

2017 Workplace and Gender Relations Survey of Reserve Component Members

DoD Overview Report

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2017 Workplace and Gender Relations Survey of Reserve Component Members

DoD Overview Report

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OPA's Statistical Methods Branch, under the guidance of Mr. David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including sampling, weighting, nonresponse bias analysis, and the implementation of statistical hypothesis testing used in the survey program. Mr. Eric Falk, Team Lead of the Statistical Methods Branch, was responsible for the sampling for the *2017 WGRR*. Ms. Ada Harris used the Sampling Tool to design the sample and developed complex weights for this survey. Ms. Sue Reinhold, OPA, provided the data processing support. Data Recognition Corporation performed data collection and editing.

A team consisting of Ms. Amanda Grifka, Ms. Lisa Davis, Mr. David Lee, Dr. Samantha Daniel, OPA, Mr. Xav Klauberg, Mr. Hunter Peebles, and Ms. Kimberly Hylton completed quality control for this report.

Executive Summary

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented and expanded sexual assault and sexual harassment programs to spearhead prevention efforts and to provide reporting options and survivor care procedures. Continuing evaluation of these programs through cross-component surveys is important for reducing instances of sexual assault and sexual harassment of military members. This report presents findings from the *2017 Workplace and Gender Relations Survey of Reserve Component Members* (*2017 WGRR*), a key source of information for evaluating these programs and for assessing the gender relations environment across the Reserve Components.

Study Background and Methodology

Study Background

The Health and Resilience (H&R) Research Division, within the Office of People Analytics (OPA),[1] has been conducting the congressionally-mandated gender relations survey of Reserve component members since 2004 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, and 2015. As a result of the gender relations surveys being moved to a biennial cycle starting in 2013, as mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570, OPA conducted the *2017 Workplace and Gender Relations Survey of Reserve Component Members* (*2017 WGRR*).

Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations. Appendix E contains answers to frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA. The scientific methods used by OPA have been validated by independent organizations (e.g., RAND and GAO).[2] The *2017 WGRR* was largely modeled off of the *2015 WGRR* survey and applied the same measure construction and weighting methods, which allows for comparisons across survey administrations.

Data were collected between August 16 and October 31, 2017. The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and

[1] Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

[2] In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that "[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*" (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses are now standard products for OPA surveys (GAO-10-751R Human Capital).

licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to ensure the respondent data are protected.[3]

The target population for the *2017 WGRR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR;[4] Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and Air National Guard who were below flag rank and had been in the Reserve or Guard for approximately five months at minimum.[5] The sample was designed to ensure there were enough completed surveys to make generalizations to the Total Force.

Using stratified random sampling, OPA sampled a total of 241,426 Reserve and National Guard members, and surveys were completed by 41,099 members. The weighted response rate for the *2017 WGRR* was 18.5%, which is typical for large DoD-wide surveys.

OPA scientifically weighted the survey data so findings can be generalized to the full population of Reserve and Guard members. Within this process, statistical adjustments were made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse. OPA weighted the data based on an industry standard process that includes 1) assigning a base weight based on a selection probability, 2) adjusting for nonresponse which includes eligibility to the survey and completion of the survey, and 3) adjusting for poststratification to known population totals. More details about the complex weighting can be found in the *2017 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methods Report* (OPA, 2018a).

The remainder of this Executive Summary details the top-line results from the overview report. The full overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the primary prevalence metrics and supporting data to help inform sexual assault prevention and response within the Department. The weighted proportions for all survey items are presented in the *2017 Workplace and Gender Relations Survey of Reserve Component Members Tabulation Volume* (OPA, 2018b).

As the findings are based on survey participant responses, the terms "indicated" or "experienced" are not intended to convey investigative or legal conclusions regarding the negative behaviors indicated in the responses. References to perpetrator/offender throughout this report should be interpreted as "alleged perpetrator" or "alleged offender" because without knowing the specific

[3] This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.
[4] Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).
[5] The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those Reserve component members with at least approximately five months of service at the start of survey fielding.

outcomes of particular allegations, the presumption of innocence applies unless there is an adjudication of guilt. Additionally, behaviors endorsed by respondents are based on self-reports, therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. References to "sexual assault" throughout the report do not imply legal definitions for sexual assault and should be interpreted as "alleged" events.

Summary of Top-Line Results for Reserve and National Guard Personnel

Sexual Assault

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). See Chapter 1 for details on rate constructions.

Sexual Assault Past-Year Prevalence Rates

In 2017, 2.7% of DoD women and 0.3% of DoD men indicated experiencing sexual assault in the past 12 months, with women more likely than men to indicate experiencing a sexual assault. The estimated sexual assault prevalence rates show a statistically significant decrease from 2015 for DoD men (down 0.3%), as well as for Reserve women (down 1%) and Reserve men (down 0.3%).

Examining more closely the three types of sexual assault, 1.3% of DoD women indicated experiencing penetrative sexual assault and 1.3% indicated experiencing non-penetrative sexual assault. The remaining <0.1% of women indicated experiencing attempted penetrative sexual assault. Among DoD men, 0.1% indicated experiencing penetrative sexual assault and 0.2% indicated experiencing non-penetrative (a statistically significant decrease from 2015 of 0.2%). Additionally, <0.1% of men indicated experiencing attempted penetrative sexual assault. Women were more likely than men to indicate experiencing penetrative and non-penetrative sexual assault.

One Situation of Sexual Assault With the Biggest Effect

Reserve component members were asked which experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"), and to provide information regarding the circumstances of the situation. Data for the one situation of sexual assault with the biggest effect are mostly not reportable for DoD men, thus only results for DoD women are discussed.

In 2017, DoD women almost equally indicated experiencing penetrative sexual assault and non-penetrative sexual assault. Nearly half (49%) of women indicated the single or most serious situation was penetrative sexual assault and 47% indicated it was non-penetrative sexual assault. Furthermore, 4% indicated the situation was attempted penetrative sexual assault.

When asked about the alleged offender(s) in the one situation, the majority of women indicated the situation only involved one alleged offender (69%), the vast majority were male (95%), and were in the military (80%). As for location, approximately half of women indicated the one situation occurred at a military installation, armory, or National Guard or Reserve unit site, or another military work location (52% ±9) and while performing their National Guard or Reserve duties (50% ±9).

Overall, most DoD women did not engage in alcohol or drug use during the one situation, with the majority indicating they had not been drinking alcohol at the time they were sexually assaulted (70% ±8). Additionally, 35% (±8) of women indicated the person(s) who did the unwanted event had been drinking.

With regard to bullying and hazing, less than one-fifth of women would describe the unwanted event as bullying (20% ±9) or hazing (13% ±9). However, a little less than two-thirds of women indicated they experienced sexual harassment and/or stalking surrounding the one situation of sexual assault (63% ±9). More specifically, 42% (±9) of women indicated they experienced both harassment and stalking before and after the one situation.

About one-quarter of DoD women indicated reporting the unwanted event to the military (26% ±9). For the 74% (±9) of women who did not report the one situation of sexual assault to a military authority, the top reason, as selected by 70% of women, was they wanted to forget about it and move on, followed by 63% of women who indicated they did not want more people to know. Additionally, more than half of women indicated they felt partially to blame, ashamed, or embarrassed (52%).

Sex-Based Military Equal Opportunity (MEO) Violations

Rates of sex-based MEO violations were derived from a bank of behaviorally based questions and represent a continuum of behaviors, including sexual harassment and gender discrimination. Details on metric construction can be found in Chapter 1.

The estimated overall sexual harassment rate for 2017 was 16% of DoD women (a statistically significant *decrease* from 2015 of 2.6%) and 4.1% of DoD men. Women were *more likely* to indicate experiencing sexual harassment than men. For gender discrimination, 9.4% of DoD women and 0.9% of DoD men indicated experiencing gender discrimination, with women *more likely* to experience than men. The estimated gender discrimination rate showed a statistically significant *decrease* from 2015 for both DoD women (down 1.5%) and DoD men (down 0.7%).

The estimated sex-based MEO violation rate is a roll-up of those who met requirements for inclusion in the rates for sexual harassment and/or gender discrimination. In 2017, 20.1% of DoD women (a statistically significant *decrease* from 2015 of 3.5%) and 4.6% of DoD men indicated experiencing a sex-based MEO violation in the past 12 months.

One Situation of Sex-Based MEO Violation With the Biggest Effect

Reserve component members were asked which MEO experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses from this question were used to construct behaviors in the one situation as sexual harassment behaviors only, gender

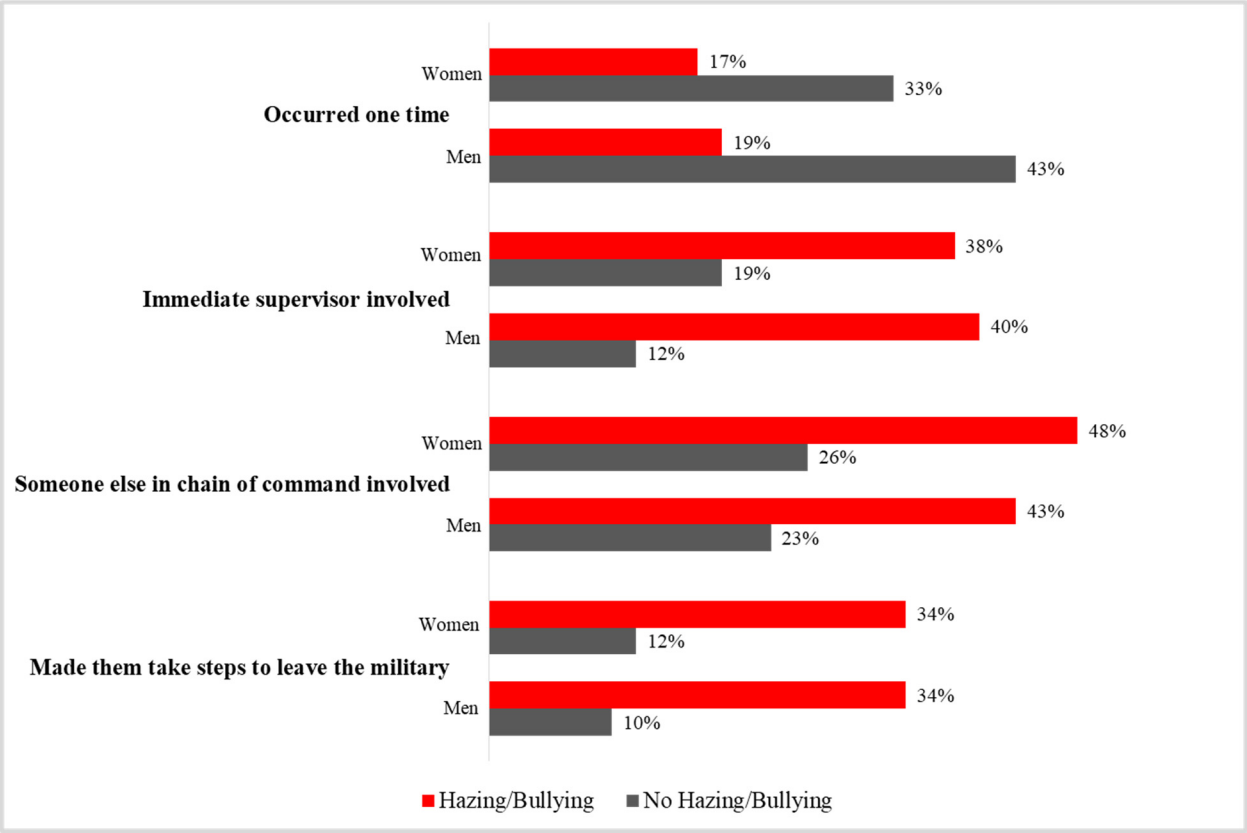
discrimination behaviors only, and experienced both sexual harassment and gender discrimination.

With regard to the alleged offender(s) in the sex-based MEO violation one situation, more than half of DoD women indicated there was more than one person involved in the one situation (57%), and the alleged offenders were all men (73%; women were *more likely* than men [59%]) to indicate the alleged offenders were all men). The vast majority of both women and men indicated the alleged offender(s) was/were in the military (98% of women, 93% of men), with women *more likely* to indicate so than men. Further, approximately half of women (48%) and men (52%) indicated the alleged offender(s) was/were military member(s) of about the same rank as them.

The majority of Reserve component members indicated the one situation occurred at a military installation, armory, or National Guard or Reserve unit site, or another military work location (87% ±3 of women, 85% ±5 of men), and/or while performing their National Guard or Reserve duties (76% ±4 to ±7 of both women and men). Additionally, more than half of members indicated the one situation took place during execution of drill periods (55% ±4 of women, 57% ±7 of men).

Overall, approximately the same proportion of DoD women and DoD men would describe the one situation as involving *hazing and/or bullying* (42% ±4 for women, 39% ±7 for men). Specifically, 12% (±3) of women and 17% (±6) of men would describe the situation as *hazing*, while 40% (±4) of women and 37% (±7) of men would describe it as *bullying*. Hazing/bullying MEO violations were *less likely* to occur only one time and were *more likely* to be committed by individual(s) in one's chain of command (e.g., supervisor; Figure 1). Furthermore, more individuals who reported experiencing a hazing/bullying MEO violation also reported that it made them take steps to leave the military.

Figure 1.
Significant Differences Between Members Who Described MEO One Situation as Hazing/Bullying Compared to Members Who Did Not



Note. All differences were significant at $p < 0.01$.

Members who indicated experiencing a sex-based MEO violation in the past 12 months were asked who, if anyone, they discussed and/or reported the one situation. Members most frequently indicated they discussed the one situation with friends, family, or military coworkers (83% ±3 for DoD women, 62% ±7 for DoD men). Of the 48% (±4) of women and 34% (±7) of men who reported/discussed the one situation with their supervisor/leadership, members experienced *both positive and negative actions* resulting from the discussion/reporting of the one situation with few differences between women and men (43% ±5 of women, 36% ±12 of men). One-quarter (±5) of women and one-third (±14) of men indicated experiencing *positive actions only*, while 22% (±4) of women and 19% (±8) experienced *negative actions only*. Additionally, members who discussed/reported to someone officially were asked about the level of satisfaction they had with the response/action taken by the personnel handling the situation. Overall, Reserve component members were *more dissatisfied* than satisfied (45% of women and men endorsed dissatisfied compared to 20% of women and 27% of men endorsing satisfied).

Continuum of Harm

Analysis of the data from the *2017 WGRR* showed that Reserve component members who indicated experiencing unwanted gender-related behaviors, such as sexual harassment or gender discrimination, were more likely to indicate experiencing sexual assault. In addition, climate factors with unhealthy levels, including workplace hostility, military command climate with respect to sexual harassment and assault, quality of sexual assault training, and the presence of female coworkers were all related to risk of sexual assault. Of these factors, military command climate and workplace hostility had the strongest association with sexual assault.

Workplace Culture and Training

Bystander Intervention

In general, most members did not observe a potentially dangerous situations during the past 12 months (only 1%–18% ±2 of women and <1%–11% ±1 of men indicated observing a potentially dangerous situation). However, among those who indicated witnessing one or more potentially dangerous situation, actions to intervene were high (80%–93% ±3–8 for women, 70%–93% ±3–11 for men), indicating a high level of willingness to intervene among Reserve component members.

Perceptions of Leadership

The perceptions of military leadership by Reserve component members were quite positive, with the vast majority of DoD women and DoD men indicating their military chain of command does **well/very well** (81–91% of women and 88–95% of men) at demonstrating various positive workplace actions and behaviors, including making it clear that sexual assault has no place in the military and leading by example by refraining from sexist comments and behaviors. In general, men were *more likely* than women to indicate their military chain of command demonstrates positive workplace actions and behaviors **well/very well** for all actions/behaviors.

Trust in the Military System

The majority of members indicated they can trust the military system if they were sexually assaulted to protect their privacy, ensure their safety, and treat them with dignity and respect (71%–73% of women, 84%–86% of men). For these three situations, DoD men were *more likely* than DoD women to **agree** they can trust the military system. When comparing to responses from 2015, there was a statistically significant *increase* in trust in the military system to protect your privacy and treat you with dignity and respect for DoD women in 2017 (up 3% and 2%, respectively).

General Conclusions

Findings from the *2017 Workplace and Gender Relations Survey of Reserve Component Members* (*2017 WGRR*) suggest that there have been improvements in the gender-related climate in the Reserve and Guard since 2015. Namely, the estimated prevalence of unwanted behaviors (including sexual assault, sexual harassment, and gender discrimination) decreased for women

and men across many of the Components. These decreases were not universal, however, which highlights areas for continued focus and improvement.

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Chapter 1:
Overview and Methodology

Introduction

The principal purpose of the *2017 Workplace and Gender Relations Survey of Reserve Component Members* (*2017 WGRR)* is to report estimated prevalence rates of sexual assault and rates of sex-based military equal opportunity violations (sexual harassment and gender discrimination) among Reserve and Guard members as well as to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and improve the gender relations climate between men and women.

The *2017 WGRR* was conducted by the Health and Resilience (H&R) Research Division, within the Office of People Analytics (OPA).[6] OPA has been conducting the congressionally-mandated gender relations survey of Reserve component members since 2004 as part of a quadrennial cycle of human relations surveys outlined in Title 10 U.S. Code Section 481. The gender relations surveys moved to a biennial cycle starting in 2013 as mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570. Past surveys of this population were conducted by OPA in 2004, 2008, 2012, and 2015. At the request of Congress, the RAND Corporation conducted the *2014 RAND Military Workplace Study* (*2014 RMWS*) of military members (both the active duty and Reserve components) to provide an independent assessment of unwanted gender-related behaviors in the military force.

The following sections provide a review of DoD sexual assault and sexual harassment policies and programs, which act as a foundation for the establishment and requirements of the *2017 WGRR,* as well as a description of how results are presented in this report.

DoD Sexual Assault and Equal Opportunity Programs and Policies

DoD Sexual Assault Prevention and Response Policies

Program Oversight

DoD Directive (DoDD) 6495.01 charged the Under Secretary of Defense, Personnel & Readiness (USD[P&R]) with implementing a Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the Directive through data collection and performance metrics. It established the DoD Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) to address all DoD sexual assault policy matters, except criminal investigations and legal processes within the responsibility of the Offices of the Judge Advocates General in the Military Departments. DoD SAPRO requires data to continually assess the

[6] Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

prevalence of sexual assault in the Department and the effectiveness of the programs and resources they implement.

Defining Sexual Assault

DoDD 6495.01 defines sexual assault as any "intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent" (Department of Defense, 2015). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. "Consent" shall not be deemed or construed to mean the failure by the victim to offer physical resistance. DoDD 6495.01 defines "consent" as:

"A freely given agreement to the conduct at issue by a competent person. An expression of lack of consent through words or conduct means there is no consent. Lack of verbal or physical resistance or submission resulting from the use of force, threat of force, or placing another person in fear does not constitute consent. A current or previous dating or social or sexual relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent. A sleeping, unconscious, or incompetent person cannot consent" (Department of Defense, 2015b).

In Section 522 of the NDAA for FY 2006, Congress amended the Uniform Code of Military Justice (UCMJ) to consolidate and reorganize the array of military sex offenses. These revised provisions took effect October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012.

As amended, Article 120, UCMJ, "Rape, Sexual Assault, and Other Sexual Misconduct," defines rape as "a situation where any person causes another person of any age to engage in a sexual act by: (1) using unlawful force; (2) causing grievous bodily harm; (3) threatening or placing that other person in fear that any person will be subjected to death, grievous bodily harm, or kidnapping; (4) rendering the person unconscious; or (5) administering a substance, drug, intoxicant, or similar substance that substantially impairs the ability of that person to appraise or control conduct" (Title 10 U.S. Code Section 920, Article 120). Article 120 of the UCMJ defines "consent" as "words or overt acts indicating a freely given agreement to the sexual act at issue by a competent person." The term is further explained as:

- An expression of lack of consent through words or conduct means there is no consent
- Lack of verbal or physical resistance or submission resulting from the accused's use of force, threat of force, or placing another person in fear does not constitute consent
- A current or previous dating relationship by itself or the manner of dress of the person involved with the accused in the sexual conduct at issue shall not constitute consent
- A person cannot consent to sexual activity if he or she is "substantially incapable of appraising the nature of the sexual conduct at issue" due to mental impairment or unconsciousness resulting from consumption of alcohol, drugs, a similar substance, or

otherwise, as well as when the person is unable to understand the nature of the sexual conduct at issue due to a mental disease or defect

- Similarly, a lack of consent includes situations where a person is "substantially incapable of physically declining participation" or "physically communicating unwillingness" to engage in the sexual conduct at issue

As described above, the DoDD 6495.01 was revised on October 1, 2007, to be consistent with these changes. It was also subsequently revised January 23, 2012.

DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies

Program Oversight

The Office of Diversity Management and Equal Opportunity (ODMEO) is the primary office within DoD that sets and oversees equal opportunity policies. ODMEO monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODMEO is to provide an "environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability" (DoDD 1350.2).

Defining Sexual Harassment and Gender Discrimination

The DoD military sexual harassment policy was defined in 1995, and revised in 2015, in DoDD 1350.2 as:

"A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive working environment.[7]

Workplace conduct, to be actionable as 'abusive work environment' harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive" (Department of Defense, 2015c).

[7] NDAA for FY2017 amended this definition by eliminating the word "working." However, data captured in this survey is based on the definition in effect at the time of the survey administration in July 2016.

Gender discrimination is defined in DoDD 1350.2 as "unlawful discrimination" in which there is discrimination based on "sex that is not otherwise authorized by law or regulation" (Department of Defense, 2015c).

Measurement of Constructs

OPA gender relations surveys have been designed to measure the perceived experiences of sexual harassment and sexual assault in the Services based on self-reported responses from Service members, and are measured using the sexual assault and Military Equal Opportunity (MEO) violation metrics developed by RAND for use in the *2014 RMWS*. Construction of estimated rates of sexual assault, sex-based military equal opportunity (MEO) violations, and perceived negative outcomes are described in detail below.

Construction of Sexual Assault Prevalence Rates and MEO Rates

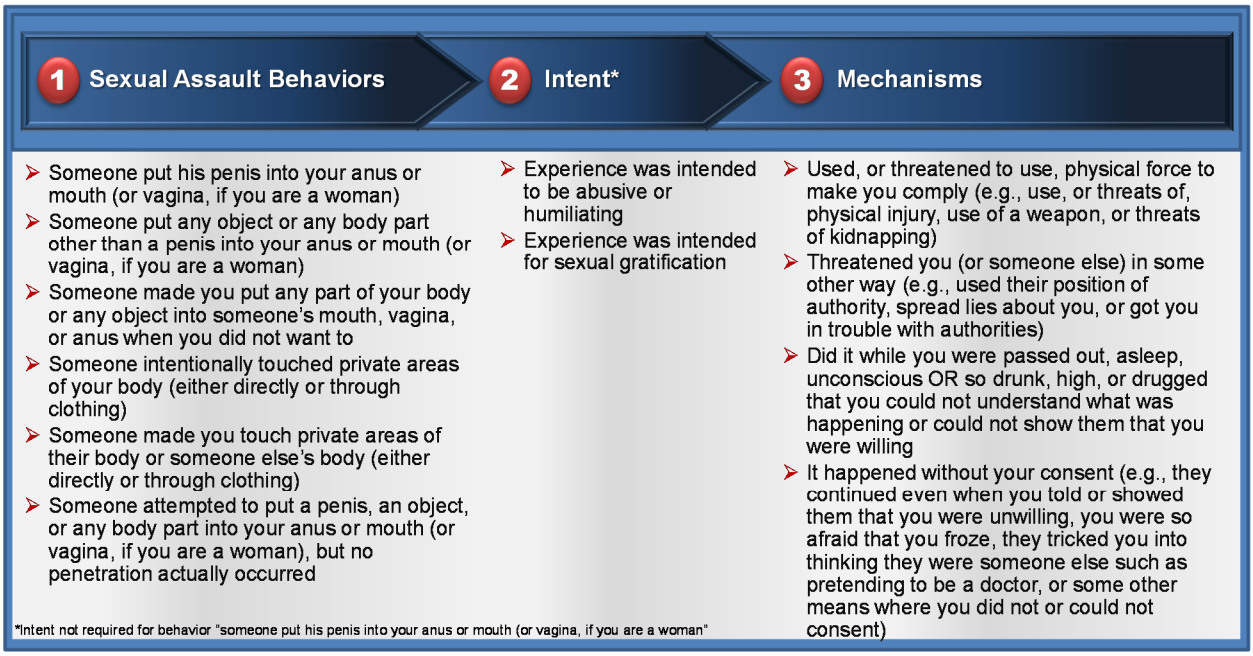
Sexual Assault

Following the guidelines set forth in the *2014 RMWS*, to meet the elements of proof for sexual assault within the UCMJ, OPA used the same steps to construct prevalence rates of sexual assault starting with the *2015 WGRR* and applied to the *2017 WGRR* as well.

As shown in Figure 2, within the *2017 WGRR*, the sexual assault measure is constructed from Q64–Q105 and contains three requirements: (1) the member must indicate experiencing at least one of the six UCMJ-based sexual assault **behaviors**, (2) at least one UCMJ-based **intent** behavior where required,[8] and (3) at least one UCMJ-based coercive **mechanism** that indicated consent was not freely given. If a respondent indicated experiencing any sexual assault behavior classified as meeting the intent and mechanism criteria for a sexual assault, they were only shown questions regarding whether the remaining sexual assault behaviors occurred—they were not shown the follow-up questions on intentions and consent mechanisms for additional behaviors experienced. Additionally, respondents who indicated the incident occurred outside of the past 12 months were coded as "No" for the behaviors they experienced (Q152–Q154). References to past-year sexual assault prevalence rates in this report all require the members to have indicated this time frame.

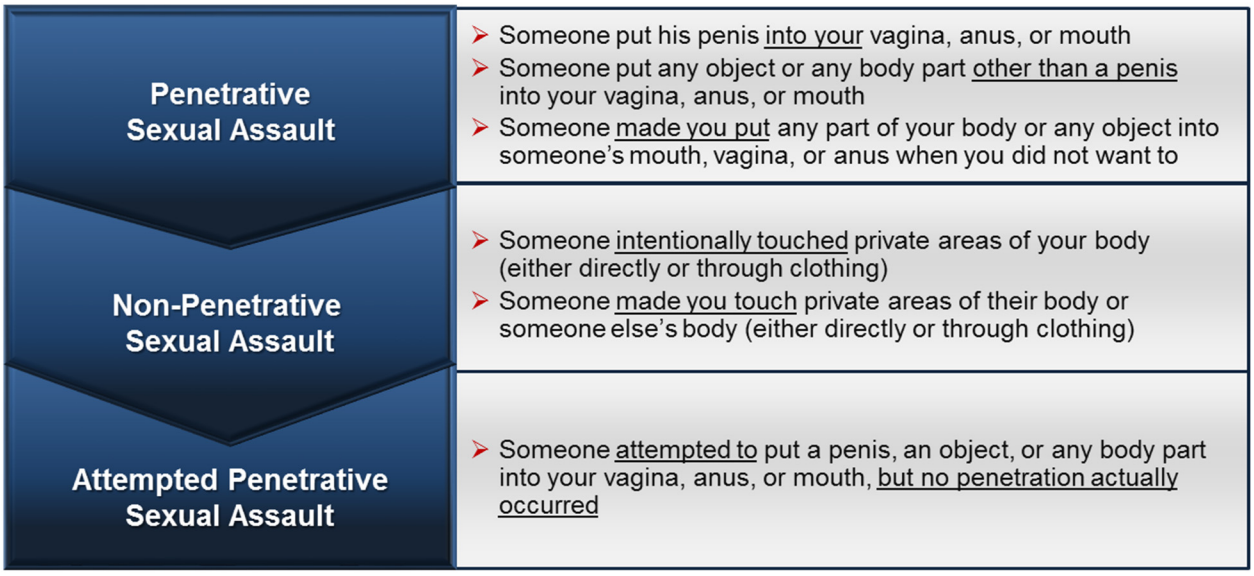
[8] Intent items were not a requirement for "someone put his penis into your anus or mouth (or vagina, if you are a woman)."

Figure 2.
Sexual Assault Prevalence Rate Metrics



Using the criteria listed in Figure 2, estimated prevalence rates were produced for three categories of sexual assault using a hierarchical system: **penetrative** sexual assault, **non-penetrative** sexual assault, and **attempted** penetrative sexual assault. Penetrative sexual assault includes members who indicated "Yes" to any of the items that assess penetration of the vagina, anus, or mouth. Non-penetrative sexual assault includes members who indicated "Yes" to either of the behaviors assessing unwanted sexual touching and who did not indicate experiencing penetrative sexual assault. Attempted penetrative sexual assault includes members who indicated "yes" to the item that assesses attempted sexual assault and did not indicate experiencing either penetrative or non-penetrative sexual assault. Each of these behaviors must have met the appropriate criteria for the behavior (i.e., intent and mechanism) to be included in the prevalence rates. Since the *2017 WGRR* and the *2015 WGRR* used the same hierarchical measure, comparable estimated sexual assault prevalence rates between 2015 and 2017 are possible.

Figure 3.
Hierarchy of Estimated Sexual Assault Prevalence Rates



Sex-Based Military Equal Opportunity (MEO) Violations

Following the *2014 RMWS* guidelines, OPA used a two-step process to determine sex-based MEO violation estimates.

Similar to the multi-faceted requirements of the new UCMJ-based criminal measure of sexual assault, two requirements are needed in the MEO measure for behaviors experienced to be in violation of DoD policy (DoDD 1350.2). First, MEO offenses refer to a range of **sex-based MEO violations** specified by DoDD 1350.2 and include indicating experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military workplace. Second, the member also had to indicate "Yes" to one of the **follow-up items assessing persistence and severity of the behaviors experienced**.[9]

Rates of sex-based MEO violations were derived from Q9–Q48 and represent a continuum of behaviors, including sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and gender discrimination. The behaviors comprising each of the included MEO violations are described below, with details on estimated rate construction depicted in Figure 4.

- *Sexual Harassment* (Q9–Q23 and Q26–Q46) includes two behaviors:
  - Sexually Hostile Work Environment (Q9–Q21 and Q26–Q44): Includes unwelcome sexual conduct or comments that interfere with a person's work

[9] The behavior "Intentionally touched you in a sexual way when you did not want them to" does not require any legal criteria follow-up questions. The behavior "Took or shared sexually suggestive pictures or videos of you when you did not want them to and it made you uncomfortable, angry, or upset" does not require the persistence follow-up criteria—only the severity criteria is required.

performance or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person's job, pay, or career. Additionally, these behaviors have to either continue after the alleged offender knew to stop, or were so severe or pervasive that most Service members would have found them offensive, to meet the criteria for inclusion in the prevalence rate.

  - *Sexual* Quid Pro Quo (Q22–Q23 and Q45–Q46): Includes instances of job benefits or losses conditioned on sexual cooperation.

- *Gender Discrimination* (Q24–Q25 and Q47–Q48): Includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career.

Figure 4.
Sex-Based MEO Violation Rate Metrics



*Only required the criteria of being severe enough that most Service members would have been offended
**Did not require any follow-up criteria

Negative Outcomes Associated With Reporting a Sexual Assault

The DoD strives to create an environment where military members feel comfortable and safe reporting a potential sexual assault to a military authority. One area the DoD has been monitoring is repercussions (i.e., negative behaviors as a result of reporting sexual assault). Specifically, three forms of negative behaviors have been outlined: professional reprisal, ostracism, and other negative behaviors.

Construction of Metrics for Perceived Negative Outcomes

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to capture perceptions of a range of outcomes resulting from reporting sexual assault. The resulting bank of questions was designed to measure negative behaviors a member may have experienced as a result of making a report of sexual assault and to account for additional motivating factors, as indicated by the member, consistent with prohibited actions of professional reprisal and ostracism in the UCMJ and military policies and regulations. There are also questions regarding other negative behaviors.

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or other negative behaviors,[10] and therefore, are referred to as "perceived." Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited negative behaviors. The estimates presented in this report reflect the members' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliatory behaviors.

"Perceived" actions and/or behaviors are those behaviors in which potential behaviors were experienced and additional motivating factors were present, as indicated by the member. Construction of perceived rates of professional reprisal, ostracism, and other negative behaviors are based on general policy prohibitions. Perceived rates should not be construed as legal crime victimization rates due to slight differences across the Components on the definition of behaviors and requirements of retaliation and slight differences in the absence of an investigation being conducted to determine a verified outcome.

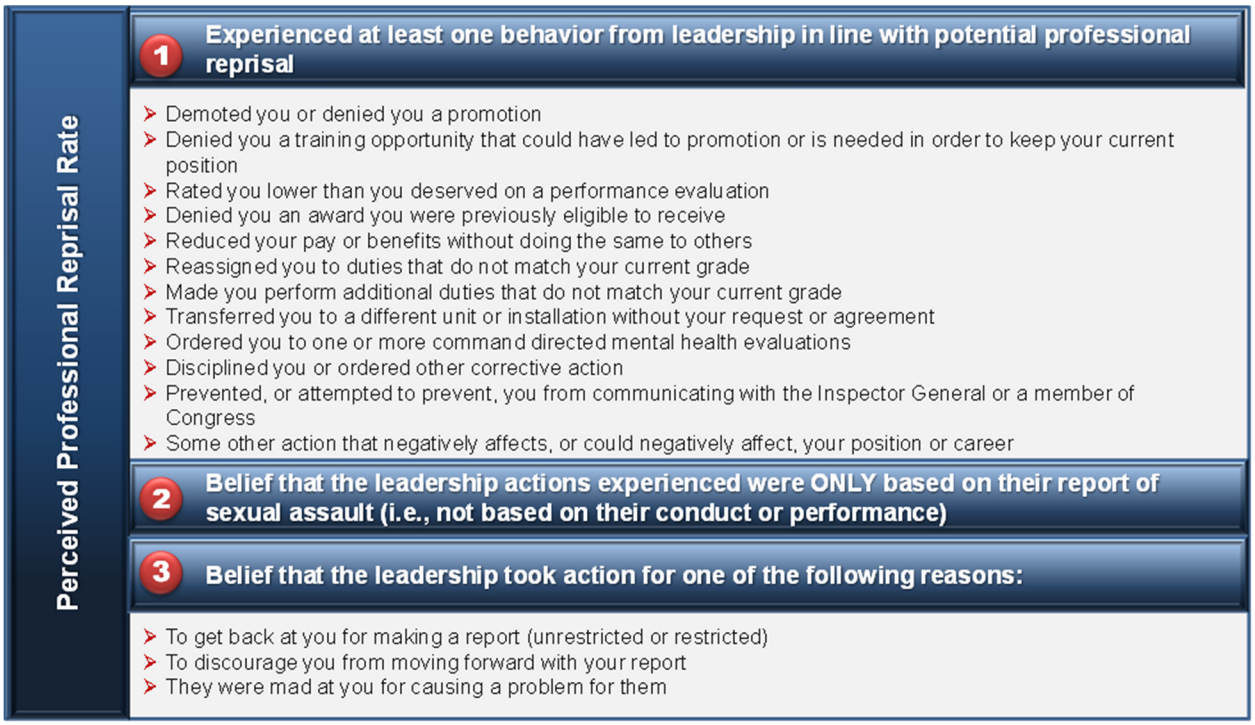
Professional Reprisal

Potential reprisal. (Q135) reflects whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of experiencing a sexual assault, regardless of whether they reported. This measure does not include the follow-up criteria included in the rate metric of perceived professional reprisal (described below).

[10] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Perceived professional reprisal. (Q135–Q137) is defined as "taking or threatening to take an adverse personnel action, or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense" under UCMJ. Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The estimated rate of perceived professional reprisal is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur. Figure 5 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 5.
Perceived Professional Reprisal Metric



Ostracism

Potential ostracism. (Q139) reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored as a result of experiencing a sexual assault, regardless of whether they reported. This measure does not include the follow up criteria included in the rate metric of perceived ostracism (described below).

Perceived ostracism ***(*Q139–Q141) is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from***

military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for elements of proof for an investigation to occur.

Figure 6 shows the behaviors and two follow-up criteria required to be included in the metric.

Figure 6.
Perceived Ostracism Metric



Other Negative Behaviors[11]

Potential other negative behaviors (Q143) reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm, regardless if they reported. This measure includes only experiencing at least one negative behavior and does not include the follow up criteria included in the rate metric of perceived other negative behaviors (described below).

Perceived other negative behaviors (Q143–Q145) is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. Figure 7 shows the behaviors and two follow-up criteria required to be included in the metric.

[11] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 7.
Perceived Other Negative Behaviors Metric



Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations. Appendix E contains answers to frequently asked questions (FAQs) on these methods. The survey methodology used on WGR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and GAO).[12] This section briefly describes the sampling design, survey administration, and weighting procedures. A detailed accounting of methodology is available in the *2017 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methods Report* (OPA 2018a).

Sampling Design

OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). For the *2017 WGRR*, the sample was designed to ensure enough respondents in order to make generalizations to the Total Force. The target population for the *2017 WGRR* consisted of members from the Selected Reserve in Reserve Unit, Active Guard/Reserve (AGR/FTS/AR;[13] Title 10 and 32), or Individual Mobilization Augmentee (IMA)

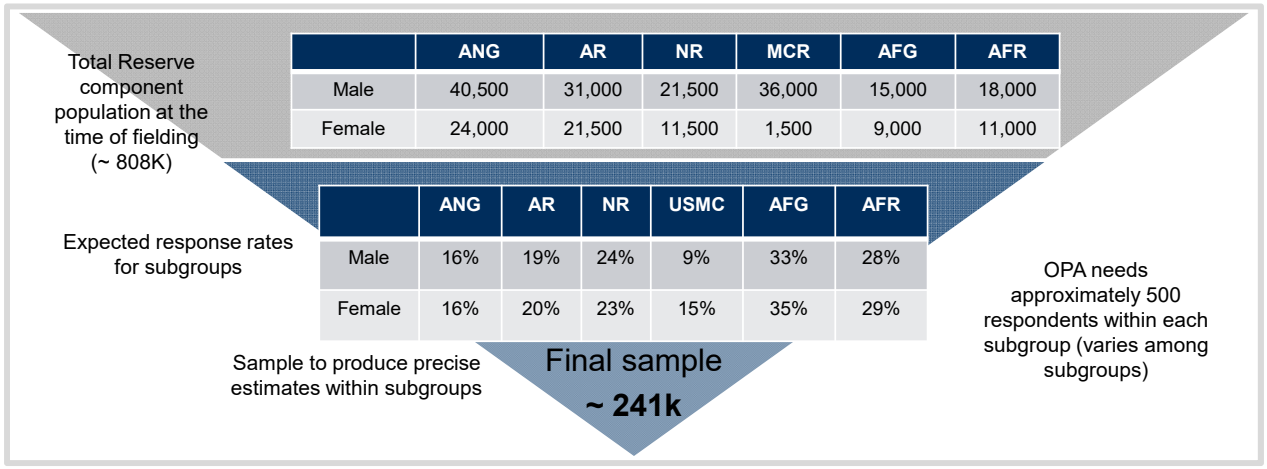
[12] In 2014, an independent analysis of the methods used for the *2012 WGRA* determined that "[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the *2012 WGRA*" (Morral, Gore, & Schell, 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses are now standard products for OPA surveys (GAO-10-751R Human Capital).

[13] Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Supports (FTS), and Active Reserve (AR).

programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, and Air National Guard who were below flag rank and had been in a Reserve component for approximately five months at minimum.[14]

Single-stage, nonproportional stratified random sampling procedures were used to achieve precise estimates for important reporting categories. In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (all male ARNG personnel in one group, all female ARNG personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. The sample consisted of 241,426 individuals drawn from the sample frame constructed from DMDC's *Reserve Components Common Personnel Data System* (*RCCPDS*). Members of the sample became ineligible if they indicated in the survey or by other contact (for example, e-mails or telephone calls to the data collection contractor) that they were not in a Reserve component as of the first day of the survey, August 16, 2017 (1.6% of sample).[15] Details of the sampling strategy for selecting the DoD sample used in the *2017 WGRR* are shown in Figure 8.

Figure 8.
2017 WGRR Stratified Sample Design for Reserve Component Members



Survey Administration

Data were collected between August 16 and October 31, 2017 for the *2017 WGRR*. The survey was administered using both web (long form) and paper (short form) survey instruments.

The survey administration process began on August 15, 2017, with the mailing of an announcement letter to sample members. On August 16, 2017, the survey website opened and e-

[14] The sampling frame was developed five months before fielding the survey. Therefore, the sampling population included those active duty members with approximately five months of service at the start of survey fielding.
[15] See OPA (2017a) for more information on how OPA samples and weights data to construct estimates generalizable to the full force.

mail announcements were sent to sample members on August 17, 2017.[16] The announcement letter and e-mail explained why the survey was being conducted, how the survey information would be used, why participation was important, and opt-out information for those who did not want to participate. Throughout the administration period, up to an additional nine e-mails and one postal reminder were sent to encourage survey participation. Paper surveys were mailed on September 14, 2017 to sample members who had not previously responded to the web survey. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt-out of receiving additional communications. Copies of the e-mails and postal letters mailed to sampled members are available upon request.

The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services. This Certificate provides an additional layer of protection, whereby OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

As depicted in Figure 9, there were two forms of the *2017 WGRR*: the short form and the long form (see Appendix D for the long form version of the survey instrument). The short form was a paper survey containing survey items used to assess sex-based MEO violations, UCMJ-based sexual assault, and details of the sexual assault that had the greatest impact on the survivor. The long form, or web survey, contained all of the items on the short form, but also included additional topics on perceptions of SAPR programs, bystander intervention, and culture and climate. For purposes of this report, all references to question numbers refer to the long survey form.

[16] Each Reserve Component also reached out to their members to make them aware of the survey and encouraged members to see if they were part of the survey sample by visiting the survey ticket look-up site. Some survey respondents who used the ticket look-up site were able to access/complete the survey before receiving the initial e-mail announcement from OPA.

Figure 9.
Survey Content by Form

Survey Sections	Web (Long Form)	Paper-And-Pen (Short Form)
Background Information	✓	✓
Time Reference	✓	✓
Gender-Related MEO Violations	✓	✓
Gender-Related MEO Violations With Biggest Effect	✓	
Experiences of Sexual Assault	✓	✓
Experiences of Sexual Assault With Biggest Effect	✓	✓
Outcomes Associated With Reporting	✓	✓
Prior Experiences	✓	✓
Bystander Intervention	✓	
Workplace Culture and Training	✓	
Social Media Use	✓	✓

Data Weighting

OPA scientifically weighted the *2017 WGRR* respondents to be generalizable to the Reserve and Guard population using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample respondents accurately reflect the characteristics of the population from which it was drawn and provide a more rigorous accounting to reduce nonresponse bias in estimates. This ensures oversampling within any one subgroup does not result in overrepresentation in the Total Force estimates.

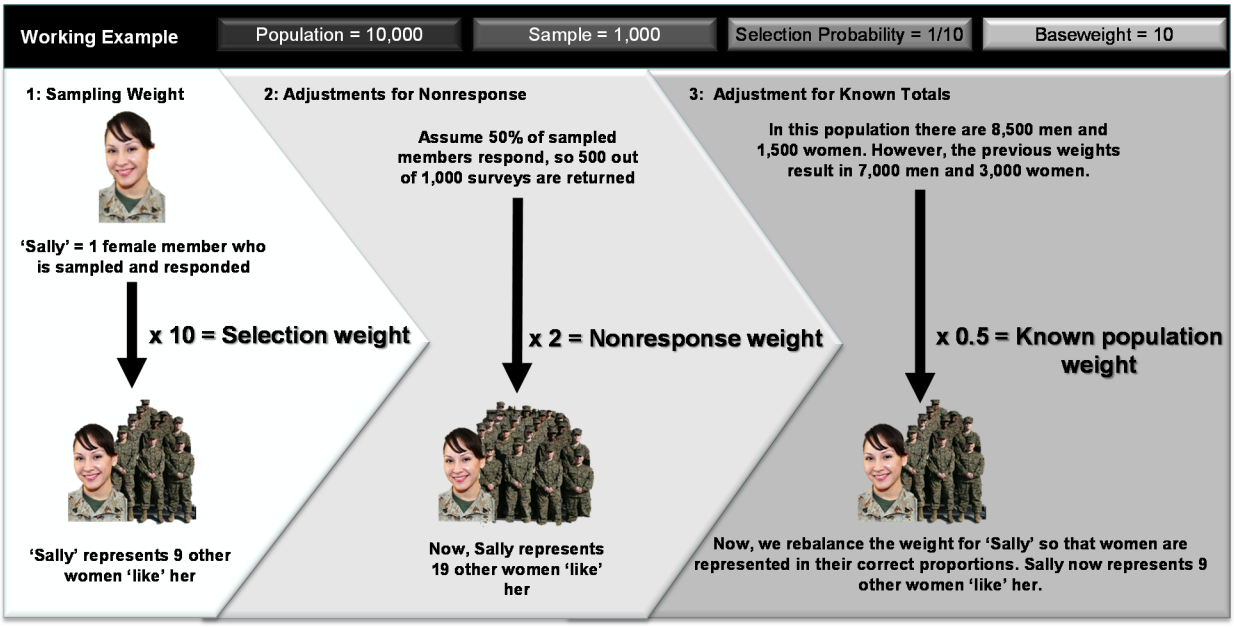
This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The process of weighting for the *2017 WGRR* consists of the following three steps and a working example is depicted in Figure 10:

1. *Adjustment for selection probability*. Probability samples, such as the sample for this survey, are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.

2. *Adjustment for nonresponse*. This adjustment develops a model for predicting an outcome to a critical question. OPA used GBM to model the propensity that each member experienced the six outcome variables: sexual harassment, gender discrimination, sexual *quid pro quo*, attempted penetrative sexual assault, non-penetrative sexual assault, and penetrative sexual assault. For example, a female/E1–E4/Army National Guard/minority may have a predicted probability of experiencing sexual assault of 4%, whereas a female/E1–E4/Navy Reserve/non-minority has a predicted probability of 2%. Next, OPA used GBM to model the response propensity of each member using the six outcome variables modeled in step one. Details regarding the criteria used for selecting the best model are found in OPA, 2017.

3. *Adjustment to known population values.* After the nonresponse adjustments from step two, weighted estimates will differ from known population totals (e.g., number of members in the Army). It is standard practice to adjust the weighted estimates to the known population totals to reduce both the variance and bias in survey estimates. Therefore, OPA performed a final weighting adjustment, called raking, which exactly matches weighted estimates and known population totals for important demographics. For example, suppose the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we would adjust the weights by 1.21 for men and 0.5 for women so that the final weights for men and women applied to the survey estimates would be 24.3 and 10, providing unbiased estimates of the total and of women and men in the subgroup.

Figure 10.
Three-Step Weighting Process



Note. In reality a female O4–O6 is more likely to respond than a female E1–E3 and thus the adjustments would vary based on demographics. In practice, "Sally" would represent a member among the 207 strata (e.g., Army Reserve, female, and E1–E4).

Table 1 shows the number of survey respondents and the response rate by subgroups. The weighted response rate for the *2017 WGRR* was 18.5% for total DoD. This response rate was slightly lower than the 22% response rate for the *2014 RMWS* and comparable with the 20% response rate in *2015 WGRR*. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number of members included in the sample, as well as differences in response rates.

Table 1.
2017 WGRR Counts of Respondents and Weighted Response Rates

Response Group	Number of Respondents	Weighted Response Rate (percent)
Total DoD	41,099	18.5%
National Guard	15,531	18.1%
Reserve	25,568	19.0%
Women	15,053	19.7%
ARNG	3,329	14.6%
USAR	3,791	18.2%
USNR	2,119	19.5%
USMCR	227	15.2%
ANG	2,773	31.6%
USAFR	2,814	26.1%
Men	26,046	18.2%
ARNG	5,110	14.4%
USAR	5,436	18.6%
USNR	4,255	21.6%
USMCR	2,663	8.0%
ANG	4,319	29.5%
USAFR	4,263	24.3%

Presentation of Results

Results of the *2017 WGRR* are presented by reporting categories as defined below:

- DoD: Combination of both Reserve and National Guard components.
- Reserves: Includes Army Reserve (USAR), Navy Reserve (USNR), Marine Corps Reserve (USMCR), and Air Force Reserve (USAFR).
- National Guard: Includes Army National Guard (ARNG) and Air National Guard (ANG).
- Gender: Male or Female.

- Survey Year: Current survey year (2017) and trend survey year (2015, and for some, 2014).

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in *2017 WGRR*: between survey years (comparisons to the *2015 WGRR*) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., component) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The results of comparisons generalize to the population because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident we are the interval contains the true population value being estimated. For example, if 55% of respondents selected an answer and the margin of error was ±3, although not statistically correct, we often draw conclusions from this one sample that we are 95% confident that the interval 52% to 58% contains the unknown "true" population value being estimated.

The annotation "NR" indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An "NR" presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Chapter 2:
Sexual Assault

Sexual Assault Prevalence Rates

This chapter examines experiences of Reserve component members who indicated experiencing sexual assault in the 12 months prior to the survey. As described in Chapter 1, sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). See Chapter 1 for details on rate constructions. In addition, this chapter provides details of the one situation of sexual assault that had the biggest effect on the member.

Data will be presented for DoD women and DoD men when available. When data are not reportable for DoD men, only results for women will be discussed.

Estimated Past Year Sexual Assault Prevalence Rate

As shown in Figure 11, 2.7% of DoD women and 0.3% of DoD men indicated experiencing sexual assault in the past 12 months, with women *more likely* than men to indicate experiencing a sexual assault. The estimated sexual assault prevalence rates show a statistically significant *decrease* from 2015 for DoD men (down 0.3%), as well as for Reserve women (down 1%) and Reserve men (down 0.3%; Figure 12).[17]

Women in the National Guard (3.3%) were *more likely* to indicate experiencing sexual assault in the past 12 months than women in the Reserve (2.1%).

Among women, those in the USAFR (1.3%) and ANG (1.7%) were *less likely* than women in the other Reserve components to indicate experiencing sexual assault, whereas women in the ARNG (3.9%) were *more likely*. Estimated rates for women who indicated experiencing sexual assault show a statistically significant *decrease* from 2015 for those in the USAR (down 1.3%). Men in the USAFR (<0.1%) were significantly *less likely* than men in the other Reserve components to indicate experiencing sexual assault, and also showed a statistically significant *decrease* from 2015 (down 0.2%).

[17] Estimated sexual assault prevalence rates are only shown for 2015 and 2017, as 2014 rates were not available at the Component level.

Figure 11.
Sexual Assault Prevalence Rate Estimates (Q64–Q84, Q86–Q92, Q94–Q105)

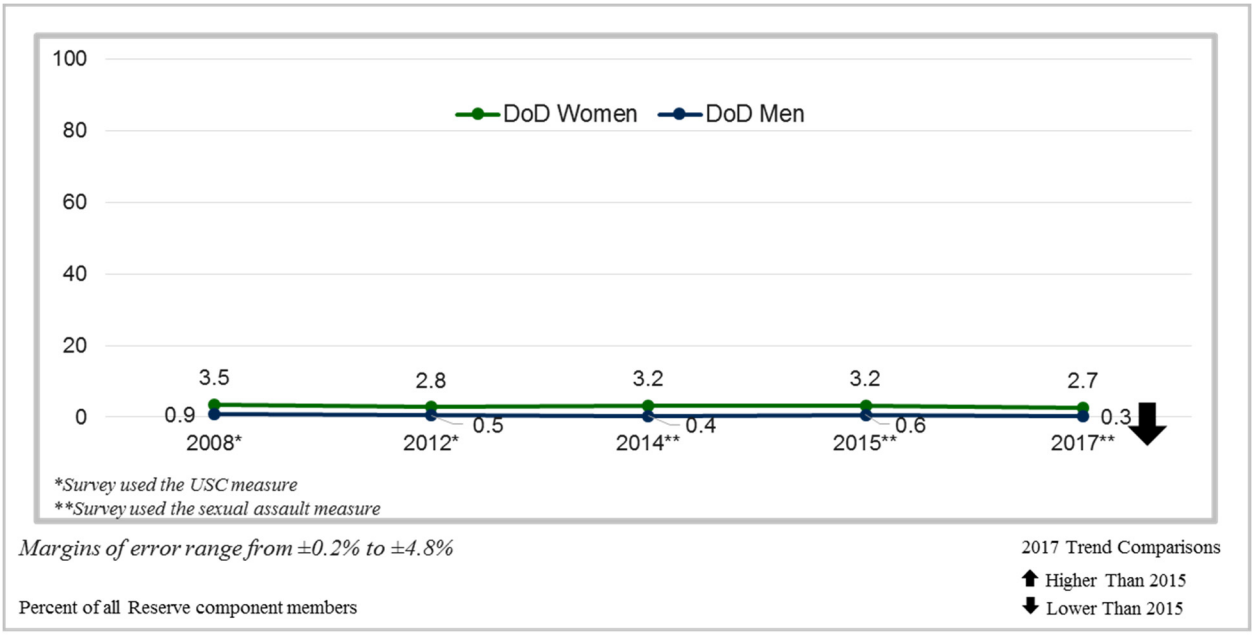
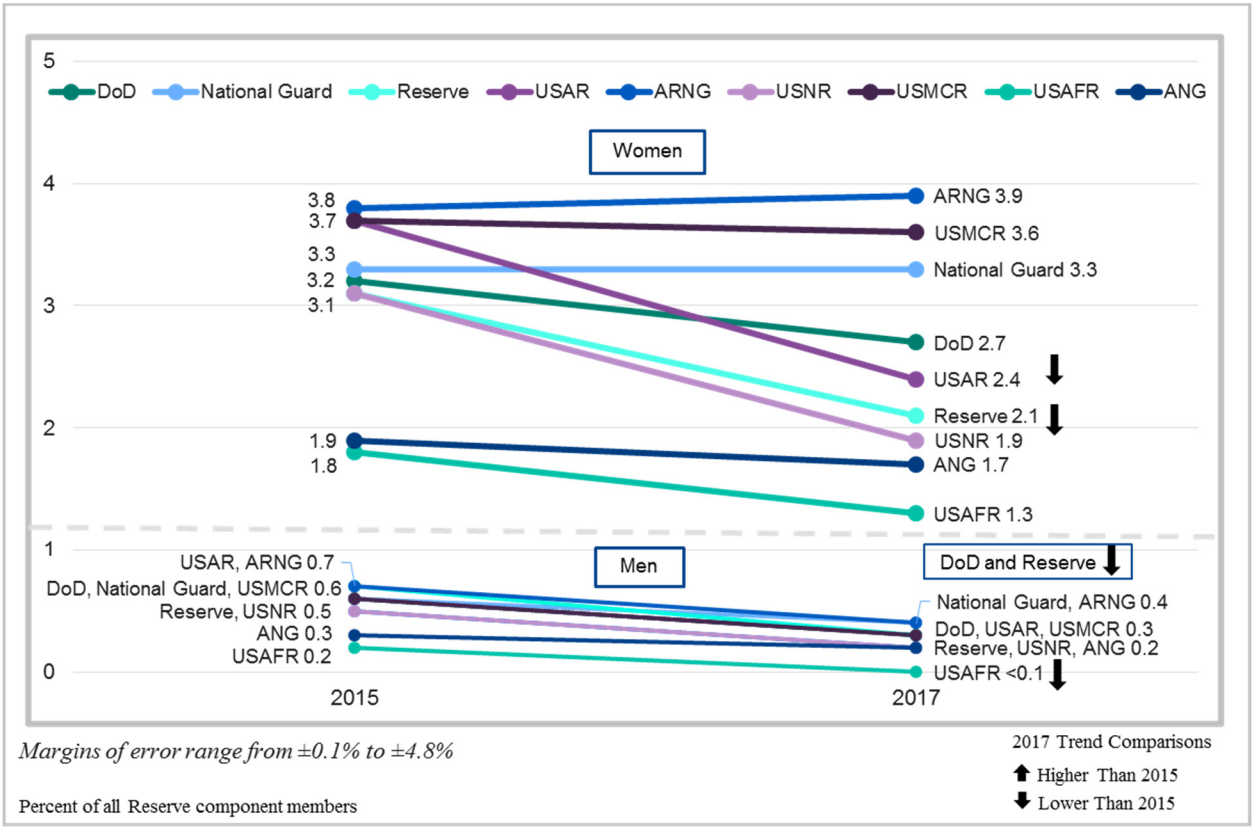


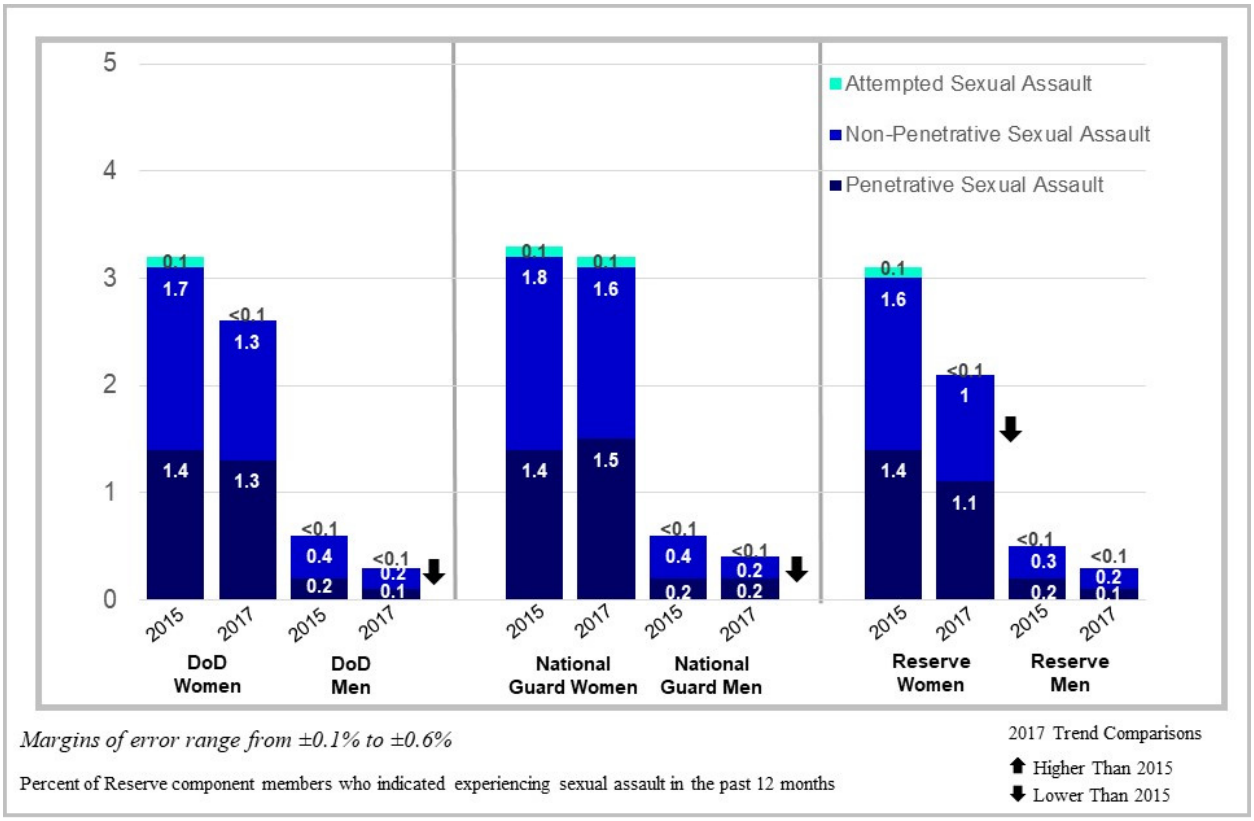
Figure 12.
Sexual Assault Prevalence Rate Estimates for Components (Q64–Q84, Q86–Q92, Q94–Q105)



Type of Estimated Sexual Assault Prevalence Rates

Sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Examining more closely these three types of sexual assault,[18] 1.3% of DoD women indicated experiencing penetrative sexual assault and 1.3% indicated experiencing non-penetrative sexual assault (Figure 13). The remaining <0.1% of women indicated experiencing attempted penetrative sexual assault. Among DoD men, 0.1% indicated experiencing penetrative sexual assault and 0.2% indicated experiencing non-penetrative (a statistically significant *decrease* from 2015 of 0.2%). Additionally, <0.1% of men indicated experiencing attempted penetrative sexual assault. Women were *more likely* than men to indicate experiencing penetrative and non-penetrative sexual assault.

Figure 13.
Type of Sexual Assault Prevalence Rate Estimates (Q64–Q84, Q86–Q92, Q94–Q105)



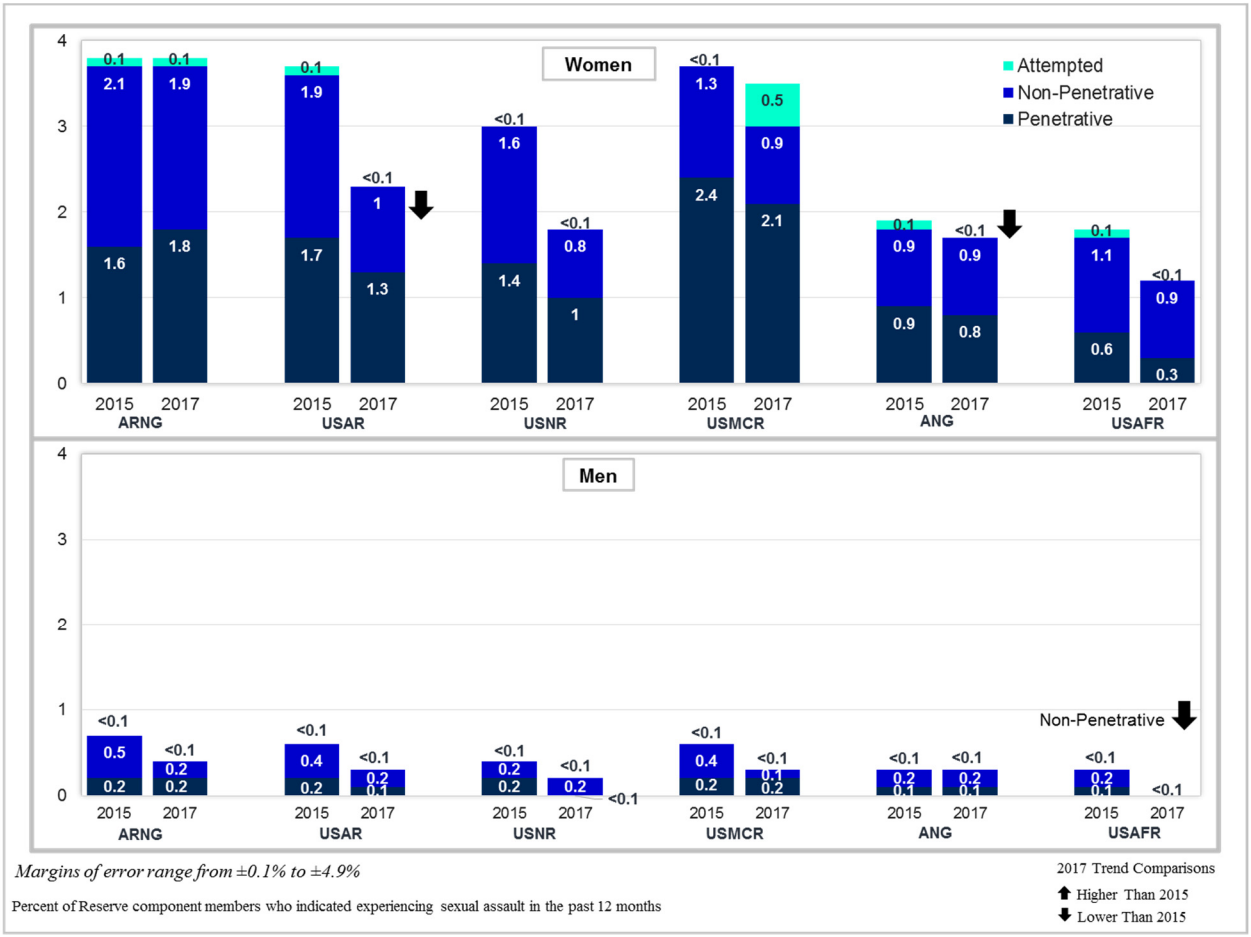
There was a statistically significant *decrease* for women in the Reserves who indicated experiencing non-penetrative sexual assault, down 0.6% from 2015, and for National Guard men, down 0.2%. For the specific Reserve components, few statistically significant trends exist

[18] See Chapter 1, page 5, for construction of the hierarchy of estimated sexual assault prevalence rates.

between 2017 and 2015 for the type of sexual assault experienced in the past 12 months (Figure 14). Among those who indicated experiencing non-penetrative sexual assault in 2017, there was a statistically significant *decrease* for USAR women (down 0.9%) and USAFR men (down 0.2%). Additionally, there was a statistically significant *decrease* in 2017 for ANG women who indicated experiencing attempted penetrative sexual assault (down 0.1%).

Women in the USAFR (0.3%) were *less likely* than women in the other Reserve components to indicate experiencing penetrative sexual assault, whereas women in the ARNG (1.9%) were *more likely* than women in the other Reserve components to indicate experiencing non-penetrative sexual assault. Men in the USAFR (<0.1%) were *less likely* to indicate experiencing non-penetrative sexual assault than men in the other Reserve components.

Figure 14.
Type of Sexual Assault Prevalence Rate Estimates for Components (Q64–Q84, Q86–Q92, Q94–Q105)



Estimated Sexual Assault Prevalence Rates: Prior to Joining the Military, Since Joining the Military, and Lifetime

The behaviorally based items for sexual assault prior to joining the military, since joining the military, and lifetime prevalence of sexual assault require affirmative selection of one of the sexual assault behaviors (see Chapter 1 for a list of behaviors). However, inclusion in these estimated rates does not require the legal criteria for intent and/or consent. DoD women were *more likely* than DoD men to indicate experiencing each of the sexual assault rates discussed below.

Overall, 7.5% (±0.6) of DoD women and 0.7% (±0.2) of DoD men indicated experiencing sexual assault ***prior*** to joining the military. For women, those in the ANG (5.6% ±1.2) were *less likely* to indicate experiencing sexual assault ***prior*** to joining the military than women in the other Reserve components.

The estimated prevalence rate for sexual assault ***since*** joining the military was 12.5% (±0.8) for DoD women and 1.6% (±0.3) for DoD men. Women in the USNR (15.3% ±1.8) were *more likely* than women in the other Reserve components to indicate experiencing sexual assault ***since*** joining the military.

The ***lifetime*** estimated sexual assault prevalence rate includes sexual assaults that occurred in the past year in addition to those that occurred more than a year ago. The estimated rate for those who indicated experiencing sexual assault in their ***lifetime*** for DoD women was 15.7% (±0.9) and 1.9% (±0.4) for DoD men. Women in the ANG (13.1% ±1.5) and USAFR (13.4% ±1.5) were *less likely* to indicate experiencing sexual assault in their ***lifetime*** than women in the other Reserve components, whereas USNR women (18.3% ±2.0) were *more likely*. Men in the USAFR (1.3% ±0.5) and USMCR (1.1% ±0.6) were *less likely* to indicate experiencing sexual assault in their ***lifetime*** than men in the other Reserve components.

One Situation of Sexual Assault With the Biggest Effect

Data for the one situation of sexual assault with the biggest effect are mostly not reportable for DoD men. Thus, DoD women will be discussed in the remaining sections of this chapter and data for men will be highlighted where applicable.

Most Serious Behavior Experienced in the One Situation

Reserve component members were asked which experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses from this question were used to construct the three-level hierarchical variable of the most serious behavior experienced: penetrative sexual assault, attempted penetrative sexual assault, and non-penetrative sexual assault. The OPA metric, which places attempted penetrative sexual assault before non-penetrative sexual assault, is described below:

- Penetrative sexual assault includes individuals who indicated "Yes" to any of the items that assess penetration of the vagina, anus, or mouth.

- Attempted penetrative sexual assault includes individuals who indicated "Yes" to the item that assesses attempted sexual assault and were not previously counted as penetrative sexual assault.

- Non-penetrative sexual assault includes individuals who indicated "Yes" to either of the items that assess unwanted sexual touching and were not previously counted as having experienced either penetrative or attempted penetrative sexual assault.

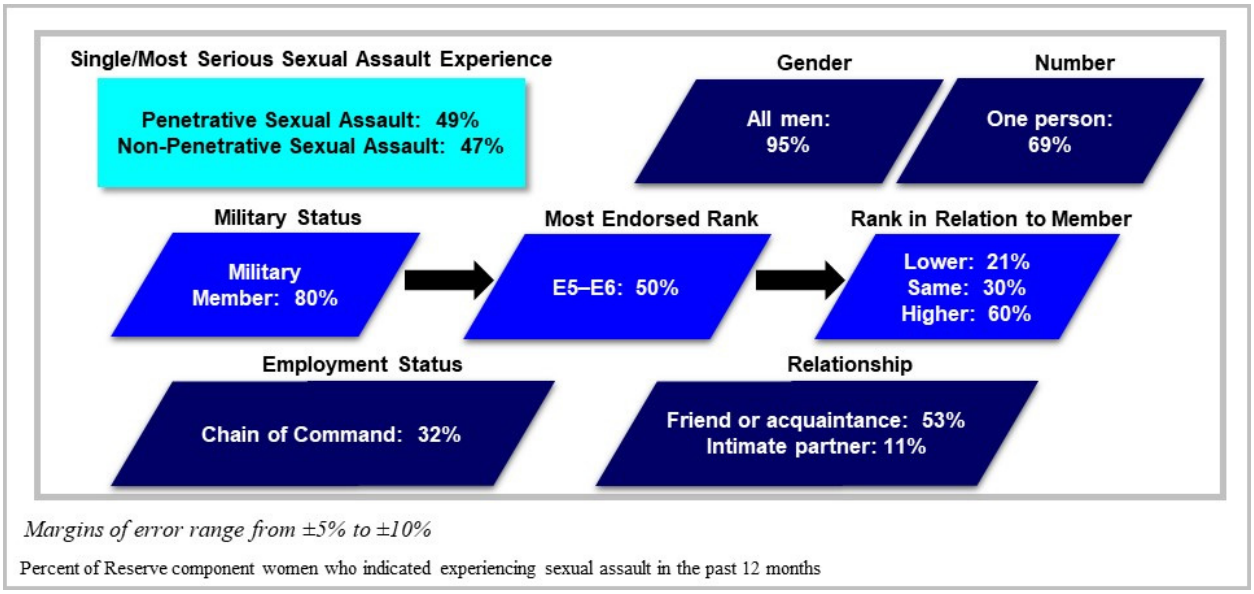
The most serious behavior discussed in the unwanted event with the biggest effect did not have to meet the legal criteria, as long as one of the sexual assault behaviors endorsed previously met the legal criteria for sexual assault as outlined in Chapter 1. For ease of reading results, the remainder of this chapter should be read as percentages occurring **out of the 2.7% of DoD women** who indicated experiencing sexual assault in the past year.

In 2017, DoD women almost equally indicated experiencing penetrative sexual assault and non-penetrative sexual assault. Nearly half (49%) of women indicated the single or most serious situation was penetrative sexual assault and 47% indicated it was non-penetrative sexual assault. Furthermore, 4% indicated the situation was attempted penetrative sexual assault.

Who: Reported Demographics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted in Figure 15 for DoD women. The majority of women indicated the one situation was done by one person (69%), by all men (95%), and at least one alleged offender was a military member (80%). Further examining the military status of the alleged offender(s), approximately one-third of DoD women identified the alleged offender as someone in their chain of command (32%), half of women indicated the alleged offender(s) was/were of the E5–E6 rank (50%), and 60% of women indicated the alleged offender(s) was/were higher ranking than them. Lastly, 53% of women indicated the alleged offender was a friend or acquaintance, whereas 11% of women indicated they were an intimate partner.

Figure 15.
Reported Demographics of the Alleged Offender(s) for DoD Women (Q109–Q114)



Where: Location and Context

National Guard women (60% ±13) were *more likely* than women in the Reserves (38% ±10) to indicate the one situation of sexual assault occurred at a military installation.

Where the one situation occurred and in what context(s) include a range of military and non-military settings. Approximately half of women indicated the one situation occurred at a military installation, armory, or National Guard or Reserve unit site, or another military work location (52% ±9) or while performing their National Guard or Reserve duties (50% ±9). More than one-quarter of women indicated the one situation occurred while out with friends or at a party that was not an official military function (26% ±8).

How: Circumstances of Alcohol/Drugs, Hazing/Bullying, and Stalking/ Harassment

Circumstances surrounding the one situation include the use of alcohol and/or drugs, experiences of hazing and bullying, and harassment or stalking before and/or after the unwanted event.

Compared to 2015, there was a statistically significant *decrease* in 2017 for National Guard women (24% ±12, down 17%) who indicated they used alcohol during the one situation.

