

# Culture of Scientific Integrity at EPA

## Questions (20-29)

The Culture of Scientific Integrity section was informed by the 2018 OIG survey and new items were also developed. This section identifies experiences over a 2-year period of time in which employees can assess behaviors related to transparency and upholding scientific integrity, experiences with fear of retaliation/reprisal, raising dissenting opinions, and a general sense of satisfaction with the EPA culture of scientific integrity. Questions were asked about the culture of scientific integrity at EPA overall and also narrowed to the respondent's own Program Office or Region.

This document also includes the Leadership and Professional Development section, which was informed by the 2018 OIG survey and new items were also developed. This section was comprised of questions related to how employees feel about 1<sup>st</sup> line, 2<sup>nd</sup> line and senior leader decision makers with respect to their ability to exhibit supportive behaviors, make transparent decisions, maintain high standards of integrity/honesty, and cultivate an honest work culture. Additionally, questions were asked related to the satisfaction in the availability of professional development opportunities.

Throughout this survey, skip logic was implemented for certain questions to allow participants to skip parts of the survey that were irrelevant and focus on areas that were applicable. These questions have a total number of respondents less than the total number who completed this survey (< 2668). The table below outlines the questions that were impacted by the survey's skip logic:

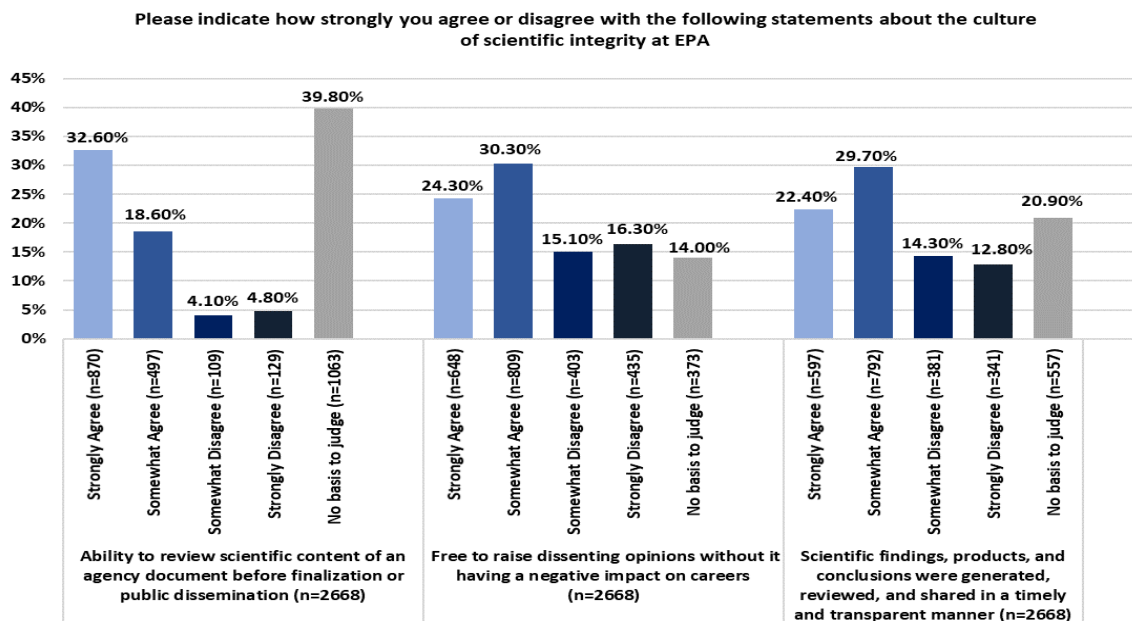
Question	Skip logic applied
Question 21: <i>Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA and Program Office/Region</i>	Participants were not required to answer this question
Question 22: <i>Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA and Program Office</i>	Participants were not required to answer this question
Question 24: <i>Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think your 1st line and 2nd line supervisors, political appointees and career leaders in Program Office and political appointees and career leaders across EPA have exhibited these supportive behaviors.</i>	Participants were not required to answer this question

<p>Question 25: <i>Based on your experiences within the past 2 calendar years (2019-2020), how would you rate the following characteristics related to the Culture of Scientific Integrity at EPA and Program Office?</i></p>	<p>Participants were not required to answer this question</p>
<p>Question 27: <i>Since the reorganization of Program Office has your level of satisfaction with the culture of scientific integrity changed?</i></p>	<p>Participants who selected "OCSPP" for Question 1, <i>For which EPA Program Office or Region do you work?</i></p>
<p>Question 28: <i>Were you satisfied with the scientific professional development opportunities available to you at EPA?</i></p>	<p>Participants were not required to answer this question</p>

Questions required of all participants are marked with an "R" after the question number.

20.(R) The following questions are based on your experiences at EPA over the past 2 calendar years (2019-2020). Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA during that time period.

	n	%
<i>I had the ability to review scientific content of an Agency document to which I have significantly contributed before finalization or public dissemination</i>	2668	
Strongly agree	870	32.6
Somewhat agree	497	18.6
Somewhat disagree	109	4.1
Strongly disagree	129	4.8
NA/No basis to judge	1063	39.8
<i>In our work culture, people felt free to raise dissenting opinions without it having a negative impact on their careers</i>	2668	
Strongly agree	648	24.3
Somewhat agree	809	30.3
Somewhat disagree	403	15.1
Strongly disagree	435	16.3
NA/No basis to judge	373	14.0
<i>Scientific findings, products, and conclusions were generated, reviewed, and shared in a timely and transparent manner</i>	2668	
Strongly agree	597	22.4
Somewhat agree	792	29.7
Somewhat disagree	381	14.3
Strongly disagree	341	12.8
NA/No basis to judge	557	20.9



**21. The following questions are based on your experiences over the past 2 calendar years (2019-2020). Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA and Program Office/Region. Program Office includes OA, OAR, OCSPP, OCFO, OECA, OGC, OIG, OLEM, ORD, OW, OITA, OMS. Region includes Regions 1-10**

