Scientific Integrity at EPA

Results of the 2016 EPA Employee Survey

U.S. Environmental Protection Agency

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Table of Contents

Executive Summary

EPA's Scientific Integrity Policy provides both a vision and roadmap for ensuring a culture of scientific integrity at the Agency. Since the release of the Policy in 2012, the Scientific Integrity Official and Committee have established several ongoing activities to support Agency-wide implementation. One of these was an assessment of the effectiveness of the Policy that included distributing a survey in the first quarter of Fiscal Year 2016 to all EPA employees that asked about their opinions and experiences related to scientific integrity. This report summarizes the results of that survey and what those results tell us about the successes and challenges in the Agency's efforts to nurture a culture of scientific integrity.

The survey was sent to 14,906 EPA employees. A total of 5,763 employees from all EPA program offices and regions completed the survey, and 3,793 of them reported that they spend at least 25 percent of their time conducting, utilizing, communicating, or managing science.

This report focuses on the responses of those 3,793 employees.[1]

The survey results showed that 90 percent of respondents were aware that the Policy exists, yet over one third were unfamiliar with the Policy's content. Forty-one percent knew how to report instances or allegations related to a loss of scientific integrity. Ninety-one percent were aware of their whistleblower rights, but half of those lacked specific knowledge about them.

Respondents expressed confidence in their leadership's support of scientific integrity. Fifty-two percent agreed or strongly agreed that their management consistently stand behind scientific staff who put forth scientifically defensible positions that may be controversial. Sixty-seven percent agreed or strongly agreed that they can openly express scientific opinions about the Agency's scientific work without fear of retaliation. When asked to whom they would feel comfortable reporting information about a loss of scientific integrity, 88 percent said their supervisors. However, in open-ended questions, some respondents described perceived issues that they had with management regarding scientific integrity.

Fifty-one percent of respondents agreed or strongly agreed that they have the right to review, correct, and approve the scientific content of an Agency document that identifies them as an author or represents their scientific opinion before public release. However, respondents were divided among their opinions of clearance procedures for releasing scientific products. Thirty percent agreed or strongly agreed that the clearance procedure is consistent within their office. Twenty-nine percent agreed or strongly agreed that the clearance procedure is transparent. A lower percentage, 12 percent agreed or strongly agreed that they can accurately predict the amount of time that it will take to clear a scientific product. Forty-one percent agreed or strongly agreed that scientific or technical products to which they contribute are released to the public in a timely fashion.

Twenty-two percent of respondents reported that they are frequently provided with the appropriate time and encouragement to keep up with advances in their professions. Additionally, the results suggest a need for more transparency in the process of deciding who can attend and participate in professional conferences.

Based on the results presented in this report, the Scientific Integrity Program has identified areas of focus to enhance the implementation of the Policy. The focus areas include: increasing awareness and understanding of the Policy, further promoting a culture of scientific integrity, improving practices for releasing scientific information to the public, and promoting professional development of EPA scientists and technical staff. This report summarizes the 16 specific action items that have already been taken to address these focus areas or action items that will be addressed in the future.

[1] Results of both the short-form responses and the long-form responses can be found in the appendices.

Introduction

The Scientific Integrity Memorandum of 2009[2] charged the White House Office of Science and Technology Policy (OSTP) to create a plan that establishes strong standards of scientific integrity across federal agencies. In response, OSTP issued guidance[3] requiring all federal agencies to create or improve policies relating to scientific integrity. In 2012, EPA released its Scientific Integrity Policy, providing a framework to promote adherence to professional values and ethical standards in Agency work including conducting, communicating, utilizing, and supervising science.

EPA's Scientific Integrity Policy establishes a Scientific Integrity Official and a standing Scientific Integrity Committee comprised of senior leadership representing all EPA program offices and regions. Since the release of the Policy, the Scientific Integrity Official and Committee have instituted several Agency-wide activities and processes to implement the Policy. These include quarterly meetings of the Committee, an annual meeting with all EPA employees, and coordinating training and outreach with all program offices and regions. In addition, the Scientific Integrity Official is responsible for receiving and adjudicating allegations related to a loss of scientific integrity at EPA. All scientific integrity activities, processes, and products are summarized at the end of each year in an Annual Report on Scientific Integrity.[4]

To assess the implementation of the Policy since 2012, a survey was distributed to all EPA employees. The survey consisted of questions and response items aimed at gauging employees' awareness and understanding of the Policy and their experiences regarding the culture of scientific integrity at the Agency. This report summarizes the results of the survey and identifies the successes and challenges interpreted from those results. This report also proposes an action plan that addresses opportunities for improvement and describes the efforts already taken and in process or planned to further enhance the culture of scientific integrity at EPA.

Methodology

An online survey was distributed to all current EPA employees from November 2015 to January 2016. The survey instrument, designed by the Scientific Integrity Program with support from Innovate! Inc., assessed employees' awareness of the Scientific Integrity Policy and their experiences related to the culture of scientific integrity at EPA. A detailed methodology report, the survey instrument, and result tables are available in the appendices.

Survey respondents were directed to one of two versions of the survey instrument. Respondents who reported spending less than 25 percent (total) of their time conducting, utilizing, communicating, and/or managing science[5] were directed to a short version of the survey, consisting of 15 questions. Respondents who reported that they spend at least 25 percent or more (total) of their time conducting, utilizing, communicating, and/or managing science were directed to a longer version of the survey, consisting of the same 15 questions plus 14 additional questions.

This report summarizes responses by those who completed the long version of the survey, since this group of employees is clearly involved in influencing Agency science.

Simple frequencies were calculated for all multiple-choice and Likert scale response questions (Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree, etc.). These frequencies were cross tabulated by an employee's grade (General Service classification), length of employment, and supervisory status. Chi-square tests for independence

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[2] Obama. 2009. Memorandum for the Heads of Executive Departments and Agencies, March 9. https://obamawhitehouse.archives.gov/the-press-office/memorandum-heads-executive-departments-and-agencies-3-9-09

[3] Holdren. 2010. Memorandum for the Heads of Executive Departments and Agencies, December 17. https://obamawhitehouse.archives.gov/sites/default/files/microsites/ostp/scientific-integrity-memo-12172010.pdf

[4] All Annual Reports on Scientific Integrity can be found at https://www.epa.gov/osa/basic-information-about-scientific-integrity.

[5] See Appendix B, Question 1.

were performed to examine differences in response frequencies across grade, employment duration, and supervisory status.

Survey Response

The survey was sent to all eligible employees (N = 14,906) and 5,763 employees (39 percent) completed it. Table 1 shows the number of responses for the long version and the short version of the survey, respectively. Eighty-five percent of those who opened a survey completed it.

Table 1. Survey Responses	
Total Eligible	14,906
Surveys Opened	6,780 (45%)
Total Completed (Response Rate)	5,763 (39%)
Short Version	1,970 (13%)
Long Version*	**3,793 (25%)**

**This report summarizes responses for the long version of the survey.*

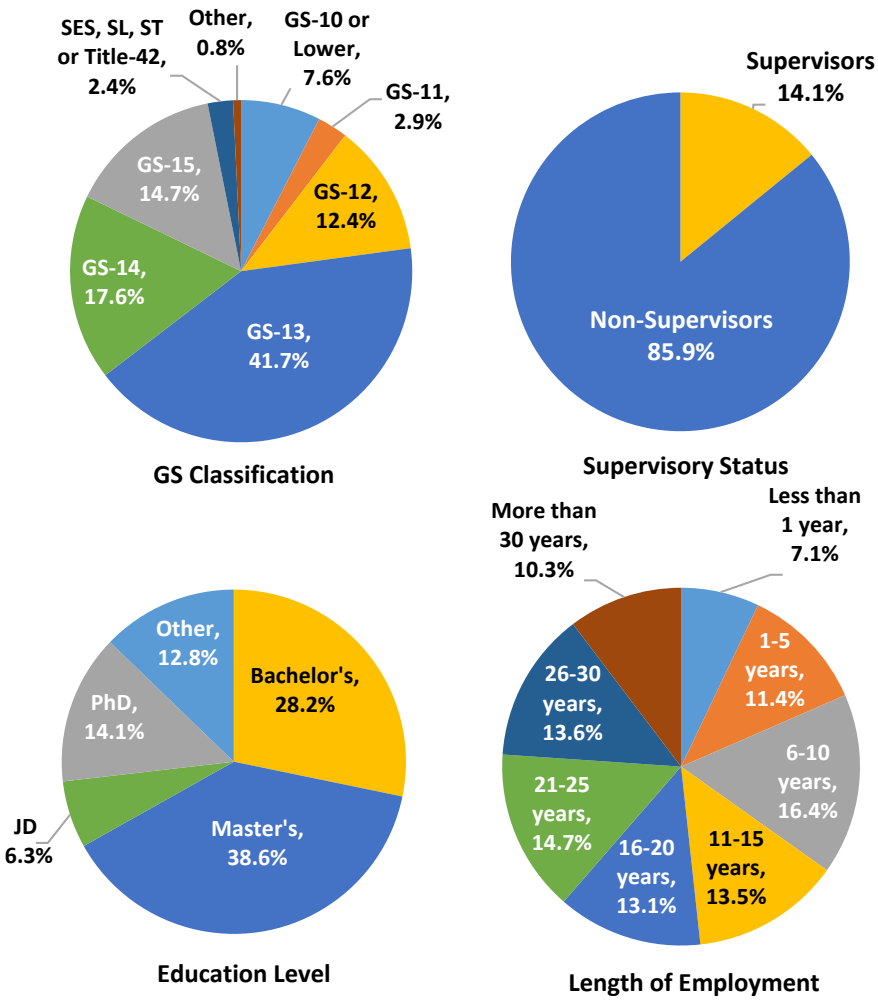
Total Survey

Figure 1 provides the distribution of all respondents to the first ten questions of the survey. Respondents grade classification ranged from GS-9 or lower to Senior Executive Service (SES). The largest portion (45 percent) were classified as GS-13. Executives, including those classified as SES, Senior Level (SL), Scientific or Technical (ST), and Title 42, were combined into a single category referred to as "Senior leaders." Fourteen percent of respondents self-identified as supervisors and 86 percent as non-supervisors.

Respondents ranged in length of employment with EPA from less than one year to more than 30 years. Seven percent had been at the Agency for less than one year at the time of the survey. Sixty-five percent had been at the Agency for more than ten years, and over 10 percent had been EPA employees for over 30 years.

The respondents differed by education level. Twenty-eight percent of respondents have a bachelor's degree; 39 percent have a master's degree; and 14% have a PhD.

Figure 1. Descriptive Categories for Total Sample, N = 5,763



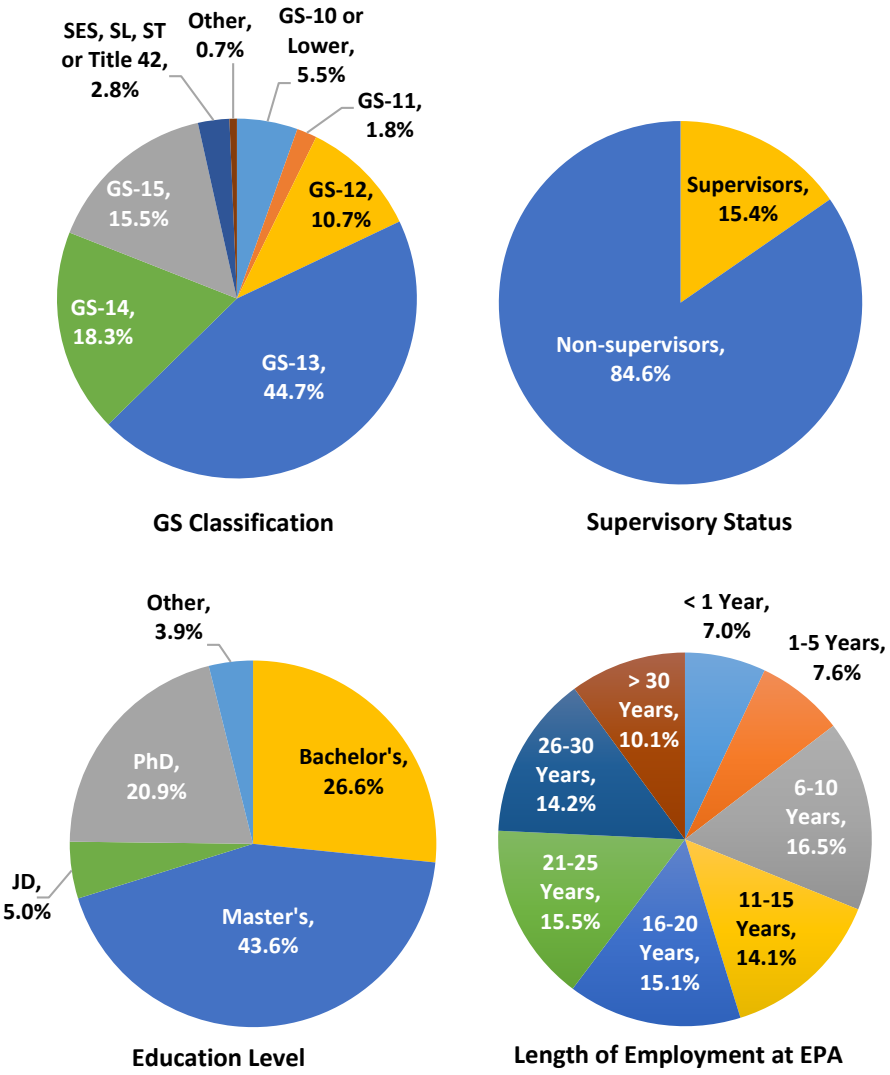
Long Version

Respondents ranged in length of employment with EPA from less than one year to over 30 years. Seven percent had been at the Agency for less than one year at the time of the survey. Sixty-nine percent had been at the Agency for over ten years. Over ten percent had been employed for over 30 years.

The total sample consisted of respondents with different education levels. The largest portion (44 percent) of respondents reported having a master's degree, followed by those with bachelor's degrees (27 percent). Twenty-one percent of respondents have a PhD.

As shown in Table 1, 1,970 respondents took the short version, and 3,793 respondents took the long version. This report focuses on the 3,793 respondents who completed the long version of the survey. These respondents represented all EPA offices, programs, and regions and a range of GS classifications (Figure 2).

Figure 2. Descriptive Categories for Long Version Sample, N = 3,793



Awareness and Understanding of EPA's Scientific Integrity Policy

An important part of implementing the Scientific Integrity Policy is ensuring that EPA employees are familiar with the Policy, understand how it applies to their work, and know the procedures for reporting potential Policy violations. Respondents were asked a series of questions to evaluate their awareness and knowledge of the Policy, its content, and related scientific integrity procedures at EPA.

Almost 90 percent of long version survey respondents (3,409 respondents) reported that they were aware that the Policy existed, but only 55 percent had skimmed or read the Policy (Figure 3). Ten percent (382 respondents) reported that they did not know that the Policy existed until receiving the survey. Supervisors were more familiar with the Policy than non-supervisors. Three percent of supervisors reported that they did not know about the Policy compared to eleven percent of non-supervisors.[6] Senior leadership[7] and GS-15 respondents reported a higher level of familiarity with the Policy than respondents in lower GS classifications. Respondents that have been at the Agency for less than one year were more likely to not know the Policy existed than those who have been at the Agency for over one year.

Over half of the respondents reported that they learned about the existence of the Policy online – 24 percent (812 respondents) by participating in an online training module and 36 percent (1,238 respondents) by using the EPA website. Twenty-eight percent of respondents (950 respondents) reported that they learned about the Policy's existence in some other way than the listed options. Many respondents wrote that they learned about the Policy in an Agency-wide email or "mass mailer." Senior leaders (42 percent) were more likely to have learned about the existence of the Policy through a presentation by the Scientific Integrity Official.

Respondents lacked specific knowledge of the Policy's content and related procedures. Thirty-nine percent (1,450 respondents) reported that they do not know, or are unfamiliar, with the content in the Policy. However, only two percent (72 respondents) reported that the Policy does not apply to them or to their work at the Agency, and only six percent (272 respondents) reported that the Policy does not enhance their work. Forty-nine percent of respondents (1,853) did not know, or were unfamiliar with, the roles of the Scientific Integrity Committee.

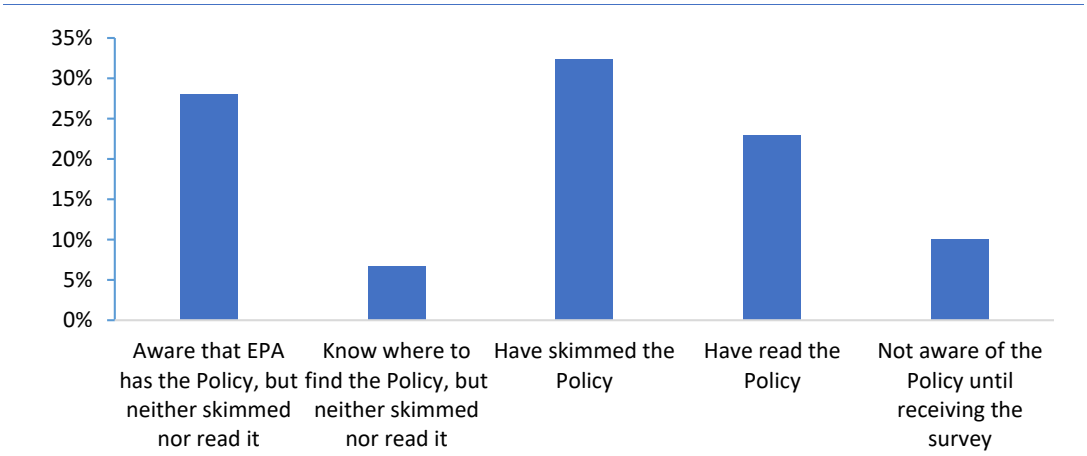
Forty-one percent of respondents (1,559) know how to report instances or allegations relating to the loss of scientific integrity. Senior leadership and GS-15 respondents (63 percent) were more likely to know how to report allegations than lower GS-level respondents (36 percent). Supervisors (63 percent) were also more likely than non-supervisors (38 percent) to know how to report allegations. Twenty-six percent of respondents who have been at the Agency for less than one year reported that they know how to report allegations.

EPA's Scientific Integrity Policy extends whistleblower protections to all EPA employees who uncover or report allegations of scientific or research misconduct. Less than 10 percent (350) of the respondents were unaware of whistleblower rights, but 46 percent (1,722) of respondents did not have specific knowledge of their rights. Senior leaders (66 percent) were more aware of whistleblower rights than lower GS classifications (55 percent). Supervisors (59 percent) were also more likely than non-supervisors (43 percent) to be aware of whistleblower rights.

[6] Respondents self-identified as supervisors or non-supervisors by responding yes or no to the statement, 'I work in a supervisory role at EPA.'

[7] Senior leadership or senior leaders refers to participants that reported they are SES, SL, ST or Title 42 employees.

Figure 3. Familiarity with EPA's Scientific Integrity Policy



Action Plan: Awareness and Understanding of EPA's Scientific Integrity Policy

☑ After the survey period, the Scientific Integrity Program released a new training program that incorporated animated "whiteboard" videos that presented introductory information and a case study on scientific integrity.[8] The training involved 98 trained staff who led sessions and reached 5,720 employees across all EPA offices, programs, and regions.

☑ In 2016, the Scientific Integrity Official briefed all new members of the SES and new SL, ST, and Title 42 employees on scientific integrity as part of their onboarding process.

☑ Also in 2016, both the scientific integrity internet and intranet websites were expanded, updated, and redesigned to increase access to information and resources on scientific integrity at EPA.

☑ Since January 2017, all new EPA employees have been shown a presentation by the Scientific Integrity Official and an animated whiteboard video as part of their onboarding process.