Overall, most DoD women did not engage in alcohol or drug use during the one situation. The majority of women indicated they had ***not*** been drinking alcohol at the time the unwanted event occurred (70% ±8). However, for those who had been drinking alcohol, two-thirds indicated the alleged offender(s) bought or gave them the alcohol. Additionally, 35% (±8) of women indicated the person(s) who did the unwanted event had been

drinking. Overall, 41% (±9) of women indicated they and/or the alleged offender(s) used alcohol during the unwanted event. For the use of drugs, the vast majority of women indicated they were ***not*** given a drug without their knowledge or consent (83% ±8).

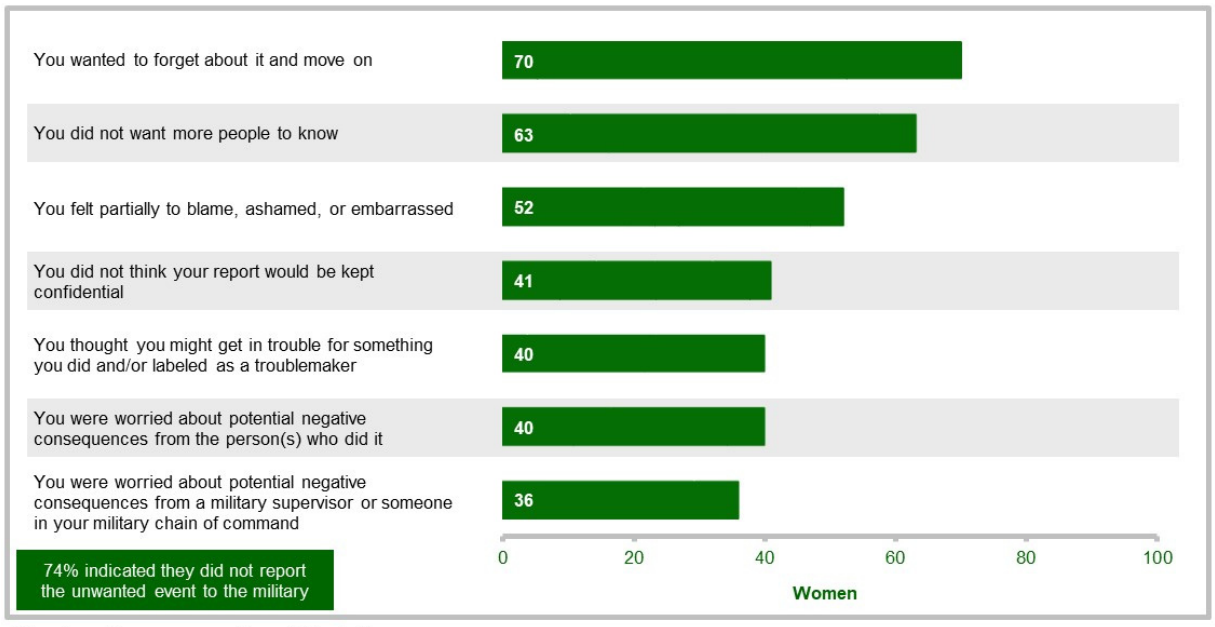
With regard to bullying and hazing, 20% (±9) of women would describe the unwanted event as bullying and 13% (±9) as hazing. For the possible overlap of behaviors, the majority of women would ***not*** describe the one situation of sexual assault as hazing or bullying (75% ±9).

A little less than two-thirds of women indicated they were sexually harassed and/or stalked before and/or after the one situation of sexual assault (63% ±9). More specifically, 42% (±9) of women indicated experiencing sexual harassment/stalking both before and after the one situation.

Reporting of Sexual Assault

About one-quarter of DoD women indicated reporting the unwanted event to the military (26% ±9). For the 74% (±9) of women who did not report the one situation of sexual assault to a military authority, the top reasons as to why they did not report are presented in Figure 16. The top reason, as selected by 70% of women, was they wanted to forget about it and move on, followed by 63% of women who indicated they did not want more people to know. Additionally, more than half of women indicated they felt partially to blame, ashamed, or embarrassed (52%).

Figure 16.
Top Reasons for Not Reporting Sexual Assault for DoD Women (Q133)



Margins of error range from ±9 to ±11

Percent responding are Reserve component women who indicated experienced sexual assault and did not report the unwanted event to the military

Of those who *reported*, 77% (±18) of DoD women would make the same decision to report again, and 23% would decide to **not report**. Of those who *did not report*, 64% (±10) would make the same decision to not report again, and 36% would decide **to report**.

Negative Outcomes of Experiencing Sexual Assault

Measures of perceived potential professional reprisal, ostracism, and other negative outcomes are used to capture negative behaviors experienced by Reserve component members as a result of experiencing a sexual assault, regardless of reporting, whereas measures of perceived professional reprisal, ostracism, and other negative outcomes[19] are used to capture outcomes experienced as a result of reporting a sexual assault (see Chapter 1 for details on rate construction). Recall data presented in this section are out of the 2.7% of DoD women who indicated experiencing sexual assault in the past year, or out of the 26% of DoD women who indicated experiencing a sexual assault in the past year and reported it.

Perceived Professional Reprisal

Perceived potential professional reprisal reflects whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of experiencing a sexual assault, regardless of whether they reported. Twenty-two percent of women who indicated experiencing sexual assault indicated perceiving potential professional reprisal in the past 12 months (Figure 17).

The ***estimated rate of perceived professional reprisal*** is a summary measure reflecting whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting a sexual assault (not based on conduct or performance) and met the legal criteria for elements of proof for an investigation to occur. As shown in Figure 17, 35% of women who indicated experiencing and reporting sexual assault indicated experiencing behaviors consistent with perceived professional reprisal, with 14% of women experiencing behavior(s), but did not meet follow-up criteria, and 21% experienced behavior(s) and met follow-up criteria (the estimated rate of perceived professional reprisal).

Perceived Ostracism

Perceived potential ostracism reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored as a result of experiencing a sexual assault, regardless of whether they reported. In the past 12 months, 37% of women who indicated experiencing sexual assault indicated perceiving potential ostracism.

The ***estimated rate of perceived ostracism*** is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria

[19] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

for elements of proof for an investigation to occur. Data are not reportable for this estimated rate.

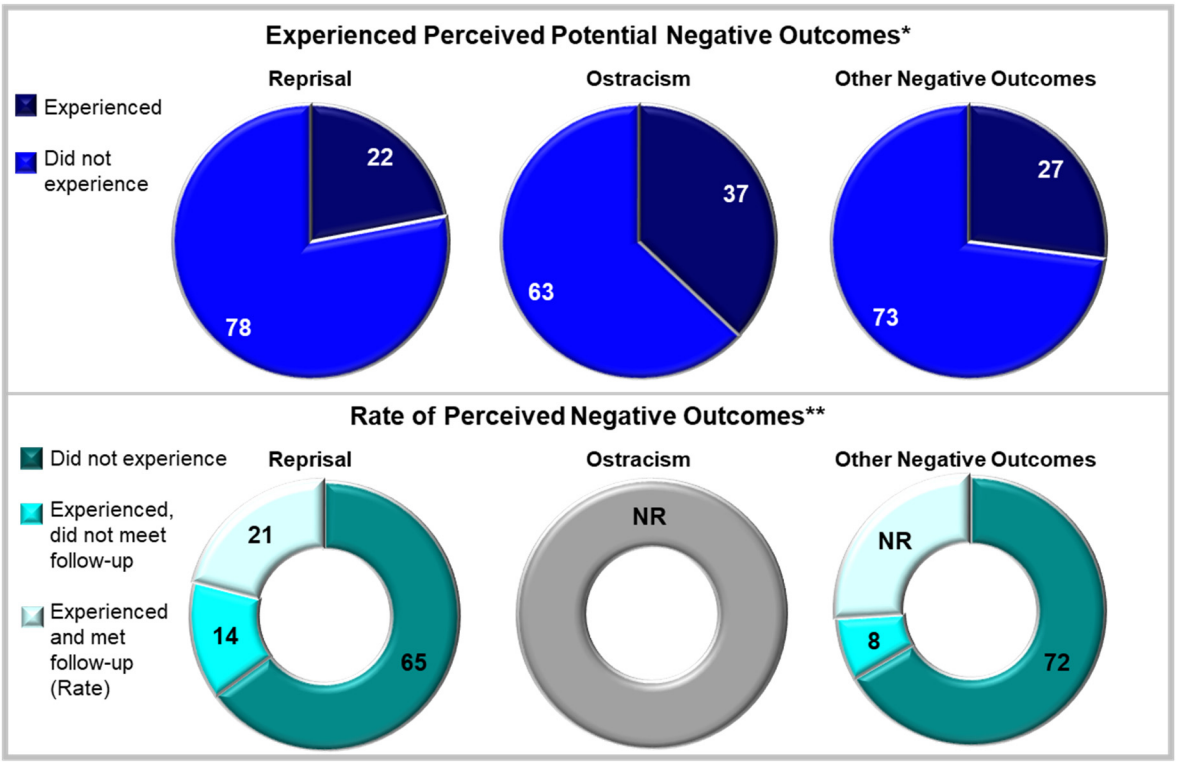
Perceived Other Negative Outcomes

Perceived potential other negative outcomes[20] reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm, regardless if they reported a sexual assault. About one-quarter of women who indicated experiencing sexual assault indicated experiencing perceived potential other negative outcomes in the past 12 months (27%).

The ***estimated rate of perceived other negative outcomes*** is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. In 2017, 28% of women who indicated experiencing and reporting sexual assault indicated experiencing behaviors in line with perceived other negative outcomes. The number who met follow up criteria was not reportable. Of those women who indicated experiencing perceived ostracism and/or other negative outcomes, 32% (±16%) indicated the actions taken by military peers and/or coworkers involved social media.

[20] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 17.
Perceived Potential Negative Outcomes and Estimated Rates for DoD Women (Q135–Q143)[21]



Margins of error range from ±8% to ±18%

*Percent of Reserve component women who indicated experiencing sexual assault in the past 12 months

**Percent of Reserve component women who indicated experiencing sexual assault in the past 12 months and reported it to the military

[21] Throughout this report, the term "experienced" is passed on respondent self-reports of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusions regarding the behaviors reported in the survey.

Chapter 3:
Sex-Based Military Equal Opportunity (MEO) Violations

Estimated MEO Violation Rates

This chapter examines Reserve component members' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, to be included in the estimated rate for sex-based MEO violations, two requirements must be met:

4. Experience gender-related behavior(s) in line with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination by someone in their military workplace in the 12 months before the survey, and

5. Meet at least one of the follow-up criteria for the sex-based MEO violation behavior(s) experienced.

Estimates are provided for past year rates of sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, the overall estimated sex-based MEO violation rate, and combinations of sex-based MEO violations. See Chapter 1 for details on rate constructions. In addition, this chapter provides details of the one situation of an MEO violation that had the biggest effect on the member.

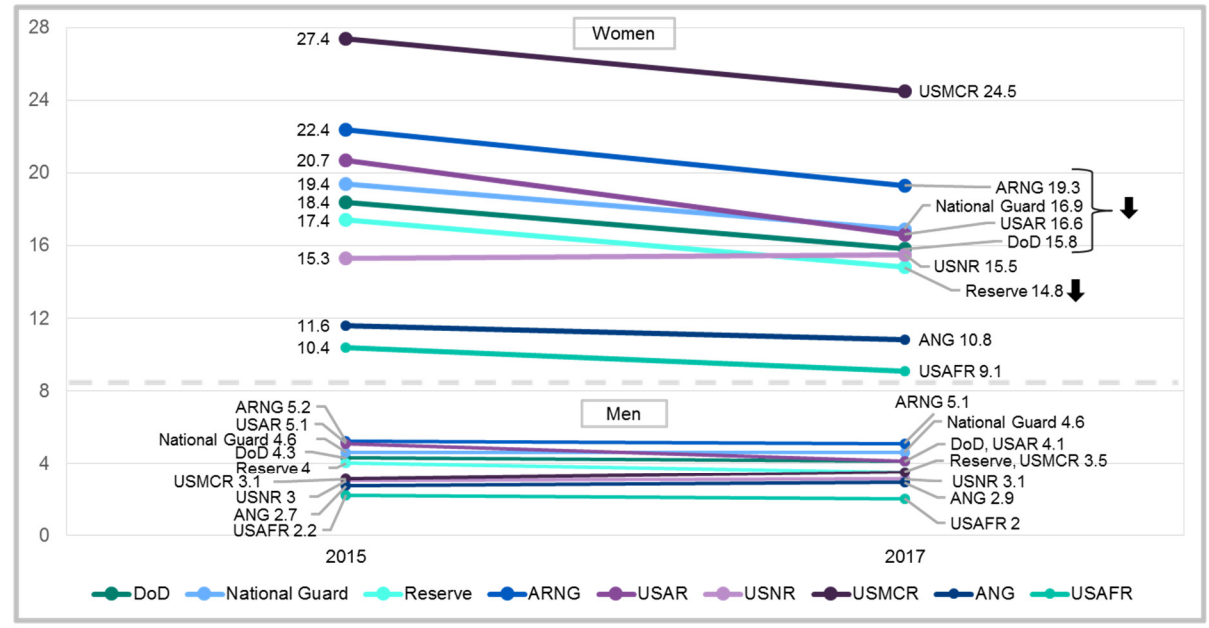
Estimated Past Year Sexually Hostile Work Environment Rate

Sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance, or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person's job, pay, or career. Additionally, most of the behaviors have to either continue after the alleged offender knew to stop, or were so severe that most military members of the respondent's gender would have found them offensive to meet the legal criteria for inclusion in the rate.

Of the DoD women who indicated experiencing penetrative sexual assault, 73% (±12) also indicated experiencing sexually hostile work environment.

The estimated sexually hostile work environment rate for 2017 was 15.8% for DoD women and 4.1% for DoD men, with women *more likely* to indicate experiencing than men (Figure 18). This showed a statistically significant *decrease* from 2015 for DoD women (down 2.6%), including National Guard (down 2.5%) and Reserve women (down 2.6%), and specifically for women in the ARNG (down 3.1%) and USAR (down 4.1%). Women in the USAFR (9.1%) and ANG (10.8%) were *less likely* to indicate experiencing sexually hostile work environment than women in the other Reserve components, whereas ARNG women (19.3%) were *more likely*. Men in the USAFR (2%), ANG (2.9%), and USNR (3.1%) were *less likely* to indicate experiencing sexually hostile work environment than men in the other Reserve components, whereas ARNG men (5.1%) were *more likely*.

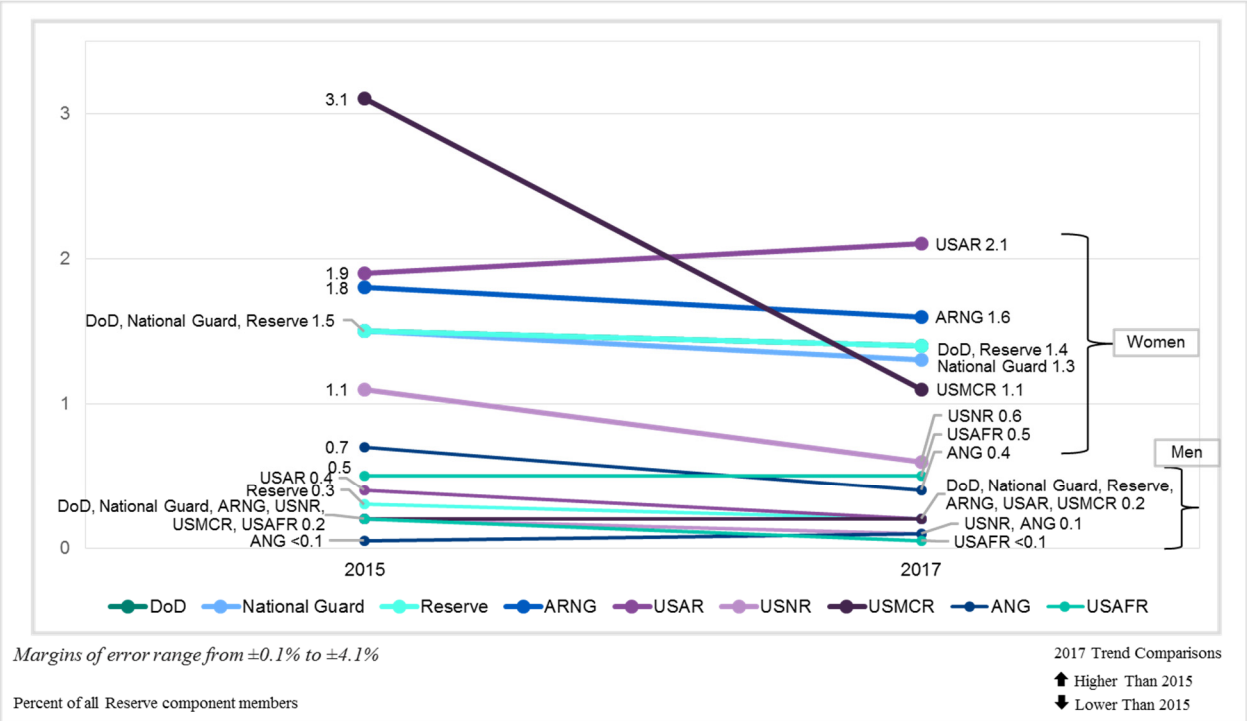
Figure 18.
Sexually Hostile Work Environment Rate Estimates for Component, by Gender (Q9–Q21, Q26–Q44)



Estimated Past Year Sexual Quid Pro Quo Rate

Sexual *quid pro quo* includes instances of potential job benefits or losses conditioned on sexual cooperation. In 2017, 1.4% of DoD women and 0.2% of DoD men indicated experiencing sexual *quid pro quo*, with women *more likely* to indicate experiencing than men (Figure 19). Women in the ANG (0.4%), USAFR (0.5%), and USNR (0.6%) were *less likely* to indicate experiencing sexual *quid pro quo* than women in the other Reserve components, whereas USAR women (2.1%) were *more likely*. For men, those in the USAFR (<0.1%) were *less likely* than men in the other Reserve components to indicate experiencing sexual *quid pro quo*.

Figure 19.
Sexual Quid Pro Quo Rate Estimates for Component, by Gender (Q22–Q23, Q45–Q46)



Estimated Past Year Sexual Harassment Rate

Sexual harassment includes the two behaviors of sexually hostile work environment and sexual *quid pro quo*. As shown in Figure 20, for 2017, 16% of DoD women (a statistically significant *decrease* from 2015 of 2.6%) and 4.1% of DoD men indicated experiencing sexual harassment, with women *more likely* to indicate experiencing sexual harassment than men. The overall decrease for women was driven by statistically significant *decreases* from 2015 for ARNG (down 3.1%) and USAR (down 4.2%) as well as for women overall in the National Guard (down 2.5%) and Reserves (down 2.8%; Figure 21).

Women in the USAFR (9.2%) and ANG (11%) were *less likely* to indicate experiencing sexual harassment than women in the other Reserve components, whereas ARNG (19.6%) and USMCR women (25.3%) were *more likely*. Similarly, men in the USAFR (2%), ANG (2.9%), and USNR (3.1%) were *less likely* to indicate experiencing sexual harassment than men in the other Reserve components, whereas ARNG men (5.1%) were *more likely*.

Figure 20.
Sexual Harassment (Including Sexually Hostile Work Environment and Sexual Quid Pro Quo) Rate Estimates (Q9–Q23, Q26–Q46)

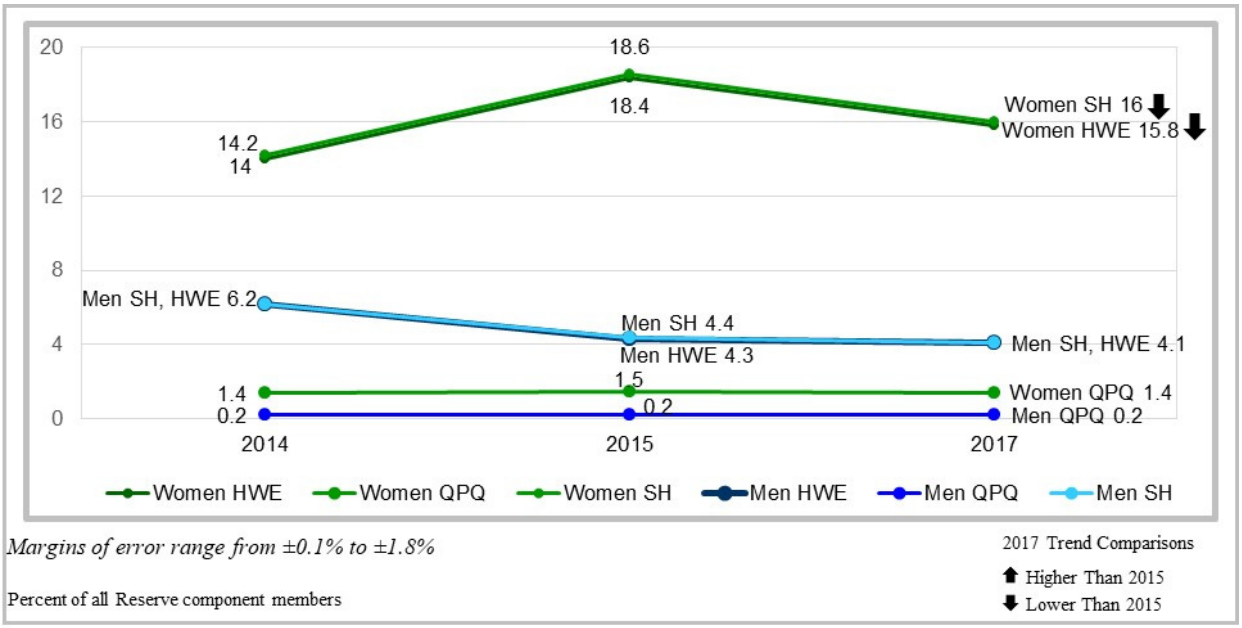
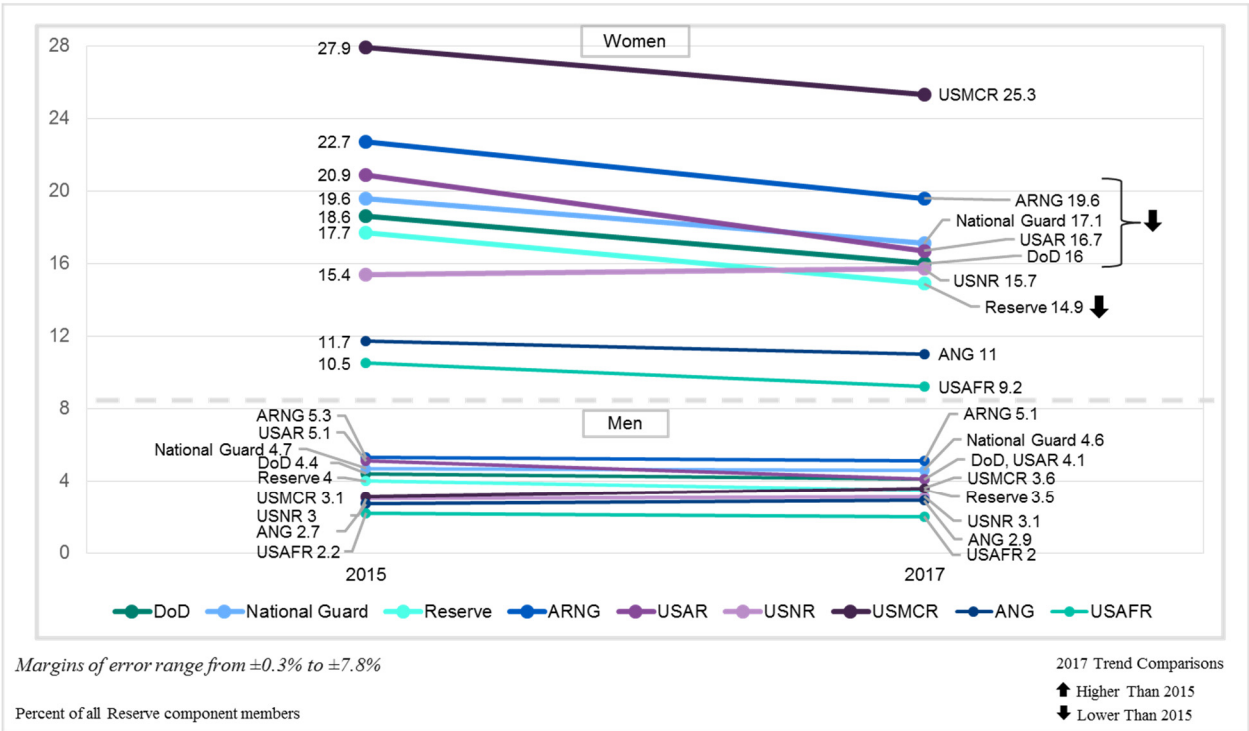


Figure 21.
Sexual Harassment Rate Estimates for Component, by Gender (Q9–Q23, Q26–Q46)



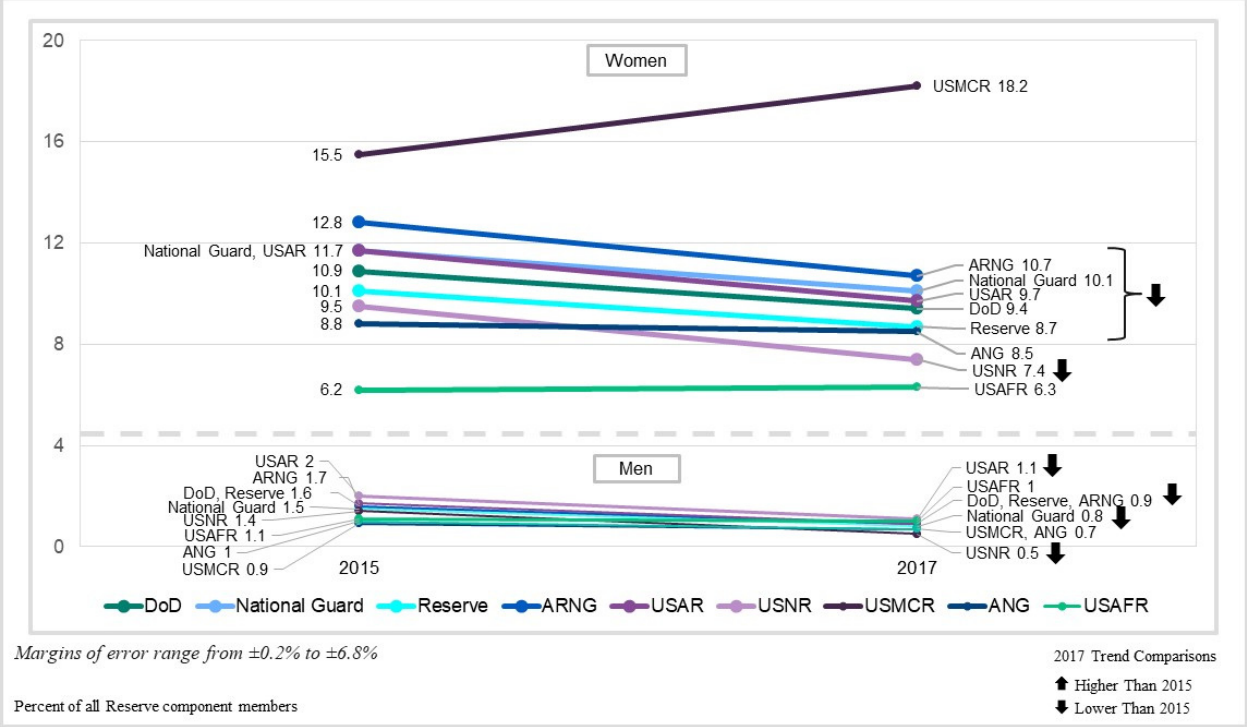
Estimated Past Year Gender Discrimination Rate

Of the DoD women who indicated experiencing penetrative sexual assault, 38% (±12) also indicated experiencing gender discrimination.

Gender discrimination includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career. The estimated gender discrimination rate for 2017 was 9.4% for DoD women and 0.9% for DoD men, with women *more likely* to indicate experiencing than men. Gender discrimination in general decreased significantly for nearly all Reserve components, regardless of gender, from 2015 (Figure 22). The estimated rate was a statistically significant *decrease* from 2015 for DoD women (down 1.5%) and DoD men (down 0.7%) as well as National Guard women (down 1.6%) and men (down 0.7%), and Reserve women (1.4%) and men (0.7%). Specifically, there was a statistically significant *decrease* from 2015 for women in the ARNG and USNR (both down 2.1%), and USAR (down 2%), and for men in the USAR and USNR (both down 0.9%), and ARNG (down 0.8%).

For women, those in the USAFR (6.3%) and USNR (7.4%) were *less likely* to indicate experiencing gender discrimination than women in the other Reserve components whereas ARNG (10.7%) and USMCR women (18.2%) were *more likely*.

Figure 22.
Gender Discrimination Rate Estimates for Component, by Gender (Q24–Q25, Q47–Q48)

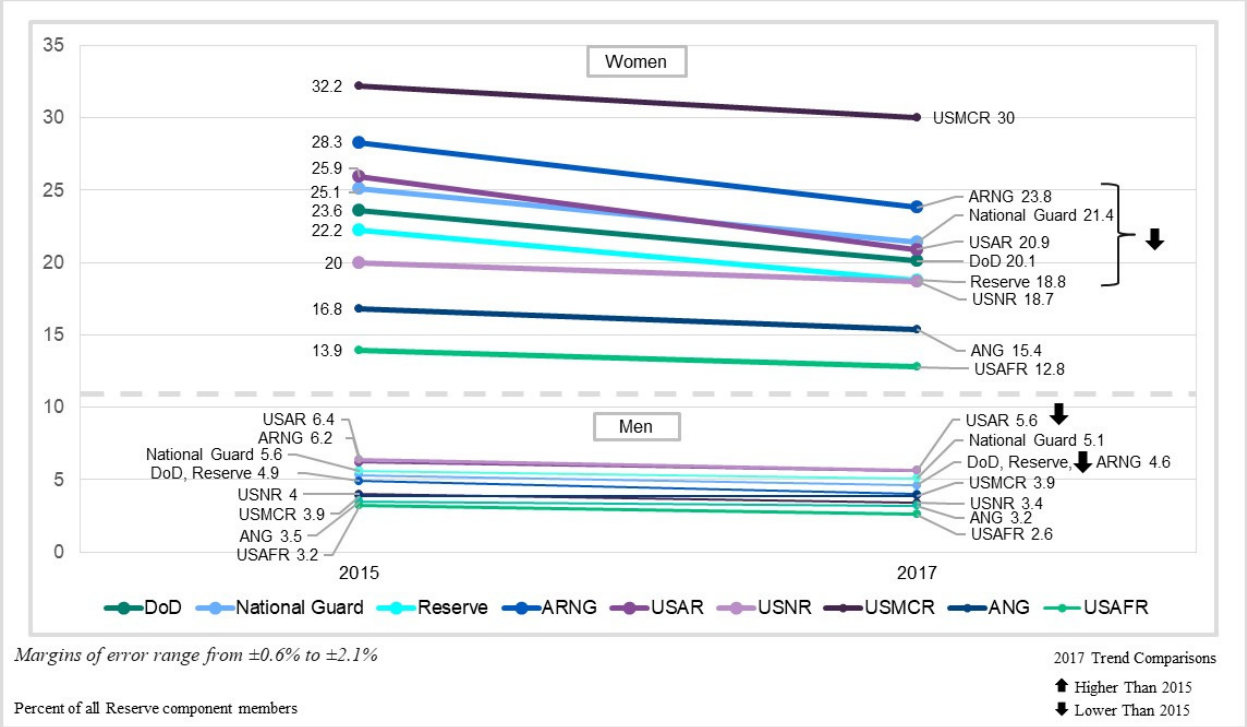


Estimated Sex-Based MEO Violation Rate

Of the DoD women who indicated experiencing penetrative sexual assault, 74% (±12) also indicated experiencing a sex-based MEO violation in the past 12 months.

The estimated sex-based MEO violation rate is a roll-up of those who met requirements for inclusion in at least one of the following estimated rates: sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination. In 2017, 20.1% of DoD women (a statistically significant *decrease* from 2015 of 3.5%) and 4.6% of DoD men indicated experiencing a sex-based MEO violation in the past 12 months (Figure 23). There was also a statistically significant *decrease* in 2017 for ARNG women (down 4.5%), USAR women (down 5%), and USAR men (down 1.4%) from 2015. Women and men in the Reserve showed a statically significant *decrease* in 2017 from 2015 for those who indicated experiencing a sex-based MEO violation (down 3.4% for women, and down 0.9% for men), as did National Guard women (down 3.7%).

Figure 23.
Sex-Based MEO Violation Rate Estimates for Component, by Gender (Q9–Q49)



Overall, both women and men in the USAFR and ANG were *less likely* to indicate experiencing the behaviors included in the sex-based MEO violations than women and men (respectively) in the other Reserve components.

Among women, those in the USAFR (12.8%) and ANG (15.4%) were *less likely* to indicate experiencing a sex-based MEO violation than women in the other Reserve components, whereas women in the ARNG (23.8%) and USMCR (30%) were *more likely*. Similarly, men in the USAFR (2.6%), ANG (3.2%), and USNR (3.4%) were *less likely* to indicate experiencing a sex-based MEO violation than men in the other Reserve components, whereas ARNG men (5.6%) were *more likely.*

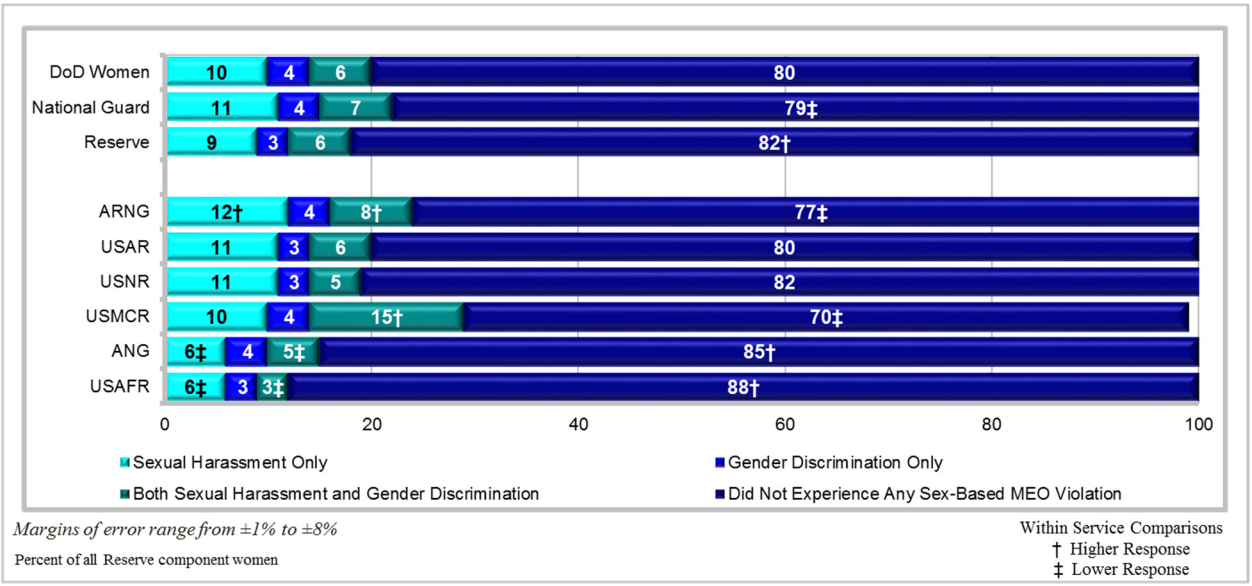
Combinations of Sex-Based MEO Violation Behaviors

It is possible a member could have experienced more than one potential sex-based MEO violation in the past year. Hence, this section details the combination of experiences making up the estimated sex-based MEO violation rate and is broken down into the following categories:

- Experienced sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) only
- Experienced gender discrimination only
- Experienced both sexual harassment and gender discrimination
- Did not experience any sex-based MEO violation

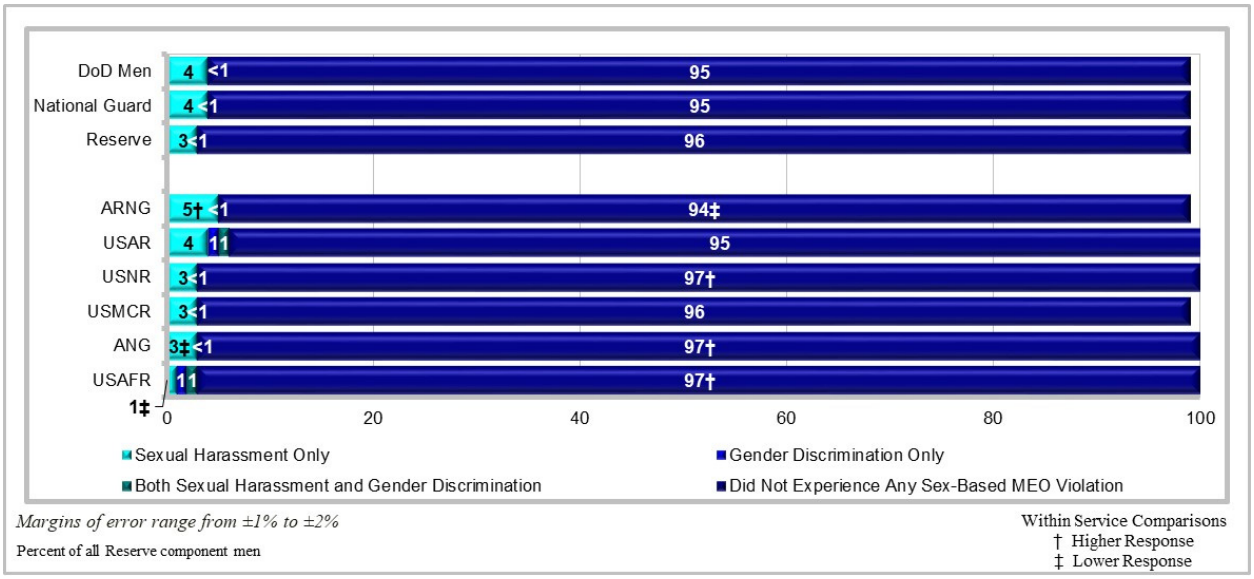
In general, the majority of DoD women and men did not experience any combination of sex-based MEO violations in the past year, as indicated in Figure 24 and Figure 25. However, of those who did, 10% of DoD women indicated experiencing sexual harassment only, whereas 4% indicated experiencing gender discrimination only (Figure 24). Six percent of DoD women indicated experiencing both sexual harassment and gender discrimination. Among the components, ARNG women (12%) were *more likely* to indicate experiencing sexual harassment only, whereas women in ANG and USAFR (both 6%) were *less likely*. Similarly, for those who experienced both types of MEO violations, women in the USMCR (15%) and ARNG (8%) were *more likely* to experience both sexual harassment and gender discrimination than women in the other Reserve components, whereas women in the USAFR (3%) and ANG (5%) were *less likely*.

Figure 24.
Combination of Sex-Based MEO Violation Behaviors for DoD Women (Q9–Q49)



As shown in Figure 25, among the few DoD men who did experience a sex-based MEO violation in the past 12 months, most of them indicated experiencing sexual harassment only, as indicated by 4% of DoD men. Furthermore, <1% of DoD men indicated experiencing gender discrimination only or both sexual harassment and gender discrimination. Looking specifically at the components, few statistically significant differences were found among men; ARNG men (5%) were *more likely* to indicate experiencing sexual harassment only than men in the other Reserve components, whereas men in the USAFR (1%) and ANG (3%) were *less likely*.

Figure 25.
Combination of Sex-Based MEO Violation Behaviors for DoD Men (Q9–Q49)



One Situation of Sex-Based MEO Violation With the Biggest Effect

Most Serious Behavior Experienced in the One Situation

Reserve component members were asked which of their experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses to this question were used to construct behaviors in the one situation as "sexual harassment behaviors only," "gender discrimination behaviors only," and experienced "both sexual harassment and gender discrimination." Therefore, the remainder of this chapter should be read as percentages occurring **out of the 20.1% of DoD women and 4.6% of DoD men** who indicated experiencing a sex-based MEO violation in the past 12 months. The one situation will be described from the perspective of experiencing an MEO violation, with significant differences between the types of violations highlighted where appropriate.

The type of behavior(s) DoD women experienced compared to DoD men during the one situation of sex-based MEO violation show different patterns (Figure 26). Approximately one-third of women indicated experiencing sexual harassment only (32%), gender discrimination only (30%), and both sexual harassment and gender discrimination (33%). However, the majority of men indicated experiencing sexual harassment only (63%), while fewer indicated experiencing gender discrimination only (15%) or both sexual harassment and gender discrimination (14%) during the one situation. When asked about the length of the one situation, the majority of members indicated the one situation of a sex-based MEO violation with the biggest effect occurred more than one time (74% ±4 of DoD women, 66% ±7 of DoD men).

For those who indicated experiencing a MEO violation, approximately one in five indicated they took steps to leave or separate from the military as a result of the situation (21% ±3 of DoD women, 19% ±6 of DoD men).

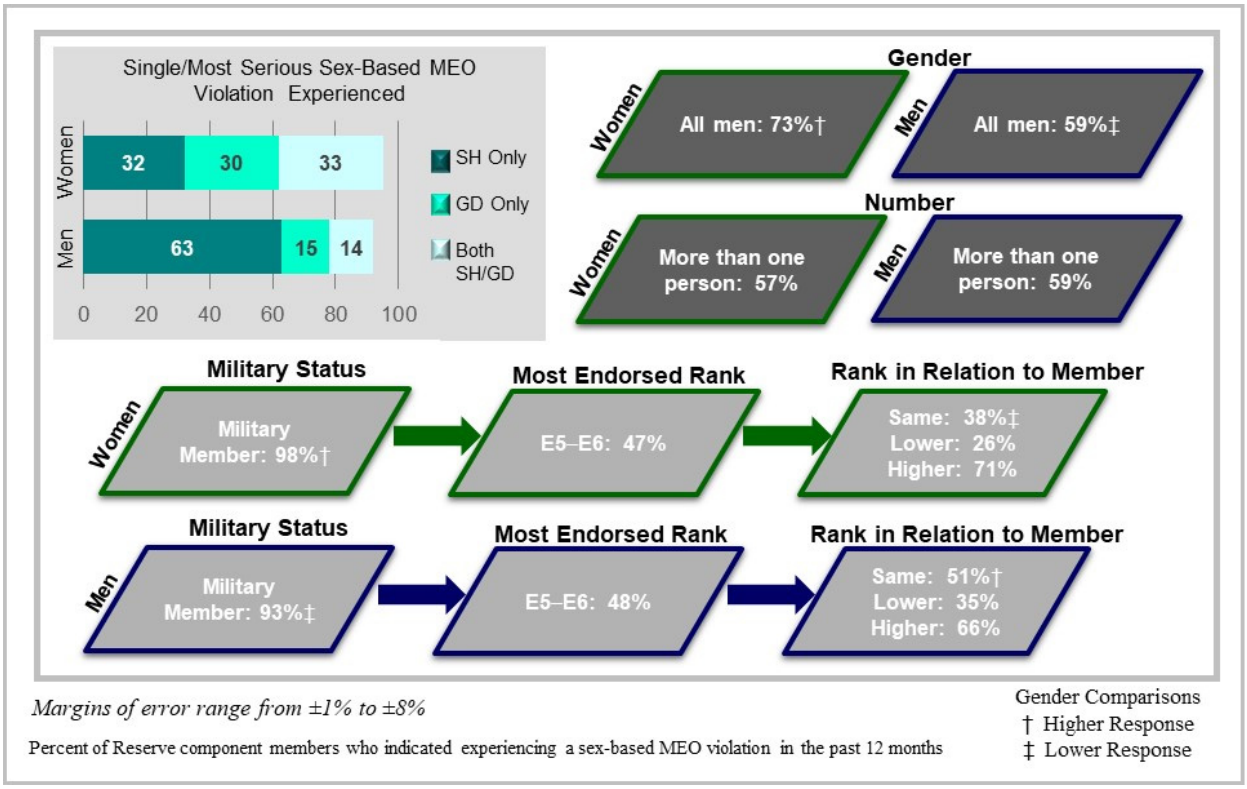
Who: Reported Demographics of the Alleged Offender(s)

A general profile of the alleged offender(s) in the sex-based MEO violation one situation from the perspective of DoD women and DoD men is provided in Figure 26 with significant differences noted. More than half of DoD women indicated there was more than one person involved in the one situation (57%) and the alleged offenders were all men (73%; women were *more likely* than men to indicate the alleged offenders were all men). Women were *more likely* than men to indicate at least one of the alleged offender(s) was/were in the military (98% of women). Of those who indicated an alleged offender was a military member, 47% of women indicated the alleged offender was ranked E5–E6. Additionally, a little more than a third of women indicated the alleged offender(s) was/were military member(s) of about the same rank as them (38%) and 71% of women indicated the alleged offender was of a higher rank than they were.

For DoD men, 59% indicated more than one person was involved in the one situation and indicated they were all men (Figure 26). The vast majority of men indicated at least one of the alleged offender(s) was/were in the military (93%). Men were *more likely* than women to indicate the alleged offender(s) was/were military member(s) of about the same rank as them

(51%). Similar to women, 48% of men indicated the military rank of the alleged offender(s) was E5–E6.

Figure 26.
Reported Demographics of the Alleged Offender(s) (Q51–Q54)



Differences in Experiencing Sexual Harassment or Gender Discrimination

When analyzing the characteristics of the alleged offender(s), a few significant results were found between those who indicated experiencing sexual harassment only, those who experienced gender discrimination only, and those who experienced both. With regard to the number of alleged offender(s), DoD women and men who indicated experiencing **sexual harassment only** (63% for women, 44% for men) or **gender discrimination only** (39% for women, 42% for men) were *more likely* to indicate only one person was involved than members who experienced both sexual harassment and gender discrimination (27% for women, 11% for men). Conversely, women and men who indicated experiencing **both sexual harassment and gender discrimination** (73% for women, 89% for men) were *more likely* to indicate more than one person was involved than members who experienced sexual harassment only (37% for women, 56% for men) or gender discrimination only (61% for women, 58% for men).

With regard to gender of the alleged offender(s), DoD men who indicated experiencing **sexual harassment only** (72%) were *more likely* to indicate the alleged offender(s) were male than those who experienced both sexual harassment and gender discrimination (33%) or gender discrimination only (25%). Further, men who indicated experiencing **gender discrimination**

only (42%) were *more likely* to indicate the alleged offender(s) were women than those who experienced both sexual harassment and gender discrimination (8%) or sexual harassment only (5%).

For the rank or status of the alleged offender(s) in relation to the respondent, both DoD women and men who indicated experiencing **sexual harassment only** (52% for women, 57% for men) were *more likely* to indicate the alleged offender(s) were about the same rank as them than those who experienced gender discrimination only (40% for women, 22% for men). DoD women who indicated experiencing **gender discrimination only** were *more likely* to indicate the alleged offender(s) were higher ranking (77%), their immediate military supervisor (33%), or someone else in their military chain of command (45%) than women who experienced sexual harassment only (56%, 15%, and 15%, respectively). These findings suggest that experiences of sexual harassment for both men and women are more peer-to-peer, whereas members higher ranking or in leadership positions are more likely to be the alleged offender(s) in experiences of gender discrimination for women.

Where: Location and Context

Where the one situation occurred and in what context(s) include a range of military and non-military settings. The majority of Reserve component members indicated the one situation occurred at a military installation/ship, armory, National Guard or Reserve unit site, or another military work location (87% ±3 of women, 85% ±5 of men), or while performing their National Guard or Reserve duties (76% for both women [±4] and men [±7]). Additionally, more than half of members indicated the one situation took place during execution of drill periods (55% ±4 of women, 57% ±7 of men), and 47% (±4) of women and 46% (±7) of men indicated the one situation occurred while they were at their assigned unit drill site.

Several significant differences were found between National Guard and Reserve men regarding the location of the one situation. Men in the National Guard (90% ±7) were *more likely* to indicate the one situation occurred at a military installation/ship, armory, National Guard or Reserve unit site, or another military work location than men in the Reserves (78% ±8), and during execution of drill periods (National Guard men 63% ±10 compared to Reserve men 46% ±8).

How: Hazing/Bullying

Overall, approximately the same proportion of DoD women and DoD men would describe the one situation as involving hazing and/or bullying (42% ±4 for women, 39% ±7 for men). Specifically, 12% (±3) of women and 17% (±6) of men would describe the situation as hazing, while 40% (±4) of women and 37% (±7) of men would describe it as bullying.

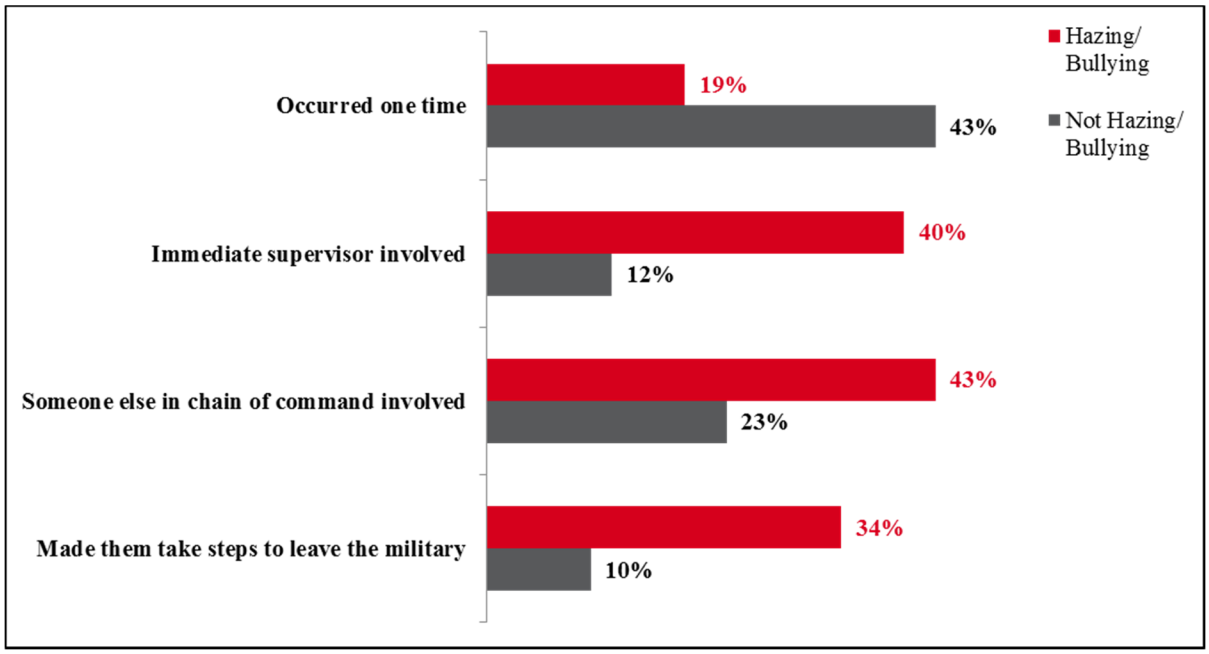
DoD women and men who indicated experiencing **both sexual harassment and gender discrimination** (55% for women, 68% for men), along with DoD women who experienced **gender discrimination only** (52%), were *more likely* to describe their situations as hazing and/or bullying than those who experienced sexual harassment only (21% for women, 37% for men). This suggests that experiences of gender discrimination are more likely to involve hazing and/or bullying than experiences of sexual harassment by themselves.

Further Examination of Hazing/Bullying

OPA conducted a series of pairwise t-test comparisons in order to examine the differences in circumstances around MEO one situations that were described as hazing and/or bullying compared to MEO one situations that were not described as hazing and/or bullying. Analyses used weighted data, were conducted separately for men and women, and used a significance level of $p < 0.1$. The results suggest that hazing/bullying MEO violations were *less likely* to occur only one time and were *more likely* to be committed by individual(s) in one's chain of command (e.g., supervisor). There may also be important implications for retention, as more individuals who reported experiencing a hazing/bullying MEO violation also reported it made them take steps to leave the military. Interestingly, while no differences were found for men on where the situation occurred, women reported they were *more likely* to experience hazing/bullying MEO one situations at military installations, during drill periods, when on TDY/TAD, and while deployed.

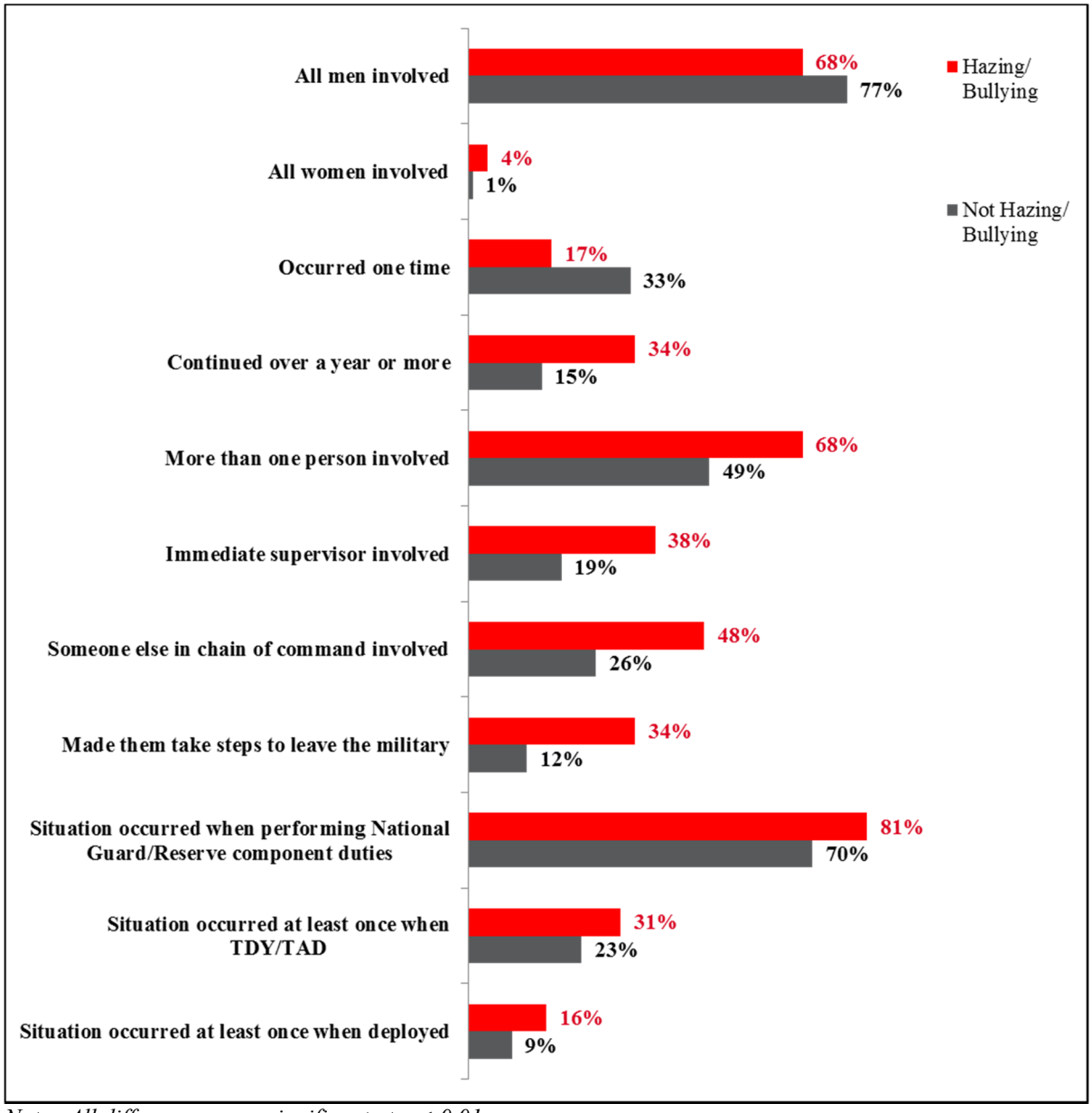
Figure 27 below displays the significant findings for men when comparing those who described MEO one situations as hazing/bullying to those who did not describe MEO one situations as hazing/bullying, and Figure 28 displays the findings for women.

Figure 27.
Significant Differences Between Males Who Described MEO One Situations as Hazing/Bullying and Males Who Did Not



Note. All differences were significant at p < 0.01.

Figure 28.
Significant Differences Between Females Who Described MEO One Situations as Hazing/Bullying and Women Who Did Not



Note. All differences were significant at $p < 0.01$.

Reporting of MEO Violation

DoD women were *more likely* than DoD men to indicate **discussing** the one situation of sex-based MEO violation with at least one person. In other words, men (32% ±7) were *more likely* than women (15% ±3) to **not** discuss/report to anyone.

Members who indicated experiencing a sex-based MEO violation in the past 12 months were asked who, if anyone, they discussed and/or reported the one situation. As shown in Figure 29, members discussed the one situation most with friends, family, or military coworkers (83% ±3 for DoD women, 62% ±7 for DoD men). Women and men who indicated experiencing **both sexual harassment and gender discrimination** (59% for women, 56% for men) were *more likely* to report/discuss the one situation with their supervisor/leadership than those who experienced only sexual harassment (37% for women, 29% for men). This finding aligns with the guidance in the military that sexual harassment should be handled at the lowest interpersonal level.

Of the 48% (±4) of women and 34% (±7) of men who reported/discussed the one situation with their supervisor/leadership, the top actions taken in response to the reporting are shown in Figure 29. Overall, members experienced both positive and negative actions resulting from the reporting/discussing of the one situation, with few differences between women and men (43% ±5 of women, 36% ±12 of men). One-quarter (±5) of women and one-third (±14) of men indicated experiencing positive actions only, while 22% (±4) of women and 19% (±8) experienced negative actions only.

When comparing responses from 2017 to 2015 on actions taken in response to reporting, there were several notable significant differences. In 2017, a significant *decrease* was found for DoD women who indicated experiencing positive actions only (25% ±5, down 7%) or experienced both positive and negative actions (43% ±5, down 10%), while a significant *increase* was found for women who indicated experiencing negative actions only (22% ±4, up 12%). Similar differences were found for National Guard women and Reserve men, where a significant *decrease* was found for those who indicated experiencing positive actions only (23% ±7, down 14%, and 11% ±8, down 18%, respectively), and a significant *increase* was found for experiencing negative actions only (22% ±6, up 12%, and 27% ±13, up 17%, respectively). Women in the Reserves also showed a significant *increase* in experiencing negative behaviors only compared to 2015 (21% ±6, up 11%).

Both DoD women and men who indicated experiencing **sexual harassment only** (40% for women, 50% for men) were *more likely* to experience positive actions only as a result of discussing/reporting the situation than members who experienced gender discrimination only (20% for women, 12% for men).

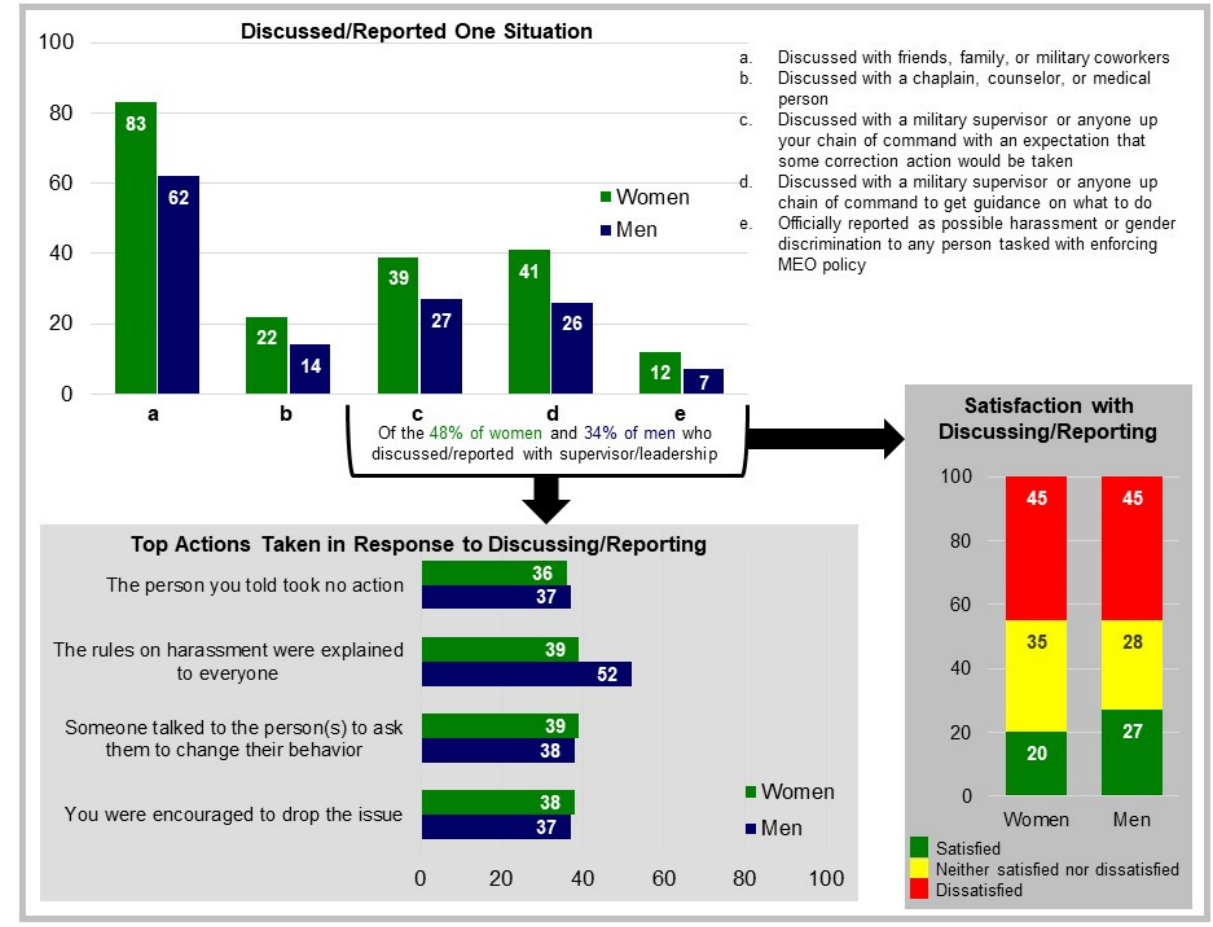
The most endorsed action taken in response to discussing/reporting was the rules on harassment were explained to everyone (39% of women, 52% of men). The person they told "took no action" was endorsed by 36% of women and 37% of men, followed by 39% of women and 38% of men who indicated someone talked to the person(s) to ask them to change their behavior. In 2017, a significant *decrease* in endorsement since 2015 was found for the following members who indicated the rules on harassment were explained to everyone in response to their

discussing/reporting the situation: DoD women (39% ±5, down 15%), National Guard women (36% ±7, down 18%), Reserve women (42% ±6, down 12%), and Reserve men (39% ±14, down 25%).

DoD women and men who indicated experiencing **both sexual harassment and gender discrimination** were *more likely* than those who experienced sexual harassment only to have negative actions in response to reporting/discussing their situation. Specifically, women and men who experienced **both behaviors** (44% for women, 59% for men) were *more likely* to indicate they were encouraged to drop the issue than those who only experienced sexual harassment (27% for women, 24% for men) and *more likely* to indicate they were discouraged from filing a report (41% for women, 52% for men compared to 17% for women and 24% of men who experienced sexual harassment only). Further, women and men who experienced **both behaviors** (39% for women, 47% for men) were *more likely* to indicate their coworkers treated them worse, avoided them, or blamed them than those who only experienced sexual harassment only (25% for women, 10% for men) and *more likely* to indicate their supervisor punished them for bringing it up (26% for women, 41% for men compared to 8% for women and 11% of men who experienced sexual harassment only).

Additionally, members who reported/discussed the one situation with their supervisor/leadership were asked about the level of satisfaction they had with the response/action taken by the personnel handling the situation. Overall, Reserve component members were *more dissatisfied* than satisfied (45% of women and men endorsed dissatisfied compared to 20% of women and 27% of men endorsing satisfied).

Figure 29.
Reporting of the Sex-Based MEO Violation (Q60–Q62)

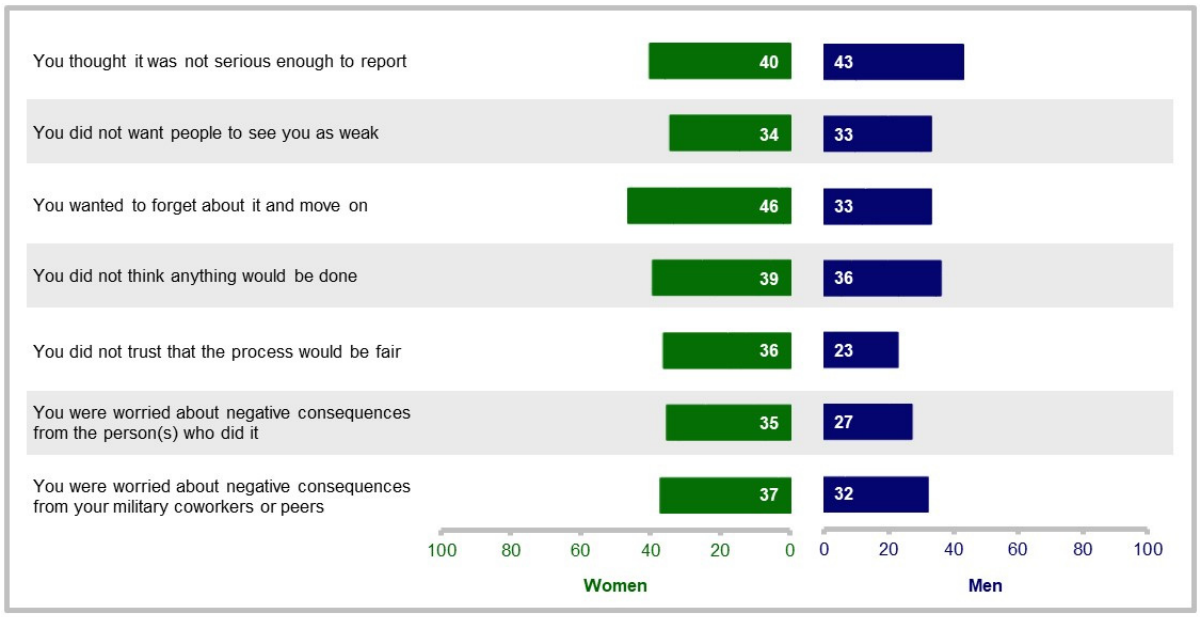


Margins of error range from ±3% to ±14%

Percent of Reserve component members who indicated experiencing a sex-based MEO violation in the past 12 months

Of the Reserve component members who **did not** report/discuss the sex-based MEO violation one situation to someone officially, the top reason endorsed for DoD women was because they wanted to forget about it and move on (46% of women, 33% of men) and for DoD men was they thought it was not serious enough to report (40% of women [significant *decrease* from 2015 of 8%], 43% of men; Figure 30). Additionally, 39% of women and 36% of men indicated they did not discuss/report because they did not think anything would be done.

Figure 30.
Top Reasons for Not Reporting the Sex-Based MEO Violation One Situation (Q63)



Margins of error range from ±5 to ±9

Percent of Reserve component members who indicated experiencing a sex-based MEO violation in the past 12 months and did not report/discuss with someone officially

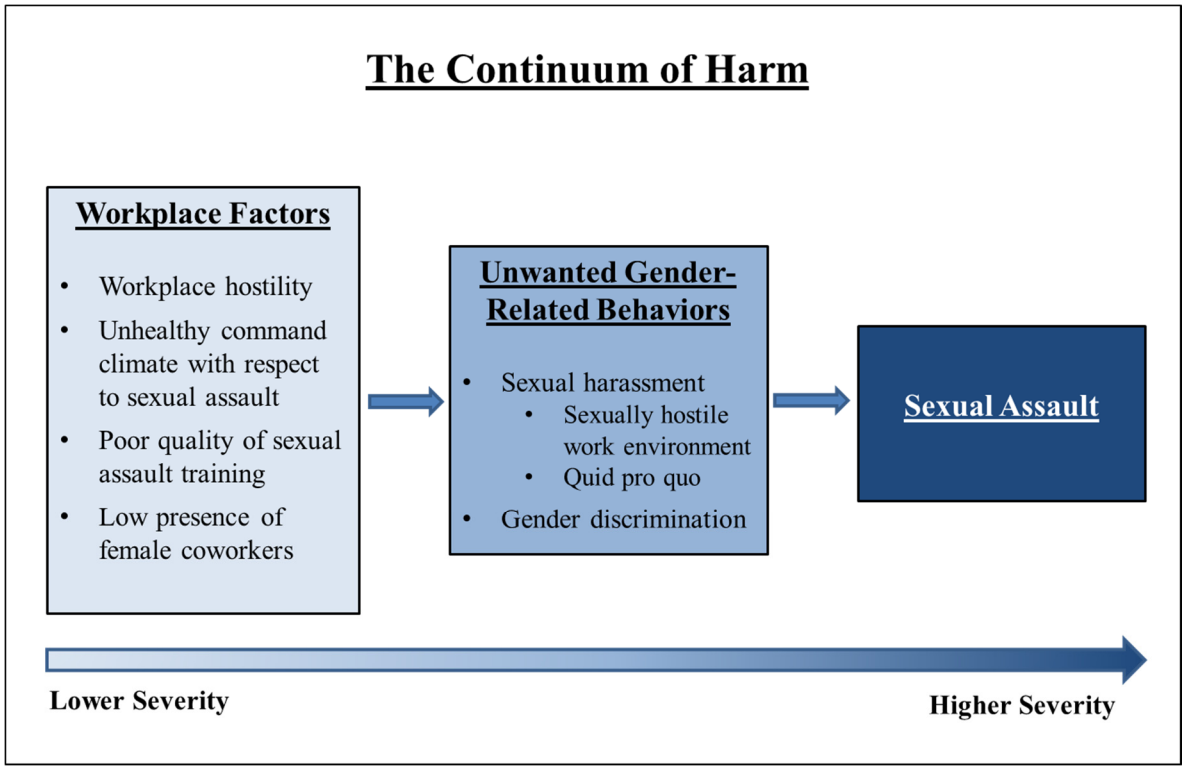
Chapter 4:
Continuum of Harm

In the realm of sexual assault, the continuum of harm describes "inappropriate actions, such as sexist jokes, hazing, cyber bullying, that are used before or after the assault and/or supports an environment which tolerates these actions" (Department of Defense, 2014a). Analysis of the data from the *2017 WGRR* showed that Reserve component members who indicated experiencing unwanted gender-related behaviors, such as sexual harassment or gender discrimination, were more likely to indicate experiencing sexual assault. In addition, unhealthy levels of climate factors including workplace hostility, military command climate with respect to sexual harassment and assault, quality of sexual assault training, and the presence of female coworkers were all related to an increased risk of sexual assault. Analyses showed that military command climate and workplace hostility had the strongest relationship with sexual assault. These results suggest that fostering a healthy command climate and reducing workplace hostility may be important preventative measures for sexual assault.

Background

The continuum of harm, as it relates to sexual assault, suggests that the risk of sexual assault for Reserve component members is related to workplace factors and other unwanted gender-related behaviors (see Figure 31 below). The factors and behaviors along the continuum increase in severity as they move from the lowest level on the left (i.e., workplace factors) to the most severe on the right (i.e., sexual assault). Previous research supports the notion that these factors and behaviors are interconnected. For example, many studies show that sexual assault and other verbal and physical types of aggression are related (e.g., Defense Manpower Data Center, 2014; Espelage, Low, Polanin, & Brown, 2013; Tjaden & Thoennes, 1998; Wilkins, Tsao, Hertz, Davis, & Klevens, 2014; Stockdale & Nadler, 2012). Further, studies focused on military populations show that negative climate factors are related to an increased risk of sexual assault and sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Harned, Ormerod, Palmieri, Collinsworth, & Reed, 2002; Sadler, Booth, Cook, & Doebbeling, 2003; Willness, Steel, & Lee, 2007). Previous research also provides evidence that victims of sexual assault are at an increased risk of being a victim of other unwanted gender-related behaviors, such as sexual harassment (Harned et al., 2002; Sadler et al., 2003).

Figure 31.
The Continuum of Harm in Relation to Sexual Assault



Approach

To further understand the continuum of harm as it relates to Reserve component members, OPA analyzed statistical relationships among rates of workplace climate factors, unwanted gender-related behaviors, and past-year prevalence rates of sexual assault in the *2017 WGRR*.

It is important to note that the current study and the majority of previous research is cross-sectional, thus we are unable to make determinations of whether experiences along the continuum of harm precede sexual assault or whether these experiences happen afterward. For example, we may find a relationship between negative workplace factors and an increased likelihood of sexual assault, but the current study cannot determine whether the negative workplace factors were experienced before or after the sexual assault. We can only suggest that these types of experiences co-occur. It is also important to note that these analyses do not imply causation (i.e., they do not imply that the experience of an unwanted behavior, such as sexual harassment, causes sexual assault), but simply explore the association between unwanted gender-related behaviors, workplace factors, and sexual assault (i.e., they examine whether sexual harassment and sexual assault are related).