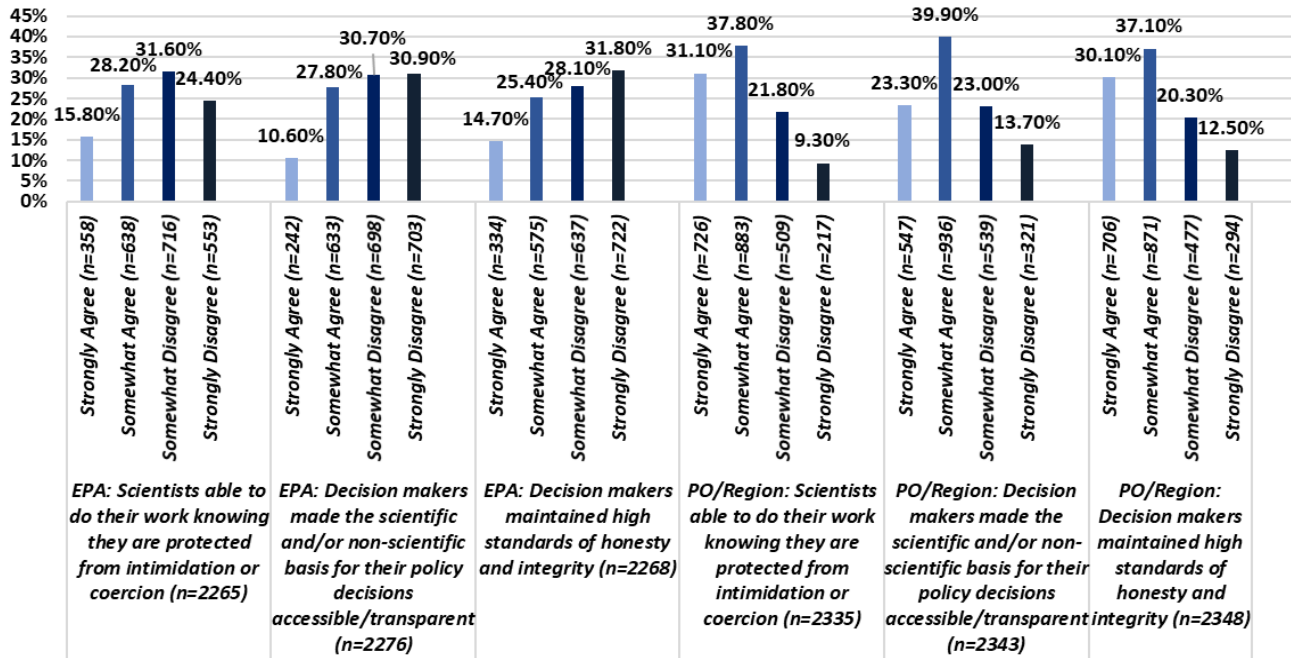
EPA

	<i>n</i>	<i>%</i>
<i>Scientists were able to do their work knowing they are protected from intimidation or coercion to alter scientific data or findings</i>	2265	
Strongly agree	358	15.8
Somewhat agree	638	28.2
Somewhat disagree	716	31.6
Strongly disagree	553	24.4
<i>Decision-makers made the scientific and/or non-scientific basis for policy decisions accessible/transparent</i>	2276	
Strongly agree	242	10.6
Somewhat agree	633	27.8
Somewhat disagree	698	30.7
Strongly disagree	703	30.9
<i>Decision-makers maintained high standards of honesty and integrity</i>	2268	
Strongly agree	334	14.7
Somewhat agree	575	25.4
Somewhat disagree	637	28.1
Strongly disagree	722	31.8

Program Office/Region

<i>Scientists were able to do their work knowing they are protected from intimidation or coercion to alter scientific data or findings</i>	2335	
Strongly agree	726	31.1
Somewhat agree	883	37.8
Somewhat disagree	509	21.8
Strongly disagree	217	9.3
<i>Decision-makers made the scientific and/or non-scientific basis for policy decisions accessible/transparent</i>	2343	
Strongly agree	547	23.3
Somewhat agree	936	39.9
Somewhat disagree	539	23.0
Strongly disagree	321	13.7
<i>Decision-makers maintained high standards of honesty and integrity</i>	2348	
Strongly agree	706	30.1
Somewhat agree	871	37.1
Somewhat disagree	477	20.3
Strongly disagree	294	12.5

Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA and PO/Region



**22. The following questions are based on your experiences over the past 2 calendar years (2019-2020). Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA and Program Office/Region. Program Office includes OA, OAR, OCSPP, OCFO, OECA, OGC, OIG, OLEM, ORD, OW, OITA, OMS. Region includes Regions 1-10**

