	19,464	76.0%	11.7%	12.2%	313
Straight, that is not gay or lesbian	16,792	77.2%	11.3%	11.5%	263
Gay or lesbian, bisexual, or something else	997	71.8%	12.3%	15.9%	18

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Department of Commerce	19,756	81.1%	11.4%	7.5%
Straight, that is not gay or lesbian	17,041	81.8%	11.0%	7.1%
Gay or lesbian, bisexual, or something else	1,015	78.0%	11.6%	10.4%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,463	43.9%	25.2%	30.8%	20,037
Department of Commerce	18,480	52.7%	24.5%	22.8%	1,207
Straight, that is not gay or lesbian	16,037	53.7%	24.3%	22.0%	1,003
Gay or lesbian, bisexual, or something else	939	49.9%	22.2%	27.9%	75

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Department of Commerce	18,391	57.0%	22.6%	20.4%	1,252
Straight, that is not gay or lesbian	15,966	58.4%	22.3%	19.4%	1,031
Gay or lesbian, bisexual, or something else	938	54.8%	19.5%	25.7%	75

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,546	33.7%	28.1%	38.2%	58,203
Department of Commerce	16,775	44.0%	28.9%	27.1%	2,885
Straight, that is not gay or lesbian	14,537	45.0%	28.7%	26.3%	2,483
Gay or lesbian, bisexual, or something else	862	38.4%	26.6%	35.0%	148

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Department of Commerce	18,027	47.5%	27.8%	24.8%	1,648
Straight, that is not gay or lesbian	15,660	48.7%	27.6%	23.7%	1,374
Gay or lesbian, bisexual, or something else	932	40.8%	27.1%	32.1%	83

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Department of Commerce	18,403	60.5%	21.3%	18.3%	1,253
Straight, that is not gay or lesbian	15,991	62.0%	20.8%	17.3%	1,032
Gay or lesbian, bisexual, or something else	953	54.1%	20.3%	25.6%	61

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,075	76.9%	12.4%	10.6%	2,503
Department of Commerce	19,588	78.8%	12.0%	9.2%	97
Straight, that is not gay or lesbian	16,971	79.6%	11.7%	8.7%	74
Gay or lesbian, bisexual, or something else	1,005	74.1%	13.2%	12.7%	10

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Department of Commerce	18,309	61.3%	27.2%	11.5%	1,363
Straight, that is not gay or lesbian	15,891	62.3%	26.9%	10.9%	1,145
Gay or lesbian, bisexual, or something else	937	57.8%	25.6%	16.5%	76

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Department of Commerce	19,661	89.2%	9.1%	1.7%
Straight, that is not gay or lesbian	17,056	89.7%	8.7%	1.6%
Gay or lesbian, bisexual, or something else	1,015	84.4%	12.9%	2.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Department of Commerce	19,375	85.5%	9.4%	5.0%	303
Straight, that is not gay or lesbian	16,822	86.2%	9.1%	4.7%	243
Gay or lesbian, bisexual, or something else	1,001	82.4%	9.9%	7.8%	15

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My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Department of Commerce	18,951	54.5%	22.7%	22.8%	521
Straight, that is not gay or lesbian	16,607	55.7%	22.6%	21.7%	414
Gay or lesbian, bisexual, or something else	979	48.0%	20.3%	31.7%	33

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Department of Commerce	19,121	61.2%	19.3%	19.5%	348
Straight, that is not gay or lesbian	16,755	62.5%	19.0%	18.5%	269
Gay or lesbian, bisexual, or something else	989	55.9%	19.6%	24.5%	24

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Department of Commerce	18,738	47.6%	27.5%	24.9%	648
Straight, that is not gay or lesbian	16,410	48.6%	27.6%	23.8%	543
Gay or lesbian, bisexual, or something else	980	44.1%	21.8%	34.0%	28

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Department of Commerce	18,309	44.3%	25.9%	29.8%	1,152
Straight, that is not gay or lesbian	16,062	45.5%	25.8%	28.6%	958
Gay or lesbian, bisexual, or something else	938	39.9%	22.4%	37.6%	72

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,893	58.7%	27.2%	14.2%	44,578
Department of Commerce	17,614	65.0%	23.7%	11.3%	1,868
Straight, that is not gay or lesbian	15,461	66.1%	23.3%	10.5%	1,583
Gay or lesbian, bisexual, or something else	921	59.3%	21.9%	18.8%	94

