



2018 U.S. Merchant Marine Service Academy Gender Relations Survey

Overview Report

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2018 U.S. Merchant Marine Service Academy Gender Relations Survey

Overview Report

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The Office of People Analytics (OPA) is indebted to numerous people for their assistance with the 2018 Service Academy Gender Relations Survey (2018 SAGR), which was conducted on behalf of the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). The survey program is conducted under the leadership of Dr. Ashlea Klahr, Director of OPA's Health and Resilience (H&R) Division. H&R research is conducted under the oversight of Ms. Lisa Davis, Deputy Director. The project manager for this effort was Ms. Kimberly Hylton of Fors Marsh Group (FMG).

United States Merchant Marine Academy officials contributing to the development and administration of this survey included Ms. Michelle Underwood. Policy officials contributing to the development of this survey include Dr. Nathan Galbreath (DoD Sexual Assault Prevention and Response Office) and Ms. Shirley Raguindin (DoD Office of Diversity, Equity, and Inclusion).

The lead survey design analysts were Ms. Kimberly Hylton and Ms. Natalie Namrow of FMG. They designed the unique presentation of complex items used in this report. Ms. Margaret Coffey, Team Lead of Survey Operations, is responsible for the creation of survey database and archiving standards. The lead operations analyst on this survey was Mr. William (Xav) Klauberg of FMG.

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, imputation, 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 coordinating the sampling and weighting processes and developed the statistical weights based on the respondents for this survey.

A team consisting of Ms. Lisa Davis and Dr. Ashlea Klahr of OPA, Mr. William (Xav) Klauberg, Mr. Mark Petusky, Ms. Yvette Claros, and Dr. Laura Severance of FMG contributed to the writing and analyses provided in this report. A team consisting of Ms. Lisa Davis of OPA and, Ms. Ariel Hill, Ms. Kimberly Hylton, Mr. William (Xav) Klauberg, and Mr. Mark Petusky, of FMG, completed quality control for this report.

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2018 U.S. MERCHANT MARINE SERVICE ACADEMY GENDER RELATIONS SURVEY

Introduction and Methodology

The Health and Resilience (H&R) Division of the Office of People Analytics (OPA) has been conducting Congressionally-mandated gender relations surveys of cadets and midshipmen at each of the Military Service Academies (MSAs) since 2005, and the U.S. Coast Guard Academy (USCGA) since 2008. The U.S. Merchant Marine Academy (USMMA) requested they be included in the Service Academy Gender Relations Survey (SAGR), beginning in 2012, in order to evaluate and improve their programs addressing sexual assault and sexual harassment. The chief purpose of these surveys have been to measure, analyze, and report estimated prevalence rates of sexual assault and rates of sex-based military equal opportunity (MEO) violations (sexual harassment and gender discrimination). The surveys also serve to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors and improve the climate of gender relations at the Academies. The *2018 Service Academy Gender Relations Survey (2018 SAGR)* was conducted to address these purposes, and is the most recent of the biennial surveys to be administered.

Sexual Assault Program and Policies

The current annual assessment cycle at the Academies of alternating administration of surveys and focus groups is codified by Title 10, United States Code (U.S.C.), Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. This requirement applies only to the DoD Academies (U.S. Military Academy [USMA], U.S. Naval Academy [USNA], and U.S. Air Force Academy [USFA]). Though the aforementioned policy does not require USCGA to be assessed, the Academy requested to participate since 2008. The Duncan Hunter National Defense Authorization Act for Fiscal Year 2009 required the Secretary of Transportation and USMMA to address sexual assault and harassment at the Academy, including assessment. USMMA officials elected to participate in the SAGR starting in 2012 to meet requirements laid out in 46 U.S. Code § 51318, specifying the Secretary of Transportation and USMMA conduct annual assessments of alternating surveys and focus groups to assess sexual assault and sex-based harassment and discrimination at the Academy.

Sexual Assault Prevention and Response Policy

DoD 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 (Department of Defense, 2015a). It established the DoD Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD(P&R) in 2006 to address all DoD sexual assault policy matters, except criminal investigations and legal processes within the responsibility of the Military Criminal Investigative Organization (MCIO) and the Offices of the Judge Advocates General in the Military Departments, respectively. DoD SAPRO requires data to continually assess the prevalence of

sexual assault at the Academies and the effectiveness of the programs and resources they implement.

USMMA Program Oversight. Since USMMA is under the Department of Transportation (DOT), they differ from the DoD Academies in that midshipmen are not covered by the UCMJ and the DOT does not have an overarching SAPRO like the DoD (DOT IG, 2018). However, in developing their SAPR program, USMMA based their policies and procedures off of the already established DoD Academy programs.

USMMA first hired a Sexual Assault Response Coordinator (SARC) in 2012 and established their SAPRO in the fall of 2016 to eliminate sexual assault at the Academy. Much like the DoD Academies, the USMMA SAPRO provides prevention training, victim resources and assistance, and reporting options for those who want to come forward to report a sexual assault (USMMA, 2019). The DOT Inspector General conducts criminal investigations of sexual assaults that happen at USMMA.

Defining Sexual Assault in the DoD

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, 2015a). 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.

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; Department of Defense, 2015b). 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

Equal Opportunity, Sexual Harassment, and Gender Discrimination Policies

DoD Program Oversight

The Office of Diversity, Equity, and Inclusion (ODEI), is the primary office within DoD that develops and executes diversity management and equal opportunity policies and programs. ODEI monitors the prevention and response of sexual harassment and gender discrimination. The overall goal of ODEI 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; Department of Defense, 2015c).

USMMA Program Oversight

Superintendent Instruction 2018-04 combined student sexual harassment and sexual assault into one instruction, Sexual Assault, Sexual or Gender-Based Harassment, Relationship Violence, Stalking, and Retaliation Policy. The Office of Civil Rights manages the DOT Equal Employment Opportunity (EEO) program and monitors the Academy’s compliance with EEO laws and regulations. The Office “provides program and management support services and promotes a diverse workforce founded upon equality of opportunity” (USMMA, 2015).

Defining Sexual Harassment and Gender Discrimination in the DoD

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.

Workplace conduct, which for military this may include on or off duty conduct 24 hours a day, 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).

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

Measurement of Constructs

The ability to estimate annual rates is a distinguishing feature of this survey. Results are included for estimated prevalence rates of unwanted sexual contact and estimated rates of sex-based MEO violations pertaining to sexual harassment and gender discrimination, as well as retaliatory behaviors as a result of reporting unwanted sexual contact. Construction of these rates is described in detail below. It is important to note that the constructs were developed to assess violations according to DoD policies, and therefore, may not align to those that apply to USMMA directly. Because policies and procedures vary across Academies and are often different in their implementation, this report does not directly compare estimated rates across Academies and only focuses on results at USMMA.

Unwanted Sexual Contact

Behavioral Definition. Unwanted sexual contact refers to a range of behaviors prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.¹ In the 2018 SAGR, unwanted sexual contact is measured using a comprehensive, behavioral list of items (Q48; Figure 1). The resulting prevalence rate provides an estimated proportion of individuals who experienced any of these behaviors, referred to as unwanted sexual contact, in the past academic program year (APY), i.e., since June 2017.²

¹ The UCMJ defines the term sexual contact within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

² The RAND Corporation developed a measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive prevalence rates of crimes committed against military members (Morrall, Gore, & Schell, 2014). RAND fielded both the existing unwanted sexual contact measure and the new measure and found that weighted estimated topline rates from each measure were not statistically significantly different. To retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained on the SAGR.

Figure 1.
Question Measuring Unwanted Sexual Contact

Unwanted Sexual Contact Behavior
➤ Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?
➤ Attempted to make you have sexual intercourse, but was not successful?
➤ Made you have sexual intercourse?
➤ Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?
➤ Made you perform or receive oral sex, anal sex, or penetration by a finger or object?

As originally developed, the goal of the unwanted sexual contact questions was to act as a proxy for sexual assault while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact item was not to provide a crime victimization rate but to provide information about Service Academy cadets and midshipmen who experienced sex-related behaviors prohibited by the UCMJ that would qualify the individual to receive SAPR support services. This behaviorally-based measure captures specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or its definition of sexual assault. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” described in Articles 120 and 125 of the UCMJ. As such, using behaviorally-based questions allows for more accurate estimation of prevalence rates (Fisher & Cullen, 2000). The *2018 SAGR* specifically asks about behaviors that occurred without the respondent’s consent (either when they did not or could not consent) or against their will, including completed and attempted sexual intercourse, oral sex, anal sex, and penetration by an object or finger, as well as unwanted sexual touching. The latter is specific to unwanted touching of *sexual* regions of the body (i.e., genitalia, breasts, or buttocks) but does not include touching of nonsexual regions of the body or behaviors that are harassing in nature. The terms and definitions of unwanted sexual contact have been consistent throughout the *SAGR* surveys administered since 2006 to provide comparable data points across time.

Time Reference. When surveys ask about experiences within a set timeframe, there is risk that respondents might include experiences that fall outside of that specific timeframe, a bias known as external telescoping. For the *2018 SAGR*, the survey contains an inherent “anchor” via the APY. Students are instructed in a verbal briefing before the survey administration only to consider experiences that have occurred within that APY, beginning June 2017. This timeframe is reiterated on the survey instrument in the unwanted sexual contact question and for the

subsequent questions about the “one situation” that had the greatest effect on the respondent. Research and theory on telescoping suggests that timeframes anchored with highly salient events, called landmarks, can be effective in reducing telescoping bias (Gaskell, Wright, & O’Muircheartaigh, 2000). To be maximally effective, landmarks should avoid two potential problems: (1) susceptibility of the landmark itself to telescoping forward in respondents’ memories, and (2) unequivocal salience of the landmark for all respondents (Gaskell et al., 2000). The landmark used in the 2018 SAGR appears resistant to both potential problems. The beginning of the current APY for Academy students marks a number of important changes for students; such as change in class rank, opening of new opportunities, and expansion of privileges. This moment in time is unlikely to be mentally telescoped forward by respondents; moreover, this landmark should be equally salient for all respondents. Given the repeated timeframe instructions and the strong salient landmark given by the APY, the risk of telescoping for the reference period in the 2018 SAGR is likely to be very small.

Sex-Based Military Equal Opportunity (MEO) Violations

In 2014, RAND developed new measures of sex-based MEO violations for the *RAND Military Workplace Survey (2014 RMWS)* that were designed to align with criteria for a DoD-based MEO violation. This measure was designed to align with military law and policy that outline criteria for an MEO violation, incorporating behaviors and follow-up criteria to derive rates. The categories of behaviors include sexual harassment (i.e., sexually hostile work environment and sexual *quid pro quo*) and gender discrimination. The measure was tailored for use at the Academies, including minor changes (e.g., the items ask about “someone from your Academy” instead of “someone from work” and “most cadets/midshipmen” instead of “most men/women in the military”), and two substantive changes 1) separate items from the 2014 RMWS on someone repeatedly telling about their sexual activities and making sexual gestures/body movements were combined into a single item; and 2) an item asking whether someone intentionally touched the participant in a sexual way when they did not want them to was removed, as this behavior falls under unwanted sexual contact. Otherwise the measure was consistent with the measure used for active duty and Reserve members.

Behavioral Definition. Following the 2014 RMWS guidelines, OPA used a two-step process to determine estimated sex-based MEO violation rates. The MEO measure includes two requirements to reach the level of being in violation of DoD policy (Department of Defense, 2015c). First, the student must endorse an experience consistent with the sex-based MEO violations specified by DoDD 1350.2. These include indicating experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their Academy. Second, the student also had to have indicated “yes” to one of the follow-up items that assess persistence and/or severity of the behavior (Figure 2). OPA then categorized those reported behaviors into two types of MEO categories—sexual harassment and gender discrimination—to produce estimated rates for both constructs.

Figure 2.
Two-Part Sex-Based MEO Violation Measure



Negative Outcomes Associated With Reporting a Sexual Assault

All branches of the military strive to create an environment where uniformed service members feel comfortable and safe reporting experiences of sexual assault, including monitoring of negative behaviors as a result of reporting sexual assault. Specifically, three forms of negative behaviors have been outlined: professional reprisal, ostracism, and other negative outcomes.³

Construction of Metrics for 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 battery of questions was designed to measure negative behaviors a student may have experienced as a result of making a report of sexual assault and to account for additional motivating factors, as indicated by the student, consistent with prohibited actions of professional reprisal and ostracism in the UCMJ

³ Because the SAGR 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.

and military policies and regulations, as well as questions regarding other negative behaviors as a result of reporting.

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or other negative outcomes. Ultimately, only the results of an investigation (which takes into account all legal aspects) can determine whether self-reported negative behaviors meet the requirements of prohibited negative behaviors. The estimates presented in this report reflect the students' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliatory behaviors. Construction of rates of professional reprisal, ostracism, and other negative outcomes are based on general policy prohibitions. These rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

Professional Reprisal. Reprisal is defined as “taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, or being perceived as making or preparing to make a protected communication” such as report of a crime.⁴ Per the definition in law and policy, reprisal may only occur if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the academic career or professional/developmental activities of the student who reported a crime. As depicted in Figure 3, the estimated *Professional Reprisal* rate in the 2018 SAGR is a summary measure reflecting whether students indicated they experienced a behavior consistent with professional reprisal as a result of reporting unwanted sexual contact, (i.e., the action taken was not based on conduct or performance). Further, the student must believe leadership took these actions for any one of a specific set of reasons: because they were trying to get back at the student for making an official report (restricted or unrestricted), because they were trying to discourage the student from moving forward with their report, or because they were angry at the student for causing a problem for them.

⁴ Military Whistleblower Protection Act (10 U.S.C. § 1034); Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged victim or other member of the Armed Forces who reports a crime, and requires that violations of those regulations be punishable under Article 92.

Figure 3.
Construction of Estimated Professional Reprisal Rate

1	Experienced at least one behavior from leadership in line with potential professional reprisal
➤ Denied you or removed you from a leadership position ➤ Denied you a training opportunity that could have led to a leadership position ➤ Rated you lower than you deserved on a performance evaluation ➤ Denied you an award or other form of recognition you were previously eligible to receive ➤ Assigned you to new duties without doing the same to others ➤ Assigned you to duties that do not match your current class year or position within the company/squadron ➤ Transferred you to a different company/squadron without your request or agreement ➤ Ordered you to one or more mental health evaluations ➤ Disciplined you or ordered other corrective action	
2	Belief that the leadership actions experienced were ONLY based on their report of sexual assault (i.e., not based on their conduct or performance)
3	Belief that the leadership took action for one of the following reasons:
➤ To get back at you for making a report (unrestricted or restricted) ➤ To discourage you from moving forward with your report ➤ They were mad at you for causing a problem for them	

Ostracism. Although the interpretation of ostracism varies slightly,⁵ in general, ostracism may occur if retaliatory behaviors were taken either by a member's military peers (such as fellow students in the context of the Academies) or by leadership. Examples of ostracism include improper exclusion from social acceptance, activities, or interactions; denying privilege of friendship due to reporting or planning to report a crime; and/or subjecting the student to insults or bullying. As depicted in Figure 4, this is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, students perceived at least one behavior consistent with ostracism. To be included in this estimated rate, students also needed to indicate they perceived that at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and they believed that person(s) was trying to discourage them from moving forward with their report or discourage others from reporting.

⁵ Enacting prohibitions against ostracism within the context of retaliation requires a specific set of criteria in order to maintain judicial validation against the limitations on the freedom of disassociation. Therefore, the Military Departments crafted policies that implement the regulation of these prohibitions against ostracism outlined in section 1709(a).

Figure 4.
Construction of Estimated Ostracism Rate

1	Experienced at least one behavior from cadet/midshipman peers and/or leadership in line with potential ostracism
➤ Made insulting or disrespectful remarks or made jokes at your expense—in <u>public</u> ➤ 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”)	
2	Belief that at least one individual knew or suspected the respondents made an official report of sexual assault (unrestricted or restricted)
3	Belief that the action was taken to discourage you from moving forward with your report or discourage others from reporting

Other Negative Outcomes. This is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, respondents indicated experiencing negative behaviors from cadet/midshipman peers or leadership 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 5 shows the behaviors and two follow-up criteria required to be included in the metric. To be included in this estimated rate, students also needed to indicate at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and they believed that person(s) was trying to discourage them from moving forward with their report or discourage others from reporting, or that the person was trying to abuse or humiliate them.

Figure 5.
Construction of Estimated Other Negative Outcomes Rate

1	Experienced at least one behavior from cadet/midshipman peers and/or leadership in line with potential other negative outcomes
➤ Made insulting or disrespectful remarks or made jokes at your expense—to you in <u>private</u> ➤ 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	
2	Belief that at least one individual knew or suspected the respondents made an official report of sexual assault (unrestricted or restricted)
3	Belief that the action was taken for one of the following reasons:
➤ To discourage you from moving forward with your report or discourage others from reporting ➤ They were trying to abuse or humiliate you	

Survey Methodology

OPA uses industry standard scientific survey methodology to control for bias and allow for generalizability to populations. For more than 25 years, OPA has been DoD's lead organization for conducting impartial and unbiased scientific survey and focus group research on a number of topics of interest to the DoD. OPA uses standard scientific methods to conduct cross-component surveys that provide DoD with fast, accurate assessments of attitudes, opinions, and experiences of the entire DoD community. Although OPA has used industry-standard scientific survey methodology for many years, it is important to clearly describe how scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Specifically, OPA's survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR). In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND, Government Accountability Office [GAO]). Appendix B contains frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA.

