

US EPA ARCHIVE DOCUMENT

## Executive Summary

The U.S. Environmental Protection Agency's Office of Civil Rights contracted the 2008 EPA Equal Employment Opportunity (EEO) Employee Survey. The survey's purpose was to measure the perceptions and experiences of the EPA employees regarding equal employment and affirmative employment at EPA. The survey covered four specific topics:

- Organizational culture
- On-the-the job discrimination experiences
- Familiarity with EPA information on EEO programs
- Special emphasis and reasonable accommodation programs

The survey, conducted by WESTAT, was administered through the world wide web from May to June 2008. The response rate was 47% (7,988 employees responded among 17,173 EPA employees).

### Findings

#### Organizational Culture at EPA

- Employees treat one another with respect
- EPA is committed to a diverse workforce
- EPA educates its employees on their civil rights

#### Personal Experiences with On-the-Job Discrimination

- A low percentage of employees believe they experienced employment related discrimination
- Few employees file formal discrimination complaints
- Employees not filing a complaint have concerns

#### Employee Awareness of EPA Policies and Programs

- Opportunities exist for OCR to raise awareness among EPA employees
- Users of the Reasonable Accommodation process have positive perceptions

## Special Emphasis and Diversity Programs

- Employee attendance varies at EPA events
- EPA is doing well in its intended goals of Special Emphasis programs

## Recommendations

The following are a sampling of the recommendations that can be acted on by the the Office of Civil Rights with coordination among other EPA offices.

- Promote more awareness about EEO activities, programs, policies and processes
- Review and update EEO information on the OCR public and intranet web sites
- Expand and modify EEO training modules for all EPA employees
- Engage in more transparent and open communication with employees and management
- Disseminate survey findings to all EPA employees