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Department of Commerce	18,859	82.1%	11.9%	6.0%	642
Straight, that is not gay or lesbian	16,538	82.9%	11.5%	5.6%	519
Gay or lesbian, bisexual, or something else	972	79.4%	12.0%	8.5%	39

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Department of Commerce	19,121	81.4%	12.5%	6.0%	331
Straight, that is not gay or lesbian	16,755	82.3%	12.0%	5.7%	263
Gay or lesbian, bisexual, or something else	988	75.8%	16.1%	8.1%	23

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Department of Commerce	17,750	64.7%	19.9%	15.4%	1,718
Straight, that is not gay or lesbian	15,592	66.1%	19.6%	14.3%	1,441
Gay or lesbian, bisexual, or something else	914	59.9%	18.9%	21.3%	97

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,380	70.3%	17.5%	12.1%	48,839
Department of Commerce	17,252	76.3%	15.5%	8.2%	2,196
Straight, that is not gay or lesbian	15,191	77.6%	14.9%	7.5%	1,831
Gay or lesbian, bisexual, or something else	884	70.2%	17.3%	12.5%	125

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Department of Commerce	19,038	83.2%	12.8%	4.0%	440
Straight, that is not gay or lesbian	16,696	84.1%	12.2%	3.7%	343
Gay or lesbian, bisexual, or something else	985	76.5%	16.0%	7.5%	30

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My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Department of Commerce	19,471	74.6%	15.6%	9.8%
Straight, that is not gay or lesbian	17,053	76.0%	15.0%	9.0%
Gay or lesbian, bisexual, or something else	1,013	67.3%	15.8%	16.9%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,743	41.3%	26.9%	31.7%	41,714
Department of Commerce	18,112	51.4%	25.3%	23.3%	1,380
Straight, that is not gay or lesbian	15,895	53.2%	25.0%	21.8%	1,175
Gay or lesbian, bisexual, or something else	951	39.5%	27.2%	33.4%	64

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Department of Commerce	19,386	86.2%	7.6%	6.2%	80
Straight, that is not gay or lesbian	17,006	86.9%	7.2%	5.8%	60
Gay or lesbian, bisexual, or something else	1,009	80.5%	9.6%	9.9%	6

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Department of Commerce	19,305	72.6%	15.6%	11.8%	138
Straight, that is not gay or lesbian	16,935	73.7%	15.3%	11.0%	116
Gay or lesbian, bisexual, or something else	1,006	66.6%	16.8%	16.6%	8

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Department of Commerce	19,310	74.3%	13.4%	12.2%	116
Straight, that is not gay or lesbian	16,950	75.5%	13.1%	11.5%	84
Gay or lesbian, bisexual, or something else	1,002	68.8%	14.3%	16.9%	11

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Department of Commerce	17,531	77.2%	16.9%	5.9%	1,884
Straight, that is not gay or lesbian	15,486	77.9%	16.5%	5.6%	1,548
Gay or lesbian, bisexual, or something else	902	73.3%	17.7%	8.9%	111

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,663	67.1%	17.3%	15.6%	3,241
Department of Commerce	19,377	73.1%	15.0%	11.9%	73
Straight, that is not gay or lesbian	17,006	74.1%	14.8%	11.1%	54
Gay or lesbian, bisexual, or something else	1,007	67.8%	14.8%	17.5%	7

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Department of Commerce	19,100	76.6%	13.9%	9.5%	338
Straight, that is not gay or lesbian	16,779	77.5%	13.5%	9.0%	269
Gay or lesbian, bisexual, or something else	989	71.8%	15.5%	12.7%	26

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Department of Commerce	19,430	84.6%	8.2%	7.2%
Straight, that is not gay or lesbian	17,054	85.5%	7.8%	6.7%
Gay or lesbian, bisexual, or something else	1,016	79.4%	9.2%	11.4%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Department of Commerce	19,427	87.7%	6.7%	5.7%
Straight, that is not gay or lesbian	17,055	88.5%	6.3%	5.2%
Gay or lesbian, bisexual, or something else	1,014	82.9%	8.0%	9.1%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Department of Commerce	19,427	90.8%	5.1%	4.1%
Straight, that is not gay or lesbian	17,058	91.2%	4.8%	4.0%
Gay or lesbian, bisexual, or something else	1,015	88.9%	6.0%	5.1%