Statistical Design

The population of interest for the *2018 SAGR* consisted of all students at USMMA,⁶ where the entire population of male and female students were selected to participate in the survey. This design allows for maximum reliability of results in the sections in which the survey questions applied to only a subset of students, such as those questions asking details of an unwanted sexual contact, especially among men. It should be noted that while all students were invited, the survey was voluntary and thus students were not required to participate.

The target population consisted of 901 students drawn from the student rosters provided to OPA by USMMA. Surveys were completed by 765 students (129 women and 636 men),⁷ yielding an overall weighted response rate for respondents at USMMA of 85% (84% for women and 85% for men).

Using an industry-standard process, data were weighted to reflect each Academy's population as of March 2018 (combined across administrations in April, July, and November for USMMA).⁸ The estimated number of students, the number of complete eligible respondents, and the weighted response rates for each reporting group are shown in Table 1.

⁶ Two groups of students were excluded: visiting students from other Academies and foreign nationals.

⁷ "Completed" is defined as answering 50% or more of the questions asked of all participants, at least one response from the MEO violations questions (Q4, Q7, Q10, Q13, Q16, Q19, Q22, Q25, Q29, Q32, Q34, Q36, or Q38), and a valid response to Q48 on unwanted sexual contact.

⁸ For further details, see OPA (2019).

Table 1.
2018 SAGR Counts and Weighted Response Rates

	Population	Complete Survey Respondents	Weighted Response Rates
USMMA Total	901	765	85%
Men	748	636	85%
Women	153	129	84%

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 standard process of weighting consists of the following steps:

- Adjustment for selection probability—OPA typically adjusts for selection probability within scientific sampling procedures. However, in the case of the *2018 SAGR*, all students were selected to participate in the survey. Therefore, although adjustment for selection probability is usually performed as the first step in the weighting process, in this instance, the selection probability is 100%, hence the base weights are calculated to be one (1).
- Adjustments for nonresponse—Although the *2018 SAGR* was a census of all students, some students did not respond to the survey, and others responded or started the survey but did not complete it (i.e., did not provide the minimum number of responses required for the survey to be considered complete). OPA adjusts for this nonresponse in creating population estimates by first calculating the base weights as the reciprocal of the probability of selection (in the *2018 SAGR*, the base weights take on the value one [1] since the survey was a census). Next, OPA adjusts the base weights for those who did not respond to the survey, then adjusts for those who started the survey but did not complete it.
- Adjustment to known population values—OPA typically adjusts the weights in the previous step to known population values to account for remaining bias. In the case of the *2018 SAGR*, the weights in the previous step were adjusted to known population values using the three known demographic variables (Academy, class year, and gender). The poststratification adjustments all have the value one (1) because the three demographic variables were already accounted for in the previous step.

Although the *2018 SAGR* was a census of students, not everyone responded to the survey; hence the weighting procedures described above were required to produce population estimates (e.g., percent female). Because of the weighting, conventional formulas for calculating margins of error overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT (Research Triangle Institute, Inc., 2013).⁹

⁹As a result of differential weighting, only certain statistical software procedures, such as SUDAAN[®], correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

Variance estimates are used to construct margins of error (i.e., confidence interval half-widths) of percentages and means based on 95% confidence intervals.

Survey Administration

Data were collected in April, July, and November 2018 at USMMA. Multiple sessions were needed in order to survey those midshipmen who were on sea-year. The survey and the following procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process.¹⁰ A trained research team from OPA administered the anonymous paper-and-pen survey in group sessions. Separate sessions were held for female and male students. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet of available support resources. The information sheet included details on where students could obtain help if they became upset or distressed while taking the survey or afterwards. Students were briefed on the purpose and details of the survey and the importance of participation. Completion of the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes into a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students' anonymity.

Statistical Comparisons

Results of the 2018 SAGR for USMMA are presented at various levels within this report. Results are reported by gender and class year. When questions are comparable to those in the 2016 survey, an analysis of comparisons between survey years is presented for statistically significant changes overtime. In addition, comparisons to 2014 and 2012 are presented for overall prevalence rates of unwanted sexual contact by gender. Comparisons to prior years for sex-based MEO violations are only comparable to 2016 estimates due to changes in the measure in 2016.

For gender, OPA relied on data recorded at survey administration. For class year, respondents were classified by self-report. Definitions for reporting categories follow:

- *Class Year*—Seniors (Class of 2018), Juniors (Class of 2019), Sophomores (Class of 2020), and Freshmen (Class of 2021).
- *Gender*—Self-explanatory.

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the 2018 SAGR: between survey years (comparisons to previous survey year) and within the current survey year (2018) by class membership (i.e., senior, junior, sophomore, and freshman) and gender (where applicable). Class comparisons within the current survey year are made along a single dimension for USMMA by gender. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension (i.e., the total population minus the group being assessed). For example, responses of senior women at USMMA are compared to the weighted average of

¹⁰ RCS: DD-P&R(AR) 2198

the responses from junior, sophomore, and freshman USMMA women (e.g., women in all other classes at USMMA). In some cases, the same value of an estimate for two different classes is significantly higher or lower for one class but not the other. This may be due to rounding (both 12.7% and 13.4% are displayed as 13%) or differences in margins of error. When comparing results across survey years (e.g., 2018 compared to 2016), statistical tests for differences between means (i.e., average scores) are used. For all statistical tests, OPA uses two-independent sample *t*-tests where differences are statistically significant at $p < 0.01$. Because the results of comparisons are based on weighted estimates, the reader can infer that the results generalize to the population.

Presentation of Results

The tables and figures in the report are numbered sequentially. 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 one is that the interval contains the true population value being estimated. For example, if it is estimated that 55% of individuals selected an answer and the margin of error was ± 3 , we are 95% confident that the “true” value being estimated in the population is between 52% and 58%. Because the results of comparisons are based on weighted results, the reader can assume that the results generalize to the Academy’s populations within an acceptable margin of error.

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 not having a sufficient number of respondents (fewer than five), effective number of respondents (fewer than 15), or relative standard error (greater than 0.3). Effective number of respondents takes into account the finite population correction and variability in weights. An “NR” presentation protects the DoD, the DOT, and the reader, from presenting potentially inaccurate findings due to instability of the specific estimate. The cause of instability is due to high variability (large relative standard error) usually associated with a small number of respondents contributing to the estimate. Additionally, some estimates might be so small as to appear to approach a value of zero. In those cases, an estimate of less than one (<1%) is displayed.

Unwanted Sexual Contact

This section provides findings for the United States Merchant Marine Academy (USMMA) regarding prevalence of unwanted sexual contact (USC), details regarding the one situation of USC that had the greatest impact, reporting, and perceived retaliatory behavior as a result of reporting.

This section provides topline findings for women and men at USMMA, including statistically significant differences between estimates from the 2016 SAGR compared to the 2018 SAGR, where applicable. Differences between class years on the 2018 SAGR are also discussed where statistically significant. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.¹¹ When data are not reportable for USMMA men, only results for USMMA women are discussed.

Unwanted Sexual Contact Rates

As described in Chapter 1, the SAGR survey assesses experiences of prohibited behaviors aligned with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact.” While the UCMJ does not cover midshipmen at USMMA, the same measure is used across all Military Service Academies to measure prevalence of unwanted sexual contact.

This measure is based on objective behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault, nor does it require the participant to label the incident sexual assault. The overall USC rate reflects the estimated percentage of USMMA students who experienced behaviors prohibited by the UCMJ between June 2017 and the time of the survey (Academic Year 2017-2018). The terms and definitions of USC have been consistent across the SAGR surveys administered since 2006 to provide comparable data across time.

Many instances of USC may involve a combination of behaviors as laid out in the UCMJ. Rather than attempt to provide estimated rates for every possible combination of behaviors, and because behaviors may co-occur, responses were coded to create three hierarchically-constructed categories:

- *Completed penetration*—Includes those respondents who marked “yes” to being made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.
- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object, but did *not* indicate that they experienced *completed penetration*.

¹¹ Further details are provided in the introduction and methodology of this report.

- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional, touching of sexual body parts such as genitalia, breasts, or buttocks and did *not* indicate that they also experienced *attempted penetration* and/or *completed penetration*.

For more information regarding the measure and how the estimated prevalence rate of unwanted sexual contact was constructed, see the introduction and methodology section of this report.

Caveating Unwanted Sexual Contact Results for USMMA Women

A sharp decline in rates of USC was found for junior and senior women at USMMA in 2018 which was uncharacteristic of women at the other military service academies (MSAs). Underclassmen women and men across all class years at USMMA did not show the same declines in rates of USC. Given rates of USC for women at the other Academies increased or remained stable, the data for junior and senior women at USMMA warranted further examination.

One possible explanation for the sharp decline in USC rates among junior (class of 2019) and senior (class of 2018) women was the Sea Year stand down that occurred from June 2016 to March 2017 when former DOT Secretary Foxx suspended Sea Year while the Maritime Administration (MARAD) examined ways to improve Sea Year training to address sexual assault and sexual harassment. The outcome of the examination included “zero tolerance policy, an electronic reporting system, vetted mentors, regular crew training, and a prohibition on fraternization between crew and midshipmen” (U.S. Congress, 2017). During Sea Year stand down, women in the classes of 2018 and 2019 were enrolled in the Academy as upcoming sophomores and juniors—the two class years most affected by the stand down. Therefore, the hypothesis was that junior and senior women in the 2018 SAGR may have self-censored experiences of USC on the survey or may have avoided completing the survey altogether to avoid another Sea Year stand down by possibly minimizing the perceived prevalence of USC at the Academy. Or the opposite could be true—possibly the rules enforced as a result of Sea Year stand down may have actually reduced experiences of USC for junior and senior women in the 2018 SAGR.

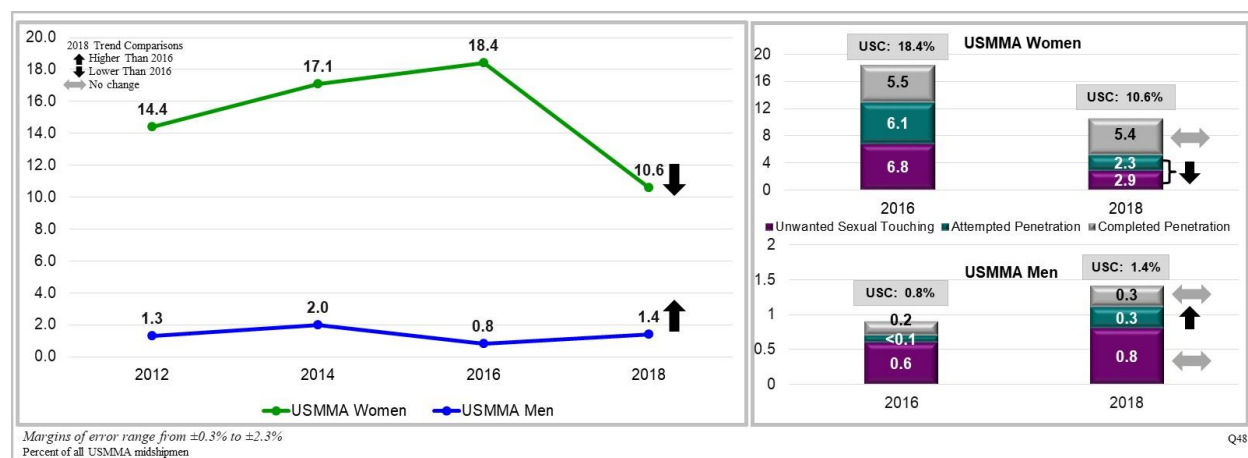
OPA analysts investigated the potential illigitimacy of the results and discovered mixed findings on whether there had been deliberate misrepresentation by participants. Due to the lack of concrete evidence of self-censorship and mixed findings discovered in the analysts’ investigation, it remained impossible to discern whether the decrease in USC prevalence for these groups was a result of data manipulation, or a legitimate decrease at the Academy. OPA strongly advises that interpretation of the results should be made cautiously, and that while rates appear to have declined for USMMA women, there is no concrete evidence this decrease was a true decrease in the prevalence of USC for women in 2018. Further, because of the sharp declines for junior and senior women, results by class year for the details regarding experiences of USC are not reported, as only freshman and sophomore women were compared and does not provide an accurate assessment of differences among all class years.

Estimated Past Year Unwanted Sexual Contact Rates

10.6% of USMMA women experienced USC since June 2017, which decreased since 2016, reaching the lowest level since tracking began (Figure 6). This rate is comprised of an estimated 5.4% who experienced *completed penetration*, 2.3% who experienced *attempted penetration*, and 2.9% of USMMA women who experienced *unwanted sexual touching*. Attempted penetration and unwanted sexual touching both decreased from 2016.

1.4% of USMMA men experienced USC since June 2017, which increased since 2016 (Figure 6). This rate is comprised of an estimated 0.3% experienced *completed penetration*, 0.3% experienced *attempted penetration*, and 0.8% of men who experienced *unwanted sexual touching*, with an increase for attempted penetration from 2016.

Figure 6.
Estimated Past Year Unwanted Sexual Contact Rate for USMMA

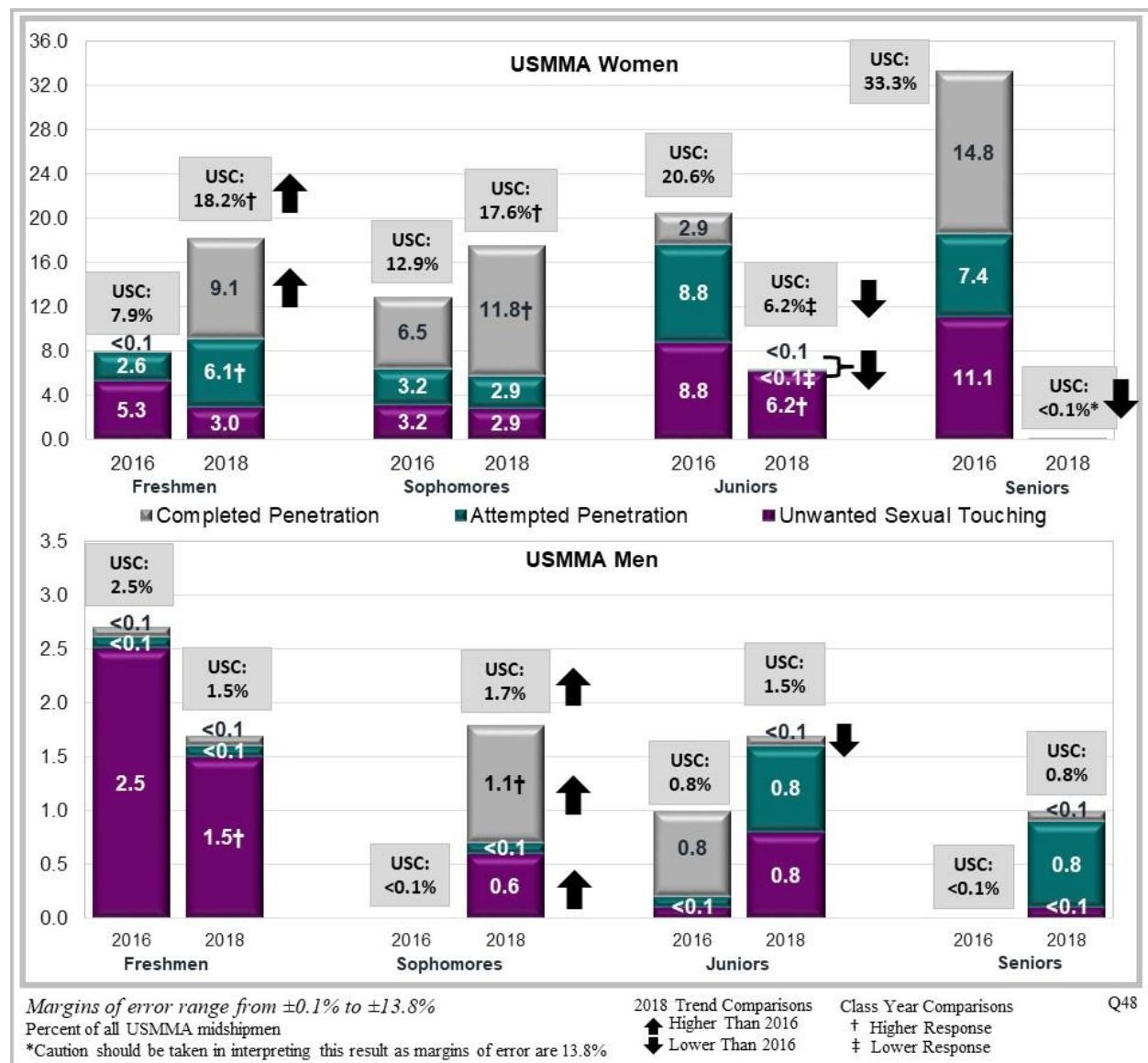


USC rates for each class year are displayed in Figure 7. The overall rate decreased for senior and junior women while the rate for freshman women increased, and men saw increases only for sophomores. For women, sophomores and freshmen were more likely than other class years to experience USC, and juniors were less likely. There were no significant differences between class years for men.

Differences between class years were found for types of USC experienced by USMMA women. As illustrated in Figure 7, junior women were more likely to experience unwanted sexual touching, sophomore women were more likely to experience completed penetration, and freshman women were more likely to experience attempted penetration compared to women in other class years. Compared to rates in 2016, there was a significant decrease for senior women who experienced unwanted sexual touching and senior and junior women who experienced attempted penetration and/or completed penetration. There was a significant increase for freshman women who experienced completed penetration compared to 2016.

Fewer differences were found for men by class year, with freshman men more likely to experience unwanted sexual touching compared to men in other class years and sophomore men were more likely to experience completed penetration. With regard to changes in rates since 2016, rates for sophomore men who experienced unwanted sexual touching and/or completed penetration increased from 2016. Rates for junior men who experienced completed penetration decreased from 2016.