☐ Create additional outreach materials for use by Deputy Scientific Integrity Officials to increase their visibility and outreach efforts.

☐ Work with EPA's Whistleblower Protection Ombudsman in the Office of Inspector General (OIG) to raise awareness of whistleblower rights and responsibilities.

[8] A recorded version of the Scientific Integrity Training can be found at https://www.youtube.com/watch?v=Zc0T7fooot8.

Culture of Scientific Integrity at EPA

One goal of the survey was to better understand what the current culture of scientific integrity looks like at EPA. This culture manifests itself when EPA employees, contractors, grantees, and collaborators conduct, communicate, utilize, and supervise science. The Policy aims to foster a culture of transparency regarding the results of research, scientific activities, and technical findings. EPA employees should be able to take part in open and robust conversations about Agency science and freely express their opinions without fear of retaliation, retribution, or reprisal.

Respondents were asked what they believe a culture of scientific integrity at EPA means, based on their understanding of the goals of the Scientific Integrity Policy. A majority of respondents agreed or strongly agreed that a culture of scientific integrity means that the work of EPA is informed by robust science (78 percent); scientific findings are generated, reviewed, and shared in a timely and transparent manner (67 percent); and scientists are able to do their best work knowing that they are protected from intimidation and coercion to alter scientific data or findings (68 percent). Senior leadership and supervisors were typically more likely to strongly agree with all of the statements than employees having lower GS classifications and non-supervisors.[9]

EPA management and leadership play a crucial role in setting the tone for scientific integrity at EPA. Fifty-two percent (1,974) of respondents agreed or strongly agreed that their management chain consistently stands behind scientific staff who put forth scientifically defensible positions that may be controversial. Supervisors (67 percent) were more likely than non-supervisors (50 percent) to agree or strongly agree (Figure 4). Senior leaders (79 percent) were more likely to strongly agree than GS classification respondents (51 percent). Fifteen percent of respondents (563) disagreed or strongly disagreed that their management chain consistently stands behind scientific staff who put forth scientifically defensible positions that may be controversial. Twelve percent of respondents (420) reported that they have no basis to judge or do not know.

A majority (67 percent) of respondents (2,513) agreed or strongly agreed that they can openly express their scientific opinions about the Agency's scientific work without fear of retaliation, but 13 percent (487 respondents) disagreed or strongly disagreed. Supervisors (75 percent) were more likely than non-supervisors (65 percent) to agree or strongly agree that they can openly express scientific opinions about the Agency's science without fear of retaliation. Senior leaders (82 percent) were more likely to agree or strongly agree than GS-level respondents (67 percent). Seven percent of respondents (290) reported that they have no basis to judge or do not know.

As shown in Figure 5, a large majority (88 percent) of respondents (3,338) reported that they would feel comfortable reporting allegations to supervisors, followed by the Scientific Integrity Official (79 percent, 2,921 respondents), Deputy Scientific Integrity Official (76 percent, 2,783 respondents), and the OIG (67 percent, 2,440 respondents). When employees were asked why they would not be comfortable reporting information to the Scientific Integrity Official, Deputy Scientific Integrity Official, and OIG, respondents stated that they prefer not to go outside of their management chain, though some stated that they would if they received no initial response from their supervisors. Other respondents said that they do not know who these authorities are or how to report to them.

[9] See Appendix B, question 7.

Figure 4. Management Support for Scientific Staff

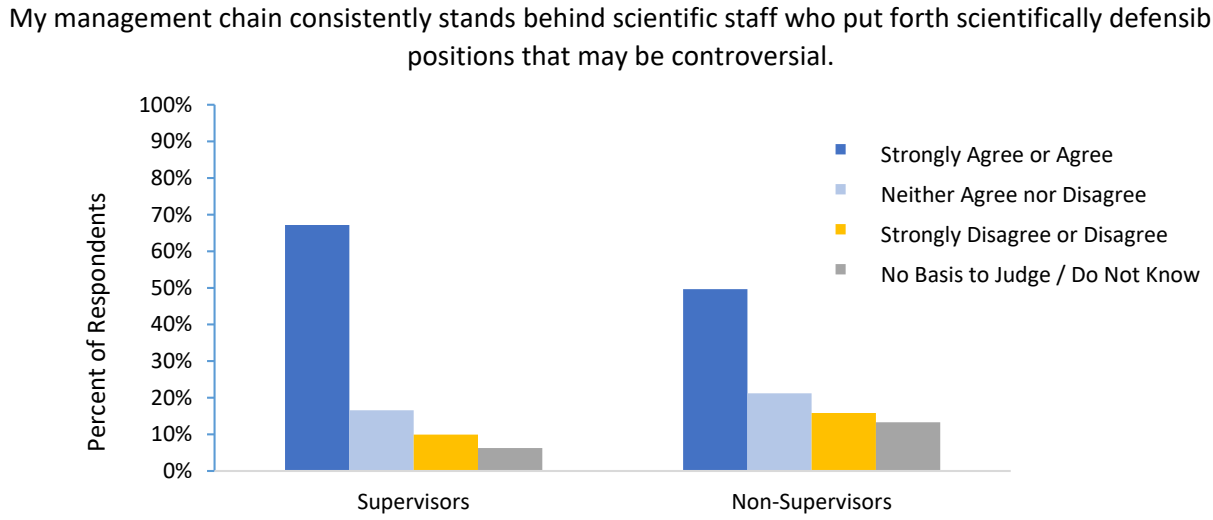
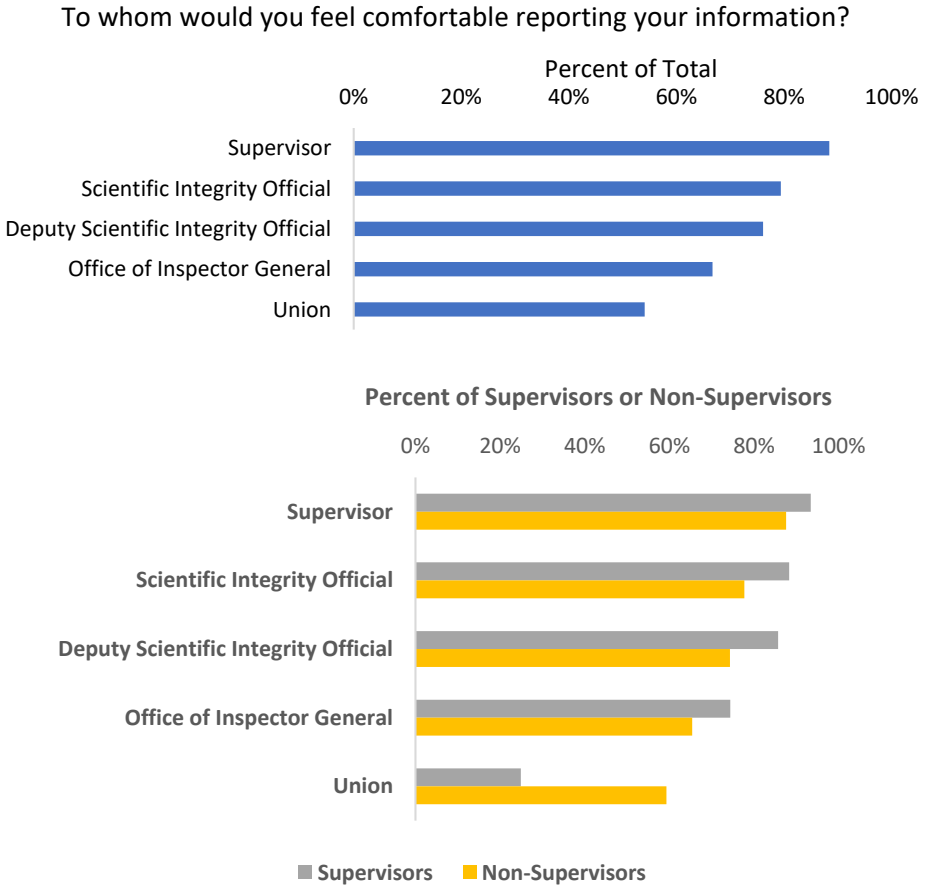


Figure 5. Trust in EPA Authorities When Reporting a Loss in Scientific Integrity



“Union” was the least reported authority to whom respondents would feel comfortable reporting information regarding a loss of scientific integrity (54 percent). However, a larger percentage of non-supervisors (59 percent) than supervisors (25 percent) reported that they would feel comfortable reporting to a union (Figure 5). Likewise, many respondents stated that they would not be comfortable reporting to the union, because they were not a member or they were considered management. Some respondents wrote that they would not report to the union, because it was outside their management chain. Other respondents stated that it would be inappropriate to report issues of scientific integrity to the union.

About half (51 percent) of respondents (1,938) agreed or strongly agreed that they have the right to review, correct, and approve the scientific content of an Agency document, before public dissemination, that significantly relies on their scientific research, identifies them as an author, or represents their scientific opinion. Less than 10 percent (285 respondents) disagreed or strongly disagreed, and 25 percent (950 respondents) reported that they had no basis to judge or did not know.

Respondents were also asked to provide comments on their personal experiences regarding a culture of scientific integrity in the past three years. Over 2,000 respondents answered the open-ended question and wrote about a wide variety of topics and themes (Figure 6). The most prevalent themes coded in the responses were positive statements and experiences, concerns about EPA management and leadership, and perceived political interference in EPA work. These themes are described in Box 1.

Respondents were also asked to give suggestions on ways in which to improve scientific integrity at EPA. A total of 1,657 participants responded, but 184 responses were non-applicable. A summary of respondents’ suggestions is provided in Box 2.

Box 1. Personal Experiences Regarding the Culture of Scientific Integrity at EPA

Respondents were asked to comment on their personal experiences relating to a culture of scientific integrity at EPA over the last three years. Responses ranged across a variety of different themes (displayed in Figure 6), but the most prevalent theme was positive experiences and viewpoints.

Respondents also expressed several concerns regarding EPA management and leadership with regard to scientific integrity. Respondents mentioned a variety of different issues that they perceive in management including instances of bias, suppression, or delay in the release of information, coercion to manipulate findings or conclusions, as well as a general dismissiveness and a lack of support for scientists or employees. A more widely expressed concern was that management and leadership lack the appropriate experience and knowledge to be in positions that routinely review or make decisions based on science.

Many respondents also stated that they perceive political interference in EPA work. Some mentioned that they believe that political considerations affect the use of scientific information and decision-making, while others conveyed that EPA is a political Agency or operates in a political climate or nature. Several respondents also commented that politics continuously outweighs science when considered for policy making and can cause delay in the release of scientific information to the public.

Figure 6. Coded themes for comments regarding employees' experiences regarding the culture of scientific integrity at EPA over the last three years. Text size symbolizes frequency with which themes were coded throughout the responses, with larger text corresponding to higher frequency.

Box 2. Suggestions for Improving the Culture of Scientific Integrity at EPA

Based on their understanding and experience, respondents provided suggestions for improving scientific integrity at EPA. Respondents had a wide variety of different viewpoints and suggestions, the most prevalent of which is shown below in Figure 7.

The most frequently reported suggestion by respondents was to provide training and outreach on the Scientific Integrity Policy. Additionally, respondents provided suggestions for focusing training on specific groups of employees, such as new hires or management.

As they did when recounting personal experiences related to the culture of scientific integrity at EPA (Box 1), respondents also spoke about issues and concerns that they have with Agency management and leadership. When speaking about management, some respondents mentioned a fear of retaliation, retribution, or reprisal. Some respondents referenced a general "culture of fear" or the lack of trust in whistleblower rights to provide any real protection. Some respondents gave more specific instances in which they would feel uncomfortable expressing their scientific opinions or complying with management's requests to knowingly alter, manipulate, or withhold scientific information.

Respondents expressed concerns about the utilization of science in policy and decision-making. Some respondents had questions concerning how science is used to inform policy, or how scientific information is weighed against other considerations like economic and legal considerations. Other respondents directly expressed concerns about the inadequate use of science in decision making. Some stated that they believe that the importance of science is deemphasized or ignored in the policy and decision-making process.

Figure 7. Coded themes for respondents' suggestions for improving scientific integrity at EPA. Text size symbolizes frequency with which themes were coded throughout the responses, with larger text corresponding to higher frequency.

Action Plan: Culture of Scientific Integrity at EPA

- ☐ Initiate dialogues with EPA managers to clearly define the responsibilities of management and senior leadership regarding scientific integrity.

- ☐ Work with managers to develop ways to increase transparency in decision-making and increase understanding of the roles that science plays in decision-making at EPA.

- ☐ Develop the Differing Scientific Opinions Policy for use when an EPA employee substantively engaged in the science informing an EPA policy decision disagrees with the scientific data, scientific interpretations, or scientific conclusions that will be relied upon.

- ☐ Work with managers to make certain that there is widespread understanding of scientists' right to review, correct, and improve the scientific content of any proposed Agency document intended for public dissemination that significantly relies on their research.

- ☐ Devise ways to provide additional scientific support to managers who supervise, utilize, or communicate science.

Release of Scientific Information to the Public

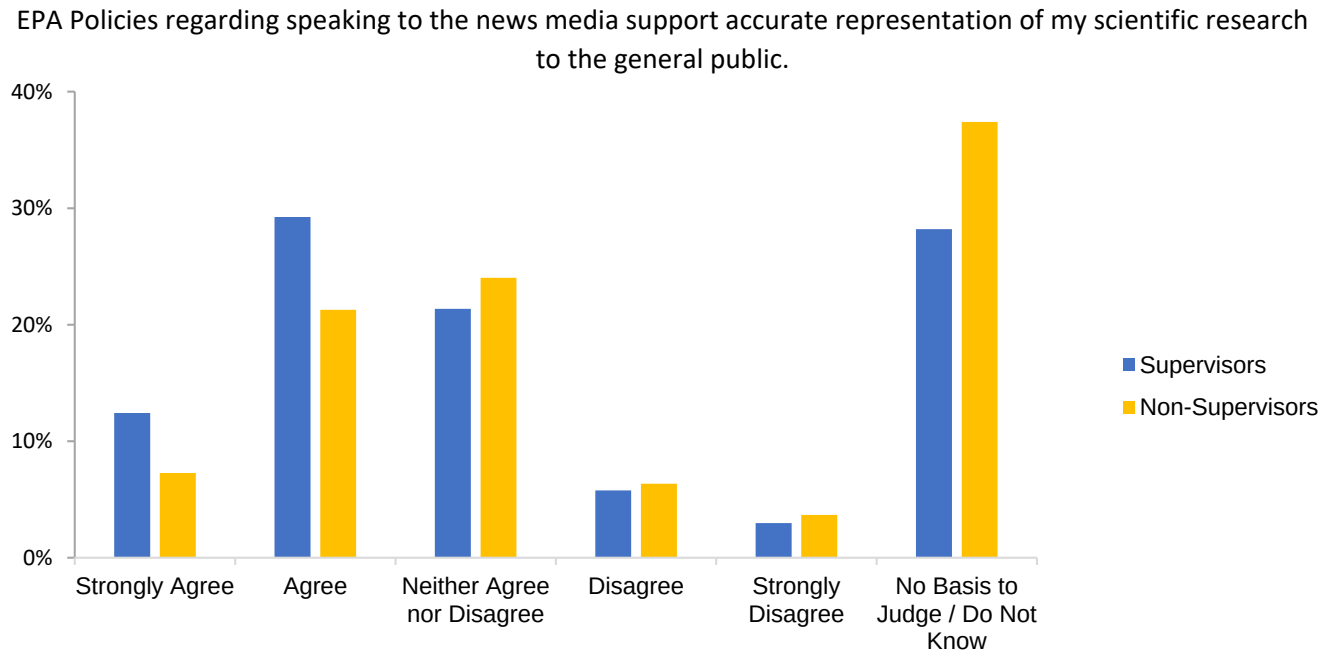
The Scientific Integrity Policy aims to foster a culture of transparency regarding the release of Agency scientific research, scientific activities, and technical findings. Scientific research and analysis are the foundation of all EPA decision-making. EPA encourages open communication, free from political or other interference. The clear and timely release of science facilitates a free flow of information and increases public confidence in the Agency's ability to protect human health and the environment.

A majority (69 percent) of respondents (2,582) agreed or strongly agreed that, in their personal capacity, they are able to freely express scientific views, provided that they specify that they are not speaking on behalf of the Agency. Only 9 percent (342 respondents) disagreed or strongly disagreed with this statement. Senior leaders (79 percent) were more likely to agree or strongly agree than GS-15 or lower classification respondents (69 percent).

A relatively low proportion of respondents, only 31 percent (1,151 respondents), agreed or strongly agreed that the EPA policies regarding speaking to the news media support accurate representation of their scientific research to the general public (Figure 8); however, it is important to note that 36 percent (1,347 respondents) said that they have no basis to judge or do not know. Almost 10 percent (369 respondents) disagreed or strongly disagreed. As shown in Figure 8, supervisors (42 percent) were more likely to agree or strongly agree than non-supervisors (29 percent). Similarly, senior leaders (55 percent) were likelier to strongly agree than GS-15 and lower classifications (30 percent).

Respondents were asked to comment on their personal experiences when speaking to the news media about their scientific or technical research findings at EPA in the past three years. While 50% of respondents (1,891) provided answers, 1,112 respondents (59 percent) stated that the question was not applicable to them or that they had minimal or no experience interacting with the news media. The remaining responses described a range of different experiences and viewpoints regarding interactions with the news media and communications staff at EPA. The most prevalently mentioned opinions and types of experiences are described in Box 3.

Figure 8. Policies on Speaking to the News Media and Accurate Representation of Science



Box 3. Experiences Speaking with the News Media

Respondents were asked to comment on personal experiences speaking with the news media about their scientific and technical research findings. A majority of respondents stated that the question was not applicable or that they had minimal or no experience. Other respondents varied in their experiences and viewpoints.

Many respondents mentioned that speaking to the news media is a role specifically for EPA communications staff. Several stated that all inquiries and requests from the media are forwarded or must go through communications (i.e. press office, public affairs, public relations, external affairs, public information officials, etc.).

Respondents were divided, however, on experiences related to working with communications staff. Some respondents stated that they found communications staff to be very helpful when dealing with the news media, while others felt communications staff lacked the appropriate scientific or technical knowledge to be responsible for such communication.

Other respondents stated that they are discouraged or not allowed to speak with the news media. While some of these responses were neutral in tone, not mentioning whether they believed this was reasonable or not, others expressed a more negative tone.

Forty-five percent of respondents (1,663) reported that they have never received any training on how to communicate scientific topics to the media. Almost one-third (31 percent, or 1,203 respondents) reported that they received training from EPA. GS-13 and higher classification respondents (35 percent), including senior leaders, were more likely to have received training from EPA than lower GS classifications (18 percent). Supervisors (52 percent) were more likely to report that they received training from EPA than non-supervisors (28 percent). Sixteen percent of respondents (94) stated that communicating scientific topics to the media is not something their job requires them to do.

Only 10 percent of respondents (393) strongly agreed, and 30 percent (1,143 respondents) agreed that scientific or technical products are released to the public in a timely fashion. Twenty-three percent of respondents (864) neither agreed or disagreed, and about 14 percent (426 respondents) disagreed or strongly disagreed. Twenty-two percent (840 respondents) reported that they had no basis to judge / do not know.

Respondents were asked to comment on their personal experiences regarding the timely release of scientific information to which they had contributed at EPA in the past three years. Of the 1,825 responses received, 614 responses were not applicable. In the open-ended responses, respondents mentioned that they generally experienced timely release, but some respondents stated that they had experienced delays for a variety of different reasons (see Box 4).

Box 4. Experiences with the Timely Release of Scientific Information

When commenting on their experiences regarding the timely release of scientific information to which they had contributed to in the past three years, the most common response was that scientific information was released in a reasonable amount of time.