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My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Department of Commerce	19,423	78.2%	11.4%	10.4%
Straight, that is not gay or lesbian	17,053	79.3%	11.0%	9.7%
Gay or lesbian, bisexual, or something else	1,014	72.6%	12.8%	14.6%

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

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Department of Commerce	19,414	80.0%	12.5%	7.5%
Straight, that is not gay or lesbian	17,059	80.9%	12.1%	7.0%
Gay or lesbian, bisexual, or something else	1,016	75.1%	14.0%	10.9%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Department of Commerce	18,740	48.3%	24.9%	26.8%	582
Straight, that is not gay or lesbian	16,565	49.9%	24.8%	25.4%	488
Gay or lesbian, bisexual, or something else	985	39.3%	23.9%	36.9%	30

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Department of Commerce	17,536	60.8%	23.3%	15.9%	1,756
Straight, that is not gay or lesbian	15,539	62.3%	23.0%	14.7%	1,491
Gay or lesbian, bisexual, or something else	914	50.3%	24.2%	25.5%	100

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Department of Commerce	17,684	74.3%	17.4%	8.3%	1,541
Straight, that is not gay or lesbian	15,669	75.3%	17.0%	7.7%	1,305
Gay or lesbian, bisexual, or something else	923	67.3%	18.5%	14.2%	87

Department of Commerce Sexual Orientation Comparison Report

Leadership (continued)

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Department of Commerce	18,891	70.0%	17.0%	13.0%	361
Straight, that is not gay or lesbian	16,700	71.4%	16.3%	12.3%	299
Gay or lesbian, bisexual, or something else	989	60.7%	20.8%	18.5%	24

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Department of Commerce	17,844	70.8%	18.9%	10.2%	1,424
Straight, that is not gay or lesbian	15,832	72.1%	18.1%	9.7%	1,182
Gay or lesbian, bisexual, or something else	922	62.6%	22.6%	14.7%	93

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Department of Commerce	18,244	60.1%	20.7%	19.2%	1,052
Straight, that is not gay or lesbian	16,151	61.3%	20.5%	18.3%	891
Gay or lesbian, bisexual, or something else	953	52.4%	19.5%	28.2%	62

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Department of Commerce	18,224	63.8%	20.3%	15.8%	1,006
Straight, that is not gay or lesbian	16,126	64.9%	20.1%	15.0%	855
Gay or lesbian, bisexual, or something else	955	55.4%	21.1%	23.5%	60

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,336	62.5%	21.4%	16.1%	31,586
Department of Commerce	17,599	68.1%	19.7%	12.2%	1,693
Straight, that is not gay or lesbian	15,615	69.3%	19.2%	11.5%	1,437
Gay or lesbian, bisexual, or something else	920	60.4%	21.9%	17.7%	96

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,632	57.2%	22.6%	20.2%	8,840
Department of Commerce	18,802	60.5%	22.3%	17.2%	466
Straight, that is not gay or lesbian	16,647	62.0%	21.9%	16.1%	390
Gay or lesbian, bisexual, or something else	990	49.6%	23.6%	26.7%	24

Department of Commerce Sexual Orientation Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work-Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Department of Commerce	17,439	65.6%	21.4%	13.0%	1,838
Straight, that is not gay or lesbian	15,478	66.8%	20.9%	12.3%	1,569
Gay or lesbian, bisexual, or something else	909	56.4%	23.4%	20.2%	104

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Department of Commerce	19,206	56.2%	21.1%	22.7%
Straight, that is not gay or lesbian	17,030	57.5%	20.7%	21.8%
Gay or lesbian, bisexual, or something else	1,014	49.0%	21.8%	29.2%

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

	N	Positive	Neutral	Negative
Governmentwide	584,983	52.3%	22.4%	25.3%
Department of Commerce	19,204	54.7%	22.1%	23.2%
Straight, that is not gay or lesbian	17,026	56.0%	21.9%	22.1%
Gay or lesbian, bisexual, or something else	1,014	46.1%	22.0%	31.9%