Figure 7.
Estimated Past Year Unwanted Sexual Contact Rate by Type for USMMA by Gender and Class Year

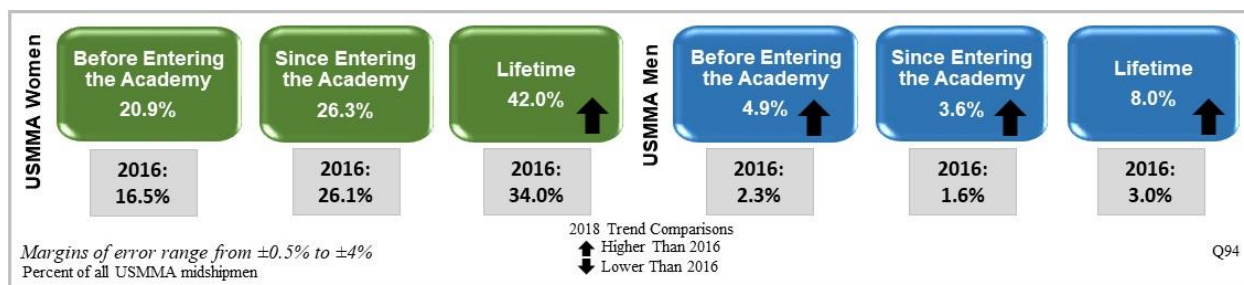


Estimated Rates of Unwanted Sexual Contact Prior to Entering the Academy, Since Entering the Academy, and in Midshipman's Lifetime

The behaviorally-based items capturing USC prior to entering the Academy, since entering the Academy (including within the past year), and lifetime prevalence of USC (combining experiences prior to entering the Academy and since entering the Academy) require affirmative selection of one of the unwanted sexual contact behaviors (see the introduction and methodology section for a list of behaviors). As seen in Figure 8, rates for women and men who experienced USC in their **lifetime** increased compared to 2016.

Figure 8.

Estimated Rates of USC Prior to Entering the Academy, Since Entering the Academy, and Lifetime for USMMA



One Situation of Unwanted Contact With the Biggest Effect

To better understand the circumstances involved in their experiences, the 10.6% of USMMA women and 1.4% of USMMA men who experienced USC since June 2017¹² were asked to provide additional information in regards to what they considered to be the worst or most serious experience of USC (hereafter referred to as “the one situation”).¹³ In addition to the behavior involved in the one situation, midshipmen were asked to provide details regarding characteristics of the alleged offender(s) who did it, where it happened, the circumstances surrounding the situation, outcomes of experiencing USC, and whether or not they chose to report. Data is not reportable by class year for men or women.

Behaviors in the One Situation of Unwanted Sexual Contact

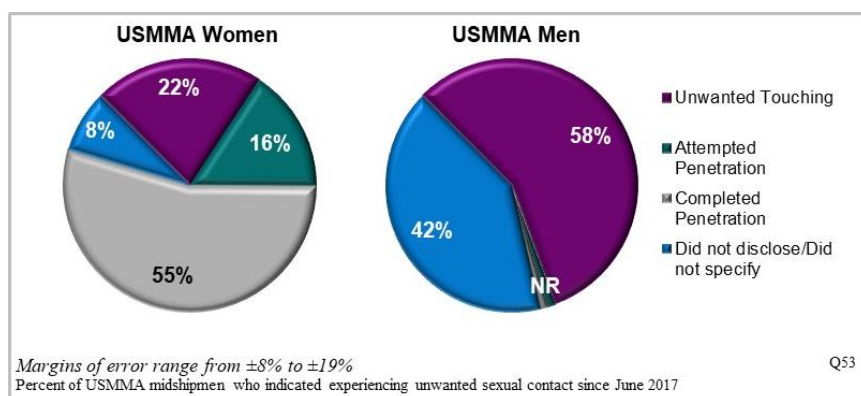
To calculate the behaviors involved in the most serious experience, behaviors were grouped hierarchically as described in the prior section. Of the 10.6% of USMMA women who

¹² Experience of USC is determined by endorsement of at least one USC behavior since June 2017 as asked on the survey.

¹³ Though some students may have experienced more than one USC event, to minimize survey burden, only follow-up details about one event are asked.

experienced USC since June 2017, more than half (55%) indicated the behavior experienced in the one situation was completed penetration, nearly a quarter indicated it was unwanted sexual touching (22%), and nearly one-sixth indicated it was attempted penetration (16%; Figure 9). Of the 1.4% of USMMA men who experienced USC since June 2017, more than half indicated the most serious behavior experienced was unwanted sexual touching (58%). The results for attempted penetration and completed penetration were not reportable.

Figure 9.
Behaviors Experienced in USC One Situation for USMMA

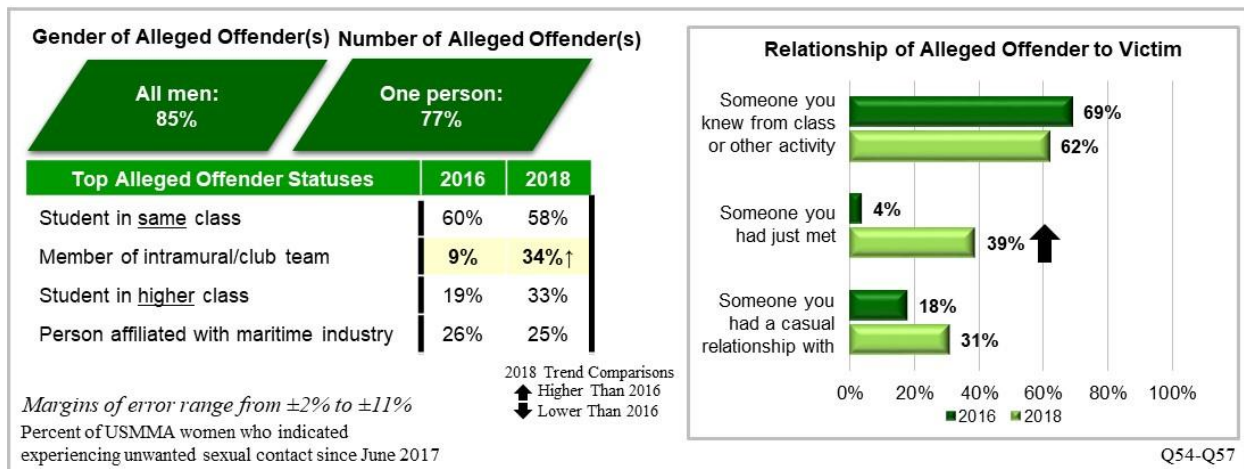


Who: Reported Demographics of the Alleged Offender(s)

An overview of the alleged offender(s) profile in the one situation is highlighted for women in Figure 10. The majority of women indicated the one situation was performed by one person (77%), a male (85%, a decrease from 2016), and an Academy student (75%) often in the same class year as them (58%). Additionally, the majority of women knew their alleged offender, with nearly two-thirds (62%) indicating the alleged offender was a classmate, 39% indicated it was someone they just met (an increase since 2016), and nearly one-third (31%) indicated the alleged offender was someone they had a casual relationship with (for example, hooked up with).

Figure 10.

Reported Demographics of the Alleged Offender(s) in the USC One Situation for USMMA Women



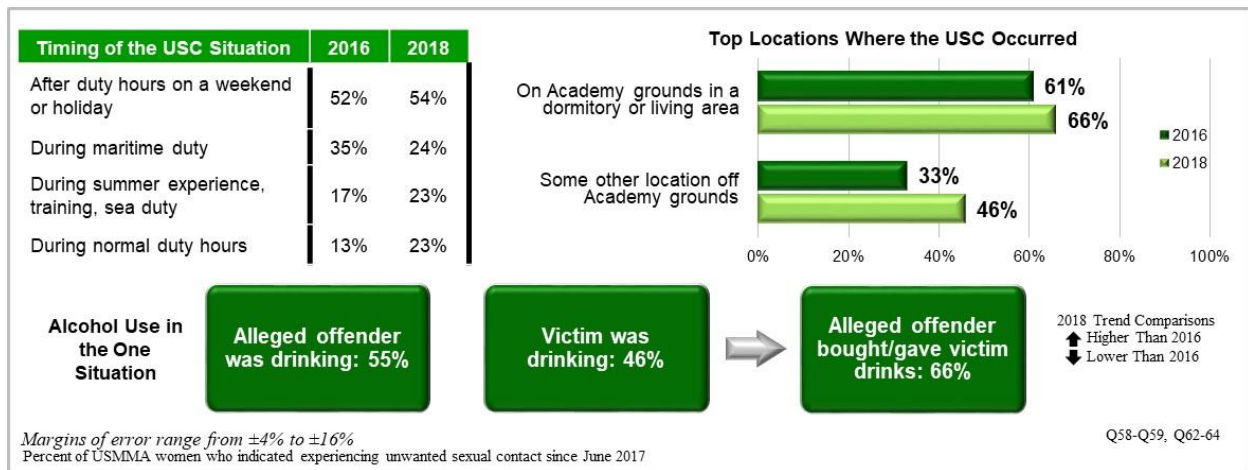
Nearly two-thirds (61%) of men indicated that the alleged offender was someone affiliated with the Academy and/or an Academy student, often someone in the same class year (39%) or a person affiliated with the maritime industry (39%). Unlike women, 57% of men indicated the alleged offender was a man and 43% indicated the alleged offender was a woman. Results were not reportable for men with regard to the relationship of the alleged offender to the victim and number of alleged offenders involved in the one situation.

Where: Location and Context

USMMA Women. An overview of where and in what context the one situation occurred is highlighted in this section. For women, two-thirds (66%) of USC situations occurred in a dormitory or living area and over half after duty hours on a weekend of holiday (Figure 11). Over half indicated the alleged offender had been drinking at the time of the incident. Nearly half (46%) of women indicated they had been drinking at the time of the incident, of which nearly two-thirds (66%) indicated the alleged offender bought or gave them alcohol to drink.

Figure 11.

Location, Timing, and Alcohol Use Regarding the USC One Situation for USMMA Women

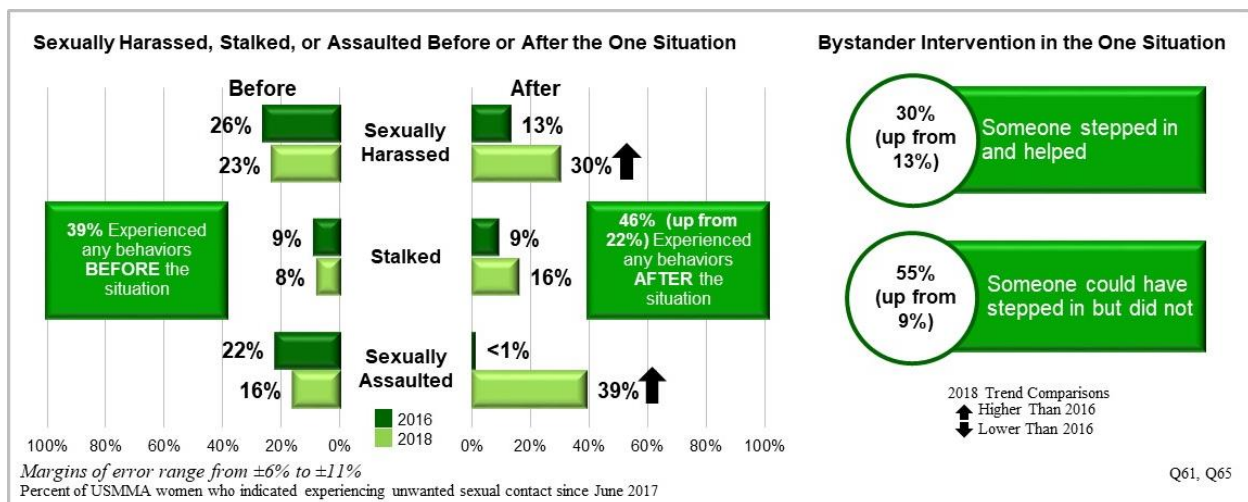


As seen in Figure 12, over one-third (39%) of women were sexually harassed, stalked, or sexually assaulted by the same alleged offender **before** the one situation and nearly half (46%) of women indicated they were sexually harassed, stalked, or sexually assaulted by the same alleged offender **after** the one situation, which increased since 2016.

Bystanders can often help victims by intervening if they witness the victim in the unwanted situation. Nearly one-third (30%) of women indicated there was someone else present who stepped in to help during the one situation, however 55% of women indicated there was someone else present, but they did not step in to help, both of which increased since 2016.

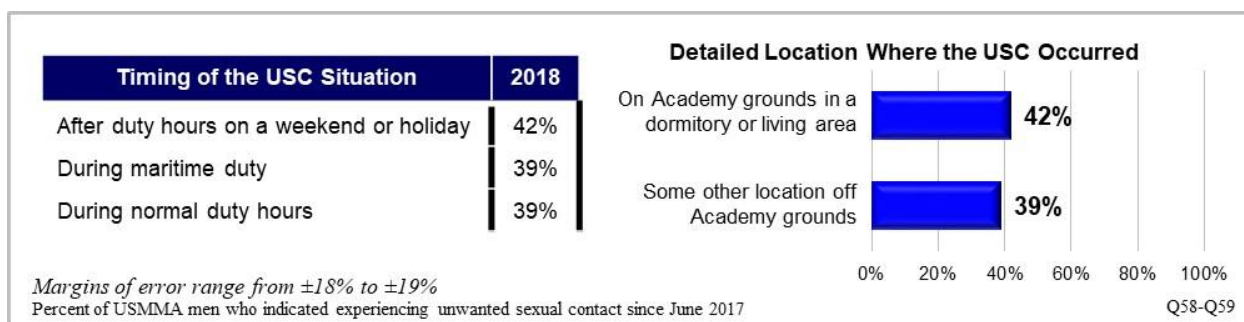
Figure 12.

Context of the USC One Situation for USMMA Women



USMMA Men. Of the men who experienced USC, 42% indicated the incident occurred on Academy grounds in a dormitory or living area, while 20% occurred on Academy grounds not in a dormitory/living area, and slightly more than one-third (39%) indicated the situation occurred off Academy grounds at some other location (Figure 13). Nearly half (42%) occurred after duty hours on a weekend or holiday, and slightly more than one-third (39%) occurred during maritime duty or during normal duty hours. Results on alcohol use and additional context of the one situation for USMMA men were not reportable.

Figure 13.
Location and Timing of the USC One Situation for USMMA Men

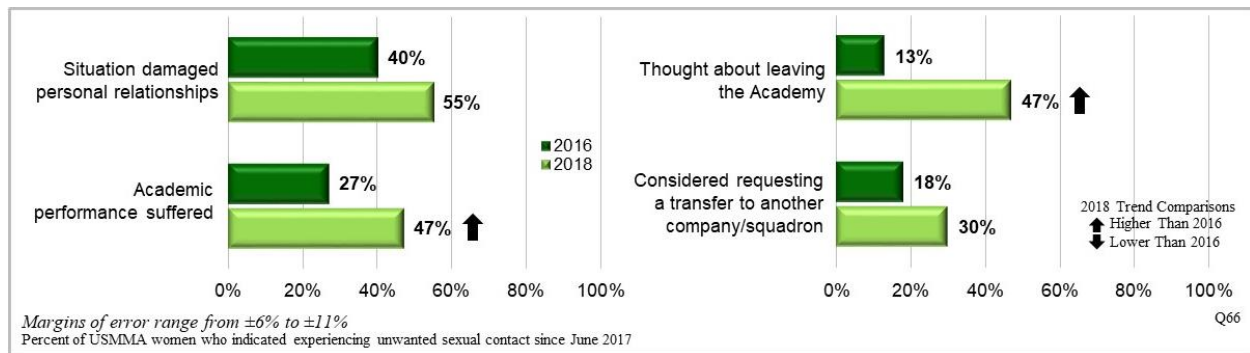


Actions Following the Unwanted Sexual Contact One Situation

Midshipmen who experience unwanted sexual contact in may be impacted in various ways, including thinking about transferring or leaving, experiencing damage to personal relationships, or having their academic performance suffer. They also have the option to report their experience officially. This section examines what happened after the one situation occurred, including whether they reported, their reasons for, or for not, reporting, and negative reactions from peers and/or leadership. Data is largely not reportable for USMMA men.

As seen in Figure 14, USMMA women who experienced USC also experienced some negative reaction as a result of the situation. The most common impact women felt were damage to personal relationships (55%), having their academic performance suffer (47%; an increase since 2016), thinking about leaving the Academy (47%; an increase from 2016), or considering requesting a transfer to another company/squadron (30%).

Figure 14.
Actions Following the USC One Situation for USMMA



Reporting the Unwanted Sexual Contact One Situation

47% of the 10.6% of women who experienced USC reported,¹⁴ an increase from 10% in 2016. Top reasons for reporting indicated by USMMA women included someone they told encouraged them to report (83%) or to stop the person(s) from hurting others (83%; Figure 15).

32% of the 1.4% of men who experienced USC reported that they were a victim of sexual assault. Results for type of report and reasons for reporting were not reportable for men.

¹⁴ While the survey asks whether a victim reported they experienced unwanted sexual contact, the Academy has official reporting numbers of restricted and unrestricted reports at USMMA.

