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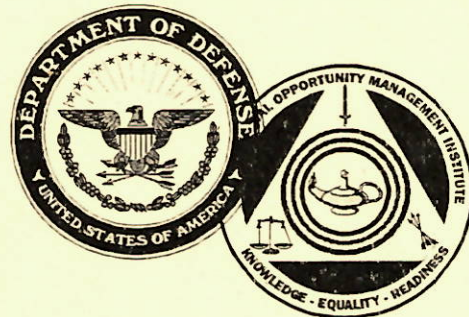
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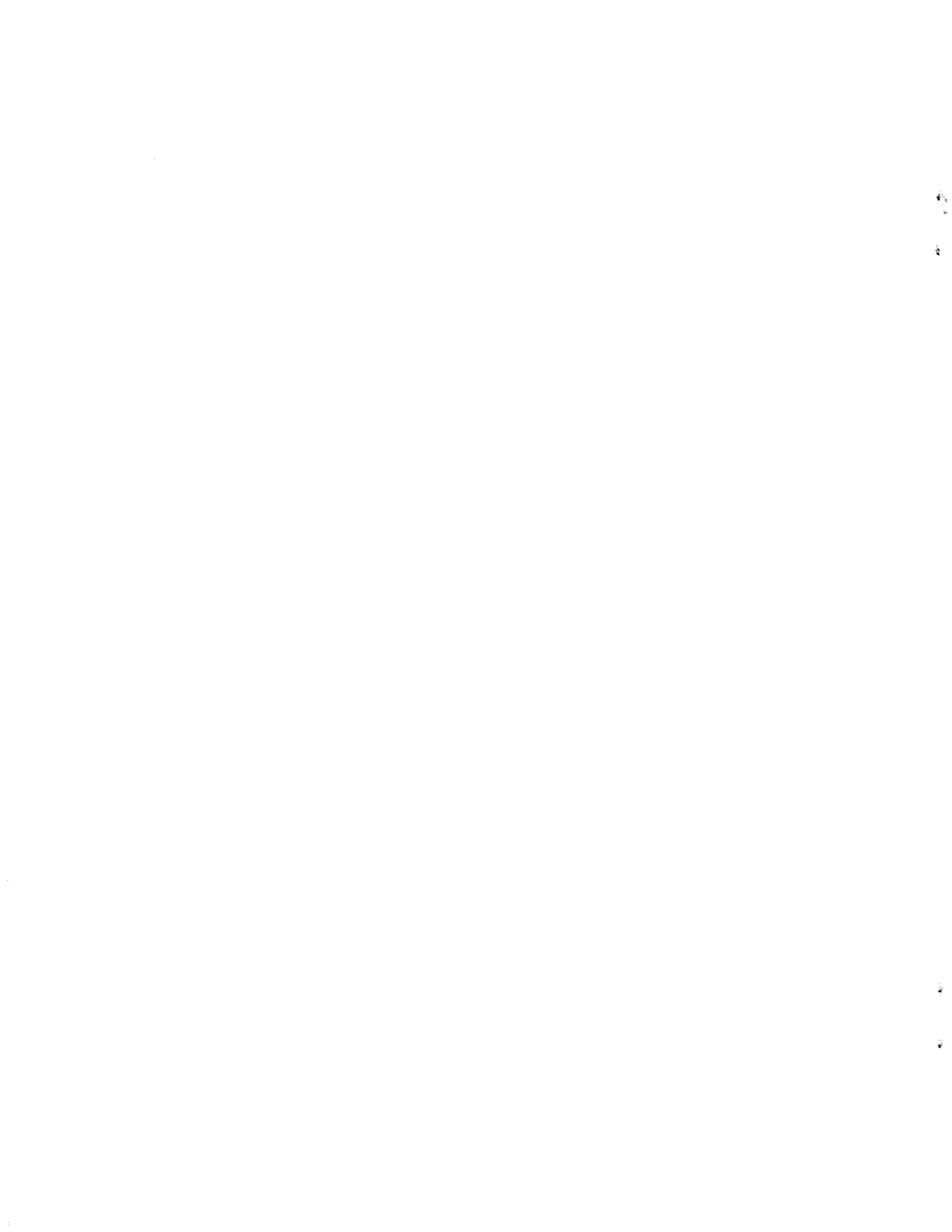
Equal Opportunity Advisors' Perceptions of the Effect of Publicity on the Military Sexual Harassment Climate

by

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Summer 2000





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ABSTRACT

Although the Department of Defense (DoD) is considered a pioneer in fighting discrimination, sexual harassment became a highly visible issue in the 1980s and has continued into the new millennium. In order to combat sexual harassment, the military Services for more than 15 years have prohibited sexual harassment of military personnel. The Defense Equal Opportunity Management Institute (DEOMI) in the early 1980s developed training in the prevention of sexual harassment. As more units became gender-integrated, the Services offered training about gender and sexual harassment. In spite of the sensitivity training, sexual misconduct persists and can impact negatively on the mission.

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The opinions expressed in this report are those of the author and should not be construed to represent the official position of DEOMI, the military services, or the Department of Defense.

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Introduction

Although the military is considered a pioneer in dealing with discrimination, sexual harassment became a highly visible issue in the 1980s and has continued into the new millennium. In order to combat sexual harassment, the Department of Defense (DoD) for more than 15 years has prohibited the sexual harassment of military personnel. The Defense Equal Opportunity Management Institute (DEOMI) in the early 1980s developed training in the prevention of sexual harassment. As more units became gender-integrated, the Services offered training about gender and sexual harassment. In spite of the sensitivity training, reports of the problems persisted and can impact negatively on the mission (Guenter-Schlesinger, 1999).

When problems surface, especially in large public organizations such as the military, the press reports them. This research project examined newspaper coverage of sexual harassment in the military during 1996-2000. After opening with an overview of the sexual harassment situation in the military and discussing the role of the press, this paper presents newspaper coverage of key sexual harassment incidents. Presented next are findings from a pilot survey of equal opportunity advisors' perceptions of how such coverage could affect the military Services and their perceptions of some issues raised in the newspapers.

Historical Background

In both military and civilian organizations, for several years sexual harassment has been recognized as a serious problem. "The term 'sexual harassment' is a relatively recent addition to our vocabulary. Psychologist Julia Wood suggests that such harassment has existed for most of history but remained unnamed; the absence of visibility, which resulted from the fact that harassment had no negative effects on the men who held power, made it difficult to recognize, think about or stop" (Walsh-Childers, et. al., 1996). Sexual harassment became more evident as more women joined the workforce, and as the Services gender-integrated their units. The Civil Rights Act of 1964 outlaws discrimination in employment on the basis of an individual's race, color, religion, sex, or national origin (Goldman, 1995). Title VII of the act defined sexual harassment as a legal concept (Harris & Firestone, 1994). The first sexual-harassment court case, *Corne v. Bausch & Lomb*, questioned a supervisor's unwanted sexual advances toward his subordinates.

The plaintiffs, who claimed they quit their jobs because of their supervisor's repeated verbal and physical advances, lost (Crawford , 1994).

The Equal Employment Opportunity Commission (EEOC) in November 1980 issued *Guidelines on Discrimination Because of Sex* outlining the two types of prohibited sexual harassment: (1) *quid pro quo* or "this for that" harassment, when unwelcome sexual advances are made and an employee is required to submit either to get or keep employment or because employment decisions or benefits for the individual could be affected; and (2) *hostile environment*, where unwelcome sexual conduct or comments have the purpose or effect of interfering with an employee's work effort by creating an intimidating, abusive, or insulting work environment (Harris & Firestone, 1994). EEOC guidelines defining sexual harassment clarified what is meant:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating hostile, or offensive working environment (Harris & Firestone, 1994).

