

Thank you for taking the time to respond to the 2020 Employee Viewpoint Survey. The purpose of this survey is to get your feedback about your job—what is going well, what could be better—and to gather your ideas. The results are used by department leaders to look for opportunities to celebrate and ways to improve our working environment.

This year, we are especially interested in your thoughts about how DOJ can support you in being safe, healthy, and connected in our changing work environment. Your opinion matters.

Please note, your responses are confidential and anonymous unless you self-identify and there is a requirement for us to follow up. IP addresses are not being collected, results will be grouped when reporting, and every question is optional.

The survey should take approximately 10-15 minutes to complete. When answering the questions, think about how you feel about your job in general, not how you may be feeling at this particular moment. You will have an opportunity at the end of the survey to offer your general thoughts and ideas related to your job.

Nature of the Job

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
1. I know what is expected of me in my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I received adequate training when I first started this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I have the technology (hardware, software) I need to perform my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I feel safe at work in taking risks and asking questions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I feel valued as an employee.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. At work, my opinions seem to count.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. I feel encouraged to come up with new and better ways of doing things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Supervision

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
8. Overall, I am satisfied with my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My supervisor treats me with respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My supervisor shares important information with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. My supervisor listens to what I have to say.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My supervisor understands the work that I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. My supervisor communicates clearly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. I have trust and confidence in my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. I receive adequate career guidance from my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My supervisor is available when I need them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. My supervisor encourages me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Management

For this question, "Management" refers to the Senior Assistant Attorney General, Section/Bureau Director, Assistant Director, or similar role.

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
18. Overall, I am satisfied with my unit/section management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Overall, I am satisfied with my Division Chief.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Management in my unit/section shares important information with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Management in my unit/section generates motivation and commitment in the workforce.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Management in my unit/section maintains high standards of honesty and integrity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Management in my unit/section communicates the goals and priorities of the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. Management in my unit/section is present/visible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. Management in my unit/section actively communicates their priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Work Environment

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
26. People in my work unit are held accountable for results.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. My work unit is focusing on the right things.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. Promotions in my work unit are based on merit.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. My coworkers and I work well together as a team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. In my work unit, work is distributed equitably and fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. The vision of my unit/section is clear.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. My work unit is sufficiently staffed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Learning and Development

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
33. I receive the ongoing training I need to do my job well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. I have the opportunity to learn and grow at work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. My talents are used well in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. I understand what is required to advance in my career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. I would like a coach or mentor to help me with my career development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. My direct supervisor/manager is supportive of me attending training.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. I am familiar with the department's Upward Mobility program.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

40. If your supervisor has taken a FranklinCovey course from the Office of Professional Development, how would you rate the impact on their effectiveness in the work environment and performance (e.g., their ability to focus on the most important goals, productivity, results, interpersonal skills/relationships, overall leadership)?

Negative Impact	No Impact	Somewhat Positive Impact	Extremely Positive Impact	N/A or Don't Know
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Are you a formal supervisor (i.e., you sign timesheets and draft performance appraisals)?

☐ Yes

☐ No

Supervisor and Manager Questions

Please rate the following items if you are a supervisor or manager:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A
41. I am satisfied with the availability of leadership training for myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. I am satisfied with the quality of leadership training I receive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. My subordinates have the skills they need to perform at a high level.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. When I recruit for a vacancy, I get a sufficient number of highly qualified applicants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. I am satisfied with my ability to measure/quantify the work that my team(s) perform while teleworking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Job Performance

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
46. My supervisor delegates responsibilities to me (i.e., doesn't micro-manage).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. I receive recognition or praise for doing good work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. My supervisor had a productive discussion with me about my job performance in the last six months.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. I have the opportunity to work on interesting and challenging assignments or projects.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
50. I know how my work relates to the department's goals and priorities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. I am happy to put extra effort into my job if asked.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Attitude Toward Your Job

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
52. My work makes a difference.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. The work I do is meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. I would recommend my unit as a place to work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. My unit/section is successful at accomplishing its goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. I am proud to tell others where I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. I am compensated fairly for the work that I do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. I have no plans to seek a job outside the department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. I rarely think of quitting my job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. My supervisor supports my need to balance work and other life issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
61. I have adequate flexible work options (e.g., alternate schedules, telework).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

62. How would you describe your feelings toward the following?

	Very negative	Negative	Neutral	Positive	Very positive
My job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Diversity and Inclusion

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
63. I work with diverse colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. My supervisor encourages consideration of diverse perspectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
65. I feel included by my peers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
66. I feel included by my management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
67. In my work unit, people are treated respectfully regardless of their differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
68. DOJ resources and programs are equally available to everyone regardless of their differences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
69. My work culture is accepting of people with different ideas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
70. My co-workers/peers are open to diverse perspectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
71. I feel like I belong at DOJ.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

Current Events

Please rate the following items:

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	N/A or Don't Know
72. I am receiving timely communications from DOJ in relation to the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
73. I am staying connected with my team during the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
74. I am feeling isolated during this time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
75. I am staying connected with my colleagues during the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
76. My supervisor is regularly checking in with me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
77. My supervisor is supporting me during the COVID-19 pandemic.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
78. I have access to the training I need to do my job well while teleworking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

79. Which programs and services have you found most beneficial in supporting your wellness? Choose all that apply.

- ☐ COVID-19 intranet page
- ☐ Employee Assistance Program
- ☐ Families First Act
- ☐ Remote Work Set Up and/or Technical Assistance

Other (please specify, maximum of 700 characters):

80. Do you regularly telework?

- ☐ Yes
- ☐ No

81. If you regularly telework what are your biggest priorities in order to ensure a productive and healthy home workspace?

	Not needed	Lower priority	Medium priority	Highest priority
Faster/more reliable computer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faster/more reliable internet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Larger/additional monitor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better webcam or microphone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Better/different webconferencing software	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Software necessary to do my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Printing and scanning capability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More ergonomic chair	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Access to physical work files	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear expectations about my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexibility with my schedule	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment (optional; maximum of 700 characters)

82. Do you regularly report to the office?

- ☐ Yes
- ☐ No

83. If you regularly report to the office, what are your biggest priorities in order to ensure a productive and healthy workspace? (700 character maximum)

84. Which methods do you find most helpful to receive information about COVID-19 and telework at DOJ?
Choose all that apply.

- ☐ AG Town Hall
- ☐ Communication from my manager/supervisor
- ☐ COVID-19 intranet page
- ☐ Health & Safety Office emails

Other (please specify, maximum of 700 characters):

85. What is one thing DOJ could do right now to better support employees during the COVID-19 pandemic?
(700 character maximum)

Closing

86. What parts of your job give you the most satisfaction? What do you enjoy doing most? (700 character maximum)

87. What is something you appreciate about your supervisor? What is something they are doing well? (700 character maximum)

88. What is something that could be improved about your job? What part(s) of your job lead to the most frustration or dissatisfaction? (700 character maximum)

89. Do you have any other feedback or ideas for ways to improve your work environment? If so, please describe below. (1500 character maximum)

Reminder: The following questions are optional but your responses are greatly appreciated. This information allows us to provide aggregated feedback to programs to help them improve. Individual respondents will not be identified and only data for groups of three or more are reported.

What is your current classification?

Other (please specify)

If you are uncomfortable sharing your classification, please identify your occupational category below (mapped to federal categories).

What is your current physical work location? (County)

Other (please specify)

Which Division do you formally report to (i.e., your position, not your customer)?

Which Unit do you formally report to (i.e., your position, not your customer)?

Which of the following best matches your supervisory status?

- ☐ Individual Contributor: You do not supervise other employees. ☐ Manager: You are in a management position; typically incumbents supervise one or more supervisors.
- ☐ Team Lead: You are not an official supervisor; you provide employees with day-to-day guidance in work projects but do not have supervisory responsibilities such as conducting performance appraisals. ☐ Senior Leader/Executive: You are the head of a Bureau or Office responsible for directing the policies and priorities of that unit and/or part of the administration's leadership team.
- ☐ Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave requests.
- ☐ Other (please specify)

How long do you anticipate staying with the department?

- ☐ Less than a year
- ☐ 1-3 years
- ☐ 4-10 years
- ☐ More than 10 years

Demographics

Please note: The questions below are optional, but your answers are greatly appreciated. We are gathering this information to get a better understanding of the unique makeup, perspectives, and needs of DOJ employees. As with the other questions, your answers will not be used to identify you personally, but will be grouped together for analysis, and only when there are sufficient numbers within each category.

What is your age?

- | | |
|--------------------------------|---|
| <input type="radio"/> Under 21 | <input type="radio"/> 55-64 |
| <input type="radio"/> 21-29 | <input type="radio"/> 65 and over |
| <input type="radio"/> 30-39 | <input type="radio"/> I prefer not to say |
| <input type="radio"/> 40-54 | |

What is your gender?

- | | |
|--|---|
| <input type="radio"/> Female | <input type="radio"/> Transgender |
| <input type="radio"/> Male | <input type="radio"/> I prefer not to say |
| <input type="radio"/> Non-binary or other gender | |
| <input type="radio"/> I prefer to self-describe below: | |

Do you consider yourself to be one or more of the following? (check all that apply)

- | | |
|---|--|
| <input type="checkbox"/> Heterosexual or Straight | <input type="checkbox"/> Queer |
| <input type="checkbox"/> Gay or Lesbian | <input type="checkbox"/> I prefer not to say |
| <input type="checkbox"/> Bisexual | |
| <input type="checkbox"/> I prefer to self-describe below: | |

If you had to select one option, which of the following best describes your race/ethnicity/heritage? (additional choices available at the end)

- | | |
|---|---|
| <input type="radio"/> Aleut | <input type="radio"/> Laotian |
| <input type="radio"/> American Indian/Native American | <input type="radio"/> Mexican/Mexican American |
| <input type="radio"/> Asian Indian | <input type="radio"/> Middle Eastern or North African |
| <input type="radio"/> Black/African American | <input type="radio"/> Other Asian Group |
| <input type="radio"/> Cambodian | <input type="radio"/> Other Hispanic/Latino Groups |
| <input type="radio"/> Chinese | <input type="radio"/> Other Pacific Islander Group |
| <input type="radio"/> Cuban | <input type="radio"/> Puerto Rican |
| <input type="radio"/> Eskimo | <input type="radio"/> Samoan |
| <input type="radio"/> Filipino | <input type="radio"/> Vietnamese |
| <input type="radio"/> Guamanian or Chamorro | <input type="radio"/> White |
| <input type="radio"/> Hawaiian | <input type="radio"/> More than one of the above |
| <input type="radio"/> Japanese | <input type="radio"/> Choose not to identify |
| <input type="radio"/> Korean | |
| <input type="radio"/> Other (please specify) | |

Are you an individual with a disability, defined as an individual who: (1) has a physical or mental impairment or medical condition that limits one or more life activities, such as walking, speaking, breathing, performing manual tasks, seeing, hearing, learning, caring for oneself or working; (2) has a record or history of such impairment or medical condition; or (3) is regarded as having such an impairment or medical condition?

- ☐ Yes
- ☐ No
- ☐ I prefer not to say

Thank you very much for your completing this survey. When you are finished, please click the "Done" button below.

Please submit your completed survey to the Office of Human Resources, 1300 I Street, Suite 720, Sacramento, CA, 95814, Attn: Viewpoint Survey.