

Reporting & Addressing Lapses in Scientific Integrity Questions (30-46)

The Procedures and Experiences with Reporting section was informed by the 2018 OIG survey and new items were also developed. This section addresses instances of unreported allegations and persons that may or may not have been helpful with this process.

This document also contains The Knowledge and Experiences of Misconduct section, which was comprised of newly developed items and identifies encounters of misconduct at different organizational levels of EPA, and parts of the Familiarity with Policy section, assessing the degree to which employee were familiar with the Scientific Integrity Policy, and who could be contacted for formal advice and informal assistance in the discussion of and filing of a formal allegation. This section also identified understanding of the Differing Scientific Opinions approach, as well as it's utility, and application.

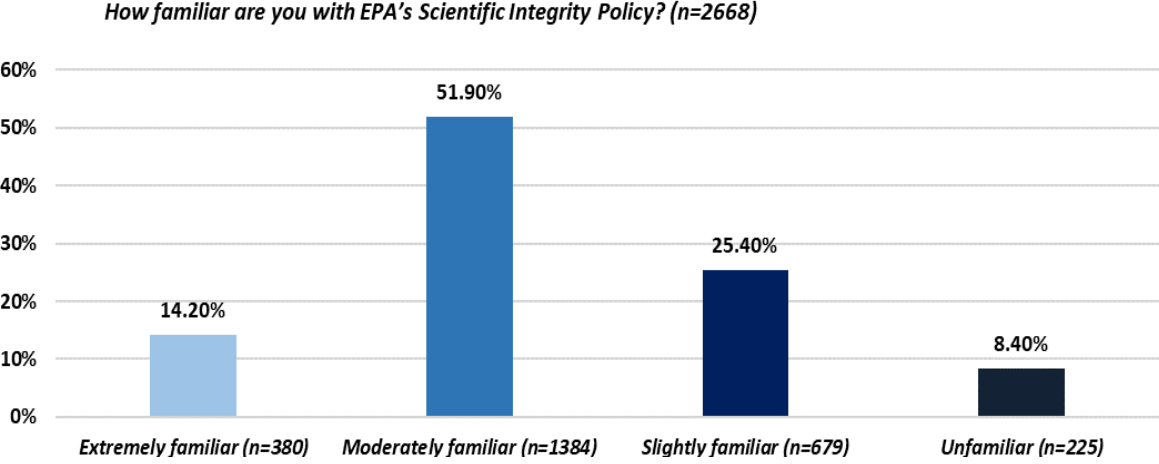
Throughout this survey, skip logic was implemented for certain questions to allow participants to skip parts of the survey that were irrelevant and focus on areas that were applicable. These questions have a total number of respondents less than the total number who completed this survey (< 2668). The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

Question	Skip logic applied
Question 31: <i>Prior to this survey: Did you know that you can contact, could contact anonymously, and could contact for advice and assistance without making a formal allegation?</i>	Participants were not required to answer this question
Question 32: <i>Who did you contact about your allegation?</i>	Participants who selected "Yes" to Question 12, <i>Have you ever reported an allegation related to a potential lapse in scientific integrity?</i>
Question 33: <i>Were the individuals/groups you contacted about your allegation helpful?</i>	Participants who selected "Yes" to Question 12, <i>Have you ever reported an allegation related to a potential lapse in scientific integrity?</i>
Question 34: <i>Do you have any allegations relating to a potential lapse in scientific integrity that you have not reported? (Select all that apply)</i>	Participants could identify none, one, or multiple types of allegations not yet reported
Question 37: <i>If a concern emerged in the future, how comfortable would</i>	Participants were not required to answer this question

<i>you feel reporting allegations relating to a potential lapse in scientific integrity to...</i>	
Question 38: <i>Please select the reasons you may feel discomfort with reporting allegations relating to a potential lapse in scientific integrity</i>	Participants who selected “Not at all” or “Somewhat comfortable” for Question 37, <i>If a concern emerged in the future, how comfortable would you feel reporting allegations relating to a potential lapse in scientific integrity to...</i>
Question 39: <i>Have you ever experienced retaliation for an issue related to scientific integrity?</i>	Participants were not required to answer this question
Question 40: <i>Without scientific justification, has anyone at EPA ever prohibited you from:</i>	Participants who selected “Planning, conducting, or managing science, scientists, or technical activities” or “My primary role at EPA encompasses more than one of the previously listed categories” for Question 10, <i>Which of the following describes your primary role at EPA</i>
Question 41: The EPA expects and encourages all employees to offer and welcome differing scientific opinions (DSOs) as a legitimate and necessary part of the scientific process. Ideally DSOs would be resolved internally or through peer review, but if not resolved, DSOs are included in deliberative documents for decision officials.	Participants were not required to answer this question
Question 43: In the past 2 calendar years (2019-2020), were you ever pressured to misrepresent or inappropriately alter, without scientific justification	Participants were not required to answer this question
Question 45: How confident are you in your understanding of scientific misconduct (e.g. fabrication, falsification, plagiarism)?	Participants were not required to answer this question
Question 46: Please indicate your agreement with the following statements about scientific misconduct (e.g. fabrication, falsification, plagiarism) at different organizational levels at EPA	Participants were not required to answer this question