When talking about slowed or delayed release, some mentioned having a specific report currently being held up in review or never released at all. Sometimes respondents mentioned that the delay was not deliberate, while others expressed that they believe that it was deliberate. Respondents gave a variety of different reasons for what they perceived caused delays in release, including issues with management, political interference, and limited budget or resources (Figure 9). Some respondents mentioned that confusion can arise during the clearance and review process that occurs before a product can be released.

Figure 9. Coded themes for respondents' experiences regarding the timely release of scientific information. Text size symbolizes frequency with which themes were coded throughout the responses.

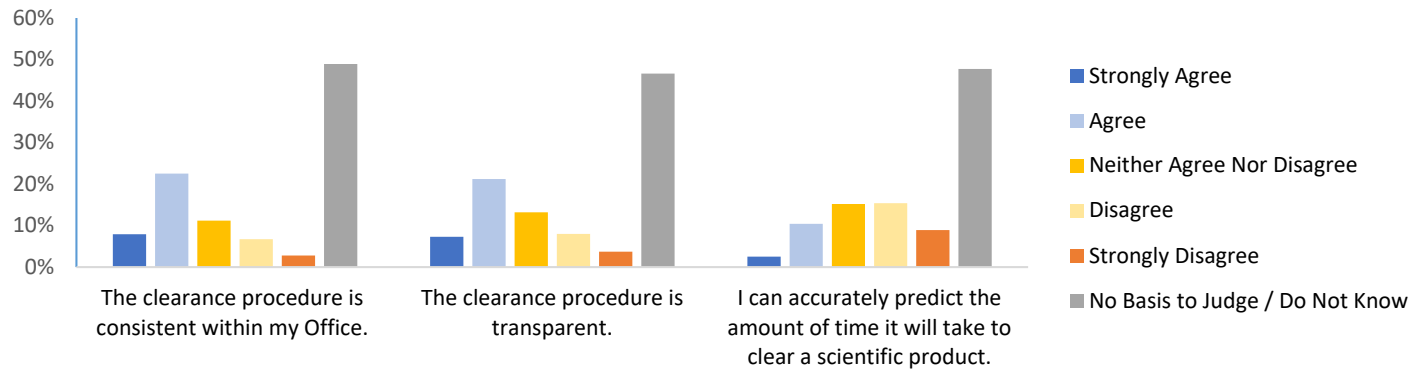
Before a scientific product is released from EPA, it goes through clearance. Clearance is an internal review and approval procedure performed by managers. Respondents were asked how much they agree or disagree with a series of statements about clearance procedures in their office.

Thirty percent of respondents (1,145) agreed or strongly agreed that the clearance procedure is consistent within their office. Ten percent (361 respondents) disagreed or strongly disagreed. Senior leadership (61 percent) were more likely than GS-15 and lower level classifications (30 percent) to agree or strongly agree that the clearance procedure is consistent for their office. Almost half (49 percent) of respondents (1,842) reported that they have no basis to judge or do not know.

Twenty-nine percent of respondents (1,069) agreed or strongly agreed that the clearance procedure is transparent. Twelve percent (440 respondents) disagreed or strongly disagreed that the clearance procedure is transparent. Again, senior leaders (59 percent) were more likely to agree or strongly agree than GS classification respondents (28 percent). Forty-seven percent of respondents (1,751) reported that they have no basis to judge or do not know.

A much lower portion, only 12 percent of respondents (484), agreed or strongly agreed that they can accurately predict the amount of time that it will take to clear a scientific product. Twenty-four percent (910 respondents) disagreed or strongly disagreed. A higher proportion of senior leaders (27 percent) agreed or strongly agreed than GS-level respondents (13 percent). Forty-eight percent of respondents (1,792) reported that they have no basis to judge / do not know. It is worth noting that this question did not distinguish between Agency-disseminated scientific products and journal publications; these products would be expected to differ in the time needed for clearance.

Figure 10. Clearance Procedures at EPA



Action Plan: Release of Scientific Information to the Public

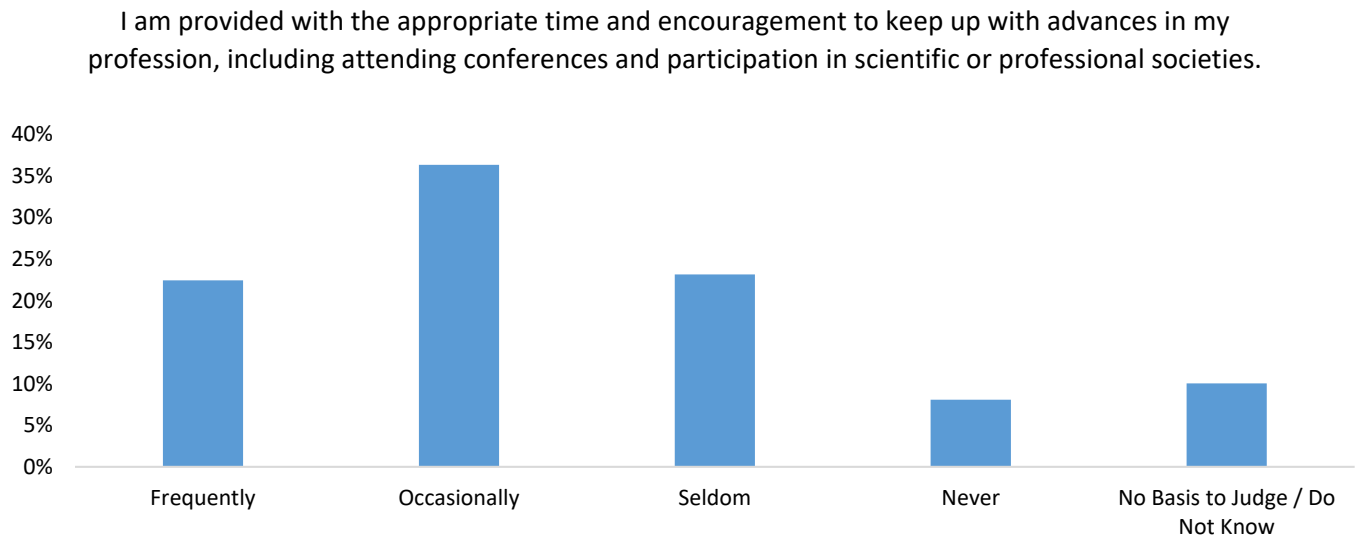
- ☐ Finalize and release *Best Practices for Clearance of Scientific Products at EPA* that emphasize transparency, predictability, and timeliness.
- ☐ Work with program offices and regions to evaluate, revise, and / or enhance their clearance procedures.
- ☐ Work with the Office of Public Affairs to increase access of the news media to scientists and their research results.
- ☐ Encourage effective media training for EPA scientists and technical staff.

Professional Development

Scientific leadership is a key component of advancing EPA's science and its mission to protect human health and the environment. Subject to available resources and management's training and other priorities, Agency scientists are encouraged to participate in professional development activities to engage with their scientific communities and become leaders in their scientific fields. Professional development also offers a way for scientists to stay current with emerging technology and science. Professional development activities may include attending scientific meetings or conferences, participating in professional societies, obtaining scientific training, or serving on editorial boards of peer-reviewed journals.

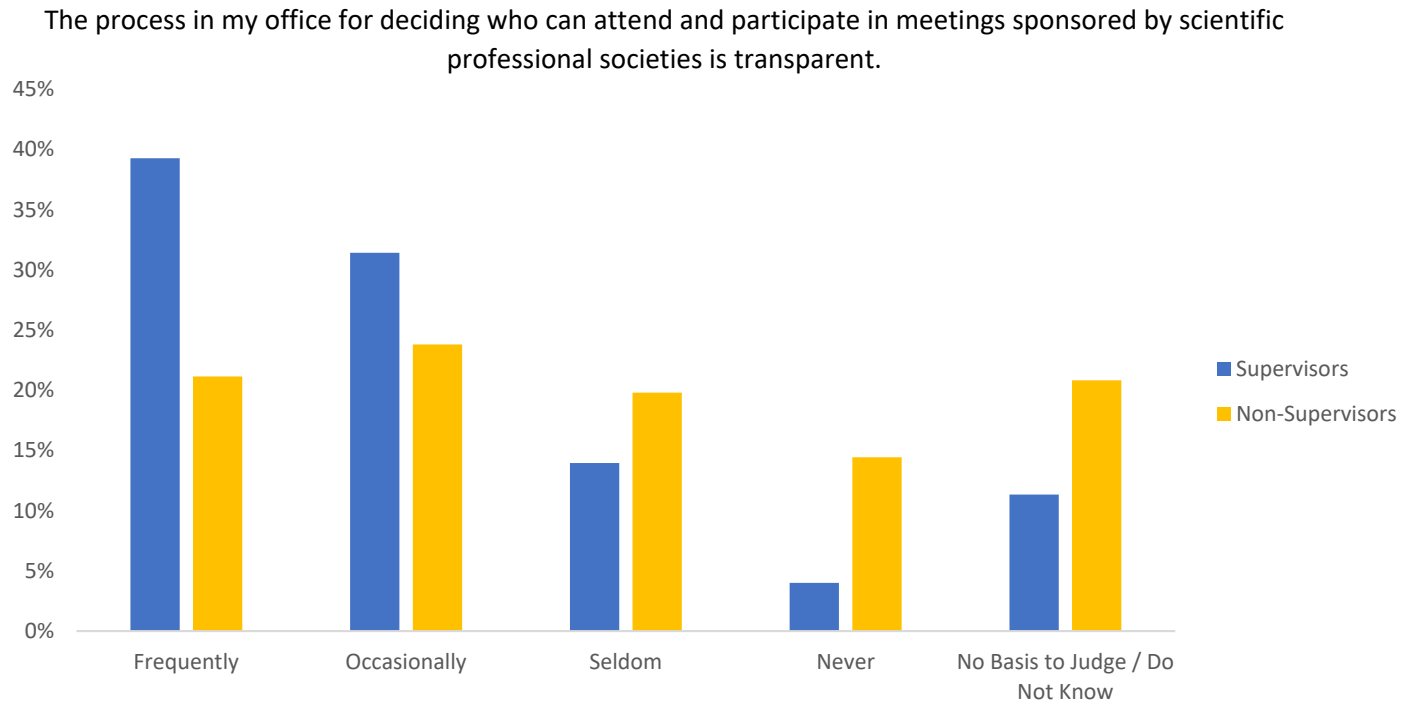
Twenty-two percent of respondents (848) reported that they are frequently provided with the appropriate time and encouragement to keep up with advances in their professions. This includes attending conferences and participating in scientific or professional societies (Figure 11). Thirty-six percent (1,373 respondents) said that they are occasionally provided with the appropriate time and encouragement to pursue professional development. Twenty-three percent (875 respondents) said that they were seldom provided the appropriate time and encouragement to pursue professional development, and 8% (305) reported that they are never provided the appropriate time or encouragement. Ten percent of respondents (379) said that they did not have a basis to judge or do not know. Senior leadership respondents (42 percent) were more likely to say that they are frequently provided with time and encouragement for professional development than GS classification respondents (22 percent) who were more likely to report that they are occasionally provided with the appropriate time and encouragement.

Figure 11. Time and Encouragement to Pursue Professional Development



Less than half (48 percent) of respondents (1,844) reported that the process for deciding who can attend and participate in meetings sponsored by scientific or professional societies is occasionally (25 percent) or frequently (23 percent) transparent. However, 31 percent (1,196 respondents) said that the process is seldom or never transparent. Twenty-one percent of respondents said that they did not have a basis to judge or do not know. Supervisors (39 percent) were more likely than non-supervisors (21 percent) to report that the process is frequently transparent (Figure 12). Likewise, senior leadership (52 percent) respondents were more likely than GS classification respondents (23 percent) to say that the process is frequently transparent.

Figure 12. Transparency in Professional Development Selection Process



Action Plan: Professional Development

☐ Work with program offices and regions to provide consistent and transparent criteria for deciding who receives opportunities for professional development subject to available resources and management training and other priorities.

Conclusions

The EPA Scientific Integrity Policy establishes a strong foundation to ensure a culture of scientific integrity in the Agency's work. The results of this survey indicate that employees are widely aware of EPA's Scientific Integrity Policy and that the Agency has had many successes in its implementation over the last four years. However, results also reveal that employees are less knowledgeable about the Policy's components, and that there is still room for improvement. The survey results indicate that employees would benefit from more training and outreach on the Policy to better understand how it affects their work at the Agency. The survey results also reveal a continuing need to work within the Agency at all levels to positively enhance the culture of scientific integrity.

The timely release of science to the public plays a crucial role in the Agency's ability to protect human health and the environment. While clearance is a necessary procedure in the release of information, the survey results indicate that a lack of consistency and transparency in clearance processes may act as a barrier to the timely release of information. The survey results also suggest that the Agency would benefit from more training and outreach on those portions of the Policy that address communicating scientific information to the public.

Scientists are one of the Agency's most precious resources and should be given the appropriate opportunity to remain current in their fields by participating in professional development. The survey results indicate the need for transparency in the process for deciding who may participate in these critical activities.

The Scientific Integrity Official and the Scientific Integrity Committee have devised the action plan below to move the Agency forward toward the use of strong, independent science in its decision-making to fulfill its mission to protect human health and the environment.

Action Plan Summary

Increase Awareness and Understanding of the EPA Scientific Integrity Policy and Procedures

- ☑ After the survey period, the Scientific Integrity Program released a new training program that incorporated animated "whiteboard" videos that presented introductory information and a case study on scientific integrity.[10] The training involved 98 trained staff who led sessions and reached 5,720 employees across all EPA offices, programs, and regions.

- ☑ In 2016, the Scientific Integrity Official briefed all new members of the SES and new SL, ST, and Title 42 employees on scientific integrity as part of their onboarding process.

- ☑ Also in 2016, both the scientific integrity internet and intranet websites were expanded, updated, and redesigned to increase access to information and resources on scientific integrity at EPA.

- ☑ Since January 2017, all new EPA employees have been shown a presentation by the Scientific Integrity Official and an animated whiteboard video as part of their onboarding process.

- ☐ Create additional outreach materials for use by Deputy Scientific Integrity Officials to increase their visibility and outreach efforts.

- ☐ Work with EPA's Whistleblower Protection Ombudsman in the OIG to raise awareness of whistleblower rights and responsibilities.

Promote a Culture of Scientific Integrity at EPA

- ☐ Initiate dialogues with EPA managers to clearly define the responsibilities of management and senior leadership regarding scientific integrity.

- ☐ Work with managers to develop ways to increase transparency in decision-making and increase understanding of the role that science plays in decision-making at EPA.

- ☐ Develop the Differing Scientific Opinions Policy for use when an EPA employee substantively engaged in the science informing an EPA policy decision disagrees with the scientific data, scientific interpretations, or scientific conclusions that will be relied upon.

- ☐ Work with managers to make certain that there is widespread understanding of scientists' right to review, correct, and improve the scientific content of any proposed Agency document intended for public dissemination that significantly relies on their research.

- ☐ Devise ways to provide additional scientific support to managers who supervise, utilize, and/or communicate science.

[10] A recorded version of the Scientific Integrity Training can be found at https://www.youtube.com/watch?v=Zc0T7fooot8.

Improve Practices for the Release of Scientific Information to the Public

- ☐ Finalize and release *Best Practices for Clearance of Scientific Products at EPA* that emphasize transparency, predictability, and timeliness.

- ☐ Work with program offices and regions to evaluate, revise, and / or enhance their clearance procedures.

- ☐ Work with the Office of Public Affairs to increase access of the news media to scientists and their research results.

- ☐ Encourage effective media training for EPA scientists and technical staff.

Promote Professional Development for EPA Scientists and Other Technical Staff

- ☐ Work with offices, programs, and regions to promote consistent and transparent criteria for deciding who receives opportunities for professional development subject to available resources and training and other priorities.

Appendix A. Survey Instrument and Results

The Scientific Integrity Policy was issued in 2012. Provide responses that reflect your understanding and experience regarding science and scientific integrity in the past 3 years.

"Science" and "scientific" are expansive terms that refer to the full spectrum of scientific endeavors, including: basic science (e.g., biology, chemistry), applied science, engineering, technology, economics, social sciences, and statistics. The term "scientist" refers to anyone who collects, generates, uses, or evaluates scientific data, analyses, or products.

Please select one response per question unless otherwise noted.

1. What percentage of your time is spent on scientific work in the following broad categories?

Please provide the best estimates. This does not need to add up to 100% of your time, but you must enter a number from 0 to 100 in each box.

Create or conduct science through original research or synthesize/analyze existing data for assessments (for example: modeling, data collection in the field or laboratory, analyze or evaluate lab samples, economic analysis, risk assessment, other technical activities, etc.)

Average: 23.09%

Utilize scientific data or conclusions to inform Agency actions or decisions (for example: policy analysis, rule or policy development, permit writing, inspections or evaluations, grant review, enforcement, etc.) or develop policies, guidance or regulations that affect science.

Average: 28.65%

Communicate science via any media (i.e. public affairs, internal communication, community outreach, stakeholder engagement, write/publish papers, etc.)

Average: 17.65%

Manage science, scientists or technical activities involving personnel performing such tasks (i.e. direct, supervise, manage or oversee scientific activities listed in a., b., and c.)

Average: 17.41%

The purpose of the remaining questions is to understand your awareness of the Scientific Integrity Policy. Your work is critical to EPA's mission to protect human health and the environment. From here, the survey should take about 10 minutes to complete.

AWARENESS AND UNDERSTANDING OF EPA'S SCIENTIFIC INTEGRITY POLICY AND PROCEDURES

In the next several questions, please select the response(s) that best characterizes your familiarity with and understanding of EPA's Scientific Integrity Policy.

2. How familiar are you with EPA's Scientific Integrity Policy? (select one):

Total Responses: 3,791

I am aware EPA has the Policy, but I have neither skimmed nor read it | 1,062 (28.0%)

I know where to find the Policy, but I have neither skimmed nor read it | 252 (6.7%)

I have skimmed the Policy | 1,227 (32.4%)

I have read the Policy | 868 (22.9%)

I was not aware of the Policy until I received this survey | 382 (10.1%)

3. How did you learn about the existence of the Scientific Integrity Policy? (select all that apply)

Total Responses: 3,401

Online training module | 812 (23.9%)

An informational Poster | 253 (7.4%)

EPA website | 1,238 (36.4%)

Annual Report on Scientific Integrity at EPA | 523 (15.4%)

My supervisor | 549 (16.1%)

The Deputy Scientific Integrity Official in my program/region | 263 (7.7%)

Presentation by Scientific Integrity Official | 633 (18.6%)

Other | 950 (27.9%)

4. Do you know how to report instances/allegations[1] relating to the loss of scientific integrity?

Total Responses: 3,772

Yes	No
1,559 (41.3%)	2,213 (58.7%)

[1]A scientific integrity allegation refers to a claim of the loss of scientific integrity at the Agency. Scientific integrity is adherence to professional values and practices, when conducting, supervising, communicating, and applying the results of science. It ensures objectivity, clarity, reproducibility, and utility and provides insulation from bias, fabrication, falsification, plagiarism, outside interference, and censorship. For example, a loss of scientific integrity might include discouragement to collect data crucial to a robust scientific outcome; removal from a team or project due to a different scientific opinion; or non-scientific motivation for changes in a study design or the interpretation of data.

