

**COMMISSION ON CIVIL RIGHTS**  
**2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period 2/9/2010 to 3/19/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		2	2	7	8	2	21	NA
	%	18.6	10.0	8.6	30.8	39.9	10.6	100.0	
2. I have enough information to do my job well.	N		4	6	3	6	2	21	NA
	%	49.7	21.7	28.0	13.2	27.5	9.6	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N		2	5	5	7	2	21	NA
	%	33.4	10.7	22.7	25.1	31.6	9.9	100.0	
*4. My work gives me a feeling of personal accomplishment.	N		6	7	3	3	2	21	NA
	%	63.4	27.7	35.7	13.7	13.0	9.9	100.0	
*5. I like the kind of work I do.	N		8	10	2	1	0	21	NA
	%	86.8	38.3	48.5	9.3	3.9	0.0	100.0	
6. I know what is expected of me on the job.	N		4	10	3	3	1	21	NA
	%	67.3	22.7	44.6	13.4	14.3	4.9	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N		14	6	0	0	0	20	NA
	%	100.0	70.9	29.1	0.0	0.0	0.0	100.0	
8. I am constantly looking for ways to do my job better.	N		9	11	0	0	1	21	NA
	%	95.1	45.0	50.1	0.0	0.0	4.9	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		0	4	1	9	7	21	0
	%	21.3	0.0	21.3	4.9	41.4	32.4	100.0	
*10. My workload is reasonable.	N		2	7	1	1	10	21	0
	%	45.1	9.6	35.5	3.8	4.4	46.6	100.0	
*11. My talents are used well in the workplace.	N		4	5	1	7	4	21	0
	%	43.2	20.0	23.3	4.4	33.7	18.6	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N		6	6	4	4	1	21	0
	%	56.7	30.3	26.4	18.4	20.0	4.9	100.0	
*13. The work I do is important.	N		8	9	0	2	2	21	0
	%	81.9	38.6	43.3	0.0	9.3	8.8	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		8	10	1	2	0	21	0
	%	85.8	40.4	45.4	4.9	9.3	0.0	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N		4	7	3	4	3	21	0
	%	53.0	22.0	31.0	14.8	17.2	15.0	100.0	
16. I am held accountable for achieving results.	N		7	9	3	1	1	21	0
	%	76.4	33.1	43.3	14.2	4.9	4.4	100.0	