Methodology

The current studies explore the associations between various continuum of harm behaviors and sexual assault rates. First, logistic regression was used to understand the associations between

unwanted gender-related behaviors and sexual assault. Subsequently, logistic regression was used to examine the relationship between workplace factors, including workplace hostility, command climate with respect to sexual assault, quality of sexual assault training, and presence of female coworkers in the workplace, and sexual assault rates. Dominance analysis was then used to rank these workplace factors in order of importance in terms of their association with sexual assault. Finally, the third study examined interactions between workplace factors and sexual harassment in predicting sexual assault in order to assess whether certain workplace factors might exacerbate or protect against the risk for sexual assault in the presence of sexual harassment. All analyses in this section were conducted using Stata 14.1 and used survey weighted data with adjustments for strata and finite population correction (fpc).

Study 1: Unwanted Gender-Related Behaviors and Sexual Assault

Across the Reserve components, the estimated rate of sexual assault was 2.7% for women and 0.3% for men (see Chapter 2 for a thorough overview of this topic). In order to test whether unwanted gender-related behaviors are related to an increased risk for sexual assault, we examined whether sexual assault rates were higher for those who indicated experiencing other unwanted gender-related behaviors compared to those who did not. Table 1 displays the sexual assault rates for women and men who indicated experiencing and did not indicate experiencing unwanted gender-related behaviors, including sexual harassment (which is further broken into sexually hostile work environment and sexual quid pro quo), and gender discrimination.[22]

As seen in Table 2, estimated rates of sexual assault were higher among women and men who indicated experiencing other unwanted gender-related behaviors. For example, among women who indicated experiencing sexual harassment, 13.8% reported experiencing sexual assault. Among women who did not indicate experiencing sexual harassment, only 0.8% reported experiencing sexual assault. These associations were further examined using logistic regression, while controlling for the following demographic factors: paygrade group, Reserve component, and deployment status (whether the individual was deployed within the last 12 months). Odds ratios are displayed in Table 1. An odds ratio represents the odds that an outcome (i.e., sexual assault) will occur, given a particular exposure (i.e., sexual harassment). For example, the odds ratio for women for sexual harassment (20.02) indicates that the odds of being sexually assaulted are approximately 20 times higher for women who indicated experiencing sexual harassment than for women who have not. Across all comparisons, the odds ratios were statistically significant ($p < 0.001$), indicating that men and women who indicated experiencing other unwanted gender-related behaviors in the past year were significantly more likely to experience a sexual assault compared to those who did not experience other unwanted gender-related behaviors.

[22] Chapter 2 details the construction of both the sexual assault measure and the sexual harassment and gender discrimination measures including specific criteria required to be included in the rate.

Table 2.
Sexual Assault Rate and Odds Ratio Estimates for Women and Men Who Did and Did Not Experience Other Unwanted Gender-Related Behaviors Along the Continuum of Harm

1.	Sexual Assault Rate for Women			Sexual Assault Rate for Men		
Unwanted Behaviors	**Experienced Behavior**	**Did Not Experience Behavior**	**Odds Ratio**	**Experienced Behavior**	**Did Not Experience Behavior**	**Odds Ratio**
Sexual Harassment	13.81%	0.8%	20.02	5.91%	0.1%	77.63
Sexually Hostile Work Environment	13.90%	0.7%	20.34	5.93%	0.1%	78.28
Sexual Quid Pro Quo	39.84%	2.2%	28.71	43.29%	0.2%	318.86
Gender Discrimination	10.89%	1.9%	6.84	9.02%	0.2%	48.23

Note. All odds ratios are significant at $p < .001$. Paygrade group, Reserve component, and deployment status were included as controls.

Study 2: Workplace Factors and Sexual Assault

Unhealthy workplace factors may contribute to a culture that is tolerant of, or increases risk for, sexual assault. In contrast, healthy workplace factors may also be a protective factor for sexual assault. The following workplace factors were examined in relation to sexual assault rates: workplace hostility, command climate with respect to sexual assault, quality of sexual assault training, and presence of female coworkers in the workplace. Table 3 displays sample items for each workplace scale. The internal reliability of each scale was calculated using Cronbach's alpha. All scales demonstrated excellent internal consistency, suggesting that the items likely measure the same construct. In order to report proportions, continuous scale scores (values of 1–5) were dichotomized into healthy versus unhealthy categories. For the purpose of these analyses, low presence of female coworkers was considered an unhealthy, or "risky," environment (versus a high presence of female coworkers).

Overall, the proportion of the sample reporting unhealthy levels of workplace factors was fairly low. Only 3% of Reserve component members reported an unhealthy climate with respect to workplace hostility; about 12% and 16% reported unhealthy levels in regards to command climate and quality of sexual assault training, respectively. In contrast, almost half (49%) of Reserve component members reported a low presence of female coworkers.

Table 3.
Question Wording and Sample Items, Proportions, and Standard Errors of Workplace Factors

Workplace Variable (Cronbach's Alpha Reliability Statistic)	Question Wording and Sample Items	Coding	Percent Reporting an Unhealthy Environment	St. Error
Workplace Hostility (α = 0.90)	Wrkbeha–wrkbehi: *How often have you experienced any of the following behaviors, where military coworkers or supervisors...* -Used insults, sarcasm, or gestures to humiliate you? -Gossiped/talked about you? -Did not provide information or assistance when you needed it?	Moderate-to-high scores (3–5) coded as unhealthy	2.86%	0.0018
Command Climate (α = 0.95)	Cocenvira-cocenvirg: *In the past 12 months, please indicate how well your military chain of command…* -Made it clear that sexual assault has no place in the military. -Promoted a unit climate based on mutual respect. -Encouraged victims to report sexual assault.	Low-to-moderate scores (1–3.99) coded as unhealthy	11.87%	0.0034
Quality of Sexual Assault Training (α = 0.96)	Svctrnsab–svctrnexsa: *My National Guard/Reserve component's sexual assault training...* -Provides a good understanding of what actions are considered retaliatory. -Explains the reporting options available if sexual assault occurs. -Addresses men's concerns about seeking care for sexual assault.	Low-to-moderate scores (1–3.99) coded as unhealthy	15.77%	0.0039
Presence of Female Coworkers	Femworkcom: *Are you currently in a military work environment where female coworkers are uncommon (less than 25% of your military coworkers)?*	Yes (females coworkers are uncommon coded as unhealthy)	48.99%	0.0049

Note: α = standardized Cronbach's alpha.

Figure 32 displays the estimated sexual assault rates for women and men who reported unhealthy versus healthy levels of workplace factors. Across all workplace factors, women and men with unhealthy levels had higher sexual assault rates.

Figure 32.
Estimated Sexual Assault Rates for Women and Men by Unhealthy vs. Healthy Levels of Workplace Factors

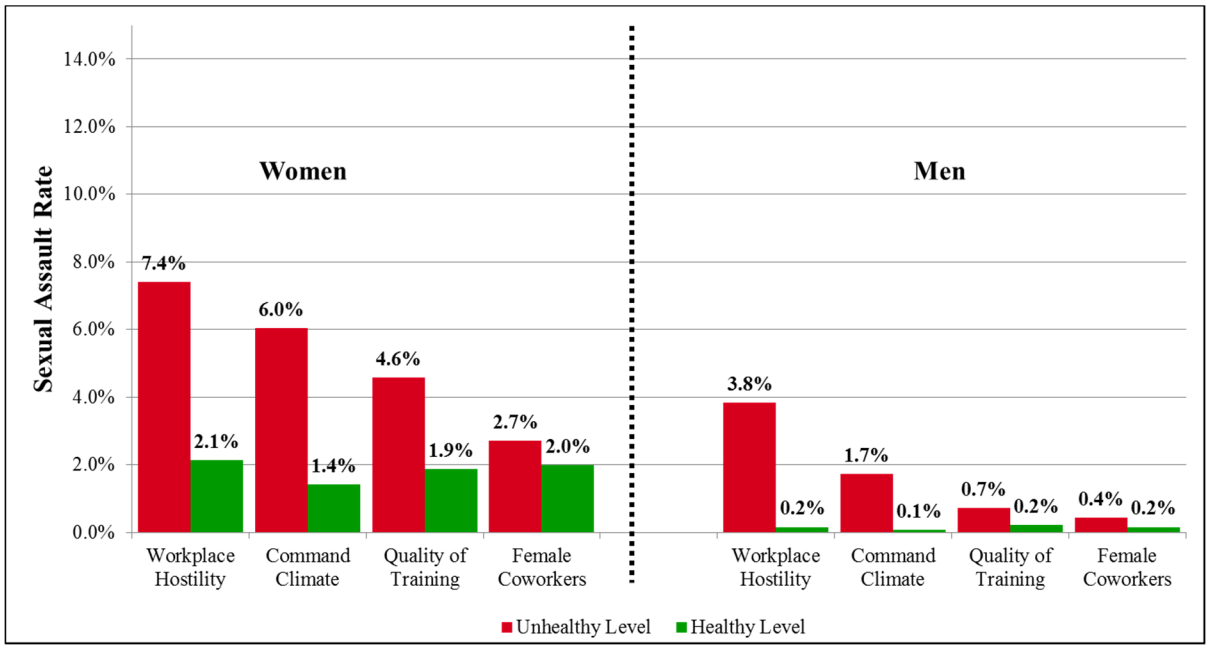


Table 4 displays the odds ratio estimates for women and men who reported unhealthy versus healthy levels of workplace factors. Paygrade group, Reserve component, and deployment status were included as control variables in the logistic regressions and all workplace factor variables, except for presence of female coworkers, were treated as continuous. Across nearly all comparisons, the odds ratios were statistically significant ($p < 0.001$), indicating that Reserve component members in unhealthy military workplace environments were statistically more likely to experience a sexual assault. As an example, the odds ratio for men for workplace hostility (3.44) indicates that the odds of being sexually assaulted are roughly 3 times higher for men who indicated experiencing higher levels of workplace hostility compared to men who did not experience workplace hostility.

Although these results point to an association between workplace factors and sexual assault, it is important to note that, because this is a cross-sectional study, it is possible that individuals who experienced sexual assault are more likely to experience their workplace as unhealthy following the assault (and not necessarily prior to the assault).

Table 4.
Odds Ratios for Men and Women from Logistic Regressions Predicting Sexual Assault

Workplace Factor	Odds Ratio for Women	Odds Ratio for Men
Workplace Hostility	2.23**	3.44**
Command Climate	2.07**	3.48**
Quality of Training	2.35**	3.05**
Presence of Female Coworkers	1.33	2.78

Note: **$p < .001$. Paygrade group, Reserve component, and deployment status were included as controls.

Dominance Analysis of Workplace Factors

The results of the above analysis demonstrated that almost all workplace variables were related to sexual assault for both women and men (only presence of female coworkers was non–significant). In order to identify which workplace factors are the strongest predictors of sexual assault, a dominance analysis was conducted for women and men separately (see Table 5).[23] Results demonstrated that command climate with regard to sexual assault was the strongest predictor of sexual assault for women, with workplace hostility as the second strongest predictor. For men, workplace hostility was the strongest predictor of sexual assault, followed by command climate.

Table 5.
Results of Dominance Analyses Examining the Relative Importance of Workplace Factors in Predicting Sexual Assault, by Gender

	Women		Men	
Variable	Standardized Dominance Statistic	Rank	Standardized Dominance Statistic	Rank
Command Climate	0.3332	1	0.3235	2
Workplace Hostility	0.2539	2	0.4151	1
Quality of Training	0.1692	3	0.1254	3

Study 3: Interactions Between Sexual Harassment and Workplace Factors in Predicting Sexual Assault

The final study used a logistic regression model to examine whether sexual harassment and workplace factors interact to predict sexual assault (i.e., whether workplace factors moderate the association between sexual harassment and sexual assault). The logistic regression model included the main effects of sexual harassment and the three significant workplace variables

[23] Dominance analysis is a statistical technique that allows for the determination of relative importance among a set of independent variables in a statistical model. The approach is based on a mathematical comparison of all possible subset models. The model calculates a standardized dominance statistic for each independent variable, which is used to rank predictors in order to importance (Azen & Traxel, 2009; Budescu, 1993; Luchman, 2013, 2014).

from study two (i.e., command climate, workplace hostility, and quality of sexual assault training), the interactions of sexual harassment and the three workplace variables, and the control variables of gender,[24] paygrade, Reserve component, and deployment status. All interaction terms were modeled simultaneously in order to mitigate the effects of multiple testing. Sexual harassment was chosen for examination from the list of previously examined unwanted gender-related behaviors because of its strong association with sexual assault. This moderation model allowed us to examine, for example, whether workplace hostility might exacerbate the link between sexual harassment and sexual assault or whether the quality of sexual assault training provided might attenuate the link between sexual harassment and sexual assault. Results showed that no interactions reached statistical significance.

Discussion

Results from the *2017 WGRR* suggest that sexual assault in the military may exist on a continuum of harm, where "lower-level" behaviors on the continuum, including workplace factors (e.g., workplace hostility, unhealthy command climate) and unwanted gender-related behaviors (e.g., sexual harassment), are associated with an increased likelihood of sexual assault.

Many of the findings in the above studies are mirrored in similar analyses examining the continuum of harm using data from the *2015 WGRR* and the *2016 Workplace and Gender Relations Survey of Active Duty Members* (*WGRA;* Defense Manpower Data Center, 2016; Office of People Analytics, 2017). While there were minor methodology differences between the three continuum of harm analyses, all showed evidence that estimated rates of sexual assault were higher among women and men who experienced other unwanted gender-related behaviors. In addition, all three found that for both men and women, workplace hostility and command or leadership climate were important predictors of sexual assault. Finally, the current study did not find a significant interaction between sexual harassment and any climate variables when predicting sexual assault; however, the *2015 WGRR* analyses found evidence of an interaction between sexual harassment and leadership climate, suggesting leadership climate acts to reduce the link between sexual harassment and sexual assault (Defense Manpower Data Center, 2016). A similar analysis from the *2016 WGRA* found a significant interaction between sexual harassment and workplace hostility, indicating that individuals who experience both workplace hostility and sexual harassment are at a particularly high risk of sexual assault (Office of People Analytics, 2017).

Taken together, this body of research provides evidence that strategies targeted at more prevalent "lower-level" behaviors may be important in the overall goal of reducing sexual assault amongst military members. The military culture places a strong emphasis on group cohesion and the chain of command and these factors may heavily influence a unit's healthy or unhealthy climate (Turchik & Wilson, 2010). If military leaders are modeling unhealthy behaviors such as hostility towards coworkers or indifference to sexist comments, then this may lead to unit climates that tolerate or encourage unwanted gender-related behaviors because unit members believe this behavior is acceptable. The findings from the current studies emphasize the importance of

[24] In order to maximize power for detecting significant effects among potential interactions, analyses were run for women and men combined, and gender was added as a control variable.

prevention approaches that foster healthy workplace climates where unwanted gender-related behaviors are not tolerated.

Chapter 5:
Workplace Culture and Training

Culture

This chapter examines aspects of military workplace climate including workplace culture and training. A primary area of focus is bystander intervention—witnessing a potentially problematic situation and modes of intervention. Other topics discussed in this chapter include members' perceptions of their military leadership, social media use within the National Guard/ Reserve, and training on sexual assault and sexual harassment.

Bystander Intervention

Reserve component members were presented potentially dangerous situations that may or may not have taken place inside their military workplace and how, if at all, they would respond to these situations. As shown in Figure 33, across all potentially dangerous situations, 28% of DoD women reported observing at least one potentially dangerous situation during the past 12 months (specific situations ranged from 1%–18% ±2). Among those who did witness one or more potentially dangerous situation(s), 93% of women reported taking action(s) to intervene in at least one of the situations (specific situations ranged from 80%–93% ±3–8), indicating a high level of willingness to intervene among DoD women. The top three reasons women endorsed as contributing to their decision to intervene included it was the right thing to do (87% ±2), a desire to uphold core military values (69% ±3), and a concern the situation could hurt unit cohesion or morale (58% ±3).

Figure 33.
Observed a Potentially Dangerous Situation, Intervened, and Reasons for Intervening for DoD Women (Q157–Q167)

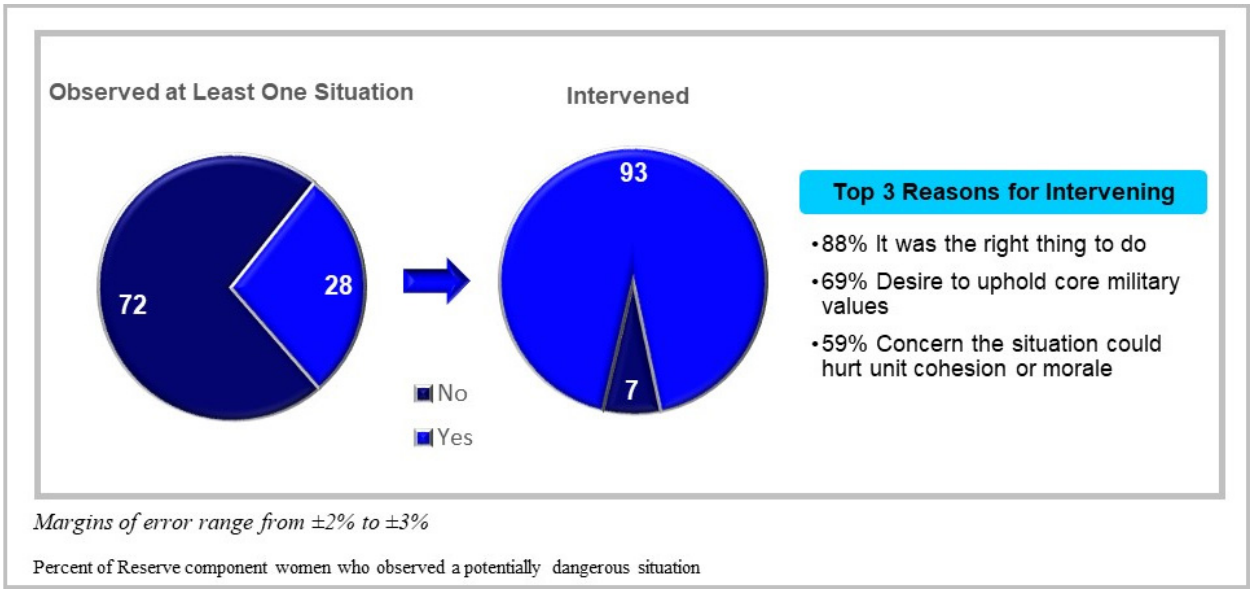
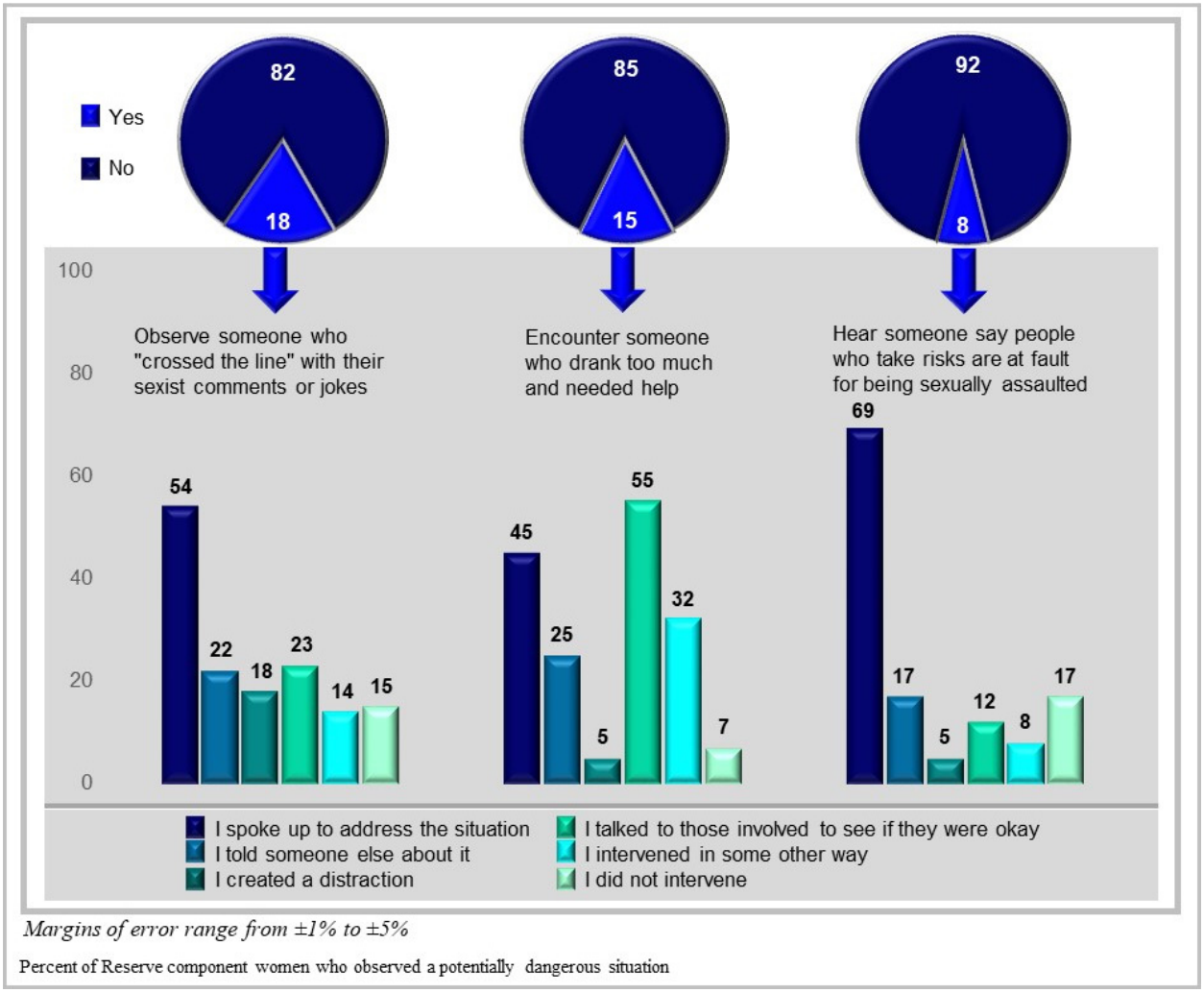


Figure 34 displays the three most frequently observed potentially dangerous situations and the frequency of intervention methods for each situation endorsed by DoD women. The situation endorsed most often by women was they observed someone who "crossed the line" with their sexist comments or jokes (18%), of which, 54% of women indicated they spoke up to address the situation. Additionally, 15% of women encountered someone who drank too much and needed help, and nearly half talked to those involved to see if they were okay (55%) or spoke up to address the situation (45%). The third most observed situation for women was they heard someone say people who take risks are at fault for being sexually assaulted (8%), with the majority indicating they spoke up to address the situation (69%).

Women in the USAFR were *less likely* than women in the other Reserve components to indicate observing a potentially dangerous situation for all nine of the situations presented.

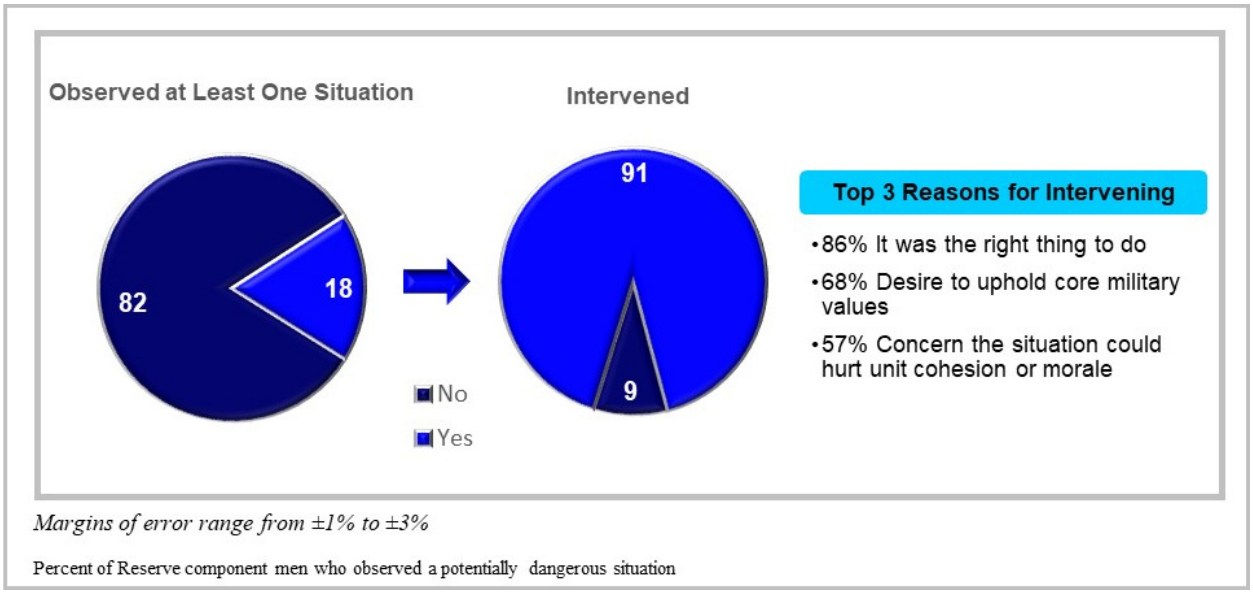
Figure 34.
Observed a Potentially Dangerous Situation and Mode of Intervention for DoD Women (Q157, Q158, Q162, and Q166)



As shown in Figure 35, across all potentially dangerous situations, 18% of DoD men reported observing at least one potentially dangerous situation during the past 12 months (specific situations ranged from <1%–11% ±1). Among those who did witness one or more potentially dangerous situation(s), 91% of men reported taking action(s) to intervene in at least one of the situations (specific situations ranged from 70%–93% ±3–11), indicating a high level of willingness to intervene among DoD men. The top three reasons men endorsed as contributing to their decision to intervene included it was the right thing to do (86% ±3), a desire to uphold core military values (68% ±3), and a concern the situation could hurt unit cohesion or morale (57% ±3).

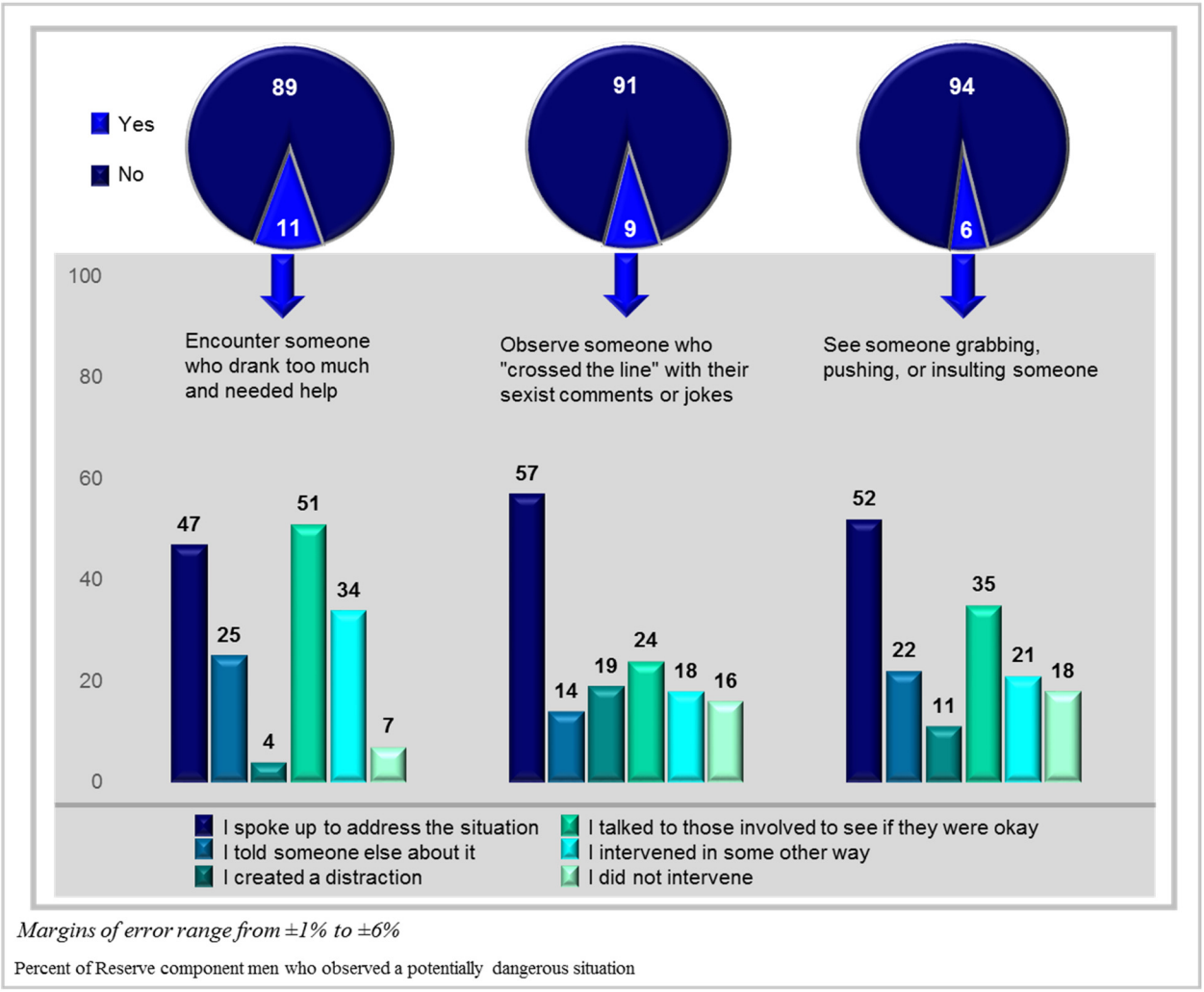
Men in the ANG and USAFR were *less likely* than men in the other Reserve components to indicate observing a potentially dangerous situation for all nine of the situations presented.

Figure 35.
Observed a Potentially Dangerous Situation, Intervened, and Reasons for Intervening for DoD Men (Q157–Q167)



The picture of bystander intervention for DoD men is similar to that for DoD women (Figure 36). The same two most frequently observed potentially dangerous situations that were selected by women were also endorsed by men— encountered someone who drank too much and needed help (11%) and observed someone who "crossed the line" with their sexist comments or jokes (9%). The third most frequently observed situation for men was they saw someone grabbing, pushing, or insulting someone (6%). Across all three situations, approximately half (47%–57%) of men indicated they spoke up to address the situation. As with DoD women, the most endorsed response for DoD men who encountered someone who drank too much and needed help was to talk to those involved and see if they were okay (51%).

Figure 36.
Observed a Potentially Dangerous Situation and Mode of Intervention for DoD Men (Q157, Q158, Q162, and Q163)



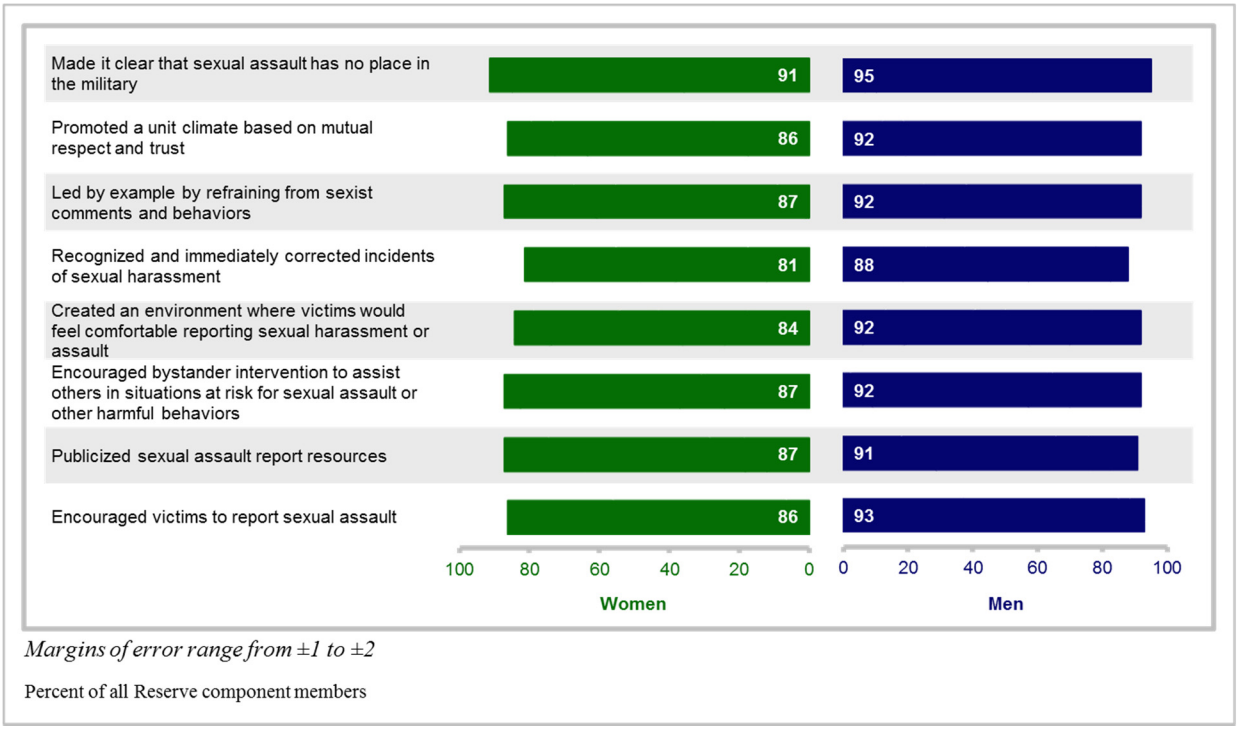
Margins of error range from ±1% to ±6%

Percent of Reserve component men who observed a potentially dangerous situation

Leadership Perceptions

Perceptions of military leadership reported by Reserve component members were largely positive, with the vast majority of DoD women and DoD men indicating their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors (Figure 37). In general, men were *more likely* than women to indicate their military chain of command demonstrates positive workplace actions and behaviors **well/very well** for all eight actions/behaviors.

Figure 37.
Positive Workplace Actions/Behaviors Demonstrated by Military Leadership (Q168)



Margins of error range from ±1 to ±2

Percent of all Reserve component members

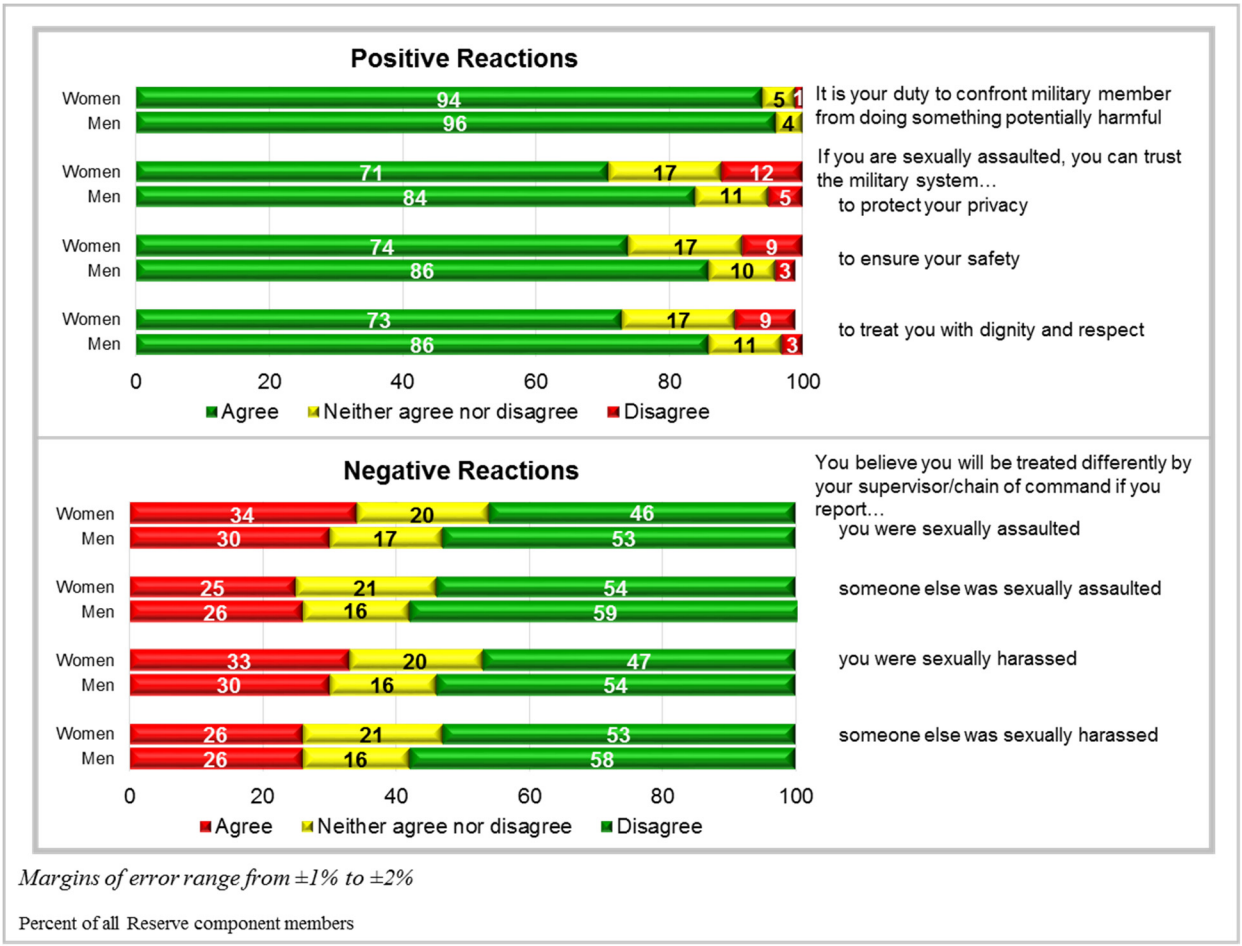
Reactions to Sexual Assault and Sexual Harassment

Overall, Reserve component members reported positive attitudes about how their leadership and the military in general would react to situations involving sexual assault and sexual harassment (Figure 38). The overwhelming majority of members indicated they **agreed** it is their duty when they are in a social situation to confront military members to keep them from doing something potentially harmful to themselves or others (94% of women, 96% of men), although there was a slight, but significant, *decrease* since 2015 (down 2% for women and 1% for men). The same slight significant *decreases* in agreement when comparing 2017 and 2015 results were also found for the National Guard (94% ±2 of women, down 3%, and 95% ±1 of men, down 2%) and Reserve women (94% ±1, down 2%).

The majority of members indicated they can trust the military system if they were sexually assaulted to protect their privacy, ensure their safety, and treat them with dignity and respect (71%–74% of women, 84%–86% of men). For these three situations, DoD men were *more likely* than DoD women to **agree** they can trust the military system. When comparing to responses from 2015, several significant differences were found regarding positive reactions. In 2017, there was a statistically significant *increase* in trust in the military system to protect your privacy and treat you with dignity and respect for both DoD women (up 3% and 2%, respectively) and Reserve women (up 4% and 3%, respectively). Reserve women also showed a statistically significant *increase* for those who indicated they could trust the military system to ensure their safety (up 2%) when compared to 2015.

Members were also asked a set of questions regarding being treated differently by their supervisor or chain of command if they were to report they or someone else was sexually assaulted/harassed. Although the responses to these situations were not as positive as trust in the military system, approximately half of members indicated they do not believe they would be treated differently if they were to report they, or someone else, was sexually assaulted or sexually harassed (46%–53% of women, 53%–59% of men; Figure 38). Conversely, one-quarter or more of members indicated they believe they would be treated differently if they reported any of these situations (25%–34% of women, 26%–30% of men). DoD men were *more likely* than DoD women to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report they or someone else were sexually assaulted/harassed.

Figure 38.
Reactions to Sexual Assault and Sexual Harassment (Q177)



Margins of error range from ±1% to ±2%

Percent of all Reserve component members

Perceptions of Willingness to Encourage Others/Discuss with Leadership

The majority of Reserve component members indicated to a **large extent** their willingness to address gender-related issues themselves and/or encourage others to address such issues (78%–79% ±2 of women, 80% ±2 of men) or seek help from their chain of command regarding sexual

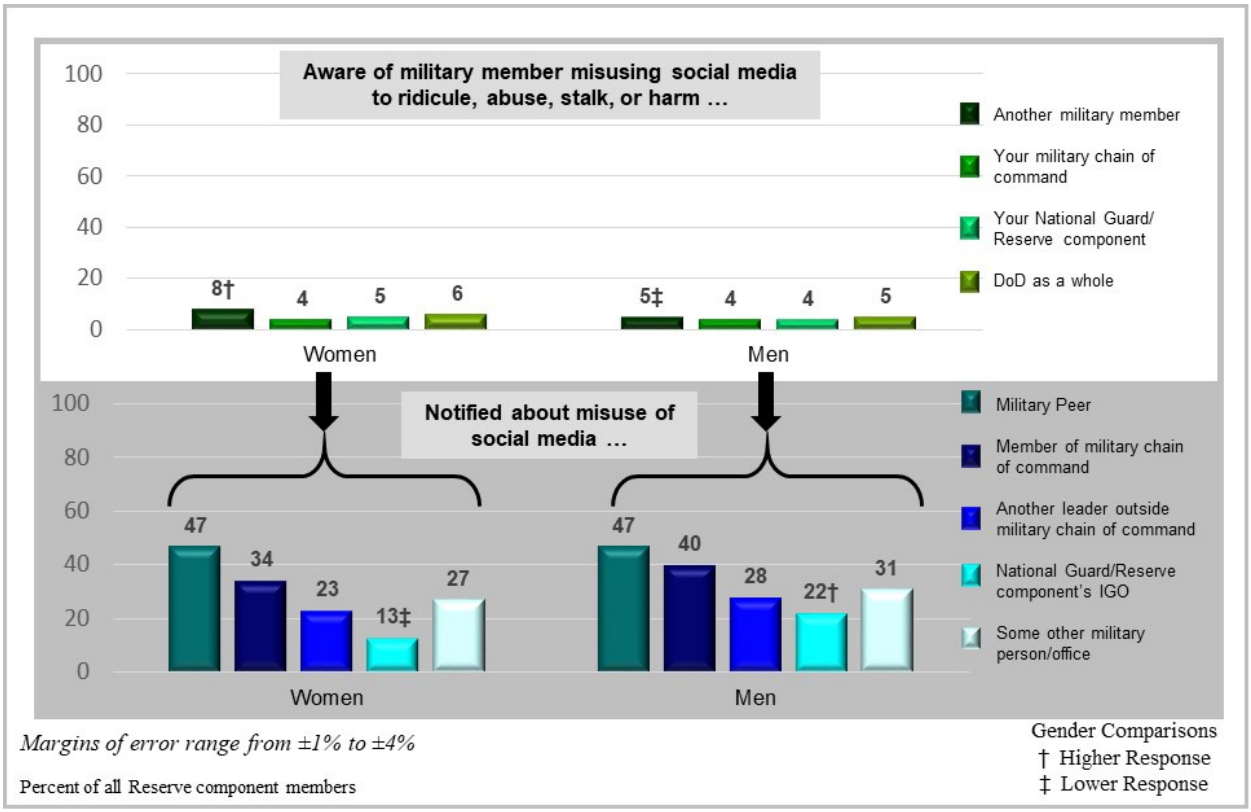
harassment from military members (79% ±2 of women, 83% ±1 of men). Similarly, the majority of members indicated they would be **likely** to encourage someone who has experienced sexual harassment/sexual assault to tell a military supervisor (92% ±1 of women, 94% ±1 of men), seek support services (96%–97% ±1 of women and men), or report it (95% ±1 of women, 96% ±1 of men). Additionally, comparable results are found for members being **likely** to tell a military supervisor about sexual harassment if it happened to them (81% ±2 of women, 88% ±1 of men) and report a sexual assault if it happened to them (86% ±1 of women, 91% ±1 of men).

While responses to these items remain very positive, there was a slight, yet significant, *decrease* in response to these items when compared to 2015. Specifically, men and women in the DoD and Reserve, along with National Guard women, showed a 1-2% *decrease* in their likelihood to encourage someone who experienced sexual harassment to tell a military supervisor, and men and women in the DoD and Reserve men showed a 1% *decrease* in their likelihood to encourage someone who has experienced sexual assault to report it. With regard to whether they would tell a military supervisor about sexual harassment or report a sexual assault if it happened to them, men in the DoD, National Guard, and Reserves showed a 2-3% *decrease* in their likelihood to do so, and DoD women showed a 1% *decrease* in their likelihood to report a sexual assault if it happened to them.

Social Media Use

The vast majority of Reserve component members were **not** aware of a military member misusing social media sites to ridicule, abuse, stalk, or harm any individual or group (Figure 39). However, 8% of women and 5% of men indicated they **were** aware of a military member misusing social media to harm another military member, and 4%–5% of women and men indicated being aware of social media misuse toward their military chain of command, their National Guard/Reserve component, or the DoD as a whole. Of those who indicated being aware of a military member misusing social media to harm someone, 47% of women and men indicated they notified a military peer about this misuse, while 34% of women and 40% of men indicated they notified a member of their military chain of command.

Figure 39.
Social Media Misuse and Notification of Misuse (Q181–Q182)



Sexual Assault and Sexual Harassment Training

Sexual Assault Training

As shown in Figure 40 and Figure 41, the vast majority of Reserve component members received training on sexual assault in the past 12 months and had favorable opinions on how effective/ relevant the training was, as well as how well training explains various concepts regarding sexual assault. Specifically, 80%–96% of women and 83%–95% of men **agree** military sexual assault training was effective/relevant. For how well sexual assault training explains various relevant sexual assault concepts, 74%–95% of women and 80%–96% of men **agree** training explains these concepts well. One area for improvement, relative to the other training areas, was training explains use of social media and the community to promote sexual assault prevention, as indicated by only 74% of women and 80% of men who **agree** their training did this.

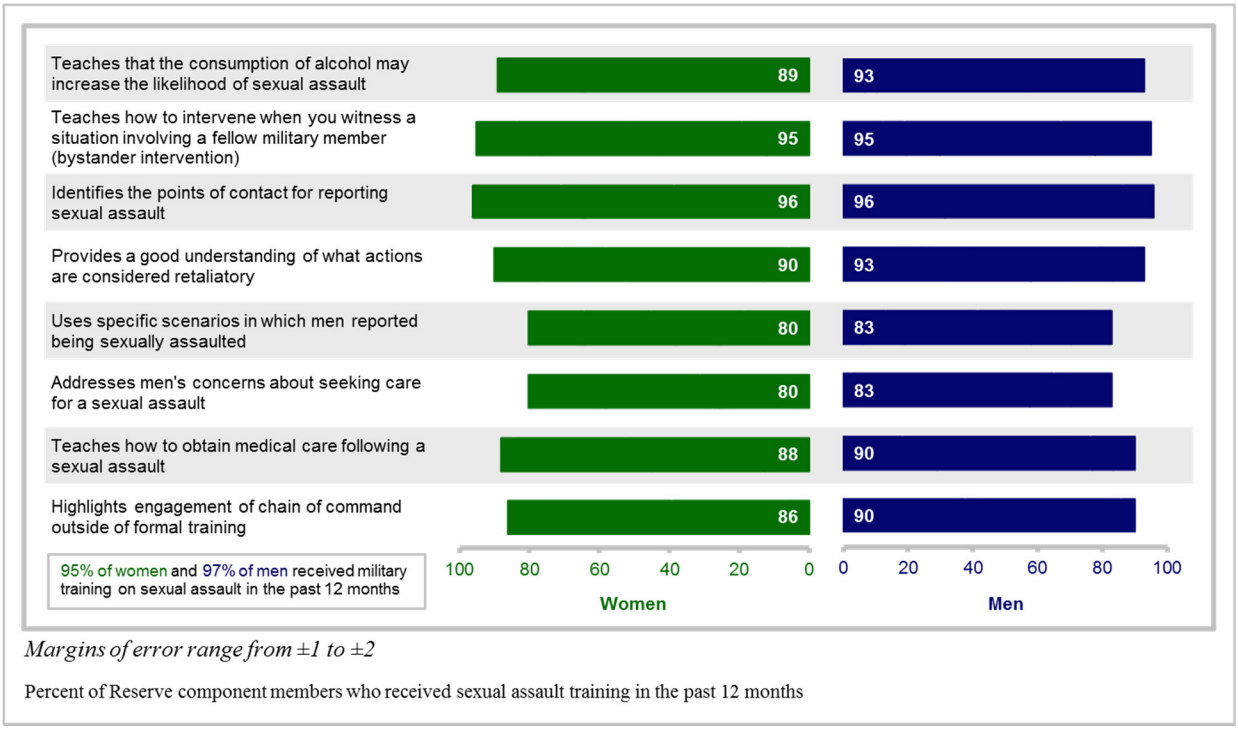
When comparing to 2015, a slight, yet statistically significant, *decrease* was found for DoD women and men, National Guard women, and Reserve women (down 1-2% in 2017) who indicated they received training on sexual assault in the past 12 months. With regard to the

effectiveness/relevance of training, significant results compared to 2015 were also found for the following:[25]

- Significant *decrease* in agreement in 2017 compared to 2015:
  - Teaches that the consumption of alcohol may increase the likelihood of sexual assault: *down* in 2017 for men in the DoD (down 3%), National Guard (down 3%), and Reserves (down 2%), and women in the DoD (down 5%), National Guard (down 6%), and Reserves (down 4%).
  - Teaches how to obtain medical care following a sexual assault: *down* in 2017 for men in the DoD (down 3%), National Guard (down 3%), and Reserves (down 2%).
  - Explains how sexual assault is a mission readiness problem: *down* in 2017 for men in the DoD (down 1%) and National Guard (down 2%), and DoD women (down 2%).
  - Explains the role of the chain of command in handling sexual assault allegations: *down* 1% in 2017 for Reserve men.
- Significant *increase* in agreement in 2017 compared to 2015:
  - Teaches how to intervene when you witness a situation involving a fellow military member: *up* 2% in 2017 for Reserve women.
  - Identifies the points of contact for reporting sexual assault: *up* in 2017 for women in the DoD (up 3%), National Guard (up 2%), and Reserves (up 3%).
  - Explains the resources available to victims: *up* in 2017 for DoD (up 1%) and Reserve women (up 2%).

[25] Note not all of the items were included in the *2015 WGRR* survey. Significant differences are only shown for those which were on both the 2015 and 2017 survey instruments.

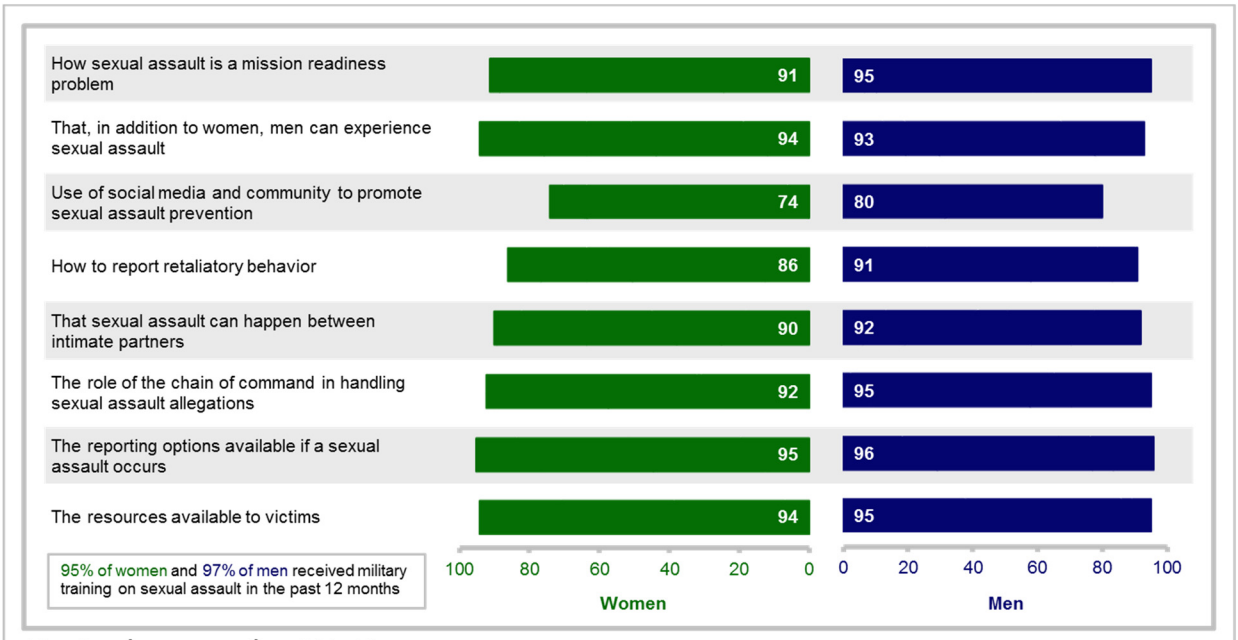
Figure 40.
Effectiveness/Relevance of Sexual Assault Training (Q172–Q173)



Margins of error range from ±1 to ±2

Percent of Reserve component members who received sexual assault training in the past 12 months

Figure 41.
How Well Sexual Assault Training Explains Various Concepts (Q172, Q174)



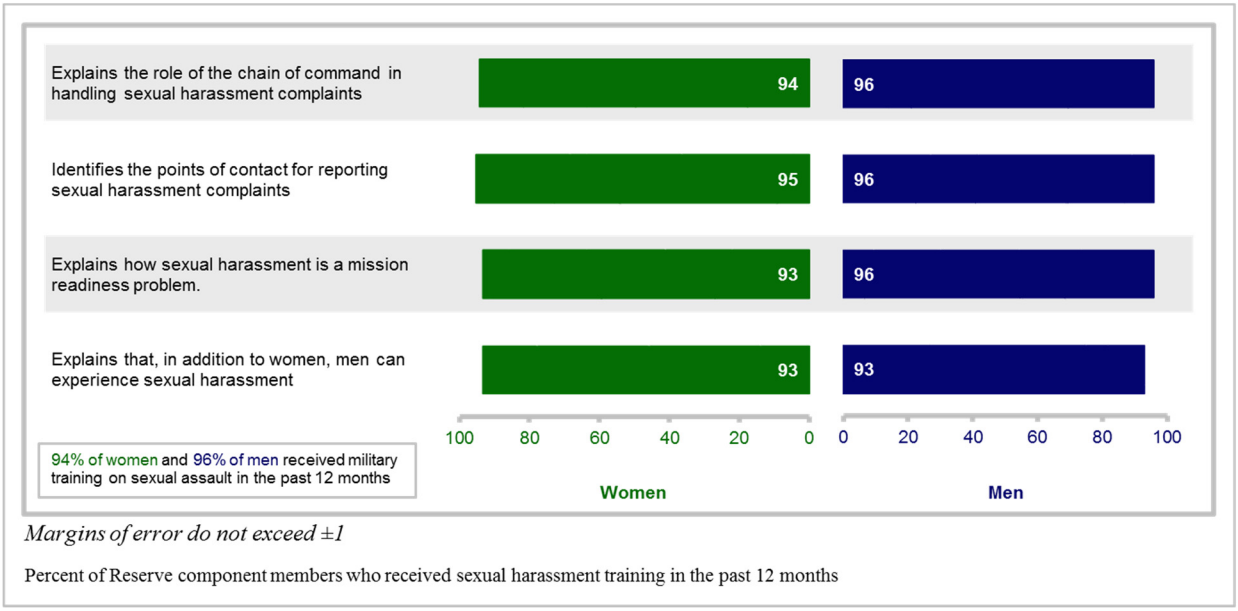
Margins of error range from ±1 to ±2

Percent of Reserve component members who received sexual assault training in the past 12 months

Sexual Harassment Training

The vast majority of members indicated receiving military training in the past 12 months on topics related to sexual harassment (94% of women, 96% of men), although this was a statistically significant *decrease* compared to 2015 for men and women in the DoD, National Guard, and Reserves (down 1-2%). Moreover, the vast majority of members also **agreed** the sexual harassment training explained the various intended sexual harassment concepts (93%–95% of women, 93%–96% of men; Figure 42).

Figure 42.
How Well Sexual Harassment Training Explains Various Concepts (Q175–Q176)



Margins of error do not exceed ±1

Percent of Reserve component members who received sexual harassment training in the past 12 months

Chapter 6:
Summary and Implications

Summary of Findings

Sexual Assault

DoD SAPRO's vision is of a DoD community that is free of sexual assault. Though this vision has not yet been realized, there are several indications of progress toward this end in the Reserve and Guard from the *2017 WGRR*. In 2017, 2.7% of DoD women and 0.3% of DoD men in the Reserve and Guard indicated experiencing sexual assault in the past 12 months. These results can be considered alongside the results from the *2016 Workplace and Gender Relations Survey of Active Duty Members* (*2016 WGRA*), where 4.3% of DoD women and 0.6% of DoD men indicated experiencing sexual assault in the past 12 months. Though these results are not compared statistically, they suggest that the Reserve and Guard are coming closer to achieving a community that is free of sexual assault.

In addition, the prevalence of sexual assault has declined in some areas of the Reserve and Guard since 2015, though these declines were not observed universally. There was a statistically significant decrease from 2015 for DoD men, as well as for Reserve women and men. Significant declines in sexual assault were not observed for the National Guard.

Despite these positive indicators, women in the Reserve and Guard continue to be more at risk for sexual assault in connection with their military service, rather than as a result of situations in their civilian roles.[26] For example, the majority of women who indicated experiencing sexual assault in the past 12 months indicated that the alleged perpetrator was a military member. Further research is needed to understand the factors that underlie this increase in risk and how to address these factors.

Sex-Based Military Equal Opportunity (MEO) Violations

DoD does not tolerate or condone sex-based military equal opportunity violations (i.e., sexual harassment and gender discrimination). Results from the *2017 WGRR* suggest that there have been improvements since 2015 in this domain in the Reserve and Guard. The overall estimated sexual harassment rate for 2017 was 16% for DoD women (a statistically significant decrease from 2015) and 4.1% for DoD men. Gender discrimination decreased since 2015 for both men and women, with 9.4% of women and 0.9% of men indicating experiencing gender discrimination. Overall, 20.1% of women (a statistically significant *decrease* from 2015) and 4.6% of men indicated experiencing a sex-based MEO violation in the past 12 months. Similar to sexual assault, these rates are lower than what was observed in the active duty population in the *2016 WGRA,* where 26.5% of DoD women and 6.8% of DoD men indicated experiencing a sex-based MEO violation. Though there is evidence of progress since 2015 in the Reserve and Guard, there remains room for improvement in fostering a military that is free from sex-based

[26] Details regarding the one situation of sexual assault with the greatest impact, including information about where the assault occurred and the alleged perpetrator, are not reportable for DoD men.

MEO violations, given that approximately one in five women and one in twenty-five men indicated experiencing a sex-based MEO violation in the past 12 months.

Prevention Implications

Bystander Intervention

Reserve and Guard members themselves are the first line of defense for intervening in problematic situations before they escalate. Indeed, members were highly likely to report taking action in response to observing a potentially dangerous situation. However, most members did not report observing a potentially dangerous situation during the past 12 months. This suggests that many high-risk situations may occur under the radar, and/or that members do not recognize the signs of a potentially dangerous situation. Further research to identify the signifiers of problematic situations can be used to inform training that teaches members what to look for and how to take action.

Sexual Harassment

Sexual harassment is a robust risk factor for sexual assault. Women and men who indicated experiencing sexual harassment on the *2017 WGRR* were 20 times and 77 times more likely to indicate experiencing sexual assault, respectively. In addition, nearly two-thirds of women who indicated experiencing sexual assault indicated they experienced sexual harassment and/or stalking surrounding the one situation of sexual assault. These "lower-level" behaviors are much more common than sexual assault and are ripe targets for bystander intervention and other prevention efforts. Interventions targeting this level of the continuum of harm are likely to have downstream benefits in reducing the occurrence of sexual assault.

Leadership

Members of leadership have a powerful role to play in fostering a military that is free of sexual assault, and command climate with respect to sexual assault was a powerful predictor of sexual assault rates in the *2017 WGRR*. Indeed, the risk of sexual assault was doubled for women and tripled for men who reported experiencing an unhealthy leadership climate. That said, the *2017 WGRR* results suggest that most members of leadership are taking their responsibility to establish a healthy workplace seriously. The vast majority of DoD women and men indicated their military chain of command does well or very well at demonstrating various positive workplace actions and behaviors, including making it clear that sexual assault has no place in the military and leading by example by refraining from sexist comments and behaviors. Continuing to support and provide leadership with the necessary skills and tools for maintaining a healthy workplace climate is critical for continued progress toward a community that is free of sexual assault.

Climate and Cultural Factors

There are several aspects of workplace climate and culture that were examined in the *2017 WGRR* that have implications for prevention efforts, including workplace hostility, alcohol consumption, and hazing and bullying.

Consistent with findings in the *2015 WGRR* and the *2016 WGRA,* workplace hostility was one of the strongest climate-based predictors of sexual assault in the *2017 WGRR*. Though the majority of members did not report experiencing high levels of workplace hostility, for those who did, the risk of sexual assault was more than doubled for women and more than tripled for men. This finding suggests that building a positive and collegial workplace climate, in addition to the benefits to overall morale and resilience, may have downstream positive benefits in reducing the occurrence of sexual assault. This finding also highlights the importance of bystander intervention in situations of workplace hostility.

Alcohol consumption remains a concern as a risk factor for sexual assault. However, most DoD women who indicated experiencing a sexual assault on the *2017 WGRR* did not engage in alcohol or drug use at the time the unwanted event occurred (70%). In total, 41% of women indicated they and/or the alleged offender used alcohol during the unwanted event. Thus, alcohol remains a factor in some instances of sexual assault. Of note, however, alcohol may not be as prominent of a situational factor in the Reserve and Guard as it is in the active duty force, where 59% of women indicated they and/or the alleged offender used alcohol (OPA, 2017).

A sizeable proportion of DoD women and men who indicated experiencing an MEO violation would describe the one situation as involving hazing and/or bullying (42% ±4 for women, 39% ±7 for men). Hazing and bullying behaviors are not limited to gender-based unwanted behaviors, however, these types of problematic workplace behaviors may be likely to co-occur. Further research on hazing and bullying behaviors in the military workplace may inform bystander intervention training as well as training for leadership regarding the signs that hazing and/or bullying are occurring and how to best intervene.

Victim Assistance Implications

Sexual Assault

Approximately one-quarter of DoD women who indicated experiencing a sexual assault indicated reporting the unwanted event to the military. For the three-quarters of women who did not report the one situation of sexual assault to a military authority, the top reasons were they wanted to forget about it and move on, they did not want more people to know, and they felt partially to blame, ashamed, or embarrassed. These barriers may be difficult to overcome directly as they do not point to specific structural barriers in the system that can be easily addressed. That said, training that acknowledges these hurdles while also highlighting prosocial reasons to report can provide a realistic picture of the difficult decision that victims of sexual assault face in deciding whether to report and may be useful for countering narratives regarding false reports.

The majority of members indicated they can trust the military system if they were sexually assaulted to protect their privacy, ensure their safety, and treat them with dignity and respect. Moreover, when comparing to responses from 2015, there was a statistically significant *increase* in trust in the military system to protect your privacy and treat you with dignity and respect for DoD women in 2017. These results suggest that efforts to improve the military system with regard to handling cases of sexual assault are having an impact.

Sexual Harassment and Gender Discrimination

Members who indicated experiencing a sex-based MEO violation most frequently indicated they discussed the one situation with friends, family, or military coworkers, though nearly half indicated they reported/discussed the one situation with their supervisor/leadership. Results suggest that there is room for improvement in the responses of leadership to reports of MEO violations. Many of the members who reported/discussed with their supervisor/leadership indicated experiencing both positive and negative actions resulting from the reporting/discussion of the one situation (43% ±5 of women, 36% ±12 of men), and approximately one in five experienced negative actions only. In particular, members who indicated experiencing situations involving both sexual harassment and gender discrimination were more likely to experience negative responses from leadership when reporting/discussing their experiences. In addition, members were more dissatisfied than satisfied with the response/action taken by the personnel handling the situation. Training that better prepares leaders to address reports of MEO violations may be beneficial, in particular when focusing on members who experience a multitude of sex-based MEO violations.

Assessment Implications

Male Victims

Because of the small number of men who indicated experiencing sexual assault on the *2017 WGRR,* specific details regarding the one situation of sexual assault were not reportable. Results from the *2016 WGRA* suggested that there are key differences in risk factors, situational characteristics, and outcomes between men and women who indicated experiencing sexual assault. Ensuring adequate representation of male victims in future survey efforts will be critical for obtaining further insights into the experiences of male victims in order to inform prevention and response efforts that are tailored to this population.

Women in the Workplace

It remains the case that women are more likely than men to indicate experiencing sexual assault, sexual harassment, and gender discrimination. Unlike the *2015 WGRR* and the *2016 WGRA*, however, low presence of female coworkers was not associated with a significant increase in risk for sexual assault among women in the *2017 WGRR*. The current measure of presence of female coworkers is a single yes/no item regarding whether women comprise less than 25% of a respondents' coworkers. However, there may be differential effects at varying levels of representation, for example, the difference between having approximately 20-25% vs. a very low proportion of female coworkers (e.g., 1-5%) may be meaningful. Increased measurement precision regarding the impact of women in the workplace may provide valuable insights as women are increasingly integrating into historically male-only military occupations.

Continued Monitoring and Ongoing Research

OPA will continue to measure estimated prevalence rates of sexual assault, sexual harassment and gender discrimination among Reserve and Guard members as well as to assess attitudes and perceptions about personnel programs and policies, in accordance with the biennial cycle

mandated by the National Defense Authorization Act (NDAA) Fiscal Year 2013 Section 570. The active duty force will be assessed in 2018 and the next assessment of the Reserve and Guard will occur in 2019. In addition, further analysis on the data obtained from the *2017 WGRR* will be conducted to provide further insights into risk and protective factors for unwanted gender-related behaviors among the Reserve and Guard.

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Appendix A.
United States Army Overview Report

DATA DRIVEN SOLUTIONS FOR DECISION MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

Appendix A: United States Army Overview Report

This appendix focuses on results from the *2017 WGRR* for members of the Army National Guard and Army Reserves. Findings will be shown for estimated prevalence of sexual assault, details of the one situation of sexual assault that had the biggest effect on the member, experiences of sexual harassment and gender discrimination (hereafter referred to as sex-based MEO violations), details of the one situation of MEO violations that had the biggest effect on the member, and workplace culture and training.[27]

Data will be presented for total Army women and men, ARNG women and men, and USAR women and men when available. When data is not reportable for men, only results for women will be discussed.

Sexual Assault

As described in Chapter 1, sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). See Chapter 1 for details on rate constructions.

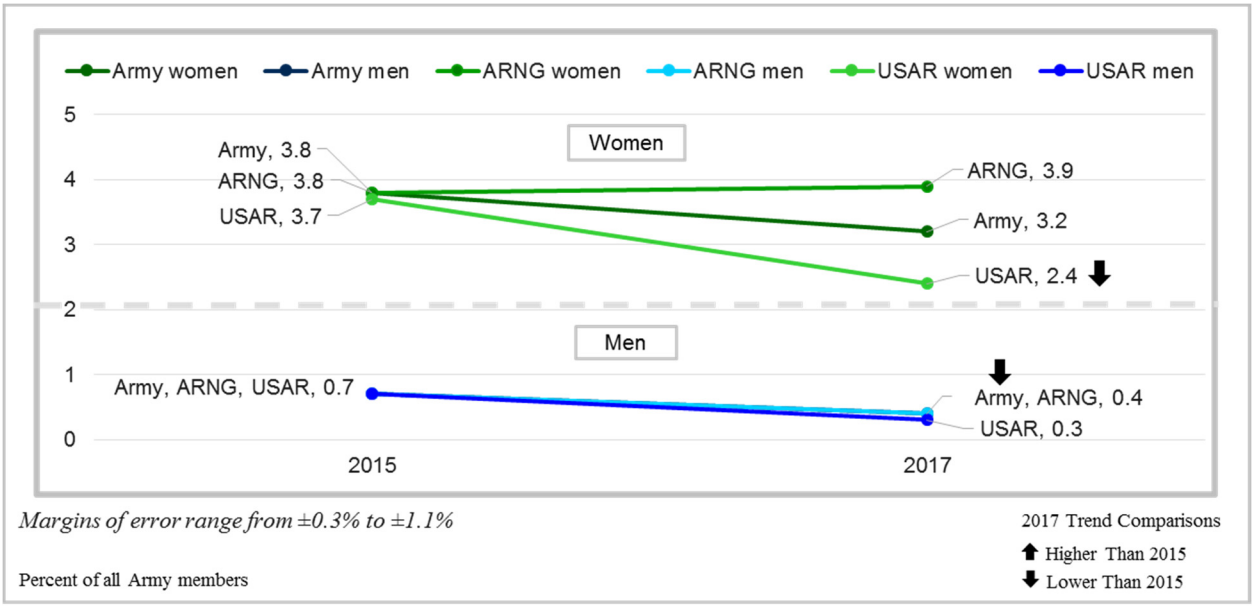
Estimated Past Year Sexual Assault Prevalence Rate

As shown in Figure 43, 3.2% of Army women and 0.4% of Army men indicated experiencing sexual assault in the past 12 months. For ARNG, 3.9% of women and 0.4% of men indicated experiencing sexual assault in the past 12 months, while for USAR, 2.4% of women and 0.3% of men indicated experiencing sexual assault. The estimated sexual assault prevalence rates show a statistically significant *decrease* from 2015 for Army men (down 0.3%) and USAR women (down 1.3%). Women in the Army, ARNG, and USAR were *more likely* than men in the respective component to indicate experiencing sexual assault in the past year.

Women in the ARNG (3.9%) were *more likely* to indicate experiencing sexual assault in the past 12 months, whereas women in the ANG (1.7% ±0.8) and USAFR (1.3% ±0.7) were *less likely*.

[27] As the findings are based on survey participant responses, the terms "indicated" or "experienced" are not intended to convey investigative or legal conclusions regarding the negative behaviors indicated in the responses.

Figure 43.
Army Sexual Assault Prevalence Rate Estimates (Q64–Q84, Q86–Q92, Q94–Q105)



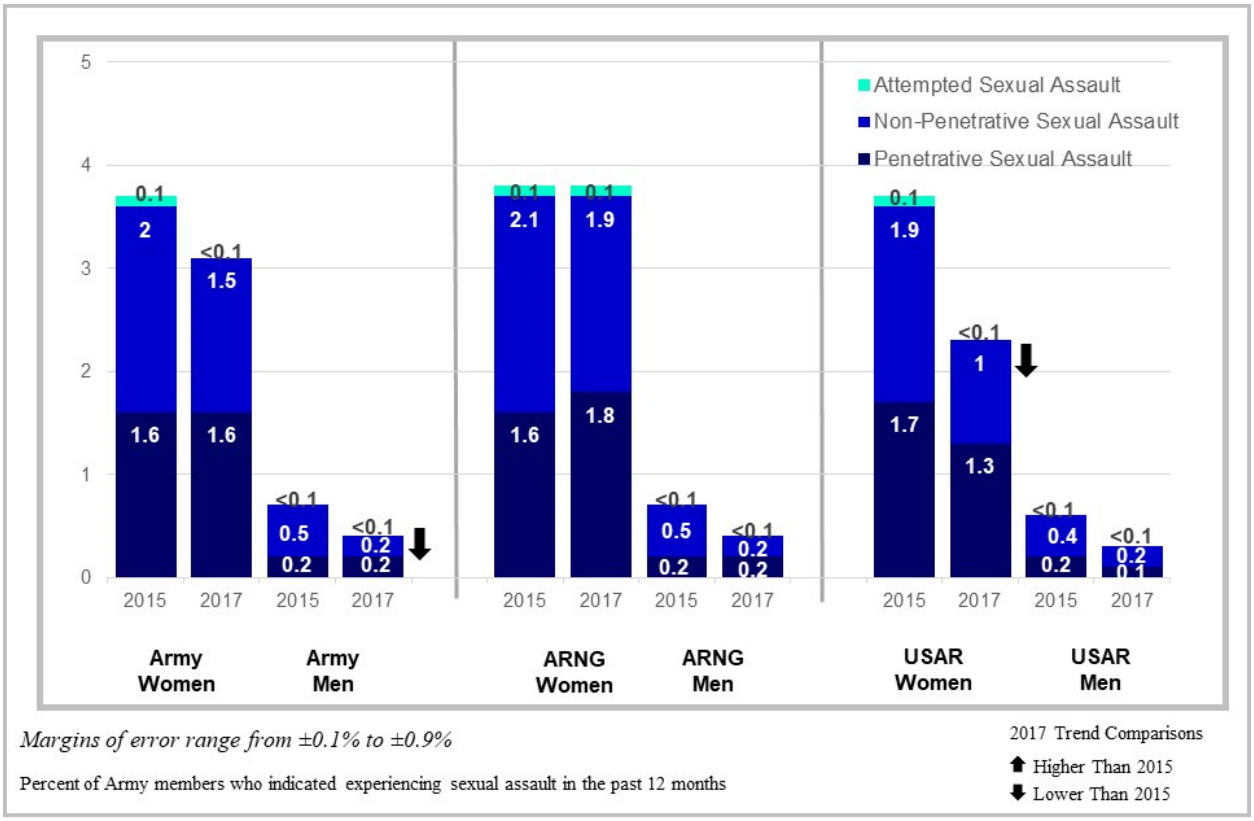
Type of Estimated Sexual Assault Prevalence Rates

Women in the ARNG were *more likely* to indicate experiencing non-penetrative sexual assault in the past 12 months than women in the other Reserve components.

