



# The 2024 Citywide Workplace Climate Survey Report

*Survey Conducted 2024 • Report Issued 2025*

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*Local Law 101 (2018)*

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## I. Introduction, Overview and Methodology

This report was prepared pursuant to [Local Law 101 of 2018](#) (LL101) of the Stop Sexual Harassment in NYC Act.<sup>1</sup> LL101 mandates that the Department of Citywide Administrative Services (DCAS) “develop a climate survey to assess the general awareness and knowledge of the City’s Equal Employment Opportunity (EEO) Policy, including but not limited to sexual harassment policies and prevention [...].” It required DCAS to disseminate the survey to the city’s municipal workforce in 2018, then two years later, in 2020, and then every four years thereafter. Therefore, DCAS administered the *2024 Workplace Climate Survey* (2024 Survey) during the period from July 16, 2024, to September 6, 2024. The survey measured employees’ awareness of their rights, responsibilities, and protections related to workplace discrimination, harassment, and retaliation, including the resources that are available to address these issues. The findings of the survey continue to inform the planning and development of enhanced EEO resources, trainings, programs, and initiatives that advance workplace equity for everyone.

The 10-minute survey was conducted primarily online using unique links and QR codes to increase participation and accessibility. In addition, agencies were encouraged to supplement their efforts with paper surveys to reach and engage field staff that have limited access to computers. Employee participation in the survey was voluntary and anonymous. Optional demographic questions were included to assess, in the aggregate, whether respondents from specific groups elected to participate in the survey.

Agencies were informed months prior to each survey’s launch and were instructed to actively promote the survey both before it opened and throughout the response period. They were also given the latitude to incentivize survey participation for their workforce. However, despite the anonymity provided to participants, the fact that the climate survey is voluntary has typically yielded low response rates in all three iterations. Workforce participation in the climate survey across each iteration is reflected in the following response rates:

- 2018: 7.6% response rate
- 2020: 8.5% response rate
- 2024: 8.0% response rate

Although response rates across the three survey iterations were relatively low, the overall sample size was sufficiently large to yield statistically significant findings. While the voluntary nature of the survey means results may not fully reflect the entire spectrum of views of the entire workforce, the data should be viewed as indicative of emerging trends and potential areas of concern, providing valuable insight to inform further analysis and action.

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<sup>1</sup> The Stop Sexual Harassment in NYC Act was signed into law in May 2018 and consists of a series of local laws designed to strengthen workplace protections against sexual harassment.

This report includes the results from the 2024 Survey and compares the changes in the key metrics from the two prior climate surveys. The 2024 Survey continues to monitor the three key metrics that were highlighted in the baseline 2018 Survey:

- Employee familiarity with the city's EEO Policy and the complaint and investigation process.
- Workplace discrimination (experienced and/or witnessed); and
- Manager and supervisor knowledge of the city's EEO Policy and procedures.

## II. Survey Results, Analysis, and Key Observations

In reviewing the 2024 Survey responses, DCAS focused on identifying responses that highlight areas requiring attention. The results underscore opportunities to strengthen employee awareness, foster a more inclusive workplace culture for everyone, and ensure that when incidents of discrimination or harassment occur, staff feel confident accessing available resources, and trust that their concerns will be addressed appropriately.

The 2024 Survey indicates that the citywide familiarity with the city's EEO Policy, including, but not limited to, sexual harassment policies and prevention, remains robust and comparable to the prior surveys. However, the data reveals potential vulnerabilities regarding procedural knowledge of the EEO complaint process and EEO officers' communication reach, demonstrating a need for renewed engagement, more process transparency, and follow-through education about the EEO complaint and investigation process.

There is also an indication that the workforce has a positive sense of workplace safety. The survey yielded high rates of employees indicating that they have not experienced or witnessed discrimination or harassment across protected categories. Finally, managers' and supervisors' awareness of correctly referring employees to the EEO Office to address their concerns remains consistently high. The 2024 Survey results are discussed in more detail below, followed by an appendix with the survey questions and comparative results among all LL101 surveys.

### Comparison of Key Metrics

#### A. Awareness and Knowledge of the City's EEO Policy and the Complaint and Investigation Process

The questions in this section were designed to gauge familiarity<sup>2</sup> with the complaint submission process, including employees' sense of transparency regarding the investigation process and agency responsiveness.