For the next several questions, to whom would you feel comfortable reporting your information:

A. Supervisor

Total Responses: 3,777

Yes	No
3,338 (88.4%)	439 (11.6%)

B. Union

Total Responses: 3,678

Yes	No
1,988 (54.1%)	1,690 (45.9%)

C. OIG (Office of Inspector General)

Total Responses: 3,657

Yes	No
2,440 (66.7%)	1,217 (33.3%)

D. Scientific Integrity Official

Total Responses: 3,679

Yes	No
2,921 (79.4%)	758 (20.6%)

E. Deputy Scientific Integrity Official

Total Responses: 3,658

Yes	No
2,783 (76.1%)	875 (23.9%)

5. For this question, please consider the content in the Scientific Integrity Policy rather than how the Policy is being implemented. The content in the Scientific Integrity Policy (select all that apply):

Total Responses: 3,770

Adds Value | 1,601 (42.5%)

Effectively addresses concerns about Scientific Integrity | 1,418 (37.6%)

Is easy to interpret | 795 (21.1%)

Does not apply to me or my work at the Agency | 72 (1.9%)

Does not enhance my work | 237 (6.3%)

Don’t know/I am unfamiliar with the content in the Scientific Integrity Policy | 1,450 (38.46%)

6. What are the roles of the Scientific Integrity Committee? (select all that apply):

Total Responses: 3,769

To develop additional procedures to fully implement the Scientific Integrity Policy | 1,195 (31.7%)

To provide leadership for the Agency on scientific integrity | 1,580 (41.9%)

To implement the Scientific Integrity Policy across the Agency in a consistent manner | 1,562 (41.4%)

To promote Agency compliance with the Scientific Integrity Policy | 1,609 (42.7%)

To address concerns about the Scientific Integrity Policy | 1,409 (37.4%)

Don't know/not familiar with Committee roles | 1,853 (49.2%)

7. Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity means

A. The work of EPA is informed by robust science

Total Responses: 3,630

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
1,389 (38.5%)	1,432 (39.5%)	279 (7.7%)	121 (3.3%)

Strongly Disagree	No Basis to Judge/Do not Know
58 (1.6%)	342 (9.4%)

B. Scientific findings are generated, reviewed, and shared in a timely manner

Total Responses: 3,618

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
904 (25%)	1,478 (40.9%)	504 (13.9%)	253 (7.0%)

Strongly Disagree	No Basis to Judge/Do not Know
91 (2.5%)	388 (10.7%)

C. The public experiences increased appreciation and understanding of EPA's scientific work

Total Responses: 3,621

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
607 (18.5%)	1,079 (29.8%)	893 (24.7%)	363 (10.0%)

Strongly Disagree	No Basis to Judge/Do not Know
128 (3.5%)	488 (13.5%)

D. Scientists are able to do their best work knowing they are protected from intimidation or coercion to alter scientific data or findings

Total Responses: 3,615

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
1,217 (33.7%)	1,221 (33.8%)	440 (12.2%)	192 (5.3%)

Strongly Disagree	No Basis to Judge/Do not Know
125 (3.5%)	420 (11.6%)

WHISTLEBLOWER PROTECTIONS

8. The Scientific Integrity Policy extends whistleblower protections to all EPA employees who uncover or report allegations of scientific and research misconduct, or who express a differing scientific opinion. Are you aware of whistleblower rights under the Whistleblower Protection Enhancement Act of 2012?

Total Responses: 3,783

Yes	No	Generally, not specifically
1,711 (45.2%)	350 (9.3%)	1,722 (45.5%)

9. What suggestions do you have for improving scientific integrity at EPA based on your understanding and experience? Is there anything else you would like to share with us regarding scientific integrity at EPA? Your response will be extremely useful to the Scientific Integrity Official and Committee because it will inform the Agency's future implementation of the Scientific Integrity Policy.

Total Responses: 1,657

Responses to this question varied. Some responses provided suggestions, and other responses detailed issues related to scientific integrity. Please see figure X for a more exhaustive list of themes. The most prominent themes of responses were:

1. Suggestion for more training and outreach on scientific integrity
2. Issues with EPA management and leadership
3. Perceived political interference in EPA work
4. Concerns about the role/ importance science in science-informed decision-making at EPA

A variety of themes emerged in the data, which were less prominent and often overlapped with or were related to the themes listed above.

CULTURE OF SCIENTIFIC INTEGRITY AT EPA

To support a culture of scientific integrity within the Agency, EPA's Scientific Integrity Policy:

Promotes a culture of scientific integrity, fostering honest investigation, open discussion, refined understanding, and a firm commitment to evidence. Prohibits all EPA employees, including scientists, managers, and other Agency leadership, from suppressing, altering, or otherwise impeding the timely release of scientific findings or conclusions. Requires all Agency employees to act honestly and refrain from acts of scientific misconduct. Scientific misconduct includes fabrication, falsification, or plagiarism in proposing, performing, or reviewing scientific and research activities, or in the publication or reporting of these activities; scientific misconduct does not include honest error or differences of opinion.

EPA Scientific Integrity Policy, pg. 3-4, 2012

10. Please comment on your personal experiences regarding a culture of scientific integrity at EPA in the past 3 years.

Total Text Responses: 2,215

Summary: Responses to this question varied, but a majority of the responses were categorized into the following three emerging themes. Prominent themes included:

1. Positive statements and experiences regarding a culture of scientific integrity at EPA
2. Issues with EPA management and leadership
3. Perceived political interference in EPA work

A variety of themes emerged in the data, which were less prominent and often overlapped with or were related to the themes listed above.

Please indicate how much you agree or disagree with the following statements:

11. Within EPA in my official capacity, I can openly express my scientific opinions about the Agency's scientific work without fear of retaliation.

Total Responses: 2,779

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
953 (25.2%)	1,560 (41.3%)	489 (12.9%)	308 (8.2%)

Strongly Disagree	No Basis to Judge/Do not Know
179 (4.7%)	290 (7.7%)

12. In my personal capacity, I can freely express my scientific views provided I specify that I am not speaking on behalf of, or as a representative of, the agency.

Total Responses: 3,768

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
917 (24.3%)	1,665 (44.2%)	545 (14.5%)	241 (6.4%)

Strongly Disagree	No Basis to Judge/Do not Know
101 (2.7%)	299 (7.9%)

13. My management chain consistently stands behind scientific staff who put forth scientifically defensible positions that may be controversial.

Total Responses: 3771

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
687 (18.2%)	1,287 (34.1%)	774 (20.5%)	360 (9.6%)

Strongly Disagree	No Basis to Judge/Do not Know
203 (5.4%)	460 (12.2%)

14. I have the right to review, correct and approve the scientific content of an Agency document, before public dissemination, that significantly relies on my scientific research, identifies me as an author, or represents my scientific opinion.

Total Responses: 3,766

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
664 (17.6%)	1,274 (33.8%)	593 (15.8%)	175 (4.7%)

Strongly Disagree	No Basis to Judge/Do not Know
110 (2.9%)	950 (25.2%)

15. The scientific or technical products (papers, datasets, reports, etc.) to which I contribute are released to the public in a timely fashion.

Total Responses: 3,763

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
393 (10.4%)	1,143 (30.4%)	864 (23.0%)	362 (9.6%)

Strongly Disagree	No Basis to Judge/Do not Know
161 (4.3%)	840 (22.3%)

16. EPA policies regarding speaking to the news media support accurate representation of my scientific research to the general public.

Total Responses: 3,755

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
303 (8.1%)	848 (22.6%)	888 (23.7%)	236 (6.3%)

Strongly Disagree	No Basis to Judge/Do not Know
133 (3.5%)	1,347 (35.9%)

RELEASE OF SCIENTIFIC INFORMATION[3] TO THE PUBLIC

[3]Consider OMB's definition of "Scientific Information": factual inputs, data, models, analyses, technical information, or scientific assessments related to such disciplines as the behavioral and social sciences, public health and medical sciences, life and earth sciences, engineering, or physical sciences. This includes any communication or representation of knowledge such as facts or data, in any medium or form, including textual, numerical, graphic, cartographic, narrative, or audiovisual forms. This definition includes information that an agency disseminates from a web page, but does not include the provision of hyperlinks on a web page to information that others disseminate. This definition excludes opinions, where the agency's presentation makes clear that an individual's opinion, rather than a statement of fact or of the agency's findings and conclusions, is being offered. OMB Final Information Quality Bulletin for Peer Review M-05-03.

17. Many parts of the Agency have specific procedures for obtaining permission for the release of scientific products outside of the EPA. Respond to the following statements about the clearance process or procedure for scientific products in your office. If you are not aware of a process or procedure, please select "No Basis to Judge/Do Not Know."

A. The clearance procedure is consistent within my Office.

Total Responses: 3,769

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
299 (7.9%)	846 (22.5%)	421 (11.2%)	254 (6.7%)

Strongly Disagree	No Basis to Judge/Do not Know
107 (2.8%)	1,842 (48.9%)

B. The clearance procedure is transparent.

Total Responses: 3756

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
273 (7.3%)	796 (21.2%)	496 (13.2%)	300 (8.0%)

Strongly Disagree	No Basis to Judge/Do not Know
140 (3.7%)	1,751 (46.6%)

C. I can accurately predict the amount of time it will take to clear a scientific product.

Total Responses: ,3757

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree
93 (2.5%)	391 (10.4%)	571 (15.2%)	577 (15.4%)

Strongly Disagree	No Basis to Judge/Do not Know
333 (8.9%)	1,792 (47.7%)

Regarding the release of scientific information to the public, EPA's Scientific Integrity Policy:

This Policy is intended to outline the Agency's expectations for developing and communicating scientific information to the public, to the scientific community, to Congress, and to the news media by further providing for and protecting the EPA's longstanding commitment to the timely and unfiltered dissemination of its scientific information- uncompromised by political or other interference.

EPA Scientific Integrity Policy, pg. 5, 2012

18. Please comment on your personal experiences regarding the timely release of scientific information to which you contributed at EPA in the past 3 years.

Total Text Responses: 1,825

Prominent Themes:

1. Appropriate timely release of information
2. Slow or delayed release of information

A variety of themes emerged in the data, which were less prominent and often overlapped with or were related to the themes listed above.

19. Please comment on your personal experiences regarding speaking to the news media about your scientific or technical research findings at EPA in the past 3 years.

Total Text Responses: 1,891

Prominent Themes:

1. Little to no experience communicating with the news media.
2. Communicating with the news media is primarily a role for EPA communications staff
3. Discouragement or prohibition related to communicating directly with the news media
4. Experiences with no issues or positive experiences with speaking to the news media

A variety of themes emerged in the data, which were less prominent and often overlapped with or were related to the themes listed above.

20. Have you had training on how to communicate scientific topics to the media? (select all that apply):

Total Responses: 3,742

Through training at the EPA | 1,203 (31.2%)

Through training at another federal organization | 187 (5.0%)

Through a professional society | 286 (7.6%)

Through an academic institution | 428 (11.4%)

Communicating scientific topics to the media is not something my job requires me to do | 594 (15.9%)

Other training elsewhere | 312 (8.3%)

Not at all | 1,663 (44.4%)

PROFESSIONAL DEVELOPMENT

In the past 3 years, how frequently have you personally experienced the following?

21. I am provided with the appropriate time and encouragement to keep up with advances in my profession, including attending conferences and participation in scientific or professional societies.

Total Responses: 3,780

Frequently	Occasionally	Seldom	Never	No basis to judge/do not know
848 (22.4%)	1,373 (36.3%)	875 (23.2%)	305 (8.1%)	379 (10.0%)

22. The process in my office for deciding who can attend and participate in meetings sponsored by scientific or professional societies is transparent.

Total Responses: 3,774

Frequently	Occasionally	Seldom	Never	No basis to judge/do not know
903 (23.4%)	941 (24.9%)	715 (19.0%)	481 (12.8%)	734 (19.5%)

PEER REVIEW

23. Independent peer review of Agency science is a crucial aspect of scientific integrity. To ensure that scientific products undergo appropriate peer review by qualified experts, the EPA relies on its Peer Review Policy and Peer Review Handbook. Please comment on your personal experiences with peer review at EPA in the past three years.

Total text responses: 2,142

Prominent themes:

1. Positive experiences or remarks regarding scientific integrity at EPA
2. Experience using peer review in EPA work
3. Peer review used as common procedure in offices, programs and regions

A variety of themes emerged in the data, which were less prominent and often overlapped with or were related to the themes listed above.

DEMOGRAPHICS

24. My current grade of classification level is:

Total Responses: 3,758

GS-10 or lower	GS-11	GS-12	GS-13	GS-14	GS-15
205 (5.6%)	68 (1.8%)	402 (10.7%)	1,680 (44.7%)	688 (18.3)	584 (15.5%)

SES, SL, ST or Title 42	Other
106 (2.8)	25 (0.67%)

25. I have worked at EPA for:

Total Responses: 3764

< 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years
257 (6.8%)	278 (10.0%)	605 (16.1%)	516 (13.7%)	552 (14.7%)	567 (15.1%)

26-30 years	>30 years
520 (13.8%)	369 (9.8%)

26. The highest level of education I have completed is:

Total Responses: 3,756

Bachelor's	Master's	JD	PhD	Other
1,000 (26.6%)	1,636 (43.6%)	188 (5.0%)	786 (20.9%)	146 (3.9%)

27. My current affiliation at EPA is:

(To further ensure the confidentiality of your response, a contractor will combine the reported results from Offices or Regions with less than 20 respondents)

Total Responses: 3,731

Office of the Administrator	OARM	OAR	OCFO	OCSPP	OECA
72 (1.9%)	18 (0.5%)	258 (6.9%)	11 (0.3%)	302 (8.1%)	80 (2.1%)

OEI	OGC	OIG	OITA	OSA	ORD
33 (0.9%)	16 (0.4%)	35 (0.9%)	8 (0.2%)	7(0.2%)	702 (18.8%)

OSWER (Now OLEM)	OW	Region 1	Region 2	Region 3	Region 4
135 (3.6%)	142 (3.8%)	137 (3.7%)	174 (4.7%)	272 (7.3%)	231 (6.2%)

Region 5	Region 6	Region 7	Region 8	Region 9	Region 10
245 (6.6%)	196 (5.3%)	167 (4.5%)	176 (4.7%)	158 (4.2%)	156 (4.18%)

28. I work in a supervisory role at EPA.

Total Responses: 3,741

Yes	No
575 (15.4%)	3,166 (84.6%)

FINAL COMMENTS

29. Please provide any final comments here:

Total Responses: 827

Prominent themes:

1. Positive remarks and experiences regarding scientific integrity at EPA
2. Issues with EPA management and leadership
3. Political Interference in EPA work

A variety of themes emerged in the data, which were less prominent and often overlapped with or were related to the themes listed above.

30. The purpose of this survey is to better understand your experience with and understanding of scientific integrity at EPA, your awareness of the Agency's Scientific Integrity Policy and to improve the implementation of the policy. Please indicate if you read any part of EPA's Scientific Integrity Policy while taking this survey:

Total Responses: 3,747

Yes	No
1,604 (42.8%)	2,143 (57.2%)

Your responses are important to maintain scientific integrity at the Agency. The survey process maintains strict security procedures to ensure the anonymity of respondents. Any connection between your personal identifiable information and your survey response will be kept completely confidential by a third party contractor. To further ensure the confidentiality of your responses, the contractor will combine the reported results from Offices or Regions with less than 20 respondents.

[After submitting the survey]

Thank you for your time. You may notice that some people took a longer survey than others. This was based on your response to Question #1. There were additional questions for those of you who responded that more than 25percent of your time at EPA is spent conducting, creating, utilizing, managing, or communicating science. Please feel free to contact EPA's Scientific Integrity Official or Deputy Scientific Integrity Officials with any questions or concerns.

Again, we deeply appreciate your participation.

For more information on Scientific Integrity, please visit the Scientific Integrity web page:
http://www2.epa.gov/osa/basic-information-about-scientific-integrity

Sincerely,

Francesca T. Grifo

EPA Scientific Integrity Official

Appendix B. Response Frequencies across Descriptive Categories for Long Version Sample

Question 2: How familiar are you with EPA's Scientific Integrity Policy?

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
I am aware that EPA has the Policy, but I have neither skimmed nor read it	**77** 29.96%	**108** 28.57%	**188** 31.07%	**143** 27.71%	**144** 26.13%	**146** 25.80%	**142** 27.31%	**105** 28.46%	**1053** 27.99%
I know where to find the Policy, but I have neither skimmed nor read it	**15** 5.84%	**31** 8.20%	**53** 8.76%	**46** 8.91%	**29** 5.26%	**35** 6.18%	**26** 5.00%	**17** 4.61%	**252** 6.7%
I have skimmed the Policy	**71** 27.63%	**137** 36.24%	**191** 31.57%	**157** 30.43%	**184** 33.39%	**191** 33.75%	**182** 35.00%	**105** 28.46%	**1218** 32.38%
I have read the Policy	**28** 10.89%	**63** 16.67%	**116** 19.17%	**118** 22.87%	**141** 25.59%	**149** 26.33%	**130** 25.00%	**116** 31.44%	**861** 22.89%
I was not aware of the Policy until I received this survey	**66** 25.68%	**39** 10.32%	**57** 9.42%	**52** 10.08%	**53** 9.62%	**45** 7.95%	**40** 7.69%	**26** 7.05%	**378** 10.05%
Total	**257** 100%	**378** 100%	**605** 100%	**516** 100%	**551** 100%	**566** 100%	**520** 100%	**369** 100%	**3762** 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
I am aware that EPA has the Policy, but I have neither skimmed nor read it	**103** 17.91%	**942** 29.77%	**1045** 3795%
I know where to find the Policy, but I have neither skimmed nor read it	**34** 5.91%	**214** 6.76%	**248** 6.63%
I have skimmed the Policy	**197** 34.26%	**1016** 32.11%	**1213** 32.44%
I have read the Policy	**224** 38.96%	**632** 19.97%	**856** 22.89%
I was not aware of the Policy until I received this survey	**17** 2.96%	**360** 11.38%	**377** 10.08%
Total	**575** 100%	**3164** 100%	**3739** 100%

Question 2: How familiar are you with EPA's Scientific Integrity Policy?