On March 19, 1990, the EEOC issued updated guidelines on sexual harassment. The new guidelines reflected decisions made by the agency and various courts since the 1980 guidelines (Goldman, 1995). Department of Defense (DoD) Directive 1350.2, defining sexual harassment, closely parallels the EEOC guidelines (Dansby, 1997). The directive and guidelines are included in instruction at the Defense Equal Opportunity Management Institute (DEOMI). "For conduct to meet the definition of sexual harassment, it must be unwanted, unsolicited and severe enough to create a hostile work environment," said Air Force Captain Eric Davis of the Office of the Secretary of Defense (Rhem, 1999). The Uniform Code of Military Justice (UCMJ) has a number of articles which may be used to deal with behaviors accompanying sexual harassment (DEOMI, 1999).

In the early 1980s, harassment was frequently blatant, called "first generation" harassment because it affected the first generation of large numbers of uniformed women who were being fully integrated into the Services. Threats included physical, such as grabbing and pats on the posterior; verbal, such as catcalls and propositions for sex; and nonphysical, such as "girlie" calendars and pornographic materials. Women complained that both supervisors and peers did the harassing. DoD in 1981 developed its first comprehensive Training in the Prevention of Sexual Harassment (TIPOSH) program, which was to be given to every military and civilian supervisor. However, sexual harassment continued. Surveys of Army personnel in Europe during 1982-87 showed consistently that over 40 percent of military women sampled said they had been the subject of some form of sexual harassment. Of those, 70 percent said they were not reporting har-

assment for fear of retaliation or because they believed supervisors would not do anything about it, or that they would handle it themselves (Guenter-Schlesinger, 1999).

In 1986, the U.S. Supreme Court heard its first sexual harassment case in *Merritor Savings Bank v. Vinson*. The court ruled that a sexually hostile work environment is illegal even if it does not cause economic harm to the victim. Besides guaranteeing everyone a right to a harassment-free environment, the decision recognized hostile environments as unlawful under Title VII. "Unwelcome" actions by the harasser became a key part of the offense. The court rejected the idea that companies are to be held strictly liable for acts of "hostile environment" harassment. An act of harassment that occurs completely outside of work is unlikely to result in liability for the employer, according to the decision.

After examining 163 sexual harassment complaints filed in the Air Force during fiscal year 1987, Popovich found most victims were White, female, enlisted personnel, and most cases consisted of multiple incidents of sexual harassment in which the offender acted alone. She called for establishment of effective training programs to deal with the problem (Popovich, 1988).

Calling sexual harassment "a complex problem in the military and any other setting," Pryor in 1988 wrote "a first step in reducing sexual harassment in the military is to identify some of the organizational and personal factors that are related to its occurrence." He recommended a DoD survey. Its findings would be used to develop organizational policies and training programs aimed at reducing sexual harassment (Pryor, 1988).

A DoD worldwide survey mentioned by Pryor was conducted in 1988 with results announced in 1990. The 1988 DoD Survey of Sex Roles in the Active Duty Military showed that 64 percent of women and 17 percent of men reported they had been sexually harassed at least once during the year prior to the survey (Bastian, et. al). In most cases, victims are female, single and new to the unit. Their harassers outrank them. Twelve percent of those harassed reported the harassment-related use of annual leave or sick leave. Firestone and Harris have produced at least three analyses of the 1988 survey results (Firestone & Harris, 1994a, 1994b; Harris & Firestone, 1994).

In 1991, sexual harassment drew national attention during the Senate confirmation hearings for Supreme Court Justice Clarence Thomas. Although Thomas was confirmed, Anita Hill raised many questions in the minds of the American public. The television spectacle served at least one important purpose: it focused the nation's attention on the issue of sexual harassment in the workplace, wrote Susan Crawford. She added that relationships between employers and employees, and between men and women, will never be quite the same (Crawford, 1994).

The Navy's infamous Tailhook incident occurred in late 1991 during a convention of Navy and Marine Corps pilots in Las Vegas. At least 26 women, half of them officers, were forced to run a gauntlet of rowdy conferees and were mauled and pawed. One of the women,

Navy Lieutenant Paula Coughlin, testified that men grabbed her breasts and buttocks and pulled at her pants until she thought she was going to be raped. She filed a complaint and finally went public with her story. Six months later, more than 1,000 officer promotions were delayed, and Navy Secretary H. Lawrence Garret and other high-ranking officers were forced to resign. Garret's replacement, J. Daniel Howard, ordered the entire Navy to "stand down" one day for sexual harassment training. Although publicity surrounding the convention made it appear sexual harassment is a problem unique to the Navy, a growing number of studies confirm that sexual harassment exists in most organizations, both military and civilian (Culbertson & Rosenfeld, 1994). Coughlin forever altered the relationship between men and women, wrote Rowan Scarborough in *The Washington Times*. "Miss Coughlin's complaints about the 1991 Tailhook Association convention helped usher in complaint hotlines, zero tolerance for sexual harassment and women in combat aviation" (Scarborough, 1997).

A 1994 memorandum from Secretary of Defense William Perry further clarified the military's sexual harassment policy to indicate that hostile 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 abusive." The memorandum indicated that the definition applied both on or off duty for military members, and that anyone in DoD "who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature in the workplace is also engaging in sexual harassment" (Dansby, 1997).

A 1995 DoD-wide sexual harassment survey was sent to 90,000 active-duty service members -- 65,000 women and 25,000 men. Results were made public in July 1996, showing that 55 percent of the women and 14 percent of the men said they had experienced unwanted or uninvited sexual behavior within the past year. These figures represent a drop from the 1988 DoD survey, when 64 percent of the women and 17 percent of men said they had experienced harassment. Although the 1995 survey shows sexual harassment declining, it remains a major concern within DoD, said Edwin Dorn, Undersecretary of Defense for Personnel and Readiness: "One person who experiences sexual harassment is too many. Sexual harassment affects people's performance, good order and discipline" (Kozaryn, 1996).

Sexual harassment in the military appeared to reach its peak during 1996-97, when some of the "biggest battles" fought by the United States military involved the "war against sexual harassment." Reports of the "sexual harassment war" appeared frequently in the headlines. In July 1996, the news was upbeat, as results of a Department of Defense 1995 worldwide survey were announced. "Harassment statistics looking better, but are far from perfect," according to the *Army Times* (Compart, 1996). However, within the next few months, cases such as those involving drill instructors and trainees at Fort Leonard Wood, MO, and Aberdeen Proving Ground, MD, became hot news. In early 1997, Sergeant Major of the Army (SMA) Gene McKinney was accused of sexual harassment and suspended from his duties as the top enlisted advisor to the Army Chief of Staff.

After the Army made public the incidents at Aberdeen, Army Secretary Togo West Jr. directed the formation of a Senior Review Panel on Sexual Harassment. The panel visited 59 Army facilities worldwide and surveyed 30,000 troops, mostly through focus groups. According to the panel's results, 84 percent of Army women and 80 percent of Army men reported that they had experienced offensive and sexual behavior, unwanted sexual attention, coercion and/or assault in the last year (Executive, 1997). Information obtained by the panel was being used to formulate solutions to issues involving soldiers and gender (Gilmore, 1997).

A court martial in 1998 found the Sergeant Major of the Army not guilty on 18 of 19 charges, demoting him to master sergeant for obstruction of justice. In 1998 and 1999, senior officers tended to grab the headlines for sexual misconduct and in 2000 the highest-ranking woman in the Army surprised some fellow officers and the press by charging sexual harassment against another general.