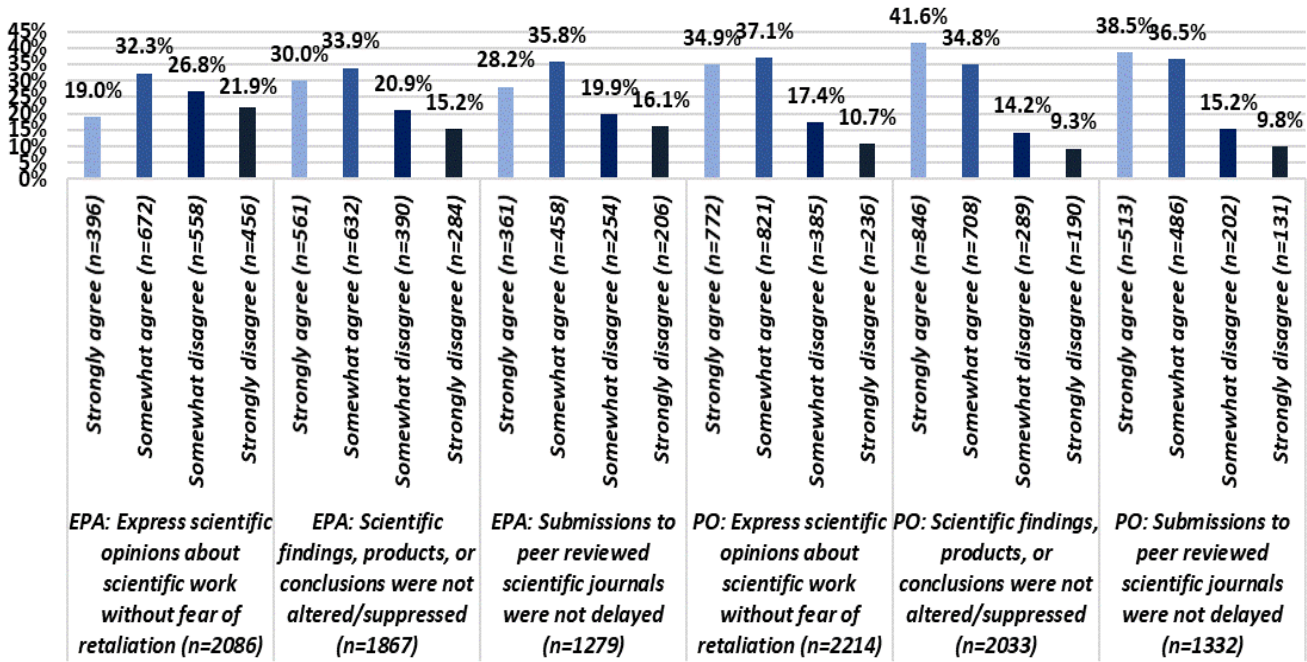
EPA

<i>I could openly express my scientific opinions about the Agency's scientific work without fear of retaliation</i>	2082	
Strongly disagree	456	21.9
Somewhat disagree	558	26.8
Somewhat agree	672	32.3
Strongly agree	396	19.0
<i>My scientific findings, products, or conclusions were not altered or suppressed</i>	1867	
Strongly disagree	284	15.2
Somewhat disagree	390	20.9
Somewhat agree	632	33.9
Strongly agree	561	30.0
<i>My submissions to peer reviewed scientific journals were not delayed regardless of the level of controversy of the topic</i>	1279	
Strongly disagree	206	16.1
Somewhat disagree	254	19.9
Somewhat agree	458	35.8
Strongly agree	361	28.2

Program Office/Region

<i>I could openly express my scientific opinions about the Agency's scientific work without fear of retaliation</i>	2214	
Strongly disagree	236	10.7
Somewhat disagree	385	17.4
Somewhat agree	821	37.1
Strongly agree	772	34.9
<i>My scientific findings, products, or conclusions were not altered or suppressed</i>	2033	
Strongly disagree	190	9.3
Somewhat disagree	289	14.2
Somewhat agree	708	34.8
Strongly agree	846	41.6
<i>My submissions to peer reviewed scientific journals were not delayed regardless of the level of controversy of the topic</i>	1332	
Strongly disagree	131	9.8
Somewhat disagree	202	15.2
Somewhat agree	486	36.5
Strongly agree	513	38.5

Please indicate how strongly you agree or disagree with the following statements about the culture of scientific integrity at EPA and PO



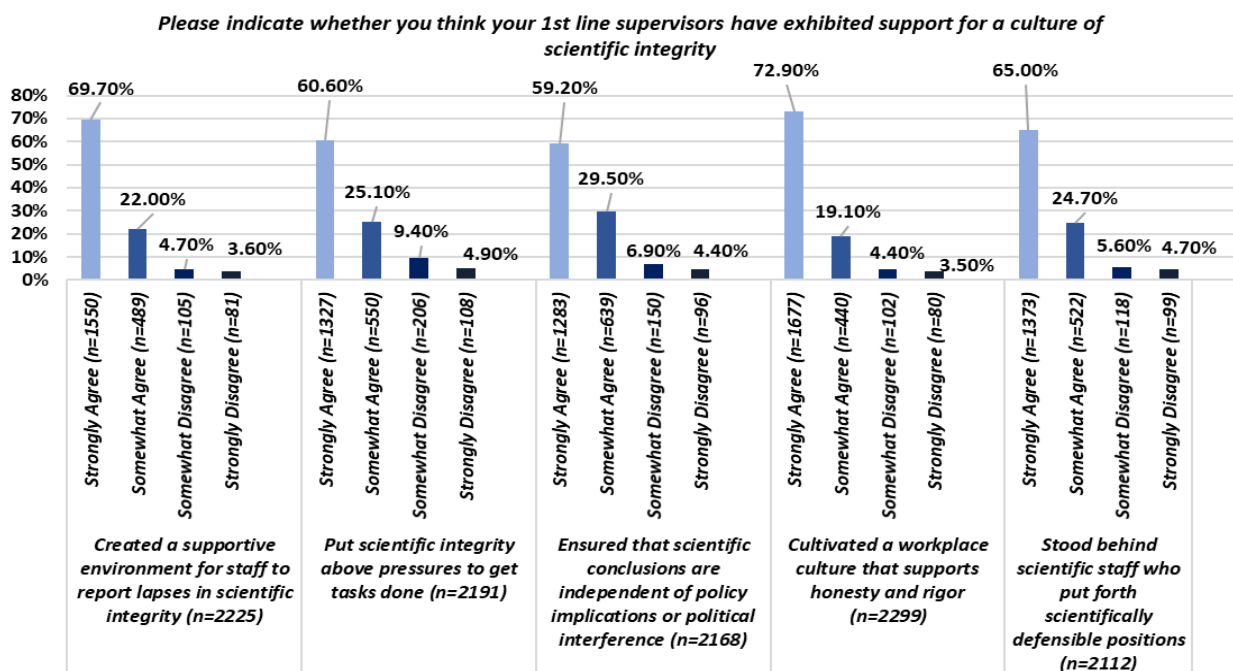
**23. If you have any additional comments to share about the culture of scientific integrity related to the following, please share below:** Answers to open-ended questions are being separately analyzed and these results will be made available when this analysis is complete.

open expression of scientific opinions  
 scientific products

factors that hindered or supported your scientific integrity efforts at EPA

**24. The following is a list of behaviors that demonstrate support for a culture of scientific integrity. Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think your 1st line supervisors/managers have exhibited these supportive behaviors.**

	<i>n</i>	%
<i>Created a supportive environment for staff to report lapses in scientific integrity</i>	2225	
Strongly agree	1550	69.7
Somewhat agree	489	22.0
Somewhat disagree	105	4.7
Strongly disagree	81	3.6
<i>Put scientific integrity above pressures to get tasks done</i>	2191	
Strongly agree	1327	60.6
Somewhat agree	550	25.1
Somewhat disagree	206	9.4
Strongly disagree	108	4.9
<i>Ensured that scientific conclusions are independent of policy implications or political interference</i>	2168	
Strongly agree	1283	59.2
Somewhat agree	639	29.5
Somewhat disagree	150	6.9
Strongly disagree	96	4.4
<i>Cultivated a workplace culture that supports honesty and rigor</i>	2299	
Strongly agree	1677	72.9
Somewhat agree	440	19.1
Somewhat disagree	102	4.4
Strongly disagree	80	3.5
<i>Stood behind scientific staff who put forth scientifically defensible positions (including those that may be controversial)</i>	2112	
Strongly agree	1373	65.0
Somewhat agree	522	24.7
Somewhat disagree	118	5.6
Strongly disagree	99	4.7