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

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Department of Commerce	19,202	59.0%	21.5%	19.4%
Straight, that is not gay or lesbian	17,029	60.3%	21.1%	18.6%
Gay or lesbian, bisexual, or something else	1,013	51.3%	23.7%	25.0%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	584,390	46.8%	28.4%	24.8%
Department of Commerce	19,174	48.8%	29.4%	21.8%
Straight, that is not gay or lesbian	17,009	50.2%	29.0%	20.7%
Gay or lesbian, bisexual, or something else	1,013	39.4%	30.9%	29.7%

Department of Commerce Sexual Orientation Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Department of Commerce	19,174	43.6%	30.1%	26.3%
Straight, that is not gay or lesbian	17,014	44.5%	30.0%	25.5%
Gay or lesbian, bisexual, or something else	1,010	39.8%	26.8%	33.4%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Department of Commerce	19,202	63.2%	20.9%	15.9%
Straight, that is not gay or lesbian	17,029	64.4%	20.5%	15.1%
Gay or lesbian, bisexual, or something else	1,015	55.6%	21.7%	22.7%

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

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Department of Commerce	19,196	73.5%	14.7%	11.8%
Straight, that is not gay or lesbian	17,026	74.9%	14.0%	11.1%
Gay or lesbian, bisexual, or something else	1,015	65.0%	17.8%	17.2%

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

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Department of Commerce	19,203	68.1%	15.4%	16.4%
Straight, that is not gay or lesbian	17,031	69.0%	15.1%	15.9%
Gay or lesbian, bisexual, or something else	1,014	65.3%	15.3%	19.4%

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

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Department of Commerce	19,162	68.0%	18.1%	14.0%
Straight, that is not gay or lesbian	16,996	69.5%	17.4%	13.0%
Gay or lesbian, bisexual, or something else	1,013	58.8%	20.4%	20.8%

Department of Commerce Sexual Orientation Comparison Report

Work-Life

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

	N	Very Infrequently	Telework			
			Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Department of Commerce	19,085	13.4%	6.3%	28.9%	6.6%	22.0%
Straight, that is not gay or lesbian	16,981	13.3%	6.3%	28.9%	6.5%	22.6%
Gay or lesbian, bisexual, or something else	1,014	13.8%	6.4%	29.2%	6.6%	17.0%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Department of Commerce	19,085	6.5%	1.9%	4.3%	10.2%
Straight, that is not gay or lesbian	16,981	6.4%	1.9%	4.2%	9.9%
Gay or lesbian, bisexual, or something else	1,014	7.0%	1.6%	6.2%	12.3%

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Commerce	16,516	81.4%	11.3%	7.3%	1,076	1,385	170
Straight, that is not gay or lesbian	14,724	82.2%	10.9%	6.9%	918	1,232	153
Gay or lesbian, bisexual, or something else	858	76.6%	13.6%	9.9%	71	80	6

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Department of Commerce	16,008	89.0%	7.8%	3.1%	1,749	992	357
Straight, that is not gay or lesbian	14,266	89.3%	7.8%	2.9%	1,546	879	316
Gay or lesbian, bisexual, or something else	862	88.6%	6.2%	5.1%	88	51	10

Department of Commerce Sexual Orientation Comparison Report

Work-Life (continued)

82. 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)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Department of Commerce	11,888	72.1%	23.5%	4.4%	4,318	1,526	1,234
Straight, that is not gay or lesbian	10,601	72.2%	23.5%	4.3%	3,824	1,363	1,103
Gay or lesbian, bisexual, or something else	651	75.1%	19.4%	5.5%	228	77	53

83. 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, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Department of Commerce	7,839	45.5%	49.0%	5.5%	8,565	470	2,059
Straight, that is not gay or lesbian	7,022	46.0%	48.9%	5.1%	7,585	423	1,834
Gay or lesbian, bisexual, or something else	397	46.2%	43.3%	10.5%	487	22	99

84. 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)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Department of Commerce	5,763	36.5%	58.0%	5.5%	9,581	1,867	1,706
Straight, that is not gay or lesbian	5,220	37.6%	57.2%	5.2%	8,430	1,684	1,519
Gay or lesbian, bisexual, or something else	244	26.8%	64.1%	9.1%	586	91	83

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Department of Commerce	4,613	25.8%	70.7%	3.5%	9,378	1,580	3,307
Straight, that is not gay or lesbian	4,162	26.4%	70.3%	3.3%	8,312	1,435	2,908
Gay or lesbian, bisexual, or something else	214	22.8%	69.7%	7.4%	538	76	177