Figure 15.
Reasons for Reporting the One Situation for USMMA Women

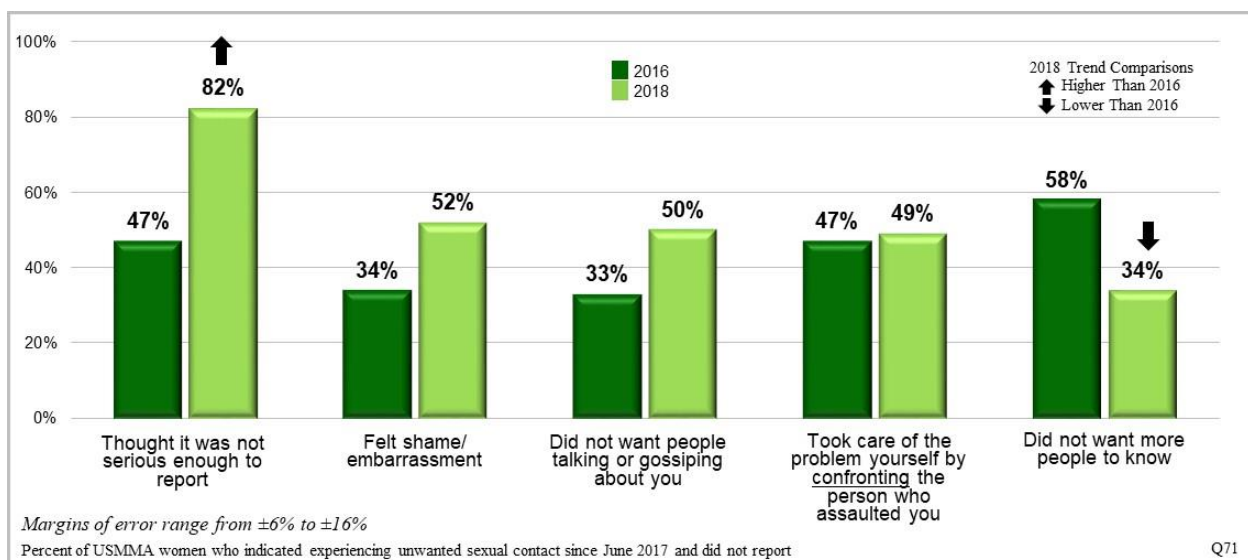
Top Reasons For Reporting	2018
Someone you told encouraged you to report	83%
To stop the person(s) from hurting others	83%
Raise awareness that it occurs at the Academy	50%
To get mental health assistance	50%
To discourage other potential offenders	50%
To stop the person(s) from hurting you again	49%
Some other reason	49%

Margins of error do not exceed $\pm 16\%$ Q70
Percent of USMMA women who indicated experiencing unwanted sexual contact since June 2017 and reported

Reasons for Not Reporting Unwanted Sexual Contact

As seen in Figure 16, of the 10.6% of women who experienced USC, 53% chose not to report their experience of unwanted sexual contact, consistent with findings that sexual assault often goes underreported (NCVS, 2016). When asked why they chose not to report, the top reasons were that they thought it was not serious enough to report (82%; an increase from 2016), that they felt shame/embarrassment (52%), and that they did not want people talking or gossiping about them (50%). Data for reasons for not reporting USC were not reportable for men.

Figure 16.
Reasons for Not Reporting the USC One Situation for USMMA Women



Negative Outcomes of Reporting Unwanted Sexual Contact

Experiencing USC is often innately physically and psychologically harmful, but those that experience it and report may also experience secondary effects through others' actions; classmates, faculty, or friends may act differently towards someone who has experienced USC, intentionally or not. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.¹⁵

Measures of professional reprisal, ostracism, and other negative outcomes¹⁶ are used to capture outcomes experienced as a result of reporting USC (see Chapter 1 for details on rate construction). Recall data in this section are out of USMMA females who experienced USC in the past year and reported it (47% of the 10.6% of USMMA females who experienced USC). Due to small percentages, findings for USMMA men are not reportable.

The ***estimated rate of professional reprisal, ostracism, and other negative outcomes*** is a summary measure reflecting whether students indicated they experienced at least one of the following behaviors and met the legal criteria for elements of proof for an investigation to occur:

- Unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance),
- Negative behaviors from midshipman peers or leadership that made them feel excluded or ignored, or
- Negative behaviors from midshipman peers or leadership 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.

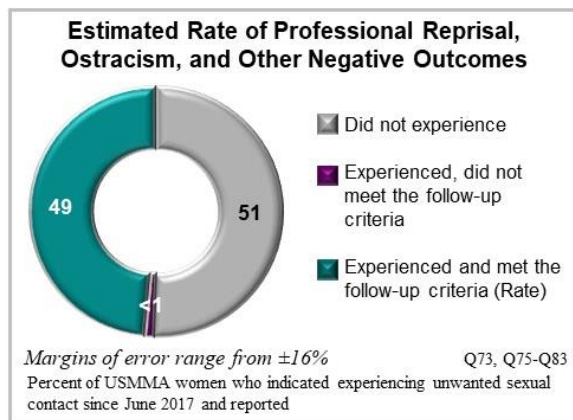
As shown in Figure 17, 49% of women who experienced and reported USC also experienced behavior(s) consistent with professional reprisal, ostracism, and other negative outcomes, and met follow-up criteria (the estimated rate of professional reprisal, ostracism, and other negative outcomes).

¹⁵ Data on the three specific categories are not reportable for USMMA women, therefore, only the overall rate is presented.

¹⁶ Because the SAGR 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.

Estimated Rate of Professional Reprisal, Ostracism, and Negative Outcomes as a Result of Reporting USC for USMMA Females¹⁷



¹⁷ Throughout this report, the term “experienced” is based on cadets’ perceptions of experiencing certain behaviors. It is not intended to convey an investigative or legal conclusion regarding the behaviors reported in the survey.

Sex-Based Military Equal Opportunity (MEO) Violations

This chapter examines students' experiences of sex-based Military Equal Opportunity (MEO) violations. As described in Chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone in the military workplace (and for this case, at the Academy). In the survey, students were asked about behaviors they may have experienced since June 2017 that may have been upsetting or offensive. To be included in the estimated prevalence rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that he or she experienced sexual harassment (which includes sexually hostile work environment or sexual *quid pro quo*) and/or gender discrimination behavior(s) since June 2017, and
2. The student must have indicated that he or she met at least one of the follow-up legal criteria for a sex-based MEO violation.¹⁸

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violations rate (a combination of sexual harassment and/or gender discrimination). The estimated rates are presented by gender and by class year and significant differences from 2016 are noted where applicable.¹⁹

Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: a sexually hostile work environment and sexual *quid pro quo*. A sexually hostile work environment is defined as unwelcome sexual experiences that are pervasive or severe so as to interfere with a person's work performance or creates a work environment that is intimidating, hostile, or offensive. Sexual *quid pro quo* behaviors are used to control, influence, or affect one's job, career, or pay. Instances of sexual *quid pro quo* include situations where job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for a sexually hostile work environment and/or sexual *quid pro quo*.

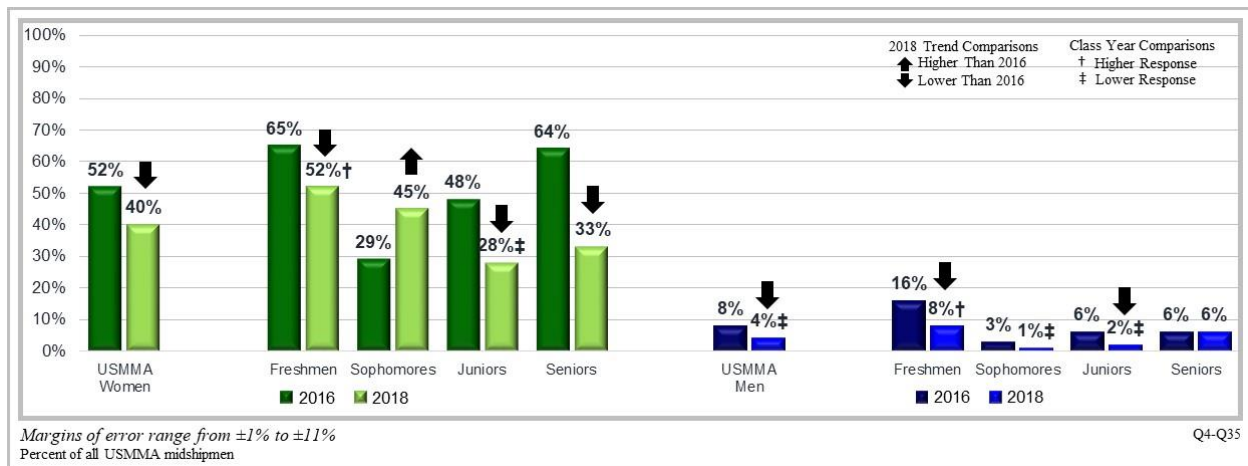
40% of USMMA women experienced sexual harassment since June 2017, a decrease since 2016 overall and for all class years except sophomores (Figure 18). Freshmen were more likely to experience sexual harassment compared to women in other class years, while juniors were less likely.

4% of USMMA men experienced sexual harassment since June 2017, a decrease since 2016 for men overall and for freshman and junior men. Freshmen were more likely to experience sexual harassment compared to men in other class years, while juniors and sophomores were less likely.

¹⁸ See Chapter 1 for details on the metric used and construction of estimated rates.

¹⁹ Measures of sexual harassment and gender discrimination were new in 2016; therefore, trends can only be made between 2018 and 2016.

Figure 18.
Estimated Sexual Harassment Rates for USMMA



Gender Discrimination

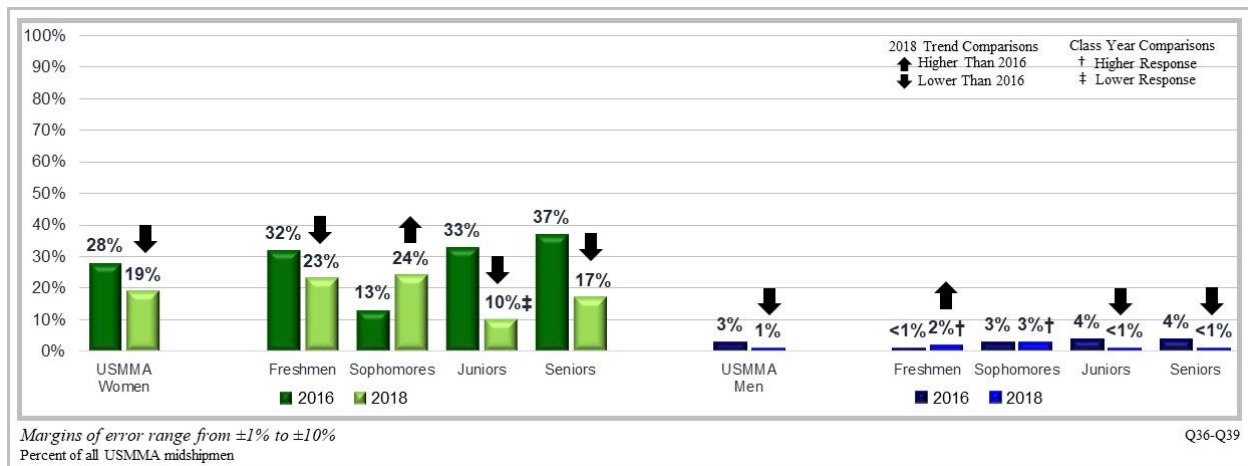
Gender discrimination is defined as behaviors or comments directed at someone because of his or her gender that harmed or limited his or her midshipman career. To be included in the estimated rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item:

- Heard someone say that someone of their gender is not as good as someone of the opposite gender as a future officer, or that someone of their gender should be prevented from becoming a future officer, and
 - The student thought this person’s beliefs about someone of his or her gender harmed or limited his or her midshipman career.
- Mistreated, ignored, excluded, or insulted the respondent because of his or her gender, and
 - The student thought this treatment harmed or limited his or her midshipman career.

19% of USMMA women experienced gender discrimination since June 2017, a decrease since 2016 overall and for all class years except for sophomores whose gender discrimination rate increased (Figure 19). Junior women were less likely to experience gender discrimination compared to women in other class years.

1% of USMMA men experienced gender discrimination, a decrease since 2016 overall, specifically for juniors and seniors. Sophomores and freshmen were more likely to experience gender discrimination compared to men in other class years, with rates increasing for freshmen since 2016.

Figure 19.
Estimated Gender Discrimination Rates for USMMA



Sex-Based Military Equal Opportunity (MEO) Violations

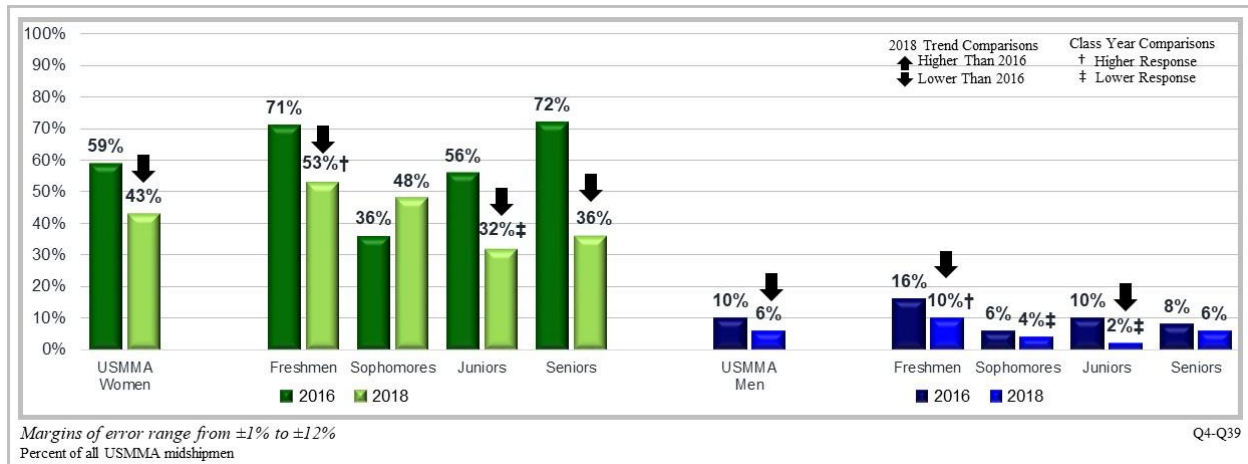
Sex-based MEO violations are defined as having experienced at least one of the behaviors in line with sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and/or gender discrimination, and meeting the legal requirements. Thus, the estimated sex-based MEO violation rate includes those who met the requirements for inclusion into the rates of sexual harassment and/or gender discrimination.

43% of USMMA women experienced a sex-based MEO violation since June 2017, which decreased since 2016 for women overall and across class years, except for sophomore women (Figure 20). Freshman women were more likely to experience these violations compared to women in other class years, whereas junior women were less likely.

6% of USMMA men experienced sex-based MEO violations, which decreased since 2016 overall and for freshmen and juniors specifically (Figure 20). Freshman men were more likely to experience these violations compared to men in other class years, whereas junior and sophomore men were less likely.

Figure 20.

Estimated Sex-Based Military Equal Opportunity (MEO) Violation Rates for USMMA



One Situation of Sex-Based Military Equal Opportunity (MEO) Violation With the Biggest Effect

To better understand the circumstances involved in their experience, the 43% of USMMA women and 6% of USMMA men who experienced sex-based MEO violations since June 2017 were asked to provide additional information in regards to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding who was the alleged offender, where and in what context it occurred, and whether they discussed or reported this violation.

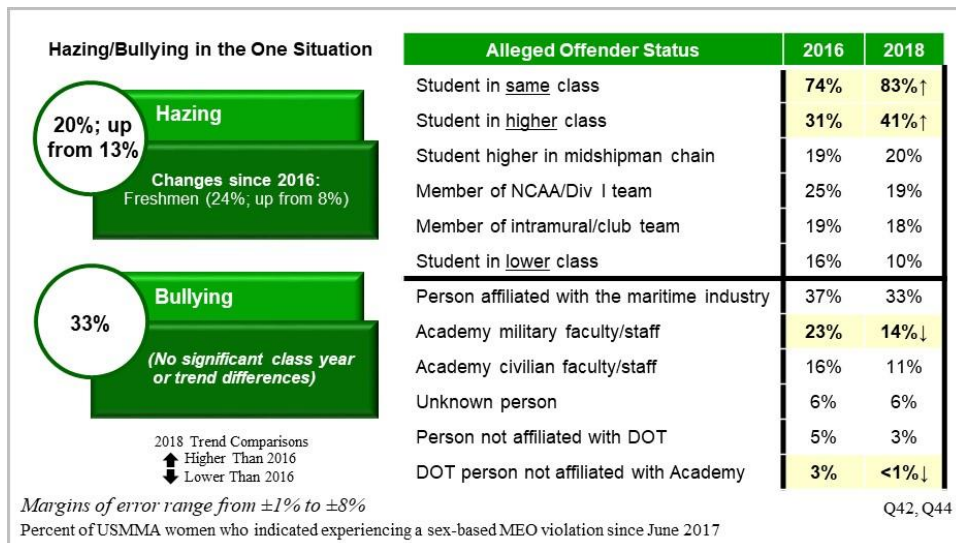
Reported Demographics of the Alleged Offender(s) and Context of the Sex-Based MEO Violation One Situation

As seen in Figure 21, the majority of women who experienced a sex-based MEO violation since June 2017 indicated the alleged offender was an Academy student in the same class year (83%; an increase since 2016). Of note, compared to 2016, women were also more likely to identify the alleged offender(s) as a fellow Academy student who was in a higher class year (41%) and less likely to identify the alleged offender(s) as Academy military/uniformed faculty or staff (14%). Class year differences among USMMA women are not reportable.

Nearly one-third (33%) of women considered the sex-based MEO one situation to involve bullying while one-fifth (20%) considered the situation to involve hazing, the latter of which increased from 2016.