Examining more closely the three types of sexual assault,[28] 1.6% of Army women indicated experiencing penetrative sexual assault and 1.5% indicated experiencing non-penetrative sexual assault (Figure 44). The remaining <0.1% of Army women indicated experiencing attempted penetrative sexual assault. Among Army men, 0.2% indicated experiencing penetrative sexual assault and 0.2% indicated experiencing non-penetrative. Additionally, <0.1% of men indicated experiencing attempted penetrative sexual assault. The non-penetrative sexual assault prevalence rates show a statistically significant *decrease* from 2015 for Army men (down 0.3%) and USAR women (down 0.9%). Overall, Army women were *more likely* than Army men to indicate experiencing penetrative and non-penetrative sexual assault.

[28] See Chapter 1 for construction of hierarchy of sexual assault prevalence rates.

Figure 44.
Type of Sexual Assault Prevalence Rate Estimates Among Army Members (Q64–Q84, Q86–Q92, Q94–Q105)



Estimated Sexual Assault Prevalence Rates: Prior to Joining the Military, Since Joining the Military, and Lifetime

The behaviorally based items for sexual assault prior to joining the military, since joining the military, and lifetime prevalence of sexual assault require affirmative selection of one of the sexual assault behaviors (see Chapter 1 for a list of behaviors). However, inclusion in these rates does not require the legal criteria for intent and/or consent. Army women were *more likely* than Army men to indicate experiencing each of the sexual assault rates discussed below.

Overall, 7.7% (±0.9) of Army women (8.1% ±1.4 for ARNG, 7.2% ±1.2 for USAR) and 0.7% (±0.3) of Army men (0.6% ±0.4 for ARNG and 0.8% ±0.5 for USAR) indicated experiencing sexual assault ***prior*** to joining the military.

The estimated prevalence rate for sexual assault ***since*** joining the military ***including*** the past 12 months was 12.7% (±1.1) for Army women (13.1% ±1.6 for ARNG, 12.3% ±1.4 for USAR) and 1.5% (±0.5) for Army men (1.5% ±0.6 for ARNG, 1.6% ±0.6 for USAR).

The estimated rate for those who indicated experiencing sexual assault in their lifetime for Army women was 16.2% (±1.2; 16.6% ±1.8 for ARNG, 15.6% ±1.6 for USAR) and 2% (±0.5%) for Army men (2.0% ±0.7 for ARNG, 2.1% ±0.7 for USAR).

One Situation of Sexual Assault With the Biggest Effect

Data for the one situation of sexual assault with the biggest effect are mostly not reportable for Army men. Thus, Army women will be discussed in the following section and data for men will be highlighted where applicable. Data is also largely not reportable for ARNG women and USAR women; however, significant differences will be discussed when possible.

Most Serious Behavior Experienced in the One Situation

Reserve component members were asked which experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses from this question were used to construct the three-level hierarchical variable of the most serious behavior experienced: penetrative sexual assault, attempted penetrative sexual assault, and non-penetrative sexual assault. The OPA metrics, which places attempted penetrative sexual assault before non-penetrative sexual assault, is described below:

- Penetrative sexual assault includes individuals who indicated "Yes" to any of the items that assess penetration of the vagina, anus, or mouth.

- Attempted penetrative sexual assault includes individuals who indicated "Yes" to the item that assesses attempted sexual assault and were not previously counted as penetrative sexual assault.

- Non-penetrative sexual assault includes individuals who indicated "Yes" to either of the screener items that assess unwanted sexual touching and were not previously counted as having experienced either penetrative sexual assault or attempted penetrative sexual assault.

The most serious behavior discussed in the unwanted event with the biggest effect did not have to meet the legal criteria, as long as one of the sexual assault behaviors endorsed previously met the legal criteria for sexual assault as outlined in Chapter 1. For ease of reading results, this section should be read as percentages occurring **out of the 3.2% of Army women** who indicated experiencing sexual assault in the past year.

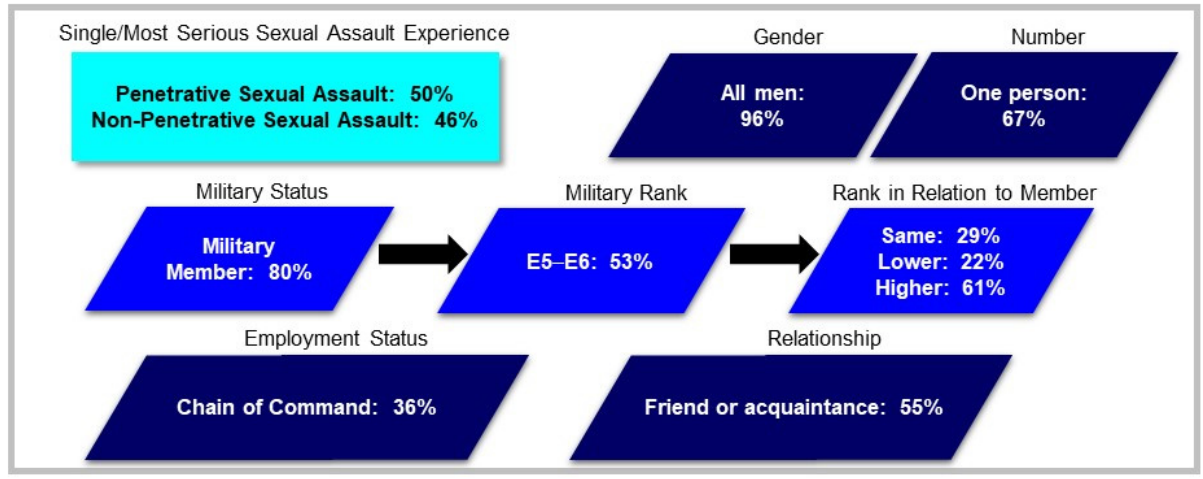
In 2017, Army women almost equally indicated experiencing penetrative sexual assault and non-penetrative sexual assault during the one situation. Half (50%) of Army women (48% ±14 for ARNG, 54% ±14 for USAR) indicated the single or most serious situation was penetrative sexual assault and 46% (48% ±14 for ARNG, 43% ±13 for USAR) indicated it was non-penetrative sexual assault.

Who: Reported Demographics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted in Figure 45 for Army women. The majority of Army women indicated the one situation was done by one person (67%) and by all men (96%). The vast majority of Army women indicated at least one of the alleged offender(s) was a military member (80%; 80% ±13 for ARNG, 79% ±15 for USAR). Over half of women indicated the military member alleged offender(s) was/were of the E5–E6 rank (53%; 54% ±15 for ARNG, not reportable for USAR women). Moreover, 61% of Army

women indicated the alleged offender(s) was/were of a higher rank than them (58% ±16 for ARNG, 68% ±15 for USAR) and 36% indicated the person(s) was/were in their chain of command (41% ±14 for ARNG, 25% ±16 for USAR). Lastly, 55% of women indicated the alleged offender was a friend or acquaintance (57% ±14 for ARNG, 51% ±15 for USAR).

Figure 45.
Reported Demographics of the Alleged Offender(s) for Army Women (Q109–Q114)



Margins of error range from ±7% to ±12%

Percent of Army women who indicated experiencing sexual assault in the past 12 months

Where: Location and Context

Women in the USAR (43% ±15) were *more likely* than women in the other Reserve components to indicate the one situation occurred while they were out with friends or at a party that was not an official military function, while ARNG women (14% ±12) were *less likely*.

Where the one situation occurred and in what context(s) include a range of military and non-military settings. Approximately half of Army women indicated the one situation occurred at a military installation, armory, or National Guard or Reserve unit site, or another military work location (54% ±10; 61% ±14 for ARNG, 41% ±13 for USAR) or while performing their National Guard or Reserve duties (54% ±10; 55% ±14 for ARNG, 52% ±14 for USAR). Along with the location, the context of the one situation was examined, and less than one-quarter of Army women indicating the one situation occurred while out with friends or at a party that was not an official military function (23%).

How: Circumstances of Alcohol/Drugs, Hazing/Bullying, and Stalking/ Harassment

Women in the ARNG (<1% ±1) were *less likely* than women in the other Reserve components to indicate they might have been given a drug without their knowledge or consent during the one situation of sexual assault.

Circumstances surrounding the one situation include the use of alcohol and/or drugs, experiences of hazing and bullying, and harassment or stalking before and/or after the unwanted event. Overall, most Army women did not engage in alcohol or drug use during the one situation. The majority of Army women indicated they had ***not*** been drinking alcohol at the time the unwanted event occurred (73% ±10; 77% ±14 for ARNG, 66% ±16 for USAR), and less than one-third of Army women indicated the alleged offender(s) had been drinking (31% ±10; 29% ±13 for ARNG, 34% ±15 for USAR). Overall, 36% (±11%) of Army women indicated they and/or the offender(s) used alcohol during the unwanted event. For the use of drugs, the vast majority of Army women indicated they were ***not*** given a drug without their knowledge or consent (84% ±9; 90% ±13 for ARNG, 73% ±16 for USAR).

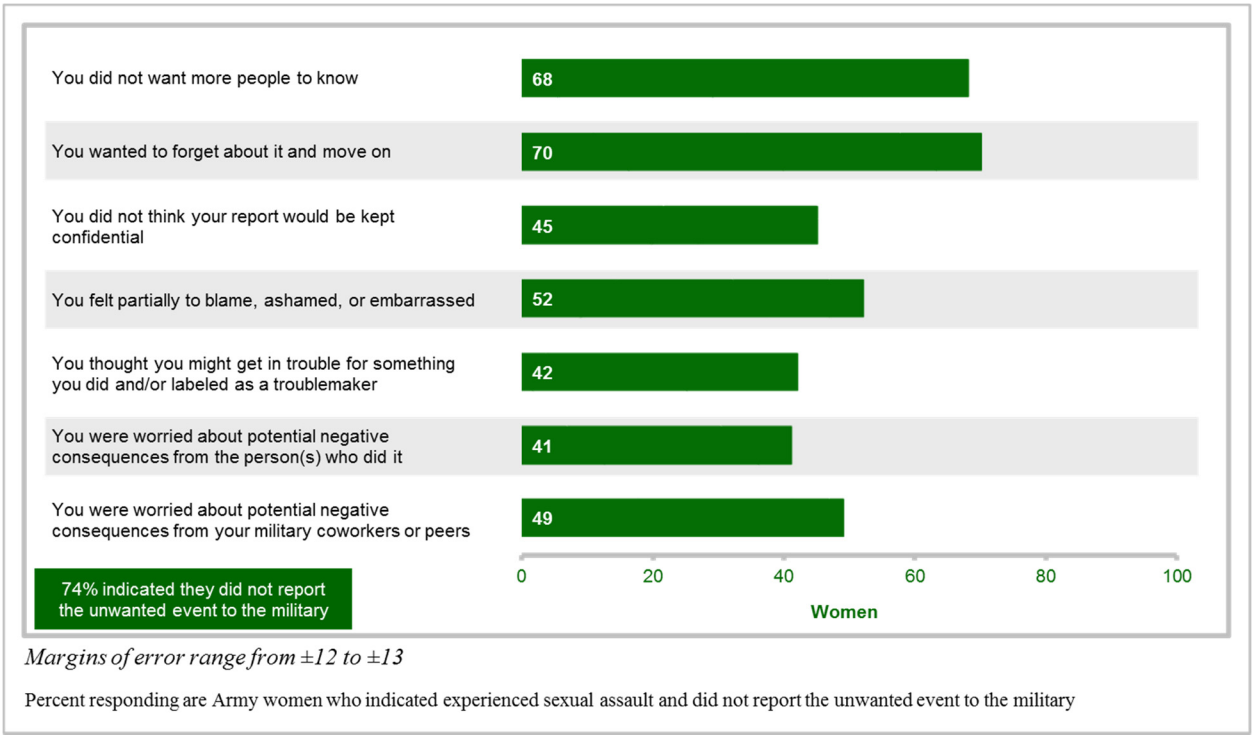
With regard to bullying and hazing, 22% (±11) of Army women (25% ±15 for ARNG, 17% ±15 for USAR) would describe the unwanted event as bullying and 14% (±11) as hazing (19% ±15 for ARNG, 6% ±10 for USAR). For the possible overlap of behaviors, the majority of Army women would ***not*** describe the one situation of sexual assault as hazing or bullying (71% ±11; 67% ±15 for ARNG, 81% ±15 for USAR).

More than two-thirds of Army women indicated they were sexually harassed and/or stalked before and/or after the one situation of sexual assault (67% ±11; 64% ±14 for ARNG, 73% ±15 for USAR). More specifically, 44% (±11) of women indicated experiencing sexual harassment/ stalking both before and after the one situation (45% ±14 for ARNG, 41% ±15 for USAR).

Reporting of Sexual Assault

About one-quarter of Army women indicated reporting the unwanted event to the military (26% ±10; 29% ±14 for ARNG, 20% ±14 for USAR). For the 74% (±10) of Army women (71% ±14 for ARNG, 80% ±14 for USAR) who did not report the one situation of sexual assault to a military authority, the top reasons as to why they did not report are presented in Figure 46. The top reason, as selected by 70% of Army women (67% ±16 for ARNG, 76% ±17 for USAR), was they wanted to forget about it and move on, followed by 68% of Army women (66% ±16 for ARNG, 71% ±17 for USAR) who indicated they did not want more people to know. Additionally, more than half of women indicated they felt partially to blame, ashamed, or embarrassed (52%; 56% ±16 for USAR, data is not reportable for ARNG women).

Figure 46.
Top Reasons for Not Reporting Sexual Assault for Army Women (Q133)



Margins of error range from ±12 to ±13

Percent responding are Army women who indicated experienced sexual assault and did not report the unwanted event to the military

Negative Outcomes of Experiencing Sexual Assault

Measures of perceived potential professional reprisal, ostracism, and other negative outcomes[29] are used to capture behaviors experienced by Reserve component members as a result of experiencing a sexual assault, regardless of reporting, whereas measures of perceived professional reprisal, ostracism, and other negative outcomes are used to capture outcomes experienced as a result of reporting a sexual assault. However, data is not reportable for any of the three perceived rates for negative outcomes for the Army. Recall data presented in this section are out of the 3.2% of Army women who indicated experiencing sexual assault in the past year.

Perceived Potential Negative Outcomes

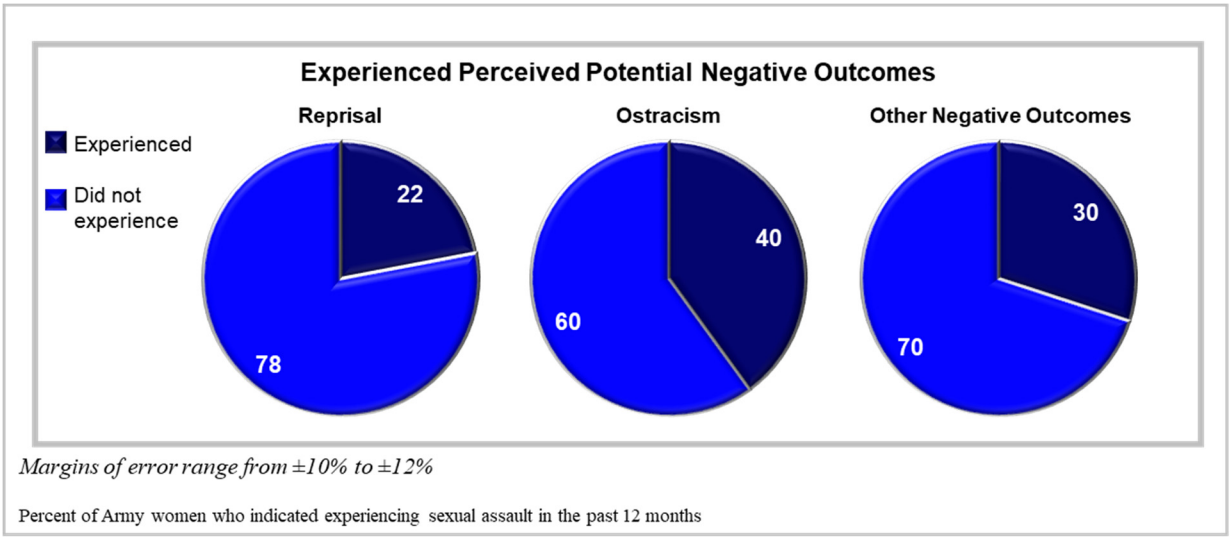
Perceived potential professional reprisal reflects whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of experiencing a sexual assault, regardless if they reported. Twenty-two percent of Army women (21% ±14 for ARNG, 24% ±15 for USAR) indicated perceiving potential professional reprisal in the past 12 months (Figure 47).

[29] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Perceived potential ostracism reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored as a result of experiencing a sexual assault, regardless if they reported. In the past 12 months, 40% of Army women (38% ±16 for ARNG, data is not reportable for USAR women) indicated perceiving potential ostracism.

Perceived potential other negative outcomes[30] reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm as a result of experiencing sexual assault, regardless if they reported. Less than one-third of Army women indicated experiencing perceived potential other negative outcomes in the past 12 months (30%; 30% ±15 for ARNG, 29% ±16 for USAR).

Figure 47.
Perceived Potential Negative Outcomes and Rates for Army Women (Q135, Q139, and Q143)[31]



Sex-Based Military Equal Opportunity (MEO) Violations

This section examines Army, including ARNG and USAR, members' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, to be included in the estimated rate for sex-based MEO violations, two requirements must be met:

[30] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.
[31] Throughout this report, the term "experienced" is passed on respondent self-reports of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusions regarding the behaviors reported in the survey.

1. Experience gender-related behavior(s) in line with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination by someone in their military workplace in the 12 months before the survey, and

2. Meet at least one of the follow-up criteria for the sex-based MEO violation behavior(s) experienced.

Estimates are provided for past year rates of sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, the overall estimated sex-based MEO rate, and combinations of sex-based MEO violations. See Chapter 1 for details on rate constructions. In addition, this section provides details of the one situation of an MEO violation that had the biggest effect on the member.

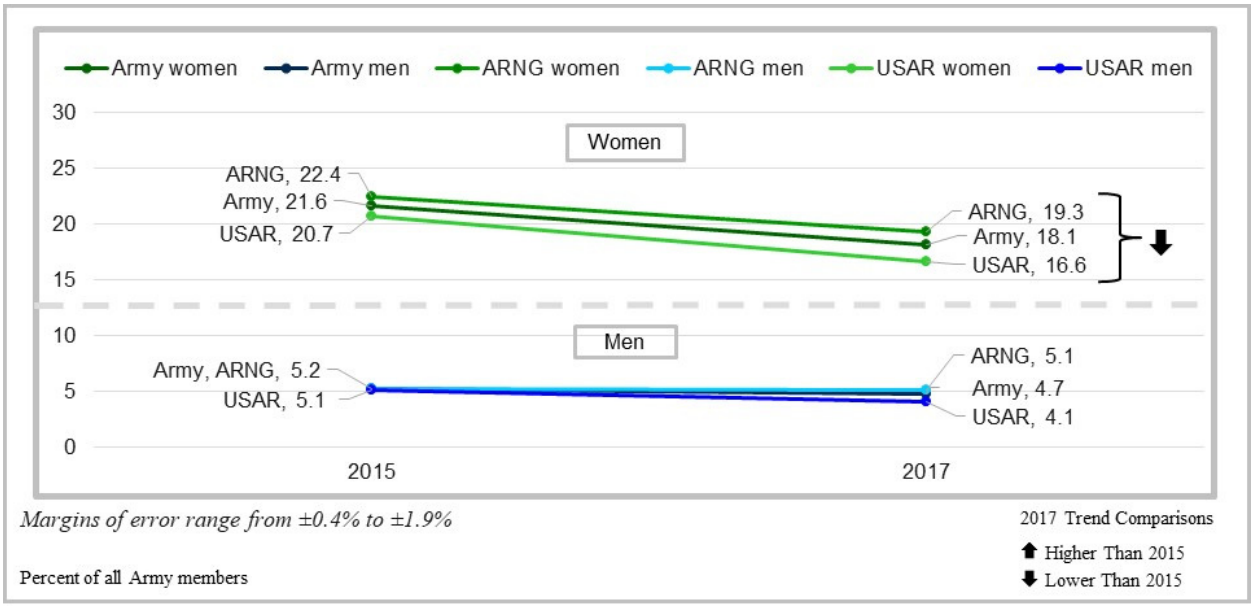
Estimated Past Year Sexually Hostile Work Environment Rate

Sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance, or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person's job, pay, or career. Additionally, most of the behaviors have to either continue after the offender knew to stop or were so severe or pervasive that most military members would have found them offensive to meet the legal criteria for inclusion in the rate.

Of the Army women who indicated experiencing penetrative sexual assault, 75% (±14) also indicated experiencing sexually hostile work environment.

The estimated sexually hostile work environment rate for 2017 was 18.1% for Army women and 4.7% for Army men, with women *more likely* to indicate experiencing than men (Figure 48). This was a statistically significant *decrease* from 2015 for Army women (down 3.5%), including ARNG women (down 3.1%) and USAR women (down 4.1%). Women in the ARNG (19.3% ±1.9) were *more likely* to indicate experiencing sexually hostile work environment than women in the USAR (16.6% ±1.7). Further, women in the ARNG were *more likely* to indicate experiencing sexually hostile work environment, whereas women in the ANG (10.8% ±1.5) and USAFR (9.1% ±1.3) were *less likely*. Similarly, men in the ARNG (5.1% ±1.1) were *more likely* to indicate experiencing sexually hostile work environment than men in the USAR (4.1% ±0.9). Further, men in the ARNG were *more likely* to indicate experiencing sexually hostile work environment, whereas men in the ANG (2.9% ±0.8), USAFR (2.0% ±0.6), and USNR (3.1% ±0.8) were *less likely*.

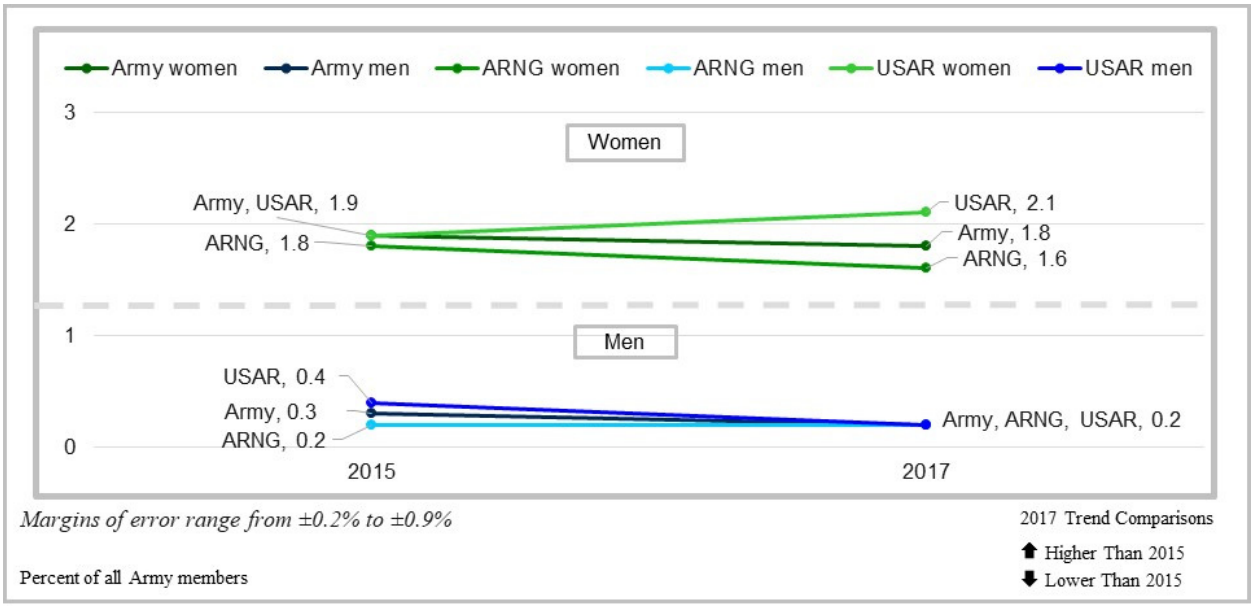
Figure 48.
Army Sexually Hostile Work Environment Rate Estimates (Q9–Q21, Q26–Q44)



Estimated Past Year Sexual Quid Pro Quo Rate

Sexual *quid pro quo* includes instances of job benefits or losses conditioned on sexual cooperation. In 2017, 1.8% of Army women and 0.2% of Army men indicated experiencing sexual *quid pro quo*, with women *more likely* to indicate experiencing than men (Figure 49). Women in the USAR (2.1%) were *more likely* to indicate experiencing sexual *quid pro quo*, whereas women in the USNR (0.6% ±0.4), ANG (0.4% ±0.5), and USAFR (0.5% ±0.4) were *less likely*.

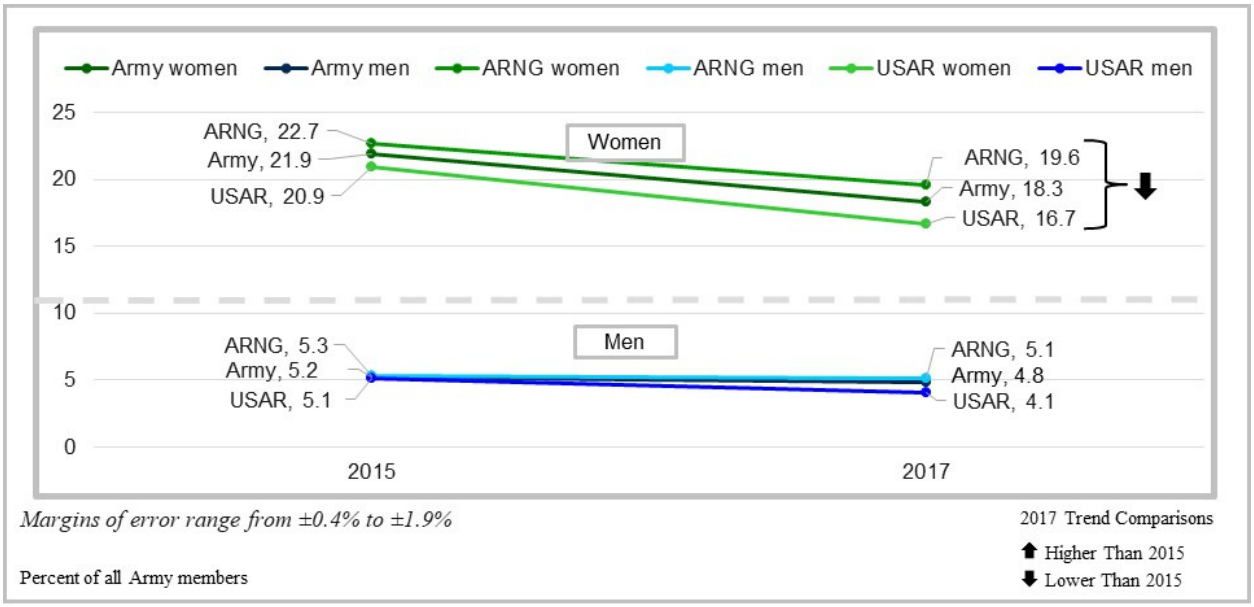
Figure 49.
Army Sexual Quid Pro Quo Rate Estimates (Q22–Q23, Q45–Q46)



Estimated Past Year Sexual Harassment Rate

Sexual harassment includes the two behaviors of sexually hostile work environment and sexual *quid pro quo*. As shown in Figure 50, for 2017, 18.3% of Army women and 4.8% of Army men indicated experiencing sexual harassment, with women *more likely* to indicate experiencing than men. There was a statistically significant *decrease* for the 2017 rate from 2015 for Army women (down 3.6%), including women in both the ARNG (down 3.1%) and USAR (down 4.2%). Women in the ARNG (19.6%), along with women in the USMCR (25.3% ±7.4), were *more likely* to indicate experiencing sexual harassment, whereas women in the ANG (11.0% ±1.5) and USAFR (9.2% ±1.3) were *less likely*. Similarly, men in the ARNG (5.1%) were *more likely* to indicate experiencing sexual harassment, whereas men in the USNR (3.1% ±0.8), ANG (2.9% ±0.8), and USAFR (2.0% ±0.6) were *less likely*.

Figure 50.
Army Sexual Harassment Rate Estimates (Q9–Q23, Q26–Q46)

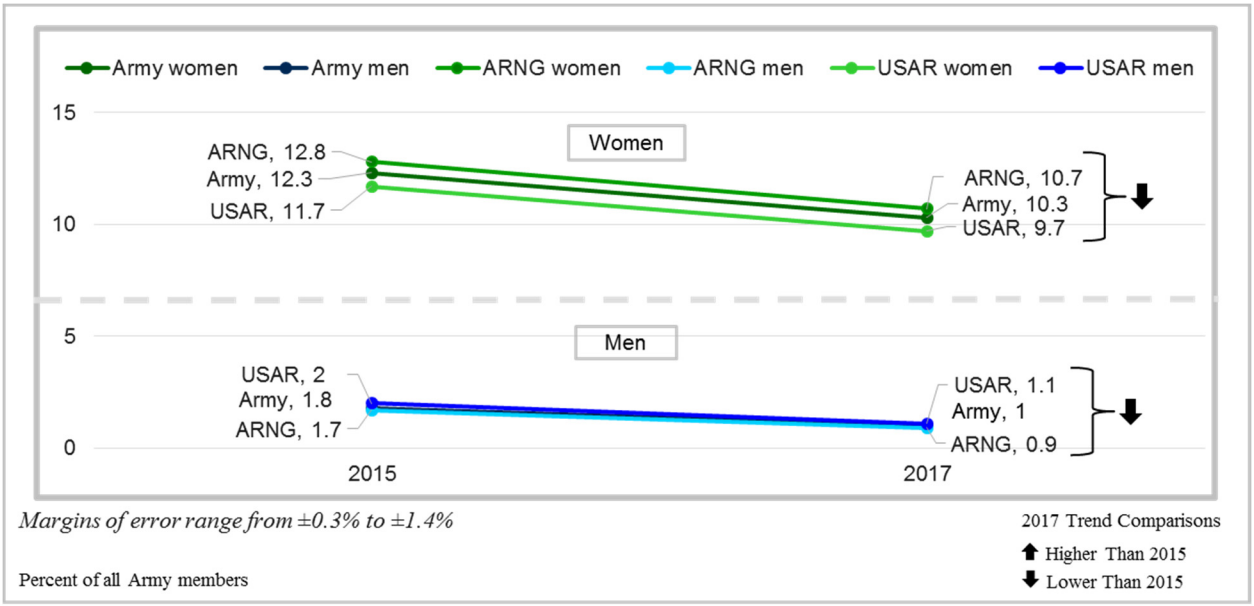


Estimated Past Year Gender Discrimination Rate

Of the Army women who indicated experiencing penetrative sexual assault, 38% (±14) also indicated experiencing gender discrimination.

Gender discrimination includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career. The estimated gender discrimination rate for 2017 was 10.3% for Army women and 1% for Army men, with women *more likely* to indicate experiencing than men (Figure 51). The rate was a statistically significant *decrease* from 2015 for Army women (down 2%), including both ARNG (down 2.1%) and USAR women (down 2%). Gender discrimination also showed statistically significant *decreases* from 2015 for Army men (down 0.8%), including both ARNG (down 0.8%) and USAR men (down 0.9%). Women in the ARNG (10.7%), along with women in the USMCR (18.2% ±6.0), were *more likely* to indicate experiencing gender discrimination, whereas women in the USAFR (6.3% ±1.1) and USNR (7.4% ±1.3) were *less likely*.

Figure 51.
Army Gender Discrimination Rate Estimates (Q24–Q25, Q47–Q48)

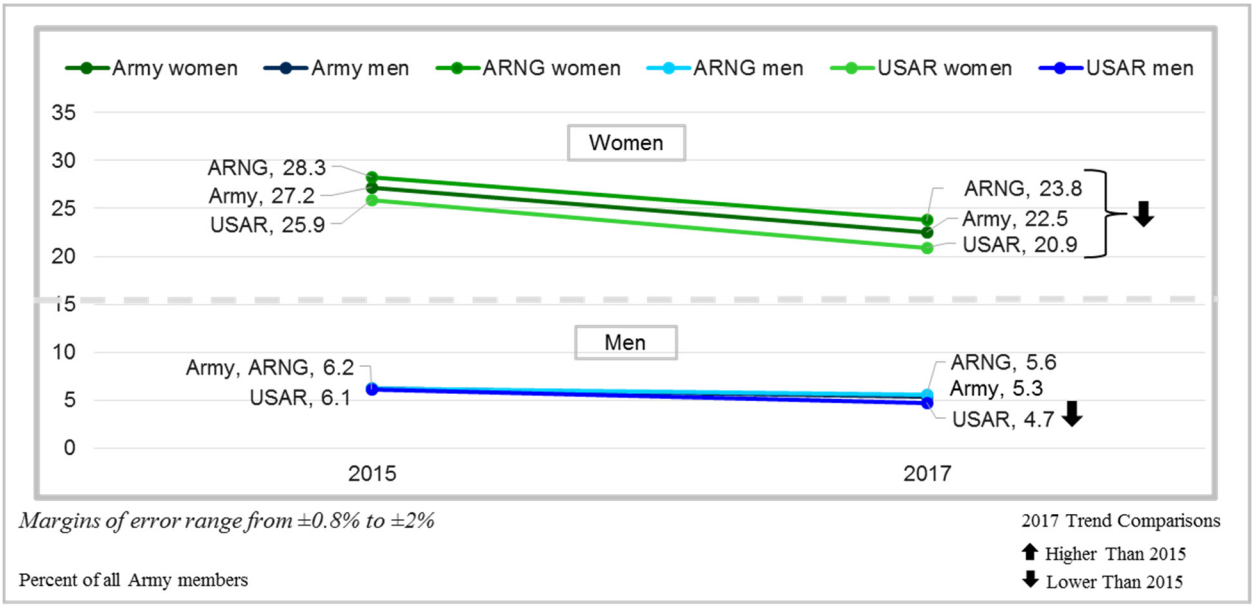


Estimated Sex-Based MEO Violation Rate

Of the Army women who indicated experiencing penetrative sexual assault, 75% (±14) also indicated experiencing a sex-based MEO violation in the past 12 months.

The estimated sex-based MEO violation rate is a roll-up of those who met requirements for inclusion in at least one of the following estimated rates: sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination. In 2017, 22.5% of Army women 5.3% of Army men indicated experiencing a sex-based MEO violation in the past 12 months, with women *more likely* to indicate experiencing than men (Figure 52). There was also a statistically significant *decrease* from 2015 for Army women (down 4.7%), including both ARNG (down 4.5%) and USAR women (down 5%). Men in the USAR also had a statistically significant *decrease* in the sex-based MEO violation rate from 2015 (down 1.4%). Women in the ARNG (23.8%), along with those in the USMCR (30.0% ±7.5), were *more likely* to indicate experiencing a sex-based MEO violation, whereas women in the ANG (15.4% ±1.7) and USAFR (12.8% ±1.5) were *less likely*. Similarly, men in the ARNG (5.6%) were *more likely* than men in the other Reserve components to indicate experiencing a sex-based MEO violation, whereas men in the USAFR (2.6%), ANG (3.2%), and USNR (3.4% ±0.8) were *less likely*.

Figure 52.
Army Sex-Based MEO Violation Rate Estimates (Q9–Q49)



Combinations of Sex-Based MEO Violation Behaviors

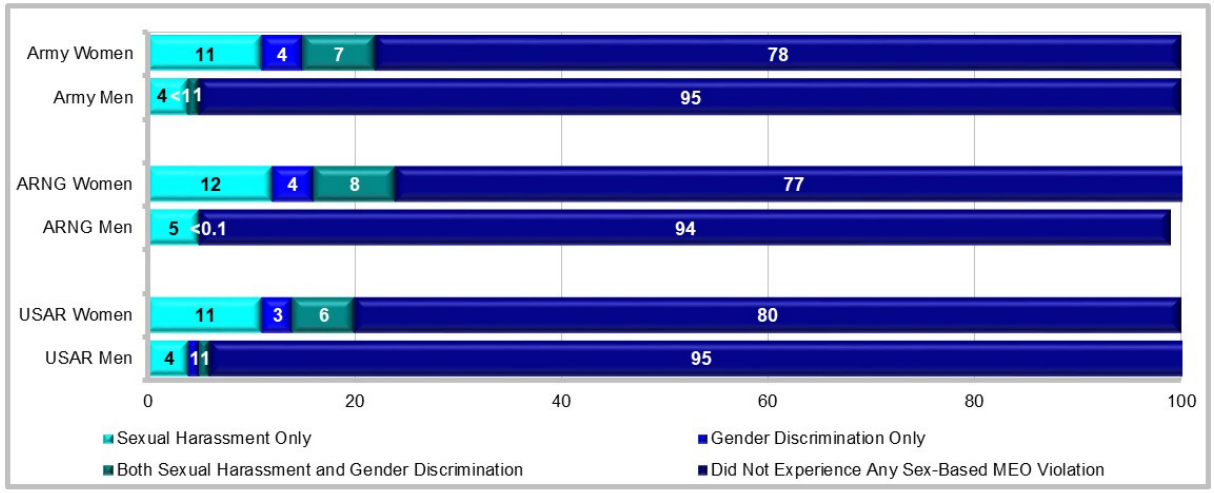
It is possible a member could have experienced more than one potential sex-based MEO violation. Hence, this section details the combination of experiences making up the estimated sex-based MEO violation rate and is broken down into the following categories:

- Experienced sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) only;
- Experienced gender discrimination only;
- Experienced both sexual harassment and gender discrimination; and
- Did not experience any sex-based MEO violation.

In general, the majority of Army women and men did not experience any combination of sex-based MEO violations in the past year, as indicated in Figure 53. However, of those who did, 11% of Army women indicated experiencing sexual harassment only, whereas 4% indicated experiencing gender discrimination only, and 7% of Army women indicated experiencing both sexual harassment and gender discrimination. For Army men, 4% indicated experiencing sexual harassment, <1% indicated experiencing gender discrimination only, and 1% indicated experiencing both types of MEO violations. Additionally, women in the Army, ARNG, and USAR were *more likely* than men in the respective components to indicate experiencing sexual harassment only, gender discrimination only, and a combination of behaviors. Among the components, ARNG women (12%) were *more likely* to indicate experiencing sexual harassment only, whereas women in the ANG (6% ±2) and USAFR (6% ±2) were *less likely*. ARNG

women (8%), along with USMCR women (15% ±7), were also *more likely* to indicate experiencing both sexual harassment and gender discrimination, whereas women in the ANG (5% ±2) and USAFR (3% ±1) were *less likely*. Additionally, ARNG men (5%) were *more likely* to indicate experiencing sexual harassment only, whereas men in the ANG (3% ±1) and USAFR (1% ±1) were *less likely*.

Figure 53.
Combination of Sex-Based MEO Violation Behaviors Among Army Members (Q9–Q49)



Margins of error range from ±1% to ±2%
Percent of all Army members

One Situation of Sex-Based MEO Violation With the Biggest Effect

Most Serious Behavior Experienced in the One Situation

Reserve component members were asked which experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses from this question were used to construct behaviors in the one situation as sexual harassment behaviors only, gender discrimination behaviors only, and experienced both sexual harassment and gender discrimination. Hence, for ease of reading results, the remainder of this section should be read as percentages occurring **out of the 22.5% of Army women and 5.3% of Army men** who indicated experiencing a sex-based MEO violation in the past 12 months.

The type of behavior(s) experienced during the one situation of sex-based MEO violation show different patterns between Army women and Army men (Figure 54). For Army women, approximately one-third each indicated experiencing sexual harassment only (31%; 30% ±7 for ARNG, 33% ±7 for USAR), gender discrimination only (29%; 29% ±6 for ARNG, 29% ±6 for USAR), and both sexual harassment and gender discrimination (35%; 35% ±7 for ARNG, 36% ±7 for USAR).

For those who indicated experiencing a sex-based MEO violation, 22% (±4) of Army women (19% ±5 for ARNG, 25% ±6 for USAR) and 19% (±8) of Army men (18% ±10 for ARNG, 23% ±12 for USAR) indicated they took steps to leave or separate from the military as a result of the situation.

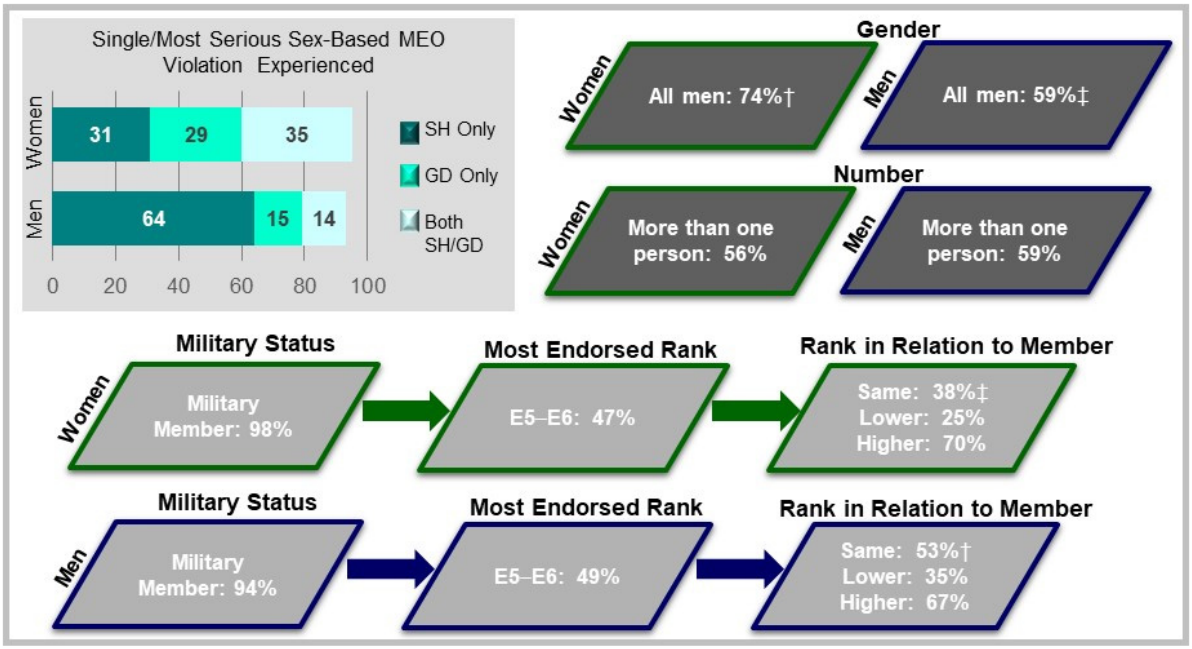
However, for Army men, the majority indicated experiencing sexual harassment only (64%; 66% ±12 for ARNG, 58% ±12 for USAR), while fewer indicated experiencing gender discrimination only (15%; 13% ±10 for ARNG, 20% ±11 for USAR) and both sexual harassment and gender discrimination (14%; 15% ±10 for ARNG, 12% ±9 for USAR) during the one situation. With regard to length of the one situation, 75% (±5) of Army women (74% ±6 for ARNG, 75% ±6 for USAR) and 65% (±9) of Army men (64% ±12 for ARNG, 68% ±11 for USAR) indicated the one situation occurred more than one time.

Who: Reported Demographics of the Alleged Offender(s)

The alleged offender(s) in the sex-based MEO violation one situation is provided in an overview for Army women and Army men in Figure 54, with significant differences noted. More than half of Army women indicated there was more than one person involved in the one situation (56%; 56% ±7 for ARNG, 58% ±7 for USAR), and the alleged offenders were all men (74%; 76% ±6 for ARNG, 71% ±6 for USAR), with Army and USAR women being *more likely* than men to indicate the alleged offenders were all men. Additionally, the vast majority of Army women indicated at least one of the alleged offender(s) was/were in the military (98%; 98% ±3 for ARNG, 98% ±2 for USAR). Of those in the military, women indicated 47% were ranked E5–E6 (50% ±7 for ARNG, 44% ±7 for USAR), and 70% were in a higher rank than them (70% ±6 for ARNG, 70% ±7 for USAR).

For Army men, 59% indicated more than one person was involved (60% ±12 for ARNG, 56% ±12 for USAR) and 59% indicated they were all men (60% ±12 for ARNG, 56% ±12 for USAR). Men in the ARNG were *more likely* than men in the other Reserve components to indicate the alleged offender(s) were all men, while men in the USAR were *less likely*. The vast majority of men indicated at least one of the alleged offender(s) was/were a military member (94%; 96% ±8 for ARNG, 89% ±11 for USAR). Similar to women, 49% of Army men indicated the military rank of the alleged offender(s) as E5–E6 (49% ±12 for ARNG, 50% ±12 for USAR), and 70% were in a higher rank than them (67%; 72% ±12 for ARNG, 54% ±12 for USAR), but Army men were *more likely* than Army women to indicate the alleged offender(s) was/were in the same rank as them (53% of Army men compared to 38% of Army women).

Figure 54.
Reported Demographics of the Alleged Offender(s) Among Army Members (Q51–Q54)



Where: Location and Context

Where the one situation occurred and in what context(s) include a range of military and non-military settings. The majority of Army Reserve component members indicated the one situation occurred at a military installation, armory, or National Guard or Reserve unit site, or another military work location (87% ±4 of Army women [88% ±6 for ARNG, 87% ±5 for USAR], 84% ±7 of Army men [89% ±8 for ARNG, 74% ±12 for USAR]), and/or while performing their National Guard or Reserve duties (76% ±5 of women [77% ±6 for ARNG, 74% ±7 for USAR], 76% ±9 of men [76% ±12 for ARNG, 74% ±12 for USAR]). Additionally, more than half of members indicated the one situation took place during execution of drill periods (57% ±5 of Army women [58% ±7 for ARNG, 54% ±7 for USAR], 59% ±9 of Army men [65% ±12 for ARNG, 45% ±12 for USAR]), with ARNG men *more likely* to indicate so than men in the other Reserve components. Approximately half of women (48% ±5; 45% ±7 for ARNG, 51% ±7 for USAR) and men (48% ±9; 46% ±12 for ARNG, 52% ±12 for USAR) indicated the one situation occurred while they were at their assigned unit drill site.

How: Hazing/Bullying

Similar proportions of Army women and Army men indicated that the sex-based MEO one situation involved hazing or bullying. Specifically, 12% (±4) of women (11% ±5 for ARNG, 14% ±6 for USAR) and 16% (±8) of men (17% ±11 for ARNG, 14% ±10 for USAR) would

describe the situation as hazing, while 41% (±5) of women (39% ±7 for ARNG, 43% ±7 for USAR) and 36% (±9) of men (36% ±12 for ARNG, 34% ±12 for USAR) would describe it as bullying.

More than half would consider the one situation as neither hazing nor bullying (57% ±5 of women [59% ±7 for ARNG, 55% ±7 for USAR], 61% ±9 of men [61% ±12 for ARNG and USAR]). However, among those who described their experience as hazing and/or bullying, 10% (±4) of women (8% ±4 for ARNG, 11% ±6 for USAR) and 13% (±8) of men (14% ±11 for ARNG, 10% ±9 for USAR) indicated experiencing both hazing and bullying, and 31% (±5) of women (31% ±6 for ARNG, 32% ±6 for USAR) and 23% (±8) of men (22% ±11 for ARNG, 25% ±12 for USAR) experienced bullying only.

Reporting of MEO Violation

Army members who indicated experiencing a sex-based MEO violation in the past 12 months were asked who, if anyone, they discussed and/or reported the one situation. As shown in Figure 55, Army members most frequently discussed the one situation with friends, family, or military coworkers (82% ±4 for Army women [80% ±6 for ARNG, 84% ±5 for USAR], 60% ±9 for Army men [62% ±12 for ARNG, 57% ±12 for USAR]), with women *more likely* than men to discuss with friends, family, or military coworkers.

Women in the USAR (28% ±6) were *more likely* than women in the other Reserve components to discuss the situation with a chaplain, counselor, or medical person.

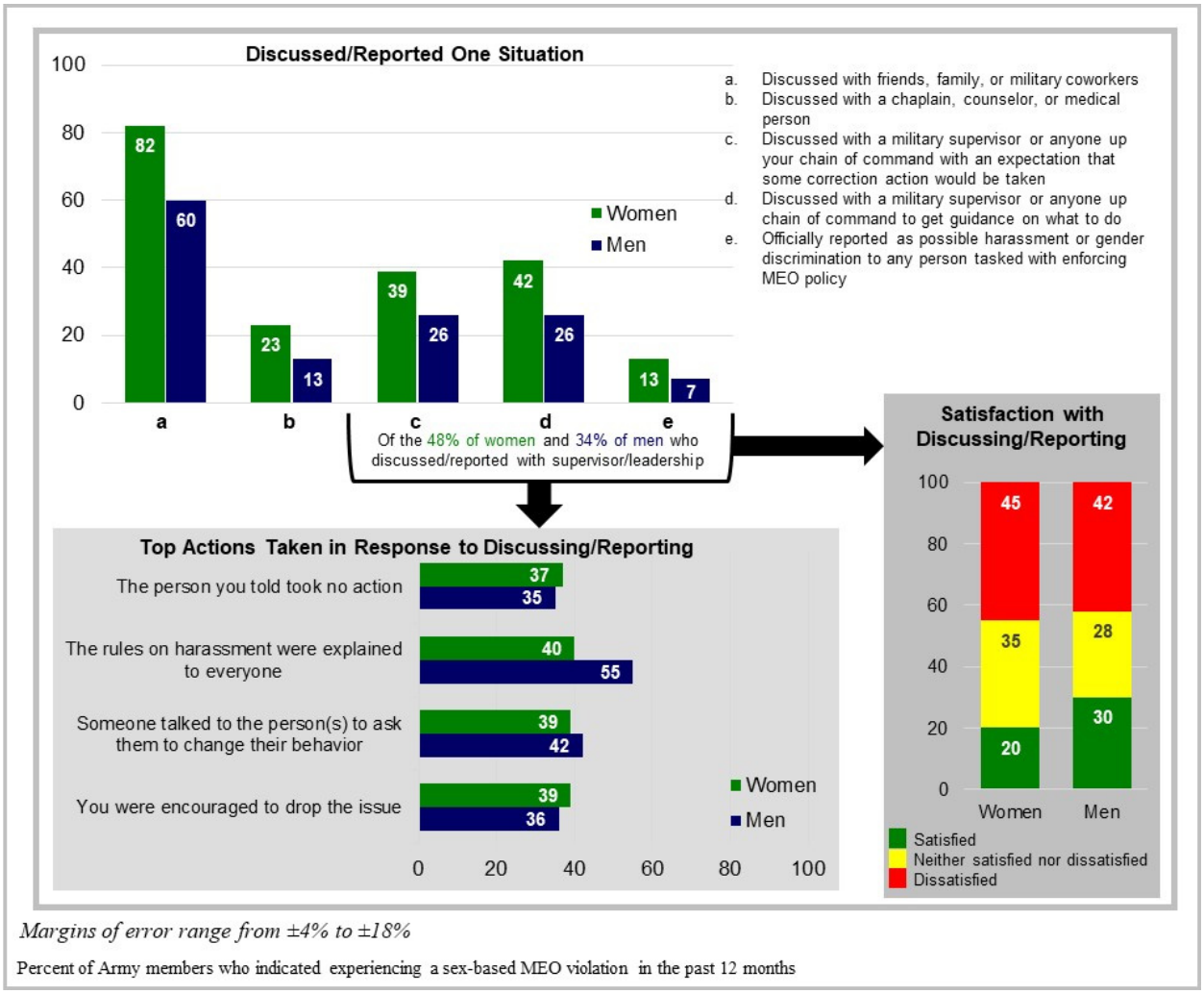
Army men (33% ±9) were *more likely* than Army women (15% ±4) to **not** discuss/report to anyone.

Of the 48% of Army women (46% ±7 for ARNG, 51% ±7 for USAR) and 34% of Army men (36% ±12 for ARNG, 29% ±11 for USAR) who reported/discussed the one situation with their supervisor/leadership, the top actions taken in response to the reporting/discussion are shown in Figure 55. Overall, Army members experienced both positive and negative actions resulting from the reporting/discussion of the one situation with few differences between women and men (45% ±7 of women [50% ±9 for ARNG, 39% ±8 for USAR], 38% ±15 of men [not reportable at component level]). More specifically, 23% (±6) of Army women (21% ±8 for ARNG, 24% ±9 for USAR) and 35% (±17) of Army men indicated experiencing positive actions only, while 22% (±6) of women (21% ±8 for ARNG, 22% ±8 for USAR) and 15% (±10) of men (12% ±11 for ARNG) experienced negative actions only.

The most endorsed action taken in response to reporting/discussing was the rules on harassment were explained to everyone, with 40% of Army women and 55% of Army men endorsing this action. Someone talked to the person(s) to ask them to change their behavior was selected as the action taken in response to reporting/discussing by 39% of women and 42% of men. Additionally, members who reported/discussed with their supervisor/leadership were asked about the level of satisfaction they had with the response/action taken by the personnel handling the situation. Overall, Army members were more **dissatisfied** than satisfied (45% of women and

42% of men endorsed dissatisfied compared to 20% of women and 30% of men endorsing satisfied).

Figure 55.
Reporting of the Sex-Based MEO Violation Among Army Members (Q60–Q62)



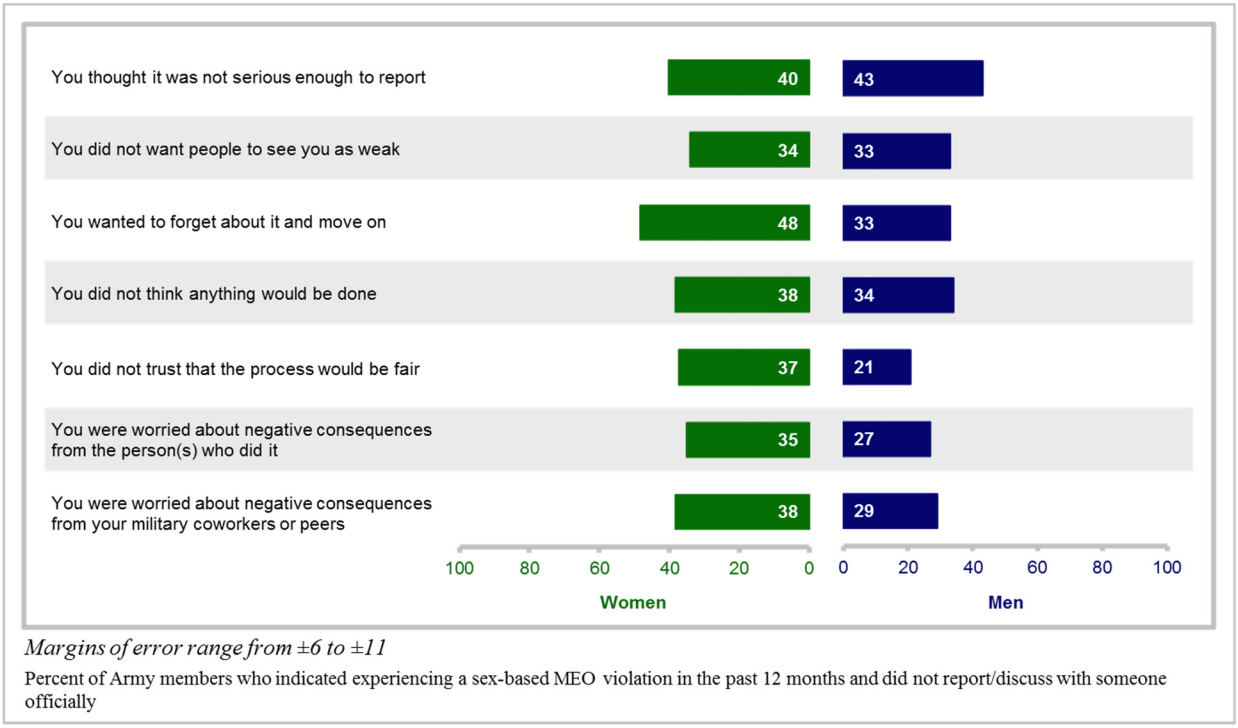
Margins of error range from ±4% to ±18%

Percent of Army members who indicated experiencing a sex-based MEO violation in the past 12 months

Army women (37%) were *more likely* than Army men (21%) to indicate they did not think the process would be fair.

Of the Army members who did not discuss/report the sex-based MEO violation one situation to someone officially, the top reason endorsed for Army women was because they wanted to forget about it and move on (48% of women, 33% of men) and for Army men was they thought it was not serious enough to report (40% of women, 43% of men; Figure 56). Additionally, 38% of women and 34% of men indicated they did not discuss/report because they did not think anything would be done.

Figure 56.
Top Reasons for Not Reporting the Sex-Based MEO Violation One Situation Among Army Members (Q63)



Margins of error range from ±6 to ±11

Percent of Army members who indicated experiencing a sex-based MEO violation in the past 12 months and did not report/discuss with someone officially

Workplace Culture and Training

This section examines aspects of the military workplace climate including workplace culture and training. One of the main topics covered within this section is bystander intervention—witnessing a potentially problematic situation and modes of intervention. Other topics discussed include members' perceptions of their military leadership, social media use within the National Guard/Reserve, and training on sexual assault and sexual harassment.

Culture

Bystander Intervention

Army Reserve component members were presented potentially dangerous situations that may or may not have taken place inside their military workplace and how, if at all, they responded to these situations. In general, most Army members did not observe a potentially dangerous situation during the past 12 months (only 1%–20% ±1–2 of Army women and <1%–11% ±1–2 of Army men observed a potentially dangerous situation). However, among those who did witness one or more potentially dangerous situations, the proportion taking actions to intervene was high (80%–93% ±3–8 for women, 70%–93% ±3–11 for men), indicating a high level of willingness to intervene for Army Reserve component members.

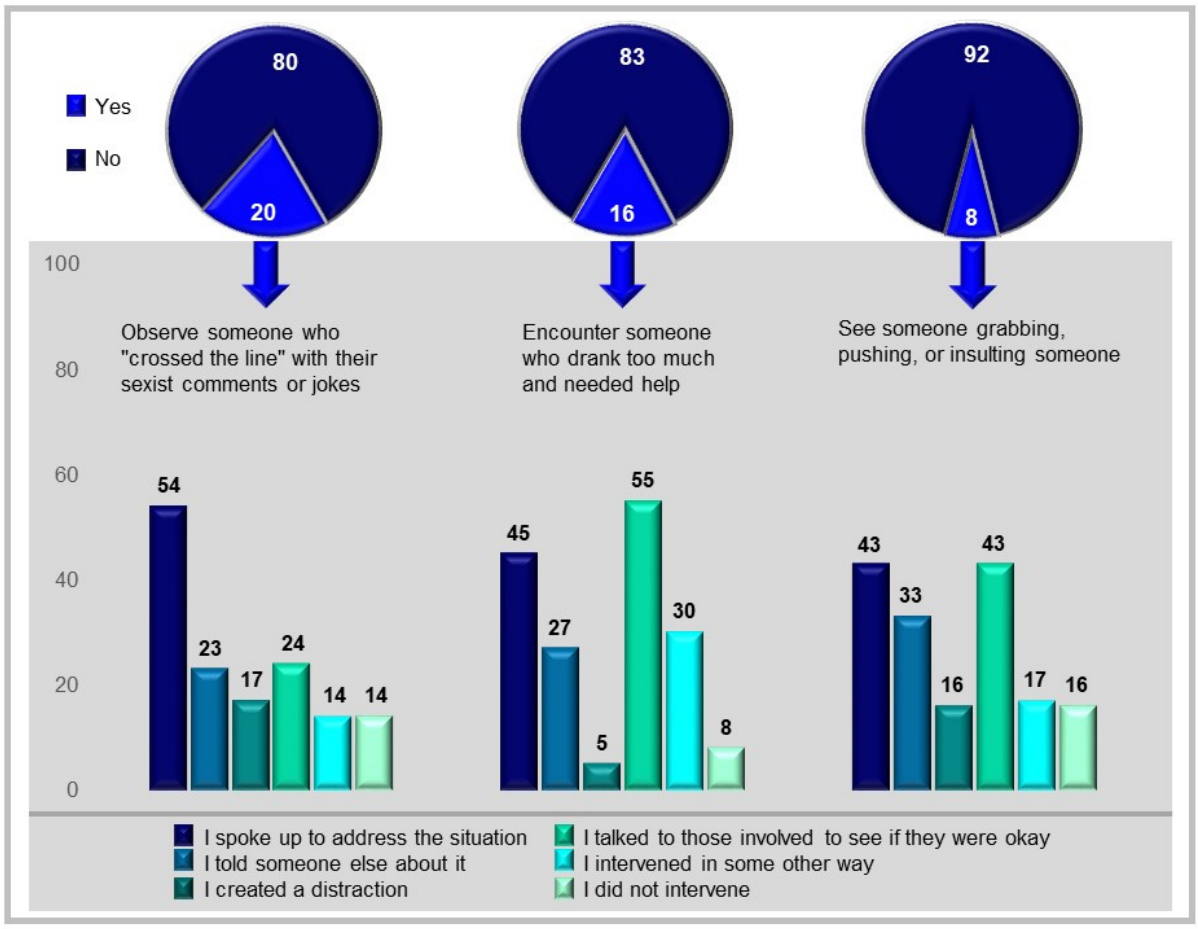
Figure 57 displays the three most frequently observed potentially dangerous situations and methods of intervention for each situation by Army women. The situation endorsed most often by Army women was they observed someone who "crossed the line" with their sexist comments or jokes (20%), of which 54% of women spoke up to address the situation. Women in the ARNG (22% ±3) were *more likely* than women in the USAR (17% ±2) to indicate they observed someone who "crossed the line" with their sexist comments or jokes.

Women in the ARNG were *more likely* to indicate observing someone who "crossed the line" with their sexist comments/jokes (22% ±3), and encounter someone who drank too much and needed help (18% ±3), whereas women in the ANG (16% ±2 and 13% ±2, respectively) and USAFR (13% ±2 for both) were *less likely*.

The second most observed situation for Army women was they encountered someone who drank too much and needed help (16%), where nearly half talked to those involved to see if they were okay (55%) and/or spoke up to address the situation (45%). Women in the ARNG (18% ±2) were *more likely* than women in the USAR (14% ±2) to indicate they encountered someone who drank too much and needed help.

The third most observed situation for women was they saw someone grabbing, pushing, or insulting someone (8%), with the majority indicating they spoke up to address the situation (43%) and/or talked to those involved to see if they were okay (43%).

Figure 57.
Observed a Potentially Dangerous Situation and Mode of Intervention for Army Women (Q157, Q158, Q162, and Q163)



Margins of error range from ±1% to ±7%

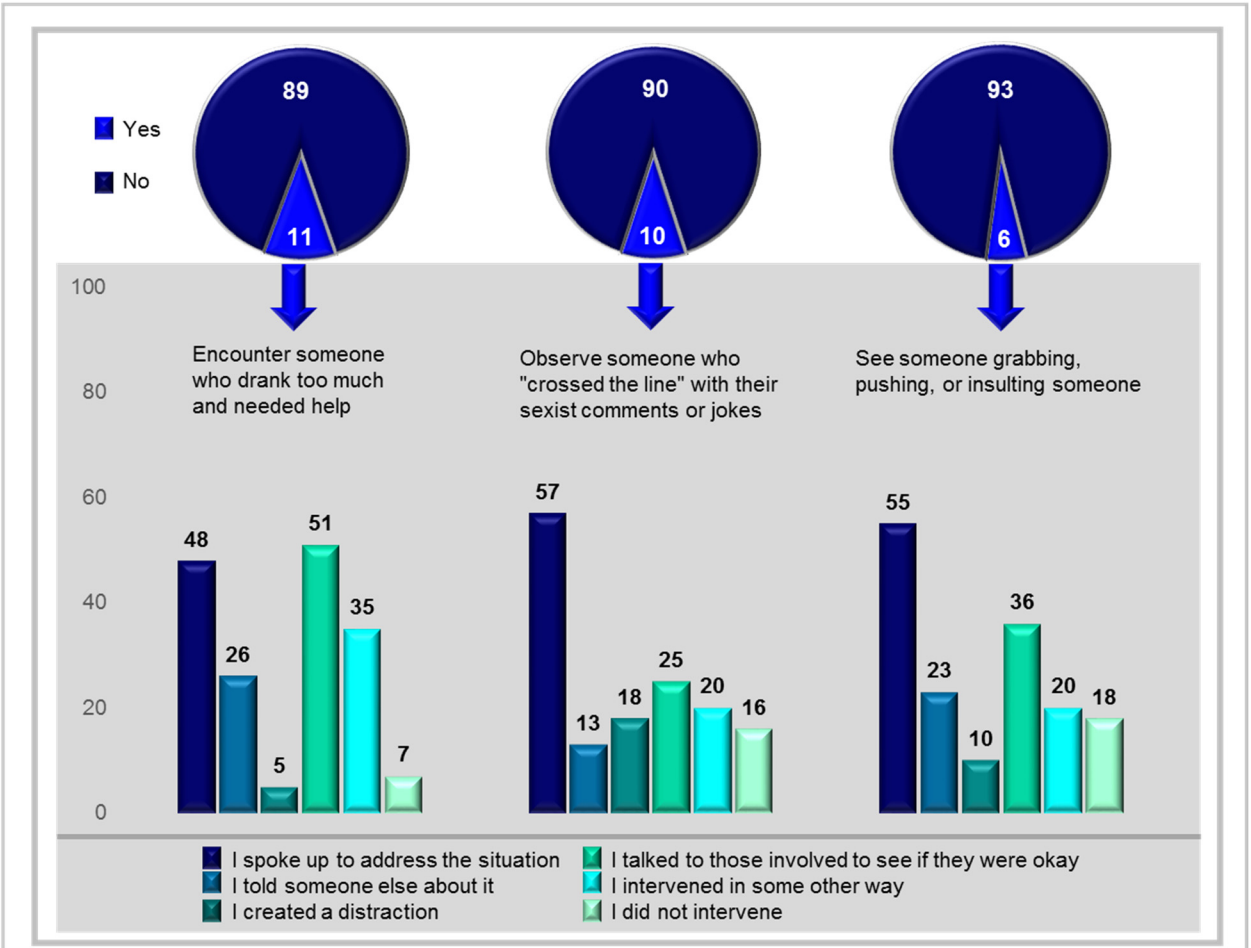
Percent of Army women who observed a potentially dangerous situation

In general, men in the ARNG were *more likely* than men in the other Reserve components to indicate observing a potentially dangerous situation.

The picture of bystander intervention for Army men is similar to that of Army women (Figure 58). The same three most observed potentially dangerous situations that were selected by women were also endorsed by men—encountered someone who drank too much and needed help (11%), observed someone who "crossed the line" with their sexist comments or jokes (10%), and saw someone grabbing, pushing, or insulting someone (6%). Across all three situations, about half of men indicated they spoke up to address the situation. As with Army women, the most endorsed response for Army men who encountered someone who drank too much and needed help was to talk to those involved and see if they were okay (51%).

Men in the ARNG (11% ±2) were *more likely* than men in the USAR (8% ±2) to indicate they observed someone who "crossed the line" with their sexist comments or jokes, as well as encountered someone who drank too much and needed help (13% ±2 for ARNG, 9% ±2 for USAR).

Figure 58.
Observed a Potentially Dangerous Situation and Ways of Intervening for Army Men (Q157, Q158, Q162, and Q163)



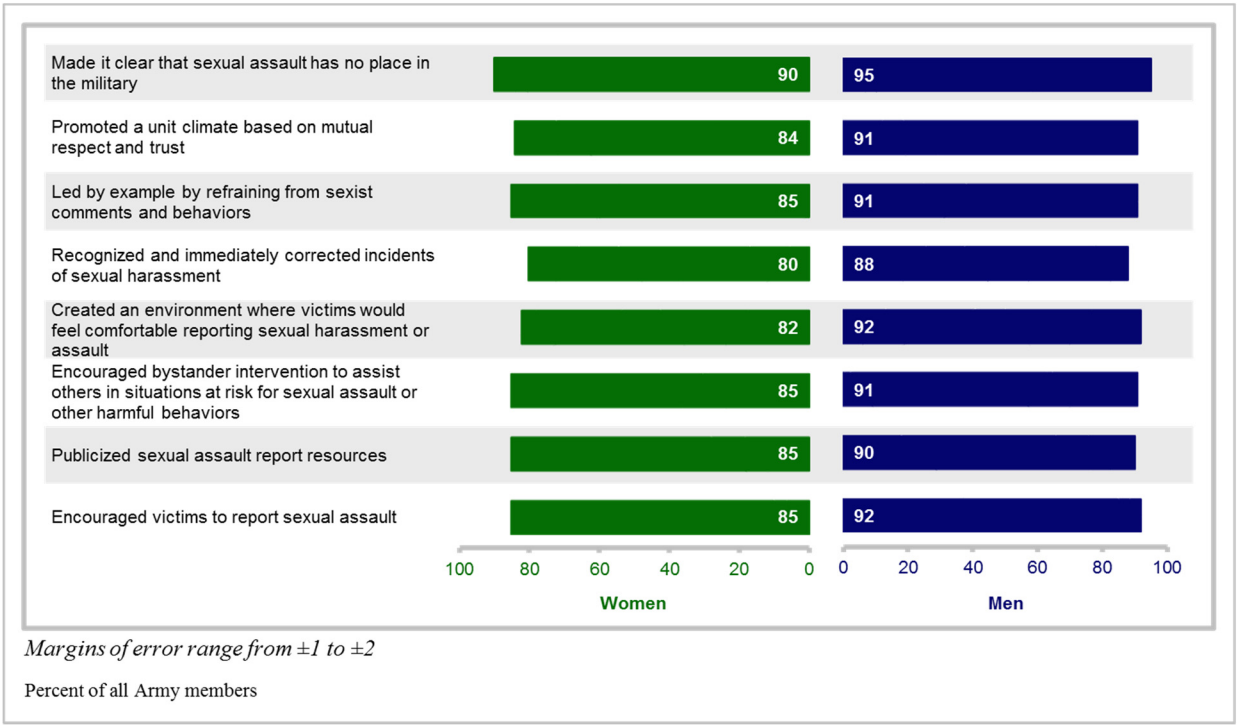
Margins of error range from ±1% to ±7%

Percent of Army men who observed a potentially dangerous situation

Leadership Perceptions

Perceptions of military leadership by Army members were largely positive, with the vast majority of Army women and men indicating their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors (Figure 59). For all eight behaviors, Army men were *more likely* than Army women to indicate their military chain of command demonstrates positive workplace actions and behaviors **well/very well**. Results for ARNG and USAR women and men yielded similar findings.

Figure 59.
Positive Workplace Actions/Behaviors Demonstrated by Military Leadership Among Army Members (Q168)



Margins of error range from ±1 to ±2

Percent of all Army members

Results for ARNG and USAR women and men yielded significant differences compared to those in the other Reserve components. Specifically, ARNG and USAR women and men were often *less likely* to indicate their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors. Findings are noted below for the actions and behaviors where significant differences were found.

- Made it clear that sexual assault has no place in the military
    - USAR women (89% ±2) were *less likely* to indicate **well/very well**, whereas women in the ANG (95% ±1), USAFR (94% ±2), and USNR (95% ±2), were *more likely*.
- Promoted a unit climate based on mutual respect and trust
    - USAR women (83% ±2) were *less likely* to indicate **well/very well**, whereas women in the ANG (88% ±2), USAFR (90% ±2), and USNR (89% ±2) were *more likely*.
- Led by example by refraining from sexist comments and behaviors

  - ARNG women (85% ±3), along with those in the USMCR (76% ±9), were *more likely* to indicate **well/very well**, whereas women in the ANG (89% ±2), USAFR (91% ±2), and USNR (91% ±2) were *less likely*.

  - ARNG men (90% ±2) were *less likely* to indicate **well/very well**, whereas men in the ANG men (95% ±1) and USNR (95% ±1) were *more likely*.

- Encouraged bystander intervention to assist other in situation at risk for sexual assault or other harmful behaviors

  - USAR women (85% ±2) and ARNG women (85% ±2) were *less likely* to indicate **well/very well**, whereas women in USNR (92% ±2), ANG (91% ±2), USAFR (91% ±2) were *more likely*.