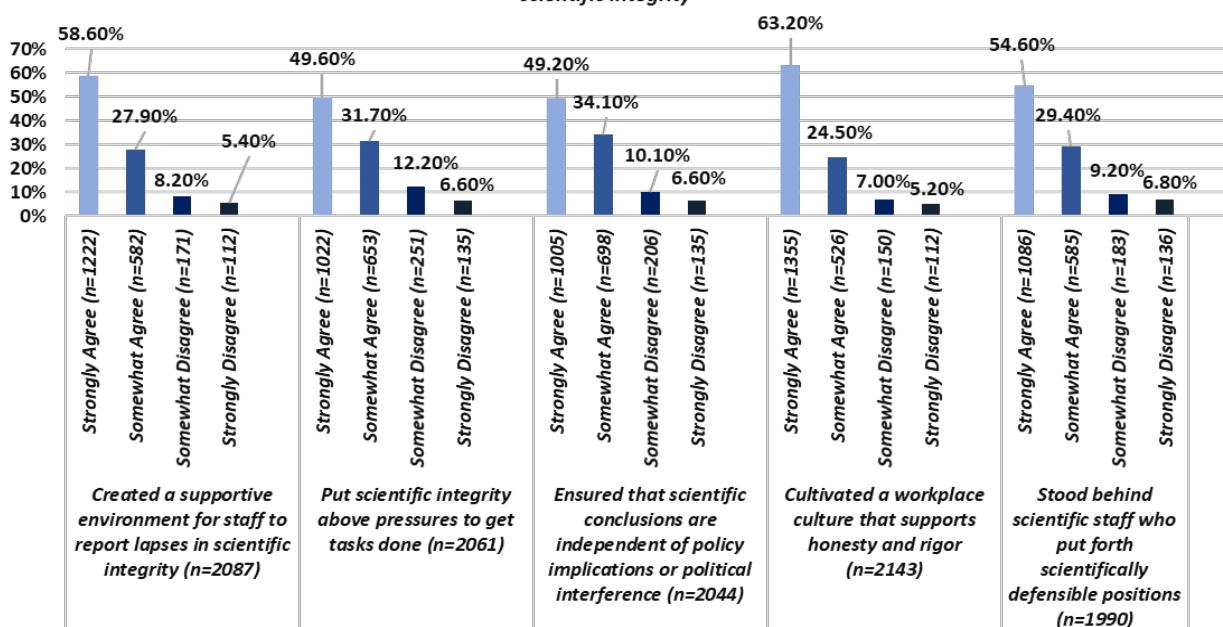




24. The following is a list of behaviors that demonstrate support for a culture of scientific integrity. Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think your 2nd line supervisors/managers have exhibited these supportive behaviors.

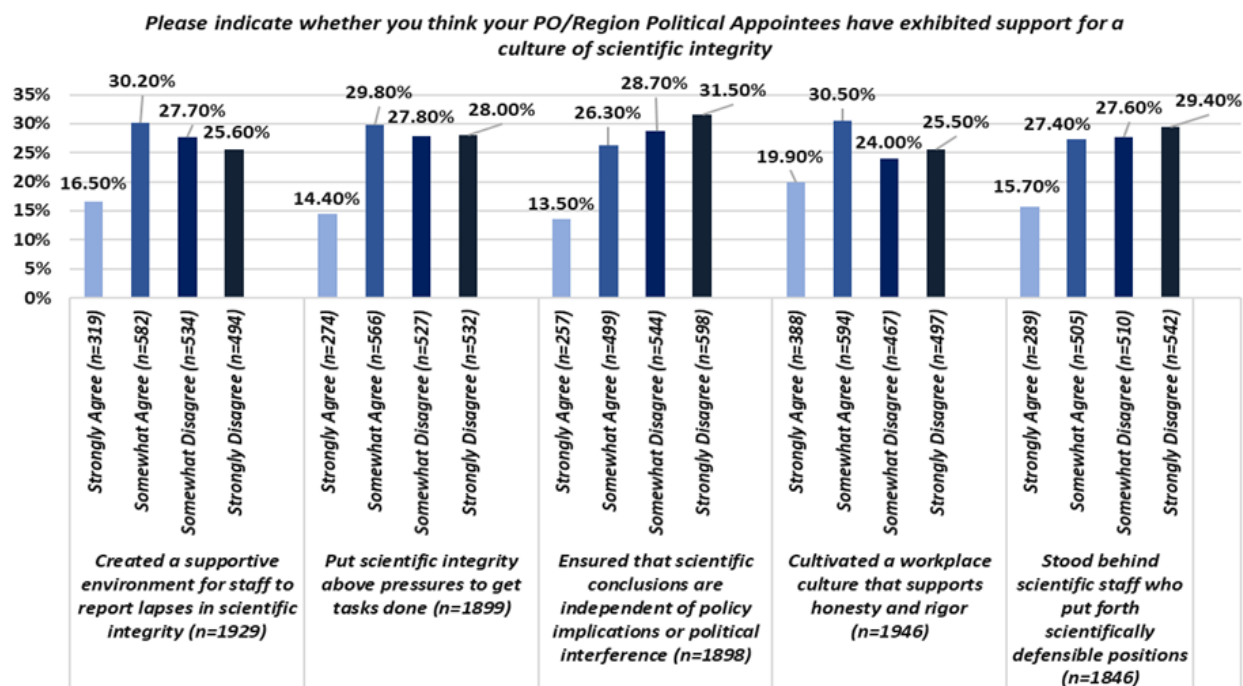
	n	%
<i>Created a supportive environment for staff to report lapses in scientific integrity</i>	2087	
Strongly agree	1222	58.6
Somewhat agree	582	27.9
Somewhat disagree	171	8.2
Strongly disagree	112	5.4
<i>Put scientific integrity above pressures to get tasks done</i>	2061	
Strongly agree	1022	49.6
Somewhat agree	653	31.7
Somewhat disagree	251	12.2
Strongly disagree	135	6.6
<i>Ensured that scientific conclusions are independent of policy implications or political interference</i>	2044	
Strongly agree	1005	49.2
Somewhat agree	698	34.1
Somewhat disagree	206	10.1
Strongly disagree	135	6.6
<i>Cultivated a workplace culture that supports honesty and rigor</i>	2143	
Strongly agree	1355	63.2
Somewhat agree	526	24.5
Somewhat disagree	150	7.0
Strongly disagree	112	5.2
<i>Stood behind scientific staff who put forth scientifically defensible positions (including those that may be controversial)</i>	1990	
Strongly agree	1086	54.6
Somewhat agree	585	29.4
Somewhat disagree	183	9.2
Strongly disagree	136	6.8