Figure 21.

Details of the One Situation of Sex-Based MEO Violations for USMMA Women

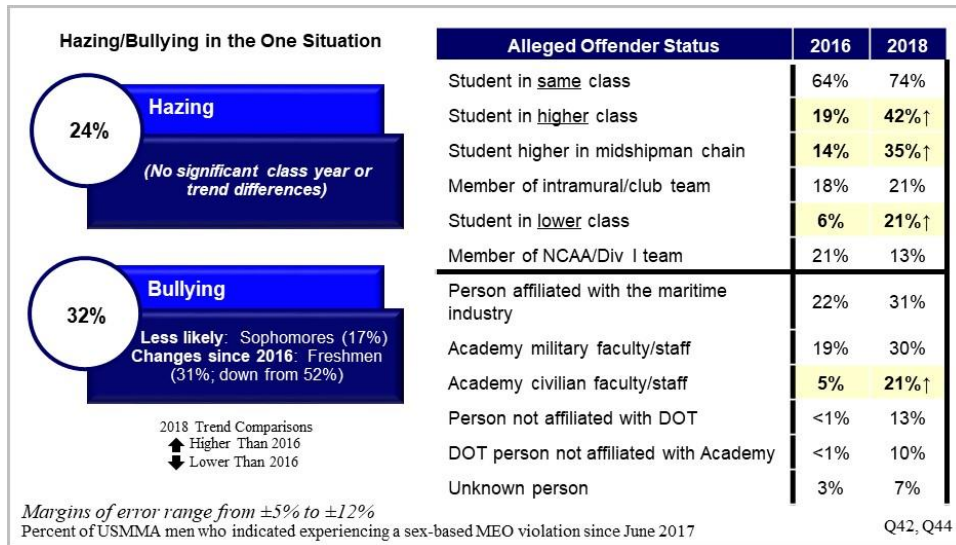


As seen in Figure 22, estimates for men's one situation echoed the experiences of women. The majority of men who experienced sex-based MEO violations in the past 12 months indicated the alleged offender was an Academy student in the same class year (74%). Compared to 2016, men were also more likely to indicate the alleged offender was a fellow Academy student who was in a higher class year (42%), a fellow Academy student who was higher in the cadet/midshipman chain of command (35%), a fellow Academy student who was in a lower class year (21%), Academy civilian faculty or staff (21%), a person not affiliated with DOT (13%), or a DOT person not affiliated with the Academy (10%). Class year differences among men are not reportable.

Nearly one-third (32%) of men considered the sex-based MEO one situation to involve bullying while nearly one-quarter (24%) considered the situation to involve hazing. Sophomore men were less likely to indicate the one situation involved bullying than men in other class years. The proportion of freshman men who considered the one situation to involve bullying decreased since 2016.

Figure 22.

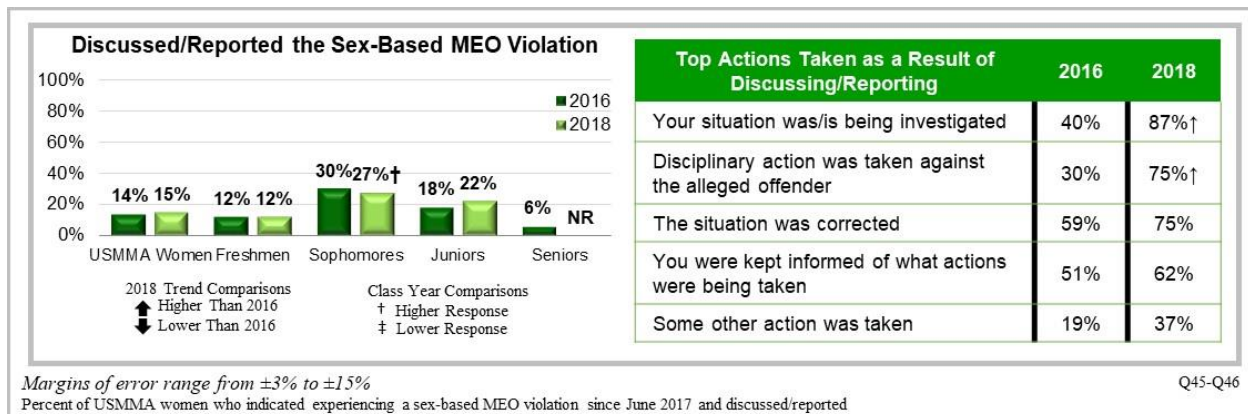
Details of the One Situation of Sex-Based MEO Violations for USMMA Men



Discussing/Reporting the Sex-Based MEO Violation One Situation

Students who experience sex-based MEO violations have resources available to them should they want to discuss their situation with someone or officially report it. As seen in Figure 23, a little less than one-fifth (15%) of women who experienced sex-based MEO violations since June 2017 indicated that they discussed or reported their experiences to an authority or organization. Of those who reported, the actions taken as a result of reporting were positive, with 75% of women indicating the situation was corrected, was/is being investigated (87%; an increase since 2016), and that disciplinary action was taken against the offender (75%; an increase since 2016). Sophomore women were more likely than women in other class years to discuss/report their situation with/to an authority or organization. Data for USMMA men were largely not reportable.

Figure 23.
Discussing/Reporting the Sex-Based MEO Violation for USMMA Women



Reasons for Not Discussing/Reporting Sex-Based MEO Violations

Sex-based MEO violations often go unreported or are handled by the victim at the lowest inter-personal level, which is consistent with midshipmen's training (Barry et al., 2017). Of the 43% of USMMA women and 6% of USMMA men who experienced a sex-based MEO violation, the vast majority (85% of women and 97% of men) chose not to discuss or report their experience. These students were asked why they chose not to discuss or report the situation and the top reason was they thought it was not important enough to report (68% of women and 71% of men; Figure 24 and Figure 25). The next most frequently endorsed reason was they took care of the problem themselves by avoiding the person who harassed them (60% of women and 38% of men). The third most endorsed reason was they took care of the problem themselves by confronting the person who harassed them (52% of women, 35% of men). Of note, the least-endorsed behavior, at 17% of women and 14% of men, a decrease for men from 2016, indicated that their choice to not discuss or report the situation was due to not knowing how to report. This potentially highlights the effectiveness of education efforts made by the Academy to ensure students know the appropriate methods to report sex-based MEO violations. Class year differences in reasons for not discussing or reporting the sex-based MEO violation are shown in Figure 24 and Figure 25 where applicable.

Figure 24.

Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMMA Women

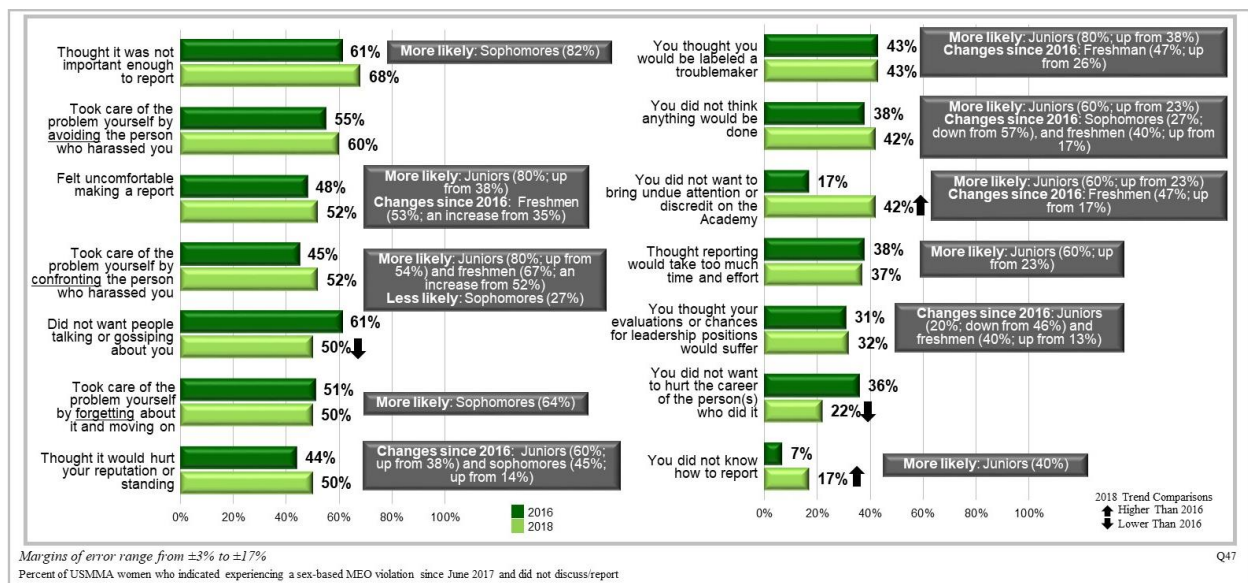
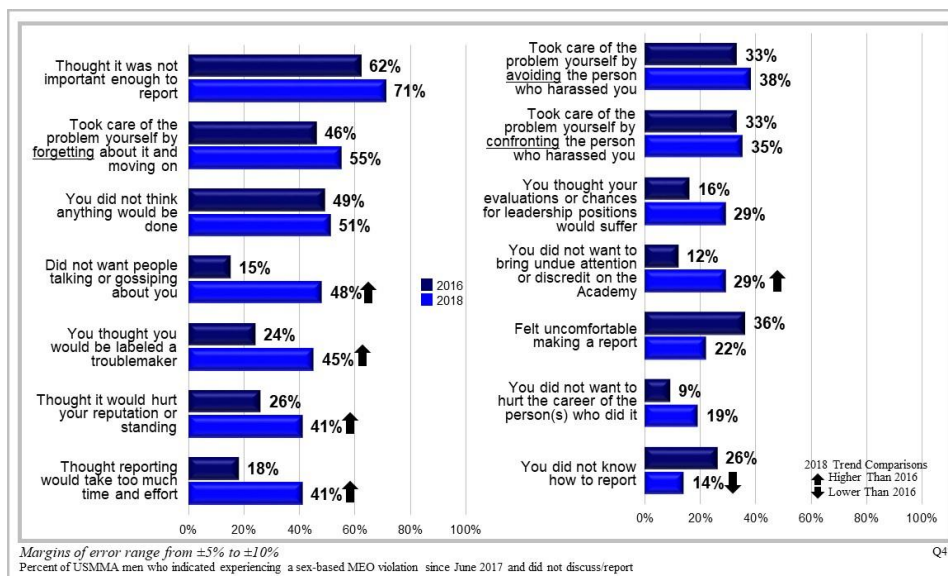


Figure 25.

Reasons for Not Discussing/Reporting the Sex-Based MEO One Situation for USMMA Men



Academy Culture and Climate

Organizational culture is a set of shared cognitions, including values, behavioral norms and expectations, fundamental assumptions, and larger patterns of behavior (O'Reilly, Chatman, & Caldwell, 1991). Broadly, culture is the “way of doing business” that an institution follows on a regular basis, which may differ from officially stated policies and standards. Organizational culture involves the attitudes and actions of all members of the Academy’s community: leaders, faculty, staff, and fellow midshipmen. As such, it sets the environment or context for the implementation of policies and programs.

Research supports positive relationships between an organization’s environmental characteristics and incidents of sexual harassment and sexual assault. For example, Sadler et al. (2003) found strong evidence of environmental characteristics’ impact on sexual assault, including observing sexual acts in sleeping quarters and unwanted sexual advances, remarks, or pressure for dates in sleeping quarters. Relatedly, there is evidence for an association between cultural elements such as leadership tolerance for harassing behaviors and equal employment opportunity climate, and frequency of sexual harassment (Fitzgerald, Drasgow, & Magley, 1999; Newell, Rosenfeld, & Culbertson, 1995; Williams, Fitzgerald, & Drasgow, 1999). The cross-sectional nature of the data in these studies does not permit conclusions about causation, yet the studies provide preliminary evidence that cultural elements significantly relate to sexual harassment in the military, evidence that is supported by findings in the civilian literature.

The following section addresses general culture at the Academy, touching on topics pertinent to midshipman life and gender relations, such as midshipman alcohol use, bystander intervention, and student perceptions of gender-related trainings. This section also assesses midshipman perceptions of Academy leadership and midshipman trust in the institution relating to sexual assault.

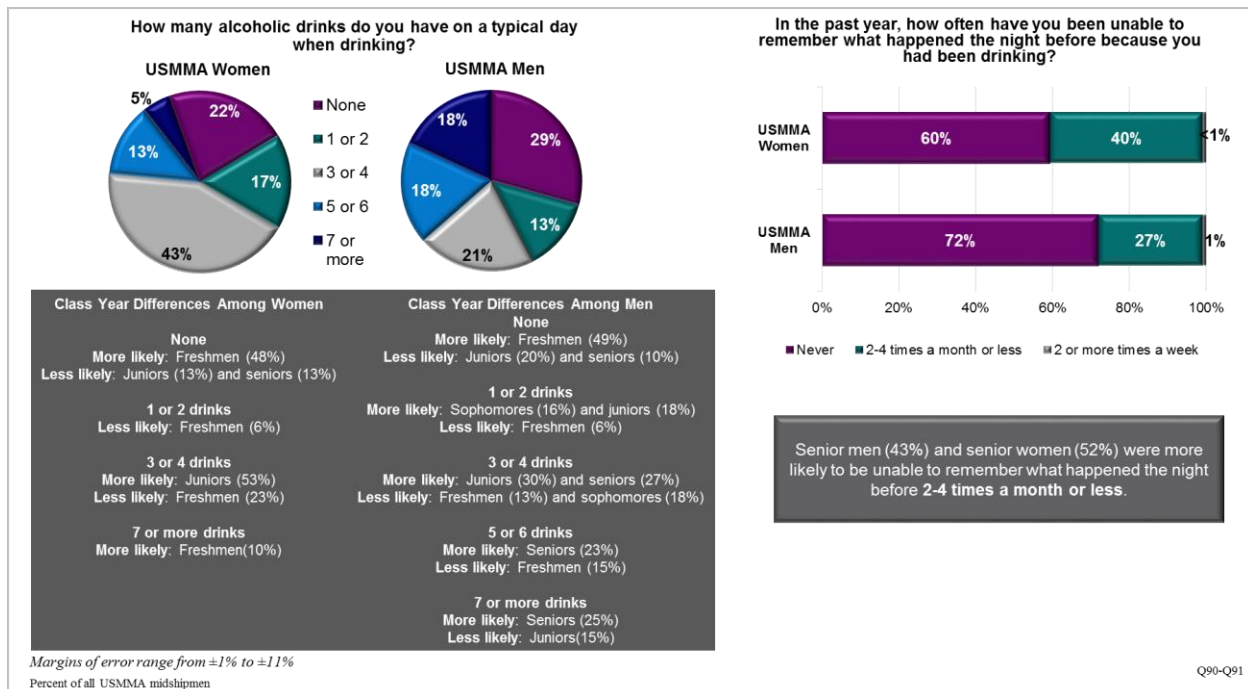
Midshipman Alcohol Use

In addition to its relationship with sexual assault and sexual harassment, alcohol use by midshipmen in general is of interest in order to provide a snapshot of midshipman health with regard to alcohol. Midshipmen were asked about their drinking frequency as well as alcohol-induced memory impairment. Trending data are not available as these items were introduced in 2018.

The majority of midshipmen indicated at least minor alcohol consumption, with 43% of women and 27% of men consuming moderate amounts of alcohol (three to four drinks) on a typical day when drinking (Figure 26). Just under one-fifth (18%) of women and just over one third (36%) of men reported they generally have five or more drinks when drinking.

For both men and women, when asked about how often they were unable to remember what happened the night before because they had been drinking, less than 1% indicated two or more times a week, however slightly more than one-quarter of men (27%) and two-fifths (40%) of women indicated they were unable to remember what happened the night before two to four times a month during the past year.

Figure 26.
Alcohol Use Among USMMA Midshipmen

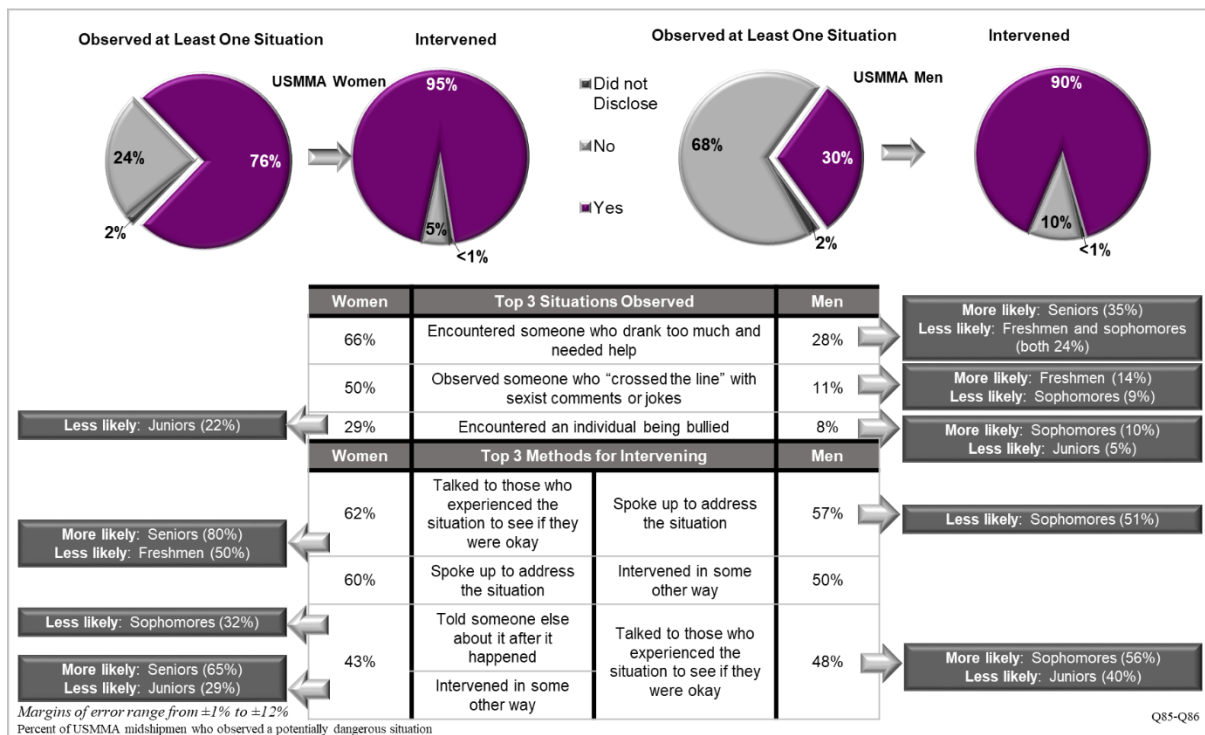


Bystander Intervention

One aspect of sexual assault prevention is to encourage students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure to what degree opportunities to intervene arise, students were asked if they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated they had observed any of the situations, they were asked how they responded to those situation(s). These items were new in 2018, and therefore no trends are reportable.