	My current grade or classification level is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
I am aware that EPA has the Policy, but I have neither skimmed nor read it	61 29.76%	20 29.41%	134 33.33%	511 30.43%	192 27.95%	117 20.03%	16 15.09%	1051 28.17%
I know where to find the Policy, but I have neither skimmed nor read it	17 8.29%	4 5.88%	27 6.72%	128 7.62%	47 6.84%	27 4.62%	1 0.94%	251 6.73%
I have skimmed the Policy	52 25.37%	18 26.47%	118 29.35%	554 33.00%	233 33.92%	200 34.25%	35 33.02%	1210 32.43%
I have read the Policy	23 11.22%	12 17.65%	68 16.92%	315 18.76%	166 24.16%	208 35.62%	52 49.06%	844 22.62%
I was not aware of the Policy until I received this survey	52 25.37%	14 20.59%	55 13.68%	171 10.18%	49 7.13%	32 5.48%	2 1.89%	375 10.05%
Total	205 100%	68 100%	402 100%	1679 100%	687 100%	584 100%	106 100%	3731 100%

Question 3: How did you learn about the existence of the Scientific Integrity Policy? (select all that apply)

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Online training module	60 31.41%	109 32.25%	151 27.66%	93 20.04%	101 20.24%	112 21.58%	111 23.22%	69 20.23%	806 23.87%
An informational poster	10 5.24%	31 9.17%	46 8.42%	30 6.47%	37 7.41%	37 7.13%	35 7.32%	25 7.33%	251 7.43%
EPA website	79 41.36%	131 38.76%	202 37.00%	165 35.56%	196 39.28%	164 31.60%	171 35.77%	121 35.48%	1229 36.40%
Annual Report on Scientific Integrity at EPA	17 8.90%	41 12.13%	95 17.40%	55 11.85%	77 15.43%	95 18.30%	80 16.74%	59 17.30%	519 15.37%
My supervisor	31 16.23%	56 16.57%	106 19.41%	76 16.38%	74 14.83%	79 15.22%	75 15.69%	46 13.49%	543 16.08%
The Deputy Scientific Integrity Official in my program/region	8 4.19%	20 5.92%	38 6.96%	26 5.60%	43 8.62%	50 9.63%	41 8.58%	36 10.56%	262 7.76%
Presentation by Scientific Integrity Official	19 9.95%	60 17.75%	103 18.86%	84 18.10%	112 22.44%	97 18.69%	89 18.62%	65 19.06%	629 18.63%
Other	44 23.04%	72 21.30%	129 23.63%	143 30.82%	146 29.26%	166 31.98%	145 30.33%	97 28.45%	942 27.90%
Total	191 100%	338 100%	546 100%	464 100%	499 100%	519 100%	478 100%	341 100%	3376 100%

Question 3: How did you learn about the existence of the Scientific Integrity Policy? (select all that apply)

	I work in a supervisory role at EPA.		
	Yes	No	Total
Online training module	141 25.36%	657 23.48%	798 23.79%
An informational poster	42 7.55%	207 7.40%	249 7.42%
EPA website	183 32.91%	1039 37.13%	1222 36.43%
Annual Report on Scientific Integrity at EPA	94 16.91%	424 15.15%	518 15.44%
My supervisor	94 16.91%	449 16.05%	543 16.19%
The Deputy Scientific Integrity Official in my program/region	79 14.21%	181 6.47%	260 7.75%
Presentation by Scientific Integrity Official	158 28.42%	465 16.62%	623 18.57%
Other	125 22.48%	807 28.84%	932 27.79%
Total	556 100%	2798 100%	3354 100%

	My current grade or classification level is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Online training module	46 30.07%	16 29.63%	97 27.95%	360 23.92%	148 23.31%	120 21.82%	16 15.38%	803 23.98%
An informational poster	9 5.88%	6 11.11%	23 6.63%	116 7.71%	45 7.09%	38 6.91%	8 7.69%	245 7.32%
EPA website	77 50.33%	23 42.59%	137 39.48%	551 36.61%	205 32.28%	197 35.82%	27 25.96%	1217 36.35%
Annual Report on Scientific Integrity at EPA	16 10.46%	6 11.11%	56 16.14%	241 16.01%	94 14.80%	83 15.09%	20 19.23%	516 15.41%
My supervisor	28 18.30%	11 20.37%	55 15.85%	231 15.35%	102 16.06%	103 18.73%	12 11.54%	542 16.19%
The Deputy Scientific Integrity Official in my program/region	7 4.58%	2 3.70%	25 7.20%	85 5.65%	62 9.76%	59 10.73%	17 16.35%	257 7.68%
Presentation by Scientific Integrity Official	15 9.80%	9 16.67%	55 15.85%	246 16.35%	118 18.58%	136 24.73%	44 42.31%	623 18.61%
Other	29 18.95%	14 25.93%	80 23.05%	430 28.57%	181 28.50%	168 30.55%	26 25.00%	928 27.72%
Total	153 100%	54 100%	347 100%	1505 100%	635 100%	550 100%	104 100%	3348 100%

Question 4: Do you know how to report instances/ allegations relating to the loss of scientific integrity?

	I have been at the Agency for:							
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	Total
Yes	66 25.88%	146 38.93%	233 38.83%	200 38.91%	248 45.01%	257 45.49%	224 43.33%	1546 41.30%
No	189 74.12%	229 61.07%	367 61.17%	314 61.09%	303 54.99%	308 54.51%	293 56.67%	2197 58.70%
Total	255 100%	375 100%	600 100%	514 100%	551 100%	565 100%	517 100%	3743 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Yes	**362** 63.40%	**1176** 37.35%	**1538** 41.34%
No	**209** 36.60%	**1973** 62.65%	**2182** 58.66%
Total	**571** 100%	**3149** 100%	**3720** 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	**57** 27.94%	**27** 40.30%	**131** 33.00%	**584** 34.95%	**296** 43.21%	**349** 59.86%	**82** 77.36%	**1526** 41.10%
No	**147** 72.06%	**40** 59.70%	**266** 67.00%	**1087** 65.05%	**389** 56.79%	**234** 40.14%	**24** 22.64%	**2187** 58.90%
Total	**204** 100%	**67** 100%	**397** 100%	**1671** 100%	**685** 100%	**583** 100%	**106** 100%	**3713** 100%

Question 4A: To whom would you feel comfortable reporting information? - Supervisor

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Yes	**246** 96.85%	**339** 90.16%	**535** 88.87%	**458** 89.28%	**476** 86.55%	**492** 87.08%	**447** 85.96%	**322** 87.50%	**3315** 88.45%
No	**8** 3.15%	**37** 9.84%	**67** 11.13%	**55** 10.72%	**74** 13.45%	**73** 12.92%	**73** 14.04%	**46** 12.50%	**433** 11.55%
Total	**254** 100%	**376** 100%	**602** 100%	**513** 100%	**550** 100%	**565** 100%	**520** 100%	**368** 100%	**3748** 100%

	I work in a Supervisory role at EPA.		
	Yes	No	Total
Yes	537 93.39%	2761 87.60%	3298 88.49%
No	38 6.61%	391 12.40%	429 11.51%
Total	575 100%	3152 100%	3727 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	195 96.06%	64 94.12%	362 90.95%	1454 86.75%	595 86.73%	529 91.05%	100 94.34%	3299 88.73%
No	8 3.94%	4 5.88%	36 9.05%	222 13.25%	91 13.27%	52 8.95%	6 5.66%	419 11.27%
Total	203 100.00%	68 100.00%	398 100.00%	1676 100.00%	686 100.00%	581 100.00%	106 100.00%	3718 100.00%

Question 4B: To whom would you feel comfortable reporting information? – Union

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Yes	152 60.56%	204 55.89%	342 57.77%	268 53.28%	304 57.04%	282 51.84%	255 50.00%	166 46.89%	1973 54.03%
No	99 39.44%	161 44.11%	250 42.23%	235 46.72%	229 42.96%	262 48.16%	255 50.00%	188 53.11%	1679 45.97%
Total	251 100%	365 100%	592 100%	503 100%	533 100%	544 100%	510 100%	354 100%	3652 100%

Question 4B: To whom would you feel comfortable reporting information? – Union

	I work in a supervisory role at EPA.		
	Yes	No	Total
Yes	138 24.91%	1824 59.30%	1962 54.05%
No	416 75.09%	1252 40.70%	1668 45.95%
Total	554 100%	3076 100%	3630 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	125 62.81%	42 61.76%	249 64.68%	1014 62.09%	329 49.25%	187 32.86%	17 16.67%	1963 54.17%
No	74 37.19%	26 38.24%	136 35.32%	619 37.91%	339 50.75%	382 67.14%	85 83.33%	1661 45.83%
Total	199 100%	68 100%	385 100%	1633 100%	668 100%	569 100%	102 100%	3624 100%

Question 4C: To whom would you feel comfortable reporting information? – OIG

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Yes	164 66.40%	252 68.29%	391 66.27%	332 66.53%	357 67.11%	349 64.04%	345 68.86%	234 67.24%	2424 66.76%
No	83 33.60%	117 31.71%	199 33.73%	167 33.47%	175 32.89%	196 35.96%	156 31.14%	114 32.76%	1207 33.24%
Total	247 100%	369 100%	590 100%	499 100%	532 100%	545 100%	501 100%	348 100%	3631 100.00%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Yes	416 74.42%	1995 65.37%	2411 66.77%
No	143 25.58%	1057 34.63%	1200 33.23%
Total	559 100.00%	3052 100.00%	3611 100.00%

Question 4C: To whom would you feel comfortable reporting information? – OIG

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	133 68.21%	46 67.65%	236 61.78%	1076 66.34%	457 68.93%	392 68.65%	71 70.30%	2411 66.94%
No	62 31.79%	22 32.35%	146 38.22%	546 33.66%	206 31.07%	179 31.35%	30 29.70%	1191 33.06%
Total	195 100%	68 100%	382 100%	1622 100%	663 100%	571 100%	101 100%	3602 100%

Question 4D: To whom would you feel comfortable reporting information? – Scientific Integrity Official

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Yes	203 81.20%	306 83.15%	487 82.26%	392 77.62%	418 78.13%	419 76.60%	405 80.52%	275 77.90%	2905 79.52%
No	47 18.80%	62 16.85%	105 17.74%	113 22.38%	117 21.87%	128 23.40%	98 19.48%	78 22.10%	748 20.48%
Total	250 100%	368 100%	592 100%	505 100%	535 100%	547 100%	503 100%	353 100%	3653 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Yes	497 88.28%	2387 77.75%	2884 79.38%
No	66 11.72%	683 22.25%	749 20.62%
Total	563 100%	3070 100%	3633 100%

	My current grade or classification:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	157 79.29%	59 86.76%	306 78.87%	1235 75.86%	541 81.48%	495 86.69%	97 91.51%	2890 79.77%
No	41 20.71%	9 13.24%	82 21.13%	393 24.14%	123 18.52%	76 13.31%	9 8.49%	733 20.23%
Total	198 100%	68 100%	388 100%	1628 100%	664 100%	571 100%	106 100%	3623 100%

Question 4E: To whom would you feel comfortable reporting information? – Deputy Scientific Integrity Official

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Yes	197 79.12%	295 79.51%	466 79.12%	372 74.40%	396 75.29%	400 73.13%	380 76.00%	262 74.86%	2768 76.21%
No	52 20.88%	76 20.49%	123 20.88%	128 25.60%	130 24.71%	147 26.87%	120 24.00%	88 25.14%	864 23.79%
Total	249 100%	371 100%	589 100%	500 100%	526 100%	547 100%	500 100%	350 100%	3632 100%

	I am in a supervisory role at EPA.		
	Yes	No	Total
Yes	481 85.74%	2267 74.33%	2748 76.10%
No	80 14.26%	783 25.67%	863 23.90%
Total	561 100%	3050 100%	3611 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	151 77.04%	56 82.35%	289 75.26%	1173 72.59%	522 78.61%	475 83.48%	88 83.81%	2754 76.46%
No	45 22.96%	12 17.65%	95 24.74%	443 27.41%	142 21.39%	94 16.52%	17 16.19%	848 23.54%
Total	196 100%	68 100%	384 100%	1616 100%	664 100%	569 100%	105 100%	3602 100%

Question 5: The content in the Scientific Integrity Policy (select all that apply):

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Adds value	**90** 35.29%	**152** 40.21%	**243** 40.57%	**197** 38.40%	**253** 45.92%	**256** 45.15%	**231** 44.59%	**169** 46.56%	**1591** 42.49%
Effectively addresses concerns about scientific integrity	**96** 37.65%	**140** 37.04%	**204** 34.06%	**169** 32.94%	**221** 40.11%	**232** 40.92%	**210** 40.54%	**142** 39.12%	**1414** 37.77%
Is easy to interpret	**55** 21.57%	**85** 22.49%	**109** 18.20%	**101** 19.69%	**114** 20.69%	**138** 24.34%	**113** 21.81%	**79** 21.76%	**794** 21.21%
Does not apply to me or my work at the Agency	**5** 1.96%	**11** 2.91%	**13** 2.17%	**12** 2.34%	**8** 1.45%	**7** 1.23%	**5** 0.97%	**10** 2.75%	**71** 1.90%
Does not enhance my work	**5** 1.96%	**20** 5.29%	**26** 4.34%	**45** 8.77%	**39** 7.08%	**36** 6.35%	**41** 7.92%	**23** 6.34%	**235** 6.28%
Don't know/I am unfamiliar with the content in the Scientific Integrity Policy	**141** 55.29%	**165** 43.65%	**266** 44.41%	**206** 40.16%	**188** 34.12%	**186** 32.80%	**169** 32.63%	**120** 33.06%	**1441** 38.49%
Total	**255** 100%	**378** 100%	**599** 100%	**513** 100%	**551** 100%	**567** 100%	**518** 100%	**363** 100%	**3744** 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Adds value	327 57.37%	1255 39.85%	1582 42.54%
Effectively addresses concerns about scientific integrity	285 50.00%	1118 35.50%	1403 37.73%
Is easy to interpret	172 30.18%	614 19.50%	786 21.13%
Does not apply to me or my work at the Agency	10 1.75%	62 1.97%	72 1.94%
Does not enhance my work	40 7.02%	194 6.16%	234 6.29%
Don't know/I am unfamiliar with the content in the Scientific Integrity Policy	119 20.88%	1311 41.63%	1430 38.45%
Total	570 100%	3149 100%	3719 100%

Question 5: The content in the Scientific Integrity Policy (select all that apply):

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Adds value	64 31.37%	28 41.79%	152 37.81%	649 38.86%	316 46.00%	297 51.38%	74 69.81%	1580 42.54%
Effectively addresses concerns about scientific integrity	72 35.29%	26 38.81%	134 33.33%	575 34.43%	262 38.14%	268 46.37%	64 60.38%	1401 37.72%
Is easy to interpret	41 20.10%	14 20.90%	77 19.15%	312 18.68%	148 21.54%	154 26.64%	42 39.62%	788 21.22%
Does not apply to me or my work at the Agency	12 5.88%	3 4.48%	8 1.99%	28 1.68%	7 1.02%	11 1.90%	1 0.94%	70 1.88%
Does not enhance my work	5 2.45%	3 4.48%	20 4.98%	119 7.13%	36 5.24%	44 7.61%	2 1.89%	229 6.17%
Don't know/I am unfamiliar with the content in the Scientific Integrity Policy	113 55.39%	34 50.75%	191 47.51%	698 41.80%	245 35.66%	140 24.22%	13 12.26%	1434 38.61%
Total	204 100%	67 100%	402 100%	1670 100%	687 100%	578 100%	106 100%	3714 100%

Question 6: What are the roles of the Scientific Integrity Committee?

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
To develop additional procedures to fully implement the Scientific Integrity Policy	**85** 33.20%	**118** 31.47%	**176** 29.38%	**139** 27.04%	**183** 33.27%	**183** 32.39%	**166** 31.98%	**139** 38.08%	**1189** 31.77%
To provide leadership for the Agency on scientific integrity	**99** 38.67%	**149** 39.73%	**236** 39.40%	**208** 40.47%	**247** 44.91%	**247** 43.72%	**221** 42.58%	**164** 44.93%	**1571** 41.97%
To implement the Scientific Integrity Policy across the Agency in a consistent manner	**104** 40.63%	**156** 41.60%	**229** 38.23%	**196** 38.13%	**234** 42.55%	**255** 45.13%	**214** 41.23%	**164** 44.93%	**1552** 41.46%
To promote Agency compliance with the Scientific Integrity Policy	**104** 40.63%	**156** 41.60%	**245** 40.90%	**200** 38.91%	**244** 44.36%	**265** 46.90%	**219** 42.20%	**168** 46.03%	**1601** 42.77%
To address updates or amendments to the Scientific Integrity Policy	**100** 39.06%	**140** 37.33%	**209** 34.89%	**163** 31.71%	**202** 36.73%	**216** 38.23%	**194** 37.38%	**150** 41.10%	**1374** 36.71%
To address concerns about the Scientific Integrity Policy	**100** 39.06%	**150** 40.00%	**217** 36.23%	**179** 34.82%	**211** 38.36%	**210** 37.17%	**194** 37.38%	**141** 38.63%	**1402** 37.46%
Don't know/not familiar with Committee roles	**143** 55.86%	**197** 52.53%	**314** 52.42%	**269** 52.33%	**258** 46.91%	**255** 45.13%	**237** 45.66%	**167** 45.75%	**1840** 49.16%
Total	**256** 100%	**375** 100%	**599** 100%	**514** 100%	**550** 100%	**565** 100%	**519** 100%	**365** 100%	**3743** 100%

Question 6: What are the roles of the Scientific Integrity Committee?

	I work in a supervisory role at EPA.		
	Yes	No	Total
To develop additional procedures to fully implement the Scientific Integrity Policy	**263** 46.06%	**922** 29.30%	**1185** 31.87%
To provide leadership for the Agency on scientific integrity	**322** 56.39%	**1241** 39.43%	**1563** 42.04%
To implement the Scientific Integrity Policy across the Agency in a consistent manner	**309** 54.12%	**1233** 39.18%	**1542** 41.47%
To promote Agency compliance with the Scientific Integrity Policy	**328** 57.44%	**1261** 40.07%	**1589** 42.74%
To address updates or amendments to the Scientific Integrity Policy	**295** 51.66%	**1072** 34.06%	**1367** 36.77%
To address concerns about the Scientific Integrity Policy	**288** 50.44%	**1106** 35.14%	**1394** 37.49%
Don't know/not familiar with Committee roles	**188** 32.92%	**1642** 52.18%	**1830** 49.22%
Total	**571** 100%	**3147** 100%	**3718** 100%

	My current grade or classification level is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
To develop additional procedures to fully implement the Scientific Integrity Policy	**63** 30.88%	**25** 37.31%	**114** 28.50%	**458** 27.46%	**212** 30.90%	**253** 43.47%	**58** 54.72%	**1183** 31.86%
To provide leadership for the Agency on scientific integrity	**72** 35.29%	**32** 47.76%	**148** 37.00%	**638** 38.25%	**295** 43.00%	**311** 53.44%	**66** 62.26%	**1562** 42.07%
To implement the Scientific Integrity Policy across the Agency in a consistent manner	**79** 38.73%	**34** 50.75%	**149** 37.25%	**635** 38.07%	**283** 41.25%	**303** 52.06%	**64** 60.38%	**1547** 41.66%
To promote Agency compliance with the Scientific Integrity Policy	**80** 39.22%	**31** 46.27%	**158** 39.50%	**646** 38.73%	**296** 43.15%	**309** 53.09%	**69** 65.09%	**1589** 42.80%
To address updates or amendments to the Scientific Integrity Policy	**74** 36.27%	**25** 37.31%	**140** 35.00%	**539** 32.31%	**243** 35.42%	**280** 48.11%	**63** 59.43%	**1364** 36.74%
To address concerns about the Scientific Integrity Policy	**78** 38.24%	**31** 46.27%	**141** 35.25%	**561** 33.63%	**244** 35.57%	**275** 47.25%	**61** 57.55%	**1391** 37.46%
Don't know/not familiar with Committee roles	**117** 57.35%	**31** 46.27%	**209** 52.25%	**890** 53.36%	**334** 48.69%	**214** 36.77%	**31** 29.25%	**1826** 49.18%
Total	**204** 100%	**67** 100%	**400** 100%	**1668** 100%	**686** 100%	**582** 100%	**106** 100%	**3713** 100%

Question 7A: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: The work of EPA is informed by robust science.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	106 42.57%	154 43.02%	238 41.25%	184 37.02%	196 36.84%	192 35.56%	184 36.95%	137 38.70%	1391 38.59%
Agree	81 32.53%	135 37.71%	213 36.92%	198 39.84%	217 40.79%	230 42.59%	202 40.56%	144 40.68%	1420 39.39%
Neither Agree nor Disagree	19 7.63%	27 7.54%	44 7.63%	35 7.04%	37 6.95%	46 8.52%	41 8.23%	29 8.19%	278 7.71%
Disagree	2 0.80%	7 1.96%	12 2.08%	15 3.02%	24 4.51%	23 4.26%	27 5.42%	11 3.11%	121 3.36%
Strongly Disagree	1 0.40%	1 0.28%	11 1.91%	12 2.41%	4 0.75%	16 2.96%	8 1.61%	5 1.41%	58 1.61%
No Basis to Judge/ Do Not Know	40 16.06%	34 9.50%	59 10.23%	53 10.66%	54 10.15%	33 6.11%	36 7.23%	28 7.91%	337 9.35%
Total	249 100%	358 100%	577 100%	497 100%	532 100%	540 100%	498 100%	354 100%	3605 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	271 48.31%	1108 36.66%	1379 38.49%
Agree	218 38.86%	1196 39.58%	1414 39.46%
Neither Agree nor Disagree	30 5.35%	246 8.14%	276 7.70%
Disagree	13 2.32%	106 3.51%	119 3.32%
Strongly Disagree	7 1.25%	51 1.69%	58 1.62%
No Basis to Judge/ Do Not Know	22 3.92%	315 10.42%	337 9.41%
Total	561 100%	3022 100%	3583 100%

Question 7A: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: The work of EPA is informed by robust science.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	76 38.19%	26 40.63%	129 34.22%	555 34.39%	255 39.05%	272 48.23%	69 65.09%	1382 38.64%
Agree	68 34.17%	17 26.56%	157 41.64%	667 41.33%	266 40.74%	209 37.06%	29 27.36%	1413 39.50%
Neither Agree nor Disagree	18 9.05%	6 9.38%	31 8.22%	136 8.43%	48 7.35%	29 5.14%	4 3.77%	272 7.60%
Disagree	5 2.51%	0 0.00%	6 1.59%	72 4.46%	18 2.76%	17 3.01%	1 0.94%	119 3.33%
Strongly Disagree	2 1.01%	0 0.00%	4 1.06%	29 1.80%	12 1.84%	7 1.24%	1 0.94%	55 1.54%
No Basis to Judge/ Do Not Know	30 15.08%	15 23.44%	50 13.26%	155 9.60%	54 8.27%	30 5.32%	2 1.89%	336 9.39%
Total	199 100%	64 100%	377 100%	1614 100%	653 100%	564 100%	106 100%	3577 100%

Question 7B: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: Scientific findings are generated, reviewed, and shared in a timely manner.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	66 26.83%	85 24.22%	154 26.42%	121 24.59%	119 22.50%	132 24.58%	128 25.60%	96 27.20%	901 25.09%
Agree	86 34.96%	135 38.46%	233 39.97%	187 38.01%	240 45.37%	240 44.69%	197 39.40%	148 41.93%	1466 40.82%
Neither Agree nor Disagree	36 14.63%	55 15.67%	74 12.69%	71 14.43%	61 11.53%	71 13.22%	78 15.60%	55 15.58%	501 13.95%
Disagree	8 3.25%	33 9.40%	39 6.69%	41 8.33%	40 7.56%	33 6.15%	38 7.60%	19 5.38%	251 6.99%
Strongly Disagree	3 1.22%	5 1.42%	15 2.57%	16 3.25%	11 2.08%	20 3.72%	15 3.00%	4 1.13%	89 2.48%
No Basis to Judge/ Do Not Know	47 19.11%	38 10.83%	68 11.66%	56 11.38%	58 10.96%	41 7.64%	44 8.80%	31 8.78%	383 10.67%
Total	246 100%	351 100%	583 100%	492 100%	529 100%	537 100%	500 100%	353 100%	3591 100%

Question 7B: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: Scientific findings are generated, reviewed, and shared in a timely manner.