Please indicate whether you think your 2nd line supervisors have exhibited support for a culture of scientific integrity

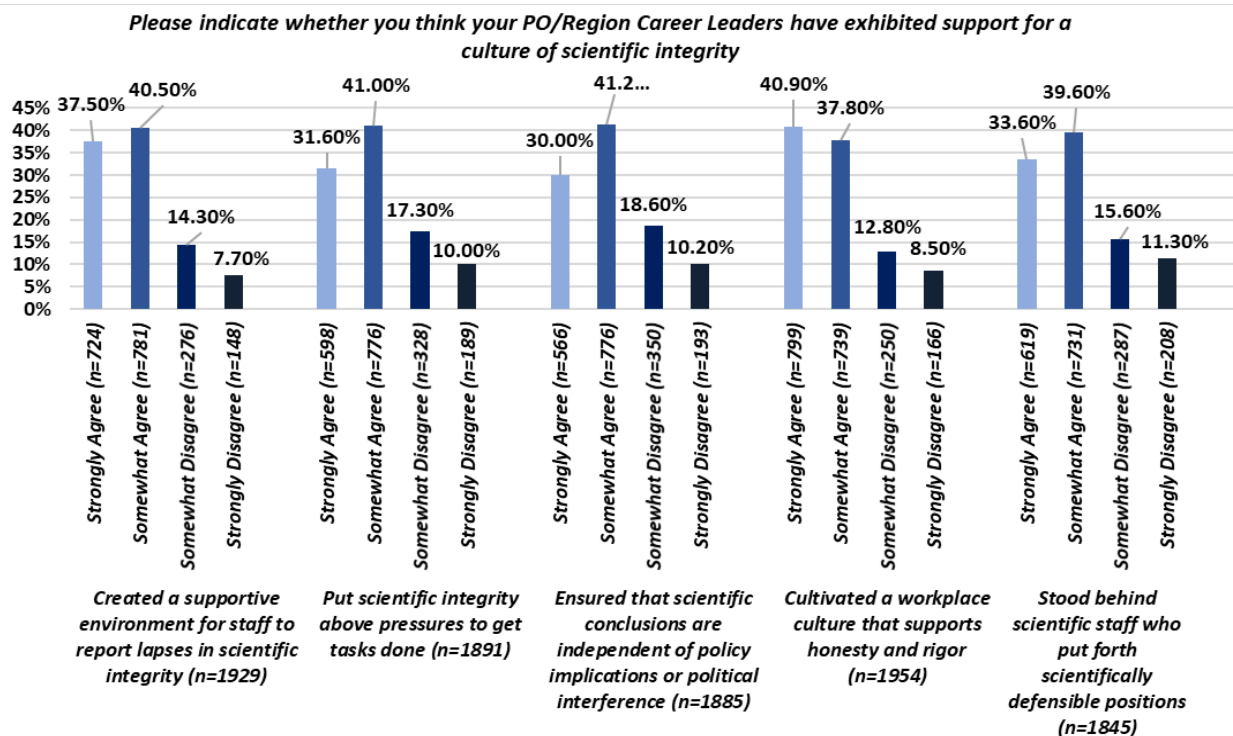


**24. The following is a list of behaviors that demonstrate support for a culture of scientific integrity. Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think your political appointees in Program Office/Region have exhibited these supportive behaviors. Program Office includes OA, OAR, OCSPP, OCFO, OECA, OGC, OIG, OLEM, ORD, OW, OITA, OMS. Region includes Regions 1-10** **n** **%**

<i>Created a supportive environment for staff to report lapses in scientific integrity</i>	1929	
Strongly agree	319	16.5
Somewhat agree	582	30.2
Somewhat disagree	534	27.7
Strongly disagree	494	25.6
<i>Put scientific integrity above pressures to get tasks done</i>	1899	
Strongly agree	274	14.4
Somewhat agree	566	29.8
Somewhat disagree	527	27.8
Strongly disagree	532	28.0
<i>Ensured that scientific conclusions are independent of policy implications or political interference</i>	1898	
Strongly agree	257	13.5
Somewhat agree	499	26.3
Somewhat disagree	544	28.7
Strongly disagree	598	31.5
<i>Cultivated a workplace culture that supports honesty and rigor</i>	1946	
Strongly agree	388	19.9
Somewhat agree	594	30.5
Somewhat disagree	467	24.0
Strongly disagree	497	25.5
<i>Stood behind scientific staff who put forth scientifically defensible positions (including those that may be controversial)</i>	1846	
Strongly agree	289	15.7
Somewhat agree	505	27.4
Somewhat disagree	510	27.6
Strongly disagree	542	29.4