As seen in Figure 27, slightly more than three-quarters (76%) of women and just under one-third (30%) of men observed at least one potentially risky situation in the past 12 months. Both men and women indicated the top three risky situations they observed were encountering someone who drank too much and needed help, observing someone making sexist comments or telling jokes that crossed the line, and/or encountering a group or individual being bullied. Although many USMMA midshipmen observed at least one risky situation, the large majority intervened in some way (90% of men and 95% of women). Specifically, 62% of women and 48% of men talked to those who experienced the situation to see if they were okay, 60% of women and 57% of men spoke up to address the situation, and 43% of women and 50% of men intervened in some other way.

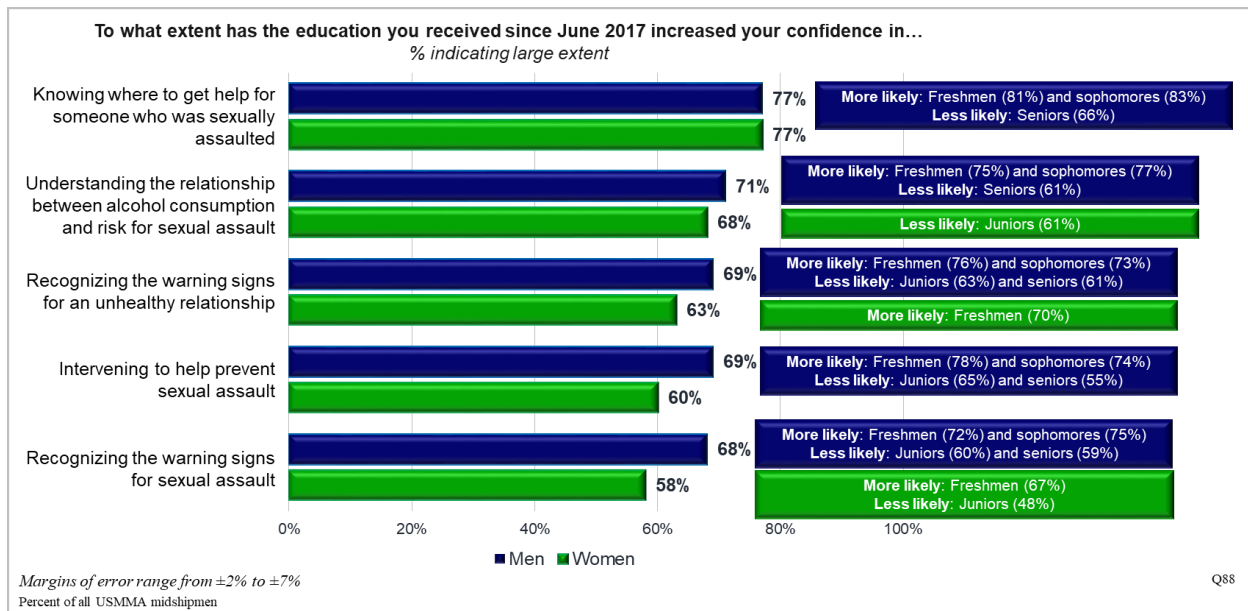
Figure 27.
Bystander Intervention for USMMA Midshipmen



Gender Relations Education

USMMA men and women were asked to what extent the education they received since June 2017 increased their confidence in a variety of gender-related topic areas. These items were new in 2018, and therefore trends to 2016 are not available. The gender-related education at USMMA appears to be effective in teaching midshipmen about topics surrounding USC as very few students indicated their education did not at all increase their confidence, though there is room for improvement (Figure 28). Freshman women and men were more likely to indicate training increased their confidence in knowing where to get help for someone who was sexually assaulted to a large extent, while sophomore women and senior men were less likely. Junior men and freshmen women were more likely to better understand the relationship between alcohol consumption and risk for sexual assault, while sophomore women were less likely. Senior and freshmen women were more likely to better recognize the warning signs for sexual assault, while juniors were less likely than other class years.

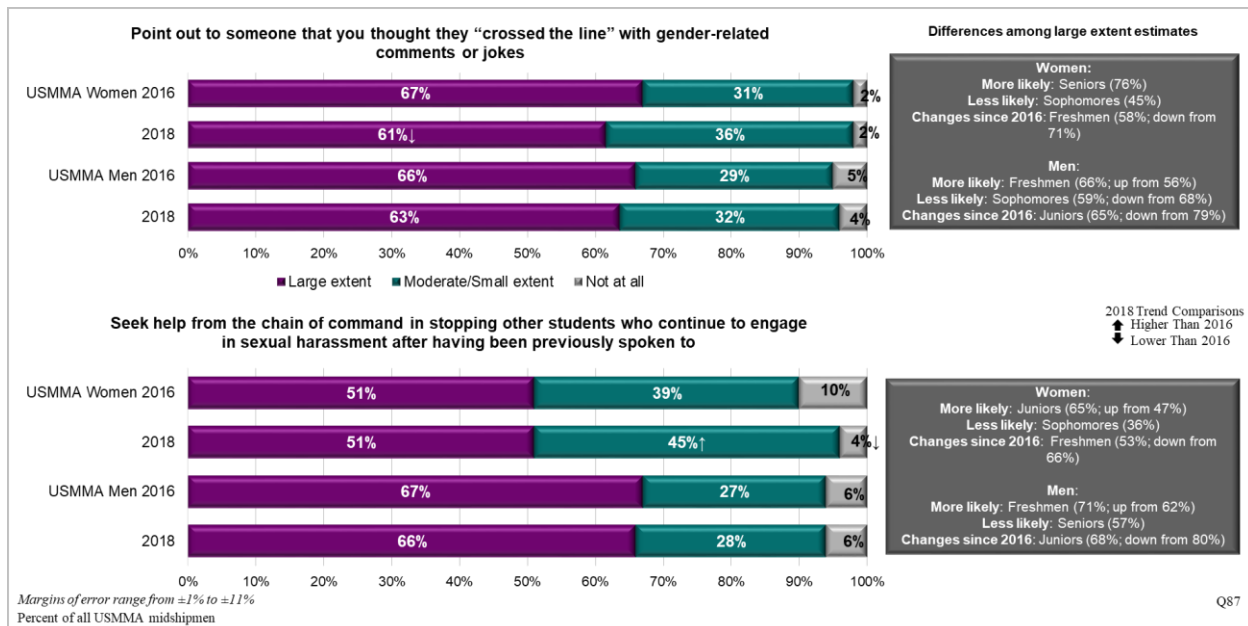
Figure 28.
Gender Relations Education for USMMA Midshipmen



Willingness to Stop Sexual Harassment

As discussed with regard to bystander intervention, the Academy encourages students to be active observers and step in if they see any unwanted behaviors, however behaviors in line with potential sexual harassment may be difficult for students to identify, or students may not feel confident in intervening to stop the behavior (Barry et.al, 2017). Both men and women were willing to a large extent to point out to someone that they thought they “crossed the line” with gender-related comments or jokes (Figure 29), although women indicated a decline in their willingness compared to in 2016. Similarly, two-thirds of men and approximately half of women indicated they would seek help from the chain of command in stopping other students who continue to engage in sexual harassment to a large extent.

Figure 29.
Willingness to Stop Sexual Harassment for USMMA Midshipmen



Individuals’ Efforts to Stop Sexual Assault and Sexual Harassment

USMMA men and women were asked about their perceptions of individual’s efforts at the Academy regarding the prevention and response to sexual harassment and sexual assault. Academy senior leadership were rated as the most trusted to make honest and reasonable efforts to stop sexual assault and sexual harassment, namely Academy senior leadership, commissioned officers, non-commissioned officers (NCOs) directly in charge of units, and military/uniformed academic faculty (Table 2). However, men and women’s positive perception of Academy senior leadership and commissioned officers decreased significantly from 2016. Conversely, trust in civilian academic faculty and some athletic staff, namely club coaches and trainers and intercollegiate officer representatives and advisors, increased from 2016.

In contrast, students perceived fellow midshipmen *not* in leadership positions as amongst the least likely to make honest and reasonable prevention efforts. This perception was true for both men and women, and decreased for women since 2016. Examining class year differences, freshmen women were more likely to indicate that nearly all entities asked about made efforts to a large extent, with the exception of midshipmen not in leadership positions which decreased from 2016. Additionally, upperclassmen, either seniors or juniors for each entity in question, women and men tended to be less likely to trust many individuals to a large extent. Finally, while trust in civilian academic faculty increased overall, senior women and men’s trust decreased from 2016.

Table 2.

Individuals' Efforts to Stop Sexual Assault and Sexual Harassment to a Large Extent

KEY:			USMMA Women	Senior	Junior	Sophomore	Freshman	USMMA Men	Senior	Junior	Sophomore	Freshman
Higher Response												
Lower Response												
↑ Higher Than 2016												
↓ Lower Than 2016												
Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean)	2018	62↑	74↑	50↓	68↑	56	75↑	60	72	77	86↑	
	2016	55	52	58	52	58	68	65	66	73	67	
Commissioned officers directly in charge of unit	2018	57↑	60↑	63↑	59↑	47	76↑	63↑	77↑	78↑	82↑	
	2016	42	32	41	43	49	58	48	65	65	58	
Non-commissioned officers or senior/chief petty officers directly in charge of unit	2018	54↑	59↑	58↑	62↑	38	76↑	68↑	76↑	79↑	79↑	
	2016	37	31	37	40	37	59	55	65	68	50	
Military/uniformed academic faculty	2018	53↑	52↑	53↑	59	47↑	74↑	64↑	72↑	75↑	79↑	
	2016	35	23	42	47	24	55	53	58	62	49	
Civilian academic faculty	2018	49	52↑	48	50	45	69↑	65↑	69↑	66↑	74↑	
	2016	45	29	55	45	47	53	52	58	60	45	
Club team officer representatives/advisors	2018	52↑	65↑	53↑	57	30	73↑	68↑	74↑	69	77↑	
	2016	39	31	38	46	37	55	52	60	63	46	
Intercollegiate (NCAA/Division I) officer representatives/advisors	2018	56↑	58↑	55↑	69↑	42	76↑	68↑	77↑	75↑	80↑	
	2016	43	33	44	48	43	59	54	66	68	50	
Club team coaches and trainers	2018	56↑	57↑	59↑	66↑	40	73↑	66↑	72↑	73↑	77↑	
	2016	41	25	47	44	45	56	51	60	66	48	
Intercollegiate (NCAA/Division I) coaches and trainers	2018	61↑	74↑	55↑	66	50	79↑	69	79↑	80↑	82↑	
	2016	50	47	45	56	52	60	58	67	67	49	
Physical education instructors	2018	56↑	61↑	58↑	64	38	77↑	70↑	74↑	76↑	83↑	
	2016	43	38	44	50	39	57	56	61	65	48	
Intramural officer representatives/advisors	2018	49↑	58↑	59↑	50	24↓	72↑	67	71↑	70	77↑	
	2016	40	27	46	46	36	56	56	63	66	42	
Intramural coaches and trainers	2018	49↑	55	55↑	50	30	71↑	67	70↑	70	75↑	
	2016	41	36	46	46	36	57	57	62	65	45	
Midshipman leaders	2018	47↑	56↑	53↑	44	38↑	72↑	65↑	74↑	71↑	75↑	
	2016	27	27	29	30	22	54	51	64	64	41	
Midshipmen not in appointed leadership positions	2018	39↑	32	50↑	42↑	35↑	62↑	61↑	67↑	61	57↑	
	2016	20	23	21	28	8	46	42	57	57	30	

Note. Q92. Percent of all USMMA midshipmen.

Margins of error range from ±2% to ±13.

Perceptions of Culture at USMMA

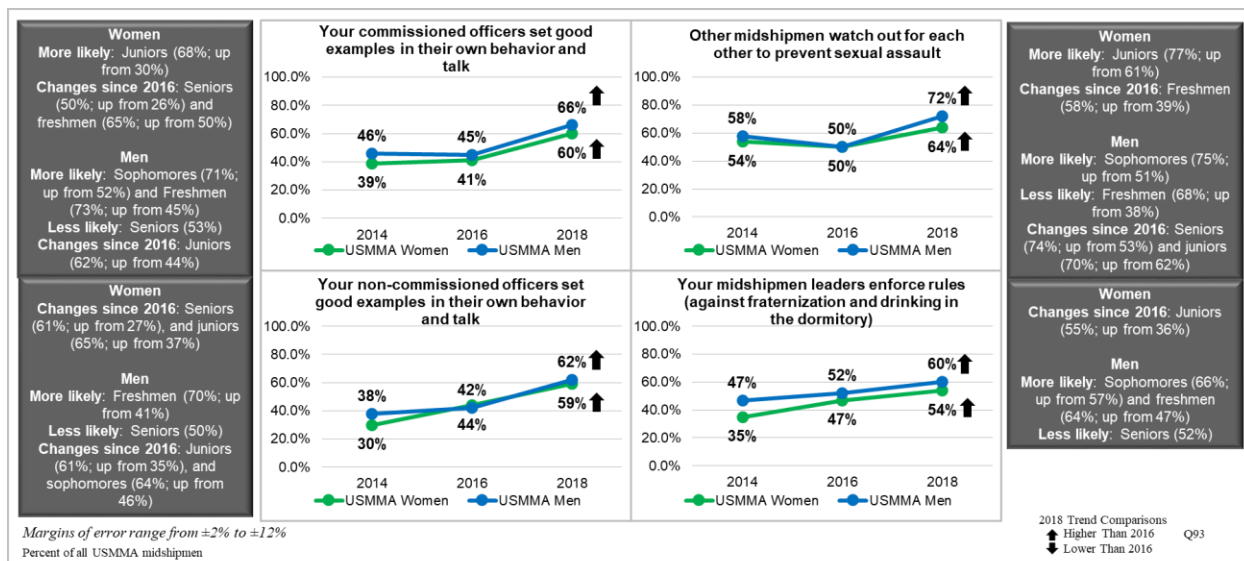
The following section addresses midshipmen perceptions of culture at the Academy, namely perceptions of leadership, perceived deterrents of reporting sexual assault, and prevalence of rape myths. Generally, men and women perceived leadership and other midshipmen similarly, with significant increases in positive perceptions from 2016. Both men

and women noted that high-profile cases or potential scrutiny by the media was a barrier to reporting, an increase from 2016, and for women, media scrutiny was a barrier to reporting, also an increase from 2016. Women's beliefs regarding whether rape myths and victim blaming occur at the Academy also increased since 2016.

Perceptions of USMMA Leadership and Midshipmen Setting Good Examples to a Large Extent

The majority of midshipmen indicated that there was a generally healthy culture at USMMA. Specifically, 60% of women and 66% of men indicated commissioned officers set good examples in their own behaviors to a large extent and 59% of women and 62% of men indicated non-commissioned officers set good examples in their own behaviors to a large extent, which increased for midshipmen compared to 2016. With regard to peers, 64% of women and 72% of men indicated midshipmen watch out for each other to prevent sexual assault and 54% of women and 60% of men indicated midshipmen leaders enforce rules to a large extent (Figure 30), both of which increased for women and men compared to 2016.