Role of the Press

News media representatives report on issues such as sexual harassment on a regular basis. Reporters are the first link in a chain of "gatekeepers" who sort facts and stories, allowing certain details through the gates for publication or broadcast (White, 1950). "Gatekeeping" is an important concept in communication theory and research as well as in the practice of journalism. Psychologist Kurt Lewin coined the term in 1947 to describe the process of family members at the dinner table. The term "gatekeeper" was borrowed by David Manning White in a 1950 study of one editor's news choices. What reaches news consumers in any given locale is but a grain in the sand of world events. The gatekeeping approach to news assumes that actors along the news-flow chain (information officers, reporters, wire editors, copy editors) use certain criteria to select from myriad events what will be passed on to the next link in the chain (Pasadeos, et. al., 1998). However, gatekeepers sometimes fail to deliver accurate information and educate their audiences (Kim, 1998). This researcher has found that sometimes the media actually use small percentages of the available news.

Mass media report, reflect, and influence public opinion. Communication through the mass media is a fundamental component of recognition of many social problems (Arkin, 1998). Wilson and Gutierrez (1995) wrote that the five central functions of the mass media are: surveillance, the sentinel or lookout role; correlation, the interpretation and linking function which helps audiences understand what is happening; transmission, the socialization function which defines the society's norms and values; entertainment, the function for enjoyment and diversion; and economic service, the function which deals primarily with delivering an audience for advertising messages. Arkin (1998) wrote that mass media objectives are: to entertain or inform, cover short-term events, deliver salient pieces of information, reflect society, address personal concerns, and make a profit.

Most reputable news media in the United States advocate the social responsibility theory of the press in which media seek to uphold their obligation to inform and educate the public --

the audience members. Media serve a "watchdog" function to inform the public of wrongdoings in government agencies, such as the military Services. Most journalists intend to be fair and accurate, but sometimes they let the drive to meet deadlines or to top the competition take control. Walter Lippmann wrote: "The press is like the beam of a searchlight that moves restless about, bringing one episode and then another out of darkness into vision. Men cannot do the work of the world by this light alone" (1961).

Some readers and viewers might perceive news reports as negative because they point out flaws in a system. However, it may be a matter of perspective. Journalists consider news values when gathering information and reporting stories. These factors include audience appeal, affect and effect, timeliness, proximity, conflict, curiosity, celebrities, and public people. The American Society of Newspaper Editors stated that credibility is based on "enduring journalistic values -- balance, fairness and wholeness; accuracy/authenticity; accessibility; leadership -- and behavioral factors such as business practices and journalists' attitudes and behaviors" (Christopher, 1999).

The majority of journalists try to follow the principle of objectivity. Shoemaker and Reese (1996) pointed out that one function of objectivity is to protect a reporter, editor or publisher from criticism. In effect, objectivity mitigates gatekeeping bias (Stone, et. al., 1999). "Whatever else can be said about objectivity, it has become ingrained in the language and culture of American journalism." Objectivity still forms the basis for the most common model of news reporting and writing that prevails in newspapers (Beasley & Mirando, 1998). Since most Americans have either served in the military or know someone who has served and the military is responsible for national defense, many news judgment factors apply to news reports about the DoD studies. Newspaper readers pay attention to such articles. News media influence and reflect public opinion, including that of members of the Armed Services, their friends and families, and the American public.

Purpose and Methodology

The purpose of this research was to examine newspaper coverage of sexual harassment in the military during 1996-2000. It is a follow-up study to a 1997 content analysis which looked at the content of news stories, columns and editorials of seven daily newspapers and three military-oriented weekly newspapers (Murray, 1997). The content analysis was followed by a pilot opinion survey of military equal opportunity advisors concerning how they thought publicity would affect equal opportunity climate. After opening with an overview of the sexual harassment situation in the military and discussing the role of the press, this paper discusses newspaper coverage of key sexual harassment incidents. Presented next are findings from a updated survey of equal opportunity advisors' perceptions of how such coverage could affect the military Services and their perceptions of some issues raised in the newspapers.

The research methods employed in this study are informal content analysis and survey research. Using the key words "sexual harassment" and "military," the researcher searched the Internet with ProQuest and Microsoft Explorer. Also searched were the on-line archives of the

newspapers from the 1997 study and the vertical files of the Defense Equal Opportunity Management Institute. Items were sorted as news stories and opinions. Selected stories and commentaries from each year were used to illustrate examples of reporting of the issues.

Ten issues were placed on an opinion questionnaire, along with four elements of demographic data -- gender, race/ethnic group, military rank and age. Nine of the ten perception items appeared on the 1997 questionnaire and were taken from issues raised in the news coverage. Two of the eleven 1997 items -- about SMA McKinney and Aberdeen -- were dropped from the 2000 version of the survey. One new item was added, comparing sexual harassment in the reserve components with the active components to see if respondents perceived a difference. The survey was administered to DEOMI students preparing to become equal opportunity advisors. Respondents gave opinions of the high visibility of certain sexual harassment issues and possible effects on the military. Responses ranged from "1 -- totally agree" to "5 -- totally disagree." A copy of the questionnaire is Appendix A.

Summary of 1996-1997 Coverage

Examined for the 1997 study were articles, editorials, and columns from the Associated Press (AP) and seven daily newspapers: *Baltimore Sun*, *Los Angeles Times*, *New York Times*, *St. Louis Post-Dispatch*, *USA Today*, *Washington Post*, and *Wall Street Journal*. The study also included the *Air Force*, *Army*, and *Navy Times*, widely circulated unofficial weekly newspapers. The *Baltimore* and *St. Louis* papers were selected because they were the area metropolitan newspapers covering two of the biggest sexual harassment cases -- at Ft. Leonard Wood, MO, and Aberdeen Proving Ground, MD. Other newspapers were selected because they represent opinion leaders. A one-year period from July 1996 through June 1997 was chosen.

The AP, which provides news services to all newspapers in the study, offered 43 stories for the newspapers' use during that period. Articles were counted to determine how many stories of each type were printed by each newspaper. Items were classified into two broad categories: news coverage and opinion/commentary consisting of columns, editorials, analyses, and letters to the editor. Stories, which reported factual information with attributed opinions, were classified as news stories. Most opinion/commentary materials were labeled as such or appeared on editorial pages or "op-ed" pages facing editorial pages. Opinion materials were analyzed to determine their overall tone or theme. A total of 251 news stories and 83 opinions/editorials were published with the *Washington Post* leading both categories with 44 news articles and 25 opinion pieces.

Headlines such as: "Sexual harassment declining, women in the military report" (Weiner, 1996) and "Sexual harassment slows" (Compart, 1996) greeted the July 2, 1996, announcement of the results of the 1995 survey. In November 1996, "sex scandals" erupted at two Army posts -- Fort Leonard Wood, MO, and Aberdeen Proving Ground, MD. At Fort Leonard Wood, three drill sergeants were scheduled for court martial on charges of sexual misconduct with trainees, including "offensively touching" them. Seven other drill sergeants were suspended. Meanwhile

at Aberdeen, the number of claims involving drill sergeants' mistreatment of trainees grew. On the day the first drill sergeant pleaded guilty at Fort Leonard Wood, Army officials announced that investigations of sexual harassment were being expanded to all 17 of its training centers. General Dennis Reimer, Army Chief of Staff, promised "zero tolerance." More incidents were revealed at Aberdeen, and the Army opened a hotline for complaints. *USA Today* published the Army hotline number. A total of 3,102 calls were logged during the first week of the hotline with 341 referred to the Army Criminal Investigation Command for scrutiny. During November 1996, at least 63 news stories appeared in the ten papers. Some papers that had not run the survey results earlier referred to the statistics to illustrate at least half of military women had been sexually harassed in some manner.