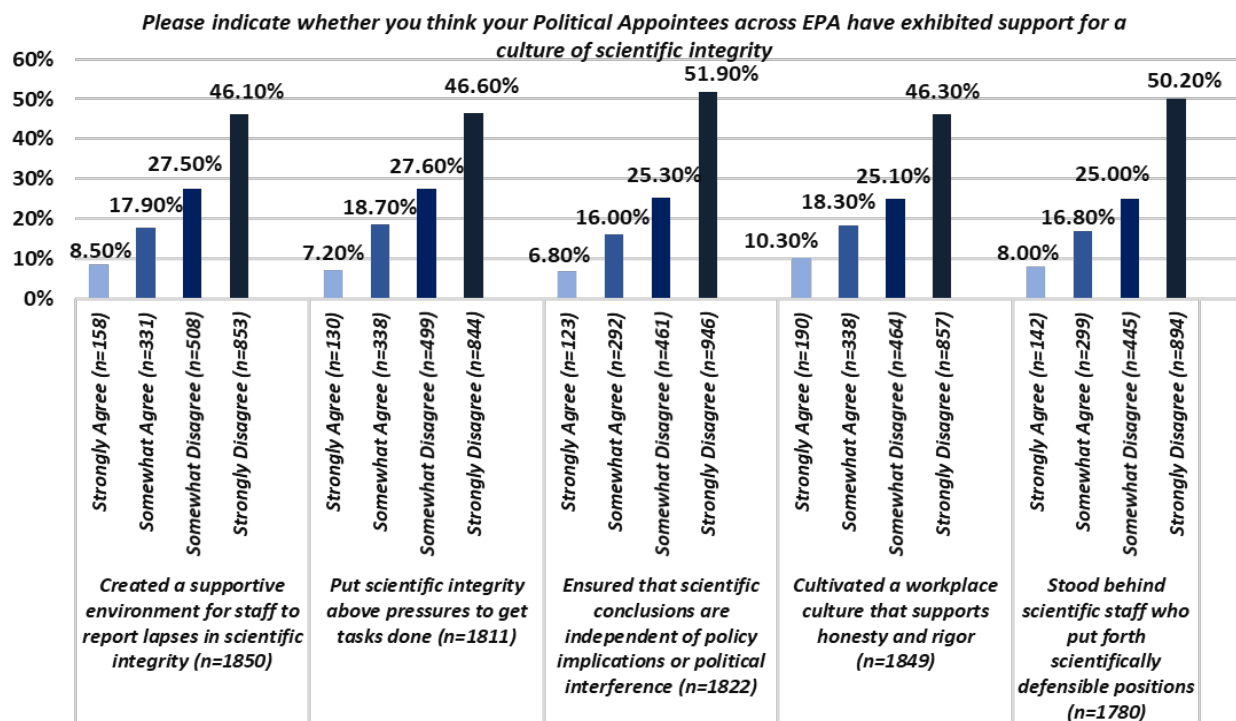


24. The following is a list of behaviors that demonstrate support for a culture of scientific integrity. Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think your career leaders in Program Office/Region have exhibited these supportive behaviors. Program Office includes OA, OAR, OCSPP, OCFO, OECA, OGC, OIG, OLEM, ORD, OW, OITA, OMS. Region includes Regions 1-10	n	%
<i>Created a supportive environment for staff to report lapse in scientific integrity</i>	1929	
Strongly agree	724	37.5
Somewhat agree	781	40.5
Somewhat disagree	276	14.3
Strongly disagree	148	7.7
<i>Put scientific integrity above pressures to get tasks done</i>	1891	
Strongly agree	598	31.6
Somewhat agree	776	41.0
Somewhat disagree	328	17.3
Strongly disagree	189	10.0
<i>Ensured that scientific conclusions are independent of policy implications or political interference</i>	1885	
Strongly agree	566	30.0
Somewhat agree	776	41.2
Somewhat disagree	350	18.6
Strongly disagree	193	10.2
<i>Cultivated a workplace culture that supports honesty and rigor</i>	1954	
Strongly agree	799	40.9
Somewhat agree	739	37.8
Somewhat disagree	250	12.8
Strongly disagree	166	8.5
<i>Stood behind scientific staff who put forth scientifically defensible positions (including those that may be controversial)</i>	1845	
Strongly agree	619	33.6
Somewhat agree	731	39.6
Somewhat disagree	287	15.6
Strongly disagree	208	11.3



**24. The following is a list of behaviors that demonstrate support for a culture of scientific integrity. Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think political appointees across EPA have exhibited these supportive behaviors.**

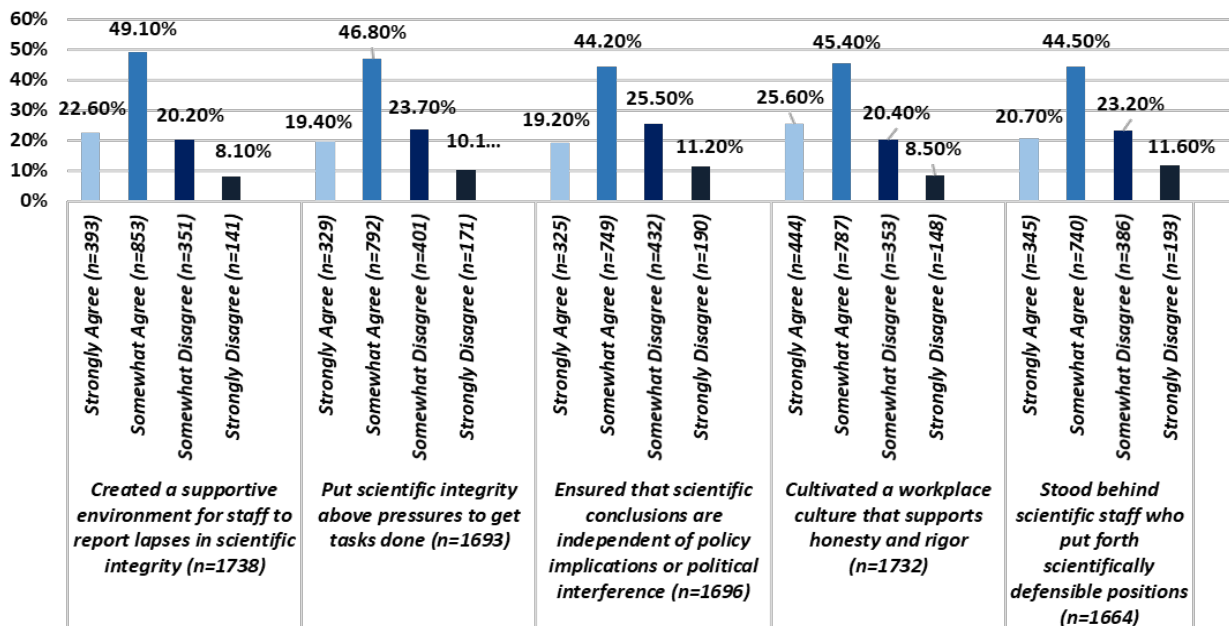
	<i>n</i>	%
<i>Created a supportive environment for staff to report lapse in scientific integrity</i>	1850	
Strongly agree	158	8.5
Somewhat agree	331	17.9
Somewhat disagree	508	27.5
Strongly disagree	853	46.1
<i>Put scientific integrity above pressures to get tasks done</i>	1811	
Strongly agree	130	7.2
Somewhat agree	338	18.7
Somewhat disagree	499	27.6
Strongly disagree	844	46.6
<i>Ensured that scientific conclusions are independent of policy implications or political interference</i>	1822	
Strongly agree	123	6.8
Somewhat agree	292	16.0
Somewhat disagree	461	25.3
Strongly disagree	946	51.9
<i>Cultivated a workplace culture that supports honesty and rigor</i>	1849	
Strongly agree	190	10.3
Somewhat agree	338	18.3
Somewhat disagree	464	25.1
Strongly disagree	857	46.3
<i>Stood behind scientific staff who put fourth scientifically defensible positions (including those that may be controversial)</i>	1780	
Strongly agree	142	8.0
Somewhat agree	299	16.8
Somewhat disagree	445	25.0
Strongly disagree	894	50.2



**24. The following is a list of behaviors that demonstrate support for a culture of scientific integrity. Based on your experiences within the past 2 calendar years (2019-2020), please indicate whether you think career leaders across EPA have exhibited these supportive behaviors.**

	<i>n</i>	%
<i>Created a supportive environment for staff to report lapse in scientific integrity</i>	1738	
Strongly agree	393	22.6
Somewhat agree	853	49.1
Somewhat disagree	351	20.2
Strongly disagree	141	8.1
<i>Put scientific integrity above pressures to get tasks done</i>	1693	
Strongly agree	329	19.4
Somewhat agree	792	46.8
Somewhat disagree	401	23.7
Strongly disagree	171	10.1
<i>Ensured that scientific conclusions are independent of policy implications or political interference</i>	1696	
Strongly agree	325	19.2
Somewhat agree	749	44.2
Somewhat disagree	432	25.5
Strongly disagree	190	11.2
<i>Cultivated a workplace culture that supports honesty and rigor</i>	1732	
Strongly agree	444	25.6
Somewhat agree	787	45.4
Somewhat disagree	353	20.4
Strongly disagree	148	8.5
<i>Stood behind scientific staff who put forth scientifically defensible positions (including those that may be controversial)</i>	1664	
Strongly agree	345	20.7
Somewhat agree	740	44.5
Somewhat disagree	386	23.2
Strongly disagree	193	11.6

**Please indicate whether you think your Career Leaders across EPA have exhibited support for a culture of scientific integrity**



25. Based on your experiences within the past 2 calendar years (2019-2020), how would you rate the following characteristics related to the Culture of Scientific Integrity at EPA and Program Office/Region? Program Office includes OA, OAR, OCSPP, OCFO, OECA, OGC, OIG, OLEM, ORD, OW, OITA, OMS. Region includes Regions 1-10

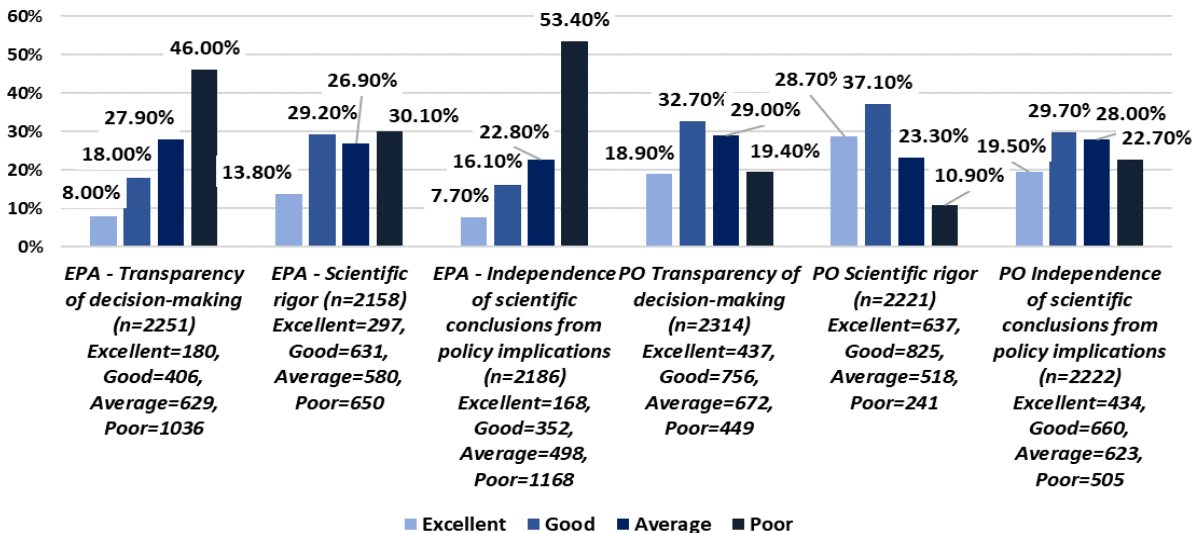
EPA

	n	%
<i>Transparency of decision-making</i>		
Excellent	180	8.0
Good	406	18.0
Average	629	27.9
Poor	1036	46.0
<i>Rigor of science</i>		
Excellent	297	13.8
Good	631	29.2
Average	580	26.9
Poor	650	30.1
<i>Independence of scientific conclusions from their policy implications</i>		
Excellent	168	7.7
Good	352	16.1
Average	498	22.8
Poor	1168	53.4