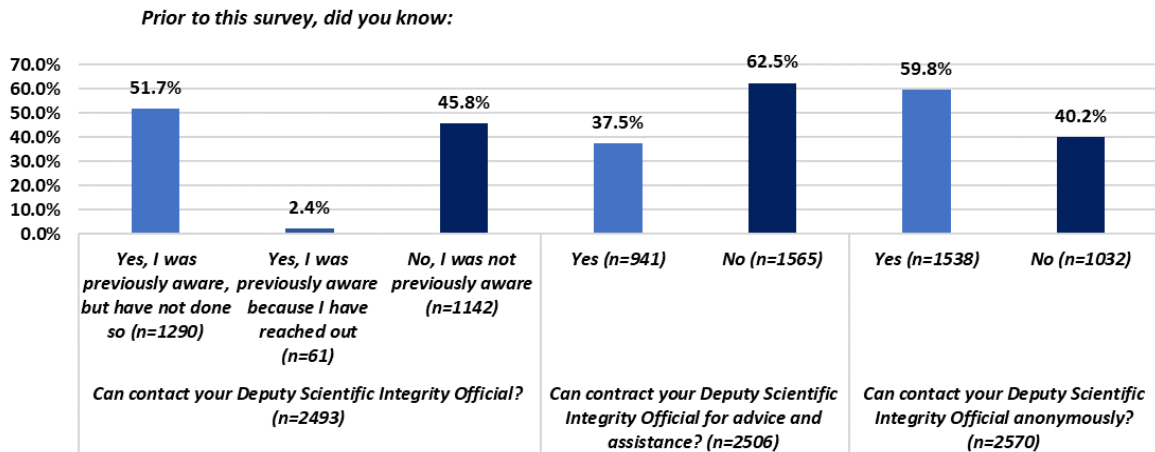
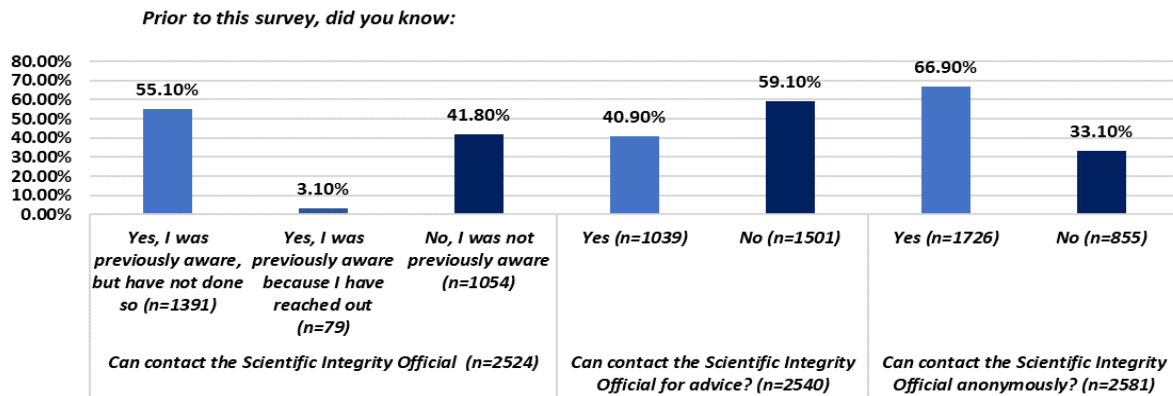
Questions required of all participants are marked with an "R" after the question number.

30. How familiar are you with EPA's Scientific Integrity Policy? (select one):		<i>n</i>	<i>%</i>
<i>Total</i>		2668	
Extremely familiar		380	14.2
Moderately familiar		1384	51.9
Slightly familiar		679	25.4
Unfamiliar		225	8.4



31. Prior to taking this survey:

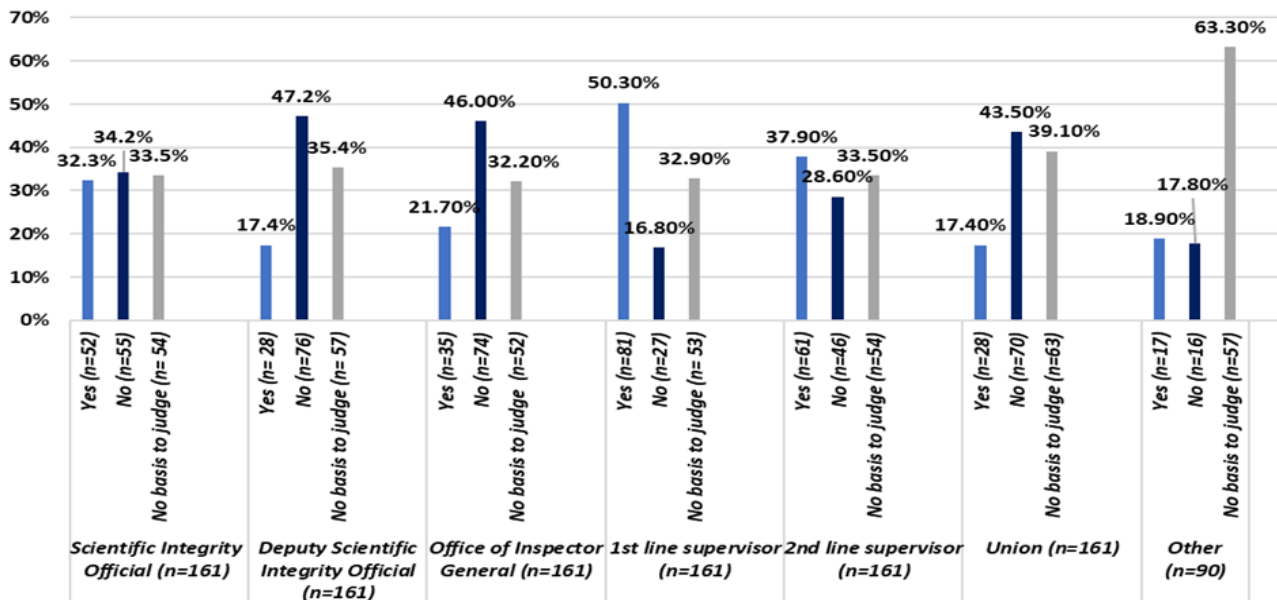
	<i>n</i>	<i>%</i>
<i>Did you know that you can contact?</i>		
<u>The EPA Scientific Integrity Official</u>		
No, was not previously aware	1054	41.8
Yes, was previously aware but have not done so	1391	55.1
Yes, was previously aware because I have reached out	79	3.1
<u>Your Deputy Scientific Integrity Official</u>		
No, was not previously aware	1142	45.8
Yes, was previously aware but have not done so	1290	51.7
Yes, was previously aware because I have reached out	61	2.4
<i>Did you know that you can contact for advice and assistance without making a formal allegation?</i>		
<u>The EPA Scientific Integrity Official</u>		
Yes	1039	40.9
No	1501	59.1
<u>Your Deputy Scientific Integrity Official</u>		
Yes	941	37.5
No	1565	62.5
<i>Did you know you could contact anonymously?</i>		
<u>The EPA Scientific Integrity Official</u>		
Yes	1726	66.9
No	855	33.1
<u>Your Deputy Scientific Integrity Official</u>		
Yes	1538	59.8
No	1032	40.2



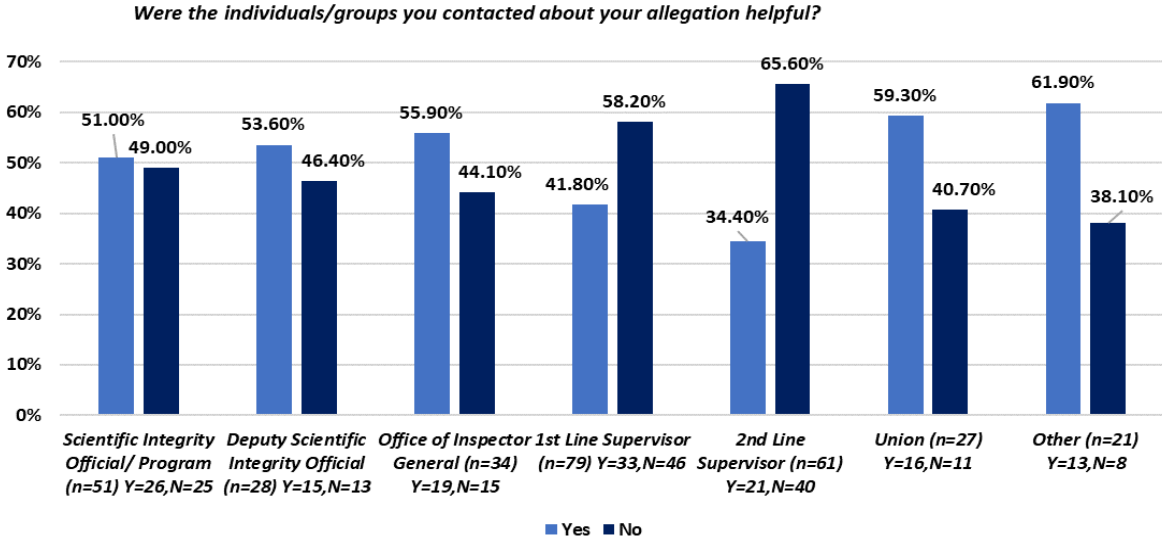
32. Who did you contact about your allegation?

	<i>n</i>	%
<i>EPA's Scientific Integrity Official</i>		
Yes	52	32.3
No	55	34.2
N/A	54	33.5
<i>Deputy Scientific Integrity Official</i>		
Yes	28	17.4
No	76	47.2
N/A	57	35.4
<i>Office of Inspector General</i>		
Yes	35	21.7
No	74	46.0
N/A	52	32.3
<i>First-line Supervisor</i>		
Yes	81	50.3
No	27	16.8
N/A	53	32.9
<i>Second-line Supervisor</i>		
Yes	61	37.9
No	46	28.6
N/A	54	33.5
<i>Union</i>		
Yes	28	17.4
No	70	43.5
N/A	63	39.1
<i>Other (please specify)</i>		
Yes	17	18.9
No	16	17.8
N/A	57	63.3

Who did you contact about your allegation?



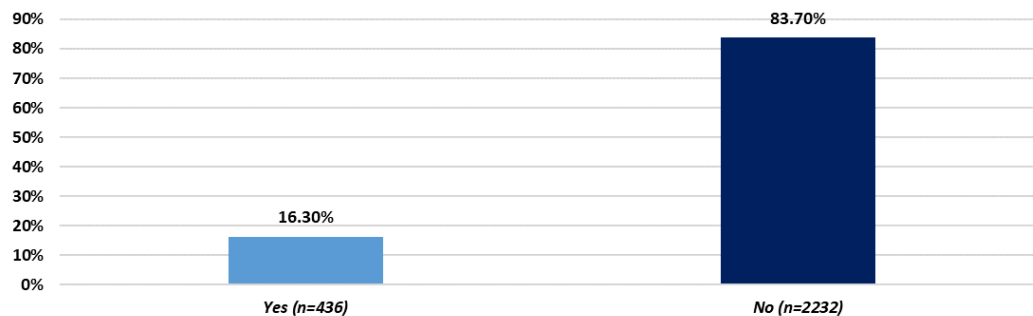
33. Were the individuals/groups you contacted about your allegation helpful?		n	%
<i>SI Official/ SI Program</i>		51	
Yes		26	51.0
No		25	49.0
<i>Deputy SI Official</i>		28	
Yes		15	53.6
No		13	46.4
<i>Office of Inspector General</i>		34	
Yes		19	55.9
No		15	44.1
<i>First Line Supervisor</i>		79	
Yes		33	41.8
No		46	58.2
<i>Second Line Supervisor</i>		61	
Yes		21	34.4
No		40	65.6
<i>Union</i>		27	
Yes		16	59.3
No		11	40.7
<i>Other</i>		21	
Yes		13	61.9
No		8	38.1



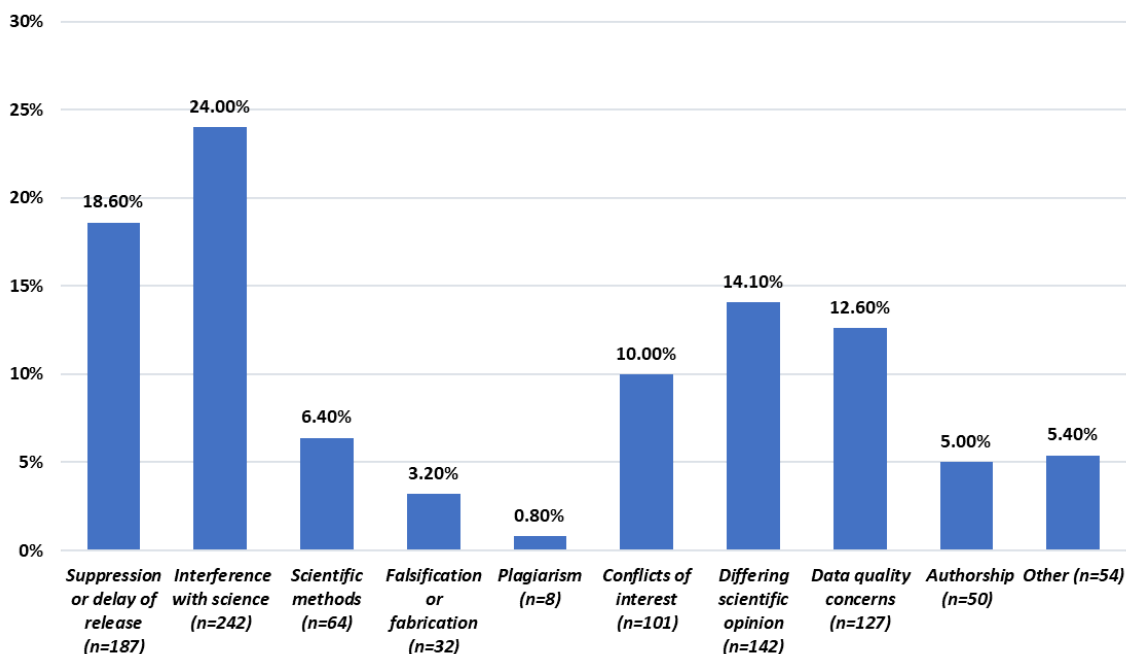
34. Thinking of your experience in the past 2 calendar years (2019-2020), do you have any allegations relating to a potential lapse in scientific integrity that you have not reported? (Select all that apply)

	<i>n</i>	<i>%</i>
<i>Total</i>		2668
No, I do not have any allegations that have not been reported	2232	83.7
Yes, I do have an allegation(s) that has not been reported	436	16.3
<i>Types of allegations selected</i>		1007
Yes, suppression or delay of release of a scientific report/information	187	18.6
Yes, interference with science by a manager or other decision-maker	242	24.0
Yes, scientific methods	64	6.4
Yes, falsification or fabrication	32	3.2
Yes, plagiarism	8	0.8
Yes, conflicts of interest	101	10.0
Yes, differing scientific opinion	142	14.1
Yes, data quality concerns	127	12.6
Yes, authorship	50	5.0
Yes, other	54	5.4

Do you have any allegations relating to a potential lapse in scientific integrity that you have not reported? (n=2668)



Do you have any allegations relating to a potential lapse in scientific integrity that you have not reported? (n=1007)



35. Please detail the Other issue you have not reported.

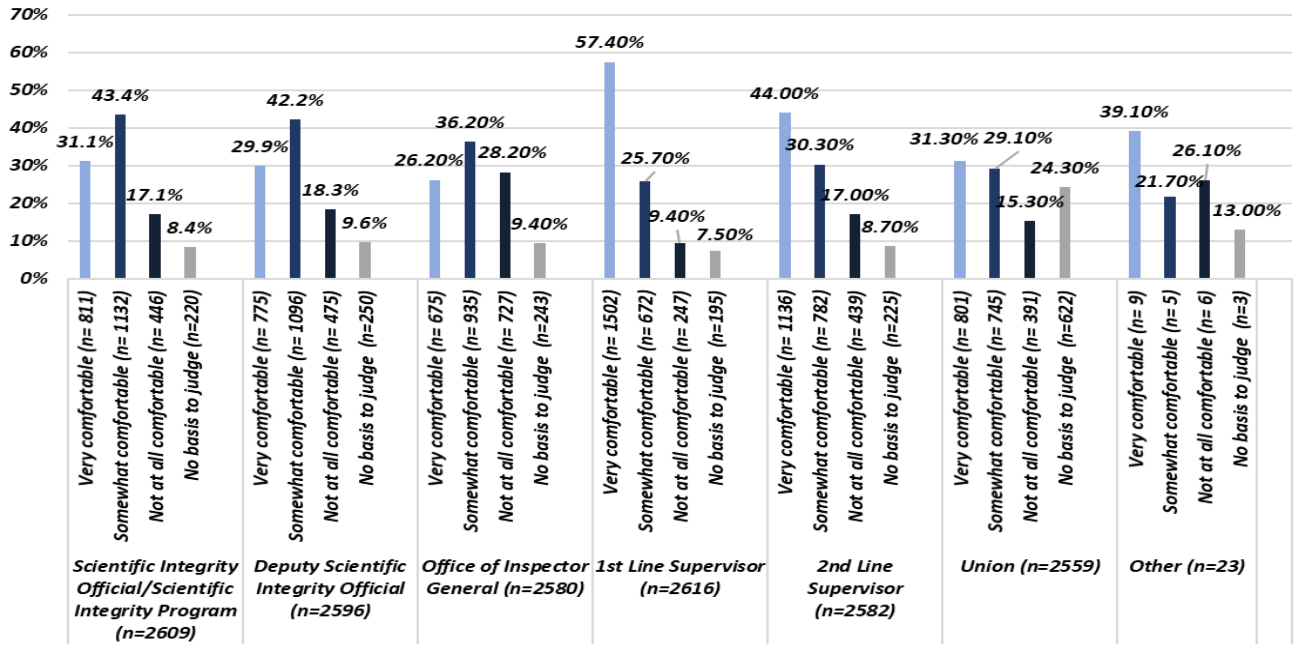
Answers to open-ended questions are being separately analyzed and these results will be made available when this analysis is complete.

36. Please explain why you have not reported this potential lapse in scientific integrity.

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

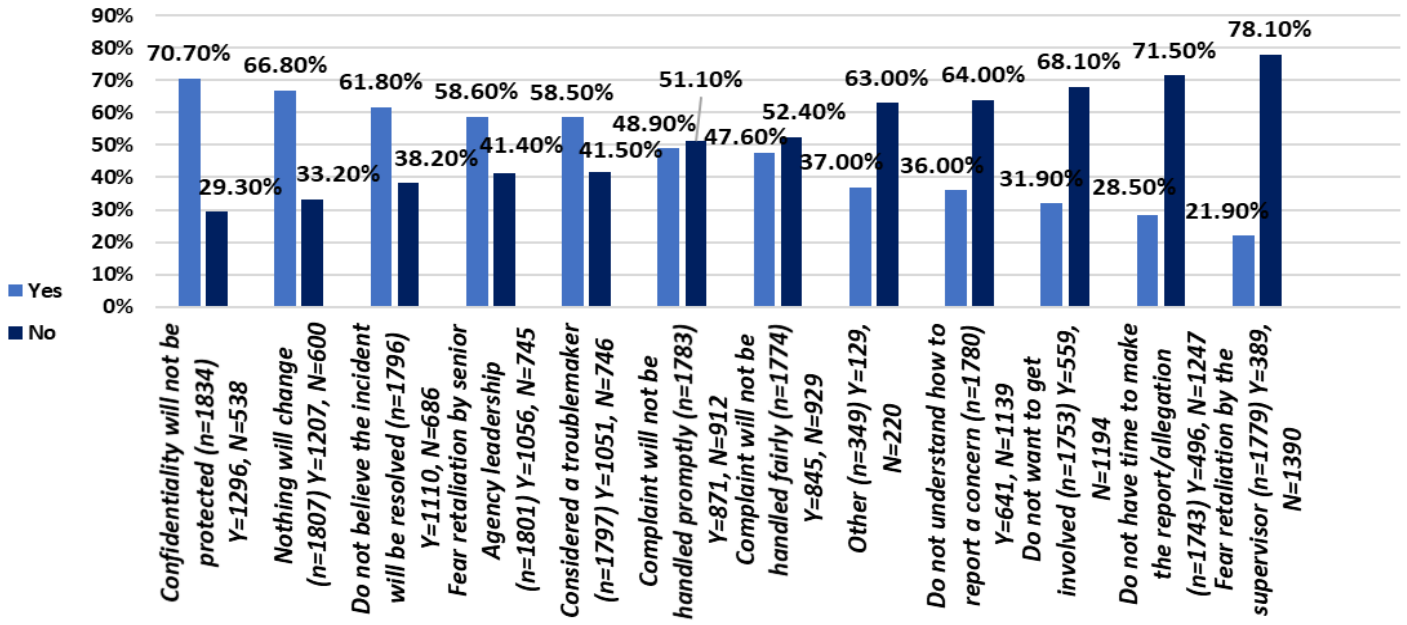
37. If a concern emerged in the future, how comfortable would you feel reporting allegations relating to a potential lapse in scientific integrity to:	n	%
<i>EPA's Scientific Integrity Official/Scientific Integrity Program</i>	2609	
Very comfortable	811	31.1
Somewhat comfortable	1132	43.4
Not at all comfortable	446	17.1
N/A	220	8.4
<i>Deputy SI Official</i>	2596	
Very comfortable	775	29.9
Somewhat comfortable	1096	42.2
Not at all comfortable	475	18.3
N/A	250	9.6
<i>Office of Inspector General</i>	2580	
Very comfortable	675	26.2
Somewhat comfortable	935	36.2
Not at all comfortable	727	28.2
N/A	243	9.4
<i>1st Line Supervisor</i>	2616	
Very comfortable	1502	57.4
Somewhat comfortable	672	25.7
Not at all comfortable	247	9.4
N/A	195	7.5
<i>2nd Line Supervisor</i>	2582	
Very comfortable	1136	44.0
Somewhat comfortable	782	30.3
Not at all comfortable	439	17.0
N/A	225	8.7
<i>Union</i>	2559	
Very comfortable	801	31.3
Somewhat comfortable	745	29.1
Not at all comfortable	391	15.3
N/A	622	24.3
<i>Other</i>	23	
Very comfortable	9	39.1
Somewhat comfortable	5	21.7
Not at all comfortable	6	26.1
N/A	3	13.0

If a concern emerged in the future, how comfortable would you feel reporting allegations relating to a potential lapse in scientific integrity to:



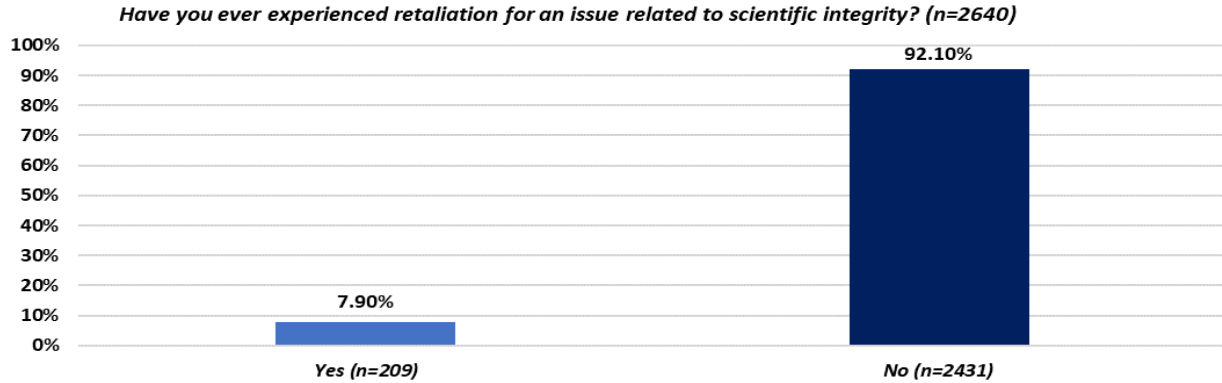
38. Please select the reasons you may feel discomfort with reporting allegations relating to a potential lapse in scientific integrity	n	%
<i>I do not understand how to report a concern</i>	1780	
Yes	641	36.0
No	1139	64.0
<i>I do not want to be considered a troublemaker</i>	1797	
Yes	1051	58.5
No	746	41.5
<i>I am concerned that my confidentiality will not be protected</i>	1834	
Yes	1296	70.7
No	538	29.3
<i>I fear retaliation by my supervisor</i>	1779	
Yes	389	21.9
No	1390	78.1
<i>I fear retaliation by senior Agency leadership</i>	1801	
Yes	1056	58.6
No	745	41.4
<i>I do not believe my complaint will be handled promptly</i>	1783	
Yes	871	48.9
No	912	51.1
<i>I do not believe that my complaint will be handled fairly</i>	1774	
Yes	845	47.6
No	929	52.4
<i>I do not believe the incident will be resolved</i>	1796	
Yes	1110	61.8
No	686	38.2
<i>I think nothing will change</i>	1807	
Yes	1207	66.8
No	600	33.2
<i>I don't have time to make the report/allegation</i>	1743	
Yes	496	28.5
No	1247	71.5
<i>I don't want to get involved</i>	1753	
Yes	559	31.9
No	1194	68.1
<i>Other (please specify)</i>	349	
Yes	129	37.0
No	220	63.0

Please select the reasons you may feel discomfort with reporting allegations relating to a potential lapse in scientific integrity



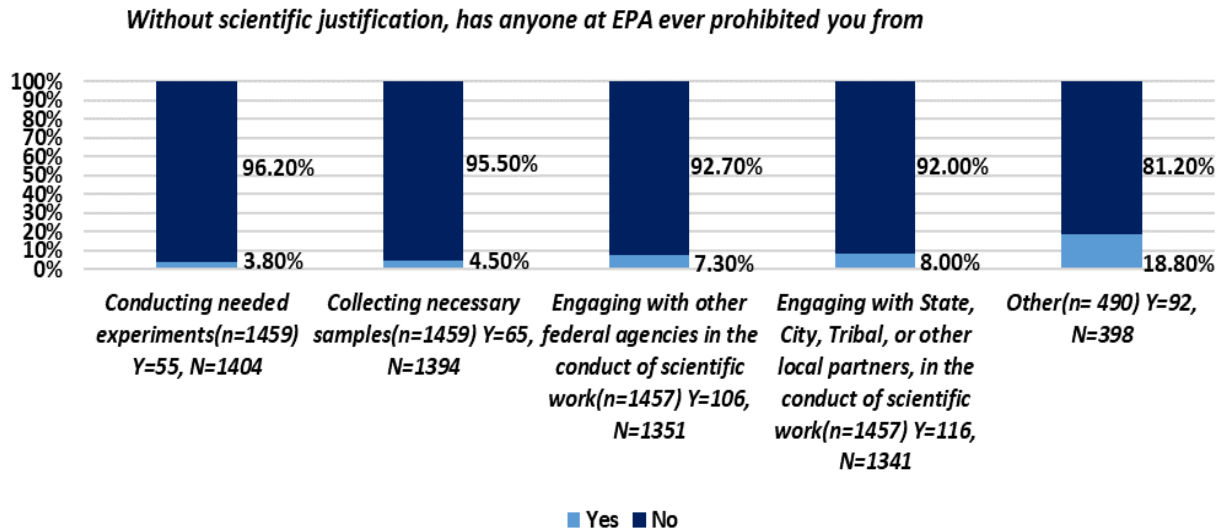
39. Have you ever experienced retaliation for an issue related to scientific integrity? *n* %

Total	2640	
Yes	209	7.9
No	2431	92.1



40. Without scientific justification, has anyone at EPA ever prohibited you from: *n* %

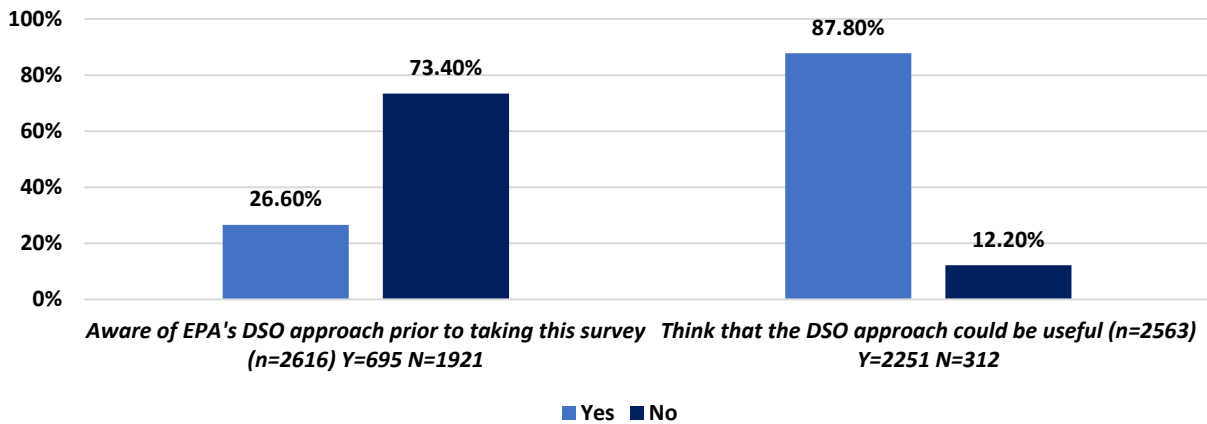
<i>Conducting needed experiments</i>	1459	
Yes	55	3.8
No	1404	96.2
<i>Collecting necessary samples</i>	1459	
Yes	65	4.5
No	1394	95.5
<i>Engaging with other federal agencies in the conduct of your scientific work</i>	1457	
Yes	106	7.3
No	1351	92.7
<i>Engaging with State, City, Tribal, or other local partners, in the conduct of your scientific work</i>	1457	
Yes	116	8.0
No	1341	92.0
<i>Other, please specify</i>	490	
Yes	92	18.8
No	398	81.2



41. The EPA expects and encourages all employees to offer and welcome differing scientific opinions (DSOs) as a legitimate and necessary part of the scientific process. Ideally DSOs would be resolved internally or through peer review, but if not resolved, DSOs are included in deliberative documents for decision officials.

	<i>n</i>	<i>%</i>
<i>Aware of EPA's DSO approach prior to taking this survey</i>	2616	
Yes	695	26.6
No	1921	73.4
<i>Think the DSO approach could be useful</i>	2563	
Yes	2251	87.8
No	312	12.2

Please answer "yes" or "no" to the following questions



42. Thinking of your experience in the past 2 calendar years (2019-2020), please rate your agreement with the following statements about the expression and resolution of employee DSOs

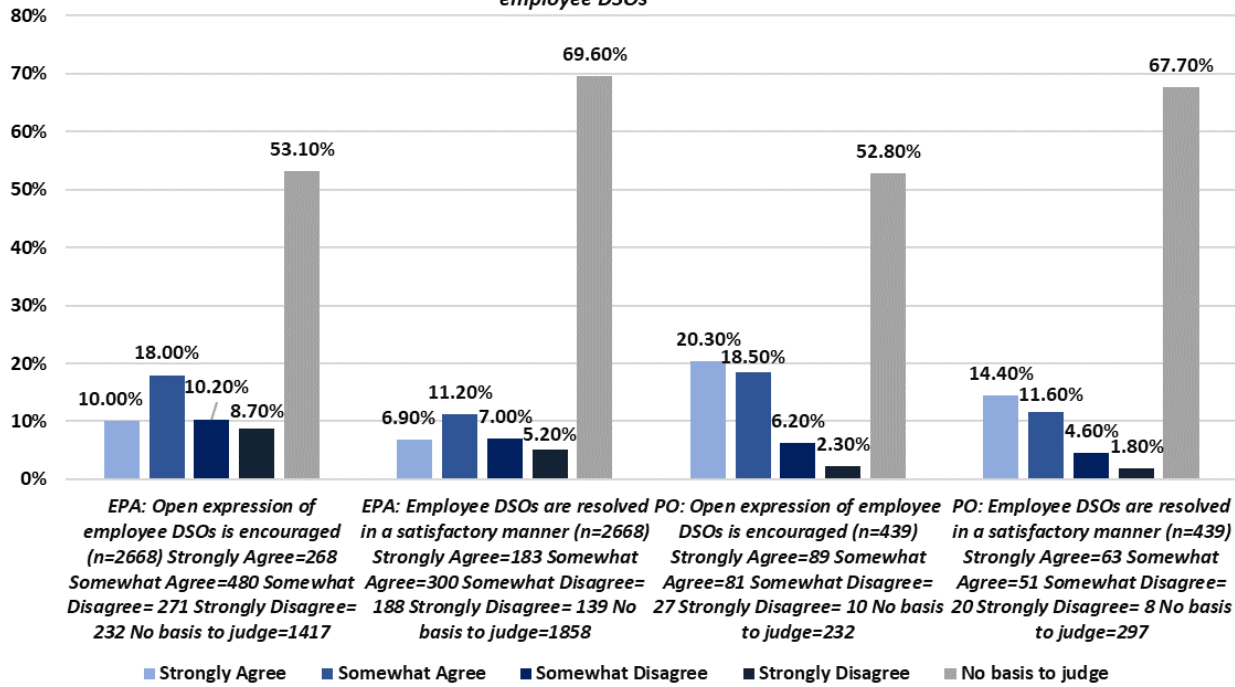
EPA

	<i>n</i>	<i>%</i>
<i>Open expression of employee DSOs is encouraged</i>	2668	
Strongly agree	268	10.0
Somewhat agree	480	18.0
Somewhat disagree	271	10.2
Strongly disagree	232	8.7
No basis to judge	1417	53.1
<i>Overall, employee DSOs are resolved in a satisfactory manner</i>	2668	
Strongly agree	183	6.9
Somewhat agree	300	11.2
Somewhat disagree	188	7.0
Strongly disagree	139	5.2
No basis to judge	1858	69.6

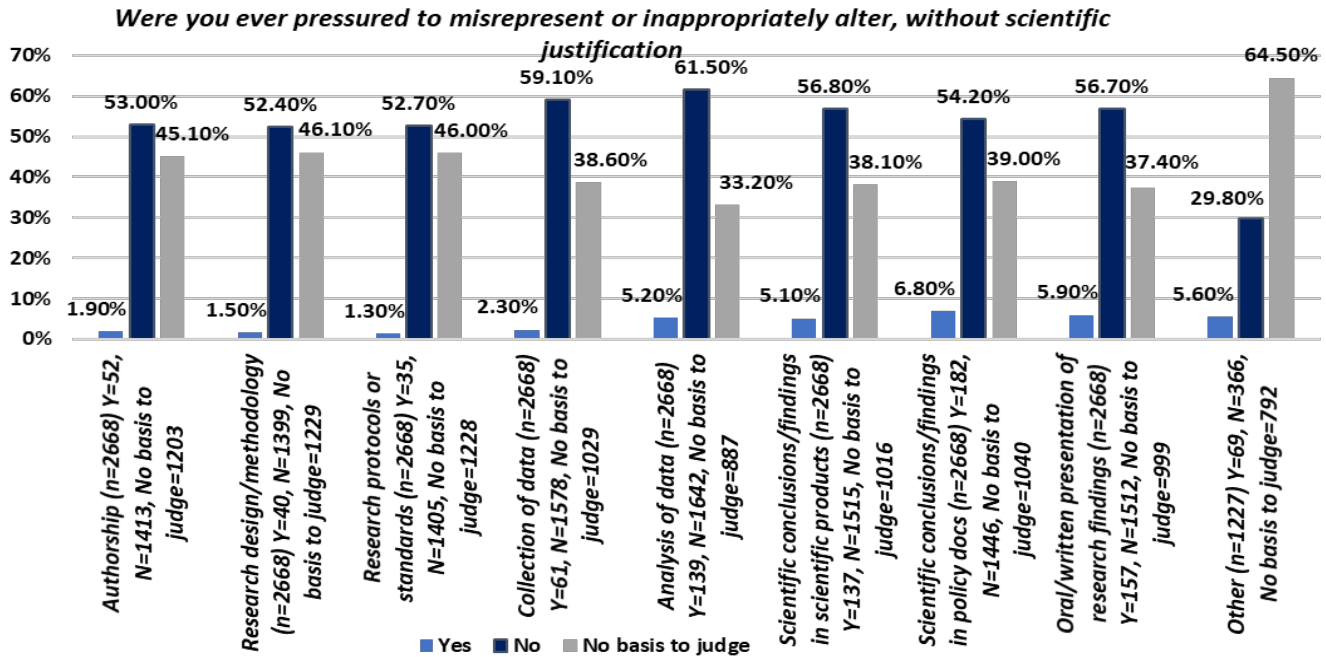
Program Office

<i>Open expression of employee DSOs is encouraged</i>	439	
Strongly agree	89	20.3
Somewhat agree	81	18.5
Somewhat disagree	27	6.2
Strongly disagree	10	2.3
No basis to judge	232	52.8
<i>Overall, employee DSOs are resolved in a satisfactory manner</i>	439	
Strongly agree	63	14.4
Somewhat agree	51	11.6
Somewhat disagree	20	4.6
Strongly disagree	8	1.8
No basis to judge	297	67.7

Please rate your agreement with the following statements about the expression and resolution of employee DSOs



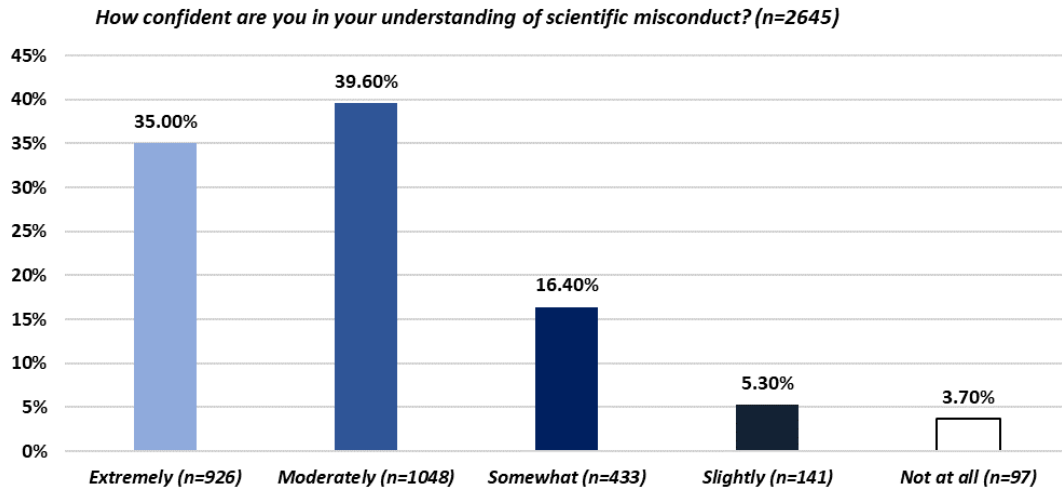
43. In the past 2 calendar years (2019-2020), were you ever pressured to misrepresent or inappropriately alter, without scientific justification	<i>n</i>	%
<i>Authorship</i>	2668	
Yes	52	1.9
No	1413	53.0
N/A	1203	45.1
<i>Research design/methodology</i>	2668	
Yes	40	1.5
No	1399	52.4
N/A	1229	46.1
<i>Research protocols or standards</i>	2668	
Yes	35	1.3
No	1405	52.7
N/A	1228	46.0
<i>Collection of data</i>	2668	
Yes	61	2.3
No	1578	59.1
N/A	1029	38.6
<i>Analysis of data</i>	2668	
Yes	139	5.2
No	1642	61.5
N/A	887	33.2
<i>Scientific conclusions or research findings in scientific products</i>	2668	
Yes	137	5.1
No	1515	56.8
N/A	1016	38.1
<i>Scientific conclusions or research findings in policy documents</i>	2668	
Yes	182	6.8
No	1446	54.2
N/A	1040	39.0
<i>Oral/written presentation of research findings</i>	2668	
Yes	157	5.9
No	1512	56.7
N/A	999	37.4
<i>Other (please specify)</i>	1227	
Yes	69	5.6
No	366	29.8
No basis to judge	792	64.5



44. As the Scientific Integrity Policy notes, lapses in scientific integrity can occur if there is: a failing to differentiate between science and policy; intentional/purposeful misrepresentation or exaggeration of uncertainty; or downplaying or misuse of science in policy decision-making. If you have ever observed these behaviors at EPA, please feel free to share comments below. Your comments will help us improve the future implementation of the Scientific Integrity Policy.

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

	<i>n</i>	%
45. How confident are you in your understanding of scientific misconduct (e.g. fabrication, falsification, plagiarism)?		
<i>Total</i>	2645	
Not at all	97	3.7
Slightly	141	5.3
Somewhat	433	16.4
Moderately	1048	39.6
Extremely	926	35.0



46. Please indicate your agreement with the following statements about scientific misconduct (e.g. fabrication, falsification, plagiarism) at different organizational levels at EPA	n	%
<i>Rarely encounter scientific misconduct in Program Office/Region</i>		1759
Strongly agree	1220	69.4
Somewhat agree	396	22.5
Somewhat disagree	99	5.6
Strongly disagree	44	2.5
<i>Culture is supportive of resolving research errors/scientific misconduct concerns</i>		1627
Strongly agree	786	48.3
Somewhat agree	549	33.7
Somewhat disagree	189	11.6
Strongly disagree	103	6.3
<i>High level of time pressure related to research activities</i>		1383
Strongly agree	397	28.7
Somewhat agree	606	43.8
Somewhat disagree	278	20.1
Strongly disagree	102	7.4
<i>High level of workload pressure related to research activities</i>		1398
Strongly agree	459	32.8
Somewhat agree	619	44.3
Somewhat disagree	236	16.9
Strongly disagree	84	6.0
<i>Staffing shortages lead to scientific misconduct issues</i>		1221
Strongly agree	175	14.3
Somewhat agree	380	31.1
Somewhat disagree	261	21.4
Strongly disagree	405	33.2
<i>Funding shortages lead to scientific misconduct issues</i>		1154
Strongly agree	170	14.7
Somewhat agree	341	29.5
Somewhat disagree	261	22.6
Strongly disagree	382	33.1

Please indicate your agreement with the following statements about scientific misconduct at different organizational levels at EPA