Among news stories appearing in December 1996 was one about Sergeant Major of the Army McKinney speaking to soldiers at Aberdeen. The *Army Times* quoted him as saying, "there are few manuals out there that tell you how to deal with people. We've got to teach our leaders how to show compassion," especially in the case of sexual harassment (McHugh, 1996). The same *Army Times* announced Secretary of the Army Togo West's Senior Review Sexual Harassment Panel, which included McKinney. Meanwhile, a Fort Leonard Wood drill sergeant was sentenced to 18 months in prison with a bad conduct discharge, while another was cleared of all charges. Lawyers for the accused soldiers at Aberdeen asked for a gag order, claiming "adverse publicity generated by officials' comments will make it difficult for their clients to get fair courts-martial" (Valentine, 1996). The judge refused. An article in the *Baltimore Sun* showed that most sex misconduct cases at Fort Jackson, SC, involved drill sergeants. The *Los Angeles Times* reported that as of December 1996, the Army hotline had fielded nearly 6,600 calls with 977 of the calls deemed worthy of investigation.

One January 1997 story was about a private who hanged himself rather than face rape charges at Aberdeen. Sara Lister, Assistant Secretary of the Army for Manpower and Reserves, told *Army Times* the future is still bright for women in the Army (Patterson, 1997). The Navy was investigating allegations of racial and sexual harassment charges at a brig in Charleston, SC, and a former airman had filed a sexual harassment suit. Departing Secretary of Defense Perry stated he favored increasing roles of women in the military. In a *USA Today* commentary, Jill Nelson wrote that the Army had an opportunity to learn from its sex scandals (Nelson, 1997).

In February 1997, new Secretary of Defense William S. Cohen, at his first Pentagon press conference, declared a "zero-tolerance" policy on sexual harassment. More actions continued in the Aberdeen case, and the Navy announced no harassment was found at its training bases. Meanwhile, at least 10 women alleged they were sexually assaulted by their male instructors at a Darmstadt, Germany, training center. However, the "shocker," as the *Army Times* called it, came when retired Army Sergeant Major Brenda Hoster was the first of six women to accuse McKinney of sexual harassment (Patterson, 1997). The top ranking enlisted advisor to the Army Chief of Staff was removed from the sexual harassment panel and eventually suspended from his duties. Later, three other women filed claims against McKinney. He denied all charges.

In March 1997, the NAACP raised the question of racism in the Aberdeen Proving Ground case, noting all 13 men facing charges are Black, while the majority of their accusers are White women. The NAACP contended Black men were disproportionately accused in Army cases pending elsewhere. McKinney's accusers were White women. "The allegations of racism are likely to further complicate the Army's efforts to resolve the sexual harassment investigations in a way that is politically, as well as legally, satisfactory," wrote Paul Richter in the *L.A. Times* (1997). Meanwhile, some women in the Aberdeen case recanted or changed their statements concerning their sex encounters. Five women at a press conference said their charges were coerced by investigators. On March 20, Captain Derrick Robertson, a company commander, pleaded guilty to adultery and sodomy; he was ordered to serve four months in prison and was dismissed from the Army. In a March 18 editorial titled "Ghosts of Sexism and Racism," the *St. Louis Post Dispatch* stated: "[the] latest development in the Army sexual harassment cases at the Aberdeen Proving Grounds seems to have set racism and sexism, two virulent, volatile strands of bigotry, on a collision course. In the process, the controversy threatens to undermine the progress made toward the racial and sexual integration of the armed forces." The editorial concluded that the Army's option was to proceed carefully and fairly. NAACP President Kweisi Mfume agreed that the suggestion of racism "raises issues that must be examined, but they shouldn't derail the process of justice now under way" (Leavins, 1997).

As April 1997 closed, *USA Today* ran a story entitled "For Army, the focus now turns to remaining cases." The article was accompanied by a drawing of Staff Sergeant Delmar Simpson, the drill sergeant found guilty on 18 of 19 cases of rape and several other charges. Twelve soldiers, their charges and status were listed. All were drill sergeants or instructors except Robertson. *The Baltimore Sun* stated that drill sergeants called sleeping with trainees "the game," and willing female soldiers were "locked in real tight" (Wilson & Bowman, 1997). *The Washington Post* on April 25 ran "capsule sketches" of six of Simpson's alleged rape victims. Meanwhile, 20 women who claimed they were raped or sexually harassed while serving in the military joined two Congresswomen to call for a civilian commission to investigate sexual misconduct in the nation's Armed Forces (Knight, 1997). At Fort Leonard Wood, a drill sergeant admitted posing nude for two women who had just graduated from his platoon (Leavins, 1997). "Gene McKinney is not a quitter" was the lead paragraph in an *Army Times* story headlined: "McKinney: Resignation not an option" (McHugh, 1997a).

On May 6, 1997, Simpson was sentenced to 25 years in prison. "Simpson's lawyers said he was unfairly singled out because he is Black. . . . Chris Lombardi, spokeswoman for a group of former servicewomen who say they were sexually harassed or otherwise abused, said a tough sentence in one splashy case will not solve the problem," according to *USA Today* (Komarow, 1997). The next day McKinney was charged with assault, adultery, solicitation, making threats and trying to obstruct an investigation. He was charged with mistreating three women subordinates and a female sailor. On May 29, a *Los Angeles Times* article quoted the Army's top training official as saying possible remedies for the military's sex scandal would include better screening and perhaps psychological testing to ensure the service does not give its powerful drill instructor jobs to the wrong people (Richter, 1997). Editorials for May included one in the *Bal-*

timore Sun concluding: "Superiors and soldiers need a resource, perhaps outside normal channels, where they can get counsel and report improper advances and worse before circumstances devolve to the point they did in the landmark case of Delmar Simpson." The *Washington Post* editorialized on May 1: "In the end, what happened at Aberdeen strikes us less as a case of hormones inevitably running rampant than as a blatant failure of command. Where were the higher-ranking officers while the accused drill sergeants organized their sex ring? They obviously were not communicating the Army's admirable policies on sexual harassment." A *New York Times* columnist referred to Simpson's court martial as "an intriguing, even disturbing, look at the messy, unresolved issues of sex and power within the ranks" (Sciolino, 1997).

During June 1997, sexual harassment incidents shared the spotlight with adultery charges against, and admissions by, military officers. One casualty was Army Major General John Longhouser, whose career ended after someone called a hotline set up to cope with the scandal at Aberdeen, where he was commander. There were claims that his adulterous behavior five years earlier could have compromised his handling of sexual misconduct cases brought against soldiers at Aberdeen. Meanwhile, after requesting retirement, McKinney remained suspended in limbo, while one of two sergeants major named to handle his duties was his twin brother. In late June, a hearing began to determine if McKinney's case would go to court martial. Lawyers for McKinney, his accusers, and the news media, petitioned for and got an open hearing. Also, convictions for sex-related offenses spread overseas as a military jury in Darmstadt, Germany, found an Army sergeant guilty of 11 counts of sexual misconduct and another guilty of rape and sodomy. The Army closed its sexual harassment hotline June 15, saying the volume of calls had waned and the operation had been misused at times for acts of vengeance. In seven months, the operation fielded 8,305 calls and passed 1,354 tips to investigators; with 350 still under investigation as of June 16, 1997 (Graham, 1997). The Navy's Adviceline, set up after Tailhook, registered 1,521 calls from men and 1,422 from women during 1993-96 (Ginsburg, 1997).