Program Office/Region

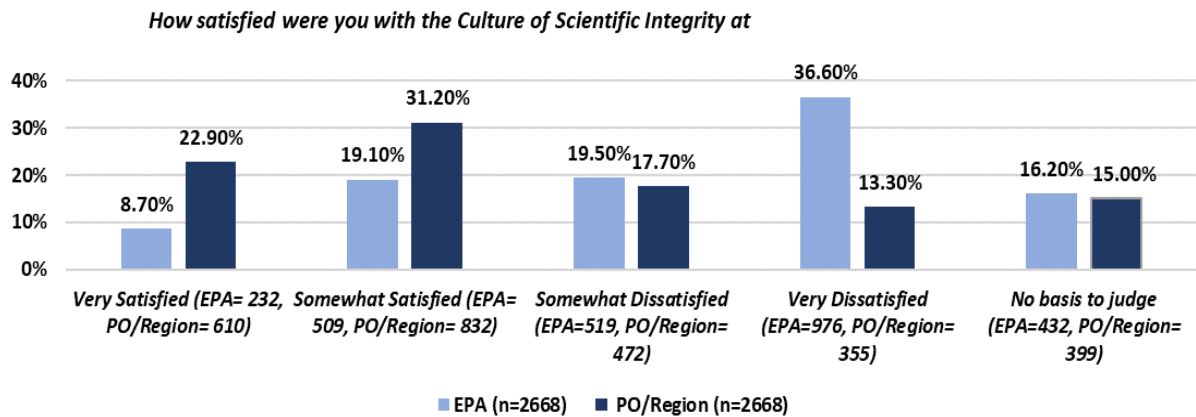
	n	%
<i>Transparency of decision-making</i>		
Excellent	437	18.9
Good	756	32.7
Average	672	29.0
Poor	449	19.4
<i>Rigor of science</i>		
Excellent	637	28.7
Good	825	37.1
Average	518	23.3
Poor	241	10.9
<i>Independence of scientific conclusions from their policy implications</i>		
Excellent	434	19.5
Good	660	29.7
Average	623	28.0
Poor	505	22.7

How would you rate the following characteristics related to the Culture of Scientific Integrity at EPA and PO?

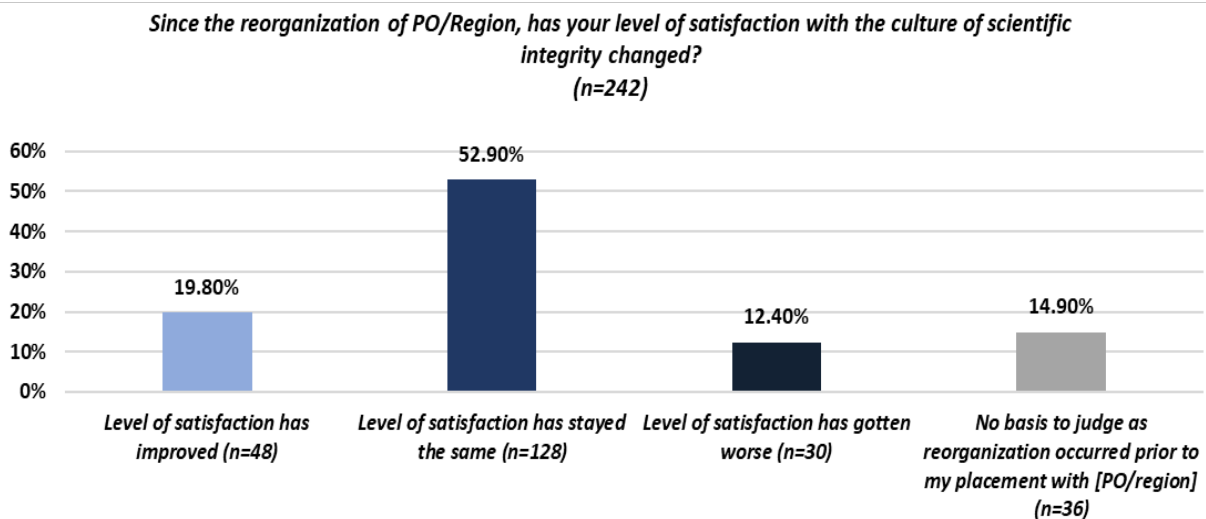




26.(R) In general, considering the past 2 calendar years (2019-2020), how satisfied were you with the Culture of Scientific Integrity at? Program Office includes OA, OAR, OCSPP, OCFO, OECA, OGC, OIG, OLEM, ORD, OW, OITA, OMS. Region includes Regions 1-10	n	%
<b>EPA</b>		
Very satisfied	232	8.7
Somewhat satisfied	509	19.1
Somewhat dissatisfied	519	19.5
Very dissatisfied	976	36.6
No basis to judge	432	16.2
<b>Program Office/Region</b>		
Very satisfied	610	22.9
Somewhat satisfied	832	31.2
Somewhat dissatisfied	472	17.7
Very dissatisfied	355	13.3
No basis to judge	399	15.0



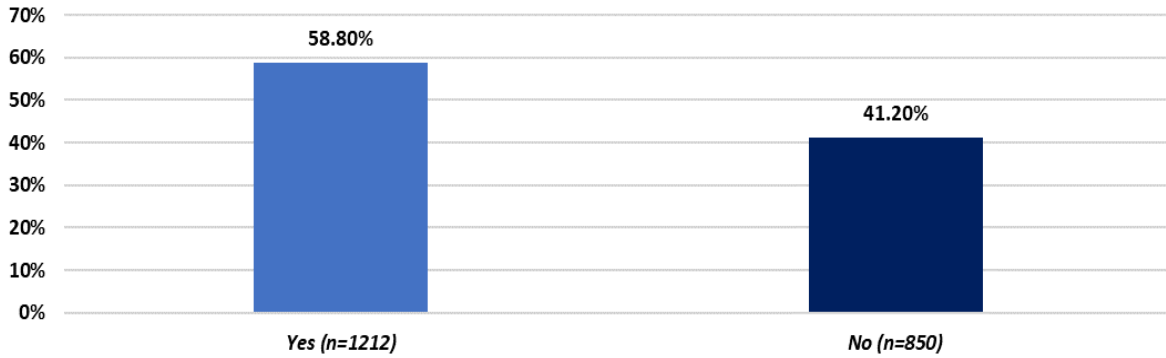
27. Since the reorganization of Program Office has your level of satisfaction with the culture of scientific integrity changed?	n	%
<b>Total</b>		
Level of satisfaction has improved	48	19.8
Level of satisfaction has stayed the same	128	52.9
Level of satisfaction has gotten worse	30	12.4
No basis to judge as reorganization occurred prior to placement in Program Office	36	14.9



**28. Thinking of your experience over the past 2 calendar years (2019-2020), were you satisfied with the scientific professional development opportunities available to you at EPA?**

	<i>n</i>	%
<i>Total</i>		2062
Yes	1212	58.8
No	850	41.2

*Were you satisfied with the scientific professional development opportunities available to you at EPA? (n=2062)*



**29. Please provide any comments about your experiences during your time at EPA that demonstrate support for or a lack of support for a culture of scientific integrity at the Agency, and why.**

Answers to open-ended questions are being separately analyzed and these results will be made available when this analysis is complete.