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<sup>2</sup> "Familiarity" is used herein to refer to awareness and knowledge.

In assessing employee awareness of EEO policies and procedures, much of the analysis is anchored to the baseline survey conducted in 2018. While the 2020 Survey reflected notable peaks in certain measures, these results are likely attributable to unique circumstances during the COVID pandemic, which temporarily heightened communication and training efforts. As such, the 2024 Survey provides a more reliable measure of current trends, allowing for a meaningful comparison against the 2018 baseline and highlighting areas where progress has been sustained or where renewed attention is needed.

Familiarity with the EEO Policy among the municipal workforce remains high at 93.3% in 2024. This represents a slight decline of nearly 3% after a peak of 96.1% in 2020, but the 2024 Survey's 93.3% remains consistent with the 2018 benchmark survey result of 92.4%.

Employee knowledge of EEO procedures has proven mixed over the past three surveys. Awareness of how and where to file an EEO complaint has steadily declined, falling from 84% in 2018 to 77.5% in 2024. However, understanding of what happens after a complaint is filed reflects a net improvement from 57.4% in 2018 to 62.5% in 2024, even though there was a decline from the 2020 peak of 65.8%. These findings highlight both progress and setbacks in employee awareness of EEO processes, underscoring the need for renewed focus on communication and training at agencies of basic resource awareness.

To support an equitable workplace, it is critical that agencies remain proactive to ensure the workforce stays informed of the EEO Policy, the rights and protections to which they are entitled, and the venues available to file complaints about any possible discrimination and harassment. The downward trend from 2020 in areas of EEO Policy awareness and familiarity with the complaint and investigation process suggests reduced outreach and organizational visibility of the EEO Office. Despite modest gains in cumulative understanding, more than one-third of employees remain uncertain about what occurs after filing a complaint, signaling persistent gaps in process transparency and post-reporting communication that have the potential to undermine confidence in the EEO process.

Notably, the 2024 Survey revealed that the majority of individuals familiar with the EEO complaint and investigation process had gained their knowledge through training.<sup>3</sup> Other sources, such as agency onboarding processes, managers and supervisors, agency EEO officers, and agency internet sites, are ranked significantly lower, indicating their underuse at the agency level. This underscores that while training has been effective, agencies are missing critical opportunities to reinforce and expand employee knowledge at the agency level through ongoing communication from the EEO Office in partnership with other agency leadership and tailored trainings.

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<sup>3</sup> Per Local Law 92 of 2018, DCAS administers annual citywide training on *Sexual Harassment Prevention*, which includes information on the citywide EEO Policy and protected categories. In addition, DCAS provides the *Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees*, which further reinforces these principles and includes detailed guidance on the EEO complaint and investigation process.

## B. Workplace Discrimination (Experienced and/or Witnessed)<sup>4</sup>

The survey questions were developed to align with the areas of concern outlined in LL101, with a focus on identifying what respondents experienced or witnessed related to the protected categories outlined in the City of New York's EEO Policy. The questions are structured to assess employee perceptions of whether their workplace is a safe and compliant environment.

The 2024 Survey results show that most employees maintain a positive outlook about their workplace, with perceptions of safety and compliance under the city's EEO Policy steadily improving. The proportion of respondents who agree their workplace is "safe and free of violations, including discrimination or sexual harassment" increased from 61.5% in 2018 to 68.7% in 2024. Additionally, a strong majority (71.4%) of respondents indicated that their agency actively takes measures to prevent violations of the EEO Policy, including acts of discrimination, harassment, and sexual harassment. These findings highlight progress in fostering a safe work environment and demonstrate continued confidence in agencies' commitment and efforts to uphold EEO standards.

The 2024 Survey reveals a downward trend in reports of experiencing discrimination across most EEO-protected categories, suggesting that city agencies' EEO prevention measures have been contributing to a safer and more inclusive work environment. The data shows that in nearly every category, the proportion of employees indicating they have not experienced discrimination remains overwhelmingly high, consistently between 90% and 99%. At the same time, the number of employees indicating they have experienced discrimination has declined over time in areas such as age, race, and salary or pay history, pointing to improvements in employee experience and perceptions of fairness.