Looking for remedies to prevent abuses during training, some members of Congress, led by Senator Robert Byrd, advocated separate basic training for males and females. General William Hartzog, commander of the Army's Training and Doctrine Command, defended gender-integrated training. Published opinions on the training issue were numerous during June 1997. Several editorials and columns called for strong leadership and adherence to strict, clear standards to rectify the sexual misconduct situation. A *Washington Post* columnist summed up the situation: "The military, for some good reasons, has taken a lot of grief over the past few weeks. But the truth is that the Armed Services are working out in public what the rest of society has been trying, with only limited success, to work out for the past 30 years" (Dionne, 1997). Near the end of 1997, lawyers for McKinney threatened to expose high-ranking Army officers who had not been punished by the Army even though they faced serious accusations of misconduct (Shenon, 1997). The last issue of *Army Times* for 1997 had this headline: "McKinney case goes to court-martial Feb. 3" (McHugh, 1997b).

1998 Highlights

People magazine's Jan. 5, 1998, issue contained an article about Brenda Hoster with a photograph captioned: "She led a battle cry against sexual harassment." Under the head "Follow military's lead," a columnist wrote in *USA Today* that recent courts-martial showed the military takes sexual conduct seriously. "Compared to civilian society, the military has a clear conception of proper versus improper sexual behavior. Because even if sexual acts between superiors are consensual, there is always the appearance of unfair abuse of power" (Hamilton, 1998). In another column prior to McKinney's court martial, Myriam Marquez of the *Orlando Sentinel* wrote: "McKinney's lawyers tried to use evidence of the military's lax treatment of these 33 previous cases to get the charges against him dismissed. They argued that the military has a two-tiered system that seems to give generals (the 10 general officers were White) the green light on illicit behavior" (Marquez, 1998). She wrote that if "there's evidence proving that McKinney is guilty, he deserves a dishonorable discharge. If he's innocent, his accusers deserve to be taken to court for ruining this man." Marquez concluded that "in cases involving clear misconduct in the military, particularly forced sex or harassment, everyone -- black or white, male or female, general or grunt -- should be held to the same standard. No exceptions, period."

As McKinney's court martial began, *USA Today* ran this headline: "2 portraits emerge as McKinney trial opens" (Stone, 1998a). The lead paragraph stated: "The army's former top enlisted man is a lecherous, manipulative abuser of power, or he is the victim of vengeful, ambitious women and overzealous prosecutors out to destroy the first black sergeant major of the Army." The court martial ended in mid-March with McKinney being reprimanded and demoted one rank for one charge of obstruction of justice, but he was found not guilty on 18 sexual misconduct charges.

In a news analysis, Andrea Stone of *USA Today* called McKinney's exoneration a "cautionary tale for a modern military often at war with itself over issues of gender and sex" (Stone, 1998b). She quoted military sociologist Charles Moskos: "A corner has been turned. Accusations of sexual harassment are going to be viewed more skeptically. This will have a chilling effect." Also quoted was Navy Petty Officer First Class Johnna Vinson, who accused McKinney of propositioning her at a conference: "Knowing what I know now, unless the system changes . . . I would never come forward." U.S. Representative Carolyn Maloney, D-N.Y., was quoted: "in the military, if you're a woman and you're outranked, you're also outgunned." A *USA Today* editorial two days later stated that no one won in the court martial and that the rules involving military sexual misconduct should be rewritten. "Curing the Tailhook virus starts at the top" was the headline of a *Navy Times* commentary on March 30, 1998. Referring to President Clinton, McKinney and a marine air crew, the columnist wrote: "It's not all right for them to conclude that this specialness exempts them from the rules of professional and social behavior" (Wilson, 1998). Karen Johnson, a retired Air Force lieutenant colonel who is vice president for membership for the National Organization for Women (NOW), stated that she was both encouraged and frustrated by the verdict. "In Tailhook 83 women were assaulted or harassed and not one man

was brought to trial. That McKinney was court-martialed at all is a big step," she said (Bennett-Haigney, 1998).

Another Army person in the headlines for sexual misconduct was Major General David Hale who retired in February 1998 amid investigations that he coerced the wife of a subordinate to have sex with him. At the time of his retirement, Hale was the deputy inspector general in the office responsible for investigating improprieties in the Army (Weiner, 1998). Hale sued one accuser for libel in August 1998 (McHugh, 1998). The Army Inspector General charged Hale maintained improper relationships with wives of four officers who worked for him and that he lied to investigators (Scarborough, 1998). He made more headlines in 1999.

1999 Coverage

In January 1999, a headline in the *Air Force Times* stated: "Sexual-harassment complaints fall overseas." The story reported on results of interviews and focus groups in a report submitted to Secretary Cohen by the Defense Advisory Committee on Women in the Services (Jowers, 1999). In February, the *Air Force Times* reported that the number of calls to the Air Force's sexual harassment hot line dropped dramatically in 1998 (Glenn, 1999). A total of 110 calls were made in 1998, compared to 413 in 1997.

A *New York Times* editorial on March 19, 1999 called Hale's adulterous conduct a disgrace. "On the eve of his court-martial, the retired general, after adamantly insisting his innocence for months, agreed to plead guilty to eight counts of misconduct for committing adultery and lying to the Pentagon's deputy inspector general about it" (New York Times, 1999). In September he became the first retired general to be demoted by the Army (Becker, 1999). In Europe, a command sergeant major was suspended in October, pending an investigation of his sexual misconduct with a female subordinate. A preliminary hearing was set in November for an Air Force recruiter whom five women charged with inappropriate sexual conduct. In Washington state a female Army recruiter claimed in November that she was assaulted by other recruiters at a conference. In late 1999, the Army distributed more than 700,000 copies of "Human Dignity -- The Prevention of Sexual Harassment." The handbook has two versions, one for staff sergeants and below and one for sergeants first class through general (Johnson, 1999).

Coverage Through June 2000

In 2000, the Tailhook Association and Aberdeen resurfaced in the news. In January, the Navy restored ties to the Tailhook Association. Secretary of the Navy Richard Danzig said the association's officers assured him that the group had changed and that there would never again be a repeat of the behavior that came to symbolize harassment of women in uniform (Myers, 2000a). At Aberdeen in April, a drill sergeant was reduced in rank, fined, and recommended for discharge for improper contact with trainees. "Don't ever forget it happened (the scandal of 1996), but get over it," said Colonel Hugh Hudson, commander of the brigade that oversees training at the post (Vogel, 1999).

The most publicized and high-level sexual harassment case of 2000 involved a three-star Army general lodging a complaint against a two-star general. When news broke on March 30, 2000, in the *Washington Times* that Lieutenant General Claudia J. Kennedy, the Army's first woman three-star, had filed a sexual harassment complaint against a fellow general, the man was not named. The groping incident had occurred in 1996 in her Pentagon office, according to her complaint. At the time, both officers were major generals (Scarborough, 2000a).

"Our posture here is not confirming or denying that there is an investigation," said Kenneth Bacon, spokesman for the Secretary of Defense, on March 31, 2000 (Scarborough, 2000b). By April 6, the accused was identified as Major General Larry G. Smith, who had been selected to be the Army's deputy inspector general. His position would include overseeing the investigation of sexual harassment claims and teaching and enforcing standards of behavior (Ricks, 2000). Kennedy had complained informally to her superiors at the time of the alleged incident, but she filed a formal complaint only after the service announced on August 27, 1999, that Smith would receive the appointment, according to the *New York Times*. During the first week in April, the Army chief of public affairs, Major General John G. Meyer Jr., sent an electronic message to the Service's generals telling them not to discuss the case with reporters (Myers, 2000b).

Kennedy then became a target of an investigation herself following the receipt of an electronic mail message to the Office of Inspector General from a retired Army officer accusing Kennedy of personal misconduct in the mid-1980s. Neither the specifics of the complaint nor the officer's name was released. A one-week inquiry found "no basis whatsoever" for the accusations (Becker, 2000). On May 10, it was announced that the Inspector General had concluded Kennedy was a victim of inappropriate sexual advances from another Army general. Two days later Smith said he planned to contest the charges. Sources said Smith insisted he merely hugged Kennedy at the end of a friendly talk to discuss old times, but Kennedy said the physical contact went further, accusing him of grabbing and kissing her before she told him to back off (Scarborough, 2000c).

In her first public remarks after the investigation, Kennedy in May said women in uniform who face harassment need to report it immediately to friends and superiors or "misconduct will continue to harm us." The general, who retired in the summer of 2000, said, "I think there are three major and very different dynamics we've been talking about for the last month -- and really for the last several hundred years," she said, "And that is that there are unwanted sexual advances. There is sexual harassment. And there is sexual assault. Each is very different. Each is very well defined, and I think we need to have much more discussion about these" (Myers, 2000c).

Perhaps because of the high level of the officers involved, the case attracted numerous editorial comments. The *New York Times* on April 7 called the case "particularly embarrassing to the Army" because Kennedy was one of three women in the Services who were three-star generals and the accused officer was appointed to a post that investigates sexual misconduct. The

military may need to develop a way to allow informal complaints to be considered and resolved prior to promotions or new appointments, the editorial stated. Columnist Leonard Pitts Jr. wrote, "I thought that the general's high rank would have insulated her from such an indignity" (Pitts, 2000). Donna M. Crisalli, a member of the Navy's Judge Advocate Corps, wrote a letter to the editor to the *Washington Post* expressing the hope "that developments in the Kennedy case indicate a more open-minded evaluation of the evidence in this type of situation and are not simply the result of a perception that high-ranking complainants are more credible or entitled to a lesser standard of proof" (Crisalli, 2000). Another lawyer, Charles W. Gittins, who represented McKinney at his court-martial, wrote, "If it was sexual harassment, as she belatedly claims, she had a duty as an Army officer and general to take decisive corrective action at the time (Gittins, 2000). "Political controversy aside, Kennedy is leaving a legacy -- a determination among Army women to draw a tighter line against sexual misconduct," wrote Gregory Vistica in *Newsweek* (2000). He added that most younger women support Kennedy but think she should have filed charges right away. Some of the news articles indicate that Kennedy wished later that she had filed more promptly but wanted to file a formal complaint before it was too late.

1997 Opinion Survey

To express their opinions about some issues raised by press coverage of sexual harassment in the military, 82 members of the active-duty Equal Opportunity Advisors Class 97-2 at the Defense Equal Opportunity Management Institute (DEOMI) completed a perception survey. The same survey was administered to 84 members of a reserve component (Reserve and National Guard) class taking a shorter version of the course. These students were preparing to become equal opportunity advisors. Students receive instruction about sexual harassment, and they are expected to keep up with current events. Respondents gave opinions of the high visibility of certain sexual harassment cases and possible effects on the military. The questionnaire collected basic demographic data -- gender, race/ethnic group, status (enlisted, officer or civilian) and age range. Then respondents were asked to answer 11 opinion questions. Responses ranged from "1 -- totally agree" to "5 -- totally disagree."

Sixty-four respondents were women, and 102 were men. The racial/ethnic breakdown included two American Indians/Alaskans, three Asians, 74 African Americans, 16 Hispanics, 69 White, and two other. The groups included 94 enlisted persons, 68 officers/warrant officers, and four civilians. Age ranges of the group were under 25, 1; 25-30, 24; 31-35, 60; 36-40, 34; and over 40, 47. Comparisons were drawn between active and reservists, women and men, enlisted and officers, and African Americans and Whites.

Results of the comparison between the active and reserve classes showed significant differences ($p < .05$) in two responses -- the statements involving an increase in false reports and whether men and women should be separated during basic training. On a five-point scale, the reserve group scored a mean of 2.30 compared to the actives' 2.65 on the "false reports increase" statement. Although both groups disagreed that basic training should be gender-segregated, the actives' mean was 4.39, much stronger than the reserves' 3.65. The two statements involving

racism in sexual harassment cases had means near the neutral (3.0) mark. Respondents agreed with the statement that widespread publicity could have a negative effect on recruiting.

When the answers of males (N = 102) and females (N = 64) were compared, t tests showed a significant difference ($p < .05$) in their responses to the statement involving separate basic training. Women scored a mean of 4.28, strongly disagree, compared to the men's mean of 3.85. The groups recorded small differences in the means for false reports, effect on recruiting and the problem not being as bad as reported. Women, with a mean of 3.00, were neutral in their response to the statement about an increase in reported cases, while men had a mean of 2.23, moderately agree.

When responses from officers (N = 68) and enlisted members (N = 94) were compared, three significant differences ($p < .05$) were evident: the statement about the number of false reports may increase, the one about increase in reported cases, and separate training. Officers leaned toward "moderately agree," while enlisted members were closer to neutral on their perception about false reports increasing. Officers seemed to agree that there will be an increase in reported cases, while the response of enlisted members' was more neutral. Enlisted personnel moderately disagreed on separate training, while the officers' disagreement was not quite as strong. The groups' mean scores on a decrease in incidents were identical at 3.06. Their means were close on some other statements.

Three significant differences ($p < .05$) were found when comparing responses of African American (N = 74) and White (N = 69) respondents. They involved the two statements about racism being a factor at Aberdeen and in the Sergeant Major of the Army case and the effect of the publicity on recruiting. There was a difference of 1.07 in the Aberdeen mean scores with Whites scoring 3.64 compared to African Americans' 2.57. On the SMA statement, Whites averaged 3.57 and African Americans 2.57. Both groups were in the "agree" range on the recruiting statement. The groups' means were equal (4.03) on the training statement.

The statement receiving the most one-sided response involved separating men and women during military basic training. More than 56 percent of respondents totally disagreed with the statement that the genders should be separate. One statement asked if press coverage has been fair, and another statement asked if press coverage was accurate. "Fair" received a mean of 3.37, and "accurate" averaged 3.30, indicating the respondents mildly disagreed. The group's answers concerning the two racism questions (about Aberdeen and SMA McKinney) tended to cluster around the neutral option with 43 percent selecting "neither" about Aberdeen and 50 percent choosing "neither" on the McKinney statement.

2000 Opinion Survey

The 2000 survey, a follow-up to the 1997 study, involved constructing an opinion questionnaire with 10 issues, along with four elements of demographic data -- gender, race/ethnic group, military rank and age. Nine of the 10 perception items appeared on the 1997 questionnaire and were taken from issues raised in the news coverage. Two of the 11 1997 items -- about

SMA McKinney and Aberdeen -- were dropped from the 2000 version of the survey. One new item was added, comparing sexual harassment in the reserve components with the active components to see if respondents perceived a difference. Respondents were all preparing to become equal opportunity advisors. Respondents gave opinions of the high visibility of certain sexual harassment issues and possible effects on the military. Responses ranged from "1 -- totally agree" to "5 -- totally disagree."