Figure 30.
Perceptions of USMMA Leadership and Midshipmen Setting Good Examples to a Large Extent



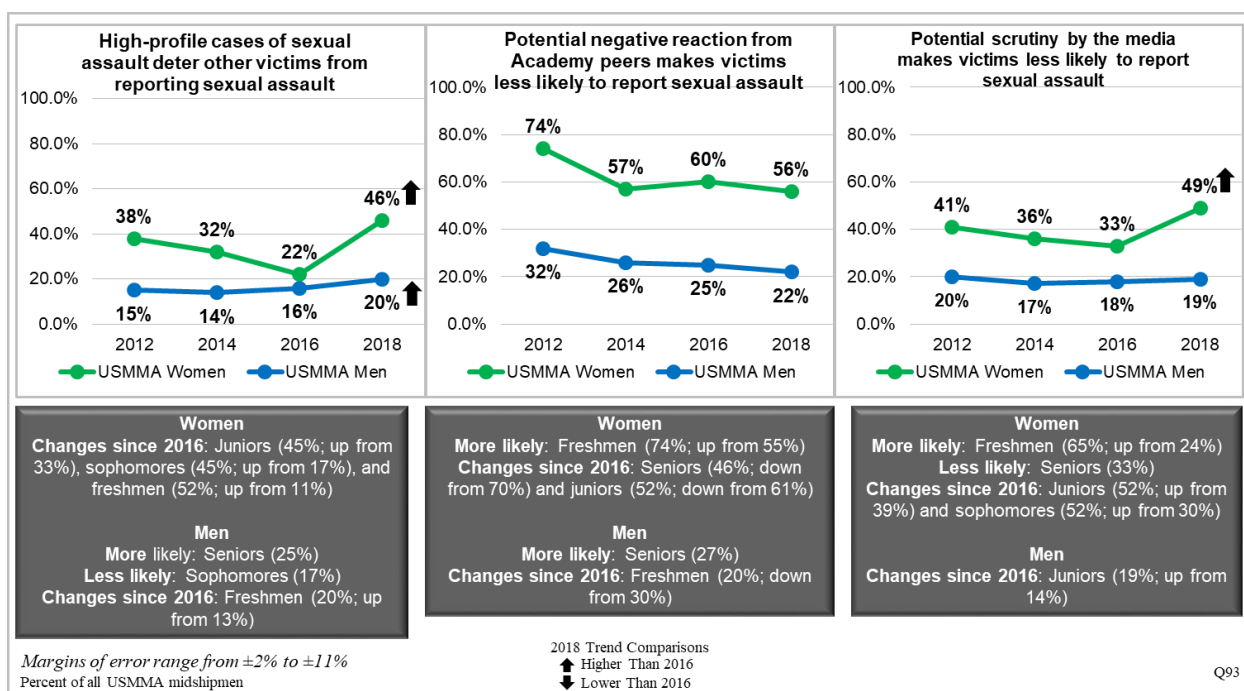
Deterrents to Reporting Sexual Assault

As discussed earlier, the majority of midshipmen who experienced USC did not report the incident, specifically 68% of men and 53% of women. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to

understand the reasons why individuals choose not to report these incidents in order to minimize or remove these barriers.

Just less than half of women indicated that reporting sexual assault was deterred by high-profile cases (46%) or potential scrutiny by the media to a large extent (49%; Figure 31). Just more than half (56%) of women indicated that potential negative reactions from peers deterred reporting sexual assault. Fewer men agreed with around one-fifth (19% to 22%) of men claiming these phenomena deterred reporting to a large extent. Both men and women showed increases in high-profile cases being a deterrent since 2016, while media scrutiny as a deterrent only increased for women since 2016.

Figure 31.
Deterrents to Reporting Sexual Assault for USMMA Midshipmen



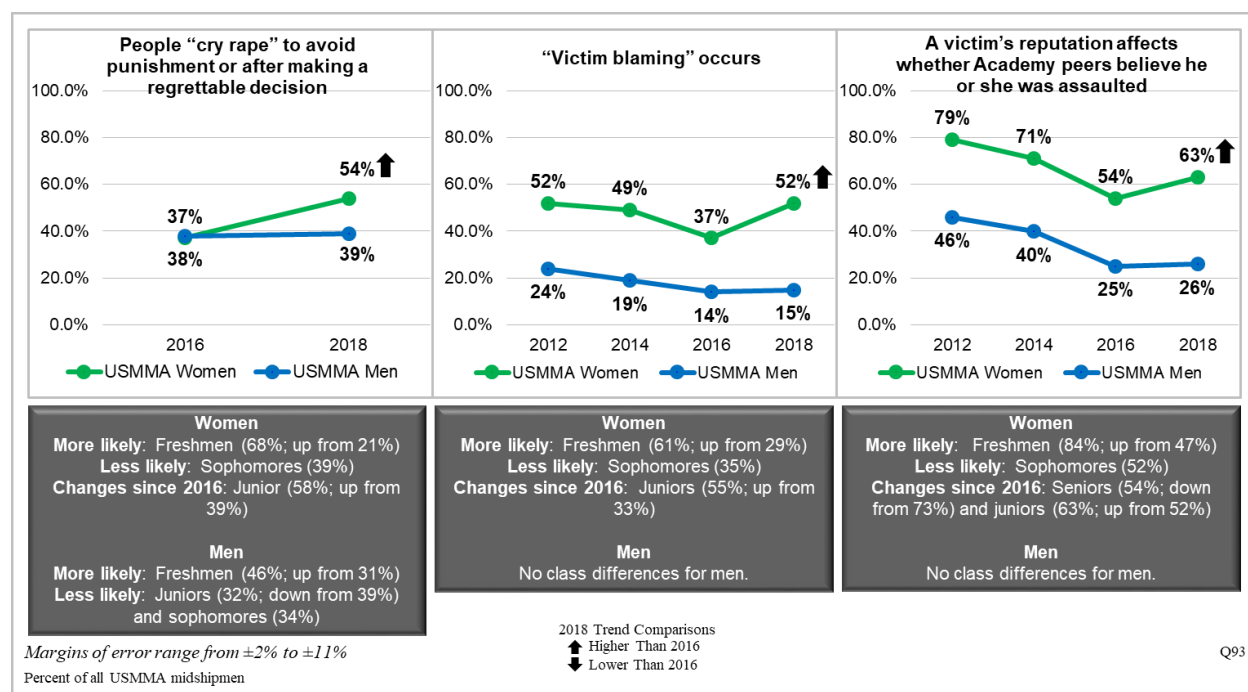
Rape Myths and Victim Blaming Occur at the Academy

Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Midshipmen were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another incidental behavior, and reputation of the victim impacting how they are believed. Many of these factors potentially contribute to reluctance to report and create a hostile environment for sexual assault prevention efforts.

Overall, midshipmen beliefs regarding whether rape myths and victim blaming occur at the Academy to a large extent appear to be increasing for women, with more than half of women indicating that "victim blaming" occurs to a large extent and that people "cry rape" to avoid

punishment or after making a regrettable decision (Figure 32). Almost two-thirds of women indicated that a victim's reputation affects whether the victim is believed. Men appear to share these beliefs to a lesser degree than women, with over one-tenth (15%) to just under two-fifths (39%) of men indicating they share these beliefs to a large extent.

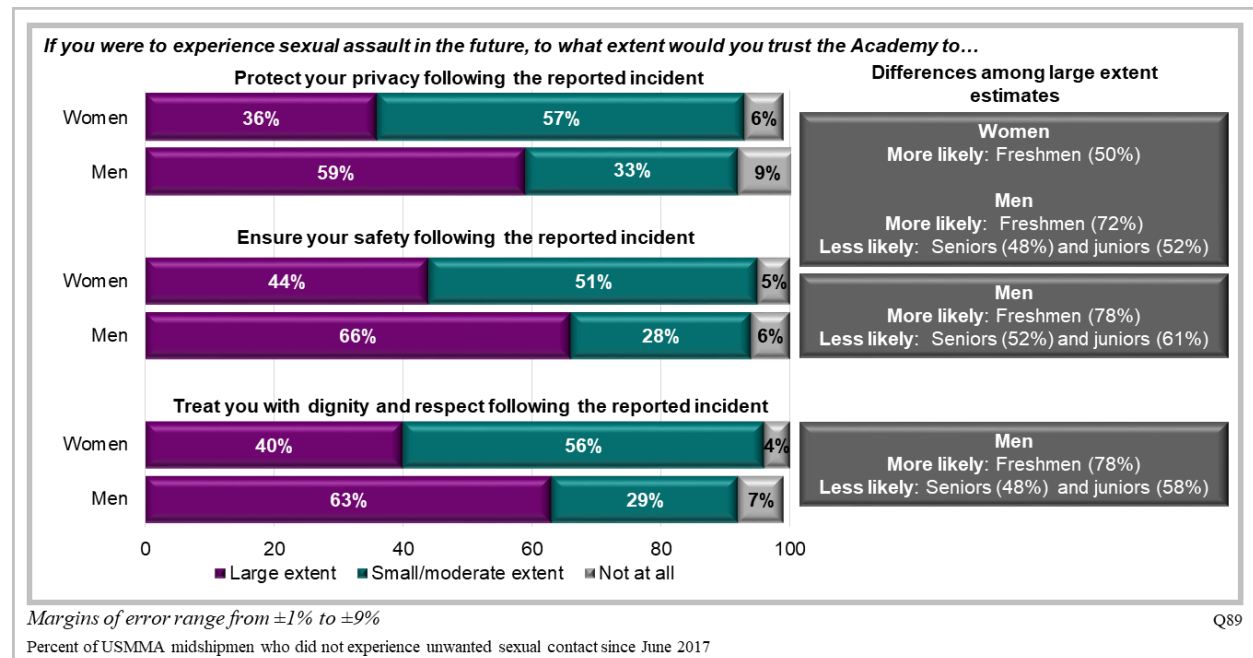
Figure 32.
Perceptions of Rape Myths and Victim Blaming Occur at USMMA to a Large Extent



Trust in the Academy

The vast majority of USMMA men and women indicated having some level of trust that the Academy would protect their privacy, ensure their safety, and treat them with dignity and respect if they were to experience and report a sexual assault incident (Figure 33). However, this varied significantly by gender. Despite just over one-third (36%) to slightly more than two-fifths (44%) of women endorsing these items to a large extent, they were much less likely than men who ranged from just under three-fifths (59%) to just under two-thirds (66%). Freshmen men were more likely than men in other class years to indicate they trusted the Academy to a large extent across all three categories. Freshman women were more likely than women in other class years to indicate they believed the Academy would protect their privacy following the reported incident. Senior and junior men were less likely than men in other class years to indicate they trusted the Academy to a large extent across all three categories. This suggests that trust may decrease the longer that a cadet spends at the Academy. These items were new in 2018.

Figure 33.
Trust in the Academy for USMMA Midshipmen



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Appendix A.

Survey Instrument

**DATA
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2018 Service Academy Gender Relations Survey

PRIVACY ADVISORY

This survey is anonymous, does not collect or use personally identifiable information, and responses are not retrievable by personal identifier. In order to better protect your privacy, do not include information that may identify you or others when completing write-in responses. The purpose of this survey is to solicit information to identify and assess gender issues and discrimination among cadets/midshipmen at the Service Academies and to evaluate the effectiveness of each Service Academy's sexual assault/harassment policies, training, and procedures. Your responses will be aggregated and will provide senior Department of Defense officials (for the Department of Homeland Security, or Department of Transportation officials, those survey results will be aggregated separately) a benchmark to track reported sexual assault/harassment trends over time. These aggregated results will also be reported to Congress. Completing this survey is voluntary. There will be no attempt to trace responses back to the respondent. There is no penalty for not responding or skipping questions; however, maximum participation is encouraged so that the data will be complete and representative. Because the survey is anonymous, no individual situation can be addressed. Please avoid putting any identifying information in your responses. This is not the vehicle to report something that requires further attention or action by Academy officials.

Statement of Risk: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of any identifying data you provide. However, OPA has a number of policies and procedures to ensure that survey data are kept anonymous and protected, to the extent provided by law. If you have any questions about this survey, please contact SA-Survey@mail.mil.

Authority to Survey: The John Warner National Defense Authorization Act for Fiscal Year 2007, Section 532 requires annual assessments of gender-related issues at the Military Service Academies (10 USC 481). DoD Service Academies are surveyed per DoDI 6495.02, Sexual Assault Prevention and Response (SAPR) Program Procedures. Preparatory Schools are covered under 32 CFR Part 217. USCGA officials requested the Coast Guard be included, beginning in 2008, in order to evaluate and improve their programs addressing sexual assault and sexual harassment. Beginning in 2012, at the request of the U.S. Merchant Marine Academy (USMMA), USMMA officials contracted with OPA to include USMMA in the Service Academy Gender Relations Survey and Focus Group efforts. Results for the USMMA are reported separately from the DoD.

COMPLETION INSTRUCTIONS

- Please take your time and select answers you believe are most appropriate.
- Please PRINT where applicable. Do not make any marks outside of the response and write-in boxes.
- If you need more room for comments, use the back page or ask a survey proctor for a blank piece of paper.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER



INCORRECT ANSWER



BACKGROUND INFORMATION

1. Which Service Academy/Preparatory School do you attend?

- ☒ United States Military Academy
- ☒ United States Military Academy Preparatory School
- ☒ United States Naval Academy
- ☒ United States Naval Academy Preparatory School
- ☒ United States Air Force Academy
- ☒ CHiPS Participant
- ☒ United States Air Force Academy Preparatory School
- ☒ United States Coast Guard Academy
- ☒ United States Merchant Marine Academy

2. Are you...?

- ☒ Male ☒ Female

3. What is your Class year (the year you will graduate from the Academy)?

- ☒ 2018 ☒ 2020
- ☒ 2019 ☒ 2021
- ☒ 2022 (Preparatory School only)

GENDER-RELATED EXPERIENCES

In this section, you will be asked about several things that someone from your Academy might have done to you that were upsetting or offensive to you and that happened since June 2017.

When the questions say “someone from your Academy,” please include any person you have contact with as part of your **Academy life**.

“Someone from your Academy” could be an officer or non-commissioned officer, fellow cadet or midshipman, civilian employee, or contractor. These persons can be Academy leadership, faculty, athletic department personnel, or support service staff.

These things may have occurred on- or off-duty or on- or off-campus. Please include them as long as the person who did them to you was someone from **your Academy**.

4. Since June 2017, did someone from your Academy repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q7

5. Did they continue this unwanted behavior 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

6. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by these jokes if they had heard them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

7. Since June 2017, did someone from your Academy embarrass, anger, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to? For example, by calling you a dyke or butch (if you are a woman), or by calling you a woman, a fag, or gay (if you are a man).

☐ Yes ☐ No ⇒ GO TO Q10

8. Did they continue this unwanted behavior 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

9. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if someone had said these things to them? If you aren't sure, choose the best answer.

☐ Yes ☐ No

10. Since June 2017, did someone from your Academy display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?

☐ Yes ☐ No ⇒ GO TO Q13

11. Did they continue this unwanted behavior 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

12. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by seeing these sexually explicit materials? If you aren't sure, choose the best answer.

☐ Yes ☐ No

13. Since June 2017, did someone from your Academy repeatedly tell you about their sexual activities or make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch) in a way that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q16

14. Did they continue this unwanted behavior 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

15. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by hearing about these sexual activities or by having someone make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch)? If you aren't sure, choose the best answer.

☒ Yes ☒ No

16. Since June 2017, did someone from your Academy repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q19

17. Did they continue this unwanted behavior 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

18. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if they had been asked these questions? If you aren't sure, choose the best answer.

☒ Yes ☒ No

19. Since June 2017, did someone from your Academy make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q22

Continue to next column

20. Did they continue this unwanted behavior 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

21. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if these remarks had been directed to them? If you aren't sure, choose the best answer.

☒ Yes ☒ No

22. Since June 2017, did someone from your Academy either take or share sexually suggestive pictures or videos of you when you did not want them to?

☒ Yes ☒ No ⇒ GO TO Q25

23. Did this make you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q25

24. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended if it happened to them? If you aren't sure, choose the best answer.

☒ Yes ☒ No

25. Since June 2017, did someone from your Academy make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out to asking you for sex or a "hookup."

☒ Yes ☒ No ⇒ GO TO Q29

26. Did these attempts make you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q29

27. Did they continue this unwanted behavior 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

28. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by these unwanted attempts (Q25)? If you aren't sure, choose the best answer.

☐ Yes ☐ No

29. Since June 2017, did someone from your Academy repeatedly touch you in a 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 ⇒ GO TO Q32

30. Did they continue this unwanted behavior 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. Do you think this was ever severe enough that most cadets/midshipmen at your Academy would have been offended by this unnecessary touching? If you aren't sure, choose the best answer.

☐ Yes ☐ No

32. Since June 2017, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel as if you would get some benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better cadet/midshipman assignment, or better academic grade 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 ⇒ GO TO Q34

Continue to next column

33. What led you to believe that you would get a benefit if you agreed to do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you they would give you a reward or benefit for doing something sexual	☐	☐
b. They hinted 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 they expressed sexual interest	☐	☐
c. Someone else told you they got benefits from this person by doing sexual things.....	☐	☐

34. Since June 2017, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel like you would get punished or treated unfairly at your Academy if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad grade, or treat you badly if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

☐ Yes ☐ No ⇒ GO TO Q36

35. What led you to believe you would get punished or treated unfairly at your Academy if you did not do something sexual? Mark "Yes" or "No" for each item.

	Yes	No
a. They told you you would be punished or treated unfairly if you did not do something sexual.	☐	☐
b. They hinted 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.	☐	☐

36. Since June 2017, did you hear someone from your Academy say that someone of your gender is not as good as someone of the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer?

☐ Yes ☐ No ⇒ GO TO Q38

37. Do you think their beliefs about someone of your gender ever harmed or limited your cadet/midshipman career? For example, did they hurt your evaluation/fitness report, or affect your grades or chances for leadership positions?

☐ Yes ☐ No

38. Since June 2017, do you think someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) mistreated, ignored, excluded, or insulted you because of your gender?

☐ Yes ☐ No ⇒ GO TO Q40

39. Do you think this treatment ever harmed or limited your cadet/midshipman career? For example, did they hurt your evaluation/fitness report, or affect your grades or chances for leadership positions?

☐ Yes ☐ No

If you answered "Yes" to ANY Q4 - Q39, continue to Q40. Otherwise ⇒ GO TO Q48.

40. Of the behaviors that you selected as happening to you, would you consider them to be... **Mark "Yes" or "No" for each item.**

	Yes	No
a. A hostile work environment? For example, severe and pervasive unwelcome sexual advances, used language/behavior/jokes of a sexual nature, or offensive physical conduct.....	☐	☐
b. Quid pro quo? For example, someone implied preferential treatment in exchange for your sexual cooperation.....	☐	☐
c. Gender discrimination? For example, mistreated you because of your gender or exposed you to language/behaviors that conveyed offensive or condescending gender-based attitudes.....	☐	☐

41. Did the incidents you experienced since June 2017 involve... **Mark one.**

- ☐ The same people in all incidents?
☐ The same people in some incidents, but not all?
☐ Different people in each incident?
☐ Identity was unknown?