  - Men in the ARNG (91% ±2) and USAR (90% ±2) were *less likely* to indicate **well/very well**, whereas men in the ANG (96% ±1), USAFR (94% ±1), and USNR (95% ±2) were *more likely*.

- Publicized sexual assault report resources

  - Men in the ARNG (90% ±2) were *less likely* to indicate **well/very well**, whereas men in the ANG (95% ±1), USAFR (94% ±1), USMCR (94% ±2), and USNR (93% ±2) were *more likely*.

- Encouraged victims to report sexual assault

  - ARNG women (84% ±3) were *less likely* to indicate **well/very well**, whereas women in the ANG (91% ±2), USAFR (89% ±2), and USNR (89% ±2), were *more likely*.

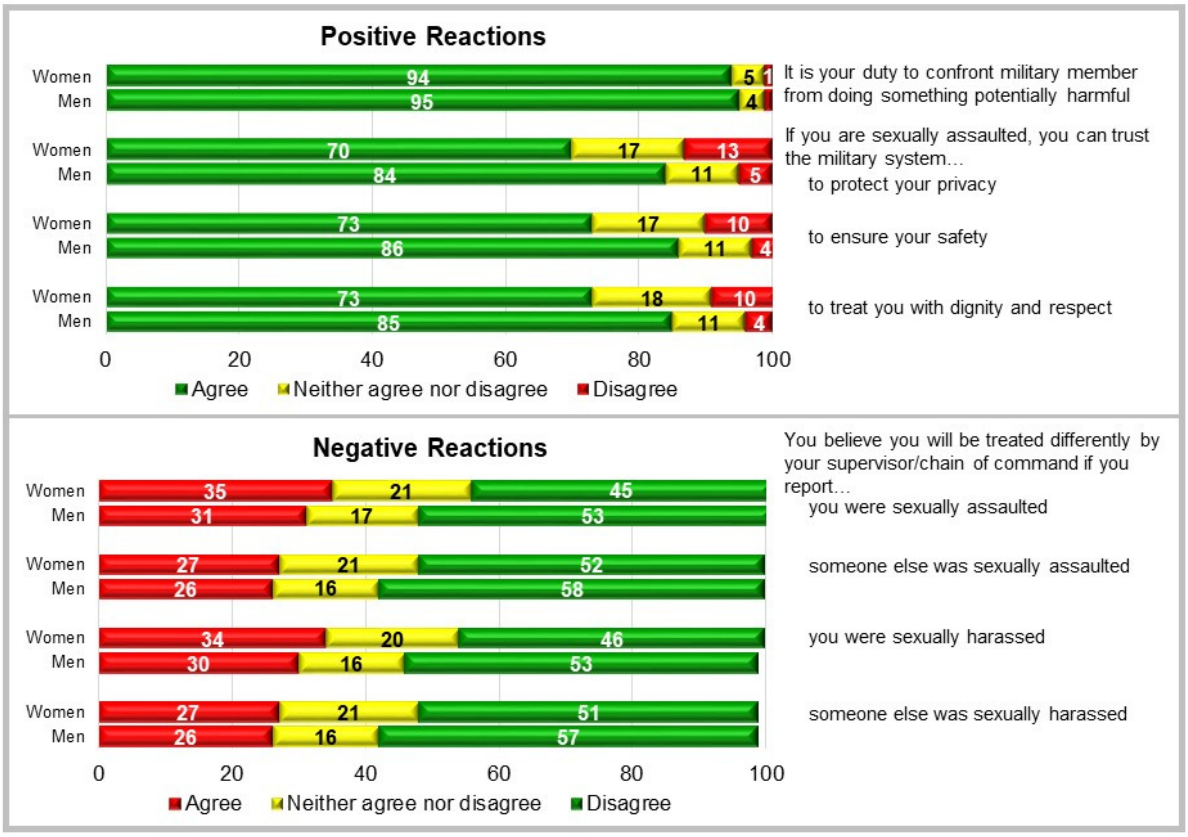
Reactions to Sexual Assault and Sexual Harassment

Overall, Army Reserve component members have positive attitudes about how their leadership and the military in general would react to situations involving sexual assault and sexual harassment (Figure 60). The majority of Army members indicated they can trust the military system if they were sexually assaulted to protect their privacy, ensure their safety, and treat them with dignity and respect (70%–73% of Army women, 84%–86% of Army men). For these three situations, Army men were *more likely* than Army women to **agree** they can trust the military system.

Members were also asked a set of hypothetical questions regarding being treated differently by their supervisor or chain of command if they reported they or someone else was sexually assaulted/harassed. Although the responses to these situations were not as positive as trust in the military system, about half of Army members indicated they do not believe they would be treated differently if they were to report they, or someone else, was sexually assaulted or sexually harassed (45%–52% of Army women, 53%–58% of Army men; Figure 60). Conversely, more than one-quarter of Army members indicated they believe they would be treated differently if they reported any of these situations (27%–35% of women, 26%–31% of men). Army men were

more likely than Army women to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report they or someone else were sexually assaulted/harassed.

Figure 60.
Reactions to Sexual Assault and Sexual Harassment Among Army Members (Q177)



Margins of error range from ±1% to ±2%

Percent of all Army members

Perceptions of Willingness to Encourage Others/Discuss with Leadership

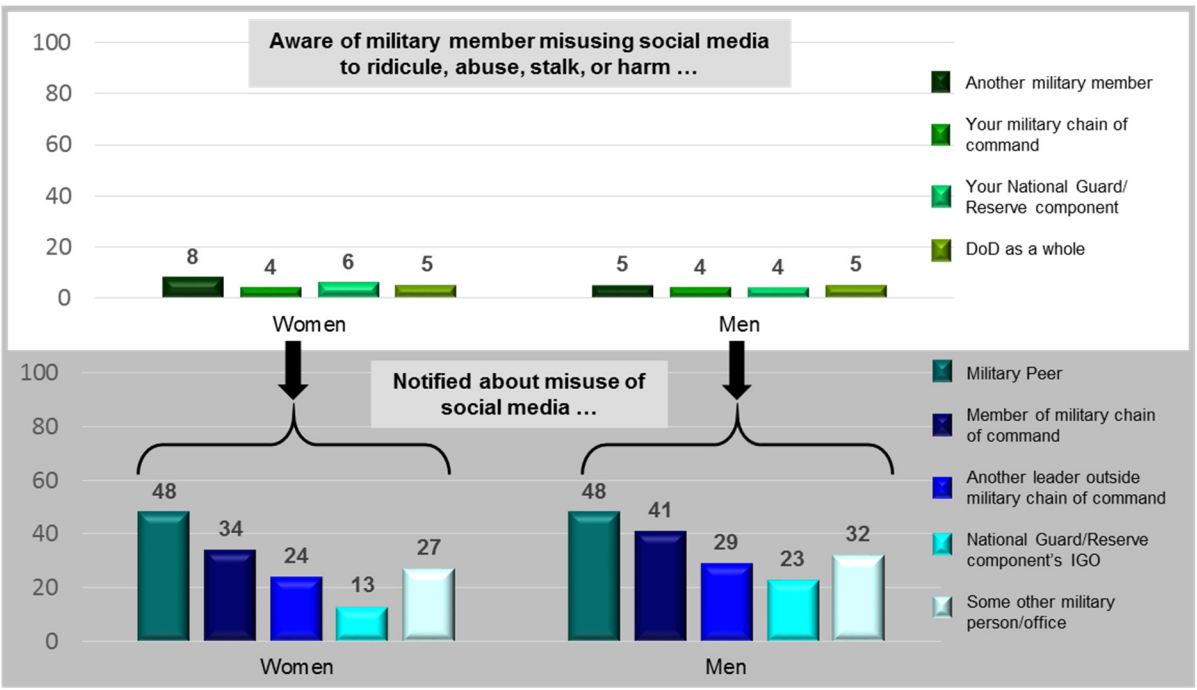
The majority of Army members indicated to a **large extent** their willingness to address gender-related issues themselves and/or encourage others to address these issues (79% ±2 of women, 80% ±2 of men) and seek help from their chain of command regarding sexual harassment from military members (79% ±2 of women, 82% ±2 of men). Similarly, the majority of Army members indicated they would be **likely** to encourage someone who has experienced sexual harassment to tell a military supervisor (92% ±2 of women, 95% ±1 of men), encourage someone who has experienced sexual assault or experienced sexual harassment to seek support services (96% ±1 for both behaviors for women, and 96% ±1, 95% ±1 for men, respectively), or encourage someone who has experienced sexual assault to report it (95% ±1 of women, 96% ±1 of men). Additionally, comparable results are found for members being **likely** to tell a military

supervisor about sexual harassment if it happened to them (83% ±2 of women, 88% ±2 of men) and reporting a sexual assault if it happened to them (86% ±2 of women, 91% ±2 of men).

Social Media Use

The vast majority of Army members were not aware of a military member misusing social media sites to ridicule, abuse, stalk, or harm any individual or group (Figure 61). However, 8% of Army women and 5% of Army men indicated they were aware of a military member misusing social media to harm another military member, and 4%–6% of women and men indicated being aware of social media misuse toward their military chain of command, their National Guard/ Reserve component, and the DoD as a whole. Of those who indicated being aware of a military member misusing social media to harm someone, 48% of women and men indicated they notified a military peer about this misuse, while 34% of women and 41% of men notified a member of their military chain of command.

Figure 61.
Social Media Misuse and Notification of Misuse Among Army Members (Q181–Q182)



Margins of error range from ±1% to ±6%

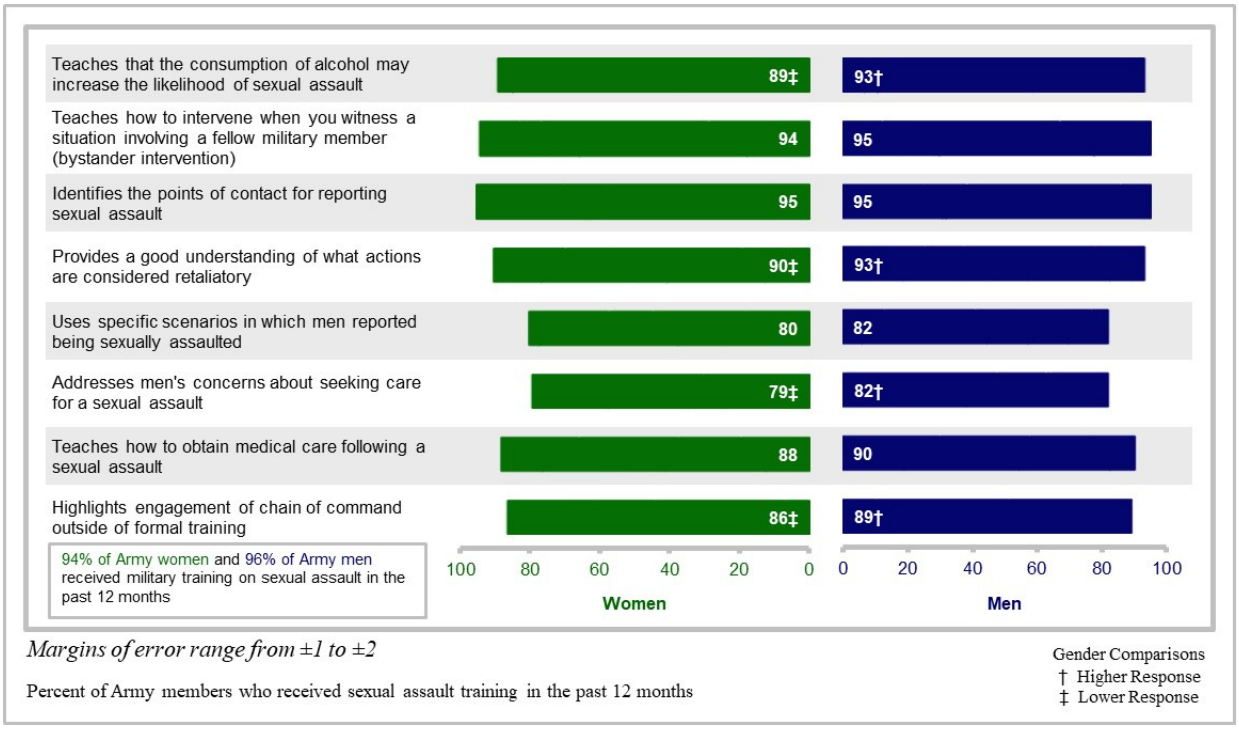
Percent of all Army members

Sexual Assault and Sexual Harassment Training

Sexual Assault Training

As shown in Figure 62, the vast majority of Army members received training on sexual assault in the past 12 months and had favorable opinions on how effective/relevant the training was, as well as how well training explains various concepts regarding sexual assault. Specifically, 79%–95% of Army women and 82%–95% of Army men **agree** military sexual assault training was effective/relevant. Army men were *more likely* than Army women to agree sexual assault training teaches that the consumption of alcohol may increase the likelihood of a sexual assault (89% of women, 93% of men), provides a good understanding of what actions are considered retaliatory (90% of women, 93% of men), addresses men's concerns about seeking care for sexual assault (79% of women, 82% of men), and highlights engagement of the chain of command outside of formal training (86% of women, 89% of men).

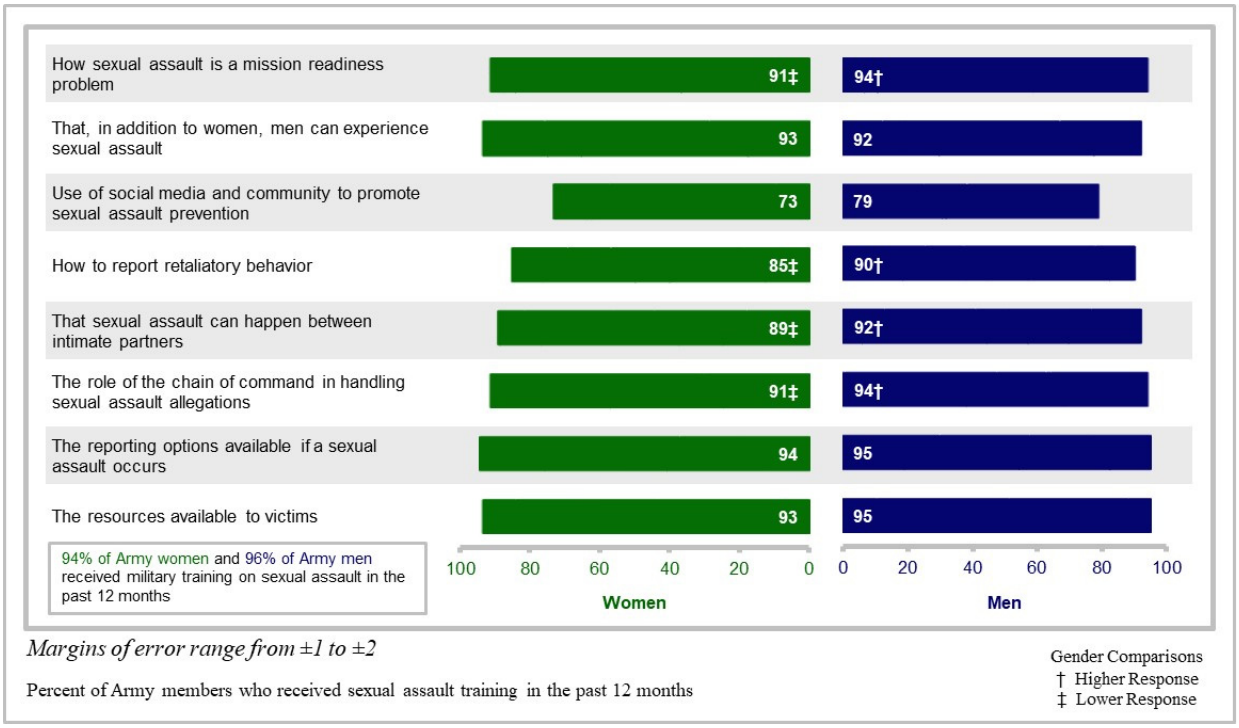
Figure 62.
Effectiveness/Relevance of Sexual Assault Training Among Army Members (Q172–Q173)



For how well sexual assault training explains various relevant sexual assault concepts, 73%–94% of Army women and 79%–95% of Army men **agree** training explains these concepts (Figure 63). The outlier item shown as falling below 80% was training explains use of social media and community to promote sexual assault prevention, as indicated by 73% of women and 79% of men. Army men were *more likely* than Army women to agree that sexual assault training explained how sexual assault is a mission readiness problem (91% of women, 94% of men), how to report retaliatory behavior (85% of women, 90% of men), that sexual assault can happen

between intimate partners (89% of women, 92% of men), and explained the role of the chain of command in handling sexual assault allegations (91% of women, 94% of men).

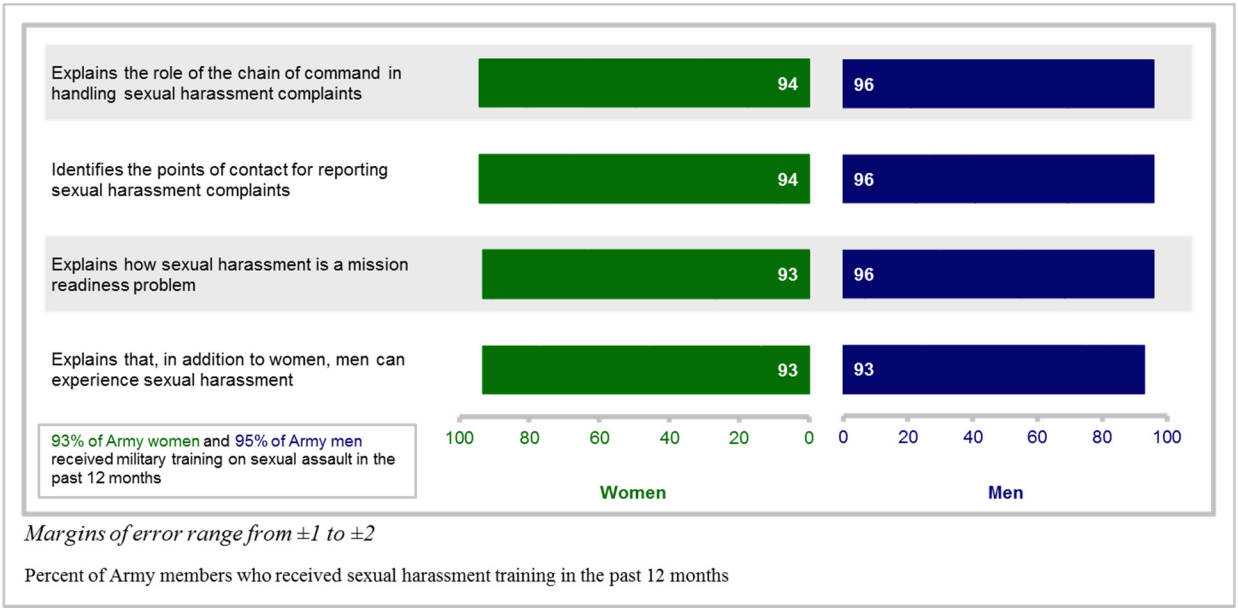
Figure 63.
How Well Sexual Assault Training Explains Various Concepts Among Army Members (Q172, Q174)



Sexual Harassment Training

The vast majority of Army members indicated receiving military training in the past 12 months on topics related to sexual harassment (93% of women, 95% of men). The vast majority of members also **agreed** the sexual harassment training explained the various intended sexual harassment concepts (93%–94% of women, 93%–96% of men; Figure 64).

Figure 64.
How Well Sexual Harassment Training Explains Various Concepts Among Army Members (Q175–Q176)



Margins of error range from ±1 to ±2

Percent of Army members who received sexual harassment training in the past 12 months

Appendix B.
United States Department of Navy
Overview Report

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

Appendix B:
United States Department of Navy Overview Report

This appendix focuses on results from the *2017 WGRR* for members of the Navy Reserve and Marine Corps Reserve. Findings will be shown for estimated prevalence of sexual assault, details of the one situation of sexual assault that had the biggest effect on the member, experiences of sexual harassment and gender discrimination (hereafter referred to as sex-based MEO violations), details of the one situation of MEO violations that had the biggest effect on the member, and workplace culture and training.[32]

Data will be presented for total Department of Navy (DoN) women and men, USNR women and men, and USMCR women and men when available. When data is not reportable for men, only results for women will be discussed.

Sexual Assault

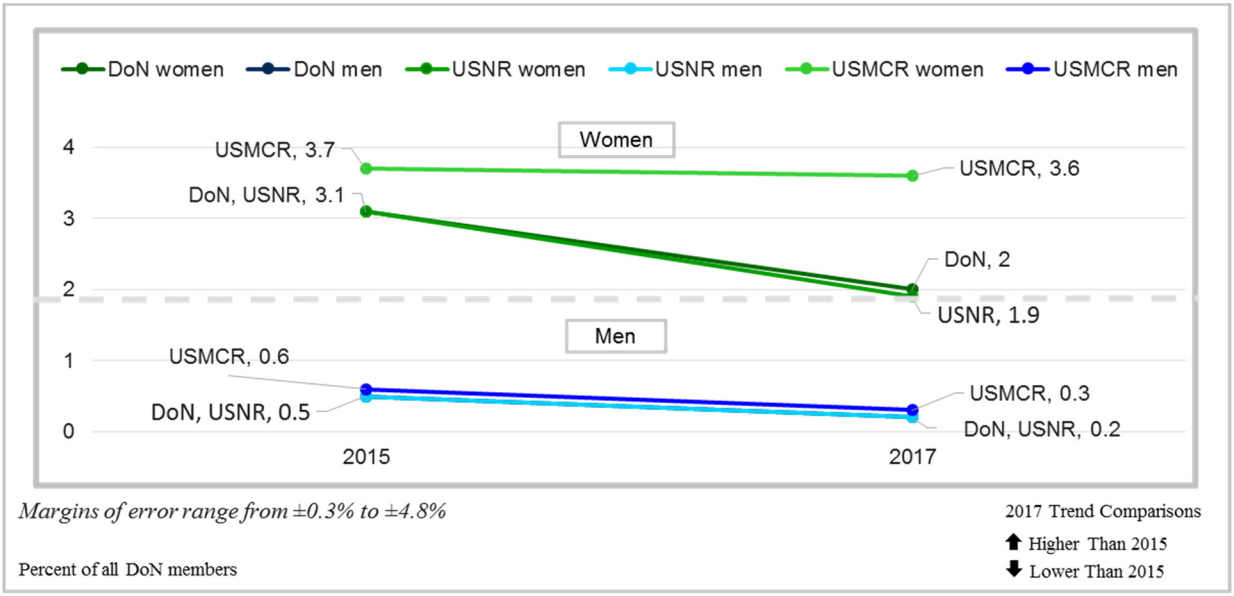
As described in Chapter 1, sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). See Chapter 1 for details on rate constructions.

Estimated Past Year Sexual Assault Prevalence Rate

As shown in Figure 65, 2.0% of DoN women and 0.2% of DoN men indicated experiencing sexual assault in the past 12 months, with women *more likely* than men to indicate experiencing a sexual assault.

[32] As the findings are based on survey participant responses, the terms "indicated" or "experienced" are not intended to convey investigative or legal conclusions regarding the negative behaviors indicated in the responses.

Figure 65.
Department of Navy Sexual Assault Prevalence Rate Estimates (Q64–Q84, Q86–Q92, Q94–Q105)

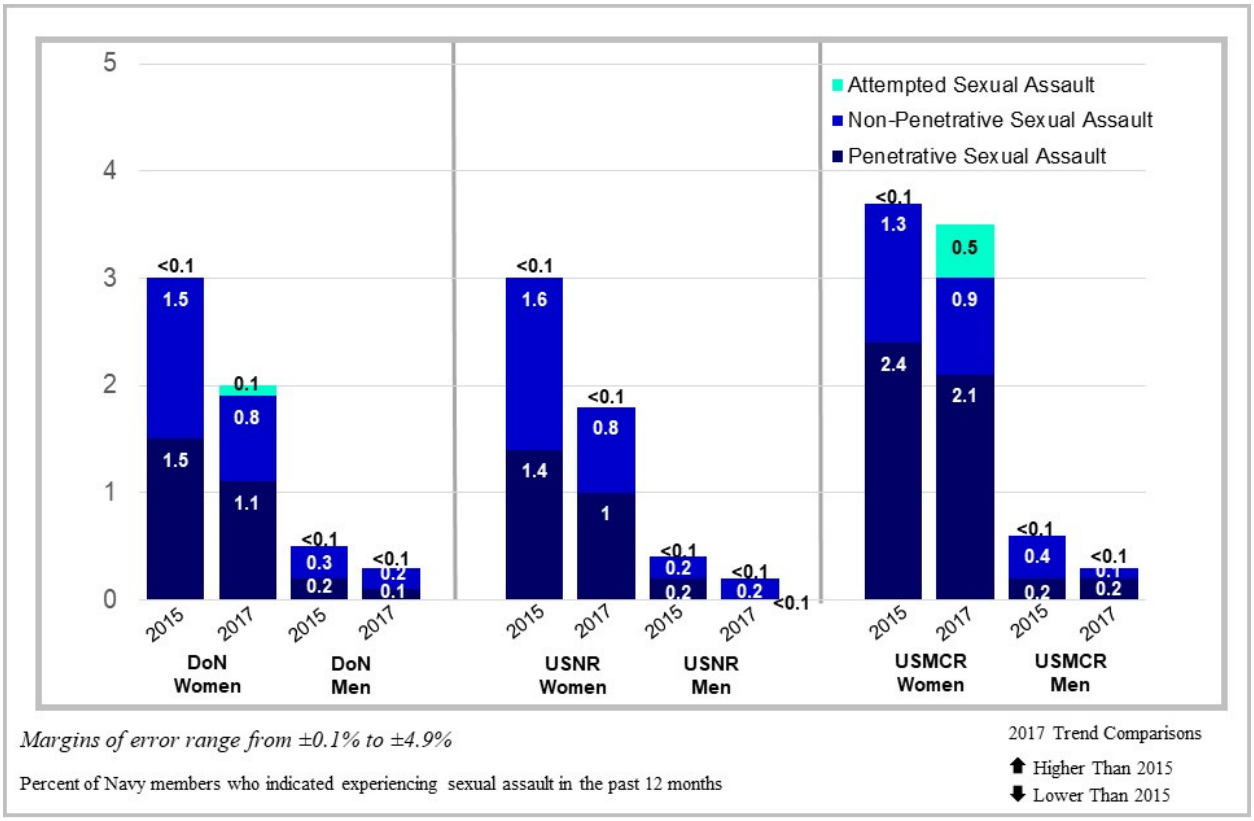


Type of Estimated Sexual Assault Prevalence Rates

Examining the three types of sexual assault more closely,[33] 1.1% of DoN women indicated experiencing penetrative sexual assault and 0.8% indicated experiencing non-penetrative sexual assault (Figure 66). The remaining 0.1% of women indicated experiencing attempted penetrative sexual assault. Among DoN men, 0.1% indicated experiencing penetrative sexual assault and 0.2% indicated experiencing non-penetrative sexual assault. Additionally, <0.1% of men indicated experiencing attempted penetrative sexual assault. DoN women were *more likely* than DoN men to indicate experiencing penetrative and non-penetrative sexual assault.

[33] See Chapter 1 for construction of hierarchy of prevalence rates of sexual assault.

Figure 66.
Type of Sexual Assault Prevalence Rate Estimates Among Department of Navy Members (Q64–Q84, Q86–Q92, Q94–Q105)



Estimated Sexual Assault Prevalence Rates: Prior to Joining the Military, Since Joining the Military, and Lifetime

The behaviorally-based items assessing sexual assault prior to joining the military, since joining the military, and lifetime prevalence require affirmative selection of one of the sexual assault behaviors (see Chapter 1 for a list of behaviors). However, inclusion in these rates does not require the legal criteria for intent and/or consent. DoN women were *more likely* than DoN men to indicate experiencing each of the sexual assault rates discussed below.

Overall, 8.9% (±1.4) of DoN women (8.8% ±1.5 for USNR, 10.2% ±5.2 for USMCR) and 0.8% (±0.3) of DoN men (0.9% ±0.3 for USNR, 0.6% ±0.5 for USMCR) indicated experiencing sexual assault ***prior*** to joining the military.

The estimated prevalence rate for sexual assault ***since*** joining the military was 15.3% (±1.7) for DoN women (15.1% ±1.8 for USNR, 17.8% ±5.6 for USMCR) and 1.5% (±0.4) for DoN men (1.9% ±0.6 for USNR, 0.9% ±0.6 for USCMR). Women in the USNR were *more likely* than women in the other Reserve components to indicate experiencing sexual assault ***since*** joining the military.

The estimated rate for those who indicated experiencing sexual assault in their ***lifetime*** for DoN women was 18.6% (±1.9; 18.3% ±2.0 for USNR, 21.3% ±6.3 for USMCR) and 1.9% (±0.4) for DoN men (2.5% ±0.6 for USNR, 1.1% ±0.6). Women in the USNR were *more likely* to indicate experiencing sexual assault in their ***lifetime*** than women in the other Reserve components, whereas ANG (13.1% ±1.5) and USAFR (13.4% ±1.5) were *less likely*. Men in the USCMR, as well as those in the USAFR (1.3% ±0.5), were *less likely* to indicate experiencing sexual assault in their ***lifetime*** than men in the other Reserve components.

One Situation of Sexual Assault With the Biggest Effect

Data for the one situation of sexual assault with the biggest effect are not reportable for DoN women and men. For results for DoD women and men overall, please see Chapter 2.

Sex-Based Military Equal Opportunity (MEO) Violations

This section examines DoN, including USNR and USMCR, members' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, to be included in the estimated rate for sex-based MEO violations, two requirements must be met:

1. Experience gender-related behavior(s) in line with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination by someone in their military workplace in the 12 months before the survey, and

2. Meet at least one of the follow-up criteria for the sex-based MEO violation behavior(s) experienced.

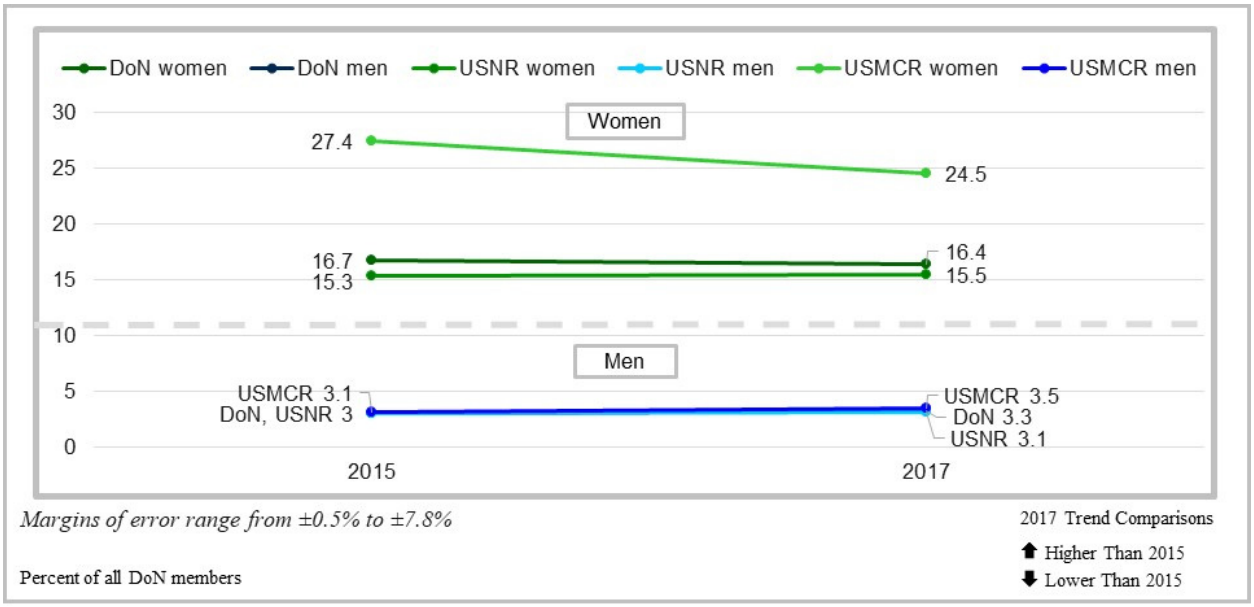
Estimates are provided for past year rates of sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, the overall estimated sex-based MEO rate, and combinations of sex-based MEO violations (see Chapter 1 for details on rate construction). In addition, this section provides details of the one situation of a sex-based MEO violation that had the biggest effect on the member.

Estimated Past Year Sexually Hostile Work Environment Rate

Sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance, or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person's job, pay, or career. Additionally, most of the behaviors have to either continue after the offender knew to stop or were so severe or pervasive that most military members would have found them offensive to meet the legal criteria for inclusion in the rate.

The estimated sexually hostile work environment rate for 2017 was 16.4% for DoN women and 3.3% for DoN men, with women *more likely* to indicate experiencing than men (Figure 67). Men in the USNR (3.1%), along with those in the USAFR (2%) and ANG (2.9%), were *less likely* to indicate experiencing a sexually hostile work environment than men in the other Reserve components, whereas ARNG men (5.1%) were *more likely*.

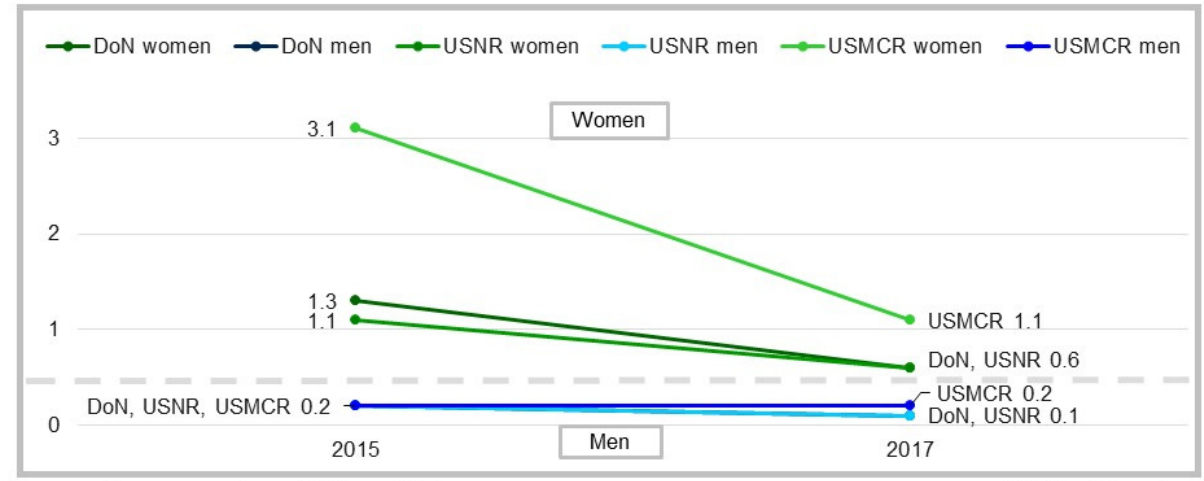
Figure 67.
Department of Navy Sexually Hostile Work Environment Rate Estimates (Q9–Q21, Q26–Q44)



Estimated Past Year Sexual Quid Pro Quo Rate

Sexual *quid pro quo* includes instances of potential job benefits or losses conditioned on sexual cooperation. In 2017, 0.6% of DoN women and 0.1% of DoN men indicated experiencing sexual *quid pro quo*, with women *more likely* to indicate experiencing than men (Figure 68). Women in the USNR (0.6%), along with those in the ANG (0.4%) and USAFR (0.5%), were *less likely* to indicate experiencing sexual *quid pro quo* than women in the other Reserve components, whereas USAR women (2.1%) were *more likely*.

Figure 68.
Department of Navy Sexual Quid Pro Quo Rate Estimates (Q22–Q23, Q45–Q46)



Margins of error range from ±0.2% to ±4.1%

2017 Trend Comparisons
Higher Than 2015
Lower Than 2015

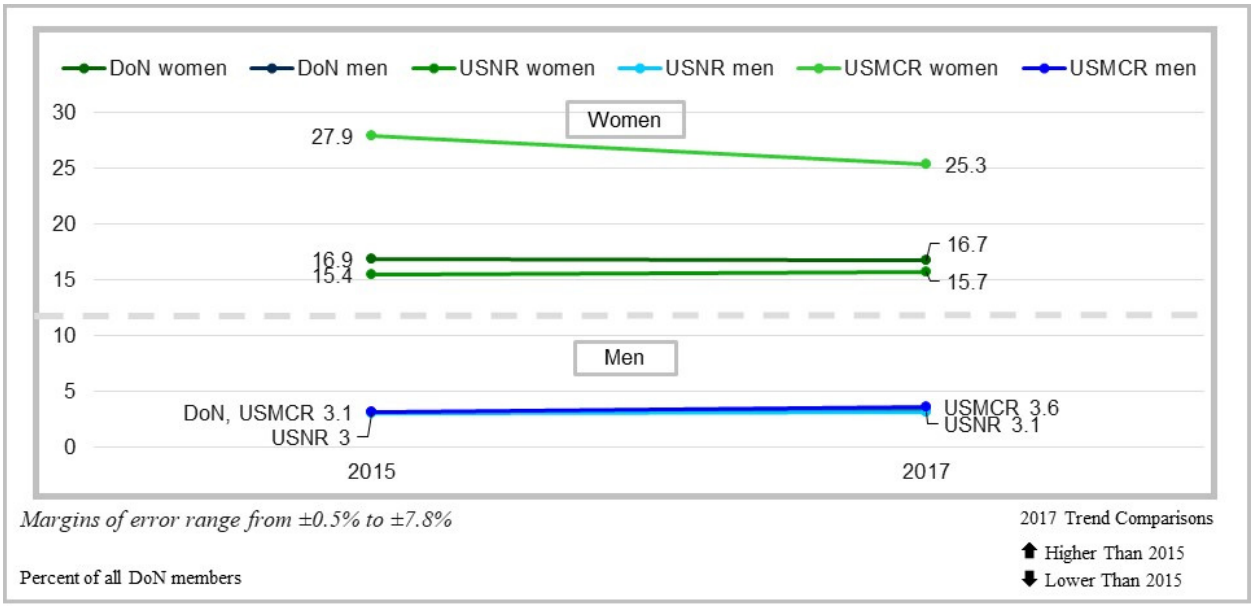
Percent of all DoN members

Estimated Past Year Sexual Harassment Rate

Sexual harassment includes the two behaviors of sexually hostile work environment and sexual *quid pro quo*. As shown in Figure 69, for 2017, 16.7% of DoN women and 3.3% of DoN men indicated experiencing sexual harassment. DoN women were *more likely* to indicate experiencing sexual harassment than DoN men.

Women in the USMCR (25.3%), including those in the ARNG (19.6%), were *more likely* to indicate experiencing sexual harassment than women in the other Reserve components, whereas USAFR (9.2%) and ANG women (11%) were *less likely*. Similarly, men in the USNR (3.1%), along with those in the USAFR (2%) and ANG (2.9%), were *less likely* to indicate experiencing sexual harassment than men in the other Reserve components, whereas ARNG (5.1%) were *more likely*.

Figure 69.
Department of Navy Sexual Harassment Rate Estimates (Q9–Q23, Q26–Q46)

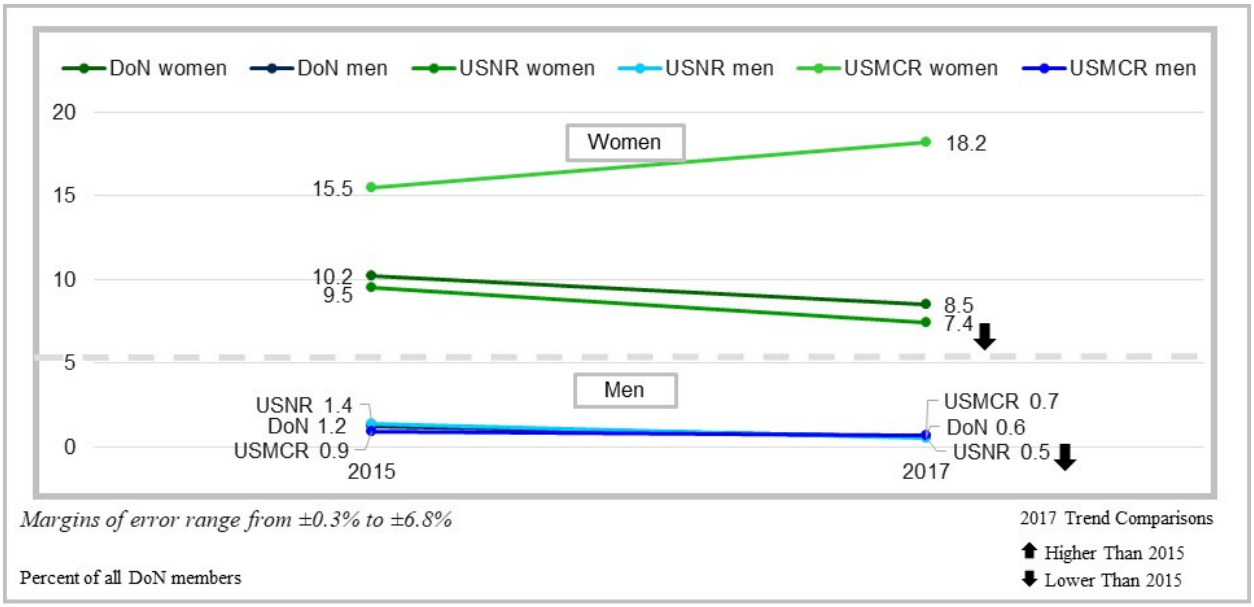


Estimated Past Year Gender Discrimination Rate

Gender discrimination includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career. The estimated gender discrimination rate for 2017 was 8.5% for DoN women and 0.6% for DoN men, with women *more likely* to indicate experiencing than men (Figure 70). The rate showed a statistically significant *decrease* from 2015 for DoN men (down 0.6%), as well as for women in the USNR (down 2.1%), and for men in the USNR (down 0.9%).

Women in the USNR (7.4%), along with those in the USAFR (6.3%), were *less likely* to indicate experiencing gender discrimination than women in the other Reserve components, whereas women in the USMCR (18.2%) and ARNG (10.7%) were *more likely*.

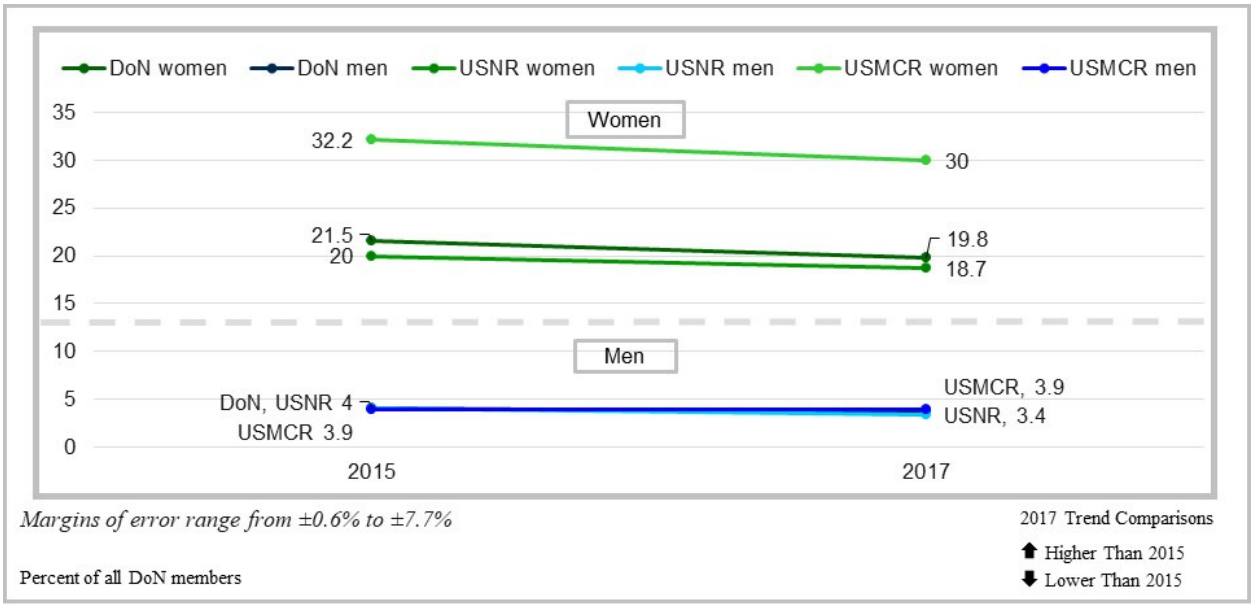
Figure 70.
Department of Navy Gender Discrimination Rate Estimates (Q24–Q25, Q47–Q48)



Estimated Sex-Based MEO Violation Rate

The estimated sex-based MEO violation rate is a roll-up of those who met requirements for inclusion in at least one of the following estimated rates: sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination. In 2017, 19.8% of DoN women and 3.6% of DoN men indicated experiencing a sex-based MEO violation in the past 12 months (Figure 71). Women in the USMCR (30%), along with those in the ARNG (23.8%), were *more likely* to indicate experiencing a sex-based MEO violation than women in the other Reserve components, whereas women in the USAFR (12.8%) and ANG (15.4%) were *less likely*. Men in the USNR (3.4%), along with those in the USAFR (2.6%) and ANG (3.2%), were *less likely* to indicate experiencing a sex-based MEO violation than men in the other Reserve components, whereas ARNG (5.6%) were *more likely.*

Figure 71.
Department of Navy Sex-Based MEO Violation Rate Estimates (Q9–Q49)



Combinations of Sex-Based MEO Violation Behaviors

It is possible a member could have experienced more than one potential sex-based MEO violation. Hence, this section details the combination of experiences making up the estimated sex-based MEO violation rate and is broken down into the following categories:

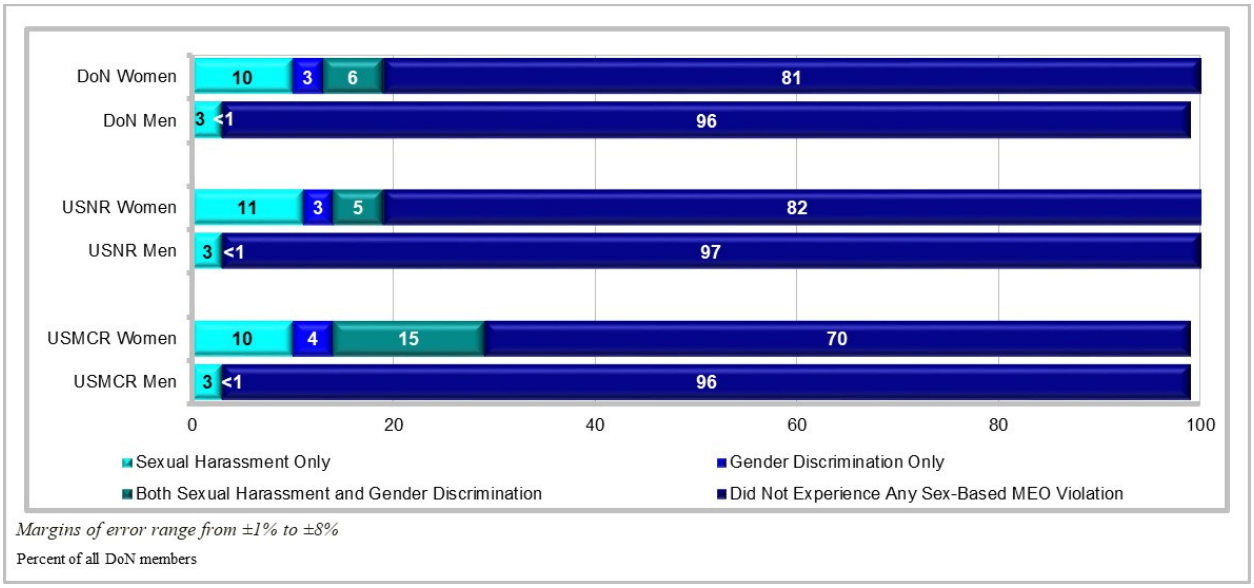
- Experienced sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) only
- Experienced gender discrimination only
- Experienced both sexual harassment and gender discrimination
- Did not experience any sex-based MEO violation

In general, the majority of DoN women and men did not experience any combination of sex-based MEO violations in the past year, as indicated in Figure 72. However, of those who did, 10% of DoN women indicated experiencing sexual harassment only, 3% indicated experiencing gender discrimination only, and 6% indicated experiencing both sexual harassment and gender discrimination. For those who experienced both types of MEO violations, women in the USMCR (15%), along with women in the ARNG (8%), were *more likely* to experience both sexual harassment and gender discrimination than women in the other Reserve components, whereas women in the USAFR (3%) and ANG (5%) were *less likely*.

Among the few DoN men who did experience a sex-based MEO violation in the past 12 months, most of them indicated experiencing sexual harassment only, as indicated by 3% of DoN men. Furthermore, <1% of DoN men indicated experiencing gender discrimination only and <1%

indicated experiencing both sexual harassment and gender discrimination. Overall, DoN women were *more likely* than DoN men to indicate experience an MEO violation.

Figure 72.
Combination of Sex-Based MEO Violation Behaviors Among Department of Navy Members (Q9–Q49)



Margins of error range from ±1% to ±8%

Percent of all DoN members

One Situation of Sex-Based MEO Violation With the Biggest Effect

Most Serious Behavior Experienced in the One Situation

Members were asked which of their experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses to this question were used to construct behaviors in the one situation as "sexual harassment behaviors only," "gender discrimination behaviors only," and experienced "both sexual harassment and gender discrimination." Therefore, results from this section should be read as percentages occurring **out of the 19.8% of DoN women and 3.6% of DoN men** who indicated experiencing a sex-based MEO violation in the past 12 months.

The type of behavior(s) DoN women experienced compared to DoN men during the one situation of sex-based MEO violation show different patterns (Figure 73). For DoN women, 35% indicated experiencing sexual harassment only (40% ±8 for USNR), 32% indicated experiencing both sexual harassment and gender discrimination (26% ±7 for USNR), and 26% indicated gender discrimination only (27% ±7 for USNR). Results for USMCR women were not reportable.

For men, however, the majority indicated experiencing sexual harassment only (63%; 71% ±11 for USNR, 53% ±16 for USMCR), while fewer indicated experiencing gender discrimination

only (8%; 10% ±8 for USNR, 6% ±8 for USMCR), and both sexual harassment and gender discrimination (17%; 15% ±10 for USNR, 20% ±17 for USMCR) during the one situation.

When asked about the length of the one situation, 70% of DoN women (71% ±8 for USNR, not reportable for USMCR) and 61% of DoN men (59% ±13 for USNR, 63% ±16 for USMCR) indicated the one situation occurred more than one time.

For DoN members who indicated experiencing a sex-based MEO violation, approximately one in five indicated they took steps to leave or separate from the military as a result of the situation (17% ±6 of DoN women [14% ±6 for USNR, 32% ±18 for USMCR], 14% ±8 of DoN men [12% ±9 for USNR, 17% ±16 for USMCR]). Women in the USNR were *less likely* than women in the other Reserve components to indicate they took steps to leave or separate from the military as a result of the situation.

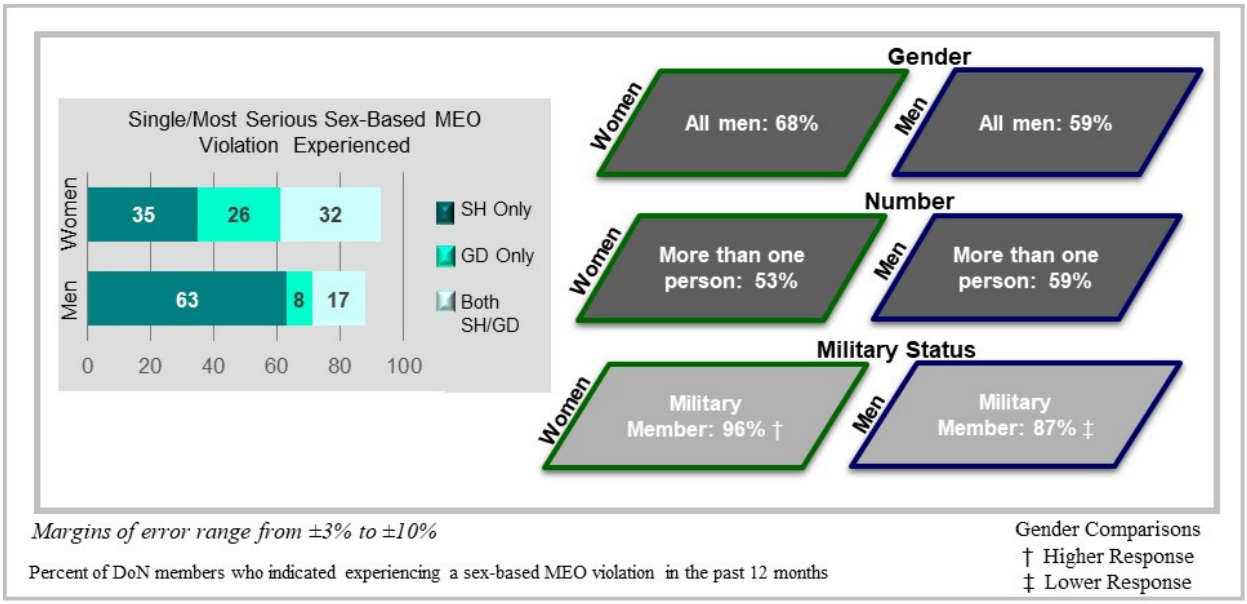
Who: Reported Demographics of the Alleged Offender(s)

A general profile of the alleged offender(s) in the sex-based MEO violation one situation from the perspective of DoN women and DoN men is provided in Figure 73 with significant differences noted. More than half of DoN women indicated there was more than one person involved in the one situation (53%; 50% ±8 for USNR), and the alleged offenders were all men (68%; 66% ±8 for USNR).[34] Women were *more likely* than men to indicate at least one of the alleged offender(s) was/were in the military (96%; 95% ±4 for USNR, 99% ±6 for USMCR).

For DoN men, 59% indicated more than one person was involved (60% ±13 for USNR, 58% ±17 for USMCR) and 59% also indicated the alleged offenders were all men (48% ±12 for USNR, 72% ±15 for USMCR). The majority of men indicated at least one of the alleged offender(s) was/were in the military (87%; 88% ±13 for USNR, 85% ±14 for USMCR).

[34] Results for USMCR women are not reportable.

Figure 73.
Reported Demographics of the Alleged Offender(s) Among Department of Navy Members (Q49–Q52)



Where: Location and Context

The location(s) and context(s) of the one situation include a range of military and non-military settings. The majority of DoN members indicated the one situation occurred at a military installation/ship, armory, National Guard or Reserve unit site, or another military work location (84% ±6 of women [83% ±7 for USNR], 83% ±9 of men [82% ±12 for USNR, 85% ±14 for USMCR]), and/or while performing their National Guard or Reserve duties (69% ±7 of women [67% ±7 for USNR] and 66% ±10 of men [56% ±13 for USNR, 78% ±15 for USMCR]). Additionally, less than half of members indicated the one situation took place during execution of drill periods (44% ±7 of women [41% ±8 for USNR], 41% ±11 of men [36% ±13 for USNR]) and 43% (±7) of women (38% ±8 for USNR, 67% ±18 for USMCR) and 37% (±10) of men (27% ±12 for USNR) indicated the one situation occurred while they were at their assigned unit drill site.

Several significant differences were found for USNR men and women regarding the location of the one situation. Men in the USNR were *less likely* to indicate the one situation occurred while performing their National Guard or Reserve duties than men in the other Reserve components. Men in the USNR were also *less likely* than men in the other Reserve components to indicate the one situation occurred during execution of drill periods, whereas men in the ARNG (65% ±12) were *more likely*. Women in the USNR were also *less likely* than women in the other Reserve components to indicate the one situation occurred during execution of drill periods. Additionally, men in the USNR were *less likely* than men in the other Reserve components to indicate the one situation occurred while they were at their assigned unit drill site.

How: Hazing/Bullying

Overall, approximately the same proportion of DoN women and DoN men would describe the one situation as involving hazing and/or bullying (38% ±7 for women [36% ±7 for USNR], 45% ±10 for men [36% ±13 for USNR, 55% ±16 for USMCR]). Specifically, 13% (±6) of women (11% ±5 for USNR) and 19% (±10) of men (17% ±12 for USNR, 22% ±17 for USMCR) would describe the situation as hazing, while 36% (±7) of women (35% ±7 for USNR) and 43% (±10) of men (34% ±13 for USNR, 53% ±16 for USMCR) would describe it as bullying.

Reporting of MEO Violation

DoN women were *more likely* than DoN men to indicate reporting/discussing the one situation with their supervisor/leadership.

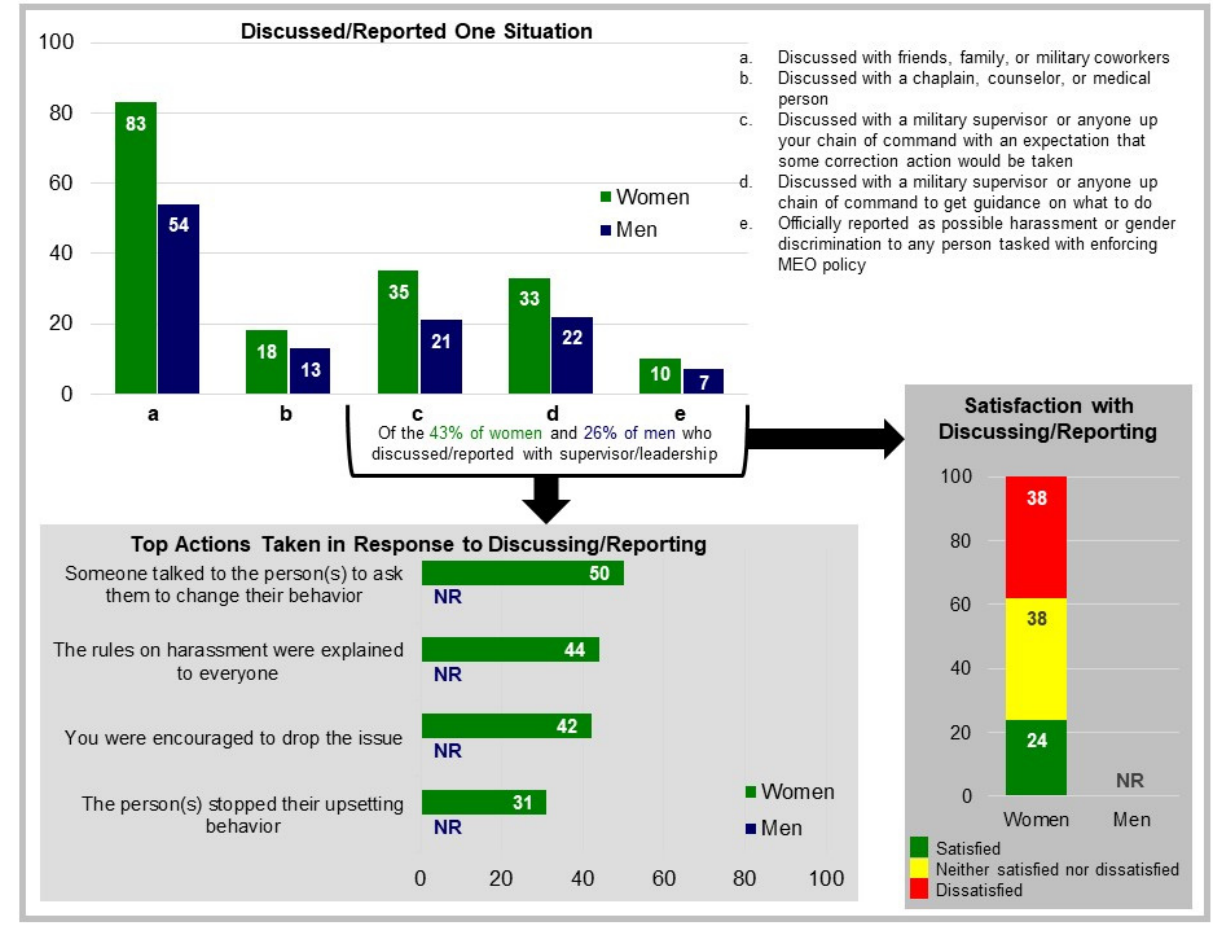
Members who indicated experiencing a sex-based MEO violation in the past 12 months were asked who, if anyone, they discussed and/or reported the one situation. As shown in Figure 74, members discussed the one situation most with friends, family, or military coworkers (83% ±6 for DoN women [83% ±6 for USNR, 87% ±12 for USMCR], 54% ±10 for DoN men [56% ±13 for USNR]), with DoN women *more likely* to discuss the one situation with friends, family, or military coworkers than DoN men.

Of the 43% (±7) of DoN women (41% ±8 for USNR) and 26% (±10) of DoN men (29% ±13 for USNR, 22% ±16 for USMCR) who reported/discussed the one situation with their supervisor/leadership, the top actions taken in response to the reporting/discussion are shown in Figure 74. Overall, women generally experienced both positive and negative actions resulting from the reporting/discussion of the one situation (43% ±11 of women). One-third (33% ±11) of women (34% ±13 for USNR) and less than one-eighth (14% ±16) of men indicated experiencing positive actions only, while 16% (±8) of women (17% ±9 for USNR, 14% ±16 for USMCR) experienced negative actions only and 43% (±11; 41% ±13 for USNR) experienced both positive and negative actions. Data for DoN men regarding both positive and negative actions and negative actions only are not reportable.

DoN women's most endorsed action taken in response to reporting/discussing was someone talked to the person(s) to ask them to change their behavior (50%; 46% ±13 for USNR; Figure 74). The rules on harassment were explained to everyone was endorsed by 44% of women (42% ±12 for USNR), followed by 42% of women (42% ±13 for USNR) who indicated they were encouraged to drop the issue, and 31% of women who indicated the person stopped their upsetting behavior. Data for DoN men and USMCR women are not reportable.

Additionally, members who reported/discussed to someone officially were asked about the level of satisfaction they had with the response/action taken by the personnel handling the situation (Figure 74). DoN women reported generally being either dissatisfied (38%; 38% ±12 for USNR) or neither satisfied nor dissatisfied (38%; 40% ±13 for USNR), with less than one-quarter reporting they were satisfied (24%; 22% ±13 for USNR). Data for DoN men regarding responses of satisfied and dissatisfied are not reportable.

Figure 74.
Reporting of the Sex-Based MEO Violation Among Department of Navy Members (Q60–Q62)

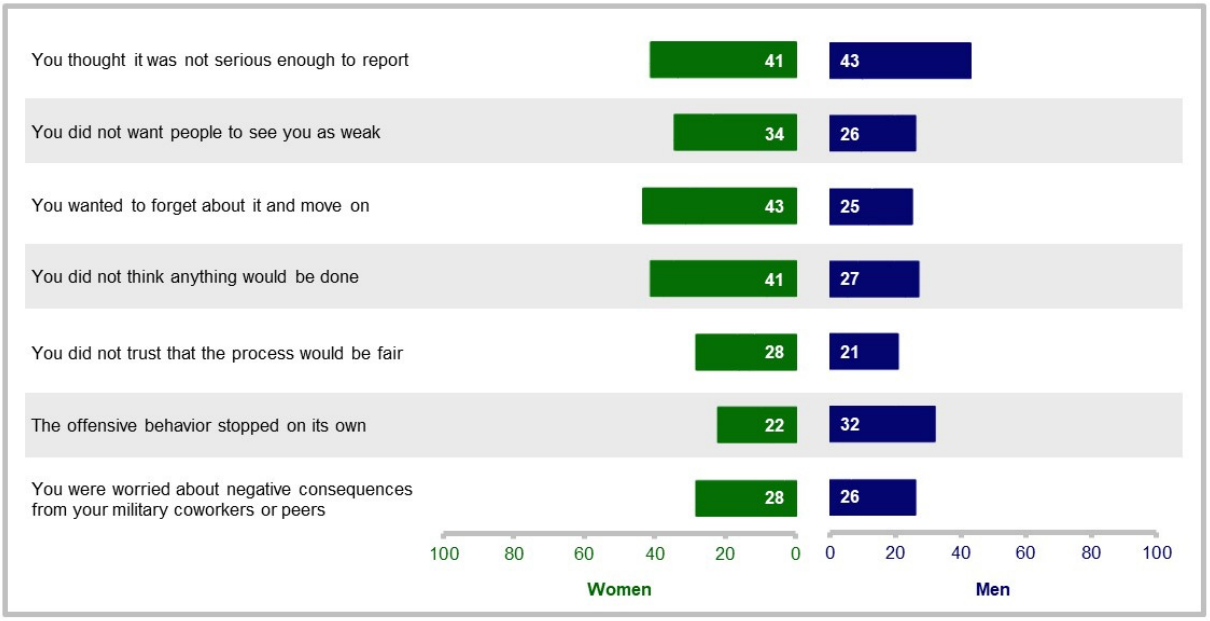


Margins of error range from ±5% to ±13%

Percent of DoN members who indicated experiencing a sex-based MEO violation in the past 12 months

Of the Reserve component members who **did not** report/discuss the sex-based MEO violation one situation to someone officially, the top reason endorsed for DoN women was because they wanted to forget about it and move on (43% of women [44% ±9 for USNR], 25% of men [18% ±12 for USNR]) and for DoN men was they thought it was not serious enough to report (41% of women [37% ±9 for USNR], 43% of men [38% ±14 for USNR]; Figure 75). Additionally, 41% of women (38% ±9 for USNR) and 27% of men (24% ±12 for USNR, 31% ±18 for USMCR) indicated they did not think anything would be done.

Figure 75.
Top Reasons for Not Reporting the Sex-Based MEO Violation One Situation Among Department of Navy Members (Q63)



Margins of error range from ±8 to ±12

Percent of DoN members who indicated experiencing a sex-based MEO violation in the past 12 months and did not report/discuss with someone officially

Workplace Culture and Training

This section examines aspects of military workplace climate including workplace culture and training. One of the main topics covered within this section is bystander intervention—witnessing a potentially problematic situation and modes of intervention. Other topics discussed include members' perceptions of their military leadership, social media use within the National Guard/Reserve, and training on sexual assault and sexual harassment.

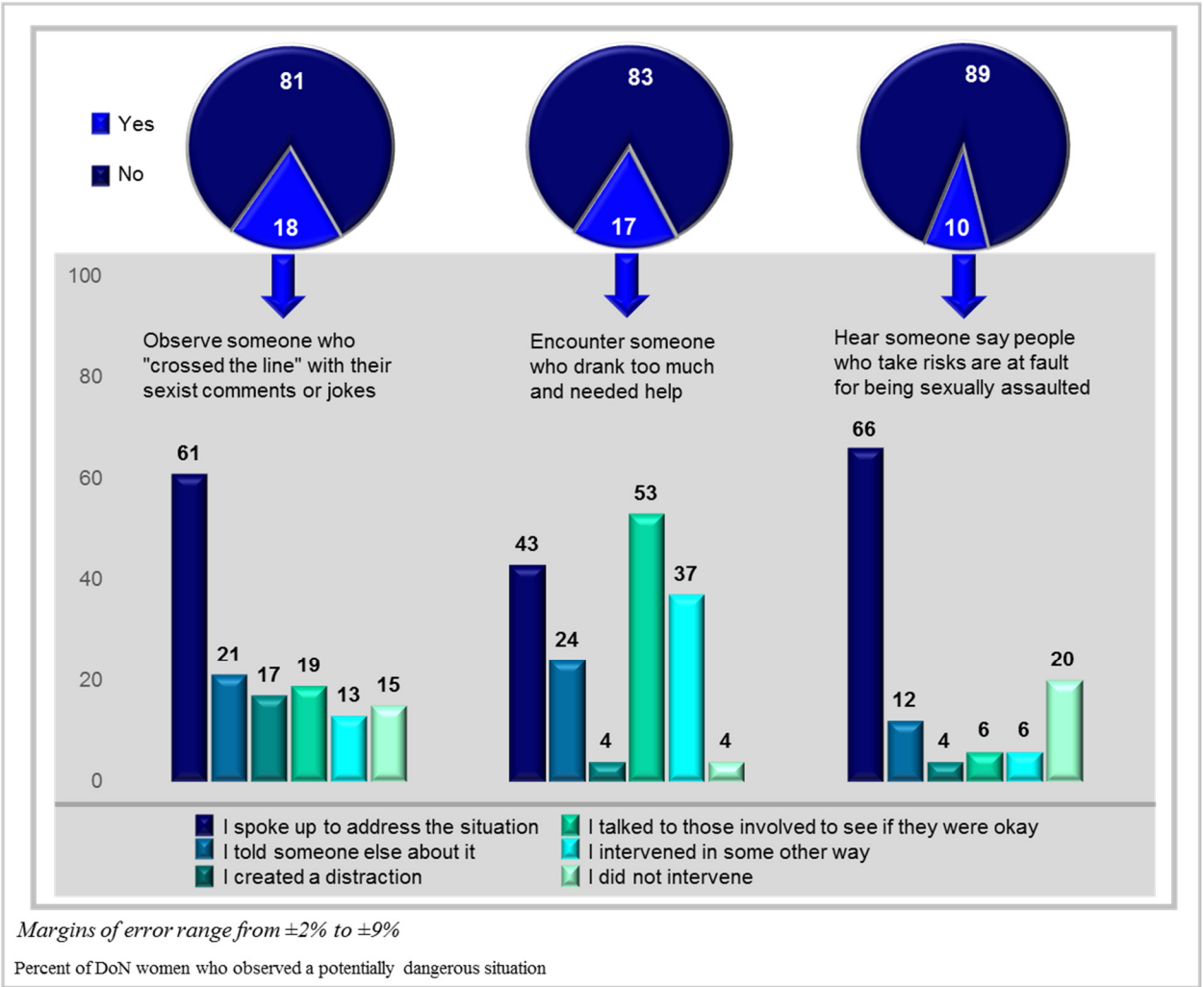
Culture

Bystander Intervention

Navy Reserve and Marine Corps Reserve members were presented potentially dangerous situations that may or may not have taken place inside their military workplace and how, if at all, they would respond to these situations. In general, most DoN members did not observe a potentially dangerous situation during the past 12 months (only 1%–18% ±1-3 of DoN women and <1%–12% ±1–2 of DoN men). Among those who did witness one or more potentially dangerous situations, the proportion taking action(s) to intervene was high (80%–96% ±3–17 for DoN women, 67%–95% ±3–12 for DoN men), indicating a high level of willingness to intervene among DoN women and men.

Figure 76 displays the three most frequently observed potentially dangerous situations and the frequency of intervention methods for each situation endorsed by DoN women. The situation endorsed most often by women was they observed someone who "crossed the line" with their sexist comments or jokes (18%), of which, 61% of women indicated they spoke up to address the situation. Additionally, 17% of women encountered someone who drank too much and needed help, and nearly half talked to those involved to see if they were okay (53%) or spoke up to address the situation (43%). The third most observed situation for women was they heard someone say people who take risks are at fault for being sexually assaulted (10%), with the majority indicating they spoke up to address the situation (66%).

Figure 76.
Observed a Potentially Dangerous Situation and Mode of Intervention for Department of Navy Women (Q157, Q158, Q162, and Q166)



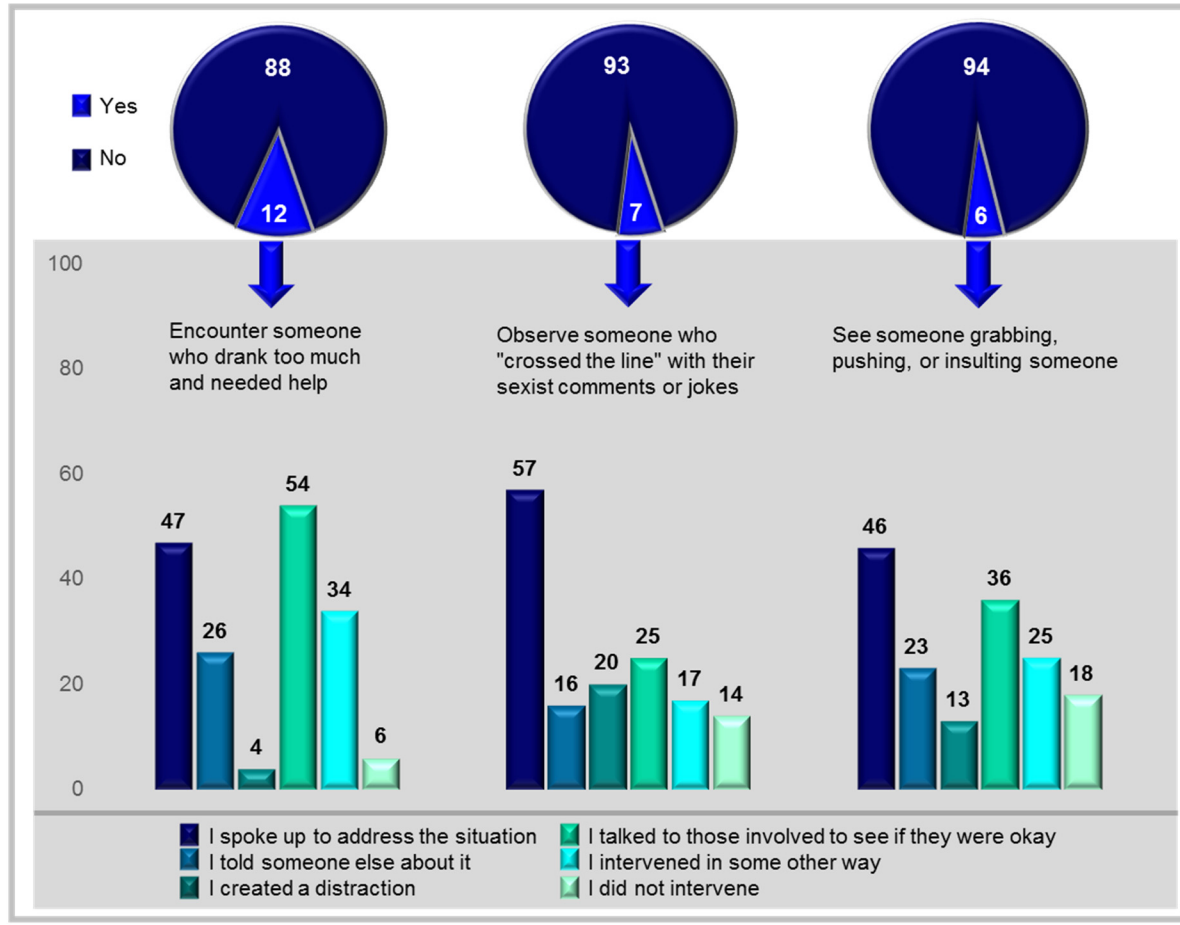
Margins of error range from ±2% to ±9%

Percent of DoN women who observed a potentially dangerous situation

The picture of bystander intervention for DoN men is similar to that for DoN women (Figure 77). The same two most frequently observed potentially dangerous situations that were selected by women were also endorsed by men—encountered someone who drank too much and needed

help (12%) and observed someone who "crossed the line" with their sexist comments or jokes (7%). The third most frequently observed situation for men was they saw someone grabbing, pushing, or insulting someone (6%). Across all three situations, approximately half (46%–57%) of men indicated they spoke up to address the situation. As with DoN women, the most endorsed response for DoN men who encountered someone who drank too much and needed help was to talk to those involved and see if they were okay (54%).

Figure 77.
Observed a Potentially Dangerous Situation and Mode of Intervention for Department of Navy Men (Q157, Q158, Q162, and Q163)



Margins of error range from ±1% to ±7%

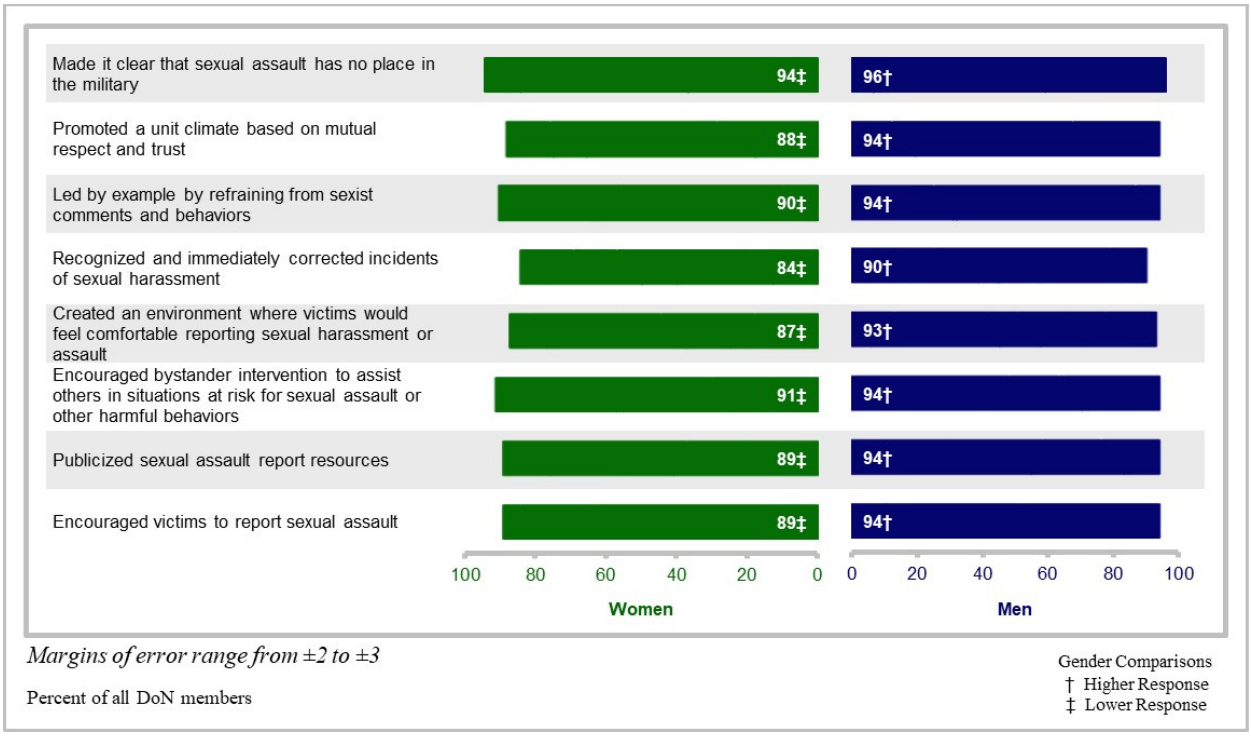
Percent of DoN men who observed a potentially dangerous situation

Leadership Perceptions

Perceptions of military leadership reported by DoN members were largely positive, with the vast majority of DoN women and DoN men indicating their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors (Figure 78). In general, DoN men were *more likely* than DoN women to indicate their military chain of

command demonstrates positive workplace actions and behaviors **well/very well** for all eight actions/behaviors.

Figure 78.
Positive Workplace Actions/Behaviors Demonstrated by Military Leadership Among Department of Navy Members (Q168)



Results for USNR and USMCR women and men yielded significant differences compared to those in the other Reserve components. Specifically, USNR women and men were often *more likely* to indicate their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors. Findings are noted below for the actions and behaviors where significant differences were found.

- Made it clear that sexual assault has no place in the military
  - USNR women (95% ±2), along with those in the ANG (95% ±1) and USAFR (94% ±2), were *more likely* to indicate **well/very well**, whereas USAR women (89% ±2) were *less likely*.
  - USNR men (97% ±1), along with those in the ANG (97% ±1), were *more likely* to indicate **well/very well** than men in the other Reserve components.
- Promoted a unit climate based on mutual respect and trust

  - USNR women (89% ±2), along with those in the ANG (88% ±2) and USAFR (90% ±2), were *more likely* to indicate **well/very well**, whereas USAR women (83% ±2) were *less likely*.

  - USNR men (95% ±2), along with those in the ANG (94% ±1), were *more likely* to indicate **well/very well** than men in the other Reserve components.

- Led by example by refraining from sexist comments and behaviors

  - USNR women (91% ±2), along with those in the ANG (89% ±2) and USAFR (91% ±2), were *more likely* to indicate **well/very well**, whereas USMCR women (76% ±9) and ARNG women (85% ±3) were *less likely*.

  - USNR men (95% ±1), along with those in the ANG (95% ±1), were *more likely* to indicate **well/very well**, whereas ARNG men (90% ±2) were *less likely*.

- Recognized and immediately corrected incidents of sexual harassment

  - USNR women (85% ±3), along with those in the USAFR (84% ±2), were *more likely* to indicate **well/very well** than women in the other Reserve components.

- Created an environment where victims would feel comfortable reporting sexual harassment of assault

  - USNR women (87% ±3), along with those in the ANG (87% ±2) and USAFR (87% ±2), were *more likely* to indicate **well/very well** than women in the other Reserve components.

  - USNR men (94% ±2), along with those in the ANG (94% ±1), were *more likely* to indicate **well/very well** than men in the other Reserve components.

- Encouraged bystander intervention to assist other in situation at risk for sexual assault or other harmful behaviors

  - USNR women (92% ±2), along with those in the ANG (91% ±2) and USAFR (91% ±2), were *more likely* to indicate **well/very well**, whereas USAR women (85% ±2) and ARNG women (85% ±2) were *less likely*.

  - USNR men (95% ±2), along with those in the ANG (96% ±1) and USAFR (94% ±1), were *more likely* to indicate **well/very well**, whereas men in the ARNG (91% ±2) and USAR (90% ±2) were *less likely*.

- Publicized sexual assault report resources

  - USNR men (93% ±2), along with those in the USMCR (94% ±2), ANG (95% ±1), and USAFR (94% ±1), were *more likely* to indicate **well/very well**, whereas men in the ARNG (90% ±2) were *less likely*.

- Encouraged victims to report sexual assault
    - USNR women (89% ±2), along with those in the ANG (91% ±2) and USAFR (89% ±2), were *more likely* to indicate **well/very well**, whereas ARNG women (84% ±3) were *less likely*.

Reactions to Sexual Assault and Sexual Harassment

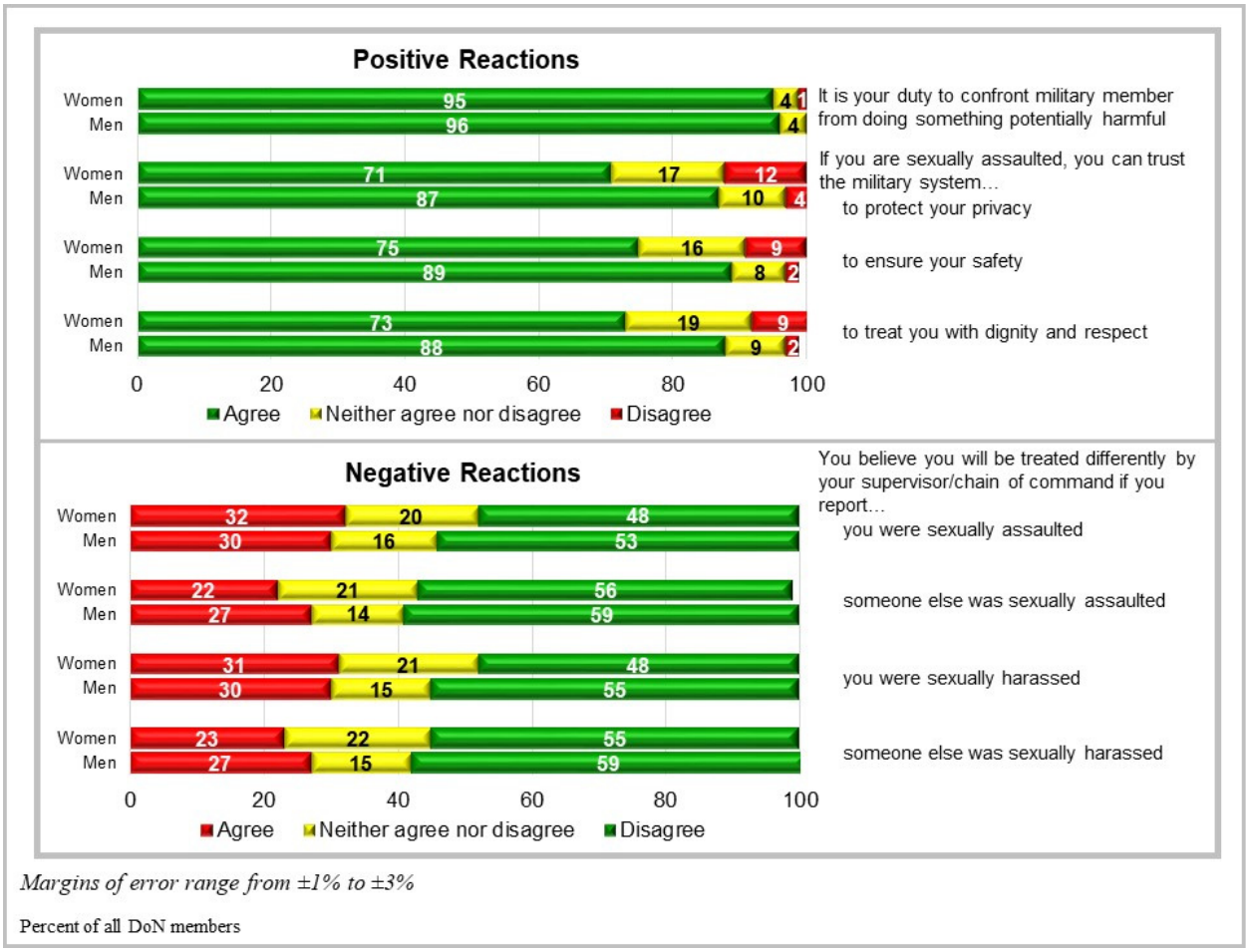
Overall, DoN members reported positive attitudes about how their leadership and the military in general would react to situations involving sexual assault and sexual harassment (Figure 79). The overwhelming majority of members indicated they **agreed** it is their duty when they are in a social situation to confront military members to keep them from doing something potentially harmful to themselves or others (95% of DoN women, 96% of DoN men).

The majority of members indicated they can trust the military system if they were sexually assaulted to protect their privacy, ensure their safety, and treat them with dignity and respect (71%–75% of women, 87%–89% of men). For these three situations, DoN men were *more likely* than DoN women to **agree** they can trust the military system. Further, USMCR women were *more likely* than women in the other Reserve components to indicate they **disagree** that they can trust the military system if they were sexually assaulted to protect their privacy (24% ±9), ensure their safety (19% ±9), and treat them with dignity and respect (23% ±9). Conversely, men in the USNR and USMCR were *more likely* than men in the other Reserve components to indicate they **agree** that they can trust the military system if they were sexually assaulted to protect their privacy (89% ±2 for USMCR), ensure their safety (89% ±2 for USNR, 90% ±2 for USMCR), and treat them with dignity and respect (88% ±2 for USNR, 89% ±2 for USMCR).

Members were also asked a set of questions regarding being treated differently by their supervisor or chain of command if they were to report they or someone else was sexually assaulted/harassed. Although the responses to these situations were not as positive as trust in the military system, approximately half of DoN members indicated they **do not** believe they would be treated differently if they were to report they, or someone else, was sexually assaulted or sexually harassed (48%–56% of DoN women, 54%–59% of DoN men; Figure 79). Conversely, one-quarter or more of members indicated they believe they **would** be treated differently if they reported any of these situations (22%–32% of DoN women, 27%–30% of DoN men).

DoN men were *more likely* than DoN women to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report they were sexually assaulted/ harassed. Further, women in the USNR, along with women in the USAFR, were *less likely* to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report someone else was sexually assaulted (21% ±3 for USNR, 22% ±2 for USAFR) or harassed (22% ±3 for USNR, 23% ±2 for USAFR) than women in the other Reserve components. Conversely, men in the USMCR (29% ±3) were *more likely* to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report someone else was sexually assaulted, whereas USAFR men (23% ±2) were *less likely*.

Figure 79.
Reactions to Sexual Assault and Sexual Harassment Among Department of Navy Members (Q177)



Margins of error range from ±1% to ±3%

Percent of all DoN members

Perceptions of Willingness to Encourage Others/Discuss with Leadership

The majority of DoN members indicated to a **large extent** their willingness to address gender-related issues themselves and/or encourage others to address such issues (79%–80% ±3 of DoN women, 80%–81% ±2 of DoN men) or seek help from their chain of command regarding sexual harassment from military members (80% ±3 of women, 84% ±2 of men), with DoN men *more likely* than DoN women to indicate they would seek help from their chain of command regarding sexual harassment from military members. Further, USNR men (86% ±2) were also *more likely* to indicate they would seek help from their chain of command regarding sexual harassment from military members than men in the other Reserve components.

Similarly, the vast majority of DoN members indicated they would be **likely** to encourage someone who has experienced sexual harassment to tell a military supervisor (90% ±2 of DoN women, 93% ±1 of DoN men, where men were *more likely* than women), encourage someone who has experienced sexual assault or sexual harassment to seek support services (97%, 96% ±2 for DoN women and 96%, 95% ±1 for DoN men, respectively), or encourage someone who has

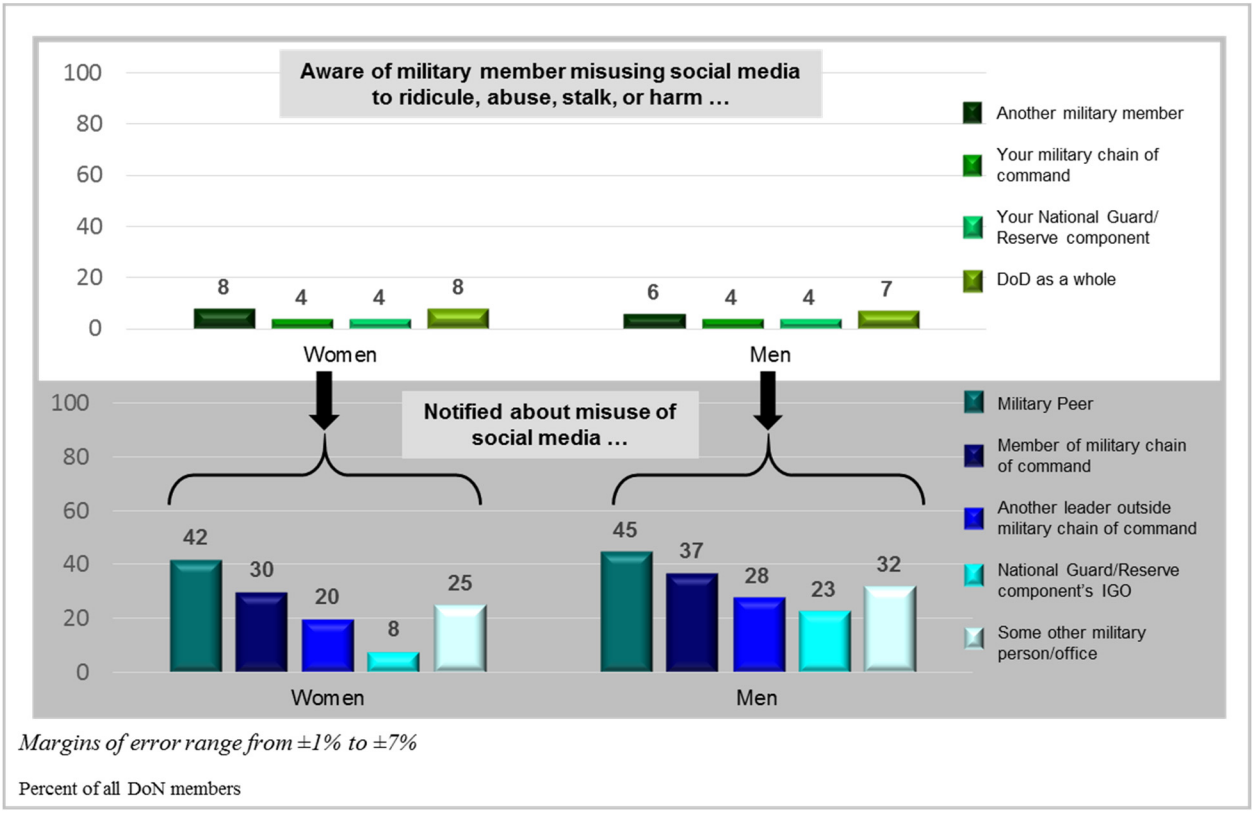
experienced sexual assault to report it (94% ±2 of DoN women, 95% ±1 of DoN men). Additionally, comparable results are found for DoN members being **likely** to tell a military supervisor about sexual harassment if it happened to them (79% ±3 of women, 88% ±2 of men) and report a sexual assault if it happened to them (83% ±3 of women, 91% ±2 of men), with DoN men *more likely* than DoN women.

Social Media Use

The vast majority of DoN members were **not** aware of a military member misusing social media sites to ridicule, abuse, stalk, or harm any individual or group (Figure 80). However, 8% of DoN women and 7% of DoN men were aware of a military member misusing social media to harm the DoD as a whole, and 8% of women and 6% of men indicated they were aware of a military member misusing social media to harm another military member. Fewer DoN women and men (both 4%) indicated being aware of social media misuse toward their military chain of command, or their National Guard/Reserve component. Women in the USMCR (15% ±7) were *more likely* to indicate they were aware of a military member misusing social media to harm another military member, whereas women in the USAFR (5% ±2) were *less likely*. Women in the USNR (7% ±2) and USMCR (16% ±6) were *more likely* to indicate they were aware of a military member misusing social media to harm the DoD as a whole than women in the other Reserve components. Further, men in the USNR (7% ±2) and USMCR (8% ±2) were also *more likely* to indicate they were aware of a military member misusing social media to harm the DoD as a whole, whereas men in the ANG (3% ±1) and USAFR (4% ±1) were *less likely*.

Of those who indicated being aware of a military member misusing social media to harm someone, 42% of DoN women and 45% of DoN men indicated they notified a military peer about this misuse, while 30% of women and 37% of men indicated they notified a member of their military chain of command.

Figure 80.
Social Media Misuse and Notification of Misuse Among Department of Navy Members (Q181–Q182)

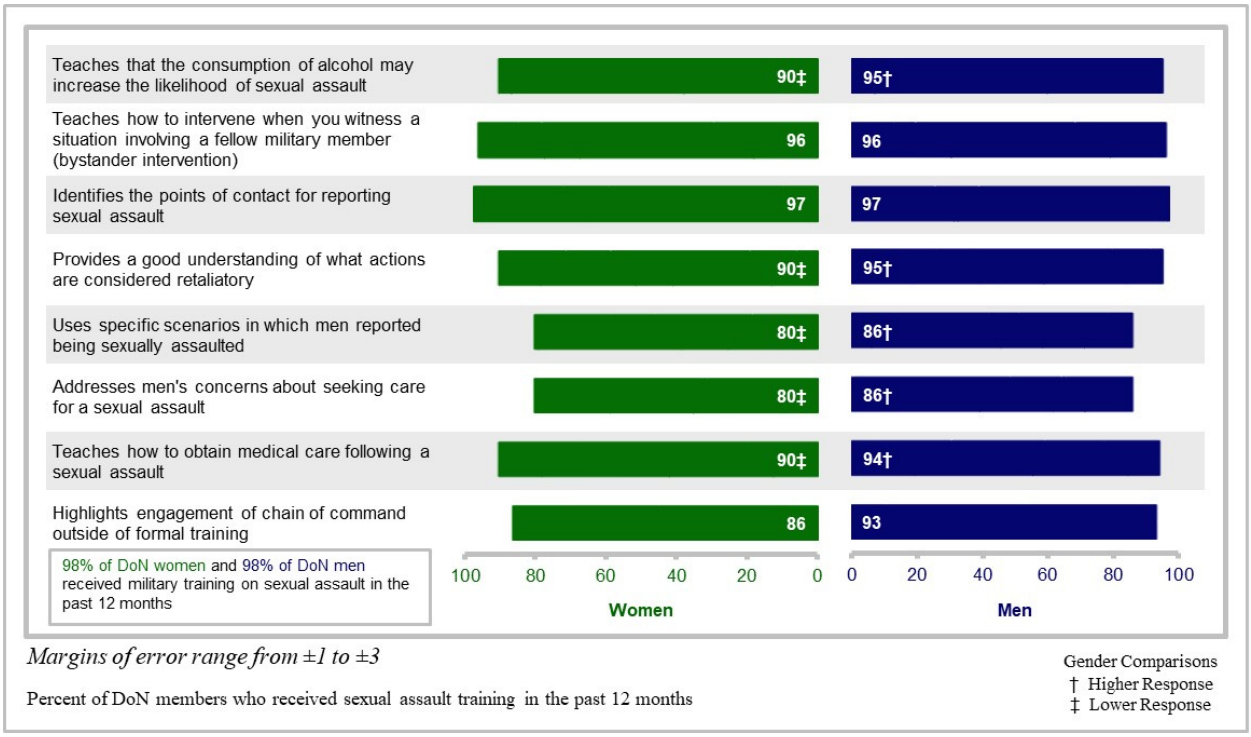


Sexual Assault and Sexual Harassment Training

Sexual Assault Training

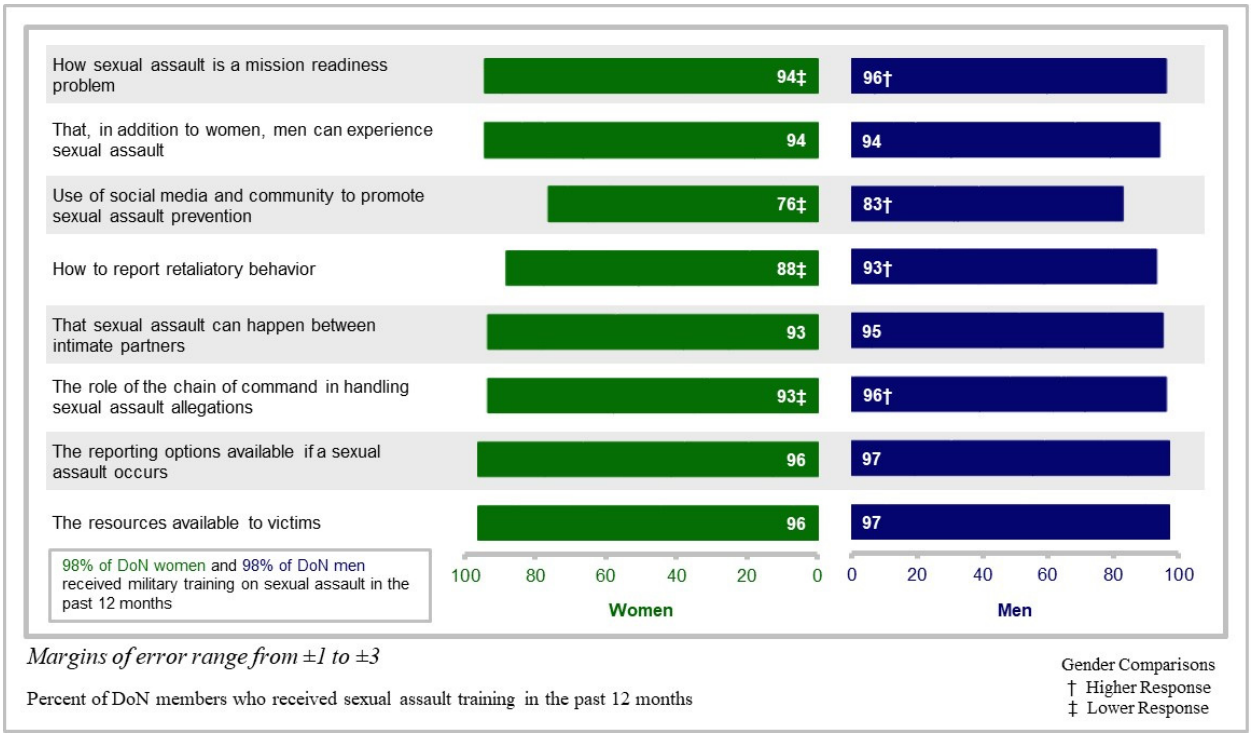
The vast majority of DoN members received training on sexual assault in the past 12 months (98% of DoN women and men) and had favorable opinions on how effective/relevant the training was, as well as how well training explains various concepts regarding sexual assault (Figure 81). Specifically, 80%–97% of DoN women and 86%–97% of DoN men **agree** military sexual assault training was effective/relevant. DoN men were *more likely* than DoN women to **agree** military sexual assault training teaches that the consumption of alcohol may increase the likelihood of sexual assault (90% for women, 95% for men), provides a good understanding of what actions are considered retaliatory (90% for women, 95% for men), uses specific scenarios in which men reported being sexually assaulted (80% for women, 86% for men), addresses men's concerns about seeking care for sexual assault (80% for women, 86% for men), and teaches how to obtain medical care following a sexual assault (90% for women, 94% for men).

Figure 81.
Effectiveness/Relevance of Sexual Assault Training Among Department of Navy Members (Q172–Q173)



For how well sexual assault training explains various relevant sexual assault concepts, 76%–96% of DoN women and 83%–97% of DoN men **agree** training explains these concepts (Figure 82). One area for improvement, relative to the other training areas, was how their training explains use of social media and community to promote sexual assault prevention, as indicated by only 76% of women and 83% of men who **agree** their training did this. Men in the DoN were *more likely* than DoN women to **agree** their training explains how sexual assault is a mission readiness problem (94% for women, 96% for men), how to report retaliatory behavior (88% for women, 93% for men), and explains the role of the chain of command in handling sexual assault allegations (93% for women, 96% for men).

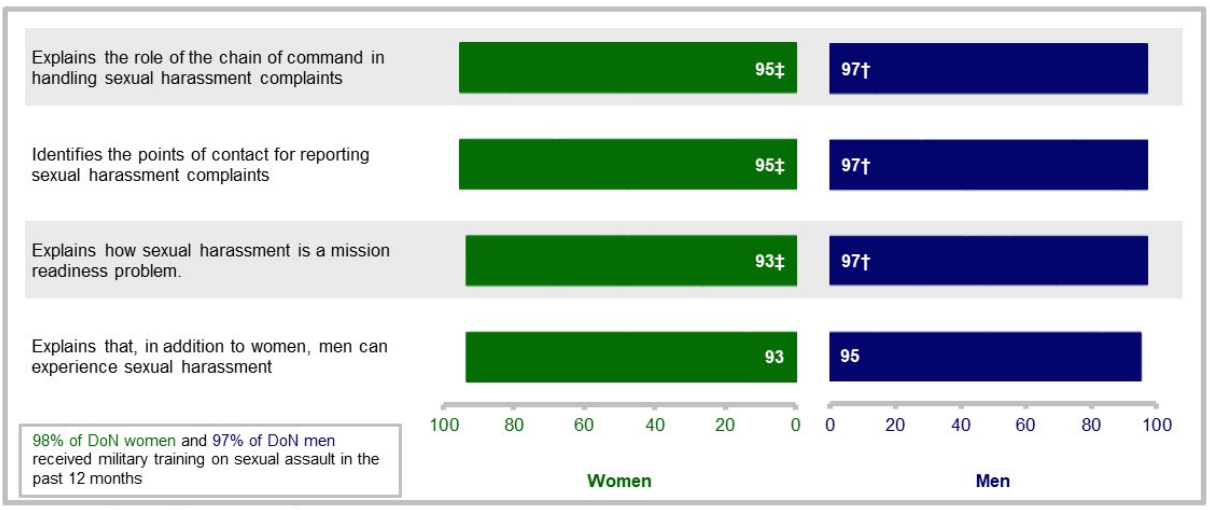
Figure 82.
How Well Sexual Assault Training Explains Various Concepts Among Department of Navy Members (Q172, Q174)



Sexual Harassment Training

The vast majority of DoN members indicated receiving military training in the past 12 months on topics related to sexual harassment (98% of women, 97% of men). Moreover, the vast majority of members also **agreed** the sexual harassment training explained the various intended sexual harassment concepts (93%–95% of women, 95%–97% of men; Figure 83). DoN men were *more likely* than DoN women to **agree** the sexual harassment training explained the role of the chain of command in handling sexual harassment complaints (95% for women, 97% for men), identified the points of contact for reporting sexual harassment complaints (95% for women, 97% for men), and explained how sexual harassment is a mission readiness problem (93% for women, 95% for men).

Figure 83.
How Well Sexual Harassment Training Explains Various Concepts Among Department of Navy Members (Q175–Q176)



Margins of error do not exceed ±1

Percent of DoN members who received sexual harassment training in the past 12 months

Gender Comparisons
† Higher Response
‡ Lower Response

Appendix C.
United States Air Force Overview Report

DATA DRIVEN SOLUTIONS FOR DECISION MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

Appendix C: United States Air Force Overview Report

This appendix focuses on results from the *2017 WGRR* for members of the Air National Guard and Air Force Reserve. Findings will be shown for estimated prevalence of sexual assault, details of the one situation of sexual assault that had the biggest effect on the member, experiences of sexual harassment and gender discrimination (hereafter referred to as sex-based MEO violations), details of the one situation of sex-based MEO violations that had the biggest effect on the member, and workplace culture and training.[35]

Data will be presented for Air Force women and Air Force men when available. When data are not reportable for Air Force men, only results for women will be discussed.

Sexual Assault

As described in Chapter 1, sexual assault offenses refer to a range of behaviors prohibited by the UCMJ and include: penetrative sexual assault (completed sexual intercourse, sodomy [oral or anal sex], and penetration by an object); non-penetrative sexual assault (unwanted touching of genitalia); and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). See Chapter 1 for details on rate constructions.

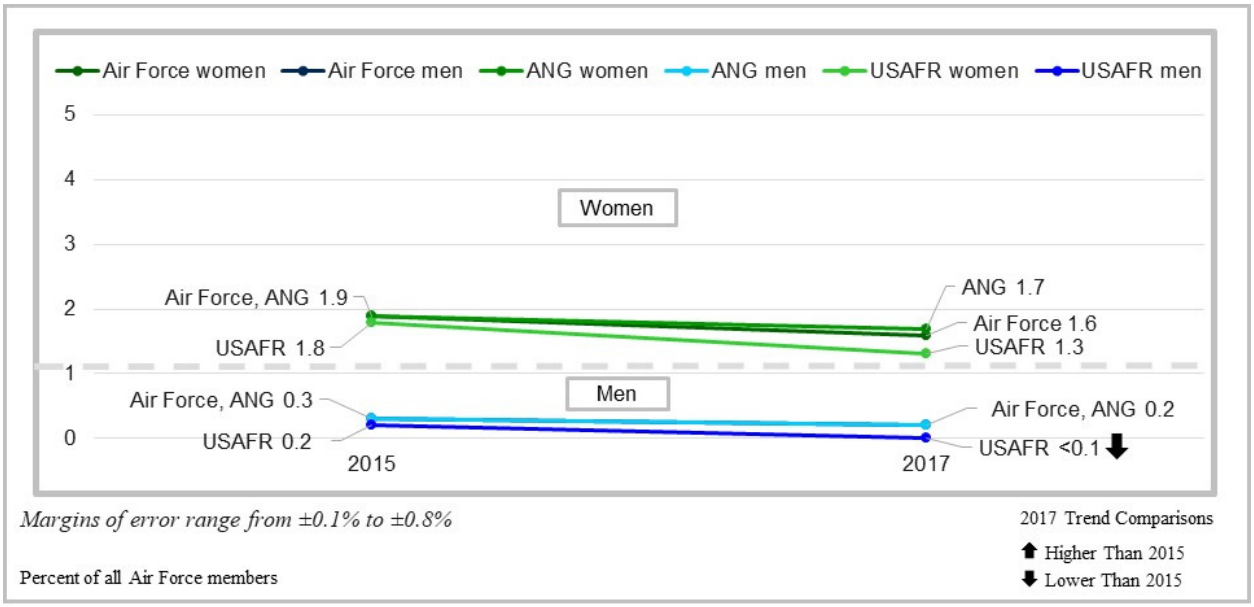
Estimated Past Year Sexual Assault Prevalence Rate

As shown in Figure 84, 1.6% of Air Force women and 0.2 % of Air Force men indicated experiencing sexual assault in the past 12 months, with women *more likely* than men to indicate experiencing a sexual assault. The estimated sexual assault prevalence rate showed a statistically significant *decrease* from 2015 for USAFR men (down 0.2%) (Figure 1). Men in the USAFR (<0.1%) were *less likely* than men in the other Reserve components to indicate experiencing sexual assault.

Among women, those in the USAFR (1.3%) and ANG (1.7%) were *less likely* to indicate experiencing sexual assault, whereas women in the ARNG (3.9% ±1.1) were *more likely*.

[35] As the findings are based on survey participant responses, the terms "indicated" or "experienced" are not intended to convey investigative or legal conclusions regarding the negative behaviors indicated in the responses.

Figure 84.
Air Force Sexual Assault Prevalence Rate Estimates (Q64–Q84, Q86–Q92, Q94–Q105)



Type of Estimated Sexual Assault Prevalence Rates

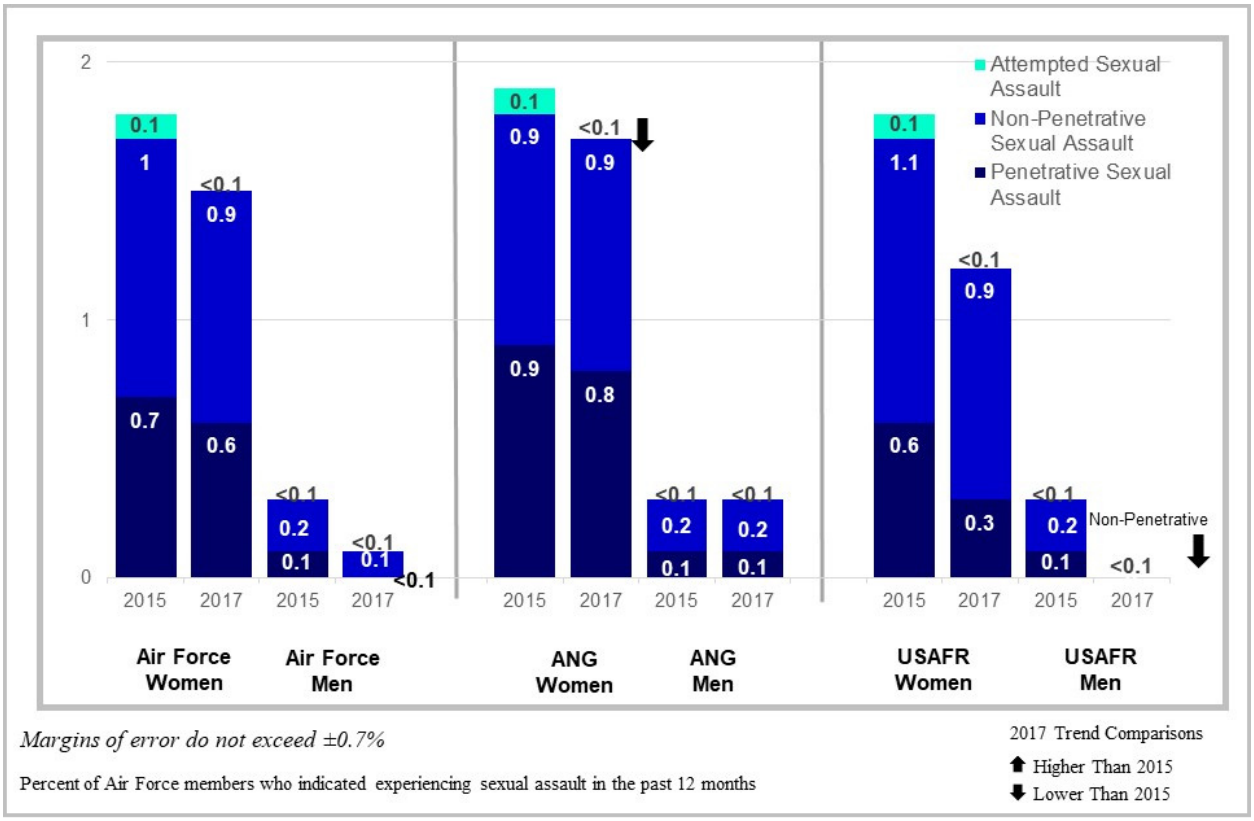
Examining more closely the three types of sexual assault,[36] 0.6% of Air Force women indicated experiencing penetrative sexual assault and 0.9% indicated experiencing non-penetrative sexual assault (Figure 85). The remaining <0.1% of women indicated experiencing attempted penetrative sexual assault. For Air Force men, 0.1% indicated experiencing non-penetrative sexual assault and <0.1% of men indicated experiencing penetrative sexual assault and attempted penetrative sexual assault. Air Force women were *more likely* than Air Force men to indicate experiencing penetrative and non-penetrative sexual assault.

Women in the USAFR (0.3%) were *less likely* than women in the other Reserve components to indicate experiencing penetrative sexual assault. Men in the USAFR (<0.1%) were *less likely* to indicate experiencing non-penetrative sexual assault than men in the other Reserve components.

There was a statistically significant *decrease* for men in the USAFR who indicated experiencing non-penetrative sexual assault, down 0.2% from 2015. Additionally, there was a statistically significant *decrease* for ANG women who indicated experiencing attempted penetrative sexual assault, down 0.1% from 2015.

[36] See Chapter 1 for construction of hierarchy of prevalence rates of sexual assault.

Figure 85.
Type of Sexual Assault Prevalence Rate Estimates for the Air Force (Q64–Q84, Q86–Q92, Q94–Q105)



Estimated Sexual Assault Prevalence Rates: Prior to Joining the Military, Since Joining the Military, and Lifetime

The behaviorally based items for sexual assault prior to joining the military, since joining the military, and lifetime prevalence of sexual assault require affirmative selection of one of the sexual assault behaviors (see Chapter 1 for a list of behaviors). However, inclusion in these rates does not require the legal criteria for intent and/or consent. Air Force women were *more likely* than Air Force men to indicate experiencing each of the sexual assault rates discussed below.

Overall, 6.2% (±0.8) of Air Force women (5.6% ±1.2 for ANG, 7.0% ±1.1 for USAFR) and 0.8% (±0.3) of Air Force men (0.9% ±0.5 for ANG, 0.6% ±0.3 for USAFR) indicated experiencing sexual assault ***prior*** to joining the military. The prevalence rate for sexual assault ***since*** joining the military was 10.7% (±1.0) for Air Force women (10.6% ±1.4 for ANG, 10.8% ±1.4 for USAFR) and 1.1%

Women in the ANG were *less likely* to indicate experiencing sexual assault ***prior*** to joining the military than women in the other Reserve components. Women in the ANG were also *less likely* to indicate experiencing sexual assault ***since*** joining the military, whereas women in the USNR (15.1% ±1.8) were *more likely*.

(±0.4) for Air Force men (1.2% ±0.5 for ANG, 1.0% ±0.5 for USAFR).

The estimated rate for those who indicated experiencing sexual assault in their ***lifetime*** for Air Force women was 13.3% (±1.1; 13.1% ±1.5 for ANG, 13.4% ±1.5 for USAFR) and 1.5% (±0.4) for Air Force men (1.7% ±0.6 for ANG, 1.3% ±0.5 for USAFR). Women in the ANG and USAFR were *less likely* to indicate experiencing sexual assault in their ***lifetime***, whereas women in the USMCR (18% ±2) were *more likely*. Men in the USAFR, along with men in the USMCR (1.1% ±0.6), were *less likely* to indicate experiencing sexual assault in their ***lifetime*** than men in the other Reserve components.

One Situation of Sexual Assault With the Biggest Effect

Data for the one situation of sexual assault with the biggest effect are mostly not reportable for Air Force men and for ANG and USAFR by gender for both men and women. Thus, only Air Force women will be discussed in the sexual assault one situation section of this appendix.

Most Serious Behavior Experienced in the One Situation

Reserve component members were asked which experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses from this question were used to construct the three-level hierarchical variable of the most serious behavior experienced: penetrative sexual assault, attempted penetrative sexual assault, and non-penetrative sexual assault. The OPA metric, which places attempted penetrative sexual assault before non-penetrative sexual assault, is described below:

- Penetrative sexual assault includes individuals who indicated "Yes" to any of the items that assess penetration of the vagina, anus, or mouth.

- Attempted penetrative sexual assault includes individuals who indicated "Yes" to the item that assesses attempted sexual assault and were not previously counted as penetrative sexual assault.

- Non-penetrative sexual assault includes individuals who indicated "Yes" to either of the screener items that assess unwanted sexual touching and were not previously counted as having experienced either penetrative sexual assault or attempted penetrative sexual assault.

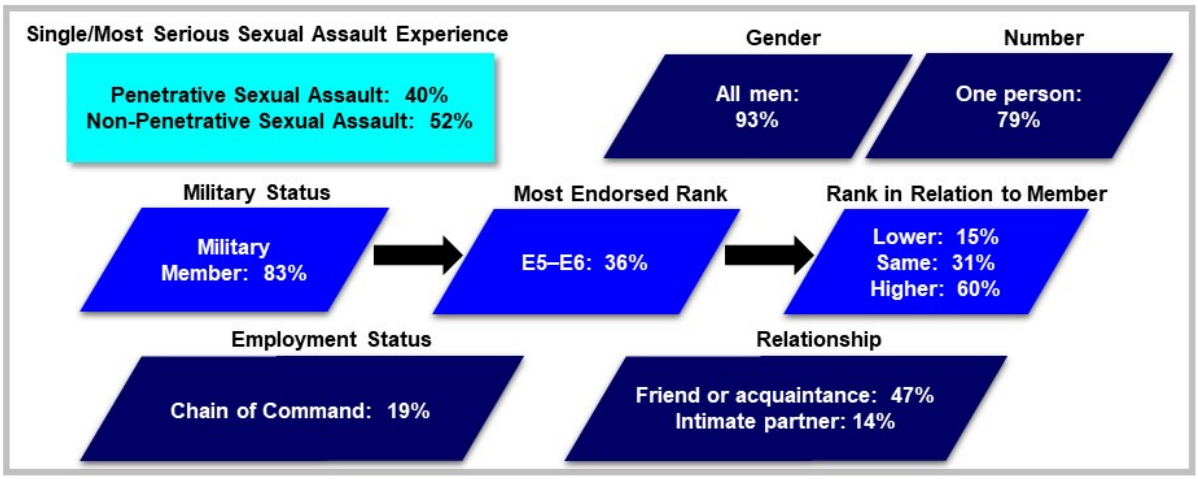
The most serious behavior discussed in the unwanted event with the biggest effect did not have to meet the legal criteria, as long as one of the sexual assault behaviors endorsed previously met the legal criteria for sexual assault as outlined in Chapter 1. For ease of reading results, the remainder of this section should be read as percentages occurring **out of the 1.6% of Air Force women** who indicated experiencing sexual assault in the past year.

In 2017, 40% of Air Force women indicated experiencing penetrative sexual assault during the one situation, whereas 52% of Air Force women indicated experiencing non-penetrative sexual assault, and 8% indicated the situation was attempted penetrative sexual assault.

Who: Reported Demographics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted in Figure 86 for Air Force women. The majority of women indicated the one situation was done by one person (79%), by all men (93%), and at least one alleged offender was a military member (83%). Further examining the military status of the alleged offender(s), approximately one-fifth of Air Force women identified the offender as someone in their chain of command (19%), one-third of women indicated the alleged offender(s) was/were of the E5–E6 rank (36%), and 60% of women indicated the alleged offender(s) was/were higher ranking than them. Lastly, 47% of women indicated the alleged offender was a friend or acquaintance, whereas 14% of women indicated they were an intimate partner.

Figure 86.
Reported Demographics of the Alleged Offender(s) for Air Force Women (Q109–Q114)



Margins of error range from ±12% to ±17%

Percent of Air Force women who indicated experiencing sexual assault in the past 12 months

Where: Location and Context

Where the one situation occurred and in what context(s) include a range of military and non-military settings. Approximately two-fifths indicated the one situation occurred at a military installation, armory, or National Guard or Reserve unit site, or another military work location (44% ±15) or while performing their National Guard or Reserve duties (38% ±16). More than one-third of women indicated the one situation occurred while out with friends or at a party that was not an official military function (37% ±14).

How: Circumstances of Alcohol/Drugs, Hazing/Bullying, and Stalking/ Harassment

Circumstances surrounding the one situation include the use of alcohol and/or drugs, experiences of hazing and bullying, and harassment or stalking before and/or after the unwanted event.

Overall, most Air Force women did not engage in alcohol or drug use during the one situation. The majority of women indicated they had ***not*** been drinking alcohol at the time the unwanted event occurred (62% ±14). Additionally, 52% (±15) of women indicated the person(s) who did the unwanted event had been drinking. Overall, 52% (±15) of women indicated they and/or the offender(s) used alcohol during the unwanted event. For the use of drugs, the vast majority of women indicated they were ***not*** given a drug without their knowledge or consent (82% ±16).

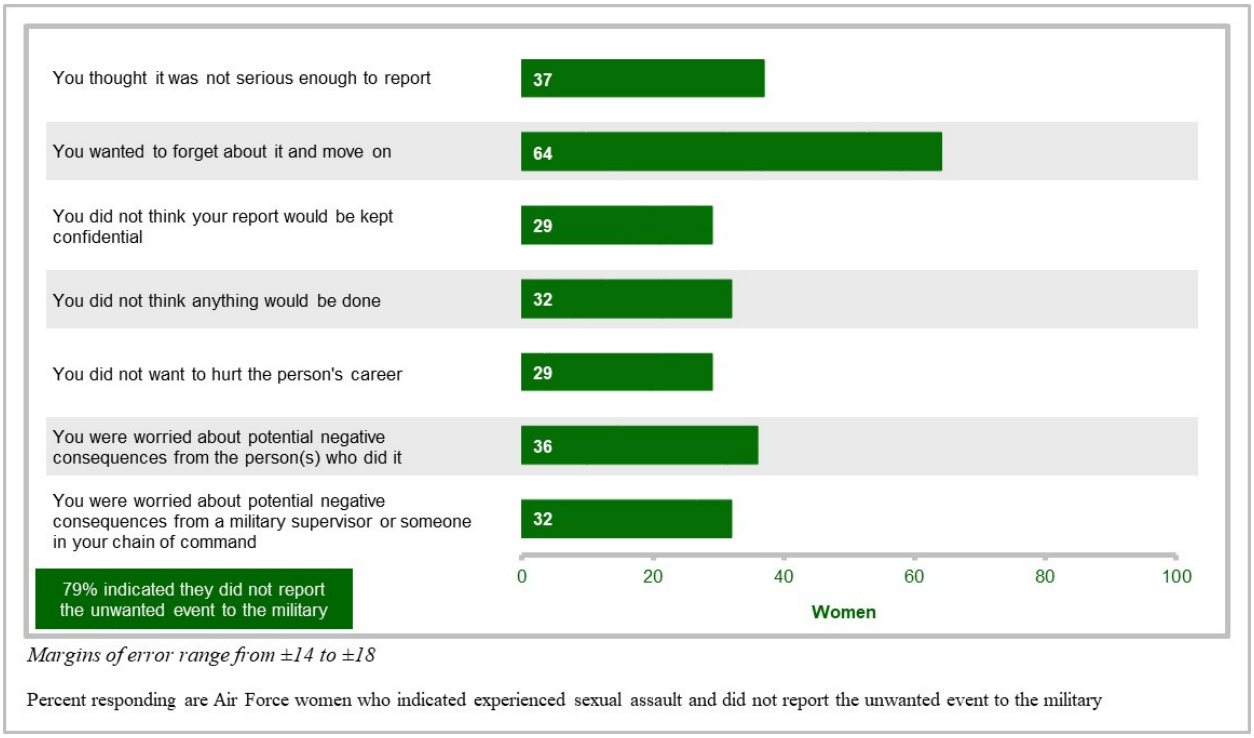
With regard to bullying and hazing, 12% (±13) of Air Force women would describe the unwanted event as bullying and 9% (±13) as hazing. For the possible overlap of behaviors, the majority of women would ***not*** describe the one situation of sexual assault as hazing or bullying (87% ±13).

A little less than two-thirds of Air Force women indicated they were sexually harassed and/or stalked before and/or after the one situation of sexual assault (58% ±15). More specifically, 39% (±16) of women indicated experiencing sexual harassment/stalking both before and after the one situation.

Reporting of Sexual Assault

About one-fifth of Air Force women indicated reporting the unwanted event to the military (21% ±16). For the 79% (±16) of women who did not report the one situation of sexual assault to a military authority, the top reasons as to why they did not report are presented in Figure 87. The top reason, as selected by 64% of women, was they wanted to forget about it and move on, followed by 37% of women who indicated they thought it was not serious enough to report. Additionally, about one-third of women indicated they were worried about potential negative consequences from the person(s) who did it (36%).

Figure 87.
Top Reasons for Not Reporting Sexual Assault for Air Force Women (Q133)



Margins of error range from ±14 to ±18

Percent responding are Air Force women who indicated experienced sexual assault and did not report the unwanted event to the military

Negative Outcomes of Experiencing Sexual Assault

Measures of perceived potential professional reprisal, ostracism, and other negative outcomes[37] are used to capture behaviors experienced by Reserve component members as a result of experiencing a sexual assault, regardless of reporting, whereas measures of perceived professional reprisal, ostracism, and other negative outcomes are used to capture outcomes experienced as a result of reporting a sexual assault (see Chapter 1 for details on rate construction). However, data are not reportable for any of the three perceived rates for negative outcomes for the Air Force. Recall data presented in this section are out of the 1.6% of Air Force women who indicated experiencing sexual assault in the past year.

Perceived Potential Negative Outcomes

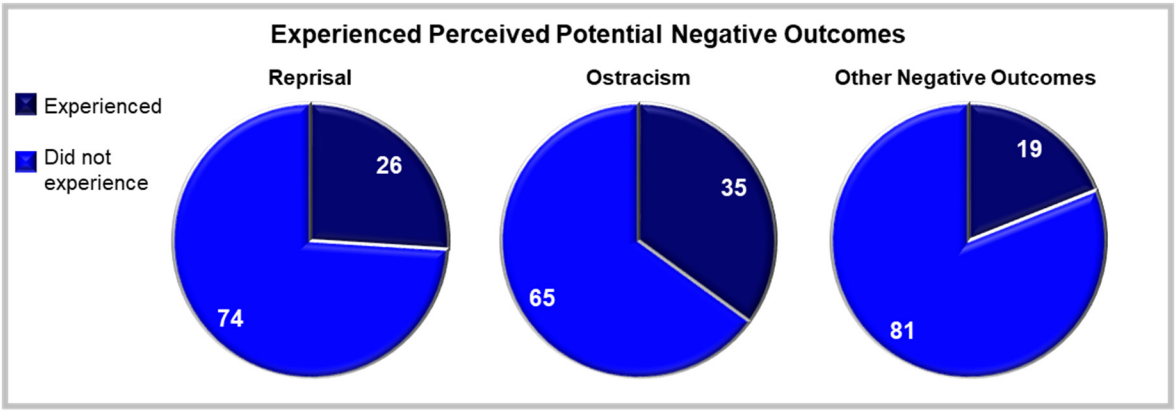
Perceived potential professional reprisal reflects whether respondents indicated they experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of experiencing a sexual assault, regardless of whether they reported. Twenty-six percent of Air Force women who indicated experiencing sexual assault indicated perceiving potential professional reprisal in the past 12 months (Figure 88).

[37] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Perceived potential ostracism reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers to make them feel excluded or ignored as a result of experiencing a sexual assault, regardless of whether they reported. In the past 12 months, 35% of Air Force women who indicated experiencing sexual assault indicated perceiving potential ostracism.

Perceived potential other negative outcomes[38] reflects whether respondents indicated experiencing negative behaviors from military peers and/or coworkers that occurred without a valid military purpose, and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm, regardless if they reported a sexual assault. About one-fifth of Air Force women who indicated experiencing sexual assault indicated experiencing perceived potential other negative outcomes in the past 12 months (19%).

Figure 88.
Perceived Potential Negative Outcomes and Rates for Air Force Women (Q135, Q139, and Q143)[39]



Margins of error range from ±15% to ±17%

Percent of Air Force women who indicated experiencing sexual assault in the past 12 months

Sex-Based Military Equal Opportunity (MEO) Violations

This section of the appendix examines Air Force, including ANG and USAFR, members' experiences of sex-based military equal opportunity (MEO) violations. As described in Chapter 1, to be included in the estimated rate for sex-based MEO violations, two requirements must be met:

[38] Because the WGRR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.
[39] Throughout this report, the term "experienced" is passed on respondent self-reports of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusions regarding the behaviors reported in the survey.

1. Experience gender-related behavior(s) in line with sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination by someone in their military workplace in the 12 months before the survey, and

2. Meet at least one of the follow-up criteria for the sex-based MEO violation behavior(s) experienced.

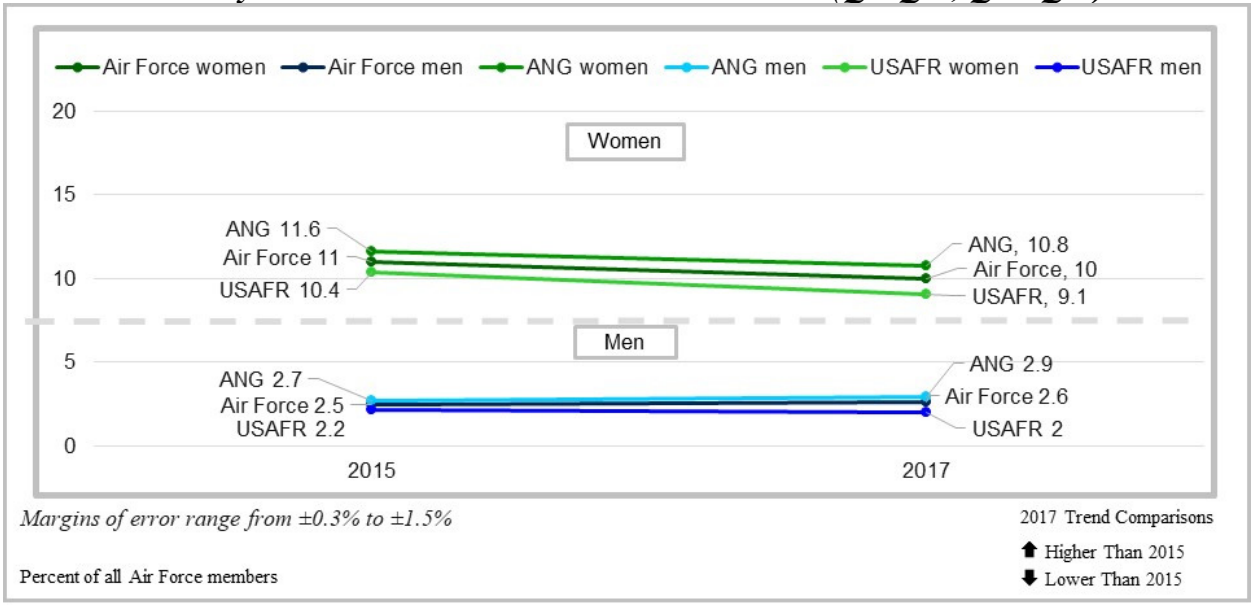
Estimates are provided for past year rates of sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, the overall estimated sex-based MEO violation rate, and combinations of sex-based MEO violations (see Chapter 1 for details on rate construction). In addition, this section provides details of the one situation of the sex-based MEO violation that had the biggest effect on the member.

Estimated Past Year Sexually Hostile Work Environment Rate

Sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance, or creates an intimidating, hostile, or offensive work environment, or where the conduct is a condition of a person's job, pay, or career. Additionally, most of the behaviors have to either continue after the offender knew to stop, or were so severe that most military members of the respondent's gender would have found them offensive to meet the legal criteria for inclusion in the rate.

The estimated sexually hostile work environment rate for 2017 was 10.0% for Air Force women and 2.6% for Air Force men, with women *more likely* to indicate experiencing than men (Figure 89). Women in the USAFR (9.1%) and ANG (10.8%) were *less likely* to indicate experiencing sexually hostile work environment, whereas women in the ARNG (19.3% ±1.9) were *more likely*. In addition, men in the USAFR (2%) and ANG (2.9%), along with those in the USNR (3.1% ±0.8), were *less likely* to indicate experiencing sexually hostile work environment, whereas men in the ARNG (5.1% ±1.1) were *more likely*.

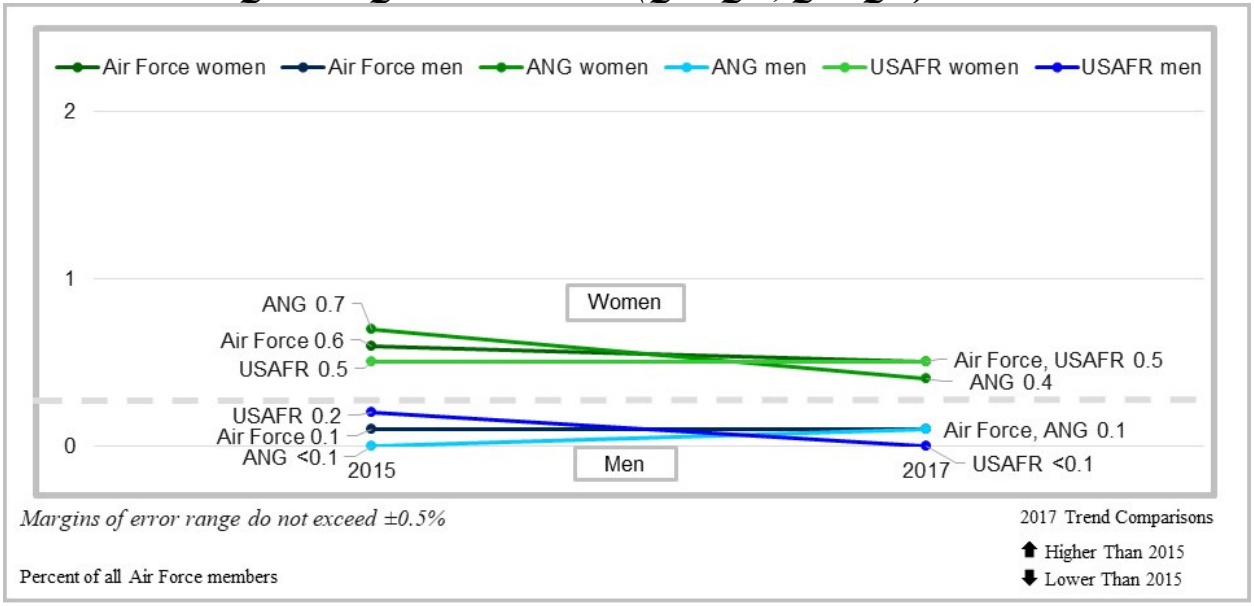
Figure 89.
Air Force Sexually Hostile Work Environment Rate Estimates (Q9–Q21, Q26–Q44)



Estimated Past Year Sexual Quid Pro Quo Rate

Sexual *quid pro quo* includes instances of potential job benefits or losses conditioned on sexual cooperation. In 2017, 0.5% of Air Force women and 0.1% of Air Force men indicated experiencing sexual *quid pro quo*, with women *more likely* to indicate experiencing than men (Figure 90). Women in the ANG (0.4%) and USAFR (0.5%), along with those in the USNR (0.6% ±0.4), were *less likely* to indicate experiencing sexual *quid pro quo*, whereas women in the USAR (2.1% ±0.9) were *more likely*. Men in the USAFR (<0.1%) were *less likely* than men in the other Reserve components to indicate experiencing sexual *quid pro quo*.

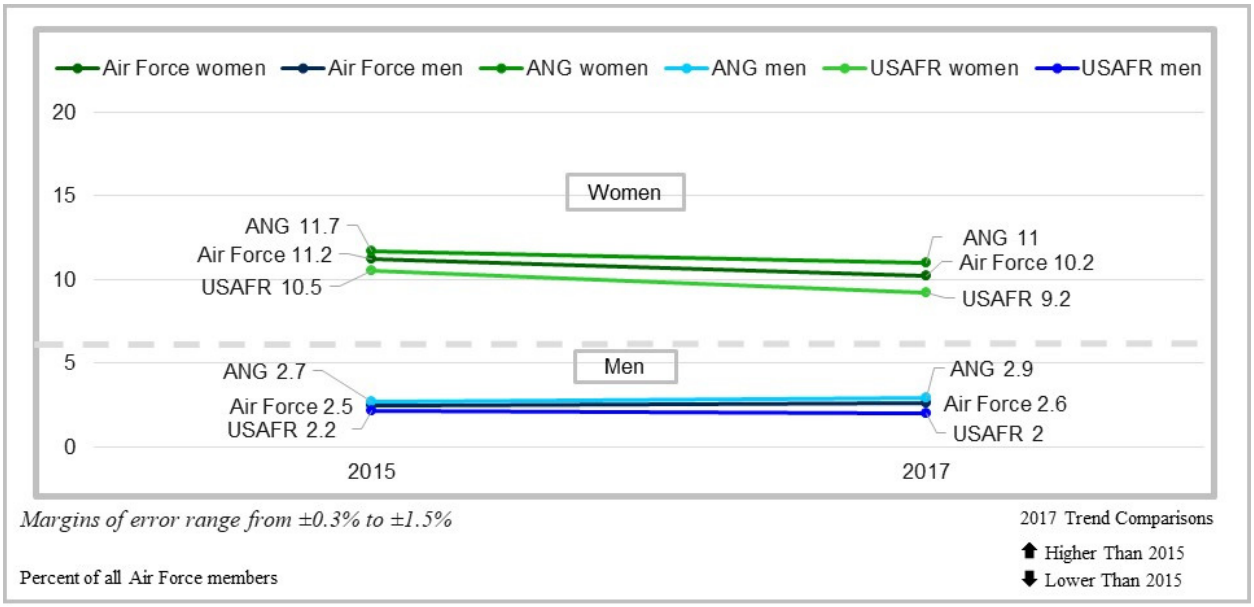
Figure 90.
Air Force Sexual Quid Pro Quo Rate Estimates (Q22–Q23, Q45–Q46)



Estimated Past Year Sexual Harassment Rate

Sexual harassment includes the two behaviors of sexually hostile work environment and sexual *quid pro quo*. As shown in Figure 91, for 2017, 10.2% of Air Force women and 2.6% of Air Force men indicated experiencing sexual harassment, with women *more likely* to indicate experiencing than men. Women in the USAFR (9.2%) and ANG (11%) were *less likely* to indicate experiencing sexual harassment, whereas women in the ARNG (19.6% ±1.9) and USMCR (25.3% ±7.4) were *more likely*. Further, men in the USAFR (2%) and ANG (2.9%), along with those in the USNR (3.1% ±0.8) were *less likely* to indicate experiencing sexual harassment, whereas men in the ARNG (5.1% ±1.1) were *more likely*.

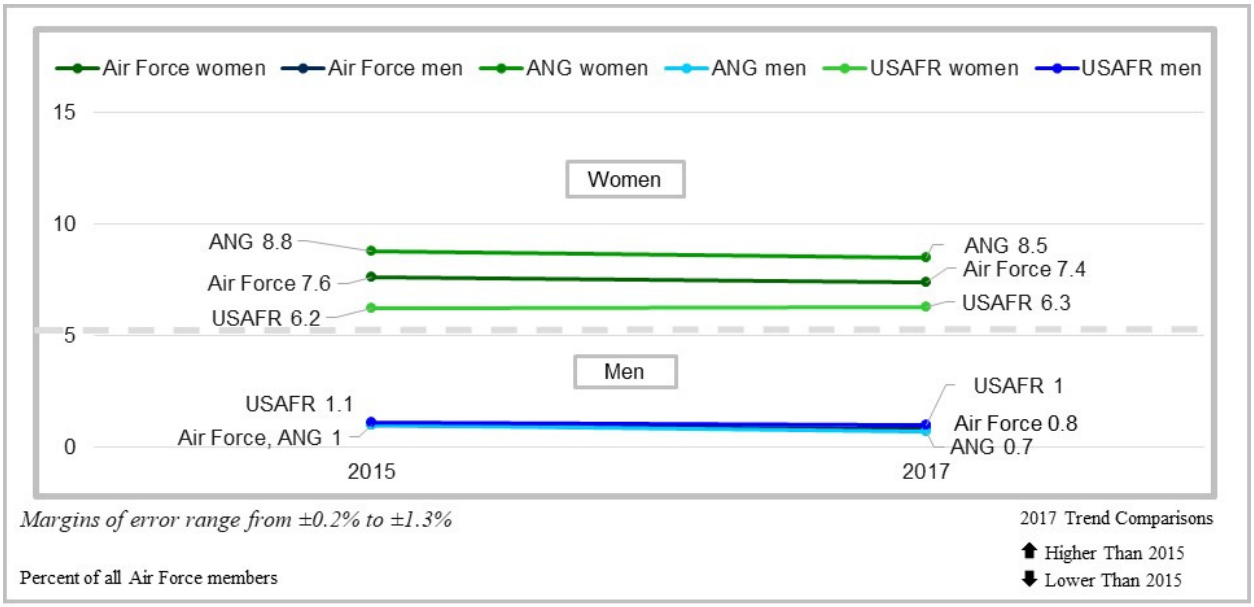
Figure 91.
Air Force Sexual Harassment (Including Sexually Hostile Work Environment and Sexual Quid Pro Quo) Rate Estimates (Q9–Q23, Q26–Q46)



Estimated Past Year Gender Discrimination Rate

Gender discrimination includes comments and behaviors directed at someone because of his/her gender and these experiences harmed or limited his/her career. The gender discrimination rate for 2017 was 7.4% for Air Force women and 0.8% for Air Force men, with women *more likely* to indicate experiencing than men (Figure 92). Women in the USAFR (6.3%), along with those in the USNR (7.4% ±1.3), were *less likely* to indicate experiencing gender discrimination, whereas women in the ARNG (10.7% ±1.4) and USMCR (18.2% ±6.0) were *more likely*.

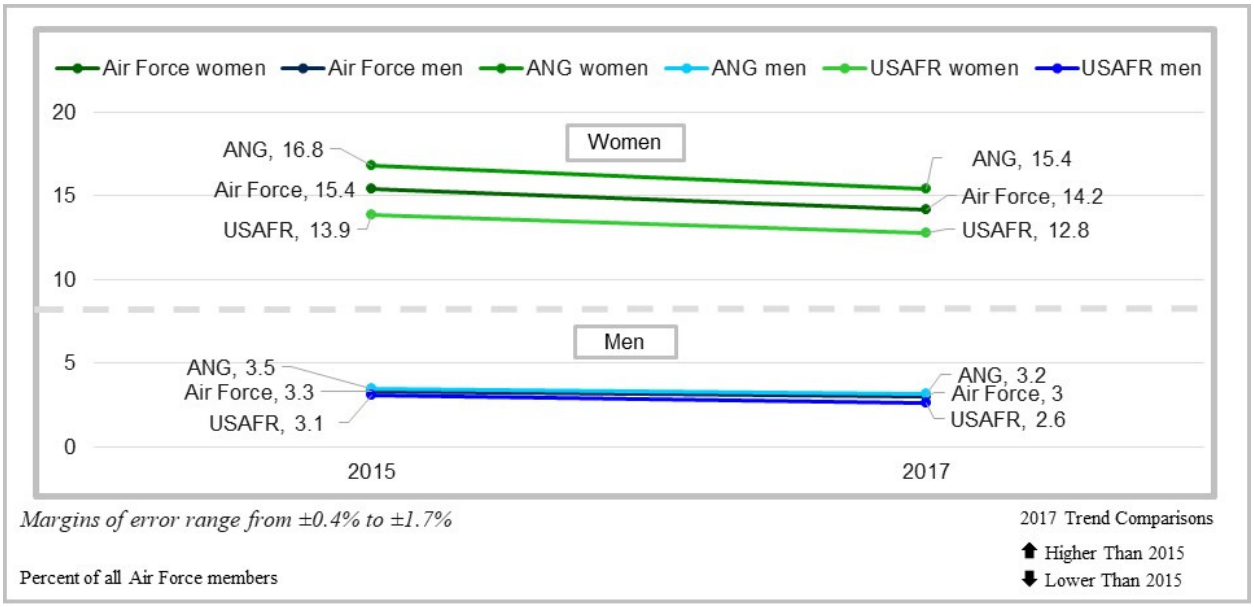
Figure 92.
Air Force Gender Discrimination Rate Estimates (Q24–Q25, Q47–Q48)



Estimated Sex-Based MEO Violation Rate

The estimated sex-based MEO violation rate is a roll-up of those who met requirements for inclusion in at least one of the following estimated rates: sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) and/or gender discrimination. In 2017, 14.2% of Air Force women and 3.0% of Air Force men indicated experiencing a sex-based MEO violation in the past 12 months (Figure 93). Women in the USAFR (12.8%) and ANG (15.4%) were *less likely* to indicate experiencing a sex-based MEO violation, whereas women in the ARNG (23.8%) and USMCR (30.0% ±7.5) were *more likely*. Men in the USAFR (2.6%) and ANG (3.2%), along with those in the USNR (3.4% ±0.8), were *less likely* to indicate experiencing a sex-based MEO violation, whereas men in the ARNG (5.6% ±1.1) were *more likely*.

Figure 93.
Air Force Sex-Based MEO Violation Rate Estimates (Q9–Q49)



Combinations of Sex-Based MEO Violation Behaviors

It is possible a member could have experienced more than one potential sex-based MEO violation. Hence, this section details the combination of experiences making up the estimated sex-based MEO violation rate and is broken down into the following categories:

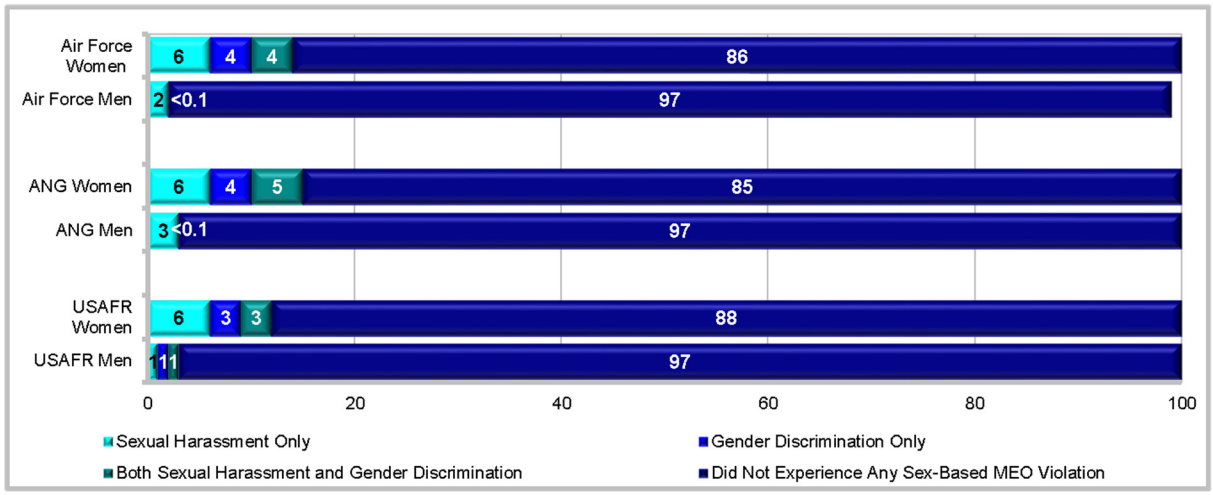
- Experienced sexual harassment (sexually hostile work environment and/or sexual *quid pro quo*) only
- Experienced gender discrimination only
- Experienced both sexual harassment and gender discrimination
- Did not experience any sex-based MEO violation

In general, the majority of Air Force women and men did not experience any combination of sex-based MEO violations in the past year, as indicated in Figure 94. However, of those who did, 6% of Air Force women and 2% of Air Force men indicated experiencing sexual harassment only, whereas 4% of Air Force women and <1% of Air Force men indicated experiencing gender discrimination only. Four percent of Air Force women and less than one percent of Air Force men indicated experiencing both sexual harassment and gender discrimination.

Women in the USAFR and ANG (both 6%) were *less likely* to indicate experiencing sexual harassment only, whereas women in the ARNG (12% ±2) were *more likely*. Women in the USAFR (3%) and ANG (5%) were also *less likely* to experience both sexual harassment and gender discrimination than women in the other Reserve components. Men in the USAFR (1%)

and ANG (3%) were *less likely* to indicate experiencing sexual harassment only, whereas men in the ARNG (5% ±1) were *more likely*.

Figure 94.
Combination of Sex-Based MEO Violation Behaviors for Air Force Members (Q9–Q49)



Margins of error range from ±1% to ±2%

Percent of all Air Force members

One Situation of Sex-Based MEO Violation With the Biggest Effect

Most Serious Behavior Experienced in the One Situation

Reserve component members were asked which of their sex-based MEO violation experience(s) they considered as the worst or most serious (hereafter referred to as "the one situation"). Responses to this question were used to construct behaviors in the one situation as "sexual harassment behaviors only," "gender discrimination behaviors only," and experienced "both sexual harassment and gender discrimination." Therefore, the remainder of this section should be read as percentages occurring **out of the 14.2% of Air Force women and 3.0% of Air Force men** who indicated experiencing a sex-based MEO violation in the past 12 months.

The type of behavior(s) experienced during the one situation of sex-based MEO violation show different patterns between Air Force women and Air Force men (Figure 95). Approximately one-third of women indicated experiencing sexual harassment only (32%; 32% ±6 for ANG, 33% ±7 for USAFR), gender discrimination only (36%; 36% ±6-7 for ANG and USAFR), and both sexual harassment and gender discrimination (27%; 27% ±6 for ANG, 26% ±7 for USAFR). However, for men, the majority indicated experiencing sexual harassment only (59%), with ANG men (66% ±23) *more likely* than USAFR men (43% ±13) to indicate experiencing sexual harassment only. USAFR men were also *less likely* to indicate experiencing sexual harassment only than men in the other Reserve components. Fewer Air Force men indicated experiencing gender discrimination only (16%; 15% ±11 for ANG, 18% ±11 for USAFR) and both sexual harassment and gender discrimination (14%; 10% ±10 for ANG, 24% ±14 for

USAFR) during the one situation. When asked about the length of the one situation, the majority of members indicated the one situation of the sex-based MEO violation with the biggest effect occurred more than one time (73% ±4 of Air Force women, 76% ±9 of Air Force men).[40]

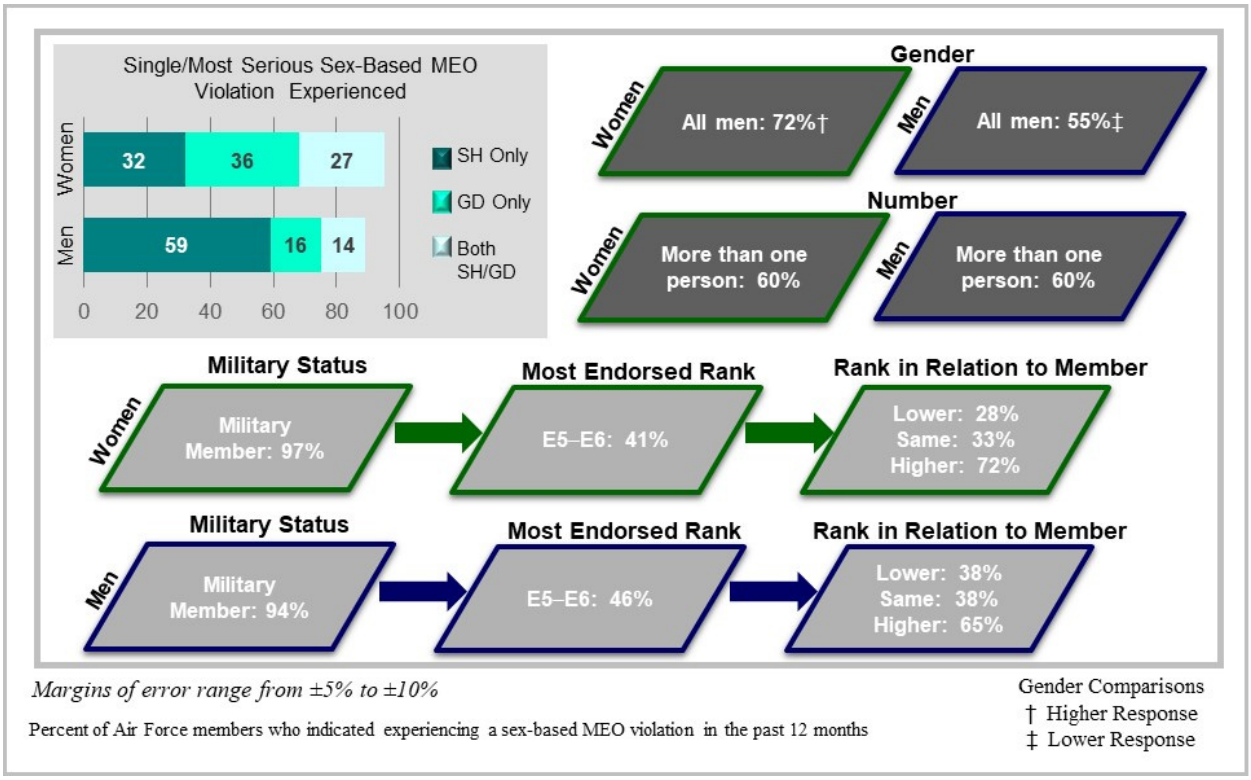
Who: Reported Demographics of the Alleged Offender(s)

A general profile of the alleged offender(s) in the sex-based MEO violation one situation from the perspective of Air Force women and Air Force men is provided in Figure 95 with significant differences noted. About two-thirds of Air Force women indicated there was more than one person involved in the one situation (60%), and the alleged offenders were all men (72%; women were *more likely* than men to indicate the alleged offenders were all men). The vast majority of Air Force women indicated that at least one of the alleged offender(s) was/were in the military (97%). Of those who indicated at least one alleged offender was a military member, 41% of Air Force women indicated the alleged offender was ranked E5–E6. Additionally, approximately three-quarters of Air Force women indicated the alleged offender was a higher rank than they were (72%).

For Air Force men, 60% indicated more than one person was involved as the alleged offenders and 55% indicated they were all men (Figure 95). The vast majority of Air Force men indicated at least one of the alleged offender(s) was/were in the military (94%). About two-thirds of men indicated the alleged offender(s) was/were military member(s) of a higher rank (65%) and similar to women, 46% of Air Force men indicated the military rank of the alleged offender(s) as E5–E6.

[40] Results for ANG and USAFR by gender were the same as the overall Air Force.

Figure 95.
Reported Demographics of the Alleged Offender(s) for Air Force Members (Q51–Q54)



Where: Location and Context

Where the one situation occurred and in what context(s) include a range of military and non-military settings. The majority of Air Force members indicated the one situation occurred at a military installation/ship, armory, National Guard or Reserve unit site, or another military work location (88% ±4 of women [89% ±5 for ANG, 85% ±6 for USAFR], 93% ±6 of men [95% ±7 for ANG, 88% ±14 for USAFR]), and/or while performing their National Guard or Reserve duties (83% ±4 of women [83% ±6 for ANG and USAFR], 86% ±8 of men [87% ±11 for ANG, 83% ±13 for USAFR]). Additionally, more than half of Air Force members indicated the one situation took place during execution of drill periods (56% ±5 of women [53% ±6 for ANG, 61% ±7 for USAFR], 58% ±10 of men [53% ±12 for ANG, 67% ±14 for USAFR]).

Several significant differences were found for Air Force men and women regarding the location of the one situation. Men in the ANG were *more likely* to indicate the one situation occurred at a military installation/ship, armory, National Guard or Reserve unit site, or another military work location than men in the other Reserve components. Women in the ANG and USAFR were *more likely* than women in the other Reserve components to indicate the one situation took place while performing their National Guard or Reserve duties.

How: Hazing/Bullying

Overall, approximately the same proportion of Air Force women and Air Force men would describe the one situation as involving hazing and/or bullying (41% ±5 for women [40% ±6 for ANG, 42% ±7 for USAFR], 40% ±10 for men [37% ±12 for ANG, 46% ±13 for USAFR]). Specifically, 10% (±4) of Air Force women (11% ±5 for ANG, 9% ±5 for USAFR) and 18% (±9) of Air Force men (19% ±11 for ANG, 14% ±13 for USAFR) would describe the situation as hazing, while 38% (±5) of women (37% ±6 for ANG, 41% ±7 for USAFR) and 37% (±10) of men (34% ±12 for ANG, 43% ±14 for USAFR) would describe it as bullying.

Reporting of MEO Violation

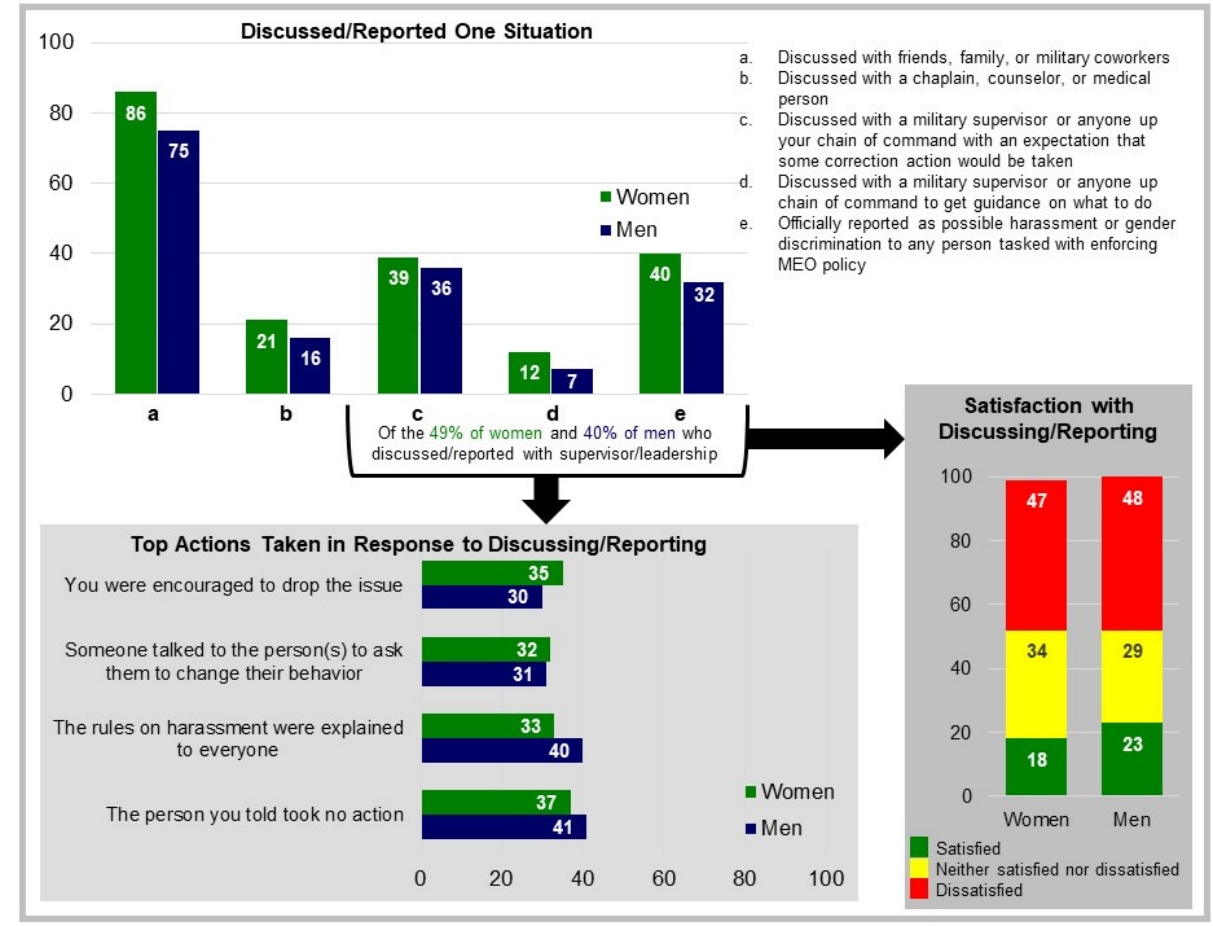
Air Force members who indicated experiencing a sex-based MEO violation in the past 12 months were asked who, if anyone, they reported and/or discussed the one situation to. As shown in Figure 96, members discussed the one situation most with friends, family, or military coworkers (86% ±4 for Air Force women [85% ±5 for ANG, 88% ±5 for USAFR], 75% ±9 for Air Force men [76% ±12 for ANG, 72% ±14 for USAFR]).

Of the 49% (±5) of Air Force women (51% ±6 for ANG, 45% ±7 for USAFR) and 40% (±10) of Air Force men (39% ±12 for ANG, 44% ±14 for USAFR) who reported/discussed the one situation with their supervisor/leadership, the top actions taken in response to the reporting/discussion are shown in Figure 96. Overall, members experienced both positive and negative actions resulting from the reporting/discussion of the one situation, with few differences between Air Force women and men (36% ±7 of women, 25% ±16 of men). Thirty percent of both women (±7) and of men (±15) indicated experiencing positive actions only, while 24% (±6) of women and 29% (±14) of men experienced negative actions only.

The most endorsed action taken in response to reporting/discussing was the rules on harassment were explained to everyone (33% of Air Force women, 40% of Air Force men). The person they told "took no action" was endorsed by 37% of women and 41% of men, followed by 32% of women and 31% of men who indicated someone talked to the person(s) to ask them to change their behavior.

Additionally, Air Force members who reported/discussed to someone officially were asked about the level of satisfaction they had with the response/action taken by the personnel handling the situation. Overall, both men and women indicated they were more **dissatisfied** than satisfied (47% of women and 48% of men endorsed dissatisfied compared to 18% of women and 23% of men endorsing satisfied).

Figure 96.
Reporting of the Sex-Based MEO Violation Among Air Force Members (Q60–Q62)

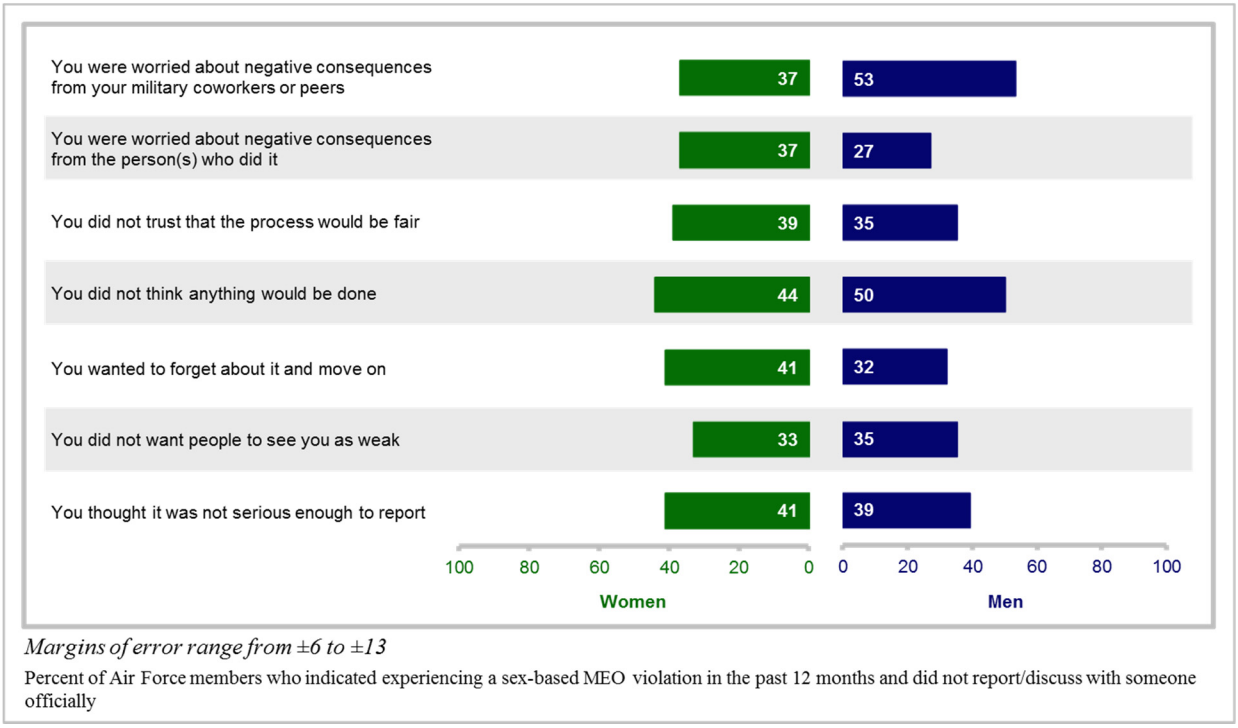


Margins of error range from ±4% to ±16%

Percent of Air Force members who indicated experiencing a sex-based MEO violation in the past 12 months

Of the Air Force members who **did not** report/discuss the sex-based MEO violation one situation to someone officially, the top reason endorsed for Air Force women was because they did not think anything would be done (44% of women, 50% of men) and for Air Force men was they were worried about negative consequences from their military coworkers or peers (37% of women 53% of men; Figure 97). Additionally, 41% of Air Force women and 32% of Air Force men indicated they did not discuss/report because they wanted to forget about it and move on.

Figure 97.
Top Reasons for Not Reporting the Sex-Based MEO Violation One Situation Among Air Force Members (Q63)



Margins of error range from ±6 to ±13

Percent of Air Force members who indicated experiencing a sex-based MEO violation in the past 12 months and did not report/discuss with someone officially

Workplace Culture and Training

This section of the appendix examines aspects of the military workplace climate including workplace culture and training. A primary area of focus is bystander intervention—witnessing a potentially problematic situation and modes of intervention. Other topics discussed in this chapter include members' perceptions of their military leadership, social media use within the National Guard/Reserve, and training on sexual assault and sexual harassment.

Bystander Intervention

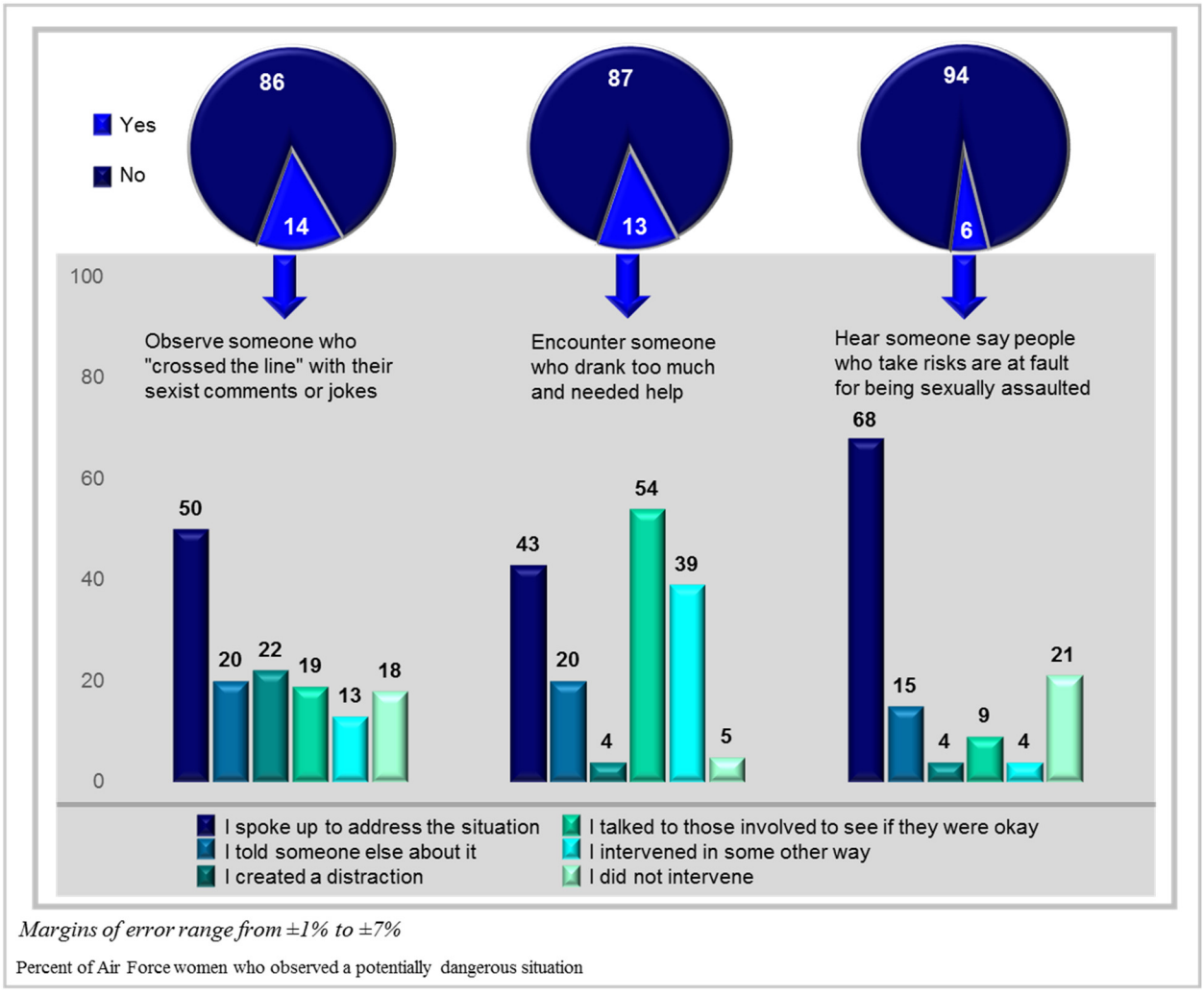
Air Force members were presented potentially dangerous situations that may or may not have taken place inside their military workplace and how, if at all, they would respond to these situations. In general, most Air Force members did not observe a potentially dangerous situation during the past 12 months (only <1%–14% ±1–2 of Air Force women and <1%–9% ±1 of Air Force men). Among those who did witness one or more potentially dangerous situations, the proportion taking action(s) to intervene was high (79%–95% ±3–7 for Air Force women, 69%–15% ±4–12 for Air Force men), indicating a high level of willingness to intervene among Air Force women and men.

Figure 98 displays the three most frequently observed potentially dangerous situations and the frequency of intervention methods for each situation endorsed by Air Force women. The situation endorsed most often by Air Force women was they observed someone who "crossed the line" with their sexist comments or jokes (14%), of which 50% of women indicated they spoke

up to address the situation. Additionally, 13% of women encountered someone who drank too much and needed help, and nearly half talked to those involved to see if they were okay (54%) or spoke up to address the situation (43%). The third most observed situation for women was they heard someone say people who take risks are at fault for being sexually assaulted (6%), with the majority indicating they spoke up to address the situation (68%). Women in the USAFR were *less likely* than women in the other Reserve components to indicate observing a potentially dangerous situation for all of the situations presented (excluding seeing a situation they thought was sexual assault or could have led to a sexual assault).

Women in the ANG were also *less likely* than women in the other Reserve components to indicate observing someone who "crossed the line" with their sexist comments or jokes (14% ±2). Women in the ANG and USAFR were *less likely* to indicate encountering someone who drank too much and needed help, whereas women in the ARNG (18% ±3) were *more likely*.

Figure 98.
Observed a Potentially Dangerous Situation and Mode of Intervention for Air Force Women (Q157, Q158, Q162, and Q166)



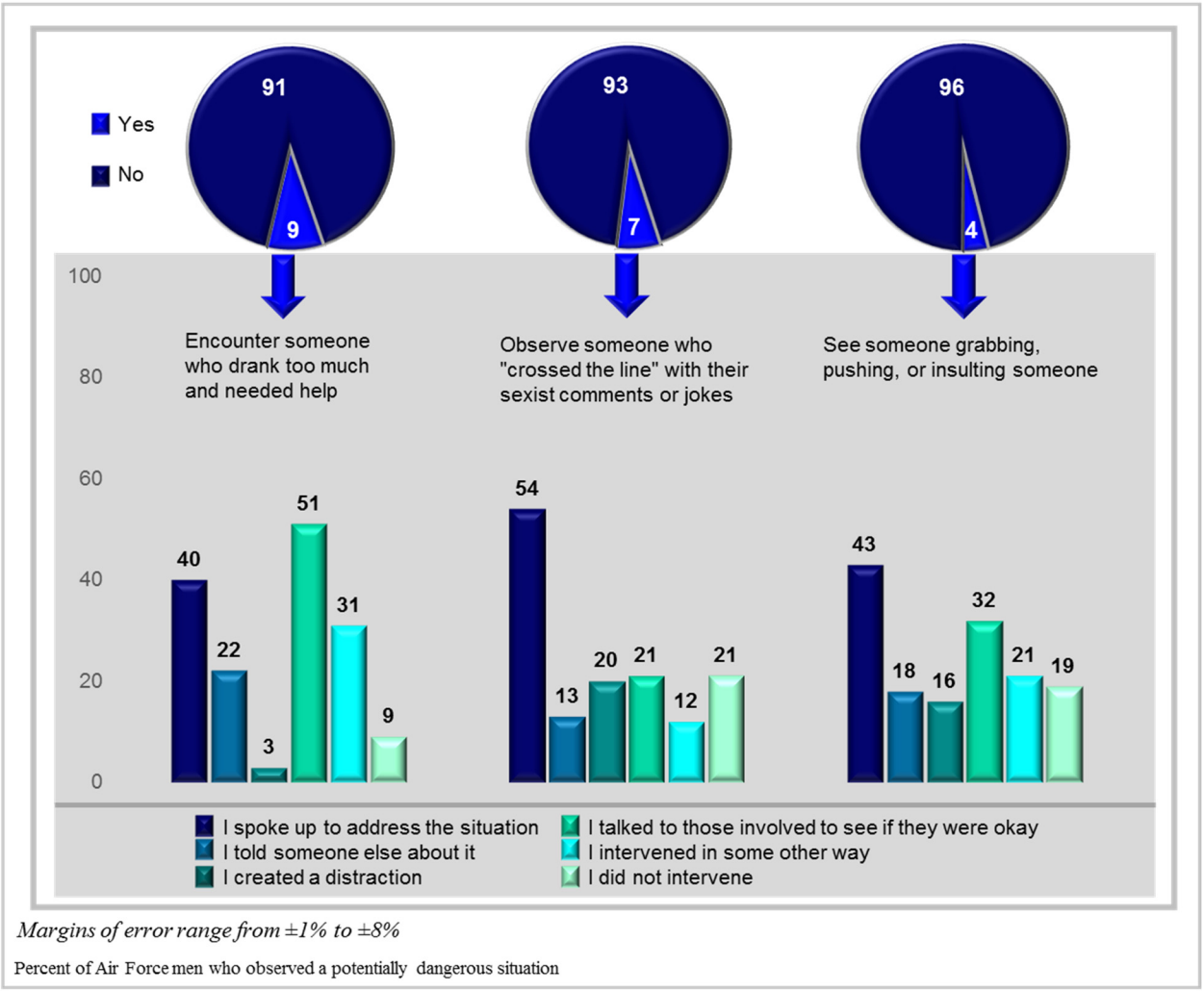
Margins of error range from ±1% to ±7%

Percent of Air Force women who observed a potentially dangerous situation

The picture of bystander intervention for Air Force men is similar to that for Air Force women (Figure 99). The same two most frequently observed potentially dangerous situations that were selected by women were also endorsed by men—encountered someone who drank too much and needed help (9%) and observed someone who "crossed the line" with their sexist comments or jokes (7%). The third most frequently observed situation for men was they saw someone grabbing, pushing, or insulting someone (4%). Across all three situations, approximately half (40%–54%) of men indicated they spoke up to address the situation. As with Air Force women, the most endorsed response for Air Force men who encountered someone who drank too much and needed help was to talk to those involved and see if they were okay (51%).

Men in the ANG (9% ±2) and USAFR (7% ±2), along with those in the USAR (9% ±2), were *less likely* to indicate they encountered someone who drank too much and needed help, whereas men in the ARNG (13% ±2) were *more likely*. Men in the ANG (7% ±2) and USAFR (6% ±1), along with those in the USMCR (5% ±2), were *less likely* to indicate they observed someone who "crossed the line" with their sexist comments or jokes, whereas men in the ARNG (11% ±2) were *more likely*. Further, Men in the ANG (4% ±1) and USAFR (4% ±1) were *less likely* to indicate they saw someone grabbing, pushing, or insulting someone, whereas men in the ARNG (7% ±2) were *more likely*.

Figure 99.
Observed a Potentially Dangerous Situation and Mode of Intervention for Air Force Men (Q157, Q158, Q162, and Q163)



Margins of error range from ±1% to ±8%

Percent of Air Force men who observed a potentially dangerous situation

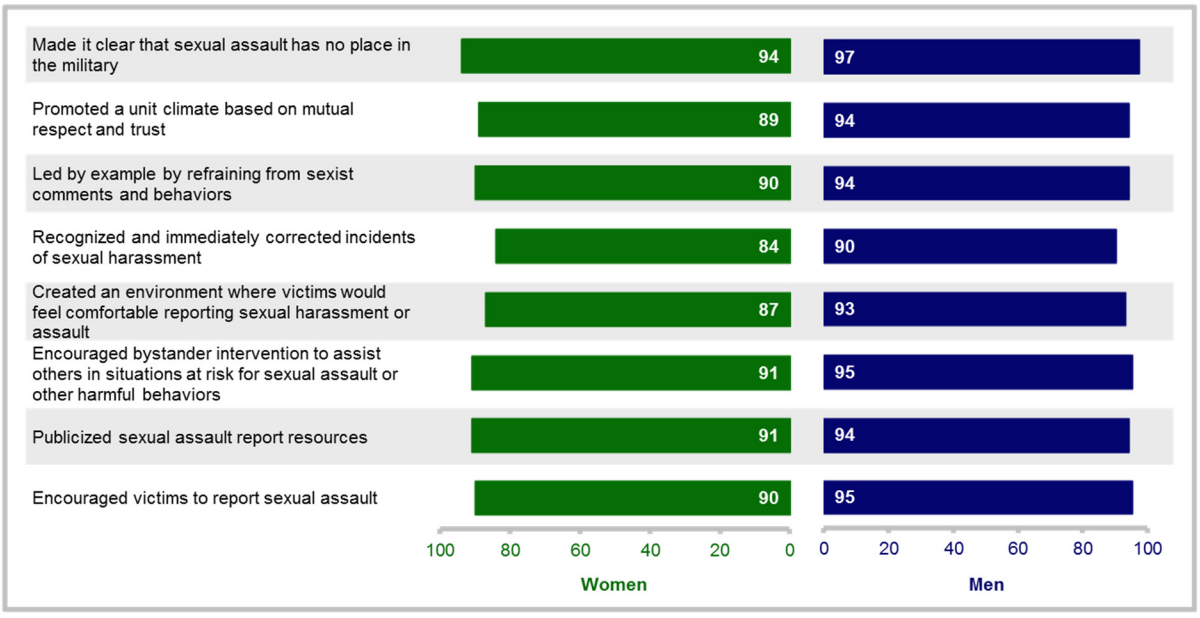
Leadership Perceptions

Perceptions of military leadership reported by Air Force members were largely positive, with the vast majority of Air Force women and Air Force men indicating their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors (Figure 100). In general, Air Force men were *more likely* than Air Force women to indicate their military chain of command demonstrates positive workplace actions and behaviors **well/very well** for all eight actions/behaviors. Further, women in the ANG (87%–95% ±1–2) and USAFR (84%–9% ±1) were *more likely* than women in the other Reserve components to indicate their military chain of command demonstrates positive workplace actions and behaviors **well/very well** for nearly all eight actions/behaviors.[41] Similar to women, men in the ANG were *more*

[41] ANG women were not more likely to indicate "recognized and immediately corrected incidents of sexual harassment."

likely than men in the other Reserve components to indicate their military chain of command demonstrates positive workplace actions and behaviors **well/very well** for nearly all eight actions/behaviors (94%–97% ±1).[42] In addition, men in the USAFR were *more likely* than men in the other Reserve components to indicate their military chain of command encourages bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors (94% ±2), and publicized sexual assault report resources (93% ±2).

Figure 100.
Positive Workplace Actions/Behaviors Demonstrated by Military Leadership in the Air Force (Q168)



Margins of error range from ±1 to ±2

Percent of all Air Force members

Results for ANG and USAFR women and men yielded significant differences compared to those in the other Reserve components. Specifically, ANG and USAFR women and men were often *more likely* to indicate their military chain of command does **well/very well** at demonstrating various positive workplace actions and behaviors. Findings are noted below for the actions and behaviors where significant differences were found.

- Made it clear that sexual assault has no place in the military
    - Women in the ANG (95% ±1) and USAFR (94% ±2), along with those in the USNR (95% ±2), were *more likely* to indicate **well/very well**, whereas USAR women (89% ±2) were *less likely*.

[42] ANG men were not more likely to indicate "recognized and immediately corrected incidents of sexual harassment."

  - ANG men (97% ±1), along with those in the USNR (97% ±1), were *more likely* to indicate **well/very well** than men in the other Reserve components.

- Promoted a unit climate based on mutual respect and trust

  - Women in the ANG (88% ±2) and USAFR (90% ±2), along with those in the USNR (89% ±2), were *more likely* to indicate **well/very well**, whereas USAR women (83% ±2) were *less likely*.

  - ANG men (94% ±1), along with those in the USNR (95% ±2), were *more likely* to indicate **well/very well** than men in the other Reserve components.

- Led by example by refraining from sexist comments and behaviors

  - Women in the ANG (89% ±2) and USAFR (91% ±2), along with those in the USNR (91% ±2), were *more likely* to indicate **well/very well**, whereas USMCR women (76% ±9) and ARNG women (85% ±3) were *less likely*.

  - ANG men (95% ±1), along with those in the USNR (95% ±1), were *more likely* to indicate **well/very well**, whereas ARNG men (90% ±2) were *less likely*.

- Recognized and immediately corrected incidents of sexual harassment

  - USAFR women (84% ±2), along with those in the USNR (85% ±3), were *more likely* to indicate **well/very well** than women in the other Reserve components.

- Created an environment where victims would feel comfortable reporting sexual harassment of assault

  - Women in the ANG (87% ±2) and USAFR (87% ±2), along with those in the USNR (87% ±3), were *more likely* to indicate **well/very well** than women in the other Reserve components.

  - ANG men (94% ±1), along with those in the USNR (94% ±2), were *more likely* to indicate **well/very well** than men in the other Reserve components.

- Encouraged bystander intervention to assist other in situation at risk for sexual assault or other harmful behaviors

  - Women in the ANG (91% ±2) and USAFR (91% ±2) along with those in the USNR (92% ±2), were *more likely* to indicate **well/very well**, whereas USAR women (85% ±2) and ARNG women (85% ±2) were *less likely*.

  - Men in the ANG (96% ±1) and USAFR (94% ±1), along with those in the USNR (95% ±2), were *more likely* to indicate **well/very well**, whereas men in the ARNG (91% ±2) and USAR (90% ±2) were *less likely*.

- Publicized sexual assault report resources

  - ANG (95% ±1) and USAFR men (94% ±1), along with those in the USMCR (94% ±2) and USNR (93% ±2), were *more likely* to indicate **well/very well**, whereas men in the ARNG (90% ±2) were *less likely*.

- Encouraged victims to report sexual assault

  - Women in the ANG (91% ±2) and USAFR (89% ±2), along with those in the USNR (89% ±2), were *more likely* to indicate **well/very well**, whereas ARNG women (84% ±3) were *less likely*.

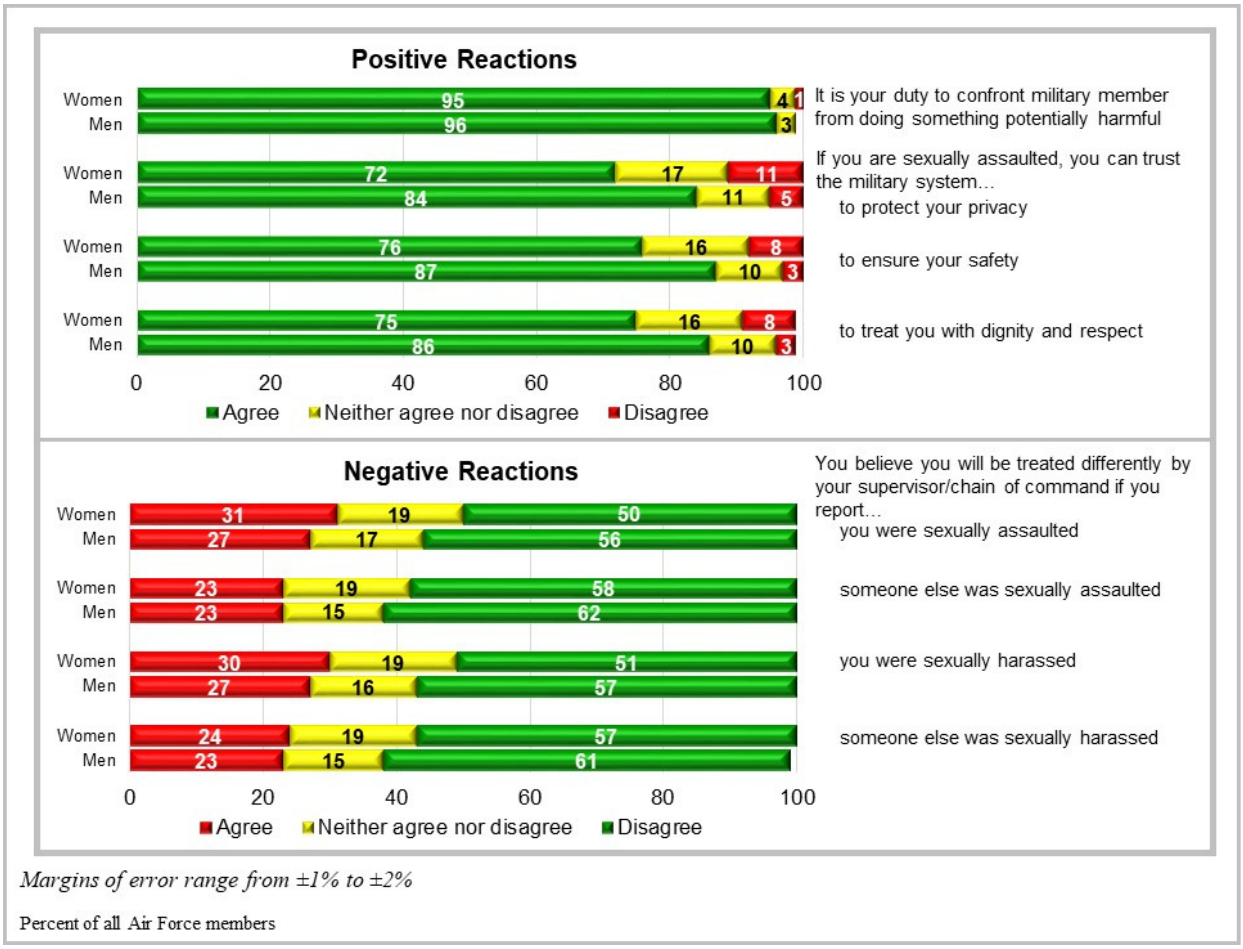
Reactions to Sexual Assault and Sexual Harassment

Overall, Air Force members reported positive attitudes about how their leadership and the military in general would react to situations involving sexual assault and sexual harassment (Figure 101). The overwhelming majority of members indicated they **agreed** it is their duty when they are in a social situation to confront military members to keep them from doing something potentially harmful to themselves or others (95% of women, 96% of men). The majority of Air Force members indicated they can trust the military system if they were sexually assaulted to protect their privacy, ensure their safety, and treat them with dignity and respect (72%–76% of Air Force women, 84%–87% of Air Force men). For these three situations, Air Force men were *more likely* than Air Force women to **agree** they can trust the military system.

Members were also asked a set of questions regarding being treated differently by their supervisor or chain of command if they were to report they or someone else was sexually assaulted/harassed. Although the responses to these situations were not as positive as trust in the military system, approximately half of members indicated they do not believe they would be treated differently if they were to report they or someone else was sexually assaulted or sexually harassed (50%–58% of women, 56%–62% of men; Figure 101). Conversely, about one-quarter or more of members indicated they believe they **would** be treated differently if they reported any of these situations (23%–31% of women, 23%–27% of men).

Air Force men were *more likely* than Air Force women to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report they or someone else were sexually assaulted/harassed. Women in the USAFR were *more likely* than women in the other Reserve components to **disagree** that they would be treated differently by their supervisor/ chain of command if they were to report they or someone else were sexually assaulted/harassed (50%–58% ±3). In addition, men in the ANG were also *more likely* than men in the other Reserve components to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report someone else were sexually assaulted (57% ±3). Men in the ANG were *more likely* than men in the other Reserve components to **disagree** that they would be treated differently by their supervisor/chain of command if they were to report they or someone else were sexually assaulted/harassed (57%–63% ±2).

Figure 101.
Reactions to Sexual Assault and Sexual Harassment in the Air Force (Q177)



Margins of error range from ±1% to ±2%

Percent of all Air Force members

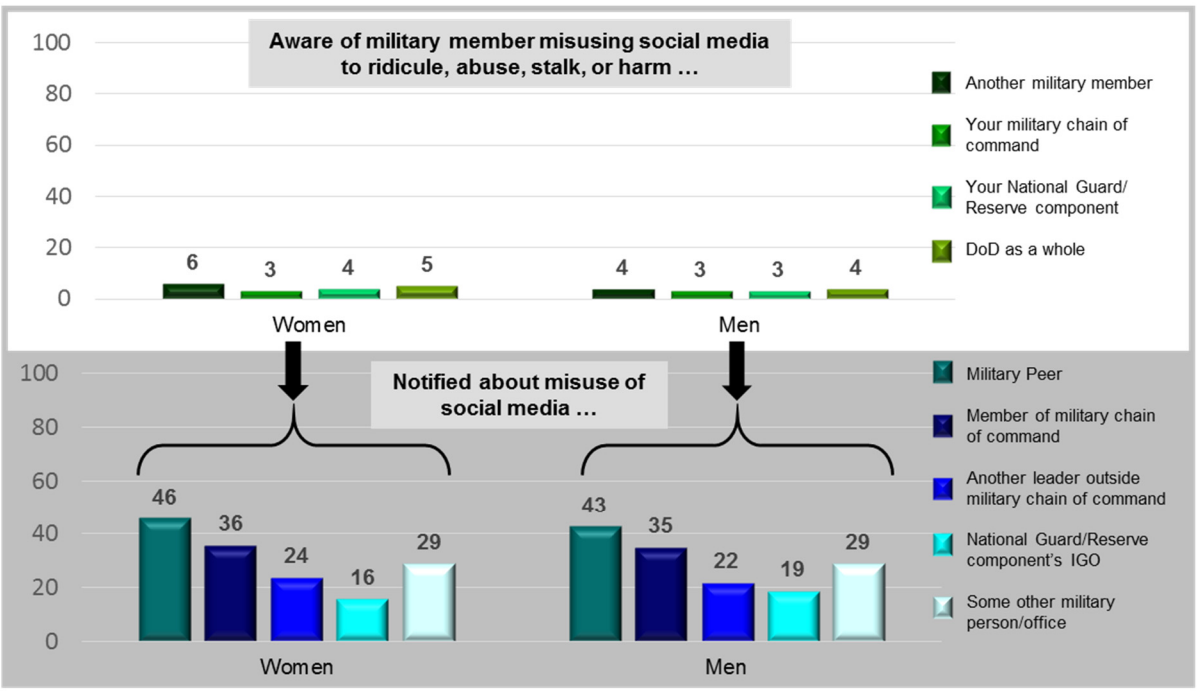
Perceptions of Willingness to Encourage Others/Discuss with Leadership

The majority of Air Force members indicated to a **large extent** their willingness to address gender-related issues themselves and/or encourage others to address such issues (77% ±2 of Air Force women, 80% ±2 of Air Force men) or seek help from their chain of command regarding sexual harassment from military members (78% ±2 of women, 84% ±2 of men). Similarly, the majority of members indicated they would be **likely** to encourage someone who has experienced *sexual harassment* to tell a military supervisor (90% ±1 of women, 93% ±1 of men) or seek support services (95% ±1 of women, 96% ±1 of men). Air Force members also indicated they would be **likely** to encourage someone who has experienced *sexual assault* to seek support services (95% ±1 of women, 96% ±1 of men) or report it (79% ±2 of women, 87% ±2 of men). Additionally, comparable results were found for members being **likely** to tell a military supervisor about sexual harassment if it happened to them (86% ±2 of women, 91% ±1 of men) and report a sexual assault if it happened to them (97% ±1 of women, 96% ±1 of men).

Social Media Use

The vast majority of Air Force members were **not** aware of a military member misusing social media sites to ridicule, abuse, stalk, or harm any individual or group (Figure 102). However, 6% of Air Force women and 4% of Air Force men indicated they were aware of a military member misusing social media to harm another military member, and 3%–5% of women and men indicated being aware of social media misuse toward their military chain of command, their National Guard/Reserve component, or the DoD as a whole. Of those who indicated being aware of a military member misusing social media to harm someone, 46% of Air Force women and 43% of Air Force men indicated they notified a military peer about this misuse, while 36% of women and 35% of men indicated they notified a member of their military chain of command.

Figure 102.
Social Media Misuse and Notification of Misuse in the Air Force (Q181–Q182)



Margins of error range from ±1% to ±6%

Percent of all Air Force members

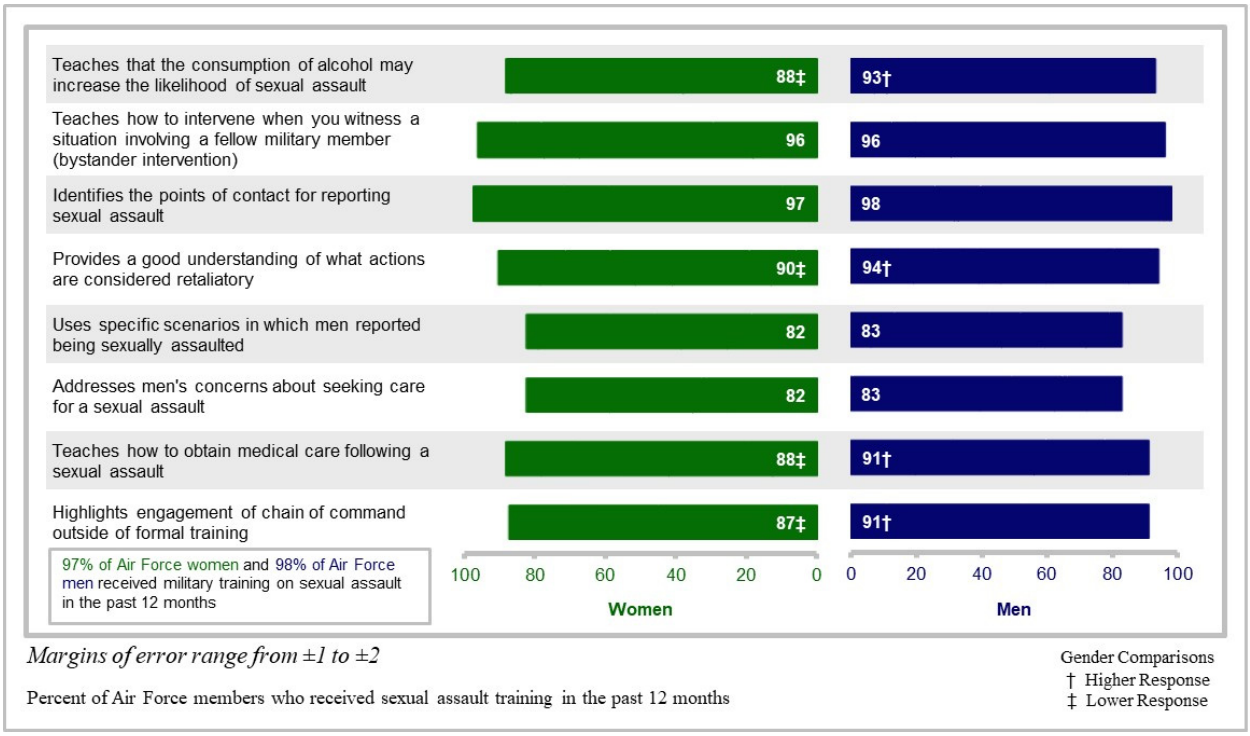
Sexual Assault and Sexual Harassment Training

Sexual Assault Training

As shown in Figure 103, the vast majority of Air Force members received training on sexual assault in the past 12 months and had favorable opinions on how effective/relevant the training was, as well as how well training explains various concepts regarding sexual assault. Specifically, 82%–97% of Air Force women and 83%–98% of Air Force men **agree** military

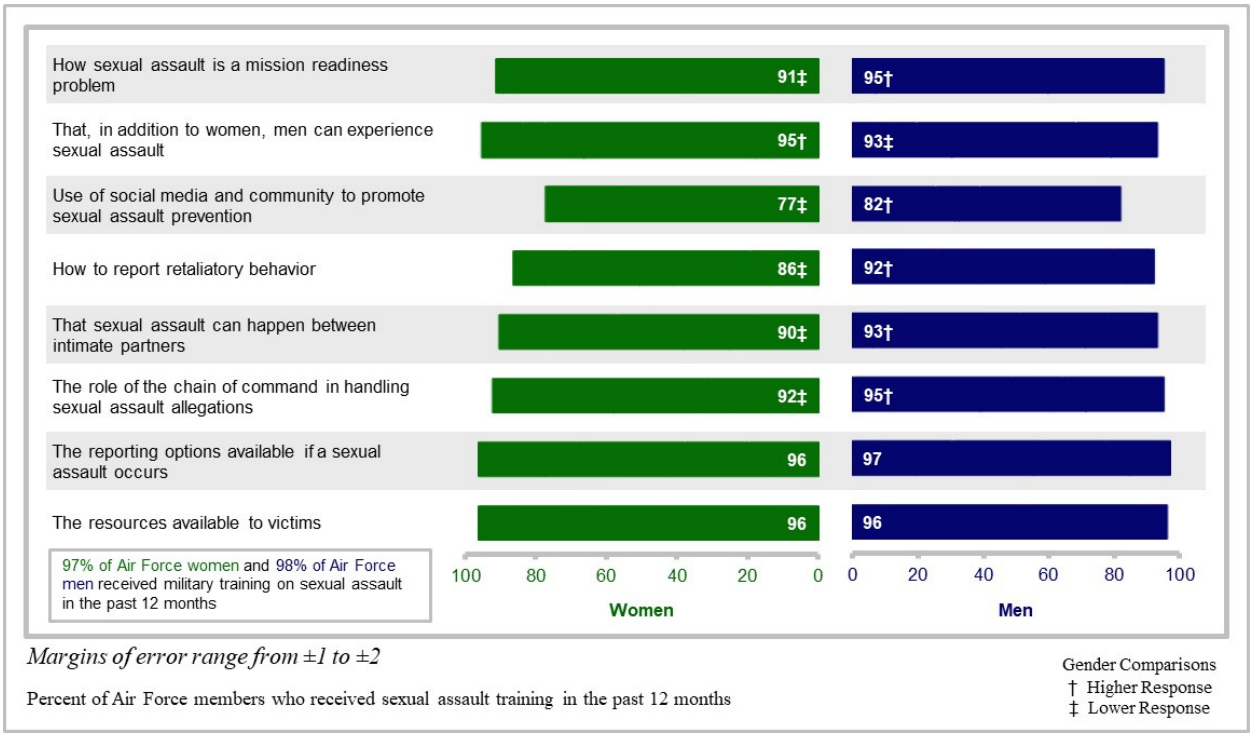
sexual assault training was effective/relevant. Air Force men were *more likely* than Air Force women to **agree** their training teaches that the consumption of alcohol may increase the likelihood of sexual assault (93% of men, 88% of women), provides a good understanding of what actions are considered retaliatory (94% of men, 90% of women), teaches how to obtain medical care following a sexual assault (91% of men, 88% of women), and highlights engagement of chain of command outside of formal training (91% of men, 87% of women).

Figure 103.
Effectiveness/Relevance of Sexual Assault Training in the Air Force (Q172–Q173)



For how well sexual assault training explains various relevant sexual assault concepts, 77%–96% of Air Force women and 82%–97% of Air Force men **agree** training explains these concepts (Figure 104). One area for improvement, relative to the other training areas, was training explains use of social media and community to promote sexual assault prevention, as indicated by only 77% of Air Force women and 82% of Air Force men who **agree** their training did this. Air Force women were *more likely* than Air Force men to **agree** their training explains that, in addition to women, men can experience sexual assault (95% of women, 93% of men). Otherwise, Air Force men in general were *more likely* than Air Force women to **agree** their training explains various relevant sexual assault concepts as depicted in Figure 104.

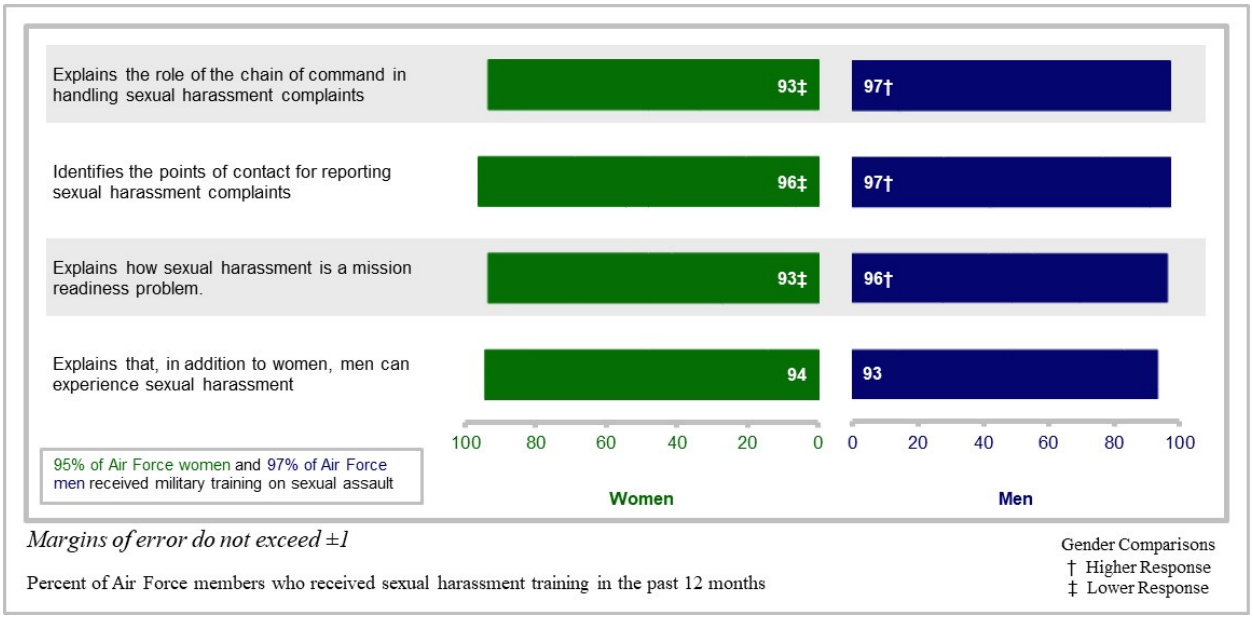
Figure 104.
How Well Sexual Assault Training Explains Various Concepts in the Air Force (Q172, Q174)



Sexual Harassment Training

The vast majority of Air Force members indicated receiving military training in the past 12 months on topics related to sexual harassment (95% of women, 97% of men). Moreover, the vast majority of members also **agreed** the sexual harassment training explained the various intended sexual harassment concepts (93%–96% of women, 93%–97% of men; Figure 105). Air Force men were *more likely* than Air Force women to **agree** with concepts, with exception of training explains that, in addition to women, men can experience sexual harassment.

Figure 105.
How Well Sexual Harassment Training Explains Various Concepts in the Air Force (Q175–Q176)



Appendix D.
Survey Instrument

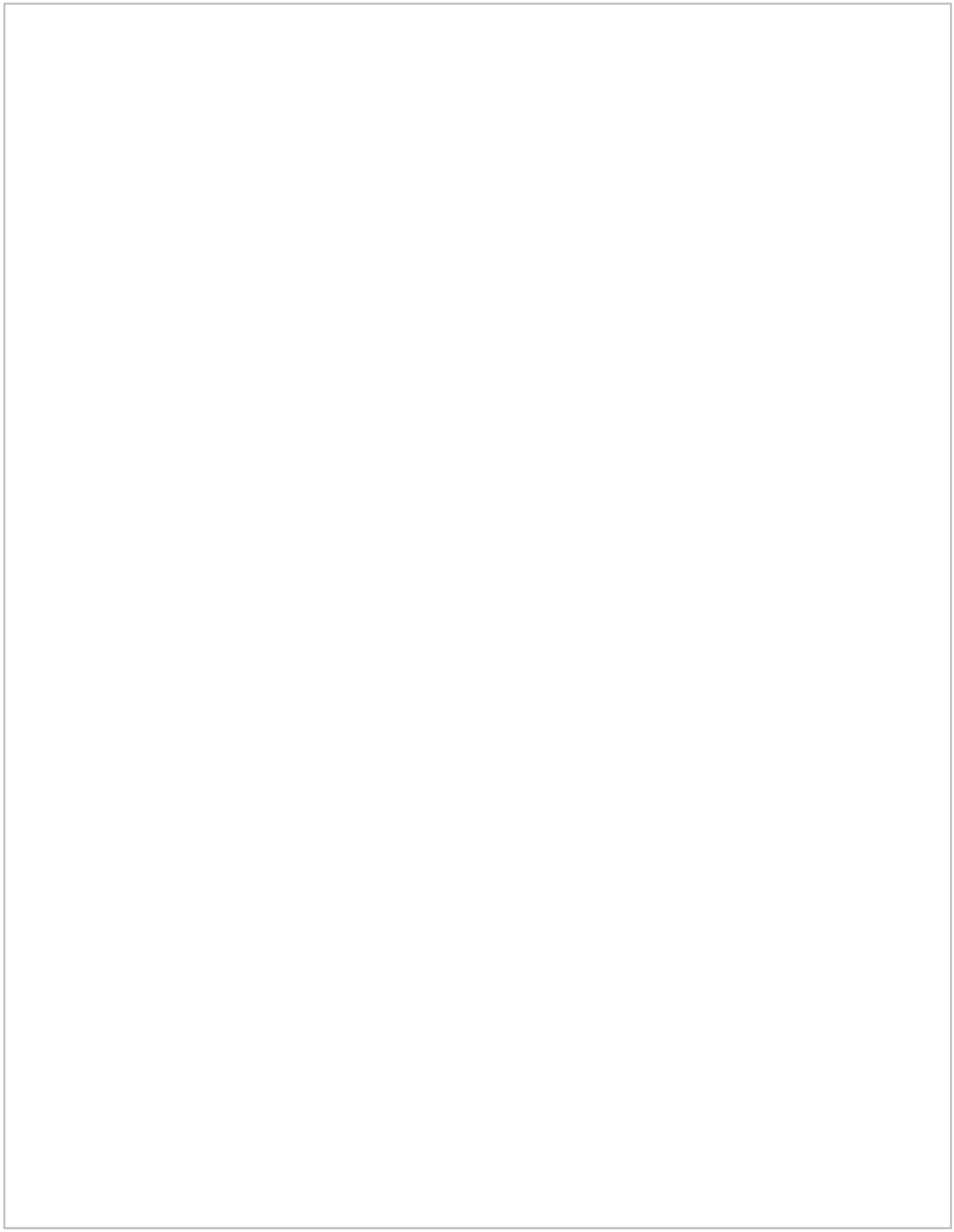
DATA DRIVEN SOLUTIONS FOR DECISION MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

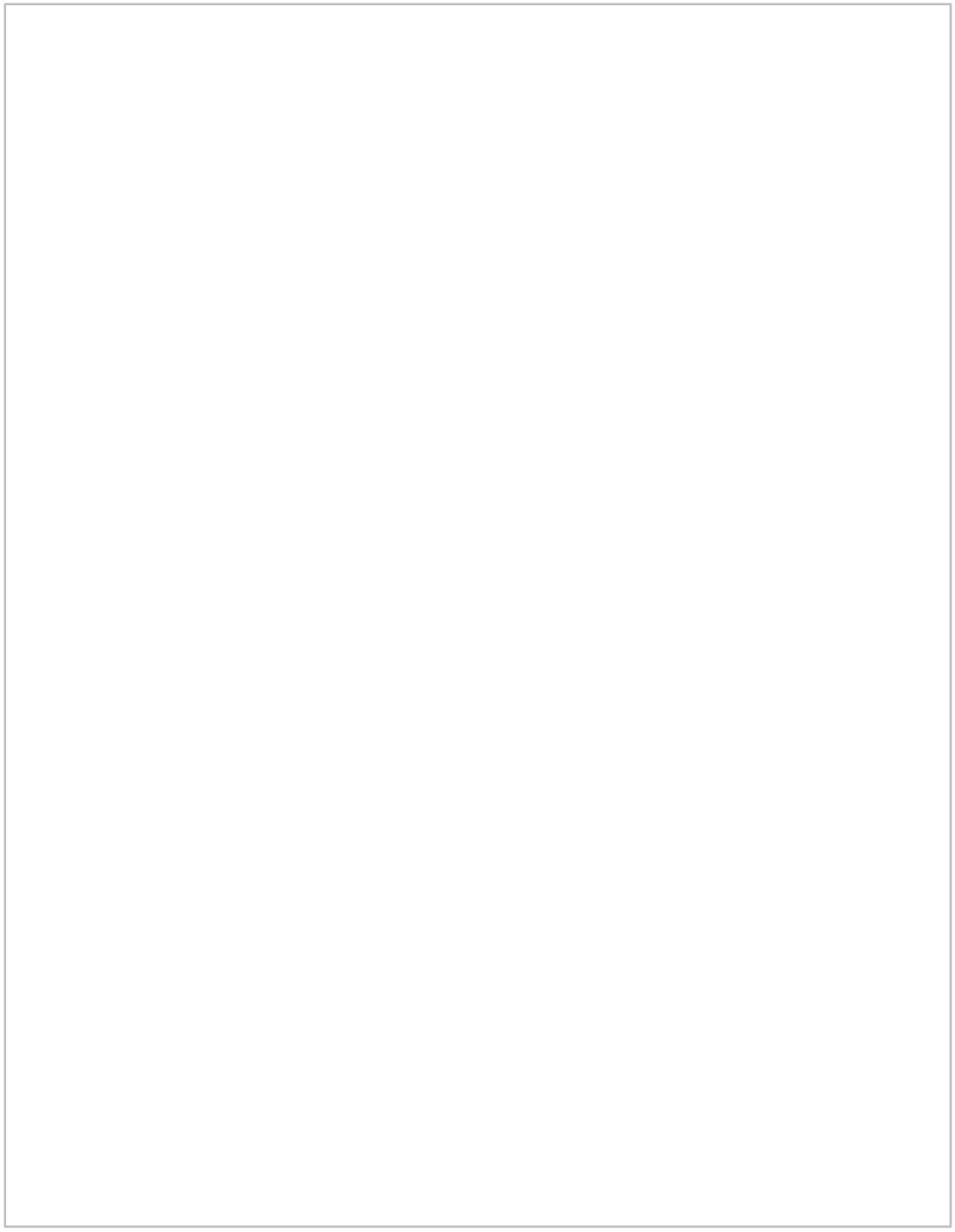
Office of People Analytics (OPA)

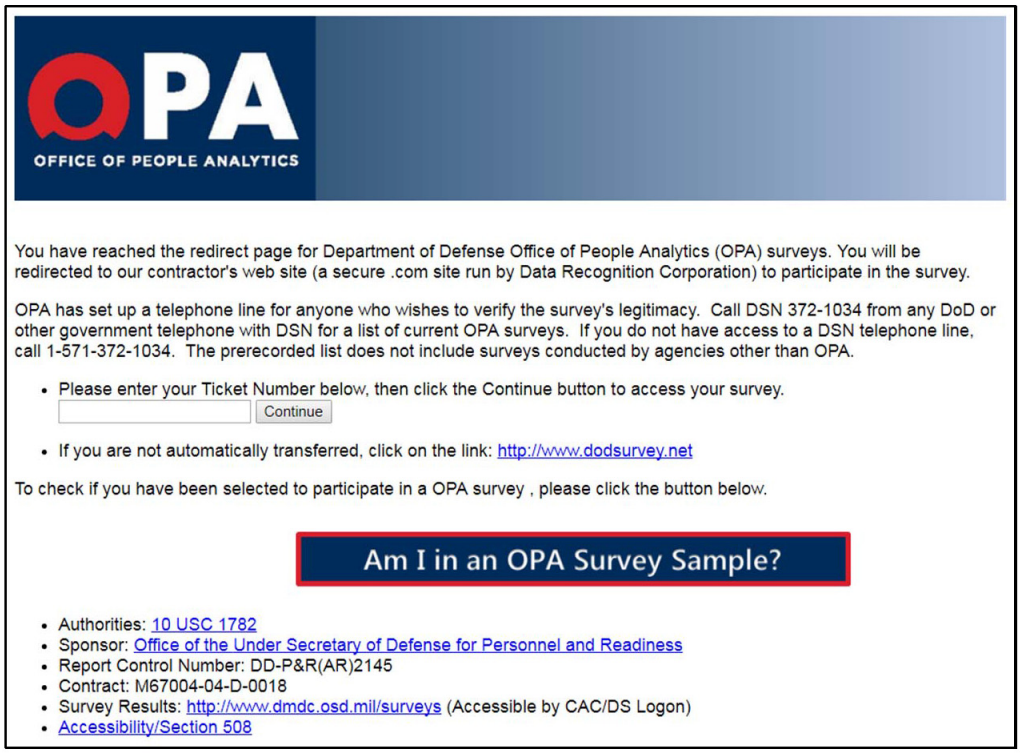
2017 Workplace and Gender Relations Survey of Reserve Component Members

Survey Instrument



Survey Instrument





OPA
OFFICE OF PEOPLE ANALYTICS

You have reached the redirect page for Department of Defense Office of People Analytics (OPA) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.

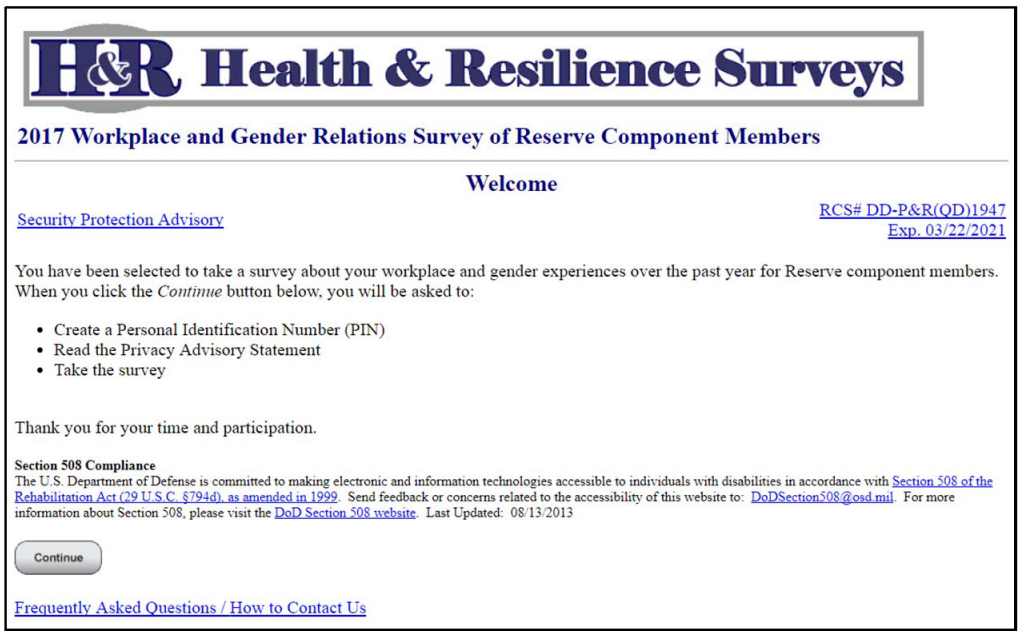
OPA has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current OPA surveys. If you do not have access to a DSN telephone line, call 1-571-372-1034. The prerecorded list does not include surveys conducted by agencies other than OPA.

- Please enter your Ticket Number below, then click the Continue button to access your survey.
  Continue
- If you are not automatically transferred, click on the link: http://www.dodsurvey.net

To check if you have been selected to participate in a OPA survey , please click the button below.

Am I in an OPA Survey Sample?

- Authorities: 10 USC 1782
- Sponsor: Office of the Under Secretary of Defense for Personnel and Readiness
- Report Control Number: DD-P&R(AR)2145
- Contract: M67004-04-D-0018
- Survey Results: http://www.dmdc.osd.mil/surveys (Accessible by CAC/DS Logon)
- Accessibility/Section 508



H&R Health & Resilience Surveys

2017 Workplace and Gender Relations Survey of Reserve Component Members

Welcome

Security Protection Advisory

RCS# DD-P&R(QD)1947
Exp. 03/22/2021

You have been selected to take a survey about your workplace and gender experiences over the past year for Reserve component members. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

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Continue

Frequently Asked Questions / How to Contact Us

PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential and your individual responses will not be released to anyone. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative. This survey assesses the respondent's perspective regarding experiences of sexual harassment and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

ADDITIONAL INFORMATION

10 USC Sections 136, 481, 1782, 2358, 14 USC 1 and Section 570 of the FY13 NDAA, authorize the Department of Defense to conduct this survey. Reports will be provided to the Department of Defense (DoD), each Military Department, and the Joint Chiefs of Staff.

OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender).

Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported.

The data collection procedures are not expected to involve risk or discomfort to you.

Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual.

Your responses could be used in future research. Results from these surveys will be posted on the web: https://www.dmdc.osd.mil/appj/dwp/dwp_surveys.jsp

If you answer any items or indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

A respondent who experienced sexual harassment or sexual assault may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime, you may want to contact a Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA).
  - To reach the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:

    Toll-Free: 1-877-995-5247
    DSN: 94-877-995-5247
    Other: 202-540-5962
    Worldwide: https://www.safehelpline.org/ or www.sapr.mil/
- If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local sexual harassment or equal opportunity office.
  - To reach a hotline for your Service, call:

    Army: 1-800-267-9964 **Marine Corps:** 703-784-9371
    Navy: 1-800-253-0931 **Air Force:** 1-800-616-3775

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to wgr-survey@mail.mil or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-6522/703-681-8320 or e-mail DHRA.R202.PR@mail.mil.

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to October 17, 2017. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* if you agree to take the survey.

HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** wgr-survey@mail.mil
- **Fax:** 1-763-268-3002

FREQUENTLY ASKED QUESTIONS

What is Office of People Analytics (OPA)?

- OPA maintains the largest archive of personnel, manpower, training, and financial data in the Department of Defense (DoD). OPA also conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, Health and Resilience Surveys, and Retention and Readiness for the DoD. OPA was formerly a part of Defense Manpower Data Center (DMDC) but transitioned to its own organization October 2016.

What is the Health & Resilience (H&R) Program?

- Health & Resilience (H&R) is a DoD personnel program that features web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

- In accordance with DoD Instruction 8910.01, all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is RCS# DD-P&R(QD)1947, expiring 03/22/2021.

How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service and gender).

Why should I participate?

- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace respect issues as well as sexual assault, and other gender-related issues.
- Your responses on this survey ***make a difference***.

What is wgr-survey@mail.mil?

- The official e-mail address for communicating with Reserve component members about Health & Resilience (H&R) surveys. "wgr-survey@mail.mil" is short for Workplace and Gender Relations Survey.

Why am I being asked to use the web?

- Web administration enables us to get survey results to senior Defense leaders faster.

Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation (DRC), an experienced survey operations company. The survey collection tool starts on a .mil site within OPA. Once you enter your ticket number, you are redirected to a contractor site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have four control buttons: *Next Page* (→), *Previous Page* (←), *Clear Responses*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey

at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- OPA reports overall results, as well as by other characteristics, such as location, and gender. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

Will my answers be kept private?

- Your response will be kept confidential to the extent permitted by law.
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).
- If you answer any items or indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for a appropriate action.

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to October 17, 2017 by sending an e-mail to wgr-survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

Will I ever see the results of the survey?

- OPA posts survey results on the following website:

http://www.dmdc.osd.mil/surveys/

BACKGROUND INFORMATION

Thank you for agreeing to participate in this important study.

Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's military members. If you prefer not to answer a specific question for any reason, just leave it blank.

Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

1. Were you a member of the National Guard or a Reserve component on August 17, 2017?

- ☒ Yes
- ☒ No, I was separated or retired

2. Are you...?

- ☒ Male
- ☒ Female

3. What is your current relationship status?

- ☒ Married
- ☒ Living with a boyfriend or girlfriend
- ☒ In a committed romantic relationship, but not living together
- ☒ Single
- ☒ Other or prefer not to say

4. Are you Spanish/Hispanic/Latino?

- ☒ No, not Spanish/Hispanic/Latino
- ☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/ Hispanic/Latino

5. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

TIME REFERENCE

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please think about what has happened after [Day of Week, X Date].

Please try to think of any important events in your life that occurred near [X Date] such as birthdays, weddings, or family activities. These events can help you remember which things happened before [X Date] and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

6. Do you currently live in the same house or building that you did on [X Date]?

- ☒ Yes
- ☒ No
- ☒ Do not remember

7. Are you the same rank today that you were on [X Date]?

- ☒ Yes
- ☒ No
- ☒ Do not remember

8. Were you married or dating someone on [X Date]?

- ☒ Yes
- ☒ No
- ☒ Do not remember

GENDER-RELATED EXPERIENCES IN THE MILITARY

9. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?

- ☒ Yes
- ☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

10. Since [X Date], did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like someone of your gender is supposed to? For example, by calling you a woman, a fag, gay, a dyke, or butch.

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

11. Since [X Date], did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

12. Since [X Date], did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

13. Since [X Date], did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

14. Since [X Date], did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

15. Since [X Date], did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

16. Since [X Date], did someone from work either take or share sexually suggestive pictures or videos of you when you did not want them to?

☒ Yes

☒ No

17. [Ask if Q16 = "Yes"] **Did this make you uncomfortable, angry, or upset?**

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

18. **Since [X Date], did someone from work make repeated attempts to establish an unwanted romantic or sexual relationship with you?** These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."

☒ Yes

☒ No

19. [Ask if Q18 = "Yes"] **Did these attempts make you uncomfortable, angry, or upset?**

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

20. **Since [X Date], did someone from work intentionally touch you in a sexual way when you did not want them to?** This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

21. [Ask if Q20 = "Missing" or Q20 = "No"] **Since [X Date], did someone from work repeatedly touch you in any other way that made you uncomfortable, angry, or upset?** This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

22. **Since [X Date], has someone from work made you feel as if you would get some military workplace benefit in exchange for doing something sexual?** For example, they hinted that they would give you a good evaluation/fitness report, a better assignment, or better treatment at work in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

23. Since [X Date], has someone from work made you feel like you would get punished or treated unfairly in the workplace if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad assignment, or bad treatment at work if you were not willing to do something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee /contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

24. Since [X Date], did you hear someone from work say that someone of your gender is not as good as someone of the opposite gender at your particular job, or that someone of your gender should be prevented from having your job?

☒ Yes

☒ No

"Someone from work" means any person you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

25. Since [X Date], do you think someone from work mistreated, ignored, excluded, or insulted you because of your gender?

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling sexual "jokes."

26. [Ask if Q9 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

27. [Ask if Q9 = "Yes"] Do you think this was ever severe enough that most military members of your gender would have been offended by these jokes if they had heard them? If you are not sure, choose the best answer.

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by repeatedly suggesting that you do not act like someone of your gender is supposed to. For example, by calling you a woman, a fag, gay, a dyke, or butch.

28. [Ask if Q10 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

29. [Ask if Q10 = "Yes"] Do you think this was ever severe enough that most military members of your gender would have been offended if someone had said these things to them? If you are not sure, choose the best answer.

☒ Yes

☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly making sexual gestures or sexual body movements.

30. [Ask if Q11 = "Yes"] Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?

☒ Yes

☒ Not applicable, they did not know I or someone else wanted them to stop

☒ No

31. [Ask if Q11 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended by these gestures?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

32. [Ask if Q12 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
- ☒ Not applicable, they did not know I or someone else wanted them to stop
- ☒ No

33. [Ask if Q12 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended by seeing these sexually explicit materials?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by repeatedly telling you about their sexual activities.

34. [Ask if Q13 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
- ☒ Not applicable, they did not know I or someone else wanted them to stop
- ☒ No

35. [Ask if Q13 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended by hearing about these sexual activities?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by asking you questions about your sex life or sexual interests.

36. [Ask if Q14 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
- ☒ Not applicable, they did not know I or someone else wanted them to stop
- ☒ No

37. [Ask if Q14 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended if they had been asked these questions?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated sexual comments about your appearance or body.

38. [Ask if Q15 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
- ☒ Not applicable, they did not know I or someone else wanted them to stop
- ☒ No

39. [Ask if Q15 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended if these remarks had been directed to them?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you embarrassed, angry, or upset by taking or sharing sexually suggestive pictures or videos of you when you did not want them to.

40. [Ask if Q16 = "Yes" and Q17 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended if it happened to them?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by making repeated attempts to establish an unwanted romantic or sexual relationship with you.

41. [Ask if Q18 = "Yes" and Q19 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
- ☒ Not applicable, they did not know I or someone else wanted them to stop
- ☒ No

42. [Ask if Q18 = "Yes" and Q19 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended by these unwanted attempts?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you uncomfortable, angry, or upset by touching you unnecessarily.

43. [Ask if (Q20 = "Missing" or Q20 = "No") AND Q21 = "Yes"] **Did they continue this unwanted behavior even after they knew that you or someone else wanted them to stop?**

- ☒ Yes
- ☒ Not applicable, they did not know I or someone else wanted them to stop
- ☒ No

44. [Ask if (Q20 = "Missing" or Q20 = "No") AND Q21 = "Yes"] **Do you think this was ever severe enough that most military members of your gender would have been offended by this unnecessary touching?** If you are not sure, choose the best answer.

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work made you feel as if you would get some workplace benefit in exchange for doing something sexual.

45. [Ask if Q22 = "Yes"] **What led you to believe that you would get a military workplace benefit if you agreed to do something sexual?** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual.	☒	☒
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time that they expressed sexual interest.	☒	☒
c. Someone else told you they got benefits from this person by doing sexual things.	☒	☒

You indicated that, after [X Date], someone from work made you feel as if you would get punished or treated unfairly in the workplace if you did not do something sexual.

46. [Ask if Q23 = "Yes"] **What led you to believe that you would get punished or treated unfairly in the military workplace if you did not do something sexual?** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual.	☒	☒
b. They hinted that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.	☒	☒
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual.	☒	☒

You indicated that, after [X Date], someone from work said that someone of your gender is not as good as someone of the opposite gender at your particular job, or that they should be prevented from having your job.

47. [Ask if Q24 = "Yes"] **Do you think their beliefs about someone of your gender ever harmed or limited your military job/career?** For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- ☒ Yes
- ☒ No

You indicated that, after [X Date], someone from work mistreated, ignored, excluded, or insulted you because of your gender.

48. [Ask if Q25 = "Yes"] **Do you think this treatment ever harmed or limited your military job/career?** For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

- ☒ Yes
- ☒ No

GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT

Based on your answers earlier, in the past 12 months at least one person from your military work acted in a way that created an upsetting or offensive work environment.

You may have experienced more than one upsetting situation. Please think about the one situation since [X DATE] that had the biggest effect on you—the one you consider to be the worst or most serious.

49. [Ask if Q9 = "Yes" and [MEO_FLAG] = "True"] **Which of the following experiences happened during the upsetting situation you chose as the worst or most serious?** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Repeatedly told sexual jokes	☒	☒
b. Repeatedly suggested that you do not act like someone of your gender is supposed to	☒	☒
c. Repeatedly made sexual gestures or sexual body movements	☒	☒
d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos	☒	☒
e. Repeatedly told you about their sexual activities	☒	☒
f. Repeatedly asked you questions about your sex life or sexual interests	☒	☒
g. Made repeated sexual comments about your appearance or body	☒	☒
h. Took or shared sexually suggestive pictures or videos of you	☒	☒
i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you	☒	☒
j. Touched you in a sexual way	☒	☒
k. Touched you in any other way that made you uncomfortable, angry, or upset	☒	☒
l. Made you feel like you would get some workplace benefit in exchange for doing something sexual	☒	☒
m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual	☒	☒
n. Said that someone of your gender is not as good as someone of the opposite gender is at your job, or that they should be prevented from having that job	☒	☒
o. Mistreated, ignored, or insulted you because of your gender	☒	☒

50. [Ask if [MEO_FLAG] = "True"] **How many people were involved in this upsetting situation?**

- ☒ One person
- ☒ More than one person

51. [Ask if [MEO_FLAG] = "True"] **Was/were the person(s) involved...**

- ☒ All men?
- ☒ All women?
- ☒ A mix of men and women?

52. [Ask if [MEO_FLAG] = "True"] **Was/Were the person(s) who acted this way a military member?**

- ☒ Yes, they all were
- ☒ Yes, some were, but not all
- ☒ No, none were military
- ☒ Not sure

53. [Ask if [MEO_FLAG] = "True" AND (Q52 = "Yes, they all were" or Q52 = "Yes, some were, but not all")] **At the time of the event, what paygrade was/were the military member(s) who did this to you?** ***Mark all that apply.***

- ☒ E1
- ☒ E2
- ☒ E3
- ☒ E4
- ☒ E5
- ☒ E6
- ☒ E7
- ☒ E8
- ☒ E9
- ☒ WO1
- ☒ CW2
- ☒ CW3
- ☒ CW4
- ☒ CW5
- ☒ O1
- ☒ O2
- ☒ O3
- ☒ O4
- ☒ O5
- ☒ O6
- ☒ Higher than O6
- ☒ Not sure

54. [Ask if [MEO_FLAG] = "True"] **At the time of the upsetting situation, was/were any of the person(s)...** ***Mark all that apply.***

- ☒ Your immediate military supervisor?
- ☒ Someone else in your military chain of command (excluding your immediate supervisor)?
- ☒ Some other higher ranking military member not listed above?
- ☒ Military peer(s) of about the same rank as you?
- ☒ A Military Service Academy (MSA) cadet/ midshipman, Reserve Officers' Training Corps (ROTC) cadet, or Officer Candidate School (OCS) candidate?
- ☒ Subordinate(s) or someone you manage as part of your military duties?
- ☒ DoD/Government civilian(s) working for the military?
- ☒ Contractor(s) working for the military?
- ☒ Not sure

55. [Ask if [MEO_FLAG] = "True"] **Thinking about this situation, about how long did this upsetting situation continue?**

- ☒ It happened one time
- ☒ About one week
- ☒ About one month
- ☒ A few months
- ☒ A year or more

56. [Ask if [MEO_FLAG] = "True"] **Thinking about this upsetting situation, did it ever occur...** ***Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], mark "No."***

	Yes	No
a. At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location?	☒	☒
b. While you were performing your National Guard or Reserve duties, including full-time National Guard or Reserve duty, active duty for special work (ADSW), active duty for training (ADT), or annual training (AT)?	☒	☒
c. During execution of drill periods (inactive duty for training [IDT])?	☒	☒
d. While you were on TDY/TAD, at sea, or during field exercises/alerts?	☒	☒
e. While you were deployed?	☒	☒
f. During an overseas port visit while deployed?	☒	☒
g. While transitioning between operational theaters (for example, going to or returning from a deployment)?	☒	☒
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)?	☒	☒
i. While you were in recruit training/basic training?	☒	☒
j. While you were in Officer Candidate or Training School or Basic or Advanced Officer Course?	☒	☒
k. While you were attending military occupational specialty school, technical training, advanced individual training, or professional military education?	☒	☒
l. While in the Reserve Officers' Training Corps (ROTC) training environment?	☒	☒
m. While you were in any other type of military training?	☒	☒
n. While at an official military function (either on- or off-base)?	☒	☒
o. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub)?	☒	☒
p. Online on social media or via other electronic communications?	☒	☒

57. [Ask if [MEO_FLAG] = "True"] **Which of the following best describe the situation when this upsetting situation occurred?** ***Mark all that apply.***

- ☒ You were out with friends or at a party that was not an official military function
- ☒ You were on a date
- ☒ You were performing your National Guard or Reserve component duties
- ☒ You were at your assigned unit drill site
- ☒ You were at a military location over 50 miles away from your assigned unit drill site
- ☒ You were on approved leave
- ☒ You were in your or someone else's home or quarters
- ☒ None of the above
- ☒ Do not recall

58. [Ask if [MEO_FLAG] = "True"] **Thinking about this upsetting situation, did it make you take steps to leave or separate from the military?**

- ☒ Yes
- ☒ No

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Hazing: Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position with, or as a condition of continued membership in any military or DoD civilian organization.

Bullying: Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose.

Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

59. [Ask if [MEO_FLAG] = "True"] **Based on the definitions above, would you describe this upsetting situation as...** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Hazing?	☒	☒
b. Bullying?	☒	☒

[Ask if [MEO_FLAG] = "True"] **How would you describe your military chain of command's attitude(s) towards hazing and/or bullying in your military workplace?** Please do not include any personally identifiable information.

60. [Ask if [MEO_FLAG] = "True"] **Thinking about this upsetting situation...** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Did you discuss this situation with your friends, family, or military coworkers?	☒	☒
b. Did you discuss this situation with a chaplain, counselor, or medical person?	☒	☒
c. Did you discuss this situation with a military supervisor or anyone up your chain of command with an expectation that some corrective action would be taken?	☒	☒
d. Did you discuss this situation with a military supervisor or anyone up your chain of command to get guidance on what to do?	☒	☒
e. Did you officially report this situation as possible harassment or gender discrimination to any person tasked with enforcing sexual harassment or Military Equal Opportunity policy or instructions?	☒	☒

61. [Ask if [MEO_FLAG] = "True" and (Q60 c = "Yes" or Q60 d = "Yes" or Q60 e = "Yes")] **What actions were taken in response to your discussing/reporting the upsetting situation?** ***Mark one answer for each item.***

	Yes	No	Do not know
a. The person you told took no action.	☒	☒	☒
b. The rules on harassment were explained to everyone.	☒	☒	☒
c. Someone talked to the person(s) to ask them to change their behavior.	☒	☒	☒
d. Your work station, schedule, or duties were changed to help you avoid the person(s).	☒	☒	☒
e. The person(s) who took the upsetting action was/were moved or reassigned so that you did not have as much contact with them.	☒	☒	☒
f. There was some official career action taken against the person(s) for their upsetting behavior. For example, a negative evaluation/ fitness report.	☒	☒	☒
g. The person(s) stopped their upsetting behavior.	☒	☒	☒
h. You were encouraged to drop the issue.	☒	☒	☒
i. You were discouraged from filing a formal complaint.	☒	☒	☒
j. The person(s) who took the upsetting action took action against you for complaining. For example, their upsetting behavior became worse or they threatened you.	☒	☒	☒
k. Your coworkers treated you worse, avoided you, or blamed you for the problem.	☒	☒	☒
l. Your supervisor punished you for bringing it up. For example, loss of privileges, denied promotion/ training, transferred to less favorable job.	☒	☒	☒

62. [Ask if [MEO_FLAG] = "True" and (Q60 c = "Yes" or Q60 d = "Yes" or Q60 e = "Yes")] **How satisfied or dissatisfied are you with the response/actions taken by the personnel handling your situation?**

- ☒ Very satisfied
- ☒ Satisfied
- ☒ Neither satisfied nor dissatisfied
- ☒ Dissatisfied
- ☒ Very dissatisfied

You indicated that you either did not discuss the upsetting situation with someone above you in your chain of command with the expectation for corrective action or did not report it to a Military office who enforces sexual harassment policy or instructions.

63. [Ask if [MEO_FLAG] = "True" and ((Q60 c = "No" and Q60 e <> "Yes") or (Q60 c <> "Yes" and Q60 e = "No"))] **What were your reasons for not discussing or reporting the upsetting situation?** ***Mark all that apply.***

- ☒ The offensive behavior stopped on its own
- ☒ You asked the person to stop
- ☒ You thought it was not serious enough to report
- ☒ You did not want more people to know
- ☒ You did not want people to see you as weak
- ☒ You wanted to forget about it and move on
- ☒ You did not think anything would be done
- ☒ You did not think you would be believed
- ☒ You did not trust that the process would be fair
- ☒ You felt partially to blame, ashamed, or embarrassed
- ☒ You thought other people would blame you
- ☒ You thought you might get in trouble for something you did and/or labeled as a troublemaker
- ☒ You thought it might hurt your performance evaluation/fitness report or your career
- ☒ You did not want to hurt the person's career
- ☒ You did not want to hurt the person's family
- ☒ You were worried about negative consequences from the person(s) who did it
- ☒ You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties)
- ☒ You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks)
- ☒ You took other actions to handle the situation
- ☒ Some other reason

GENDER-RELATED EXPERIENCES

64. **Since [X Date], did you have any unwanted experiences in which someone put his penis into your anus, mouth, or vagina?**

- ☒ Yes
- ☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

65. [Ask if Q64 = "Yes"] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

- ☒ Yes
- ☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

66. [Ask if Q64 = "Yes"] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

- ☒ Yes
- ☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

67. [Ask if Q64 = "Yes"] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

- ☒ Yes
- ☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

68. [Ask if Q64 = "Yes"] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

69. **Since [X Date], did you have any unwanted experiences in which someone put any object or any body part other than a penis into your anus, mouth, or vagina?** The body part could include a finger, tongue, or testicles.

☒ Yes

☒ No

70. [Ask if [SA1Flag] = "Not true" and Q69 = "Yes"] **Was this unwanted experience (or any experience like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

71. [Ask if [SA1Flag] = "Not true" and Q69 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

72. [Ask if [SA1Flag] = "Not true" and Q69 = "Yes" and (Q70 = "Yes" or Q71 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

73. [Ask if [SA1Flag] = "Not true" and Q69 = "Yes" and (Q70 = "Yes" or Q71 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

74. [Ask if [SA1Flag] = "Not true" and Q69 = "Yes" and (Q70 = "Yes" or Q71 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

75. [Ask if [SA1Flag] = "Not true" and Q69 = "Yes" and (Q70 = "Yes" or Q71 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

76. **Since [X Date], did anyone make you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to?** A part of the body could include your tongue, fingers, penis, or testicles.

☒ Yes

☒ No

77. [Ask if [SA2FlagCum] = "Not true" and Q76 = "Yes"] **Was this unwanted experience (or any experience like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

78. [Ask if [SA2FlagCum] = "Not true" and Q76 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

79. [Ask if [SA2FlagCum] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

80. [Ask if [SA2FlagCum] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

81. [Ask if [SA2FlagCum] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

82. [Ask if [SA2FlagCum] = "Not true" and Q76 = "Yes" and (Q77 = "Yes" or Q78 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

83. **Since [X Date], did you have any unwanted experiences in which someone intentionally touched private areas of your body (either directly or through clothing)?** Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

☒ Yes

☒ No

84. [Ask if [SA3FlagCum] = "Not true" and Q83 = "Yes"] **Was this unwanted experience (or any experience like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

86. [Ask if [SA3FlagCum] = "Not true" and (Q83 = "Yes" or Q85 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

87. [Ask if [SA3FlagCum] = "Not true" and ((Q83 = "Yes" and (Q84 = "Yes" or Q86 = "Yes")) or (Q85 = "Yes" and Q86 = "Yes"))] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

88. [Ask if [SA3FlagCum] = "Not true" and ((Q83 = "Yes" and (Q84 = "Yes" or Q86 = "Yes")) or (Q85 = "Yes" and Q86 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

89. [Ask if [SA3FlagCum] = "Not true" and ((Q83 = "Yes" and (Q84 = "Yes" or Q86 = "Yes")) or (Q85 = "Yes" and Q86 = "Yes"))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

90. [Ask if [SA3FlagCum] = "Not true" and ((Q83 = "Yes" and (Q84 = "Yes" or Q86 = "Yes")) or (Q85 = "Yes" and Q86 = "Yes"))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

91. **Since [X Date], did you have any unwanted experiences in which someone made you touch private areas of their body or someone else's body (either directly or through clothing)?** This could involve the person putting their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.

☒ Yes

☒ No

92. [Ask if ([SA4FlagCum] = "Not true" OR (Q85 = "Yes" AND [SA4FLAG] = "Yes")) and Q91 = "Yes"] **Was this unwanted experience (or any experience like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

94. [Ask if ([SA4FlagCum] = "Not true" OR (Q85= "Yes" AND [SA4FLAG] = "Yes")) and (Q91 = "Yes" or Q93 = "Yes")] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused, to get sexually aroused, or to sexually arouse you or another person. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

95. [Ask if ([SA4FlagCum] = "Not true" OR (Q85= "Yes" AND [SA4FLAG] = "Yes")) and ((Q91 = "Yes" and (Q92 = "Yes" or Q94 = "Yes")) or (Q93 = "Yes" and Q94 = "Yes"))] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

96. [Ask if ([SA4FlagCum] = "Not true" OR (Q85= "Yes" AND [SA4FLAG] = "Yes")) and ((Q91 = "Yes" and (Q92 = "Yes" or Q94 = "Yes")) or (Q93 = "Yes" and Q94 = "Yes"))] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

97. [Ask if ([SA4FlagCum] = "Not true" OR (Q85= "Yes" AND [SA4FLAG] = "Yes")) and ((Q91 = "Yes" and (Q92 = "Yes" or Q94 = "Yes")) or (Q93 = "Yes" and Q94 = "Yes"))] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

98. [Ask if ([SA4FlagCum] = "Not true" OR (Q85= "Yes" AND [SA4FLAG] = "Yes")) and ((Q91 = "Yes" and (Q92 = "Yes" or Q94 = "Yes")) or (Q93 = "Yes" and Q94 = "Yes"))] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

99. **Since [X Date], did you have any unwanted experiences in which someone attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred?**

☒ Yes

☒ No

100. [Ask if [SA3FlagCum] = "Not true" and Q99 = "Yes"] **Was this unwanted experience (or any experience like this if you had more than one) abusive or humiliating, or intended to be abusive or humiliating?** If you are not sure, choose the best answer.

☒ Yes

☒ No

101. [Ask if [SA3FlagCum] = "Not true" and Q99 = "Yes"] **Do you believe the person did it for a sexual reason?** For example, they did it because they were sexually aroused or to get sexually aroused. If you are not sure, choose the best answer.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

102. [Ask if [SA3FlagCum] = "Not true" and Q99 = "Yes" and (Q100 = "Yes" or Q101 = "Yes")] **They used, or threatened to use, physical force to make you comply.** For example, use or threats of physical injury, use of a weapon, or threats of kidnapping.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

103. [Ask if [SA3FlagCum] = "Not true" and Q99 = "Yes" and (Q100 = "Yes" or Q101 = "Yes")] **They threatened you (or someone else) in some other way.** For example, by using their position of authority, by spreading lies about you, or by getting you in trouble with authorities.

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

104. [Ask if [SA3FlagCum] = "Not true" and Q99 = "Yes" and (Q100 = "Yes" or Q101 = "Yes")] **They did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling.**

☒ Yes

☒ No

The following statements are about things that might have happened to you when you had this experience. In these statements, "they" means the person or people who did this to you.

Please indicate which of the following happened.

105. [Ask if [SA3FlagCum] = "Not true" and Q99 = "Yes" and (Q100 = "Yes" or Q101 = "Yes")] **It happened without your consent.** For example, they continued even when you told or showed them that you were unwilling, you were so afraid that you froze, they tricked you into thinking they were someone else such as pretending to be a doctor, or some other means where you did not or could not consent.

☒ Yes

☒ No

Thank you for answering the questions so far. Remember that your answers are confidential.

Based on your answers earlier, you indicated that you had at least one of these unwanted experiences since [X Date].

106. [Ask if [SAFLAG] = "True" and Q64 = "Yes"] **The items that follow will ask for additional information about the unwanted event(s) in which someone...**

a. Put their penis into your anus, mouth, or vagina. ☐

b. Put any object or any body part other than a penis into your anus, mouth, or vagina. ☐

c. Made you put any part of your body or any object into someone's mouth, vagina, or anus. ☐

d. Intentionally touched private areas of your body. ☐

e. Intentionally touched ANY area of your body. ☐

f. Made you touch private areas of their body or someone else's body. ☐

g. Made you touch ANY area of their body or someone else's body. ☐

h. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred. ☐

107. [Ask if [SAFLAG] = "True"] **Thinking about the past 12 months, please give your best estimate of how many separate occasions you had these unwanted experiences.**

_____ Times

GENDER-RELATED EXPERIENCES WITH BIGGEST EFFECT

The following questions ask about the unwanted event that had the biggest effect on you. Before you continue, please choose the one unwanted event since [X Date] that you consider to be the worst or most serious.

108. [Ask if [SAFLAG] = "True" and Q107 > 1 and [SACount] > 1 and Q64 = "Yes"] **Which of the following experiences happened during the event you chose as the worst or most serious? *Mark "Yes" or "No" for each item.***

	Yes	No
a. Put their penis into your anus, mouth, or vagina	☒	☒
b. Put any object or any body part other than a penis into your anus, mouth, or vagina	☒	☒
c. Made you put any part of your body or any object into someone's mouth, vagina, or anus	☒	☒
d. Intentionally touched private areas of your body	☒	☒
e. Intentionally touched ANY area of your body	☒	☒
f. Made you touch private areas of their body or someone else's body	☒	☒
g. Made you touch ANY area of their body or someone else's body	☒	☒
h. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred	☒	☒

109. [Ask if [SAFLAG] = "True"] **How many people did this to you?**

- ☒ One person
- ☒ More than one person
- ☒ Not sure

110. [Ask if [SAFLAG] = "True"] **Was/Were the person(s) involved...**

- ☒ All men?
- ☒ All women?
- ☒ A mix of men and women?
- ☒ Not sure

111. [Ask if [SAFLAG] = "True"] **Was/Were any of the person(s) who did this to you a military member?**

- ☒ Yes, they all were
- ☒ Yes, some were, but not all
- ☒ No, none were military
- ☒ Not sure

112. [Ask if [SAFLAG] = "True" and (Q111 = "Yes, they all were" or Q111 = "Yes, some were, but not all")] **At the time of the event, what paygrade was/were the military member(s) who did this to you? *Mark all that apply.***

- ☒ E1
- ☒ E2
- ☒ E3
- ☒ E4
- ☒ E5
- ☒ E6
- ☒ E7
- ☒ E8
- ☒ E9
- ☒ WO1
- ☒ CW2
- ☒ CW3
- ☒ CW4
- ☒ CW5
- ☒ O1
- ☒ O2
- ☒ O3
- ☒ O4
- ☒ O5
- ☒ O6
- ☒ Higher than O6
- ☒ Not sure

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113. [Ask if [SAFLAG] = "True"] **At the time of the event, was/were the person(s) who did this to you...** ***Mark all that apply.***

- ☒ Your immediate military supervisor?
- ☒ Someone else in your military chain of command (excluding your immediate military supervisor)?
- ☒ Some other higher ranking military member not listed above?
- ☒ Military peer(s) of about the same rank as you?
- ☒ Subordinate(s) or someone you manage as part of your military duties?
- ☒ A Military Service Academy (MSA) cadet/ midshipman, Reserve Officers' Training Corps (ROTC) cadet, or Officer Candidate School (OCS) candidate?
- ☒ DoD/Government civilian(s) working for the military?
- ☒ Contractor(s) working for the military?
- ☒ Not sure

114. [Ask if [SAFLAG] = "True"] **At the time of the event, was/were the person(s) who did this to you...** ***Mark all that apply.***

- ☒ Your current or former spouse?
- ☒ Someone you have a child with (your child's mother or father)?
- ☒ Your significant other (boyfriend or girlfriend) you live with?
- ☒ Your current or former significant other (boyfriend or girlfriend) you do/did not live with?
- ☒ A friend or acquaintance?
- ☒ A family member or relative?
- ☒ A stranger?
- ☒ None of the above
- ☒ Not sure

115. [Ask if [SAFLAG] = "True"] **Did the unwanted event occur...** ***Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since [X Date], please mark "No."***

	Yes	No
a. At a military installation/ship, armory, or National Guard or Reserve unit site, or another military work location?	☒	☒
b. While you were performing your National Guard or Reserve duties, including full-time National Guard or Reserve duty, active duty for special work (ADSW), active duty for training (ADT), or annual training (AT)?	☒	☒
c. During execution of drill periods (inactive duty for training [IDT])?	☒	☒
d. While you were on TDY/TAD, at sea, or during field exercises/alerts?	☒	☒
e. While you were deployed?	☒	☒
f. During an overseas port visit while deployed?	☒	☒
g. While transitioning between operational theaters (for example, going to or returning from a deployment)?	☒	☒
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)?	☒	☒
i. While you were in recruit training/basic training?	☒	☒
j. While you were in Officer Candidate or Training School, or Basic or Advanced Officer Course?	☒	☒
k. While you were attending military occupational specialty school, technical training, advanced individual training, or professional military education?	☒	☒
l. While in the Reserve Officers' Training Corps (ROTC) training environment?	☒	☒
m. While you were in any other type of military training?	☒	☒
n. While at an official military function (either on- or off-base)?	☒	☒
o. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub)?	☒	☒

116. [Ask if [SAFLAG] = "True"] **Which of the following best describe the situation when this unwanted event occurred?** ***Mark all that apply.***

- ☒ You were out with friends or at a party that was not an official military function
- ☒ You were on a date
- ☒ You were performing your National Guard or Reserve component duties
- ☒ You were at your assigned unit drill site
- ☒ You were at a military location over 50 miles away from your assigned unit drill site
- ☒ You were on approved leave
- ☒ You were in your or someone else's home or quarters
- ☒ None of the above
- ☒ Do not recall

Hazing: Hazing is any conduct through which members of the armed forces or DoD civilian employees, without a proper military or governmental purpose (but with a connection to military service or DoD civilian employment), physically or psychologically injure, or create a risk for such injuries, for the purpose of initiation/admission into or affiliation with, change in status or position with, or as a condition of continued membership in any military or DoD civilian organization.

Bullying: Bullying is an act of aggression by members of the armed forces or DoD civilian employees, with a connection to military service or DoD civilian employment, with the intent of harming a member of the armed forces or DoD civilian employee physically or psychologically, without a proper military or governmental purpose.

Bullying may involve singling out of an individual from his or her co-workers or unit for ridicule because he or she is considered different or weak. It often involves an imbalance of power between the aggressor and the victim.

117. [Ask if [SAFLAG] = "True"] **Based on the definitions above, would you describe this unwanted event as...** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Hazing?	☒	☒
b. Bullying?	☒	☒

118. [Ask if [SAFLAG] = "True"] **Did the offender(s)...** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Sexually harass you before the situation?	☒	☒
b. Stalk you before the situation?	☒	☒
c. Sexually harass you after the situation?	☒	☒
d. Stalk you after the situation?	☒	☒

119. [Ask if [SAFLAG] = "True"] **Thinking about this unwanted event, did it make you take steps to leave or separate from the military?**

☒ Yes

☒ No

120. [Ask if [SAFLAG] = "True"] **At the time of this unwanted event, had you been drinking alcohol?** Even if you had been drinking, it does not mean that you are to blame for what happened.

☒ Yes

☒ No

☒ Not sure

121. [Ask if [SAFLAG] = "True" and Q120 = "Yes"] **Just prior to this unwanted event...** ***Mark one answer for each item.***

	Yes	No	Do not know
a. Did the person(s) who did this to you buy or give you alcohol to drink?	☒	☒	☒
b. Do you think that you might have been given a drug without your knowledge or consent?	☒	☒	☒

122. [Ask if [SAFLAG] = "True"] **At the time of this unwanted event, had the person(s) who did it been drinking alcohol?**

☒ Yes

☒ No

☒ Do not know

123. [Ask if [SAFLAG] = "True"] **Thinking about this unwanted event, overall how satisfied or dissatisfied were you with responses and services you received from the following individuals and service providers?** ***Mark one answer for each item.***

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable, I did not talk or interact with this individual/service provider
a. Your unit commander/ director	☒	☒	☒	☒	☒	☒
b. Your senior enlisted advisor (for example, First or Master Sergeant, Sergeant Major, Command Master/Senior Chief)	☒	☒	☒	☒	☒	☒
c. Your immediate military supervisor	☒	☒	☒	☒	☒	☒
d. A Sexual Assault Response Coordinator (SARC)	☒	☒	☒	☒	☒	☒

	Not applicable, I did not talk or interact with this individual/service provider	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
e.	A Uniformed Victim Advocate (UVA) or Victim Advocate (VA)	☒	☒	☒	☒	☒
f.	DoD Safe Helpline (877-995-5247)	☒	☒	☒	☒	☒
g.	A medical provider not for mental health needs (for example, someone from a military medical treatment facility or civilian treatment facility)	☒	☒	☒	☒	☒
h.	A mental health provider (for example, counselor)	☒	☒	☒	☒	☒
i.	Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC)	☒	☒	☒	☒	☒
j.	Local rape crisis center	☒	☒	☒	☒	☒
k.	The Office of the Judge Advocate General (JAG) or Office of Complex Investigations (OCI)	☒	☒	☒	☒	☒
l.	A chaplain	☒	☒	☒	☒	☒
m.	Military law enforcement personnel	☒	☒	☒	☒	☒
n.	Civilian law enforcement personnel	☒	☒	☒	☒	☒

DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information and support services, including the option of a Sexual Assault Forensic Exam (SAFE) kit being performed, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

124. [Ask if [SAFLAG] = "True"] **Did you report this unwanted event to the military?** This could have been either a restricted or unrestricted report.

☒ Yes

☒ No

DoD provides two types of sexual assault reports.

- Restricted reports allow people to get information and support services, including the option of a Sexual Assault Forensic Exam (SAFE) kit being performed, and receive medical treatment and counseling without starting an official investigation of the assault.
- Unrestricted reports start an official investigation in addition to allowing the services available in restricted reporting.

125. [Ask if [SAFLAG] = "True" and Q124 = "Yes"] **Did you initially make...**

☒ A restricted report?

☒ An unrestricted report?

☒ Unsure what type of report I initially made?

126. [Ask if [SAFLAG] = "True" and Q124 = "Yes" and Q125 = "A Restricted report?"] **What happened with your restricted report?** ***Mark one.***

☒ It remained restricted and I am not aware of any investigation that occurred

☒ I chose to convert it to unrestricted

☒ I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it notified your military chain of command and they initiated an investigation)

☒ Unable to recall

127. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND Q125 = "A Restricted report?"] **If making a restricted report were not an option, what would you have done?** ***Mark one.***

☒ Made an unrestricted report

☒ Sought civilian confidential resources

☒ Not reported

☒ Not sure

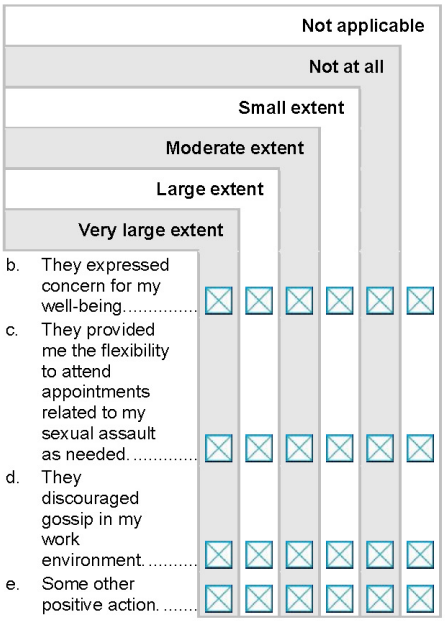
128. [Ask if [SAFLAG] = "True" and Q124 = "Yes"]
After reporting this unwanted event, to what extent were you provided the following? ***Mark one answer for each item.***

	Not applicable	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Safety planning information regarding your immediate situation (for example, steps to take should the offender try to contact you, information regarding a Military Protective Order or Civilian Protective Order, risk assessment)	☒	☒	☒	☒	☒	☒
b. Accurate up-to-date information on your case status	☒	☒	☒	☒	☒	☒
c. Information to address your confidentiality concerns (for example, your right to privacy)	☒	☒	☒	☒	☒	☒
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals)	☒	☒	☒	☒	☒	☒
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC)	☒	☒	☒	☒	☒	☒
f. Information on your right to request an expedited transfer	☒	☒	☒	☒	☒	☒
g. Information about Victim's Rights (DD Form 2701)	☒	☒	☒	☒	☒	☒
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers	☒	☒	☒	☒	☒	☒
i. Information about medical and/or behavioral healthcare and treatment	☒	☒	☒	☒	☒	☒

129. [Ask if [SAFLAG] = "True" and Q124 = "Yes"]
After reporting this unwanted event, to what extent were you provided the following from your <u>military chain of command that supported you after reporting your event</u>? ***Mark one answer for each item.***

	Not applicable	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. They made me feel supported.	☒	☒	☒	☒	☒	☒

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130. [Ask if [SAFLAG] = "True" and Q124 = "Yes"] **What were your reasons for reporting the event to a military authority? *Mark all that apply.***

- ☒ Someone else made you report it or reported it themselves
- ☒ To stop the offender(s) from hurting you again
- ☒ To stop the offender(s) from hurting others
- ☒ It was your civic/military duty to report it
- ☒ To punish the offender(s)
- ☒ To discourage other potential offenders
- ☒ To get medical assistance
- ☒ To get mental health assistance
- ☒ To stop rumors
- ☒ Someone you told encouraged you to report
- ☒ You wanted to document the incident so you could get help or benefits from the Department of Veterans Affairs (VA) in the future
- ☒ Some other reason

131. [Ask if [SAFLAG] = "True" and Q124 = "Yes"] **Based on your overall experience of the reporting process and services available, would you recommend others report their sexual assault? *Mark one.***

- ☒ Yes, recommend others make an unrestricted report
- ☒ Yes, recommend others make a restricted report
- ☒ No
- ☒ Not sure

132. [Ask if [SAFLAG] = "True" and Q124= "No"] **Are you considering reporting, or ever considered reporting?**

- ☒ Yes, I am currently considering whether or not to report
- ☒ Yes, I considered reporting but decided not to
- ☒ No, I never considered reporting and do not plan to report

133. [Ask if [SAFLAG] = "True" and Q124 = "No"] **What were your reasons for <u>not</u> reporting the event to a military authority? *Mark all that apply*.**

- ☒ You thought it was not serious enough to report
- ☒ You did not want more people to know
- ☒ You did not want people to see you as weak
- ☒ You wanted to forget about it and move on
- ☒ You did not think your report would be kept confidential
- ☒ You did not think anything would be done
- ☒ You felt partially to blame, ashamed, or embarrassed
- ☒ You did not trust the process would be fair
- ☒ You thought you might get in trouble for something you did and/or labeled as a troublemaker.
- ☒ You thought it might hurt your performance evaluation/fitness report or your career
- ☒ You did not want to hurt the person's career
- ☒ You did not want to hurt the person's family
- ☒ You were worried about potential negative consequences from the person(s) who did it
- ☒ You were worried about potential negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties)
- ☒ You were worried about potential negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks)
- ☒ Some other reason

134. [Ask if [SAFLAG] = "True" and (Q124 = "Yes" or Q124 = "No")] **In retrospect, would you make the same decision about reporting if you could do it over?**

- ☒ Yes
- ☒ No

[Ask if [SAFLAG] = "True" and (Q124 = "Yes" or Q124 = "No") and (Q134 = "Yes" or Q134 = "No")] **Why or why wouldn't you make the same decision?** Please do not include any personally identifiable information.

OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT

135. [Ask if [SAFLAG] = "True"] **Thinking about the unwanted event, has your military leadership, or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply*.**

- ☒ Demoted you or denied you a promotion
- ☒ Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
- ☒ Rated you lower than you deserved on a performance evaluation
- ☒ Denied you an award you were previously eligible to receive
- ☒ Reduced your pay or benefits without doing the same to others
- ☒ Reassigned you to duties that do not match your current grade
- ☒ Made you perform additional duties that do not match your current grade
- ☒ Transferred you to a different unit or installation without your request or agreement
- ☒ Ordered you to one or more command-directed mental health evaluations
- ☒ Disciplined you or ordered other corrective action
- ☒ Prevented, or attempted to prevent you from communicating with the Inspector General or a member of Congress
- ☒ Some other action that negatively affected, or could negatively affect, your position or career
- ☒ Does not apply, you have not experienced any of the above

[Ask if [SAFLAG] = "True" and Q135 l = "Marked"] **Please specify the other negative action taken as a result of the unwanted event.** Please do not include any personally identifiable information.

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136. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND (Q135 a = "Marked" or Q135 b = "Marked" or Q135 c = "Marked" or Q135 d = "Marked" or Q135 e = "Marked" or Q135 f = "Marked" or Q135 g = "Marked" or Q135 h = "Marked" or Q135 i = "Marked" or Q135 j = "Marked" or Q135 k = "Marked" or Q135 l = "Marked")] **Do you have reason to believe that any of the actions you marked in the previous item were only based on your report of sexual assault (i.e., not based on your conduct or performance)?**

- ☒ Yes
- ☒ No
- ☒ Not sure

137. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND (Q135 a = "Marked" or Q135 b = "Marked" or Q135 c = "Marked" or Q135 d = "Marked" or Q135 e = "Marked" or Q135 f = "Marked" or Q135 g = "Marked" or Q135 h = "Marked" or Q135 i = "Marked" or Q135 j = "Marked" or Q135 k = "Marked" or Q135 l = "Marked") AND Q136 = "Yes"] **Why do you believe this/these individual(s) took the actions you marked as happening to you?** ***Mark all that apply.***

- ☒ They were trying to get back at you for making a report (unrestricted or restricted)
- ☒ They were trying to discourage you from moving forward with your report
- ☒ They did not believe you
- ☒ They were mad at you for causing a problem for them
- ☒ They did not understand the situation
- ☒ They were trying to help you
- ☒ They were following established protocol by temporarily reassigning you during recovery
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault
- ☒ They were addressing an issue of collateral misconduct
- ☒ Some other reason
- ☒ Not sure

138. [Ask if [SAFLAG] = "True" AND (Q135 a = "Marked" or Q135 b = "Marked" or Q135 c = "Marked" or Q135 d = "Marked" or Q135 e = "Marked" or Q135 f = "Marked" or Q135 g = "Marked" or Q135 h = "Marked" or Q135 i = "Marked" or Q135 j = "Marked" or Q135 k = "Marked" or Q135 l = "Marked")] **How did these actions affect your decision to report your sexual assault?** ***Mark one.***

- ☒ Reported and still participating or moving forward with my report
- ☒ Reported, but as a result of these actions, declined to participate or move forward with my report
- ☒ Did not report as a result of these actions
- ☒ Did not report and these actions did not affect that decision

139. [Ask if [SAFLAG] = "True"] **Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following?** ***Mark all that apply.***

- ☒ Made insulting or disrespectful remarks or made jokes at your expense in public
- ☒ Excluded you or threatened to exclude you from social activities or interactions
- ☒ Ignored you or failed to speak to you (for example, gave you "the silent treatment")
- ☒ You did not experience any of the above

140. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND (Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked")] **Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- ☒ Yes
- ☒ No
- ☒ Not sure

141. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND (Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked") AND Q140 = "Yes"] **Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you?** ***Mark all that apply.***

- ☒ They were trying to discourage you from moving forward with your report or discourage others from reporting
- ☒ They were trying to make you feel excluded
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault
- ☒ They did not believe you
- ☒ Some other reason
- ☒ Not sure

142. [Ask if [SAFLAG] = "True" AND (Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked")] **How did these actions affect your decision to report your sexual assault?** ***Mark one.***

- ☒ Reported and still participating or moving forward with my report
- ☒ Reported, but as a result of these actions, declined to participate or move forward with my report
- ☒ Did not report as a result of these actions
- ☒ Did not report and these actions did not affect that decision

143. [Ask if [SAFLAG] = "True"] **Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following?** ***Mark all that apply.***

- ☒ Made insulting or disrespectful remarks or made jokes at your expense to you in private
- ☒ Showed or threatened to show private images, photos, or videos of you to others
- ☒ Bullied you or made intimidating remarks about the assault
- ☒ Was physically violent with you or threatened to be physically violent
- ☒ Damaged or threatened to damage your property
- ☒ Some other negative action
- ☒ Does not apply, you did not experience any of the above

[Ask if [SAFLAG] = "True" and Q143 f = "Marked"] **Please specify the other negative action taken by your military peers and/or coworkers following the unwanted event.** Please do not include any personally identifiable information.

144. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked")] **Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?**

- ☒ Yes
- ☒ No
- ☒ Not sure

145. [Ask if [SAFLAG] = "True" AND Q124 = "Yes" AND (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked") AND Q144 = "Yes"] **Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you?** ***Mark all that apply.***

- ☒ They were trying to discourage you from moving forward with your report, or discourage others from reporting
- ☒ They were trying to abuse or humiliate you
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault
- ☒ They did not believe you
- ☒ Some other reason
- ☒ Not sure

146. [Ask if [SAFLAG] = "True" and (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked")] **Were any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) who took these actions in a position of authority/leadership over you?**

- ☒ Yes
- ☒ No
- ☒ Not sure

147. [Ask if [SAFLAG] = "True" AND (Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked")] **How did these actions affect your decision to report your sexual assault?** ***Mark one.***

- ☒ Reported and still participating or moving forward with my report
- ☒ Reported, but as a result of these actions, declined to participate or move forward with my report
- ☒ Did not report as a result of these actions
- ☒ Did not report and these actions did not affect that decision

148. [Ask if [SAFLAG] = "True" and (Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked" or Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked")] **Did any of the actions you marked involve social media?** For example, Facebook, Twitter, Kik, Instagram, Snapchat, Jodel.

- ☒ Yes
- ☒ No

149. [Ask if [SAFLAG] = "True" and (Q135 a = "Marked" or Q135 b = "Marked" or Q135 c = "Marked" or Q135 d = "Marked" or Q135 e = "Marked" or Q135 f = "Marked" or Q135 g = "Marked" or Q135 h = "Marked" or Q135 i = "Marked" or Q135 j = "Marked" or Q135 k = "Marked" or Q135 l = "Marked" or Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked" or Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked")] **Thinking about all of the negative actions you selected that were taken by military coworkers, peers, and/or leadership, did you...** ***Mark all that apply.***

- ☒ Discuss these behaviors with your friends, family, coworkers, or a professional?
- ☒ Discuss these behaviors with a military work supervisor or anyone up your chain of command with the expectation that some corrective action would be taken?
- ☒ Discuss these behaviors with a military work supervisor or anyone up your chain of command to get guidance on what to do?
- ☒ File a complaint (for example, with the Inspector General, Military Equal Opportunity Office, commander)?
- ☒ None of the above actions

150. [Ask if [SAFLAG] = "True" and (Q135 a = "Marked" or Q135 b = "Marked" or Q135 c = "Marked" or Q135 d = "Marked" or Q135 e = "Marked" or Q135 f = "Marked" or Q135 g = "Marked" or Q135 h = "Marked" or Q135 i = "Marked" or Q135 j = "Marked" or Q135 k = "Marked" or Q135 l = "Marked" or Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked" or Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked") and Q149 d <> "Marked" and (Q149 a = "Marked" or Q149 b = "Marked" or Q149 c = "Marked" or Q149 e = "Marked")] **You indicated you chose not to file a complaint. Please indicate why you made this decision.** ***Mark all that apply.***

- ☒ The person(s) stopped their behavior
- ☒ You did not want more people to know and/or judge you
- ☒ You did not know how to file a complaint
- ☒ You were told/encouraged not to file a complaint
- ☒ You did not think anything would be done or anyone would believe you
- ☒ You did not trust that the process would be fair
- ☒ You were worried that filing a complaint would cause you more harm than good
- ☒ Some other reason

151. [Ask if [SAFLAG] = "True" and (Q135 a = "Marked" or Q135 b = "Marked" or Q135 c = "Marked" or Q135 d = "Marked" or Q135 e = "Marked" or Q135 f = "Marked" or Q135 g = "Marked" or Q135 h = "Marked" or Q135 i = "Marked" or Q135 j = "Marked" or Q135 k = "Marked" or Q135 l = "Marked" or Q139 a = "Marked" or Q139 b = "Marked" or Q139 c = "Marked" or Q143 a = "Marked" or Q143 b = "Marked" or Q143 c = "Marked" or Q143 d = "Marked" or Q143 e = "Marked" or Q143 f = "Marked")] **What is the relationship between the individual(s) that took these actions against you and the perpetrator(s) involved in the unwanted event?** ***Mark all that apply.***

- ☒ Same person(s)
- ☒ Friends with the identified perpetrator(s)
- ☒ In same chain of command
- ☒ No relationship
- ☒ Not sure

GENDER-RELATED EXPERIENCES

Earlier in the survey you indicated that you experienced an unwanted event.

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the last 12 months, and which events happened earlier.

152. [Ask if [SAFLAG] = "True"] **Thinking about when the event occurred, how certain are you that it occurred in the last 12 months?** If the event occurred over a long time, think about whether it ever happened after [X Date].

- ☒ Definitely occurred AFTER [X Date]
- ☒ Not sure if it occurred BEFORE or AFTER [X Date]
- ☒ Definitely occurred BEFORE [X Date]

153. [Ask if [SAFLAG] = "True" and Q64 = "Yes" and Q152 = "Definitely occurred BEFORE [X Date]" and (Q107 > 1)] **Earlier in the survey you indicated that you experienced more than one unwanted event in which someone...**

a. Put their penis into your anus, mouth, or vagina. ☐

b. Put any object or any body part other than a penis into your anus, mouth, or vagina. ☐

c. Made you put any part of your body or any object into someone's mouth, vagina, or anus. ☐

d. Intentionally touched private areas of your body. ☐

e. Intentionally touched ANY area of your body. ☐

f. Made you touch private areas of their body or someone else's body. ☐

g. Made you touch ANY area of their body or someone else's body. ☐

h. Attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred. ☐

154. [Ask if [SAFLAG] = "True" and Q152 = "Definitely occurred BEFORE [X Date]" and (Q107 > 1)] **What was the date of your MOST RECENT unwanted event like this?**

Month ▼

Year ▼

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past year. For the next questions, please think about events that happened more than one year ago, BEFORE [X Date]. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means you told or showed them you were unwilling, they used physical force or threats to make you do it, or they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

155. Before [X Date], had anyone... ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Put a penis, an object, or any body part into your anus, mouth, or vagina when you did not want it and did not consent?	☒	☒
b. Made you insert an object or body part into someone's mouth, vagina, or anus when you did not want to and did not consent?	☒	☒
c. Tried to put a penis, an object, or any body part into your anus, mouth, or vagina against your will but it did not happen?	☒	☒
d. Intentionally touched private areas of your body (either directly or through clothing) when you did not want it and did not consent? *Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.*	☒	☒
e. Made you touch private areas of their body or someone else's body (either directly or through clothing) when you did not want it and did not consent? *This might have involved the person pressing their private areas on you. Private areas include buttocks, inner thigh, breasts, groin, anus, vagina, penis, or testicles.*	☒	☒

156. [Ask if Q155 a = "Yes" or Q155 b = "Yes" or Q155 c = "Yes" or Q155 d = "Yes" or Q155 e = "Yes" or Q155 f = "Yes" or Q155 g = "Yes"] **Did any of these unwanted experiences happen... *Mark "Yes" or "No" for each item.***

	Yes	No
a. Before you joined the military?	☒	☒
b. After you joined the military?	☒	☒

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations in the past 12 months. These situations could have taken place at your military work or outside of the military workplace.

157. In the past 12 months, did you... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Observe someone who "crossed the line" with their sexist comments or jokes?	☒	☒
b. Encounter a group or individual being hazed or bullied?	☒	☒
c. See someone making unwanted sexual advances on someone?	☒	☒
d. See horseplay or roughhousing that "crossed the line" or appeared unwanted?	☒	☒
e. Encounter someone who drank too much and needed help?	☒	☒
f. See someone grabbing, pushing, or insulting someone?	☒	☒
g. Encounter someone taking advantage of someone who was passed out?	☒	☒
h. See a situation you thought was a sexual assault or could have led to a sexual assault?	☒	☒
i. Hear someone say people who take risks are at fault for being sexually assaulted?	☒	☒

158. [Ask if Q157 a = "Yes"] **You indicated you observed someone who "crossed the line" with their sexist comments or jokes. How did you respond to the situation? *Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

159. [Ask if Q157 b = "Yes"] **You indicated you encountered a group or individual being hazed or bullied. How did you respond to the situation? *Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

160. [Ask if Q157 c = "Yes"] **You indicated you saw someone making unwanted sexual advances on someone. How did you respond to the situation? *Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

161. [Ask if Q157 d = "Yes"] **You indicated you saw horseplay or roughhousing that "crossed the line" or appeared unwanted. How did you respond to the situation? *Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

162. [Ask if Q157 e = "Yes"] **You indicated you encountered someone who drank too much and needed help. How did you respond to the situation? *Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

163. [Ask if Q157 f = "Yes"] **You indicated you saw someone grabbing, pushing, or insulting someone. How did you respond to the situation?** ***Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

164. [Ask if Q157 g = "Yes"] **You indicated you encountered someone taking advantage of someone who was passed out. How did you respond to the situation?** ***Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

165. [Ask if Q157 h = "Yes"] **You indicated you saw a situation you thought was a sexual assault or could have led to a sexual assault. How did you respond to the situation?** ***Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

166. [Ask if Q157 i = "Yes"] **You indicated you heard someone say people who take risks are at fault for being sexually assaulted. How did you respond to the situation?** ***Mark all that apply.***

- ☒ I spoke up to address the situation
- ☒ I told someone else about it
- ☒ I created a distraction
- ☒ I talked to those involved to see if they were okay
- ☒ I intervened in some other way
- ☒ I did not intervene

[Ask if (Q157 a = "Yes" AND Q158 e = "Marked") OR (Q157 b = "Yes" AND Q159 e = "Marked") OR (Q157 c = "Yes" AND Q160 e = "Marked") OR (Q157 d = "Yes" AND Q161 e = "Marked") OR (Q157 e = "Yes" AND Q162 e = "Marked") OR (Q157 f = "Yes" AND Q163 e = "Marked") OR (Q157 g = "Yes" AND Q164 e = "Marked") OR (Q157 h = "Yes" AND Q165 e = "Marked") OR (Q157 i = "Yes" AND Q166 e = "Marked")] **You indicated you intervened in a situation in "some other way." Please specify.** Please do not include any personally identifiable information.

167. [Ask if Q157 a = "Yes" OR Q157 b = "Yes" OR Q157 c = "Yes" OR Q157 d = "Yes" OR Q157 e = "Yes" OR Q157 f = "Yes" OR Q157 g = "Yes" OR Q157 h = "Yes" OR Q157 i = "Yes"] **Did any of the following contribute to your decision on whether or not to intervene?** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. Training on bystander intervention	☒	☒
b. Another type of training related to sexual assault prevention	☒	☒
c. Unit leader expectations	☒	☒
d. Peer or coworker expectations	☒	☒
e. Desire to uphold core military values	☒	☒
f. Concern the situation could hurt unit cohesion or morale	☒	☒
g. Concern the situation could hurt duty performance	☒	☒
h. Confidence in my ability to prevent a sexual assault	☒	☒
i. Belief that others would view my actions positively	☒	☒
j. It was the right thing to do	☒	☒
k. Some other reason	☒	☒

[Ask if (Q157 a = "Yes" OR Q157 b = "Yes" OR Q157 c = "Yes" OR Q157 d = "Yes" OR Q157 e = "Yes" OR Q157 f = "Yes" OR Q157 g = "Yes" OR Q157 h = "Yes" OR Q157 i = "Yes") AND Q167 k = "Yes"] **You indicated that some other reason contributed to your decision on whether or not to intervene. Please specify below.**
Please do not include any personally identifiable information.

WORKPLACE CULTURE AND TRAINING

168. In the past 12 months, please indicate how well your military chain of command... *Mark one answer for each item.*

	Very poorly	Poorly	Neither well nor poorly	Well	Very well
a. Made it clear that sexual assault has no place in the military	☒	☒	☒	☒	☒
b. Promoted a unit climate based on mutual respect and trust	☒	☒	☒	☒	☒
c. Led by example by refraining from sexist comments and behaviors	☒	☒	☒	☒	☒
d. Recognized and immediately corrected incidents of sexual harassment. For example, inappropriate jokes, comments, and behaviors	☒	☒	☒	☒	☒
e. Created an environment where victims would feel comfortable reporting sexual harassment or assault	☒	☒	☒	☒	☒
f. Encouraged bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors	☒	☒	☒	☒	☒
g. Publicized sexual assault report resources. For example, SARC information, UVA/VA information, awareness posters, sexual assault hotline number	☒	☒	☒	☒	☒
h. Encouraged victims to report sexual assault	☒	☒	☒	☒	☒

169. Are you currently in a military environment where female coworkers are uncommon (less than 25% of your military coworkers)?

☒ Yes
☒ No

170. During the past 12 months, how often have you experienced any of the following behaviors, where military coworkers or supervisors... ***Mark one answer for each item.***

	Never	Once or twice	Sometimes	Often	Very often
a. Intentionally interfered with your work performance?	☒	☒	☒	☒	☒
b. Did not provide information or assistance when you needed it?	☒	☒	☒	☒	☒
c. Were excessively harsh in their criticism of your work performance?	☒	☒	☒	☒	☒
d. Took credit for work or ideas that were yours?	☒	☒	☒	☒	☒
e. Gossiped/talked about you?	☒	☒	☒	☒	☒
f. Used insults, sarcasm, or gestures to humiliate you?	☒	☒	☒	☒	☒
g. Yelled when they were angry with you?	☒	☒	☒	☒	☒
h. Swore at you in a hostile manner?	☒	☒	☒	☒	☒
i. Damaged or stole your property or equipment?	☒	☒	☒	☒	☒

171. Suppose that you have to decide whether to continue to participate in the National Guard/ Reserve. Assuming you could stay, how likely is it you would choose to do so?

☒ Very likely
☒ Likely
☒ Neither likely nor unlikely
☒ Unlikely
☒ Very unlikely

172. Have you had any military training during the <u>past 12 months</u> on topics related to <u>sexual assault</u>?

☒ Yes
☒ No

173. [Ask if Q172 = "Yes"] **My National Guard/ Reserve component's sexual assault training...** ***Mark one answer for each item.***

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Teaches that the consumption of alcohol may increase the likelihood of sexual assault.	☒	☒	☒	☒	☒
b. Teaches how to intervene when you witness a situation involving a fellow military member (bystander intervention).	☒	☒	☒	☒	☒
c. Identifies the points of contact for reporting sexual assault (for example, SARC, Victim Advocate, SVC, VLC).	☒	☒	☒	☒	☒
d. Provides a good understanding of what actions are considered retaliatory	☒	☒	☒	☒	☒
e. Uses specific scenarios in which men reported being sexually assaulted	☒	☒	☒	☒	☒
f. Addresses men's concerns about seeking care for a sexual assault	☒	☒	☒	☒	☒
g. Teaches how to obtain medical care following a sexual assault	☒	☒	☒	☒	☒
h. Highlights engagement of chain of command outside of formal training	☒	☒	☒	☒	☒

174. [Ask if Q172 = "Yes"] **My National Guard/ Reserve component's sexual assault training explains...** ***Mark one answer for each item.***

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. How sexual assault is a mission readiness problem	☒	☒	☒	☒	☒
b. That, in addition to women, men can experience sexual assault	☒	☒	☒	☒	☒
c. Use of social media and community to promote sexual assault prevention (for example, Facebook messages, "fun runs," organized events)	☒	☒	☒	☒	☒
d. How to report retaliatory behavior	☒	☒	☒	☒	☒
e. That sexual assault can happen between intimate partners	☒	☒	☒	☒	☒
f. The role of the chain of command in handling sexual assault allegations	☒	☒	☒	☒	☒
g. The reporting options available if a sexual assault occurs	☒	☒	☒	☒	☒
h. The resources available to victims (for example, Safe Helpline)	☒	☒	☒	☒	☒

175. Have you had any military training during the <u>past 12 months</u> on topics related to <u>sexual harassment</u>?

☒ Yes

☒ No

176. [Ask if Q175 = "Yes"] **My National Guard/ Reserve component's sexual harassment training...**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Explains the role of the chain of command in handling sexual harassment complaints.	☒	☒	☒	☒	☒
b. Identifies the points of contact for reporting sexual harassment complaints.	☒	☒	☒	☒	☒
c. Explains how sexual harassment is a mission readiness problem.	☒	☒	☒	☒	☒

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	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
d. Explains that, in addition to women, men can experience sexual harassment.	☒	☒	☒	☒	☒

177. How much do you agree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. When you are in a social setting, it is your duty to confront a fellow military member from doing something potentially harmful to themselves or others.	☒	☒	☒	☒	☒
b. If you are sexually assaulted, you can trust the military system to protect your privacy.	☒	☒	☒	☒	☒
c. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident.	☒	☒	☒	☒	☒
d. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect.	☒	☒	☒	☒	☒
e. You believe you will be treated differently by your supervisor or chain of command if you report you were sexually assaulted.	☒	☒	☒	☒	☒
f. You believe you will be treated differently by your supervisor or chain of command if you report someone else was sexually assaulted.	☒	☒	☒	☒	☒
g. You believe you will be treated differently by your supervisor or chain of command if you report you were sexually harassed.	☒	☒	☒	☒	☒

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
h. You believe you will be treated differently by your supervisor or chain of command if you report someone else was sexually harassed.	☒	☒	☒	☒	☒

178. To what extent are you willing to... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Point out to someone when you think they "crossed the line" with gender-related comments or jokes?	☒	☒	☒	☒	☒
b. Encourage others to point out to someone when they think he or she "crossed the line" with gender-related comments or jokes?	☒	☒	☒	☒	☒
c. Seek help from the chain of command in confronting other military members who continue to engage in sexual harassment after having been previously spoken to?	☒	☒	☒	☒	☒

179. How likely would you be to... *Mark one answer for each item.*

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Encourage someone who has experienced sexual harassment to tell a military supervisor?	☒	☒	☒	☒	☒

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
b. Encourage someone who has experienced sexual assault to seek support services (for example, counseling)?	☒	☒	☒	☒	☒
c. Encourage someone who has experienced sexual harassment to seek support services (for example, counseling)?	☒	☒	☒	☒	☒
d. Encourage someone who has experienced sexual assault to report it?	☒	☒	☒	☒	☒
e. Tell a military supervisor about sexual harassment if it happened to you?	☒	☒	☒	☒	☒
f. Report a sexual assault if it happened to you?	☒	☒	☒	☒	☒

180. For each of the following statements, indicate if you experience each activity or behavior more or less often while in active duty status (federal or state), on weekend drill (IDT), or military-related TDY/TAD compared to when you are NOT in these statuses. *Mark one for each item.*

	I do not engage in or experience this activity regardless of my duty or drill status	Much less often	Less often	About the same	More often	Much more often
a. Work out with a buddy	☒	☒	☒	☒	☒	☒
b. Go to dance clubs, beer gardens, or bars	☒	☒	☒	☒	☒	☒
c. Hear sexually explicit comments in the workplace	☒	☒	☒	☒	☒	☒
d. Flirt with others	☒	☒	☒	☒	☒	☒
e. Participate in aquatic sports (for example, tubing, skiing, boating, canoeing)	☒	☒	☒	☒	☒	☒
f. Engage in sexual activity with someone	☒	☒	☒	☒	☒	☒
g. Participate in extreme sports (for example, rock climbing, rafting, bungee jumping)	☒	☒	☒	☒	☒	☒
h. Have more than three alcoholic beverages in a day	☒	☒	☒	☒	☒	☒
i. Spend off-duty time with coworkers/unit members who outrank me	☒	☒	☒	☒	☒	☒
j. Read (for example, books, news articles)	☒	☒	☒	☒	☒	☒
k. Engage in multiple sexual relationships (during the same time period)	☒	☒	☒	☒	☒	☒
l. Get told I am incapable of meeting work expectations because of my gender	☒	☒	☒	☒	☒	☒
m. Use dating applications (for example, Tinder, Grindr, Bumble, Plenty of Fish)	☒	☒	☒	☒	☒	☒

SOCIAL MEDIA USE

181. Are you aware of a military member misusing social media sites to ridicule, abuse, stalk, or harm... *Mark "Yes" or "No" for each item.*

	No	Yes
a. Another military member?	☒	☒
b. Your military chain of command?	☒	☒

	Yes	No
c. Your National Guard/Reserve component?	☒	☒
d. The DoD as a whole?	☒	☒

182. [Ask if Q181 a = "Yes" or Q181 b = "Yes" or Q181 c = "Yes" or Q181 d = "Yes"] **Did you notify any of the following individuals of this misuse of social media?** ***Mark "Yes" or "No" for each item.***

	Yes	No
a. A military peer	☒	☒
b. A member of your military chain of command	☒	☒
c. Another leader outside of your military chain of command	☒	☒
d. My National Guard/Reserve component's Inspector General office	☒	☒
e. Some other military person or office	☒	☒

183. Does your National Guard or Reserve component have a formal policy explaining appropriate or inappropriate uses of social media sites?

☒ Yes
☒ No
☒ Do not know

184. [Ask if Q183 = "Yes"] **Do members of your National Guard or Reserve component generally comply with the policy on uses of social media?**

☒ Yes
☒ No
☒ Do not know

TAKING THE SURVEY

185. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do include any personally identifiable information. Your feedback is useful and appreciated.

186. [Ask if Q1 = "No, I was separated or retired"] **Based on your answers to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer.**
To submit your answer click *Submit.* For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail wgr-survey@mail.mil, or send a fax to 1-763-268-3002.


Office of People Analytics
(OPA)

Appendix E.
Frequently Asked Questions

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

Frequently Asked Questions

What is Office of People Analytics (OPA)?

- OPA conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, and Health and Readiness Surveys for the DoD. OPA was formerly a part of Defense Manpower Data Center (DMDC) but transitioned to its own organization October 2016.

What is the Health and Resilience Program?

- Health and Resilience is a DoD personnel program that features paper and web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD [P&R]).
- Health and Resilience surveys are conducted by the Office of People Analytics (OPA).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including members of the active duty, Reserves, and DoD civilians, on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

- This survey has gone through approvals at all levels of leadership, including Service leadership coordination, and has been reviewed and approved by the DoD Privacy office, DoD Human Protections office, and is licensed by the Washington Headquarters Service (WHS).
- In accordance with DoD Instruction 8910.01, all data collection in DoD must be licensed and show that license as a Report Control Symbol (RCS). The RCS for this survey is RCS# DD-P&R (QD) 1947.

Has there ever been a survey like this for the Reserve components?

- Yes. Reserve component members have been surveyed through the Congressionally-mandated Workplace and Gender Relations Surveys in 2004, 2008, 2010, 2012, 2014 (by the RAND Corporation), and 2015.

How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service and gender).
- These scientific procedures meet industry standards for conducting survey research, where every military member had a known probability of selection and the results can be generalized to the full population. Probability sampling is standard practice for all federal statistical agencies (e.g., the Census Bureau, Bureau of Labor Statistics), private survey organizations (e.g., RAND, WESTAT, and RTI), and well-known polling organizations (e.g., Gallup, Pew, and Roper). Additionally, Office of Management and Budget (OMB) "Standards and Guidelines for Statistical Surveys" require probability sampling.
- As per scientific standards, the burden on the population is taken into consideration when constructing a scientifically sound sample. Therefore, not all members of a population may be selected in order to balance the need for accurate data with the burden on the force.

Why should I participate?

- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace respect issues as well as sexual assault, and other gender-related issues.
- As policies and resources will be informed by the results of this survey, it is important to hear from all members, regardless of their experiences, in order to understand the experiences of the Services.
- Your responses on this survey ***make a difference***.

How do I know if I've been selected to participate in this survey?

- Please check your eligibility at this ticket look-up site: http://www.dodsurveys.mil.

Do I have to answer all questions?

- No, it is not necessary to answer every question. We ask that you answer as many as you feel comfortable answering.

Why does the survey ask personal questions? Some of the language in the survey is very graphic.

- In 2014, Senate leadership and an independent, Congressionally-mandated panel of DoD and civilian experts requested the Department update its survey methodology to be more specific with regard to the types of crimes military members experience. This new measure of sexual assault aligns with the language used in the elements of proof required for sexual assault under Article 120, UCMJ, and meets the requirements of Congress and this panel.
- This measure was approved by the Secretary of Defense and the Service Chiefs as the measure of sexual assault for DoD. This measure was first used in the 2014 RAND Military Workplace Survey, conducted at the request of the Department, sent to 560,000 service members. While the terms and acts are very specific, it has been verified as a reliable estimate of sexual assault.
- OPA reports overall results, as well as by other characteristics, such as race (minority/not minority), gender, etc. To complete these analyses, we must also ask demographic information from respondents. Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Why is it important for every Reserve component member who is part of the sample to log in and participate in the survey?

- It is very important that we hear from as many Reserve component members as possible who were selected to participate in the survey. OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics. Results from the *2017 WGRR* will provide information on Service members' experiences of unwanted gender-related behavior such as sexual harassment and sexual assault. It is important to hear from all members who are part of the sample, whether or not they experienced unwanted gender-based behaviors, in order to understand the experiences of the full Force. Results will inform our prevention and response efforts and enable us to reduce and hopefully eliminate these types of offenses from the military.

What do the Services hope to learn from the survey?

- The survey will allow the Department to learn the prevalence of unwanted gender-related behaviors in the Services. This will inform future prevention and response efforts. In addition, results will also allow the Department to understand more fully the workplace experiences of Reserve component members.

Can you compare the number of sexual assaults reported in the Reserve component to the number reported by Reserve component members?

- As OPA uses industry standard scientific weighting and estimation methods and as the metrics for these experiences are consistent between populations, the Department is able to compare estimated rates between the Reserve component and Reserve component members within statistical limitations (e.g., margins of error and known variance between the two populations).

Does the survey ask about sexual harassment and assault experienced by Reserve component members outside of work (i.e., on TDY, off-base, etc.)?

- The survey addresses military workplace experiences of sexual harassment, but does also include experiences of sexual assault that occur inside and outside of Reserve component locations in order to understand the full scope of the issue and how the Department can best support all military members.

Will my answers be kept private?

- The survey is confidential and OPA is promising confidentiality to those who were selected to participate in this important survey.
- All data will be reported in the aggregate and no individual data will be reported.

When do you expect the results of the survey to be available?

- The results will be available to the public around May 2018.

Will I ever see the results of the survey?

- OPA posts survey results on the following website:

https://www.dmdc.osd.mil/appj/dwp/dwp_surveys.jsp

REPORT DOCUMENTATION PAGE

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14. ABSTRACT

To address unwanted gender-related issues in the military, each of the Services and DoD has implemented and expanded sexual assault and sexual harassment programs to spearhead prevention efforts and to provide reporting options and survivor care procedures. Continuing evaluation of these programs through cross-component surveys is important for reducing instances of sexual assault and sexual harassment of military members. This report presents findings from the 2017 Workplace and Gender Relations Survey of Reserve Component Members (2017 WGRR), a key source of information for evaluating these programs and for assessing the gender relations environment across the Reserve Components.

15. SUBJECT TERMS

Sexual assault, sexual harassment, gender discrimination, reporting, outcomes, bystander intervention, social media, training, culture

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