Forty-seven respondents were women, and 72 were men. The racial breakdown included two American Indians/Alaskans, 40 African Americans, nine Hispanics, 57 Whites, and 11 other. The groups included 68 enlisted persons, 48 officers/warrant officers, and two civilians. Age ranges of the group were 25-30, 8; 31-35, 27; 36-40, 37; and over 40, 45. Comparisons were drawn between active and reservists, women and men, enlisted and officers, and African Americans and Whites. Tables 1-4 show the comparisons for 1997 and 2000.

When the tests of differences in means for active and reserve components were analyzed, one significant difference ($p < .05$) was found -- in their perceptions of fair press coverage. Actives had a mean of 3.46 compared to the reserves' 3.03. The two groups' differences on that item had grown further apart since 1997. On the statement about their being as much sexual harassment proportionately in the reserve components as on active duty, actives had a mean of 3.21, leaning toward moderately disagree, compared to the reservists' 3.10, which is close to neutral. A summary of the active-reserve comparisons is in Table 1.

Women and men showed significant differences ($p < .05$) on two statements, fair press coverage and the problem is not as bad as reported in the news media. Women had a mean of 3.23 on fair press, compared to the men's 3.18. On the statement about the problem not being as bad, women scored a mean of 3.36 (moderately disagree), while men had a mean of 2.97, close to neutral. The two genders' means were close on the reserve component-active component statement with women having a mean of 3.13 and men 3.15. Both genders' means have dropped considerably since 1997 on the separate training statement; women's mean went from 4.28 to 3.32, while the men's mean fell from 3.85 to 3.23. Comparisons of the genders' responses are in Table 2.

When responses of African Americans and Whites were compared, one significant difference ($p < .05$) was found. When responding to the statement about publicity of sexual harassment having a negative effect on recruiting, African Americans had a mean of 2.60, compared with the Whites' 2.11. Both groups moderately agreed with the statement, but the Whites' mean was much closer to moderately agree. On the reserve/active component proportionate question, African Americans had a mean of 3.15 and the Whites 3.23. Response summaries compared by race are in Table 3.

No significant differences were found in the differences in means for officers and enlisted personnel, although three were found in 1997. As in some of the other groups, the means involving separate basic training dropped considerably over the three-year period. The officers'

mean went from 3.91 to 3.13, and the enlisted mean fell from 4.07 to 3.34. Perhaps the separate basic training item was not rated higher because it was in the news more frequently in 1997. A comparison of enlisted/officer tests of difference in means is in Table 4.

Table 1

Summary of Tests of Differences in Means for Active-Reserve Components

Statement	Active				Reserve				<i>t</i>		Significance	
	1997		2000		1997		2000		1997	2000	1997	2000
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	<i>df</i> 164	<i>df</i> 118		
Negative Effect on Recruiting	2.09	1.11	2.31	1.13	2.21	1.09	2.25	1.25	-.755	-.26	N.S.	N.S.
Publicity -- Fewer Incidents	3.02	1.29	2.68	1.17	3.13	1.21	2.76	1.15	-.550	.34	N.S.	N.S.
Increase in Reported Cases	2.84	1.56	2.85	1.19	2.21	1.14	2.63	1.24	1.223	-.98	N.S.	N.S.
False Reports May Increase	2.65	1.05	2.77	1.09	2.30	1.00	3.14	1.04	2.192	1.86	P<.05	N.S.
Racism at Aberdeen	3.17	1.24	N/A	N/A	3.04	1.20	N/A	N/A	.715	N/A	N.S.	N/A
Fair Press Coverage	3.41	1.23	3.46	.80	3.33	1.09	3.03	1.10	.452	-2.31	N.S	P<.05
Accurate Press Coverage	3.43	.97	3.23	.95	3.18	1.03	3.06	1.01	1.597	-.94	N.S.	N.S.
Unreported Incidents	2.60	1.29	2.50	1.47	3.01	1.48	2.88	1.54	-1.921	1.37	N.S.	N.S.
Problem Not as Bad	3.02	1.24	3.06	.89	3.10	1.10	3.18	1.04	-.389	.58	N.S.	N.S.
Racism SMA	3.01	1.12	N/A	N/A	3.07	1.14	N/A	N/A	-.338	N/A	N.S.	N/A
Separate Basic Training	4.39	1.10	3.21	1.58	3.65	1.48	3.31	1.60	3.623	.34	P<.01	N.S.
RC as much sexual harassment as AC	N/A	N/A	3.21	.85	N/A	N/A	3.10	1.29	N/A	-.52	N/A	N.S.

Table 2

Summary of Tests of Differences in Means for Women and Men

Statement	Women				Men				<i>t</i>		Significance	
	1997		2000		1997		2000		1997	2000	1997	2000
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	<i>df</i> 164	<i>df</i> 118		
Negative Effect on Recruiting	2.19	1.10	2.38	1.05	2.13	1.11	2.21	1.29	.34	.77	N.S.	N.S.
Publicity – Fewer Incidents	3.03	1.30	2.83	1.15	3.11	1.22	2.67	1.18	-.39	.75	N.S.	N.S.
Increase in Reported Cases	3.00	1.09	2.79	1.20	2.23	1.21	2.68	1.22	1.47	.47	N.S.	N.S.
False Reports May Increase	2.50	1.02	3.11	1.13	2.45	1.05	2.92	1.05	.30	.94	P < .05	N.S.
Racism at Aberdeen	2.91	1.20	N/A	N/A	3.23	1.21	N/A	N/A	-1.66	N/A	N.S.	N/A
Fair Press Coverage	3.52	1.04	3.23	1.01	3.28	1.22	3.18	1.02	1.26	.27	N.S.	P < .05
Accurate Press Coverage	3.47	.96	3.32	.98	3.20	1.02	3.00	.98	1.71	1.74	N.S.	N.S.
Unreported Incidents	2.58	1.40	2.51	1.59	2.95	1.39	2.88	1.46	-1.68	-1.28	N.S.	N.S.
Problem Not as Bad	3.11	1.27	3.36	.97	3.03	1.10	2.97	.96	.43	2.15	N.S.	P < .05
Racism SMA	2.98	1.23	N/A	N/A	3.08	1.06	N/A	N/A	-.52	N/A	N.S.	N/A
Separate Basic Training	4.28	1.16	3.32	1.53	3.85	1.44	3.23	1.63	2.00	.28	P < .001	N.S.
RC as much sexual harassment as AC	N/A	N/A	3.13	1.01	N/A	N/A	3.15	1.21	N/A	-.12	N/A	N.S.

Table 3

Summary of Tests of Differences in Means for African Americans and Whites

Statement	African Americans				Whites				<i>t</i>		Significance	
	1997		2000		1997		2000		1997	2000	1997	2000
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	<i>df</i> 164	<i>df</i> 118		
Negative Effect on Recruiting	2.36	1.17	2.60	1.26	1.93	.99	2.11	1.10	2.41	2.06	P < .05	P < .05
Publicity -- Fewer Incidents	3.07	1.25	2.75	1.15	3.13	1.27	2.81	1.17	-.30	-.24	N.S.	N.S.
Increase in Reported Cases	2.46	1.28	2.60	1.26	2.16	1.09	2.65	1.16	1.49	-.20	N.S.	N.S.
False Reports May Increase	2.49	1.02	3.25	1.17	2.42	1.06	2.96	1.00	.38	1.29	N.S.	N.S.
Racism at Aberdeen	2.57	1.21	N/A	N/A	3.64	1.00	N/A	N/A	-.58	N/A	N.S.	N/A
Fair Press Coverage	3.27	1.23	3.31	1.10	3.55	1.08	3.19	1.00	-1.45	.53	N.S.	N.S.
Accurate Press Coverage	3.41	1.03	3.20	1.02	3.28	.95	3.07	.98	.78	.63	N.S.	N.S.
Unreported Incidents	2.84	1.42	2.80	1.56	2.74	1.47	2.74	1.56	.41	.20	N.S.	N.S.
Problem Not as Bad	3.15	1.11	3.10	.93	3.00	1.24	3.16	.98	.76	.29	N.S.	N.S.
Racism SMA	2.57	1.15	N/A	N/A	3.57	.93	N/A	N/A	-5.68	N/A	P < .001	N/A
Separate Basic Training	4.03	1.29	3.60	1.58	4.03	1.41	3.13	1.58	-.01	1.46	N.S.	N.S.
RC as much sexual harassment as AC	N/A	N/A	3.15	1.10	N/A	N/A	3.23	1.21	N/A	-.32	N/A	N.S.

Table 4

Summary of Tests of Differences in Means for Officers and Enlisted Personnel

Statement	Officers				Enlisted				t		Significance	
	1997		2000		1997		2000		1997	2000	1997	2000
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	df 164	df 118		
Negative Effect on Recruiting	2.18	1.13	2.22	1.18	2.18	1.07	2.38	1.27	-.401	-.67	N.S.	N.S.
Publicity – Fewer Incidents	3.06	1.22	2.67	1.18	3.06	1.27	2.82	1.16	.025	.71	N.S.	N.S.
Increase in Reported Cases	2.18	1.12	2.60	1.23	2.80	1.12	2.81	1.21	1.168	.89	P <.05	N.S.
False Reports May Increase	2.26	1.03	2.94	1.02	2.59	1.01	3.04	1.13	1.976	.52	P =.05	N.S.
Racism at Aberdeen	3.13	1.18	N/A	N/A	3.09	1.26	N/A	N/A	-.242	N/A	N.S.	N/A
Fair Press Coverage	3.41	1.08	3.10	.97	3.35	1.21	3.25	1.05	-.330	.78	N.S.	N.S.
Accurate Press Coverage	3.29	.98	3.08	.94	3.32	1.04	3.18	1.02	.155	.18	N.S.	N.S.
Unreported Incidents	2.84	1.44	2.82	1.47	2.78	1.39	2.69	1.57	.271	-.42	N.S.	N.S.
Problem Not as Bad	2.99	1.22	3.10	1.02	3.03	1.15	3.16	.97	.590	.31	N.S.	N.S.
Racism SMA	3.25	1.14	N/A	N/A	2.90	1.12	N/A	N/A	-1.929	N/A	N.S.	N/A
Separate Basic Training	3.91	1.50	3.13	1.66	4.07	1.26	3.34	1.57	.749	.70	P <.05	N.S.
RC as much sexual harassment as AC	N/A	N/A	3.19	1.20	N/A	N/A	3.12	1.10	N/A	-.32	N/A	N.S.

Summary and Conclusions

Sexual harassment in the military continued to be a hot topic for the news media during the period covered. Scandals at Aberdeen Proving Ground and Fort Leonard Wood captured headlines during 1996-97. High-profile cases involving the Sergeant Major of the Army in 1997-98 and the highest-ranking Army woman in 2000 received much of the coverage. The daily newspapers and the service-related commercial weeklies thoroughly covered sexual harassment in the military. Obviously, the military is trying to cope with its sexual harassment incidents and is cooperating with the press in reporting the facts.

The press presented both news and views with newspaper columnists and editorials raising some pertinent questions, such as:

1. When will military leaders become more effective in fighting sexual harassment?
2. Will negative publicity affect recruiting, especially females?
3. Should there be more sexual harassment training for military members?
4. Should the Services look more closely at potential drill instructors?
5. Should basic training be gender-integrated or separate?
6. Are hotlines useful tools against sexual harassment, even though revenge and crank telephone calls may be received along with legitimate complaints?
7. Were accusations against the drill sergeants and SMA McKinney racially motivated?
8. Did the accusers of SMA McKinney receive a fair solution?
9. Did Lieutenant General Kennedy receive a prompter reply because of her rank?
10. Based on the McKinney and Kennedy cases, what can military women expect?

In a pilot study and follow-up survey of perceptions, members of the equal opportunity advisor classes expressed their opinions of newspaper coverage of sexual harassment issues. Several t-tests were used to compare means of various groups' responses: active with reserve, women with men, enlisted personnel with officers, and African Americans with Whites.

In 1997, the most meaningful differences were found between the perceptions of enlisted members and officers and between African Americans and Whites. When replying to the statements that racism is involved in sexual harassment cases at Aberdeen and with SMA McKinney, African Americans were in the "moderately agree" range, while Whites were in the "moderately disagree" area. A meaningful difference between male and female responses concerned separate training where women had a mean of 4.28 compared to the men's' 3.85. Overall, respondents strongly favor keeping gender-integrated training, which supports the stand of the commander of the Army's Training and Doctrine Command.

The 2000 survey, using a questionnaire that included nine of the previous questions and one new one, was administered to 119 future EO officers. Two significant differences were found between responses of women and men, and one each were found when comparing the per-

ceptions of actives and reserves and of African Americans and Whites. The 2000 groups did not feel as strongly about integrated training as the 1997 respondents did.

Suggestions for Further Study and Application

This study examined selected newspapers for coverage of sexual harassment in the military and to obtain perceptions about effects of issues raised by the press coverage. The survey instrument could be refined to include more issues and administered to either a larger population of equal opportunity advisors or to a large sample of military Service members. The element of racism could be placed back in the questionnaire. A similar study could compare responses of equal opportunity advisors with public affairs officers. Examination of news media could be expanded to include television news coverage and commentary. Researchers could examine military internal command information efforts to inform personnel about sexual harassment and how to cope with and report it. Surveys similar to this one could be used by commanders to supplement the Military Equal Opportunity Climate Survey (MEOCS). By receiving feedback from Service members, commanders can be made aware of members' feelings toward issues and then communicate with them more effectively. As the military Services continue to battle sexual harassment, the press reports and comments on the issue. The news media possibly can be an effective tool to help expose and eradicate sexual harassment.

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News Media Coverage of Sexual Harassment in the Military

In this section, please give your opinion. Please circle the corresponding number to your response as follows:

- 1 = totally agree with the statement
- 2 = moderately agree with the statement
- 3 = neither agree nor disagree with the statement
- 4 = moderately disagree with the statement
- 5 = totally disagree with the statement

1. The public's perception of sexual harassment in the military will have a negative effect on recruiting. 1 2 3 4 5
2. Widespread publicity about sexual harassment cases will tend to cause the number of incidents to decrease. 1 2 3 4 5
3. The publicity may cause the number of reported cases to increase. 1 2 3 4 5
4. The publicity may cause the number of false reports to increase. 1 2 3 4 5
5. Press coverage of the military sexual harassment incidents has been fair. 1 2 3 4 5
6. Press coverage of the military sexual harassment incidents appears to be accurate. 1 2 3 4 5
7. I am aware of some military sexual harassment incidents that went unreported by the press. 1 2 3 4 5
8. Overall, the military's sexual harassment problem is not as bad as reported in the news media. 1 2 3 4 5
9. Men and women should be separated during military basic training. 1 2 3 4 5
10. The Reserve Components proportionately do not have as many sexual harassment incidents as the Active Components do. 1 2 3 4 5