Survey respondents reporting that they have witnessed discrimination also declined across all categories. Notably, instances of individuals who have witnessed racial discrimination decreased significantly from 20.8% in 2018 to 11.1% in 2024. Similarly, individuals who have witnessed age discrimination were reduced by half, from 14.5% in 2018 to 7.7% in 2024. These downward shifts may reflect progress in workplace culture and behavioral norms but could also be explained by diminished peer observation due to hybrid and remote work.<sup>5</sup>

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<sup>4</sup> The survey questions are designed to address criteria required by LL101 and to provide a general overview of employee perceptions and experiences. However, responses collected through this anonymous survey do not constitute the reporting of an EEO complaint. During the survey, participants were reminded that to have any EEO-related concerns addressed, they should report the issue to their agency EEO officer for proper investigation and resolution. Therefore, survey responses indicating experiences or observations of discrimination or harassment do not statistically represent an actual agency EEO case. In addition, only an EEO investigation can determine whether allegations are supported by the preponderance of the evidence. Therefore, no assumption should be made that discrimination or harassment has in fact occurred based solely on the survey response data.

<sup>5</sup> The City initiated a telework pilot program beginning June 1, 2023.

## C. Manager and Supervisor Knowledge of the EEO Policy and Procedures

Survey results show that familiarity with the EEO Policy and process among managers and supervisors has remained consistently high over time, with 94.3% reporting familiarity in 2018, 95.4% in 2020, and 95.3% in 2024. Similarly, managers and supervisors continue to demonstrate strong awareness of the appropriate channels to direct employees seeking to raise complaints under the EEO Policy, with 92.1% reporting such knowledge in 2024, reflecting only a modest 2.2% decline from the 2018 baseline. Overall, these results underscore the effectiveness of ongoing EEO training in maintaining high levels of policy awareness and procedural competence among supervisory and managerial staff. The results also indicate that managers and supervisors can be a reliable resource for employees to refer them to the EEO Office so that their concerns can be addressed.

## III. Recommendations and Action Items

The 2024 Survey results confirm that the City of New York's workforce maintains a high awareness of the EEO Policy and an increasing perception of protection and fairness in the work environment. However, the data also highlights emerging gaps, particularly in the communication reach of agency EEO Offices and in employees' knowledge of the EEO complaint and investigation process. Each agency is required to conspicuously post on its website and to disseminate annually the City's *EEO Policy*, along with supplementary resources such as, the *EEO Policy Handbook What to Know About Equity, Inclusion and EEO (EEO Handbook)*, the *EEO Complaint Process at a Glance*, the *Reasonable Accommodation Procedural Guidelines*, the *Reasonable Accommodation Brochure*, and the *Reasonable Accommodations at a Glance*. While mandatory citywide training has strengthened employees' knowledge in these areas, the survey results reveal a need for renewed engagement, enhanced transparency, and continuous education and reinforcement, particularly at the agency level. To maintain the city's commitment to equitable, respectful, and inclusive workplaces, DCAS reminds agencies to:

- **Enhance communication and outreach:** Agencies should engage employees, as early as onboarding, by providing readily accessible EEO materials, such as pre-populated desktop folders, direct intranet links, and other resources, to ensure awareness of rights and procedures from the outset. Agencies should also ensure that employees are consistently informed of EEO resources, complaint and investigation procedures, and points of contact.
- **Promote transparency in the EEO process:** Enhance transparency and employee familiarity with the EEO complaint process after filing a complaint by leveraging tools such as the *EEO Complaint Process at a Glance*, *EEO Handbook* and other resources to keep employees informed about the status of their case.
- **Reinforce training at the agency level:** Agencies should supplement citywide training with agency-specific sessions that reinforce understanding of the city's EEO Policy and procedures and reinforce accountability. In addition, agencies are encouraged to invest in targeted EEO refreshers and skill-based training for staff, particularly those in managerial and supervisory roles. DCAS developed a training, *Managing Through an EEO and DEI*

*Lens*, which EEO officers can use to educate managers and supervisors at their agencies to reinforce their responsibilities under the EEO Policy to prevent discrimination and harassment and to model behavior for their staff that promotes workplace accountability. This training has been made available to EEO officers in various venues so that they learn to present it.

- **Evaluate and enhance workforce reach of training programs:** Training is still the strongest tool to reach employees but appears to be underleveraged. Agencies should evaluate the effectiveness of their current training delivery method and enhance it, perhaps through interactive or role-based formats. Agencies are encouraged to reevaluate their training strategies and adopt a more balanced approach that combines in-person instructor-led sessions and self-directed online courses to maximize accessibility and ensure comprehensive reach across their workforce.
  - Since the administration of the 2020 Survey, DCAS has expanded and diversified the EEO training portfolio to include a wider range of free courses, including but not limited to *Neurodiversity: Leveraging Strengths*; *Structured Interviewing and Unconscious Bias*; *Creating a Culture of Inclusion: From Microaggression to Microaffirmations*; and *Disability Awareness and Etiquette*. Since the 2020 Survey, DCAS has held two citywide *HR & EEO Conferences*, providing a robust platform for EEO officers and Human Resources professionals to strengthen their partnership and increase their knowledge to engage employees on rights, resources, responsibilities, and protections in various employment contexts and scenarios.
- **Promote continuous education:** Introduce targeted initiatives and create focused forums for employee engagement and interaction.
  - The 2024 Survey responses reflecting strong understanding among managers and supervisors of their responsibility to refer and report EEO matters must be leveraged to actively engage the broader workforce and enhance overall employee awareness of the city's EEO Policy.
  - Promote the importance of manager and supervisor intervention to ensure that their respective staff complete mandatory trainings.
  - Some agencies currently leverage an EEO counselor program to extend their reach to agency stakeholders, such as employees in satellite locations. More agencies should consider creating such programs to increase accessibility and support for employees across all locations.
- **Regularly revisit climate survey action plans:**<sup>6</sup> Agencies should treat climate survey action plans developed in response to the baseline survey results as dynamic living documents. These plans should be regularly reassessed, enhanced, and fully implemented to remain effective. Consistent follow-through on these plans strengthens accountability, fosters a positive workplace culture, and ensures prevention measures against discrimination and harassment remain effective and responsive to emerging trends.

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<sup>6</sup> Pursuant to LL101, each agency was required to develop an action plan by December 2019 that incorporated specific measures to address the results of each agency's climate survey, including clearly outlining the steps the agency would take to remediate those issues.

- **Strategize to increase the pool of survey participants:** Although the anonymity of this survey is designed to encourage candid participation, voluntary surveys often result in low response rates. However, agencies must still strive to increase workforce participation to ensure meaningful and representative results. Doing so requires agencies to take an active and intentional role in driving engagement. Agencies are expected to proactively prepare for each survey release by planning and executing a comprehensive communication strategy that promotes the survey in advance, addresses potential barriers to participation, and continues outreach throughout the survey period. This level of preparation and promotion should be a standard practice for all future surveys.

In addition to recommendations made to agencies, DCAS remains committed to:

- Mandating each agency head to issue the EEO Policy standards and procedures, as well as the agency's Annual Commitment, Accountability and EEO Policy Statement at least annually.
- Keeping EEO-related guidance up-to-date and accessible to ensure EEO officers are informed of industry-wide best practices and any legislative changes.
- Continuing to provide training to Human Resources and EEO Office personnel on strategies and best practices that promote inclusive workplaces that are free of discrimination.
- Emphasizing the critical role of the EEO Office to agency leadership so they allocate adequate resources and staffing.

## IV. Appendix I: Data Tables

### Response Comparison Among the 2018, 2020, and 2024 Workplace Climate Surveys<sup>7</sup>

**Table A: Familiarity with the City's EEO Policy**

Are you familiar with and/or have knowledge of the NYC Equal Employment Opportunity (EEO) Policy?	2018 (%)	2020 (%)	2024 (%)
Yes	92.4	96.1	93.3
No	7.6	3.9	6.7

**Table B: Knowledge of Where to File a Complaint**

Do you know how and where to file a formal complaint about a violation of the EEO Policy, such as an allegation of discrimination, including but not limited to sexual harassment?	2018 (%)	2020 (%)	2024 (%)
Yes	84.0	81.3	77.5
No	16.0	18.7	22.5

**Table C: Knowledge of the Process Post-EEO Complaint Submission**

Do you know what happens to an EEO complaint after it has been filed?	2018 (%)	2020 (%)	2024 (%)
Yes	57.4	65.8	62.5
No	42.6	34.2	37.5

<sup>7</sup> N/A indicates the data is unavailable because the question was not posed in the first or second survey issued in 2018 and 2020, respectively.

**Table D: Personal Experience with Discrimination**

Have you personally <u>experienced</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Age</b>	<b>2018</b>	10.5	89.5
	<b>2020</b>	7.5	92.5
	<b>2024</b>	6.8	93.2
<b>Prior Record of Arrest or Conviction</b>	<b>2018</b>	0.9	99.1
	<b>2020</b>	0.7	99.3
<b>Arrest, Conviction Record or Pending Case</b> (language revised in 2024 survey)	<b>2024</b>	0.8	99.2
<b>Cannabis Use</b> (protected category added in 2024 survey)	<b>2024</b>	0.7	99.3
<b>Caregiver Status</b> (protected category added in 2020 survey)	<b>2020</b>	3.1	96.9
	<b>2024</b>	2.9	97.1
<b>Color</b> (protected category added in 2020 survey)	<b>2020</b>	8.8	91.2
	<b>2024</b>	7.5	92.5
<b>Credit History</b> (protected category added in 2020 survey)	<b>2020</b>	0.9	99.1
<b>Consumer Credit History</b> ("Consumer" added in 2024 survey)	<b>2024</b>	0.7	99.3

Have you personally <u>experienced</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Disability</b>	<b>2018</b>	3.8	96.2
	<b>2020</b>	3.5	96.5
	<b>2024</b>	3.8	96.2
<b>Familial Status</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	2.8	97.2
	<b>2024</b>	2.8	97.2
<b>Gender</b>	<b>2018</b>	9.6	90.4
<b>Sexual Harassment</b>	<b>2018</b>	11.0	89.0
<b>Gender, Including Sexual Harassment</b> <i>(2020 survey only)</i>	<b>2020</b>	6.9	93.1
<b>Pregnancy, Childbirth or Related Medical Conditions</b> <i>(2020 survey only)</i>	<b>2020</b>	2.2	97.8
<b>Gender/ Sex (including Pregnancy, Childbirth or Related Medical Conditions)</b> <i>(2024 survey only)</i>	<b>2024</b>	5.6	94.4
<b>Gender identity or expression</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	2.0	98.0
	<b>2024</b>	2.3	98.6

Have you personally <u>experienced</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Height</b> <i>(protected category added in 2024 survey)</i>	<b>2024</b>	1.4	98.6
<b>Immigration or citizenship status</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	1.5	98.5
	<b>2024</b>	1.4	97.7
<b>Marital Status</b> <i>(combined with Partnership Status starting in 2020 survey)</i>	<b>2018</b>	3.3	96.7
<b>Partnership Status</b> <i>(combined with Marital Status starting in 2020 survey)</i>	<b>2018</b>	1.7	98.3
<b>Marital Status or Partnership Status</b>	<b>2020</b>	2.3	97.7
	<b>2024</b>	2.3	97.7
<b>National Origin or Ethnicity</b> <i>(asked separately from Race starting in 2020 survey)</i>	<b>2020</b>	8.7	91.3
	<b>2024</b>	7.6	92.4
<b>Predisposing Genetic Characteristics/Genetic Information</b>	<b>2018</b>	1.5	98.5
	<b>2020</b>	1.1	98.9
	<b>2024</b>	1.2	98.8

Have you personally <u>experienced</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Pre-Employment Marijuana Testing</b> <i>(protected category added in 2024 survey)</i>	<b>2024</b>	1.0	99.0
<b>Race and Ethnicity</b>	<b>2018</b>	16.8	83.2
<b>Race</b> <i>(asked separately from Ethnicity starting in 2020 survey)</i>	<b>2020</b>	11.7	88.3
	<b>2024</b>	10.4	89.6
<b>Religion or Creed</b>	<b>2018</b>	5.3	94.7
	<b>2020</b>	3.9	96.1
	<b>2024</b>	4.2	95.8
<b>Salary or Pay History</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	10.6	89.4
	<b>2024</b>	7.6	92.4
<b>Sexual and Reproductive Health Decisions</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	1.5	98.5
	<b>2024</b>	1.9	98.1
<b>Sexual Orientation</b>	<b>2018</b>	2.9	97.1
	<b>2020</b>	2.4	97.6
	<b>2024</b>	2.2	97.8

Have you personally <u>experienced</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Status as a Veteran or Active-Duty Military Service Member</b>	<b>2018</b>	1.1	98.9
	<b>2020</b>	0.8	99.2
	<b>2024</b>	0.7	99.3
<b>Unemployment Status</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	8.8	99.2
	<b>2024</b>	0.9	99.1
<b>Victim of Domestic Violence</b>	<b>2018</b>	1.1	98.9
<b>Victim of Domestic Violence, Sexual Offenses, or Stalking</b> <i>(phrase “Sexual Offenses, or Stalking” added starting in 2020 survey)</i>	<b>2020</b>	1.9	98.1
<b>Victim of Domestic Violence, Sexual Offenses, or Stalking</b>	<b>2024</b>	1.9	98.1
<b>Weight</b> <i>(protected category added in 2024 survey)</i>	<b>2024</b>	3.2	96.8

**Table E: Witnessing Discrimination**

Have you personally <u>witnessed</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Age</b>	<b>2018</b>	14.5	85.5
	<b>2020</b>	9.5	90.5
	<b>2024</b>	7.7	92.3

Have you personally <u>witnessed</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Prior Record of Arrest or Conviction</b>	<b>2018</b>	2.3	97.7
	<b>2020</b>	1.6	98.4
<b>Arrest, Conviction Record or Pending Case</b> (language revised in 2024 survey)	<b>2024</b>	1.4	98.6
<b>Cannabis Use</b> (protected category added in 2024 survey)	<b>2024</b>	1.3	98.7
<b>Caregiver Status</b> (protected category added in 2020 survey)	<b>2020</b>	3.5	96.5
	<b>2024</b>	2.9	97.1
<b>Color</b> (protected category added in 2020 survey)	<b>2020</b>	10.8	89.2
	<b>2024</b>	8.2	91.8
<b>Credit History</b> (protected category added in 2020 survey)	<b>2020</b>	0.9	99.1
<b>Consumer Credit History</b> (Consumer added in 2024 survey)	<b>2024</b>	0.6	99.4
<b>Disability</b>	<b>2018</b>	6.8	93.2
	<b>2020</b>	4.9	95.1
	<b>2024</b>	4.7	95.3

Have you personally <u>witnessed</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Familial Status</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	2.8	97.2
	<b>2024</b>	2.6	97.4
<b>Gender</b> <i>(2018 survey only)</i>	<b>2018</b>	13.2	86.8
<b>Sexual Harassment</b> <i>(2018 survey only)</i>	<b>2018</b>	14.1	85.9
<b>Gender, including sexual harassment</b> <i>(2020 survey only)</i>	<b>2020</b>	8.2	91.8
<b>Pregnancy, Childbirth and Related Medical Conditions</b> <i>(2020 survey only)</i>	<b>2020</b>	3.7	96.3
<b>Gender/Sex (Including Pregnancy, Childbirth and Related Medical Conditions)</b> <i>(2024 survey only)</i>	<b>2024</b>	5.8	94.2
<b>Gender Identity or Expression</b> <i>(revised in 2020 survey)</i>	<b>2020</b>	3.9	96.1
	<b>2024</b>	3.9	96.1
<b>Height</b> <i>(protected category added in 2024 survey)</i>	<b>2024</b>	1.4	98.6

Have you personally <u>witnessed</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Immigration or citizenship status</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	2.9	97.1
	<b>2024</b>	2.4	97.6
<b>Marital Status</b> <i>(2018 survey only)</i>	<b>2018</b>	3.6	96.4
<b>Partnership Status</b> <i>(2018 survey only)</i>	<b>2018</b>	2.3	97.7
<b>Marital Status or Partnership Status</b> <i>(Marital Status and Partnership Status combined starting in 2020 survey)</i>	<b>2020</b>	2.5	97.5
	<b>2024</b>	2.2	97.8
<b>National Origin or Ethnicity</b> <i>(asked separately from Race starting in 2020 survey)</i>	<b>2020</b>	9.2	90.8
	<b>2024</b>	7.4	92.6
<b>Pre-Employment Marijuana Testing</b> <i>(protected category added in 2024 survey)</i>	<b>2024</b>	1.0	99.0

Have you personally <u>witnessed</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Predisposing Genetic Characteristics/Genetic Information</b>	<b>2018</b>	1.9	98.1
	<b>2020</b>	1.3	98.7
	<b>2024</b>	1.1	98.9
<b>Race and Ethnicity</b>	<b>2018</b>	20.8	79.2
<b>Race</b> <i>(asked separately from Ethnicity starting in 2020 survey)</i>	<b>2020</b>	14.1	85.9
	<b>2024</b>	11.1	88.9
<b>Religion or Creed</b>	<b>2018</b>	9.1	90.9
	<b>2020</b>	5.3	94.7
	<b>2024</b>	5.0	95.0
<b>Salary or Pay History</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	9.9	90.1
	<b>2024</b>	6.5	93.5
<b>Sexual and Reproductive Health Decisions</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	1.9	98.1
	<b>2024</b>	2.0	98.0

Have you personally <u>witnessed</u> any of the following types of discrimination at your agency?	Year	Yes (%)	No (%)
<b>Sexual Orientation</b>	<b>2018</b>	7.4	92.6
	<b>2020</b>	4.6	95.4
	<b>2024</b>	4.0	96.0
<b>Status as a Veteran or Active-Duty Military Service Member</b>	<b>2018</b>	1.8	98.2
	<b>2020</b>	1.1	98.9
	<b>2024</b>	1.0	99.0
<b>Unemployment Status</b> <i>(protected category added in 2020 survey)</i>	<b>2020</b>	1.1	98.9
	<b>2024</b>	0.8	99.2
<b>Victim of Domestic Violence</b>	<b>2018</b>	1.8	98.2
<b>Victim of Domestic Violence, Sexual Offenses, or Stalking</b> <i>(phrase "Sexual Offenses, or Stalking" added starting in 2020 survey)</i>	<b>2020</b>	2.4	97.6
	<b>2024</b>	2.0	98.0
<b>Weight</b> <i>(protected category added in 2024 survey)</i>	<b>2024</b>	3.9	96.1

**Table F: Workplace Free from Discrimination**

Your workplace is safe and free of violations of the NYC EEO Policy, including discrimination or sexual harassment.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	18.9	11.9	10.9
Neither Agree nor Disagree	19.7	22.2	20.3
Strongly Agree or Agree	61.5	65.9	68.7

**Table G: Protection of Rights in the Workplace**

Your rights are protected to pursue your duties in a respectful workplace.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	14.3	8.9	8.4
Neither Agree nor Disagree	15.1	17.0	17.4
Strongly Agree or Agree	70.6	74.0	74.3

**Table H: Employees are Protected Against Discrimination**

Your agency protects you from workplace harassment ("and discrimination" included in 2024 language).	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	16.2	10.6	10.1
Neither Agree nor Disagree	16.6	21.3	21.1
Strongly Agree or Agree	67.3	68.1	68.9

**Table I: Fair and Equal Treatment**

You are treated equally and fairly.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	20.6	14.1	12.7
Neither Agree nor Disagree	18.3	19.1	17.8
Strongly Agree or Agree	61.1	66.8	69.5

**Table J: Agency Actions to Prevent Discrimination**

Your agency takes actions to prevent violations of the NYC EEO Policy, including discrimination and harassment, including sexual harassment. <sup>8</sup>	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	13.8	7.7	8.0
Neither Agree nor Disagree	22.5	20.8	21.3
Strongly Agree or Agree	63.7	71.5	70.7

**Table K: How Seriously the Agency Takes Discrimination**

Discrimination and harassment, including sexual harassment allegations are taken seriously and investigated.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	12.9	7.2	7.2
Neither Agree nor Disagree	27.4	21.7	21.4
Strongly Agree or Agree	59.7	71.1	71.4

**Table L: Protection from Retaliation**

You are protected from workplace retaliation for reporting possible EEO Policy violations, including discrimination and harassment, including sexual harassment or for cooperating in any such investigation.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	N/A	10.5	9.8
Neither Agree nor Disagree	N/A	22.5	22.5
Strongly Agree or Agree	N/A	67.0	67.8

<sup>8</sup> Wording prior to 2024: "Steps are taken to prevent violations of the EEO Policy."