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	174 31.02%	717 23.83%	891 24.96%
Agree	254 45.28%	1206 40.08%	1460 40.90%
Neither Agree nor Disagree	70 12.48%	427 14.19%	497 13.92%
Disagree	28 4.99%	222 7.38%	250 7.00%
Strongly Disagree	5 0.89%	85 2.82%	90 2.52%
No Basis to Judge/ Do Not Know	30 5.35%	352 11.70%	382 10.70%
Total	561 100%	3009 100%	3570 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	46 23.59%	14 22.58%	80 20.78%	339 21.17%	178 27.05%	191 34.29%	47 44.34%	895 25.11%
Agree	72 36.92%	21 33.87%	160 41.56%	669 41.79%	259 39.36%	237 42.55%	43 40.57%	1461 40.99%
Neither Agree nor Disagree	28 14.36%	9 14.52%	55 14.29%	237 14.80%	97 14.74%	59 10.59%	9 8.49%	494 13.86%
Disagree	10 5.13%	3 4.84%	29 7.53%	134 8.37%	42 6.38%	26 4.67%	4 3.77%	248 6.96%
Strongly Disagree	2 1.03%	1 1.61%	5 1.30%	48 3.00%	21 3.19%	8 1.44%	1 0.94%	86 2.41%
No Basis to Judge/ Do Not Know	37 18.97%	14 22.58%	56 14.55%	174 10.87%	61 9.27%	36 6.46%	2 1.89%	380 10.66%
Total	195 100%	62 100%	385 100%	1601 100%	658 100%	557 100%	106 100%	3564 100%

Question 7C: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: The public experiences increased appreciation and understanding of EPA's scientific work.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	50 38.68%	60 36.39%	108 35.34%	84 33.20%	91 32.45%	95 29.12%	105 34.74%	73 33.24%	666 33.71%
Agree	79 32.51%	125 35.82%	190 32.76%	154 31.36%	182 34.54%	208 38.10%	158 31.73%	117 32.96%	1213 33.80%
Neither Agree nor Disagree	15 6.17%	37 10.60%	65 11.21%	60 12.22%	72 13.66%	71 13.00%	61 12.25%	57 16.06%	438 12.20%
Disagree	7 2.88%	13 3.72%	29 5.00%	30 6.11%	28 5.31%	31 5.68%	34 6.83%	19 5.35%	191 5.32%
Strongly Disagree	1 0.41%	7 2.01%	17 2.93%	25 5.09%	18 3.42%	23 4.21%	23 4.62%	9 2.54%	123 3.43%
No Basis to Judge/ Do Not Know	47 19.34%	40 11.46%	74 12.76%	59 12.02%	56 10.63%	54 9.89%	49 9.84%	35 9.86%	414 11.54%
Total	243 100%	349 100%	580 100%	491 100%	527 100%	546 100%	498 100%	355 100%	3589 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	135 38.93%	526 32.70%	661 33.68%
Agree	207 36.96%	999 33.23%	1206 33.82%
Neither Agree nor Disagree	66 11.79%	366 12.18%	432 12.11%
Disagree	20 3.57%	170 5.66%	190 5.33%
Strongly Disagree	14 2.50%	109 3.63%	123 3.45%
No Basis to Judge/ Do Not Know	35 6.25%	379 12.61%	414 11.61%
Total	560 100%	3006 100%	3566 100%

Question 7C: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: The public experiences increased appreciation and understanding of EPA's scientific work.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	36 36.08%	10 33.87%	57 31.66%	264 30.35%	125 34.14%	129 40.14%	40 52.94%	661 33.76%
Agree	65 33.51%	21 33.87%	127 33.51%	545 34.11%	222 33.38%	193 34.28%	35 34.31%	1208 33.90%
Neither Agree nor Disagree	16 8.25%	2 3.23%	55 14.51%	208 13.02%	80 12.03%	66 11.72%	5 4.90%	432 12.12%
Disagree	4 2.06%	1 1.61%	12 3.17%	109 6.82%	35 5.26%	26 4.62%	2 1.96%	189 5.30%
Strongly Disagree	2 1.03%	0 0.00%	8 2.11%	67 4.19%	30 4.51%	12 2.13%	2 1.96%	121 3.40%
No Basis to Judge/ Do Not Know	37 19.07%	17 27.42%	57 15.04%	184 11.51%	71 10.68%	40 7.10%	4 3.92%	410 11.51%
Total	194 100%	62 100%	379 100%	1598 100%	665 100%	563 100%	102 100%	3563 100%

Question 7D: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: Scientists are able to do their best work knowing they are protected from intimidation or coercion to alter scientific data or findings.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	94 38.68%	127 36.39%	205 35.34%	163 33.20%	171 32.45%	159 29.12%	173 34.74%	118 33.24%	1210 33.71%
Agree	79 32.51%	125 35.82%	190 32.76%	154 31.36%	182 34.54%	208 38.10%	158 31.73%	117 32.96%	1213 33.80%
Neither Agree nor Disagree	15 6.17%	37 10.60%	65 11.21%	60 12.22%	72 13.66%	71 13.00%	61 12.25%	57 16.06%	438 12.20%
Disagree	7 2.88%	13 3.72%	29 5.00%	30 6.11%	28 5.31%	31 5.68%	34 6.83%	19 5.35%	191 5.32%
Strongly Disagree	1 0.41%	7 2.01%	17 2.93%	25 5.09%	18 3.42%	23 4.21%	23 4.62%	9 2.54%	123 3.43%
No Basis to Judge/ Do Not Know	47 19.34%	40 11.46%	74 12.76%	59 12.02%	56 10.63%	54 9.89%	49 9.84%	35 9.86%	414 11.54%
Total	243 100%	349 100%	580 100%	491 100%	527 100%	546 100%	498 100%	355 100%	3589 100%

Question 7D: Based on your understanding of the goals of the Scientific Integrity Policy, do you believe that a culture of scientific integrity at EPA means: Scientists are able to do their best work knowing they are protected from intimidation or coercion to alter scientific data or findings.

	I work in a supervisory role at EPA		
	Yes	No	Total
Strongly Agree	218 38.93%	983 32.70%	1201 33.68%
Agree	207 36.96%	999 33.23%	1206 33.82%
Neither Agree nor Disagree	66 11.79%	366 12.18%	432 12.11%
Disagree	20 3.57%	170 5.66%	190 5.33%
Strongly Disagree	14 2.50%	109 3.63%	123 3.45%
No Basis to Judge/ Do Not Know	35 6.25%	379 12.61%	414 11.61%
Total	560 100%	3006 100%	3566 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	70 36.08%	21 33.87%	120 31.66%	485 30.35%	227 34.14%	226 40.14%	54 52.94%	1203 33.76%
Agree	65 33.51%	21 33.87%	127 33.51%	545 34.11%	222 33.38%	193 34.28%	35 34.31%	1208 33.90%
Neither Agree nor Disagree	16 8.25%	2 3.23%	55 14.51%	208 13.02%	80 12.03%	66 11.72%	5 4.90%	432 12.12%
Disagree	4 2.06%	1 1.61%	12 3.17%	109 6.82%	35 5.26%	26 4.62%	2 1.96%	189 5.30%
Strongly Disagree	2 1.03%	0 0.00%	8 2.11%	67 4.19%	30 4.51%	12 2.13%	2 1.96%	121 3.40%
No Basis to Judge/ Do Not Know	37 19.07%	17 27.42%	57 15.04%	184 11.51%	71 10.68%	40 7.10%	4 3.92%	410 11.51%
Total	194 100%	62 100%	379 100%	1598 100%	665 100%	563 100%	102 100%	3563 100%

Question 8: Are you aware of whistleblower rights under the Whistleblower Protection Enhancement Act of 2012?

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Yes	102 39.69%	157 41.64%	261 43.14%	234 45.53%	257 46.81%	269 47.53%	248 47.78%	172 46.74%	1700 45.27
No	48 18.68%	39 10.34%	58 9.59%	41 7.98%	54 9.84%	42 7.42%	38 7.32%	28 7.61%	348 9.27
Generally, not specifically	107 41.63%	181 48.01%	286 47.27%	239 46.50%	238 43.35%	255 45.05%	233 44.89%	168 45.65%	1707 45.46
Total	257 100%	377 100%	605 100%	514 100%	549 100%	566 100%	519 100%	368 100%	3755 100

	I work in a supervisory role at EPA.		
	Yes	No	Total
Yes	339 59.27%	1343 42.49%	1682 45.06%
No	23 4.02%	325 10.28%	348 9.32%
Generally, not specifically	210 36.71%	1493 47.23%	1703 45.62%
Total	572 100%	3161 100%	3733 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Yes	74 36.10%	31 45.59%	181 45.02%	706 42.15%	307 44.62%	315 54.31%	70 66.04%	1684 45.22%
No	43 20.98%	6 8.82%	35 8.71%	166 9.91%	61 8.87%	29 5.00%	4 3.77%	344 9.24%
Generally, not specifically	88 42.93	31 45.59	186 46.27	803 47.94	320 46.51	236 40.69	32 30.19	1696 45.54
Total	205 100%	68 100%	402 100%	1675 100%	688 100%	580 100%	106 100%	3724 100%

Question 11: Within EPA in my official capacity, I can openly express my scientific opinions about the Agency's scientific work without fear of retaliation.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	84 32.94%	100 26.53%	163 27.08%	111 21.51%	130 23.64%	130 22.97%	132 25.43%	99 26.98%	949 25.29%
Agree	100 39.22%	163 43.24%	243 40.37%	219 42.44%	237 43.09%	223 39.40%	215 41.43%	148 40.33%	1548 41.26%
Neither Agree nor Disagree	28 10.98%	37 9.81%	76 12.62%	68 13.18%	75 13.64%	87 15.37%	62 11.95%	52 14.17%	485 12.93%
Disagree	9 3.53%	29 7.69%	45 7.48%	52 10.08%	40 7.27%	60 10.60%	45 8.67%	24 6.54%	304 8.10%
Strongly Disagree	2 0.78%	13 3.45%	23 3.82%	32 6.20%	24 4.36%	25 4.42%	34 6.55%	23 6.27%	176 4.69%
No Basis to Judge/ Do Not Know	32 12.55%	35 9.28%	52 8.64%	34 6.59%	44 8.00%	41 7.24%	31 5.97%	21 5.72%	290 7.73%
Total	255 100%	377 100%	602 100%	516 100%	550 100%	566 100%	519 100%	367 100%	3752 100%

	I work in a s supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	196 34.15%	745 23.61%	941 25.23%
Agree	233 40.59%	1307 41.43%	1540 41.30%
Neither Agree nor Disagree	62 10.80%	419 13.28%	481 12.90%
Disagree	26 4.53%	278 8.81%	304 8.15%
Strongly Disagree	22 3.83%	154 4.88%	176 4.72%
No Basis to Judge/ Do Not Know	35 6.10%	252 7.99%	287 7.70%
Total	574 100%	3155 100%	3729 100%

Question 11: Within EPA in my official capacity, I can openly express my scientific opinions about the Agency's scientific work without fear of retaliation.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	57 27.94%	26 38.81%	89 22.14%	373 22.30%	179 26.09%	172 29.45%	50 47.62%	946 25.42%
Agree	88 43.14%	17 25.37%	172 42.79%	708 42.32%	288 41.98%	236 40.41%	36 34.29%	1545 41.52%
Neither Agree nor Disagree	21 10.29%	8 11.94%	59 14.68%	242 14.47%	59 8.60%	80 13.70%	7 6.67%	476 12.79%
Disagree	8 3.92%	3 4.48%	23 5.72%	165 9.86%	69 10.06%	25 4.28%	5 4.76%	298 8.01%
Strongly Disagree	4 1.96%	1 1.49%	14 3.48%	87 5.20%	32 4.66%	28 4.79%	3 2.86%	169 4.54%
No Basis to Judge/ Do Not Know	26 12.75%	12 17.91%	45 11.19%	98 5.86%	59 8.60%	43 7.36%	4 3.81%	287 7.71%
Total	204 100%	67 100%	402 100%	1673 100%	686 100%	584 100%	105 100%	3721 100%

Question 12: In my personal capacity, I can freely express my scientific views provided I specify that that I am not speaking on behalf of, or as a representative of, the Agency.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	79 31.10%	100 26.53%	163 27.17%	109 21.17%	109 19.78%	121 21.57%	140 27.03%	94 25.75%	915 24.46%
Agree	115 45.28%	176 46.68%	262 43.67%	235 45.63%	261 47.37%	246 43.85%	208 40.15%	148 40.55%	1651 44.13%
Neither Agree nor Disagree	27 10.63%	43 11.41%	83 13.83%	69 13.40%	88 15.97%	100 17.83%	75 14.48%	58 15.89%	543 14.51%
Disagree	5 1.97%	27 7.16%	26 4.33%	38 7.38%	39 7.08%	36 6.42%	36 6.95%	30 8.22%	237 6.34%
Strongly Disagree	2 0.79%	4 1.06%	20 3.33%	19 3.69%	15 2.72%	11 1.96%	17 3.28%	10 2.74%	98 2.62%
No Basis to Judge/ Do Not Know	26 10.24%	27 7.16%	46 7.67%	45 8.74%	39 7.08%	47 8.38%	42 8.11%	25 6.85%	297 7.94%
Total	254 100%	377 100%	600 100%	515 100%	551 100%	561 100%	518 100%	365 100%	3741 100%

Question 12: In my personal capacity, I can freely express my scientific views provided I specify that that I am not speaking on behalf of, or as a representative of, the Agency.

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	167 29.09%	742 23.60%	909 24.45%
Agree	242 42.16%	1403 44.62%	1645 44.24%
Neither Agree nor Disagree	74 12.89%	462 14.69%	536 14.42%
Disagree	33 5.75%	202 6.42%	235 6.32%
Strongly Disagree	11 1.92%	88 2.80%	99 2.66%
No Basis to Judge/ Do Not Know	47 8.19%	247 7.86%	294 7.91%
Total	574 100%	3144 100%	3718 100%

	My current grade or classification level is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	52 25.62%	18 26.87%	86 21.50%	369 22.12%	173 25.26%	169 28.99%	44 41.90%	911 24.55%
Agree	99 48.77%	26 38.81%	177 44.25%	773 46.34%	292 42.63%	243 41.68%	39 37.14%	1649 44.44%
Neither Agree nor Disagree	21 10.34%	8 11.94%	72 18.00%	254 15.23%	92 13.43%	73 12.52%	9 8.57%	529 14.25%
Disagree	5 2.46%	3 4.48%	22 5.50%	106 6.35%	60 8.76%	28 4.80%	5 4.76%	229 6.17%
Strongly Disagree	2 0.99%	0 0.00%	11 2.75%	52 3.12%	13 1.90%	17 2.92%	1 0.95%	96 2.59%
No Basis to Judge/ Do Not Know	24 11.82%	12 17.91%	32 8.00%	114 6.83%	55 8.03%	53 9.09%	7 6.67%	297 8.00%
Total	203 100%	67 100%	400 100%	1668 100%	685 100%	583 100%	105 100%	3711 100%

Question 13: My management chain consistently stands behind scientific staff who put forth scientifically defensible positions that may be controversial.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	78 30.59%	66 17.55%	118 19.60%	78 15.15%	80 14.60%	88 15.55%	101 19.50%	75 20.60%	684 18.27%
Agree	72 28.24%	150 39.89%	205 34.05%	173 33.59%	198 36.13%	188 33.22%	176 33.98%	118 32.42%	1280 34.19%
Neither Agree nor Disagree	34 13.33%	80 21.28%	114 18.94%	118 22.91%	111 20.26%	124 21.91%	105 20.27%	82 22.53%	768 20.51%
Disagree	7 2.75%	25 6.65%	54 8.97%	50 9.71%	64 11.68%	65 11.48%	45 8.69%	44 12.09%	354 9.46%
Strongly Disagree	1 0.39%	6 1.60%	37 6.15%	34 6.60%	31 5.66%	37 6.54%	34 6.56%	20 5.49%	200 5.34%
No Basis to Judge/ Do Not Know	63 24.71%	49 13.03%	74 12.29%	62 12.04%	64 11.68%	64 11.31%	57 11.00%	25 6.87%	458 12.23%
Total	255 100%	376 100%	602 100%	515 100%	548 100%	566 100%	518 100%	364 100%	3744 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	166 28.97%	512 16.26%	678 18.22%
Agree	219 38.22%	1051 33.39%	1270 34.13%
Neither Agree nor Disagree	95 16.58%	667 21.19%	762 20.48%
Disagree	43 7.50%	312 9.91%	355 9.54%
Strongly Disagree	14 2.44%	187 5.94%	201 5.40%
No Basis to Judge/ Do Not Know	36 6.28%	419 13.31%	455 12.23%
Total	573 100%	3148 100%	3721 100%

Question 13: My management chain consistently stands behind scientific staff who put forth scientifically defensible positions that may be controversial.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	54 26.47%	19 28.36%	63 15.67%	232 13.90%	132 19.27%	143 24.57%	37 35.24%	680 18.31%
Agree	57 27.94%	21 31.34%	130 32.34%	580 34.75%	232 33.87%	210 36.08%	46 43.81%	1276 34.36%
Neither Agree nor Disagree	33 16.18%	8 11.94%	102 25.37%	360 21.57%	127 18.54%	116 19.93%	11 10.48%	757 20.38%
Disagree	6 2.94%	3 4.48%	29 7.21%	178 10.67%	88 12.85%	42 7.22%	2 1.90%	348 9.37%
Strongly Disagree	3 1.47%	2 2.99%	12 2.99%	116 6.95%	37 5.40%	23 3.95%	3 2.86%	196 5.28%
No Basis to Judge/ Do Not Know	51 25.00%	14 20.90%	66 16.42%	203 12.16%	69 10.07%	48 8.25%	6 5.71%	457 12.30%
Total	204 100%	67 100%	402 100%	1669 100%	685 100%	582 100%	105 100%	3714 100%

Question 14: I have the right to review, correct and approve the scientific content of an Agency document, before public dissemination, that significantly relies on my scientific research, identifies me as an author or represents my scientific opinion.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	58 22.92%	75 19.95%	119 19.77%	87 16.89%	97 17.64%	86 15.33%	77 14.84%	61 16.80%	660 17.65%
Agree	73 28.85%	146 38.83%	202 33.55%	178 34.56%	200 36.36%	190 33.87%	168 32.37%	109 30.03%	1266 33.86%
Neither Agree nor Disagree	32 12.65%	43 11.44%	96 15.95%	81 15.73%	88 16.00%	95 16.93%	78 15.03%	72 19.83%	585 15.65%
Disagree	1 0.40%	13 3.46%	20 3.32%	27 5.24%	31 5.64%	35 6.24%	26 5.01%	19 5.23%	172 4.60%
Strongly Disagree	3 1.19%	4 1.06%	20 3.32%	15 2.91%	14 2.55%	20 3.57%	18 3.47%	13 3.58%	107 2.86%
No Basis to Judge/ Do Not Know	86 33.99%	95 25.27%	145 24.09%	127 24.66%	120 21.82%	135 24.06%	152 29.29%	89 24.52%	949 25.38%
Total	253 100%	376 100%	602 100%	515 100%	550 100%	561 100%	519 100%	363 100%	3739 100%

Question 14: I have the right to review, correct and approve the scientific content of an Agency document, before public dissemination, that significantly relies on my scientific research, identifies me as an author or represents my scientific opinion.

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	118 20.59%	537 17.09%	655 17.63%
Agree	199 34.73%	1056 33.60%	1255 33.77%
Neither Agree nor Disagree	70 12.22%	514 16.35%	584 15.72%
Disagree	20 3.49%	154 4.90%	174 4.68%
Strongly Disagree	14 2.44%	94 2.99%	108 2.91%
No Basis to Judge/ Do Not Know	152 26.53%	788 25.07%	940 25.30%
Total	573 100%	3143 100%	3716 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	43 21.18%	10 15.15%	61 15.25%	281 16.85%	110 16.08%	125 21.44%	28 26.67%	658 17.74%
Agree	61 30.05%	20 30.30%	133 33.25%	581 34.83%	244 35.67%	194 33.28%	29 27.62%	1262 34.03%
Neither Agree nor Disagree	24 11.82%	10 15.15%	63 15.75%	286 17.15%	113 16.52%	68 11.66%	12 11.43%	576 15.53%
Disagree	6 2.96%	1 1.52%	13 3.25%	91 5.46%	35 5.12%	23 3.95%	2 1.90%	171 4.61%
Strongly Disagree	3 1.48%	0 0.00%	7 1.75%	56 3.36%	18 2.63%	15 2.57%	2 1.90%	101 2.72%
No Basis to Judge/ Do Not Know	66 32.51%	25 37.88%	123 30.75%	373 22.36%	164 23.98%	158 27.10%	32 30.48%	941 25.37%
Total	203 100%	66 100%	400 100%	1668 100%	684 100%	583 100%	105 100%	3709 100%

Question 15: The scientific or technical products (papers, datasets, reports, etc.) to which I contribute are released to the public a timely fashion.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	37 14.51%	38 10.11%	64 10.65%	54 10.55%	54 9.84%	44 7.82%	58 11.22%	43 11.85%	392 10.49%
Agree	58 22.75%	114 30.32%	187 31.11%	150 29.30%	178 32.42%	184 32.68%	147 28.43%	118 32.51%	1136 30.41%
Neither Agree nor Disagree	46 18.04%	82 21.81%	133 22.13%	120 23.44%	142 25.87%	139 24.69%	112 21.66%	81 22.31%	855 22.89%
Disagree	12 4.71%	40 10.64%	68 11.31%	60 11.72%	58 10.56%	48 8.53%	38 7.35%	33 9.09%	357 9.56%
Strongly Disagree	1 0.39%	14 3.72%	25 4.16%	35 6.84%	18 3.28%	23 4.09%	27 5.22%	16 4.41%	159 4.26%
No Basis to Judge/ Do Not Know	101 39.61%	88 23.40%	124 20.63%	93 18.16%	99 18.03%	125 22.20%	135 26.11%	72 19.83%	837 22.40%
Total	255 100%	376 100%	601 100%	512 100%	549 100%	563 100%	517 100%	363 100%	3736 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	67 11.73%	322 10.24%	389 10.47%
Agree	184 32.22%	944 30.03%	1128 30.37%
Neither Agree nor Disagree	107 18.74%	745 23.70%	852 22.94%
Disagree	50 8.76%	308 9.80%	358 9.64%
Strongly Disagree	20 3.50%	138 4.39%	158 4.25%
No Basis to Judge/ Do Not Know	143 25.04%	686 21.83%	829 22.32%
Total	571 100%	3143 100%	3714 100%

Question 15: The scientific or technical products (papers, datasets, reports, etc.) to which I contribute are released to the public a timely fashion.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	37 18.14%	5 7.46%	41 10.25%	150 9.01%	65 9.50%	73 12.54%	19 18.27%	390 10.52%
Agree	46 22.55%	18 26.87%	120 30.00%	526 31.59%	192 28.07%	200 34.36%	31 29.81%	1133 30.57%
Neither Agree nor Disagree	36 17.65%	14 20.90%	86 21.50%	421 25.29%	159 23.25%	114 19.59%	18 17.31%	848 22.88%
Disagree	9 4.41%	5 7.46%	27 6.75%	171 10.27%	87 12.72%	48 8.25%	5 4.81%	352 9.50%
Strongly Disagree	1 0.49%	1 1.49%	14 3.50%	75 4.50%	35 5.12%	23 3.95%	4 3.85%	153 4.13%
No Basis to Judge/ Do Not Know	75 36.76%	24 35.82%	112 28.00%	322 19.34%	146 21.35%	124 21.31%	27 25.96%	830 22.40%
Total	204 100%	67 100%	400 100%	1665 100%	684 100%	582 100%	104 100%	3706 100%

Question 16: EPA policies regarding speaking to the news media support accurate representation of my scientific research to the general public.

	I have been at EPA for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	40 15.81%	32 8.51%	48 8.00%	34 6.67%	36 6.55%	34 6.04%	48 9.34%	31 8.54%	303 8.13%
Agree	45 17.79%	92 24.47%	138 23.00%	100 19.61%	136 24.73%	129 22.91%	112 21.79%	88 24.24%	840 22.53%
Neither Agree nor Disagree	46 18.18%	76 20.21%	133 22.17%	127 24.90%	142 25.82%	140 24.87%	115 22.37%	103 28.37%	882 23.65%
Disagree	3 1.19%	14 3.72%	37 6.17%	37 7.25%	36 6.55%	37 6.57%	40 7.78%	28 7.71%	232 6.22%
Strongly Disagree	1 0.40%	6 1.60%	18 3.00%	25 4.90%	18 3.27%	22 3.91%	25 4.86%	16 4.41%	131 3.51%
No Basis to Judge/ Do Not Know	118 46.64%	156 41.49%	226 37.67%	187 36.67%	182 33.09%	201 35.70%	174 33.85%	97 26.72%	1341 35.96%
Total	253 100%	376 100%	600 100%	510 100%	550 100%	563 100%	514 100%	363 100%	3729 100%

Question 16: EPA policies regarding speaking to the news media support accurate representation of my scientific research to the general public.

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	71 12.43%	228 7.28%	299 8.07%
Agree	167 29.25%	667 21.28%	834 22.51%
Neither Agree nor Disagree	122 21.37%	753 24.03%	875 23.62%
Disagree	33 5.78%	199 6.35%	232 6.26%
Strongly Disagree	17 2.98%	115 3.67%	132 3.56%
No Basis to Judge/ Do Not Know	161 28.20%	1172 37.40%	1333 35.98%
Total	571 100%	3134 100%	3705 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	33 16.18%	3 4.48%	30 7.50%	107 6.45%	45 6.61%	57 9.79%	26 24.76%	301 8.14%
Agree	44 21.57%	18 26.87%	69 17.25%	375 22.59%	136 19.97%	159 27.32%	32 30.48%	833 22.52%
Neither Agree nor Disagree	38 18.63%	12 17.91%	95 23.75%	418 25.18%	169 24.82%	127 21.82%	16 15.24%	875 23.66%
Disagree	4 1.96%	2 2.99%	11 2.75%	117 7.05%	53 7.78%	40 6.87%	4 3.81%	231 6.24%
Strongly Disagree	2 0.98%	0 0.00%	7 1.75%	59 3.55%	34 4.99%	19 3.26%	4 3.81%	125 3.38%
No Basis to Judge/ Do Not Know	83 40.69%	32 47.76%	188 47.00%	584 35.18%	244 35.83%	180 30.93%	23 21.90%	1334 36.06%
Total	204 100%	67 100%	400 100%	1660 100%	681 100%	582 100%	105 100%	3699 100%

Question 17A: The clearance procedure is consistent within my Office.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	22 8.59%	37 9.92%	44 7.31%	42 8.14%	46 8.39%	37 6.58%	38 7.34%	32 8.74%	298 7.97%
Agree	39 15.23%	76 20.38%	133 22.09%	120 23.26%	147 26.82%	130 23.13%	103 19.88%	94 25.68%	842 22.51%
Neither Agree nor Disagree	12 4.69%	39 10.46%	62 10.30%	70 13.57%	72 13.14%	48 8.54%	64 12.36%	46 12.57%	413 11.04%
Disagree	2 0.78%	21 5.63%	46 7.64%	55 10.66%	38 6.93%	39 6.94%	25 4.83%	26 7.10%	252 6.74%
Strongly Disagree	1 0.39%	6 1.61%	20 3.32%	21 4.07%	18 3.28%	14 2.49%	19 3.67%	7 1.91%	106 2.83%
No Basis to Judge/ Do Not Know	180 70.31%	194 52.01%	297 49.34%	208 40.31%	227 41.42%	294 52.31%	269 51.93%	161 43.99%	1830 48.92%
Total	256 100%	373 100%	602 100%	516 100%	548 100%	562 100%	518 100%	366 100%	3741 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	72 12.61%	223 7.08%	295 7.93%
Agree	162 28.37%	675 21.44%	837 22.51%
Neither Agree nor Disagree	66 11.56%	347 11.02%	413 11.11%
Disagree	43 7.53%	207 6.58%	250 6.72%
Strongly Disagree	9 1.58%	98 3.11%	107 2.88%
No Basis to Judge/ Do Not Know	219 38.35%	1598 50.76%	1817 48.86%
Total	571 100%	3148 100%	3719 100%

Question 17A: The clearance procedure is consistent within my Office.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	22 10.84%	6 8.82%	28 7.02%	93 5.56%	48 7.03%	76 13.08%	23 21.90%	296 7.98%
Agree	31 15.27%	9 13.24%	86 21.55%	327 19.56%	176 25.77%	169 29.09%	41 39.05%	839 22.61%
Neither Agree nor Disagree	16 7.88%	2 2.94%	39 9.77%	203 12.14%	73 10.69%	62 10.67%	13 12.38%	408 10.99%
Disagree	1 0.49%	2 2.94%	9 2.26%	113 6.76%	70 10.25%	43 7.40%	5 4.76%	243 6.55%
Strongly Disagree	2 0.99%	0 0.00%	7 1.75%	46 2.75%	24 3.51%	23 3.96%	1 0.95%	103 2.78%
No Basis to Judge/ Do Not Know	131 64.53%	49 72.06%	230 57.64%	890 53.23%	292 42.75%	208 35.80%	22 20.95%	1822 49.10%
Total	203 100%	68 100%	399 100%	1672 100%	683 100%	581 100%	105 100%	3711 100%

Question 17B: The clearance procedure is transparent.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	22 8.63%	32 8.63%	44 7.32%	38 7.41%	40 7.31%	32 5.72%	34 6.60%	30 8.17%	272 7.30%
Agree	31 12.16%	69 18.60%	123 20.47%	121 23.59%	144 26.33%	125 22.36%	95 18.45%	84 22.89%	792 21.24%
Neither Agree nor Disagree	16 6.27%	51 13.75%	71 11.81%	77 15.01%	83 15.17%	62 11.09%	76 14.76%	50 13.62%	486 13.04%
Disagree	3 1.18%	24 6.47%	53 8.82%	62 12.09%	39 7.13%	49 8.77%	35 6.80%	34 9.26%	299 8.02%
Strongly Disagree	2 0.78%	7 1.89%	25 4.16%	23 4.48%	25 4.57%	18 3.22%	23 4.47%	16 4.36%	139 3.73%
No Basis to Judge/ Do Not Know	181 70.98%	188 50.67%	285 47.42%	192 37.43%	216 39.49%	273 48.84%	252 48.93%	153 41.69%	1740 46.67%
Total	255 100%	371 100%	601 100%	513 100%	547 100%	559 100%	515 100%	367 100%	3728 100%

Question 17B: The clearance procedure is transparent.

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	66 11.58%	204 6.51%	270 7.29%
Agree	152 26.67%	634 20.22%	786 21.21%
Neither Agree nor Disagree	79 13.86%	407 12.98%	486 13.11%
Disagree	49 8.60%	247 7.88%	296 7.99%
Strongly Disagree	16 2.81%	123 3.92%	139 3.75%
No Basis to Judge/ Do Not Know	208 36.49%	1521 48.50%	1729 46.65%
Total	570 100%	3136 100%	3706 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	18 8.96%	5 7.35%	30 7.58%	80 4.80%	44 6.45%	68 11.74%	25 23.81%	270 7.30%
Agree	27 13.43%	9 13.24%	78 19.70%	306 18.36%	162 23.75%	169 29.19%	37 35.24%	788 21.31%
Neither Agree nor Disagree	20 9.95%	4 5.88%	43 10.86%	230 13.80%	93 13.64%	74 12.78%	15 14.29%	479 12.95%
Disagree	0 0.00%	1 1.47%	15 3.79%	142 8.52%	78 11.44%	50 8.64%	6 5.71%	292 7.90%
Strongly Disagree	3 1.49%	0 0.00%	10 2.53%	62 3.72%	34 4.99%	25 4.32%	2 1.90%	136 3.68%
No Basis to Judge/ Do Not Know	133 66.17%	49 72.06%	220 55.56%	847 50.81%	271 39.74%	193 33.33%	20 19.05%	1733 46.86%
Total	201 100%	68 100%	396 100%	1667 100%	682 100%	579 100%	105 100%	3698 100%

Question 17C: I can accurately predict the amount of time it will take to clear a scientific product.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Strongly Agree	11 4.33%	13 3.49%	15 2.50%	12 2.33%	11 2.02%	12 2.14%	11 2.13%	8 2.19%	93 2.49%
Agree	22 8.66%	29 7.80%	78 13.00%	59 11.46%	71 13.03%	53 9.46%	43 8.32%	33 9.02%	388 10.40%
Neither Agree nor Disagree	23 9.06%	51 13.71%	73 12.17%	91 17.67%	93 17.06%	81 14.46%	89 17.21%	67 18.31%	568 15.23%
Disagree	11 4.33%	54 14.52%	87 14.50%	89 17.28%	99 18.17%	90 16.07%	76 14.70%	61 16.67%	567 15.21%
Strongly Disagree	6 2.36%	36 9.68%	56 9.33%	61 11.84%	47 8.62%	48 8.57%	43 8.32%	34 9.29%	331 8.88%
No Basis to Judge/ Do Not Know	181 71.26%	189 50.81%	291 48.50%	203 39.42%	224 41.10%	276 49.29%	255 49.32%	163 44.54%	1782 47.79%
Total	254 100%	372 100%	600 100%	515 100%	545 100%	560 100%	517 100%	366 100%	3729 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Strongly Agree	18 3.15%	74 2.36%	92 2.48%
Agree	78 13.66%	309 9.85%	387 10.44%
Neither Agree nor Disagree	107 18.74%	456 14.54%	563 15.19%
Disagree	96 16.81%	470 14.99%	566 15.27%
Strongly Disagree	46 8.06%	283 9.02%	329 8.88%
No Basis to Judge/ Do Not Know	226 39.58%	1544 49.23%	1770 47.75%
Total	571 100%	3136 100%	3707 100%

Question 17C: I can accurately predict the amount of time it will take to clear a scientific product.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Strongly Agree	11 5.50%	2 2.94%	10 2.53%	32 1.92%	17 2.50%	15 2.59%	6 5.71%	93 2.51%
Agree	20 10.00%	4 5.88%	37 9.34%	144 8.62%	71 10.43%	91 15.72%	22 20.95%	389 10.52%
Neither Agree nor Disagree	20 10.00%	7 10.29%	56 14.14%	243 14.55%	102 14.98%	103 17.79%	30 28.57%	561 15.17%
Disagree	10 5.00%	4 5.88%	41 10.35%	254 15.21%	136 19.97%	101 17.44%	16 15.24%	562 15.19%
Strongly Disagree	6 3.00%	2 2.94%	23 5.81%	141 8.44%	78 11.45%	65 11.23%	6 5.71%	321 8.68%
No Basis to Judge/ Do Not Know	133 66.50%	49 72.06%	229 57.83%	856 51.26%	277 40.68%	204 35.23%	25 23.81%	1773 47.93%
Total	200 100%	68 100%	396 100%	1670 100%	681 100%	579 100%	105 100%	3699 100%

Question 20: Have you had training on how to communicate scientific topics to the media? (Select all that apply):

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Through training at the EPA	32 12.60%	74 20.00%	145 24.33%	138 27.01%	181 33.33%	206 36.85%	242 46.72%	177 48.76%	1195 32.18%
Through training at another federal organization	15 5.91%	27 7.30%	28 4.70%	25 4.89%	35 6.45%	21 3.76%	24 4.63%	10 2.75%	185 4.98%
Through a professional society	24 9.45%	38 10.27%	43 7.21%	37 7.24%	43 7.92%	39 6.98%	34 6.56%	26 7.16%	284 7.65%
Through an academic institution	62 24.41%	65 17.57%	60 10.07%	58 11.35%	66 12.15%	50 8.94%	35 6.76%	26 7.16%	422 11.36%
Communicating scientific topics to the media is not something my job requires me to do	42 16.54%	64 17.30%	93 15.60%	79 15.46%	93 17.13%	97 17.35%	74 14.29%	49 13.50%	591 15.91%
Other training elsewhere	21 8.27%	29 7.84%	52 8.72%	46 9.00%	49 9.02%	39 6.98%	41 7.92%	30 8.26%	307 8.27%
Not at all	133 52.36%	184 49.73%	295 49.50%	254 49.71%	228 41.99%	242 43.29%	192 37.07%	125 34.44%	1653 44.51%
Total	254 100%	370 100%	596 100%	511 100%	543 100%	559 100%	518 100%	363 100%	3714 100%

Question 20: Have you had training on how to communicate scientific topics to the media? (Select all that apply):

	I work in a supervisory role at EPA.		
	Yes	No	Total
Through training at the EPA	297 52.20%	890 28.49%	1187 32.14%
Through training at another federal organization	48 8.44%	138 4.42%	186 5.04%
Through a professional society	42 7.38%	241 7.71%	283 7.66%
Through an academic institution	55 9.67%	370 11.84%	425 11.51%
Communicating scientific topics to the media is not something my job requires me to do	55 9.67%	530 16.97%	585 15.84%
Other training elsewhere	56 9.84%	250 8.00%	306 8.29%
Not at all	180 31.63%	1462 46.80%	1642 44.46%
Total	569 100%	3124 100%	3693 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Through training at the EPA	37 18.50%	11 16.18%	69 17.47%	532 31.99%	231 33.82%	248 43.28%	54 51.43%	1182 32.06%
Through training at another federal organization	6 3.00%	4 5.88%	17 4.30%	61 3.67%	31 4.54%	49 8.55%	13 12.38%	181 4.91%
Through a professional society	7 3.50%	5 7.35%	30 7.59%	125 7.52%	51 7.47%	52 9.08%	10 9.52%	280 7.59%
Through an academic institution	35 17.50%	16 23.53%	41 10.38%	184 11.06%	62 9.08%	63 10.99%	15 14.29%	416 11.28%
Communicating scientific topics to the media is not something my job requires me to do	33 16.50%	19 27.94%	83 21.01%	280 16.84%	89 13.03%	79 13.79%	4 3.81%	587 15.92%
Other training elsewhere	12 6.00%	2 2.94%	26 6.58%	131 7.88%	55 8.05%	64 11.17%	13 12.38%	303 8.22%
Not at all	110 55.00%	34 50.00%	217 54.94%	735 44.20%	316 46.27%	201 35.08%	31 29.52%	1644 44.59%
Total	200 100%	68 100%	395 100%	1663 100%	683 100%	573 100%	105 100%	3687 100%

Question 21: I am provided with the appropriate time and encouragement to keep up with advances in my profession, including attending conferences and participation in scientific or professional societies.