\*AES prescribed items

\*\* Sum of responses excluding DNK/NBJ

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3	5	4	2	7	21	0
	%	37.0	15.7	21.4	19.5	9.5	34.0	100.0	
*18. My training needs are assessed.	N		0	1	1	9	7	18	2
	%	5.9	0.0	5.9	5.9	49.6	38.7	100.0	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		5	6	2	4	4	21	0
	%	54.6	23.7	30.9	10.6	16.4	18.4	100.0	
*20. The people I work with cooperate to get the job done.	N		2	3	4	7	3	19	NA
	%	28.0	10.0	18.0	20.9	34.3	16.8	100.0	
*21. My work unit is able to recruit people with the right skills.	N		1	5	2	3	7	18	2
	%	36.5	5.9	30.6	12.3	14.5	36.7	100.0	
*22. Promotions in my work unit are based on merit.	N		0	4	6	3	6	19	1
	%	21.6	0.0	21.6	33.2	14.6	30.6	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		0	4	5	5	4	18	2
	%	19.4	0.0	19.4	31.1	27.3	22.2	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		0	4	4	4	8	20	0
	%	18.7	0.0	18.7	22.9	19.8	38.6	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		0	6	3	1	10	20	0
	%	31.2	0.0	31.2	13.5	5.2	50.0	100.0	
26. Employees in my work unit share job knowledge with each other.	N		1	4	8	4	3	20	0
	%	26.7	4.2	22.5	38.4	19.1	15.8	100.0	
27. The skill level in my work unit has improved in the past year.	N		0	3	7	4	5	19	0
	%	14.2	0.0	14.2	39.5	19.5	26.8	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		5	8	6	0	1	20	NA
	%	65.7	24.2	41.5	28.3	0.0	6.0	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		2	3	4	9	2	20	1
	%	27.1	10.5	16.6	20.0	43.6	9.3	100.0	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N	19.2	1	3	5	7	4	20	0
	%		5.3	13.9	28.7	33.4	18.7	100.0	
31. Employees are recognized for providing high quality products and services.	N	20.4	1	3	2	7	7	20	1
	%		5.3	15.1	9.3	34.3	36.0	100.0	
*32. Creativity and innovation are rewarded.	N	15.7	0	3	2	7	8	20	1
	%		0.0	15.7	10.8	32.9	40.6	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N	11.2	0	2	3	8	7	20	1
	%		0.0	11.2	13.2	40.6	35.0	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	34.9	2	4	3	5	4	18	3
	%		10.8	24.1	17.1	26.7	21.3	100.0	
*35. Employees are protected from health and safety hazards on the job.	N	71.2	2	12	5	1	0	20	0
	%		9.9	61.3	23.7	5.1	0.0	100.0	
*36. My organization has prepared employees for potential security threats.	N	57.6	2	10	6	2	0	20	1
	%		9.5	48.0	33.8	8.6	0.0	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	17.4	2	1	6	4	5	18	3
	%		11.6	5.7	33.8	20.5	28.4	100.0	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N	54.6	4	6	4	4	1	19	2
	%		20.7	33.9	20.5	19.8	5.1	100.0	
39. My agency is successful at accomplishing its mission.	N	32.4	1	5	5	4	3	18	2
	%		6.1	26.3	29.2	21.9	16.4	100.0	
40. I recommend my organization as a good place to work.	N	19.7	1	3	5	5	7	21	NA
	%		5.1	14.7	24.3	21.8	34.2	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N	35.8	1	5	1	4	6	17	4
	%		6.4	29.4	7.2	20.9	36.2	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N	68.5	5	9	4	1	1	20	0
	%		25.2	43.4	20.4	5.2	5.9	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N	54.7	2	9	2	4	3	20	0
	%		9.9	44.8	9.2	19.8	16.2	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N	34.9	2	5	2	5	6	20	0
	%		9.9	24.9	11.2	23.8	30.1	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		2	4	5	4	3	18	2
	%	34.4	10.9	23.4	26.5	21.5	17.6	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		2	4	6	3	5	20	0
	%	28.4	9.9	18.5	33.9	14.3	23.3	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		2	3	8	2	4	19	1
	%	24.5	10.5	14.0	44.9	10.9	19.8	100.0	
48. My supervisor/team leader listens to what I have to say.	N		3	9	3	2	3	20	NA
	%	58.8	17.2	41.5	16.2	10.0	14.9	100.0	
49. My supervisor/team leader treats me with respect.	N		4	7	3	3	3	20	NA
	%	54.7	21.8	32.9	14.4	14.7	16.2	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		3	7	2	5	3	20	NA
	%	49.1	14.5	34.6	11.9	24.3	14.7	100.0	
*51. I have trust and confidence in my supervisor.	N		2	5	3	2	8	20	NA
	%	37.0	9.9	27.1	14.2	9.2	39.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		3	3	5	5	4	20	NA
	%	29.7	15.9	13.9	26.7	23.3	20.3	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		1	2	4	8	4	19	0
	%	13.9	5.5	8.3	22.3	44.6	19.2	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		1	2	8	4	3	18	1
	%	15.0	6.0	9.0	45.9	21.4	17.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		1	7	6	2	3	19	0
	%	40.7	5.5	35.2	32.8	10.2	16.3	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		1	5	5	5	3	19	0
	%	31.9	5.5	26.4	27.7	25.5	14.9	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		1	4	9	3	1	18	0
	%	28.7	5.8	22.9	49.9	15.7	5.6	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	33.8	1 5.5	5 28.3	6 30.6	5 25.5	2 10.1	19 100.0	0
59. Managers support collaboration across work units to accomplish work objectives.	N %	42.9	1 5.5	7 37.4	4 21.5	4 20.4	3 15.2	19 100.0	0
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	13.0	0 0.0	2 13.0	3 24.0	5 34.6	4 28.4	14 100.0	4
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	14.5	1 6.2	2 8.3	7 40.8	4 19.8	5 24.8	19 100.0	0
62. Senior leaders demonstrate support for Work/Life programs.	N %	24.1	1 6.2	3 17.9	8 55.9	1 6.9	2 13.1	15 100.0	4
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	35.6	1 5.5	6 30.1	5 28.6	5 24.6	2 11.3	19 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	20.0	1 5.5	3 14.5	5 28.0	7 35.3	3 16.6	19 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	20.6	0 0.0	4 20.6	3 18.4	7 34.0	5 27.0	19 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	8.3	0 0.0	2 8.3	6 33.6	9 47.4	2 10.6	19 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	4.3	0 0.0	1 4.3	5 25.8	7 37.6	6 32.4	19 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	10.2	0 0.0	2 10.2	8 39.5	5 28.2	4 22.2	19 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N %	36.3	3 16.0	4 20.3	5 28.0	6 30.6	1 5.1	19 100.0	NA
*70. Considering everything, how satisfied are you with your pay?	N %	44.7	2 8.3	7 36.4	6 34.7	3 15.0	1 5.5	19 100	NA
71. Considering everything, how satisfied are you with your organization?	N %	8.3	1 4.3	1 4.0	6 34.7	6 29.4	5 27.5	19 100	NA
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N %	37.0	5 23.2	1 5.4	2 10.8	3 14.5	4 22.5	4 23.6	19
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N %	30.4	2 11.6	3 18.8	4 27.4	4 27.1	2 15.1	15 100.0	4
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N %	57.9	4 32.6	3 25.2	3 25.9	1 7.6	1 8.6	12 100.0	7
75. How satisfied are you with the following Work/Life programs in your agency... Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)?	N %	40.6	2 15.9	3 24.7	5 42.0	1 8.7	1 8.7	12 100	7
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N %	47.8	2 15.8	4 31.9	5 43.6	0 0.0	1 8.7	12 100	7
77. How satisfied are you with the following Work/Life programs in your agency... Child Care Programs (for example, daycare, parenting classes, parenting support groups)?	N %	0.0	0 0.0	0 0.0	4 100.0	0 0.0	0 0.0	4 100	15
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N %	0.0	0 0.0	0 0.0	3 75.2	0 0.0	1 24.8	4 100	15

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