**Table M: Adequate Response by the Agency to Reports of EEO Violations**

Your agency provides an adequate response to reporting EEO Policy violations, including discrimination and harassment, including sexual harassment.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	13.8	7.7	8.1
Neither Agree nor Disagree	22.5	20.8	27.4
Strongly Agree or Agree	63.7	71.5	64.5

**Table N: Agency Support Related to EEO Violations**

Your agency offers support to resolve workplace issues involving discrimination and harassment, including sexual harassment.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	N/A	8.7	8.8
Neither Agree nor Disagree	N/A	22.8	22.5
Strongly Agree or Agree	N/A	68.5	68.7

**Table O: Agency Transparency About EEO Complaint Investigation Process**

Your agency is transparent about the EEO Complaint Investigation Process.	2018 (%)	2020 (%)	2024 (%)
Strongly Disagree or Disagree	N/A	N/A	10.4
Neither Agree nor Disagree	N/A	N/A	26.8
Strongly Agree or Agree	N/A	N/A	62.8

**Table P: Supervisor or Manager**

Are you a supervisor or manager?	2018 (%)	2020 (%)	2024 (%)
Yes	32.4	30.8	23.8
No	67.6	69.2	76.2

**Table Q: Supervisors' and Managers' Knowledge of Reporting EEO Violations**

Supervisors and Managers: Are you aware of measures that an employee may take to appropriately report any violations under the EEO Policy, including discrimination and harassment, including sexual harassment?	2018 (%)	2020 (%)	2024 (%)
Yes	94.3	95.4	95.3
No	5.7	4.6	4.7

**Table R: Supervisors' and Managers' Knowledge of Where to Refer EEO Complaints**

Supervisors and Managers: Do you know to whom and where to direct an employee who wants to discuss a complaint(s) under the EEO Policy?	2018 (%)	2020 (%)	2024 (%)
Yes	94.3	93.2	92.1
No	5.7	6.8	7.9

## V. Appendix II: Demographics

Below are the responses to the optional demographics questions among the survey participants.

**Table S**

What is your age?	2018 (%)	2020 (%)	2024 (%)
<b>25 or under</b>	2.7	1.4	1.8
<b>26-29</b>	6.0	3.9	3.4
<b>30-39</b>	23.6	18.3	15.6
<b>40-49</b>	26.3	23.2	25.3
<b>50-59</b>	28.2	27.1	28.2
<b>60 or older</b>	13.2	14.4	15.8
<b>I choose not to disclose</b>	N/A	11.8	9.8

**Table T**

Are you Hispanic or Latino?	2018 (%)	2020 (%)	2024 (%)
<b>Yes</b>	80	16.9	19.5
<b>No</b>	20	65.9	64.8
<b>I choose not to disclose</b>	N/A	17.2	15.7

**Table U**

<b>How would you describe your racial identity?</b>	<b>2018 (%)</b>	<b>2020 (%)</b>	<b>2024 (%)</b>
<b>Native American or Alaskan Native</b>	0.8	0.6	0.7
<b>Asian</b>	9.7	8.3	8.7
<b>Black/African-American</b>	28.2	29.6	24.2
<b>Native Hawaiian or Other Pacific Islander</b>	0.6	0.3	0.3
<b>Two or more races</b>	15.3	8	7.2
<b>White</b>	42.4	28.5	33.8
<b>I choose not to disclose</b>	N/A	24.7	25.1

**Table V**

<b>How would you describe your gender identity?</b>	<b>2018 (%)</b>	<b>2020 (%)</b>	<b>2024 (%)</b>
<b>Female or woman</b>	59.5	58.6	64.1
<b>Male or man</b>	38.9	31.9	28.5
<b>Non-binary</b>	1.5	0.4	0.5
<b>Transgender</b>	0.2	N/A	N/A
<b>A gender not listed</b>	N/A	0.2	0.2
<b>I choose not to disclose</b>	N/A	8.9	6.7

**Table W**

<b>How would you describe your sexual orientation?</b>	<b>2018 (%)</b>	<b>2020 (%)</b>	<b>2024 (%)</b>
<b>Bisexual</b>	1.7	2.2	2.4
<b>Gay or Lesbian</b>	2.1	2.8	2.9
<b>Heterosexual or Straight</b>	85.5	75.8	74
<b>Self-identify/Other</b>	1.1	1.1	0.2
<b>I choose not to disclose</b>	8.3	18.1	6.7



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