	I have been at the Agency for:								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Frequently	**79** 30.74%	**98** 25.99%	**137** 22.68%	**111** 21.51%	**119** 21.68%	**115** 20.43%	**99** 19.11%	**82** 22.34%	**840** 22.39%
Occasionally	**62** 24.12%	**141** 37.40%	**231** 38.25%	**194** 37.60%	**206** 37.52%	**215** 38.19%	**186** 35.91%	**128** 34.88%	**1363** 36.34%
Seldom	**15** 5.84%	**84** 22.28%	**132** 21.85%	**132** 25.58%	**142** 25.87%	**142** 25.22%	**138** 26.64%	**84** 22.89%	**869** 23.17%
Never	**7** 2.72%	**32** 8.49%	**54** 8.94%	**43** 8.33%	**48** 8.74%	**43** 7.64%	**48** 9.27%	**28** 7.63%	**303** 8.08%
No Basis to Judge/ Do Not Know	**94** 36.58%	**22** 5.84%	**50** 8.28%	**36** 6.98%	**34** 6.19%	**48** 8.53%	**47** 9.07%	**45** 12.26%	**376** 10.02%
Total	**257** 100%	**377** 100%	**604** 100%	**516** 100%	**549** 100%	**563** 100%	**518** 100%	**367** 100%	**3751** 100%

	I work in a supervisory role at EPA.		
	Yes	No	Total
Frequently	**147** 25.70%	**686** 21.73%	**833** 22.34%
Occasionally	**208** 36.36%	**1151** 36.46%	**1359** 36.44%
Seldom	**130** 22.73%	**735** 23.28%	**865** 23.20%
Never	**24** 4.20%	**277** 8.77%	**301** 8.07%
No Basis to Judge/ Do Not Know	**63** 11.01%	**308** 9.76%	**371** 9.95%
Total	**572** 100%	**3157** 100%	**3729** 100%

Question 21: I am provided with the appropriate time and encouragement to keep up with advances in my profession, including attending conferences and participation in scientific or professional societies.

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Frequently	56 27.45%	18 26.47%	73 18.20%	313 18.68%	173 25.26%	160 27.44%	44 41.90%	837 22.49%
Occasionally	50 24.51%	23 33.82%	148 36.91%	649 38.72%	244 35.62%	205 35.16%	30 28.57%	1349 36.24%
Seldom	16 7.84%	9 13.24%	99 24.69%	455 27.15%	154 22.48%	118 20.24%	10 9.52%	861 23.13%
Never	10 4.90%	3 4.41%	44 10.97%	163 9.73%	50 7.30%	26 4.46%	4 3.81%	300 8.06%
No Basis to Judge/Do Not Know	72 35.29%	15 22.06%	37 9.23%	96 5.73%	64 9.34%	74 12.69%	17 16.19%	375 10.08%
Total	204 100%	68 100%	401 100%	1676 100%	685 100%	583 100%	105 100%	3722 100%

Question 22: The process in my office for deciding who can attend and participate in meetings sponsored by scientific or professional societies is transparent.

	I have been								
	Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	21-25 years	26-30 years	More than 30 years	Total
Frequently	58 22.66%	95 25.20%	133 21.98%	119 23.06%	134 24.54%	127 22.60%	130 25.15%	100 27.32%	896 23.93%
Occasionally	45 17.58%	96 25.46%	163 26.94%	137 26.55%	145 26.56%	136 24.20%	120 23.21%	97 26.50%	939 25.07%
Seldom	19 7.42%	73 19.36%	120 19.83%	107 20.74%	110 20.15%	120 21.35%	90 17.41%	66 18.03%	705 18.83%
Never	5 1.95%	51 13.53%	91 15.04%	67 12.98%	76 13.92%	79 14.06%	67 12.96%	41 11.20%	477 12.74%
No Basis to Judge/ Do Not Know	129 50.39%	62 16.45%	98 16.20%	86 16.67%	81 14.84%	100 17.79%	110 21.28%	62 16.94%	728 19.44%
Total	256 100%	377 100%	605 100%	516 100%	546 100%	562 100%	517 100%	366 100%	3745 100%

Question 22: The process in my office for deciding who can attend and participate in meetings sponsored by scientific or professional societies is transparent.

	I work in a supervisory role at EPA.		
	Yes	No	Total
Frequently	225 39.27%	666 21.14%	891 23.93%
Occasionally	180 31.41%	750 23.80%	930 24.97%
Seldom	80 13.96%	624 19.80%	704 18.90%
Never	23 4.01%	455 14.44%	478 12.84%
No Basis to Judge/ Do Not Know	65 11.34%	656 20.82%	721 19.36%
Total	573 100%	3151 100%	3724 100%

	My current grade or classification is:							
	GS-10 or Lower	GS-11	GS-12	GS-13	GS-14	GS-15	SES, SL, ST or Title 42	Total
Frequently	49 24.14%	14 20.59%	71 17.75%	321 19.19%	177 25.88%	204 34.99%	55 52.38%	891 23.98%
Occasionally	34 16.75%	19 27.94%	92 23.00%	430 25.70%	171 25.00%	164 28.13%	23 21.90%	933 25.11%
Seldom	16 7.88%	5 7.35%	79 19.75%	379 22.65%	130 19.01%	78 13.38%	10 9.52%	697 18.76%
Never	10 4.93%	5 7.35%	68 17.00%	268 16.02%	79 11.55%	40 6.86%	3 2.86%	473 12.73%
No Basis to Judge/Do Not Know	94 46.31%	25 36.76%	90 22.50%	275 16.44%	127 18.57%	97 16.64%	14 13.33%	722 19.43%
Total	203 100%	68 100%	400 100%	1673 100%	684 100%	583 100%	105 100%	3716 100%

Appendix C. Statistical Analysis

1. Chi-Square Test: Familiarity with the Scientific Integrity Policy (Question 2) and Supervisory Status

	Supervisors	Non-Supervisors	Total
I was not aware of the Policy until I received this survey	**17 (2.96%)** *57.98* (28.96)	**360 (11.38%)** *319.02* (5.26)	**377**
All other responses	**558 (97.04%)** *517.02* (3.25)	**2804 (88.62%)** *2844.98* (0.59)	**3362**
Total	**575**	**3164**	**3739**

$x^2 = 38.063$, df =1, p-value is < 0.0001

2. Chi-Square Test: Familiarity with the Scientific Integrity Policy (Question 2) and Grade or Classification

	GS-14 or Lower	GS-15, SES, SL, ST or Title 42	Total
I was not aware of the Policy until I received this survey	**341 (11.21%)** *305.65* (4.09)	**34 (5.92%)** *69.35* (18.02)	**375**
All other responses	**2700 (88.79%)** *2735.35* (0.46)	**656 (95.07%)** *620.65* (2.01)	**3356**
Total	**3041**	**690**	**3731**

$x^2 = 24.579$, df =1, p-value is < 0.0001

3. Chi-Square Test: Familiarity with the Scientific Integrity Policy (Question 2) and Length of Employment

	Respondents at the Agency < 1 year	Respondents at the Agency > 1 year	Total
I was not aware of the Policy until I received this survey	**66 (25.68%)** *25.82* (62.51)	**312 (8.90%)** *352.18* (4.58)	**378**
All other responses	**191 (74.32%)** *231.18* (6.98)	**3193 (91.10%)** *3152.82* (0.51)	**3384**
Total	**257**	**3505**	**3762**

$x^2 = 74.588$, df = 1, p-value is < 0.0001

4. Chi-Square Test: Method of Learning about the Scientific Integrity Policy (Question 2) and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Presentation by the Scientific Integrity Official	**579 (17.85%)** *603.65* (1.01)	**44 (42.31%)** *19.35* (31.39)	**623**
Other Method	**2665 (82.15%)** *2640.35* (0.23)	**60 (57.69%)** *84.65* (7.18)	**2725**
Total	**3244**	**104**	**3348**

$x^2 = 39.805$, df =1, p-value is < 0.0001

5. Chi-Square Test: Knowledge of How to Report an Allegation (Question 4) and Grade or Classification

	GS-14 or Lower	GS-15, SES, SL, ST or Title 42	Total
Yes	**1095 (36.21%)** *1242.83* (17.58)	**431 (62.55%)** *283.17* (77.17)	**1526**
No	**1929 (63.79%)** *1781.17* (12.27)	**258 (37.45%)** *405.83* (53.85)	**2187**
Total	**3024**	**689**	**3713**

$x^2 = 160.875$, df =1, p-value is < 0.0001

6. Chi-Square Test: Knowledge of How to Report an Allegation (Question 4) and Supervisory Status

	Supervisors	Non-Supervisors	Total
Yes	**362 (63.40%)** *236.07* (67.17)	**1176 (37.35%)** *1301.93* (12.18)	**1538**
No	**209 (36.60%)** *334.93* (47.35)	**1973 (62.65%)** *1847.07* (8.59)	**2182**
Total	**571**	**3149**	**3720**

$x^2 = 135.280$, df =1, p-value is < 0.0001

7. Chi-Square Test: Knowledge of Whistleblower Rights (Question 8) and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Yes	**1614 (44.61%)** *1636.07* (0.30)	**70 (66.04%)** *47.93* (10.16)	**1684**
No or generally, but not specifically	**2004 (55.39%)** *1981.93* (0.25)	**36 (33.96%)** *58.07* (8.39)	**2040**
Total	**3618**	**106**	**3724**

$x^2 = 19.088$, df =1, p-value is < 0.0001

8. Chi-Square Test: Knowledge of Whistleblower Rights (Question 8) and Supervisory Status

	Supervisors	Non-Supervisors	Total
Yes	**339 (59.27%)** *257.73* (25.63)	**1343 (42.49%)** *1424.27* (4.64)	**1682**
No or generally, but not specifically	**233 (40.73%)** *314.27* (21.02)	**1818 (57.51%)** *1736.73* (3.80)	**2051**
Total	**572**	**3161**	**3733**

$x^2 = 55.084$, df =1, p-value is < 0.0001

9. Chi-Square Test: Management Chain Support (Question 13) and Supervisory Status

	Supervisors	Non-Supervisors	Total
Agree or Strongly Agree	**385 (67.19%)** *299.97* (24.10)	**1563 (49.65%)** *1648.03* (4.39)	**1948**
Other Responses	**188 (32.80%)** *273.03* (26.48)	**1585 (50.35%)** *1499.97* (4.82)	**1773**
Total	**573**	**3148**	**3721**

$x^2 = 59.785$, df =1, p-value is < 0.0001

10. Chi-Square Test: Management Chain Support (Question 13) and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Agree or Strongly Agree	**1873 (51.90%)** *1900.70* (0.40)	**83 (79.05%)** *55.30* (3.88)	**1956**

Other Responses	**1736 (48.10%)** *1708.30* (0.45)	**22 (20.95%)** *49.70* (15.44)	**1756**
Total	**3609**	**105**	**3714**

x^2 = 30.169, df =1, p-value is < 0.0001

11. Chi-Square Test: Ability to Express Opinions Without Fear of Retaliation (Question 11) and Supervisory Status

	Supervisors	**Non-Supervisors**	**Total**
Agree or Strongly Agree	**429 (74.74%)** *381.90* (5.81)	**2052 (65.04%)** *2099.10* (1.06)	**2481**
Other Responses	**145 (25.26%)** *192.10* (11.55)	**1103 (39.96)** *1055.90* (2.10)	**1248**
Total	**574**	**3155**	**3729**

x^2 = 20.517, df =1, p-value is < 0.0001

12. Chi-Square Test: Ability to Express Opinions Without Fear of Retaliation (Question 11) and Grade or Classification

	GS-15 or Lower	**SES, SL, ST or Title 42**	**Total**
Agree or Strongly Agree	**2405 (66.51%)** *2420.71* (0.10)	**86 (81.90%)** *70.29* (3.51)	**2491**
Other Responses	**1211 (33.49%)** *1195.29* (0.21)	**19 (18.10%)** *34.71* (7.11)	**1230**
Total	**3616**	**105**	**3721**

x^2 = 10.928, df =1, p-value = 0.0009

13. Chi-Square Test: Ability to Freely Express Scientific Views (Question 12) and Grade or Classification

	GS-15 or Lower	**SES, SL, ST or Title 42**	**Total**
Agree or Strongly Agree	**2477 (68.69)** *2487.57* (0.04)	**83 (79.05%)** *72.43* (1.54)	**2560**
Other Responses	**1129 (31.31%)** *1118.43* (0.10)	**22 (20.95%)** *32.57* (3.43)	**1151**
Total	**3606**	**105**	**3711**

x^2 = 5.11, df =1, p-value = 0.0237

13. Chi-Square Test: News Media Policies and Accurate Representation of Science (Question 16) and Supervisory Status

	Supervisors	**Non-Supervisors**	**Total**
	238 (41.68%)	**895 (28.56%)**	**1133**

Agree or Strongly Agree	*174.61* (23.01)	*958.39* (4.19)	
Other Responses	**333 (58.32%)** *396.39* (10.14)	**2239 (71.44%)** *2175.61* (1.85)	**2572**
Total	**571**	**3134**	**3705**

x^2 = 39.185, df =1, p-value is < 0.0001

14. Chi-Square Test: News Media Policies and Accurate Representation of Science (Question 16) and Supervisory Status

	GS-15 or Lower	**SES, SL, ST or Title 42**	**Total**
Agree or Strongly Agree	**1076 (29.94%)** *1101.81* (0.60)	**58 (55.24%)** *32.19* (20.69)	**1134**
Other Responses	**2518 (70.06)** *2492.19* (0.27)	**47 (44.76%)** *72.81* (9.15)	**2565**
Total	**3594**	**105**	**3699**

x^2 = 30.716, df =1, p-value is < 0.0001

15. Chi-Square Test: Communications Training (Question 20) and Grade or Classification

	GS-12 or Lower	**GS-13, GS-14, GS-15, SES, SL, ST or Title 42**	**Total**
Received Training from EPA	**117 (17.65%)** *212.55* (42.95)	**1065 (35.22%)** *969.45* (9.42)	**1182**
Other Training or No Training	**546 (82.35%)** *450.45* (20.27)	**1959 (64.78%)** *2054.55* (4.44)	**2505**
Total	**663**	**3024**	**3687**

x^2 = 77.081, df =1, p-value is < 0.0001

16. Chi-Square Test: Communication Training (Question 20) and Supervisory Status

	Supervisors	**Non-Supervisors**	**Total**
Received Training from EPA	**297 (52.20%)** *182.89* (71.20)	**890 (28.49%)** *1004.11* (12.97)	**1187**
Other Training or No Training	**272 (47.80%)** *386.11* (33.73)	**2234 (71.51%)** *2119.89* (6.14)	**2506**
Total	**569**	**3124**	**3693**

x^2 = 124.037, df =1, p-value is < 0.0001

17. Chi-Square Test: Consistency of Clearance Procedures (Question 17A) and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Agree or Strongly Agree	**1071 (29.70%)** *1102.89* (0.92)	**64 (60.95%)** *32.11* (31.66)	**1135**
Other Responses	**2535 (70.30%)** *2503.11* (0.41)	**41 (39.05%)** *72.89* (13.95)	**2576**
Total	**3606**	**105**	**3711**

$x^2 = 46.937$, df =1, p-value is < 0.0001

18. Chi-Square Test: Transparency of Clearance Procedures (Question 17B) and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Agree or Strongly Agree	**996 (27.72%)** *1027.96* (0.99)	**62 (59.05%)** *30.04* (31.00)	**1058**
Other Responses	**2597 (72.28%)** *2565.04* (0.40)	**43 (40.95%)** *74.96* (13.63)	**2640**
Total	**3593**	**105**	**3698**

$x^2 = 49.019$, df =1, p-value is < 0.0001

19. Chi-Square Test: Predictability of Clearance Procedures (Question 17C) and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Agree or Strongly Agree	**454** *468.32* (0.44)	**28** *13.68* (14.98)	**482**
Other Responses	**3140** *3125.68* (0.07)	**77** *91.32* (2.24)	**3217**
Total	**3594**	**105**	**3699**

$x^2 = 17.732$, df =1, p-value is < 0.0001

20. Chi Square Test: Opportunity for Professional Development and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Frequently	**793 (21.92%)** *813.39* (0.51)	**44 (41.90%)** *23.61* (17.60)	**837**
Other Responses	**2824 (78.08%)** *2803.61* (0.15)	**61 (58.10%)** *81.39* (5.11)	**2885**
Total	**3617**	**105**	**3722**

$x^2 = 23.370$, df =1, p-value is < 0.0001

21. Chi-Square Test: Transparency in the Process for Deciding Who Can Participate in Professional Development (Question 22) and Supervisory Status

	Supervisors	Non-Supervisors	Total
Frequently	**225 (39.27%)** *137.10* (56.36)	**666 (21.14%)** *753.90* (10.25)	**891**
Other Responses	**348 (60.73%)** *435.90* (17.73)	**2485 (78.86%)** *2397.10* (3.22)	**2833**
Total	**573**	**3151**	**3724**

$x^2 = 87.564$, df =1, p-value is < 0.0001

22. Chi-Square Test: Transparency in the Process for Deciding Who Can Participate in Professional Development and Grade or Classification

	GS-15 or Lower	SES, SL, ST or Title 42	Total
Frequently	**836 (23.15%)** *865.82* (1.03)	**55 (52.38%)** *25.18* (35.33)	**891**
Other Responses	**2775 (76.85%)** *2745.18* (0.32)	**50 (47.62%)** *79.82* (11.14)	**2825**
Total	**3611**	**105**	**3716**

$x^2 = 47.823$, df =1, p-value is < 0.0001