GENDER-RELATED SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you. Before you continue, please choose the one unwanted situation since June 2017 that you consider to be the worst or most serious.

42. Who was the person(s) in this situation who did this to you? **Mark one answer for each item.**

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year	☐	☐	☐
b. A fellow Academy student who was in the <u>same</u> class year	☐	☐	☐
c. A fellow Academy student who was in a <u>lower</u> class year	☐	☐	☐
d. A fellow Academy student who was higher in the cadet/midshipman chain of command	☐	☐	☐
e. A member of an intramural or club sports team at your Academy	☐	☐	☐
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy	☐	☐	☐
g. Academy military/uniformed faculty or staff	☐	☐	☐
h. Academy civilian faculty or staff	☐	☐	☐
i. A DoD/DHS/DOT person not affiliated with the Academy	☐	☐	☐
j. A person not affiliated with DoD/DHS/DOT	☐	☐	☐
k. Unknown person	☐	☐	☐
l. USMMA ONLY. A person affiliated with the maritime industry	☐	☐	☐

43. Did the person(s) do similar unwanted actions to others?

- ☐ Yes
☐ No
☐ Don't know

44. Would you describe this situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm to achieve status or be included in an organization.....	☒	☒
b. Bullying? Bullying refers to acts of aggression intended to single out individuals from their fellow cadets/midshipmen or to exclude them from an organization	☒	☒

45. Did you discuss/report this situation with/to any authority or organization?

- ☒ Yes (Please specify below)
☒ No ⇒ GO TO Q47

To whom did you discuss/report this situation? Please indicate position or title, not name (e.g., cadet/midshipman commander, AOC/TAC/ Company Officer, SARC, MEO Officer, SHARP Officer). DO NOT INCLUDE NAMES.

Please print.

46. What actions were taken in response to your discussing/reporting the incident? Mark "Yes" or "No" for each item.

	Yes	No
a. The situation was corrected	☒	☒
b. Your situation was/is being investigated.....	☒	☒
c. You were kept informed of what actions were being taken.....	☒	☒
d. You were encouraged to let it go or tough it out.....	☒	☒
e. Your situation was discounted or not taken seriously.....	☒	☒
f. Disciplinary action was taken against you.....	☒	☒
g. Disciplinary action was taken against the offender.....	☒	☒
h. Administrative action (e.g., non-judicial punishment) was taken against you.	☒	☒
i. You were ridiculed or scorned	☒	☒
j. Some other action was taken (Please specify in next column).....	☒	☒
k. You don't know what happened	☒	☒

Continue to next column

Please specify the other action that was taken in response to your discussing/reporting the incident. Do not include any information that would identify yourself or others.

Please print.

If you discussed/reporting the situation ⇒ GO TO Q48. Otherwise, continue.

47. What were your reasons for not discussing/ reporting this situation? Mark "Yes" or "No" for each item.

	Yes	No
a. You thought it was not important enough to report	☒	☒
b. You did not know how to report	☒	☒
c. You felt uncomfortable making a report.....	☒	☒
d. You took care of the problem yourself by <u>avoiding</u> the person who harassed you.....	☒	☒
e. You took care of the problem yourself by <u>confronting</u> the person who harassed you.....	☒	☒
f. You took care of the problem yourself by <u>forgetting</u> about it and moving on	☒	☒
g. You did not think anything would be done	☒	☒
h. You thought reporting would take too much time and effort	☒	☒
i. You thought you would be labeled a troublemaker.....	☒	☒
j. You thought your evaluations or chances for leadership positions would suffer	☒	☒
k. You did not want people talking or gossiping about you	☒	☒
l. You thought it would hurt your reputation and standing.....	☒	☒
m. You did not want to hurt the career of the person(s) who did it.....	☒	☒
n. You did not want to bring undue attention or discredit on the Academy	☒	☒

UNWANTED SEXUAL BEHAVIORS

Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted sexual experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences may vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience.

They can happen to both women and men.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about situations that happened AFTER June 2017. You will have an opportunity to describe experiences that happened BEFORE June 2017 later in the survey.

48. Since June 2017, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	☒	☒
b. Attempted to make you have sexual intercourse, but was not successful?	☒	☒
c. Made you have sexual intercourse?	☒	☒
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	☒	☒
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	☒	☒

If you answered "No" to Q48a through Q48e then
⇒ GO TO Q85.

49. Please give your best estimate of how many different times (on how many separate occasions) since June 2017, you had these unwanted experiences?

Times

50. Were all these events done by the same person? Mark one.

- ☒ Does not apply, I had one event
☒ Yes
☒ No, more than one person
☒ Not sure

51. Did the person(s) who did this to you... Mark "Yes" or "No" for each item.

	Yes	No
a. Use physical force or threats to make you comply (for example, physically injure you)?	☒	☒
b. Threaten to harm you physically (or someone else)?	☒	☒
c. Threaten or coerce you (or someone else) in some other way such as using their position of authority, spreading lies about you, or getting you in trouble with authorities?	☒	☒

52. Did the person(s) do this when... Mark "Yes" or "No" for each item.

	Not sure	No	Yes
a. You were so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling?	☒	☒	☒
b. You were passed out, asleep, or unconscious?	☒	☒	☒
c. You did not have time to react?	☒	☒	☒

UNWANTED SEXUAL CONTACT SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the **greatest effect** on you since June 2017. Before you continue, please choose the one unwanted situation since June 2017 that you consider to be the worst or most serious.

53. Which of the following experiences happened during the situation you chose as the worst or most serious? Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	☒	☒
b. Attempted to make you have sexual intercourse, but was not successful?	☒	☒
c. Made you have sexual intercourse?	☒	☒
d. Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	☒	☒
e. Made you perform or receive oral sex, anal sex, or penetration by a finger or object?	☒	☒

Please continue to focus on this worst or most serious situation in the questions that follow.

54. How many people did this to you? Mark one.

- ☒ One person
- ☒ More than one person
- ☒ Not sure

55. Was/Were this person(s)... Mark one.

- ☒ A man?
- ☒ A woman?
- ☒ A mix of men and women?
- ☒ Not sure?

56. At the time of the situation, was/were the person(s) who did this to you... Mark all that apply.

- ☒ Someone you were currently dating?
- ☒ Someone you had previously dated?
- ☒ Someone you had a casual relationship with (for example, hooked up with)?
- ☒ Someone you knew from class or other activity?
- ☒ Someone you had just met?
- ☒ A stranger?

57. At the time of the situation, was/were the person(s) who did this to you... Mark one answer for each item.

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year?	☒	☒	☒
b. A fellow Academy student who was in the <u>same</u> class year?	☒	☒	☒
c. A fellow Academy student who was in a <u>lower</u> class year?	☒	☒	☒
d. A fellow Academy student who was higher in the cadet/midshipman chain of command?	☒	☒	☒
e. A member of an intramural or club sports team at your Academy?	☒	☒	☒
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy?	☒	☒	☒
g. Academy military/uniformed faculty or staff?	☒	☒	☒
h. Academy civilian faculty or staff?	☒	☒	☒
i. A DoD/DHS/DOT person not affiliated with the Academy?	☒	☒	☒
j. A person not affiliated with DoD/DHS/DOT?	☒	☒	☒
k. Unknown person?	☒	☒	☒
l. USMMA ONLY. A person affiliated with the maritime industry?	☒	☒	☒

58. Did the unwanted situation occur... Mark one answer for each item. If you have not been to these locations since June 2017 please mark "Not applicable."

	Not applicable	No	Yes
a. On Academy grounds in a dormitory/ living area?	☒	☒	☒
b. On Academy grounds not in a dormitory/living area?	☒	☒	☒
c. Off Academy grounds at a social event (for example, a party)?	☒	☒	☒
d. Off Academy grounds at an Academy sponsored event (for example, a sports team trip, conference, club event, or training)?	☒	☒	☒
e. Off Academy grounds at the home of a sponsor or alumnus?	☒	☒	☒
f. Off Academy grounds at the home of a faculty or staff member?	☒	☒	☒
g. Some other location off Academy grounds?	☒	☒	☒

59. When did the situation occur? Mark "Yes" or "No" for each item.

	Yes	No
a. During normal duty hours	☒	☒
b. After duty hours not on a weekend or holiday	☒	☒
c. After duty hours on a weekend or holiday	☒	☒
d. On leave	☒	☒
e. During summer experience/training/ sea duty	☒	☒
f. On exchange to another Academy..	☒	☒
g. USMMA ONLY. During maritime duty	☒	☒

60. Would you describe this situation as... Mark "Yes" or "No" for each item.

	Yes	No
a. Hazing? Hazing refers to so-called initiations or rites of passage in which individuals are subjected to physical or psychological harm to achieve status or be included in an organization	☒	☒
b. Bullying? Bullying refers to acts of aggression intended to single out individuals from their fellow cadets/ midshipmen or to exclude them from an organization	☒	☒

61. Did the person(s) who did this... Mark "Yes" or "No" for each item.

	Yes	No
a. Sexually harass you <u>before</u> this situation?	☒	☒
b. Stalk you <u>before</u> this situation?	☒	☒
c. Sexually assault you (that is, sexually touched you, attempted sex, or completed sex) <u>before</u> this situation?	☒	☒
d. Sexually harass you <u>after</u> this situation?	☒	☒
e. Stalk you <u>after</u> this situation?	☒	☒
f. Sexually assault you (that is, sexually touched you, attempted sex, or completed sex) <u>after</u> this situation? .	☒	☒

62. At the time of this unwanted situation had you been drinking alcohol? Even if you had been drinking, it does not mean you are to blame for what happened.

- ☒ Yes
☒ No
☒ Not sure

63. Just prior to this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
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? (Please specify below)	☒	☒

Please indicate why you believe you might have been given a drug without your knowledge or consent. Do not include any information that would identify yourself or others.

Please print.

64. At the time of this unwanted situation, had the person(s) who did it been drinking alcohol?

- ☒ Yes
☒ No
☒ Don't know

65. At the time of this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Was there anyone else present who stepped in to help you?	☒	☒
b. Was there someone else present who could have stepped in to help you, but did not?	☒	☒

66. After this unwanted situation... Mark "Yes" or "No" for each item.

	Yes	No
a. Did you consider requesting a transfer to another company/ squadron?	☒	☒
b. Did you think about leaving your Academy?	☒	☒
c. Did your academic performance suffer?	☒	☒
d. Did you take time off (for example, sick in quarters, leave of absence) because of the situation?	☒	☒
e. Did the situation damage your personal relationships, for example with a person you were dating or a friend?	☒	☒

DoD provides two ways in which to report a sexual assault:

- A Restricted report of sexual assault allows the sexual assault victim to make a confidential report, to certain individuals, and to receive medical treatment and counseling without starting an official investigation of the assault and without notifying the command the victim was sexually assaulted.
- An Unrestricted report allows the sexual assault victim to receive the same level of support services as a victim who elects the restricted reporting option, but unlike a restricted report, command is notified of the sexual assault of the victim, and an official investigation is undertaken for purposes of holding the alleged offender accountable.

67. Did you officially report that you were a victim of a sexual assault? This could have been either a restricted or unrestricted report.

- ☒ Yes ☒ No ⇒ GO TO Q71

68. Did you initially make a... *Mark one.*

- ☒ Restricted report? ⇒ GO TO Q69
☒ Unrestricted report? ⇒ GO TO Q70
☒ Unsure what type of report I initially made? ⇒ GO TO Q70

69. Did your restricted report remain restricted?

- ☒ Yes
☒ No, I converted it to unrestricted
☒ No, an independent investigation occurred (for example, someone you talked to about it notified your chain of command and they initiated an investigation)

70. What were your reasons for reporting the situation? *Mark all that apply.*

- ☒ Someone else made you report it or reported it themselves
☒ To stop the person(s) from hurting you again
☒ To stop the person(s) from hurting others
☒ It was your civic/military duty to report it
☒ To punish the person(s) who did it
☒ To discourage other potential offenders
☒ To get medical assistance
☒ To get mental health assistance
☒ To stop rumors
☒ Someone you told encouraged you to report
☒ Raise awareness that it occurs at the Academy
☒ Other (Please specify in next column)

Continue to next column

Please specify the other reason(s) for reporting the situation. Do not include any information that would identify yourself or others.

Please print.

If you reported the situation ⇒ GO TO Q72. Otherwise, continue.

71. What were your reasons for not reporting the situation to an authority? *Mark all that apply.*

- ☒ You thought it was not serious enough to report
☒ You took care of the problem yourself by avoiding the person who assaulted you
☒ You took care of the problem yourself by confronting the person who assaulted you
☒ You took care of the problem yourself by forgetting about it and moving on
☒ You did not want more people to know
☒ You felt uncomfortable making a report
☒ You thought reporting would take too much time and effort
☒ You did not want people talking or gossiping about you
☒ You felt shame/embarrassment
☒ Other (Please specify below)

Please specify the other reason(s) for not reporting the situation. Do not include any information that would identify yourself or others.

Please print.

72. In retrospect, would you make the same decision about reporting if you could do it over?

- ☒ Yes ☒ No

**OUTCOMES ASSOCIATED WITH
EXPERIENCING SEXUAL ASSAULT**

73. Thinking about the unwanted event, has anyone in a position of authority/leadership over you (i.e., cadet/midshipman chain of command or permanent party leadership, such as TAC, Company Officer, AOC, Regimental Officer, TAC NCO, SEL, or AMT) either done or threatened to do any of the following after the unwanted event occurred? **USAFA ONLY:** Please do not include cadet leadership when considering who took these actions. **Mark all that apply.**

- ☒ Denied you or removed you from a leadership position
- ☒ Denied you a training opportunity that could have led to a leadership position
- ☒ Rated you lower than you deserved on a performance evaluation
- ☒ Denied you an award or other form of recognition you were previously eligible to receive
- ☒ Assigned you new duties without doing the same to others
- ☒ Assigned you to duties that do not match your current class year or position within the company/squadron
- ☒ Made you perform additional duties that do not match your current class year or position within the company/squadron
- ☒ Transferred you to a different company/squadron without your request or agreement
- ☒ Ordered you to one or more mental health evaluations
- ☒ Disciplined you or ordered other corrective action
- ☒ Does not apply, you have not experienced any of the above ⇒ GO TO Q77

74. Which type of leadership took the actions you marked as happening to you? **Mark all that apply.**

- ☒ Cadet/midshipman leadership
- ☒ Academy permanent party leadership (for example, faculty member, coach, TAC Officer, AOC, Company Officer, Regimental Officer)

If you did not report your sexual assault ⇒ GO TO Q77. Otherwise, continue.

75. Do you have reason to believe that any of the leadership actions you experienced were only based on your report of sexual assault (that is, not based on your conduct or performance)?

- ☒ Yes
- ☒ No
- ☒ Not sure

76. Were any of the individual(s) who took the actions you marked as happening to you... **Mark one answer for each item.**

	Not sure	No	Yes
a. Trying to get back at you for making a report (unrestricted or restricted)?..	☒	☒	☒
b. Trying to discourage you from moving forward with your report?	☒	☒	☒
c. Mad at you for causing a problem for them?	☒	☒	☒

77. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) or your leadership 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 despite your attempts to communicate (for example, gave you "the silent treatment")
- ☒ You did not experience any of the above ⇒ GO TO Q80

If you did not report your sexual assault ⇒ GO TO Q80. Otherwise, continue.

78. Did any of the individual(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☒ Yes
- ☒ No
- ☒ Not sure

79. Were any of the individual(s) who took these actions trying to discourage you from moving forward with your report or discourage others from reporting?

- ☐ Yes
☐ No
☐ Not sure

80. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) 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
☐ Does not apply, you did not experience any of the above ⇒ GO TO Q83

If you did not report your sexual assault ⇒ GO TO Q83. Otherwise, continue.

81. Did any of the individual(s) who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☐ Yes
☐ No
☐ Not sure

82. Were any of the individual(s) who took the actions you marked as happening to you... **Mark one answer for each item.**

	Not sure	No	Yes
a. Trying to discourage you from moving forward with your report or discourage others from reporting?	☐	☐	☐
b. Trying to abuse or humiliate you?.....	☐	☐	☐

If you did not experience any of the behaviors in Q77 or Q80 ⇒ GO TO Q85. Otherwise, continue.

83. In response to your answers to questions 77 and/or 80, please indicate who you believe took the actions. **Mark one answer for each item.**

	Don't know	No	Yes
a. A fellow Academy student who was in a <u>higher</u> class year?	☐	☐	☐
b. A fellow Academy student who was in the <u>same</u> class year?	☐	☐	☐
c. A fellow Academy student who was in a <u>lower</u> class year?	☐	☐	☐
d. A fellow Academy student who was higher in the cadet/midshipman chain of command?	☐	☐	☐
e. A member of an intramural or club sports team at your Academy?	☐	☐	☐
f. A member of an intercollegiate (NCAA/Division I) sports team at your Academy?	☐	☐	☐
g. Academy military/uniformed faculty or staff?	☐	☐	☐
h. Academy civilian faculty or staff?	☐	☐	☐
i. A DoD/DHS/DOT person not affiliated with the Academy?.....	☐	☐	☐
j. A person not affiliated with DoD/DHS/DOT?	☐	☐	☐
k. Unknown person?.....	☐	☐	☐
l. USMMA ONLY. A person affiliated with the maritime industry?	☐	☐	☐

84. Did any of the actions you marked involve social media (for example, Facebook, Twitter, