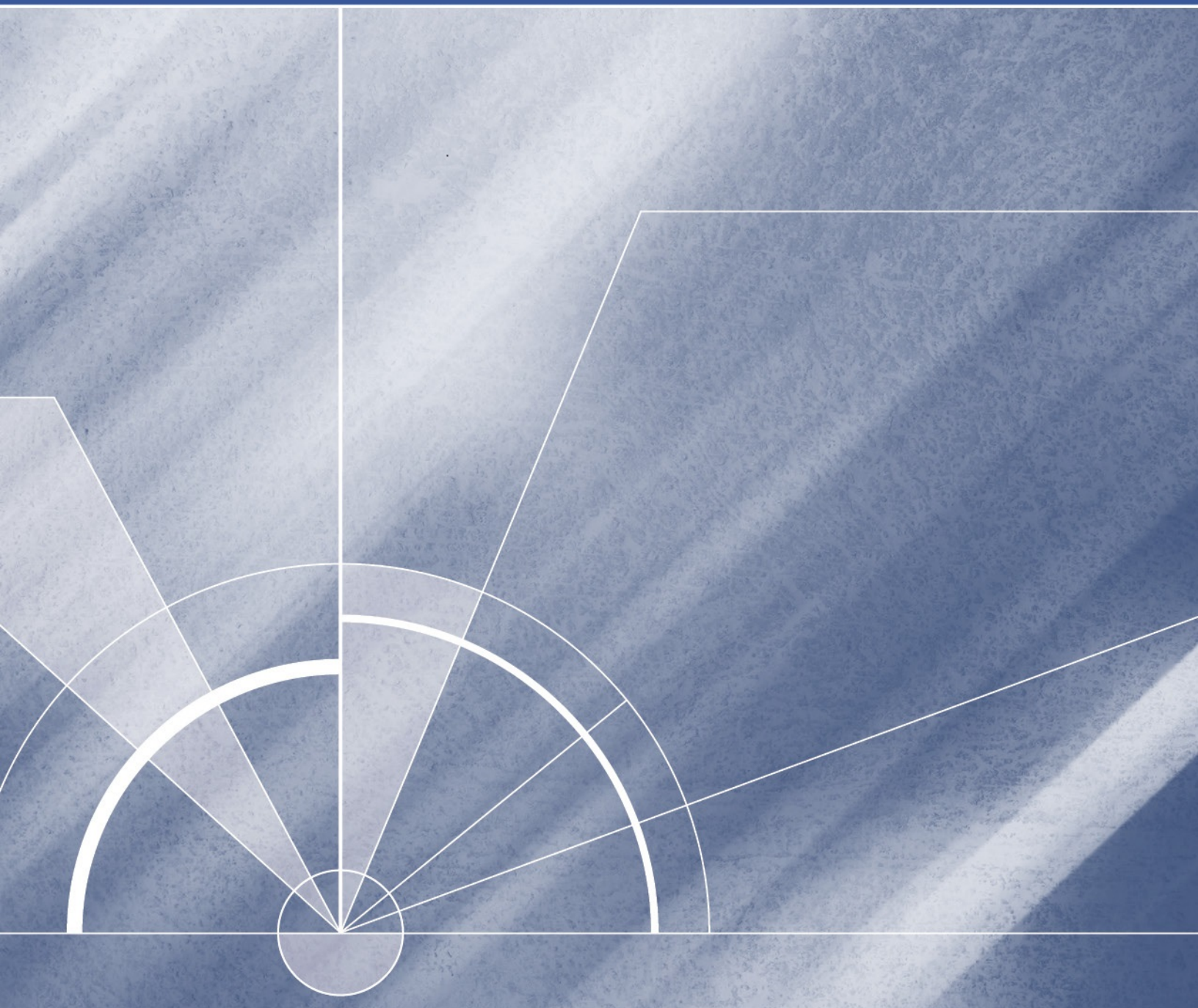


2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Report

Department of Justice  
CIVIL RIGHTS DIVISION





**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
***1st Level Subagency Report***

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Department of Justice	16,126	35.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>280</b>	<b>65.3%</b>

### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

### Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Top 10 Positive & Negative Items**

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

***Highest Percent Positive***

98.6%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
94.8%	The work I do is important. (Q.13)
92.6%	How would you rate the overall quality of work done by your work unit? (Q.28)
91.0%	I am constantly looking for ways to do my job better. (Q.8)
87.4%	The people I work with cooperate to get the job done. (Q.20)
86.2%	I like the kind of work I do. (Q.5)
86.1%	I am held accountable for achieving results. (Q.16)
85.1%	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
84.8%	My supervisor supports my need to balance work and other life issues. (Q.42)
84.5%	My supervisor treats me with respect. (Q.49)

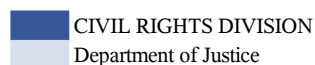
***Highest Percent Negative***

46.6%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
39.0%	How satisfied are you with the policies and practices of your senior leaders? (Q.66)
39.0%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
35.8%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
34.3%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
33.3%	I have a high level of respect for my organization's senior leaders. (Q.61)
29.4%	Pay raises depend on how well employees perform their jobs. (Q.33)
28.1%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
27.9%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)
27.8%	My training needs are assessed. (Q.18)

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (Department of Justice) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.





Survey Item	% Positive Response		Difference
Employees are recognized for providing high quality products and services. (Q.31)	72.1%	50.6%	+21.5
Promotions in my work unit are based on merit. (Q.22)	55.7%	34.5%	+21.2
Pay raises depend on how well employees perform their jobs. (Q.33)	38.3%	22.5%	+15.8
How satisfied are you with the recognition you receive for doing a good job? (Q.65)	66.6%	51.6%	+15.0
The people I work with cooperate to get the job done. (Q.20)	87.4%	73.6%	+13.8
My work unit is able to recruit people with the right skills. (Q.21)	57.7%	44.2%	+13.5
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	63.5%	50.4%	+13.1
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)	41.3%	28.7%	+12.6
Managers support collaboration across work units to accomplish work objectives. (Q.59)	71.2%	58.7%	+12.5
The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)	85.1%	73.5%	+11.6

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Justice) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.

 CIVIL RIGHTS DIVISION  
 Department of Justice

<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
I have a high level of respect for my organization's senior leaders. (Q.61)	39.9%	59.3%	-19.4
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	31.9%	49.0%	-17.1
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	42.7%	57.9%	-15.2
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	32.7%	46.7%	-14.0
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	31.6%	40.1%	-8.5
Considering everything, how satisfied are you with your organization? (Q.71)	57.3%	65.4%	-8.1
I know how my work relates to the agency's goals and priorities. (Q.12)	76.9%	83.8%	-6.9
My organization has prepared employees for potential security threats. (Q.36)	70.3%	76.5%	-6.2
I know what is expected of me on the job. (Q.6)	78.4%	83.3%	-4.9
Policies and programs promote diversity in the workplace. (Q.34)	58.5%	62.0%	-3.5

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

## My Work Experience

### *1. I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Justice	16,093	63.7%	16.6%	19.7%
<b>CIVIL RIGHTS DIVISION</b>	<b>280</b>	<b>68.7%</b>	<b>14.1%</b>	<b>17.1%</b>

### *2. I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Justice	16,058	74.6%	13.3%	12.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>280</b>	<b>72.7%</b>	<b>11.7%</b>	<b>15.5%</b>

### *3. I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Justice	15,957	58.7%	18.0%	23.3%
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>62.8%</b>	<b>18.7%</b>	<b>18.5%</b>

### *4. My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Justice	16,052	71.7%	14.1%	14.3%
<b>CIVIL RIGHTS DIVISION</b>	<b>279</b>	<b>81.6%</b>	<b>7.6%</b>	<b>10.8%</b>

### *5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Justice	15,987	82.9%	10.9%	6.2%
<b>CIVIL RIGHTS DIVISION</b>	<b>280</b>	<b>86.2%</b>	<b>7.3%</b>	<b>6.5%</b>

### *6. I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Justice	15,989	83.3%	9.2%	7.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>279</b>	<b>78.4%</b>	<b>9.7%</b>	<b>12.0%</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Work Experience (continued)**

**7. When needed I am willing to put in the extra effort to get a job done.**

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Justice	16,024	96.2%	2.3%	1.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>277</b>	<b>98.6%</b>	<b>1.0%</b>	<b>0.3%</b>

**8. I am constantly looking for ways to do my job better.**

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Justice	16,053	91.3%	7.0%	1.7%
<b>CIVIL RIGHTS DIVISION</b>	<b>280</b>	<b>91.0%</b>	<b>7.7%</b>	<b>1.3%</b>

**9. I have sufficient resources (for example, people, materials, budget) to get my job done.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Justice	16,057	47.3%	16.1%	36.6%	26
<b>CIVIL RIGHTS DIVISION</b>	<b>275</b>	<b>50.5%</b>	<b>13.7%</b>	<b>35.8%</b>	<b>2</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Justice	16,022	64.3%	15.5%	20.1%	18
<b>CIVIL RIGHTS DIVISION</b>	<b>278</b>	<b>65.3%</b>	<b>15.5%</b>	<b>19.2%</b>	<b>0</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of Justice	15,807	59.3%	17.0%	23.7%	54
<b>CIVIL RIGHTS DIVISION</b>	<b>270</b>	<b>62.8%</b>	<b>16.8%</b>	<b>20.4%</b>	<b>0</b>

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of Justice	15,960	83.8%	9.4%	6.7%	44
<b>CIVIL RIGHTS DIVISION</b>	<b>278</b>	<b>76.9%</b>	<b>10.8%</b>	<b>12.3%</b>	<b>0</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Work Experience (continued)**

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Justice	15,922	88.6%	7.5%	3.8%	34
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>94.8%</b>	<b>4.1%</b>	<b>1.0%</b>	<b>0</b>

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Department of Justice	15,994	70.2%	13.9%	15.9%	47
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>70.3%</b>	<b>10.1%</b>	<b>19.6%</b>	<b>1</b>

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of Justice	15,862	72.9%	12.9%	14.2%	207
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>78.6%</b>	<b>11.1%</b>	<b>10.3%</b>	<b>2</b>

**16. I am held accountable for achieving results.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of Justice	15,941	80.5%	12.1%	7.4%	55
<b>CIVIL RIGHTS DIVISION</b>	<b>272</b>	<b>86.1%</b>	<b>7.7%</b>	<b>6.2%</b>	<b>2</b>

**17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Justice	15,375	63.9%	16.8%	19.3%	636
<b>CIVIL RIGHTS DIVISION</b>	<b>254</b>	<b>68.2%</b>	<b>19.2%</b>	<b>12.6%</b>	<b>23</b>

**18. My training needs are assessed.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Justice	15,881	53.9%	22.3%	23.9%	151
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>53.8%</b>	<b>18.4%</b>	<b>27.8%</b>	<b>2</b>



**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Work Experience (continued)**

**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	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of Justice	15,700	74.4%	10.7%	15.0%	394
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>76.1%</b>	<b>9.2%</b>	<b>14.7%</b>	<b>4</b>

**My Work Unit**

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Justice	16,079	73.6%	12.9%	13.6%
<b>CIVIL RIGHTS DIVISION</b>	<b>279</b>	<b>87.4%</b>	<b>5.9%</b>	<b>6.7%</b>

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of Justice	15,541	44.2%	25.9%	29.9%	539
<b>CIVIL RIGHTS DIVISION</b>	<b>268</b>	<b>57.7%</b>	<b>19.3%</b>	<b>23.0%</b>	<b>11</b>

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Justice	15,066	34.5%	27.9%	37.6%	977
<b>CIVIL RIGHTS DIVISION</b>	<b>242</b>	<b>55.7%</b>	<b>22.3%</b>	<b>22.0%</b>	<b>35</b>

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of Justice	14,685	28.7%	26.7%	44.7%	1,340
<b>CIVIL RIGHTS DIVISION</b>	<b>235</b>	<b>41.3%</b>	<b>24.4%</b>	<b>34.3%</b>	<b>42</b>

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Justice	15,123	36.1%	27.8%	36.1%	899
<b>CIVIL RIGHTS DIVISION</b>	<b>257</b>	<b>42.7%</b>	<b>29.2%</b>	<b>28.1%</b>	<b>19</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Work Unit (continued)**

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Justice	14,900	41.6%	24.1%	34.2%	1,109
<b>CIVIL RIGHTS DIVISION</b>	<b>249</b>	<b>53.1%</b>	<b>23.6%</b>	<b>23.3%</b>	<b>28</b>

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of Justice	15,956	73.4%	14.9%	11.7%	70
<b>CIVIL RIGHTS DIVISION</b>	<b>279</b>	<b>83.8%</b>	<b>7.6%</b>	<b>8.6%</b>	<b>0</b>

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Justice	15,388	54.1%	28.9%	17.1%	645
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>57.5%</b>	<b>32.8%</b>	<b>9.6%</b>	<b>9</b>

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Justice	16,040	83.1%	13.4%	3.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>279</b>	<b>92.6%</b>	<b>4.9%</b>	<b>2.5%</b>

**My Agency**

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of Justice	15,420	73.5%	16.2%	10.3%	197
<b>CIVIL RIGHTS DIVISION</b>	<b>267</b>	<b>85.1%</b>	<b>10.3%</b>	<b>4.6%</b>	<b>9</b>

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Justice	15,213	48.8%	25.7%	25.5%	401
<b>CIVIL RIGHTS DIVISION</b>	<b>270</b>	<b>47.8%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>7</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Agency (continued)**

**31. Employees are recognized for providing high quality products and services.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Justice	15,247	50.6%	23.4%	26.0%	326
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>72.1%</b>	<b>14.4%</b>	<b>13.5%</b>	<b>7</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Justice	15,047	40.3%	28.8%	30.9%	509
<b>CIVIL RIGHTS DIVISION</b>	<b>270</b>	<b>51.7%</b>	<b>26.0%</b>	<b>22.4%</b>	<b>8</b>

**33. Pay raises depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Justice	14,454	22.5%	27.8%	49.7%	1,104
<b>CIVIL RIGHTS DIVISION</b>	<b>229</b>	<b>38.3%</b>	<b>32.3%</b>	<b>29.4%</b>	<b>46</b>

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of Justice	14,574	62.0%	25.6%	12.4%	1,024
<b>CIVIL RIGHTS DIVISION</b>	<b>261</b>	<b>58.5%</b>	<b>21.3%</b>	<b>20.2%</b>	<b>16</b>

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Justice	15,379	73.8%	15.0%	11.2%	241
<b>CIVIL RIGHTS DIVISION</b>	<b>265</b>	<b>79.1%</b>	<b>14.4%</b>	<b>6.5%</b>	<b>13</b>

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of Justice	15,384	76.5%	13.7%	9.8%	162
<b>CIVIL RIGHTS DIVISION</b>	<b>268</b>	<b>70.3%</b>	<b>18.9%</b>	<b>10.8%</b>	<b>10</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Agency (continued)**

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Justice	14,779	50.4%	22.0%	27.6%	759
<b>CIVIL RIGHTS DIVISION</b>	<b>259</b>	<b>63.5%</b>	<b>16.9%</b>	<b>19.7%</b>	<b>15</b>

**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	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Justice	14,315	68.1%	18.3%	13.6%	1,211
<b>CIVIL RIGHTS DIVISION</b>	<b>249</b>	<b>75.4%</b>	<b>14.4%</b>	<b>10.3%</b>	<b>25</b>

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Justice	15,380	80.1%	14.0%	5.9%	204
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>83.0%</b>	<b>10.8%</b>	<b>6.2%</b>	<b>7</b>

**40. I recommend my organization as a good place to work.**

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Justice	15,563	71.1%	17.4%	11.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>277</b>	<b>69.1%</b>	<b>19.9%</b>	<b>11.0%</b>

**41. I believe the results of this survey will be used to make my agency a better place to work.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Department of Justice	14,166	38.0%	28.5%	33.5%	1,427
<b>CIVIL RIGHTS DIVISION</b>	<b>241</b>	<b>47.8%</b>	<b>27.3%</b>	<b>24.9%</b>	<b>37</b>

**My Supervisor**

**42. My supervisor supports my need to balance work and other life issues.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Justice	15,459	80.4%	9.9%	9.7%	76
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>84.8%</b>	<b>7.9%</b>	<b>7.3%</b>	<b>2</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Supervisor** (continued)

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Justice	15,425	67.7%	17.0%	15.3%	75
<b>CIVIL RIGHTS DIVISION</b>	<b>275</b>	<b>71.6%</b>	<b>12.3%</b>	<b>16.2%</b>	<b>3</b>

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Justice	15,278	65.2%	17.5%	17.3%	171
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>68.9%</b>	<b>15.6%</b>	<b>15.5%</b>	<b>6</b>

**45. My supervisor is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Justice	14,365	68.7%	21.6%	9.7%	1,107
<b>CIVIL RIGHTS DIVISION</b>	<b>263</b>	<b>76.5%</b>	<b>13.8%</b>	<b>9.7%</b>	<b>14</b>

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of Justice	15,399	65.0%	18.1%	16.9%	84
<b>CIVIL RIGHTS DIVISION</b>	<b>272</b>	<b>67.2%</b>	<b>15.5%</b>	<b>17.3%</b>	<b>4</b>

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of Justice	15,288	68.0%	17.1%	15.0%	203
<b>CIVIL RIGHTS DIVISION</b>	<b>273</b>	<b>73.8%</b>	<b>14.0%</b>	<b>12.2%</b>	<b>4</b>

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Justice	15,486	77.2%	11.7%	11.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>278</b>	<b>81.7%</b>	<b>7.8%</b>	<b>10.5%</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Supervisor** (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Justice	15,455	82.8%	9.2%	8.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>84.5%</b>	<b>7.7%</b>	<b>7.9%</b>

**50. In the last six months, my supervisor has talked with me about my performance.**

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Justice	15,444	79.3%	9.4%	11.3%
<b>CIVIL RIGHTS DIVISION</b>	<b>278</b>	<b>83.9%</b>	<b>5.7%</b>	<b>10.4%</b>

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Justice	15,454	69.7%	15.2%	15.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>277</b>	<b>73.7%</b>	<b>11.6%</b>	<b>14.7%</b>

**52. Overall, how good a job do you feel is being done by your immediate supervisor?**

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Justice	15,472	72.5%	15.9%	11.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>276</b>	<b>78.2%</b>	<b>12.9%</b>	<b>8.9%</b>

**Leadership**

**53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Justice	14,936	46.7%	23.9%	29.4%	370
<b>CIVIL RIGHTS DIVISION</b>	<b>255</b>	<b>32.7%</b>	<b>20.7%</b>	<b>46.6%</b>	<b>20</b>

**54. My organization's senior leaders maintain high standards of honesty and integrity.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Justice	14,478	57.9%	21.0%	21.0%	788
<b>CIVIL RIGHTS DIVISION</b>	<b>230</b>	<b>42.7%</b>	<b>29.6%</b>	<b>27.7%</b>	<b>45</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Justice	14,530	69.0%	19.1%	11.8%	678
<b>CIVIL RIGHTS DIVISION</b>	<b>255</b>	<b>75.4%</b>	<b>15.7%</b>	<b>8.8%</b>	<b>17</b>

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of Justice	14,961	63.3%	19.3%	17.4%	256
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>72.8%</b>	<b>13.3%</b>	<b>13.9%</b>	<b>5</b>

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Justice	14,011	63.0%	22.2%	14.8%	1,179
<b>CIVIL RIGHTS DIVISION</b>	<b>244</b>	<b>68.8%</b>	<b>20.0%</b>	<b>11.2%</b>	<b>29</b>

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Justice	14,609	56.2%	21.3%	22.5%	602
<b>CIVIL RIGHTS DIVISION</b>	<b>264</b>	<b>66.0%</b>	<b>15.3%</b>	<b>18.7%</b>	<b>11</b>

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Justice	14,619	58.7%	22.1%	19.1%	602
<b>CIVIL RIGHTS DIVISION</b>	<b>266</b>	<b>71.2%</b>	<b>14.0%</b>	<b>14.9%</b>	<b>9</b>

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Justice	14,415	61.0%	21.3%	17.7%	782
<b>CIVIL RIGHTS DIVISION</b>	<b>258</b>	<b>70.9%</b>	<b>17.9%</b>	<b>11.2%</b>	<b>16</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Leadership** (continued)

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Justice	14,960	59.3%	20.9%	19.8%	248
<b>CIVIL RIGHTS DIVISION</b>	<b>256</b>	<b>39.9%</b>	<b>26.9%</b>	<b>33.3%</b>	<b>17</b>

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Justice	13,694	57.6%	25.1%	17.3%	1,510
<b>CIVIL RIGHTS DIVISION</b>	<b>201</b>	<b>57.6%</b>	<b>28.4%</b>	<b>14.0%</b>	<b>71</b>

**My Satisfaction**

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Justice	15,087	53.3%	22.3%	24.4%
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>50.9%</b>	<b>23.3%</b>	<b>25.8%</b>

**64. How satisfied are you with the information you receive from management on what's going on in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Justice	15,068	50.3%	23.0%	26.7%
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>52.6%</b>	<b>23.2%</b>	<b>24.2%</b>

**65. How satisfied are you with the recognition you receive for doing a good job?**

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Justice	15,049	51.6%	23.2%	25.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>66.6%</b>	<b>16.7%</b>	<b>16.7%</b>

**66. How satisfied are you with the policies and practices of your senior leaders?**

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Justice	15,029	49.0%	27.6%	23.4%
<b>CIVIL RIGHTS DIVISION</b>	<b>270</b>	<b>31.9%</b>	<b>29.1%</b>	<b>39.0%</b>



**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**My Satisfaction** (continued)

**67. How satisfied are you with your opportunity to get a better job in your organization?**

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Justice	15,041	40.1%	26.1%	33.9%
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>31.6%</b>	<b>29.3%</b>	<b>39.0%</b>

**68. How satisfied are you with the training you receive for your present job?**

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Justice	15,037	53.1%	23.4%	23.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>58.4%</b>	<b>23.4%</b>	<b>18.3%</b>

**69. Considering everything, how satisfied are you with your job?**

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Justice	15,044	70.7%	15.8%	13.6%
<b>CIVIL RIGHTS DIVISION</b>	<b>270</b>	<b>68.0%</b>	<b>12.9%</b>	<b>19.1%</b>

**70. Considering everything, how satisfied are you with your pay?**

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Justice	15,043	63.1%	15.2%	21.8%
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>69.4%</b>	<b>14.2%</b>	<b>16.4%</b>

**71. Considering everything, how satisfied are you with your organization?**

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Justice	15,055	65.4%	18.2%	16.4%
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>57.3%</b>	<b>22.6%</b>	<b>20.2%</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Work/Life**

**72. Have you been notified whether or not you are eligible to telework?**

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of Justice	14,970	15.0%	25.0%	47.1%	12.9%
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>85.2%</b>	<b>6.1%</b>	<b>5.2%</b>	<b>3.5%</b>

**73. Please select the response below that BEST describes your current teleworking situation.**

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of Justice	14,827	1.1%	4.9%	1.7%	5.4%
<b>CIVIL RIGHTS DIVISION</b>	<b>268</b>	<b>2.3%</b>	<b>38.4%</b>	<b>10.9%</b>	<b>26.0%</b>

(continued)

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Justice	14,827	58.9%	5.0%	14.5%	8.6%
<b>CIVIL RIGHTS DIVISION</b>	<b>268</b>	<b>1.8%</b>	<b>1.2%</b>	<b>3.9%</b>	<b>15.5%</b>

**74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Justice	14,970	25.3%	48.2%	26.5%
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>44.4%</b>	<b>49.9%</b>	<b>5.7%</b>

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Work/Life (continued)**

**75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Justice	14,946	27.2%	59.9%	12.9%
<b>CIVIL RIGHTS DIVISION</b>	<b>271</b>	<b>20.1%</b>	<b>73.0%</b>	<b>6.9%</b>

**76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Justice	14,887	22.3%	75.7%	2.1%
<b>CIVIL RIGHTS DIVISION</b>	<b>267</b>	<b>12.2%</b>	<b>84.5%</b>	<b>3.3%</b>

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of Justice	14,949	2.5%	73.2%	24.2%
<b>CIVIL RIGHTS DIVISION</b>	<b>269</b>	<b>6.5%</b>	<b>87.1%</b>	<b>6.5%</b>

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Justice	14,927	1.8%	74.9%	23.3%
<b>CIVIL RIGHTS DIVISION</b>	<b>270</b>	<b>3.8%</b>	<b>90.2%</b>	<b>6.0%</b>

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Justice	4,019	70.8%	15.9%	13.3%	286
<b>CIVIL RIGHTS DIVISION</b>	<b>206</b>	<b>85.1%</b>	<b>6.8%</b>	<b>8.2%</b>	<b>7</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Work/Life (continued)**

**80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of Justice	3,872	86.3%	9.6%	4.1%	96
<b>CIVIL RIGHTS DIVISION</b>	<b>117</b>	<b>92.5%</b>	<b>2.2%</b>	<b>5.3%</b>	<b>0</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**81. 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	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Department of Justice	4,101	74.0%	21.4%	4.6%	295
<b>CIVIL RIGHTS DIVISION</b>	<b>51</b>	<b>83.5%</b>	<b>16.5%</b>	<b>0.0%</b>	<b>2</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of Justice	2,590	80.9%	14.6%	4.4%	275
<b>CIVIL RIGHTS DIVISION</b>	<b>28</b>	<b>63.0%</b>	<b>32.5%</b>	<b>4.6%</b>	<b>4</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**83. 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	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Justice	293	69.5%	27.2%	3.3%	148
<b>CIVIL RIGHTS DIVISION</b>	<b>19</b>	<b>84.2%</b>	<b>15.8%</b>	<b>0.0%</b>	<b>1</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Justice	243	67.2%	31.0%	1.8%	163
<b>CIVIL RIGHTS DIVISION</b>	<b>10</b>	<b>51.2%</b>	<b>32.6%</b>	<b>16.2%</b>	<b>1</b>

*\*The results for this item only include employees who indicated that they participated in this program.*

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	219	81.1%
Field	51	18.9%

***What is your supervisory status?***

	N	%
Non-Supervisor	137	51.7%
Team Leader	62	23.4%
Supervisor	45	17.0%
Manager	17	6.4%
Senior Leader	4	1.5%

***Are you:***

	N	%
Male	84	32.2%
Female	177	67.8%

***Are you Hispanic or Latino?***

	N	%
Yes	18	6.8%
No	245	93.2%

***Race***

	N	%
American Indian or Alaska Native	0	0.0%
Asian	17	7.0%
Black or African American	56	23.0%
Native Hawaiian or Other Pacific Islander	1	0.4%
White	164	67.5%
Two or more races	5	2.1%

Note: Percentages for demographic questions are unweighted.

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Demographic Questions (continued)**

***What is the highest degree or level of education you have completed?***

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	5	1.9%
Trade or Technical Certificate	3	1.1%
Some College (no degree)	18	6.7%
Associate's Degree (e.g., AA, AS)	9	3.4%
Bachelor's Degree (e.g., BA, BS)	34	12.7%
Master's Degree (e.g., MA, MS, MBA)	20	7.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	179	66.8%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	0.4%
GS 7-12	44	16.5%
GS 13-15	208	78.2%
Senior Executive Service	12	4.5%
Senior Level (SL) or Scientific or Professional (ST)	1	0.4%
Other	0	0.0%

***How long have you been with the Federal Government (excluding military service)?***

	N	%
Less than 1 year	1	0.4%
1 to 3 years	32	12.2%
4 to 5 years	13	4.9%
6 to 10 years	77	29.3%
11 to 14 years	34	12.9%
15 to 20 years	38	14.4%
More than 20 years	68	25.9%

Note: Percentages for demographic questions are unweighted.

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Demographic Questions (continued)**

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	N	%
Less than 1 year	3	1.1%
1 to 3 years	44	16.8%
4 to 5 years	15	5.7%
6 to 10 years	82	31.3%
11 to 20 years	66	25.2%
More than 20 years	52	19.8%

***Are you considering leaving your organization within the next year, and if so, why?***

	N	%
No	153	58.2%
Yes, to retire	9	3.4%
Yes, to take another job within the Federal Government	37	14.1%
Yes, to take another job outside the Federal Government	38	14.4%
Yes, other	26	9.9%

***I am planning to retire:***

	N	%
Within one year	5	1.9%
Between one and three years	13	4.9%
Between three and five years	15	5.7%
Five or more years	232	87.5%

***Self-Identify as:***

	N	%
Heterosexual or Straight	207	80.5%
Gay, Lesbian, Bisexual, or Transgender	28	10.9%
I prefer not to say	22	8.6%

***What is your US military service status?***

	N	%
No Prior Military Service	244	93.8%
Currently in National Guard or Reserves	0	0.0%
Retired	2	0.8%
Separated or Discharged	14	5.4%

Note: Percentages for demographic questions are unweighted.

**Department of Justice**  
**CIVIL RIGHTS DIVISION**  
*1st Level Subagency Report*

**Demographic Questions** (continued)

***Are you an individual with a disability?***

	N	%
Yes	36	13.6%
No	229	86.4%

***What is your age group?***

	N	%
25 and under	1	0.4%
26-29	4	1.4%
30-39	83	29.6%
40-49	92	32.9%
50-59	72	25.7%
60 or older	28	10.0%

Note: Percentages for demographic questions are unweighted.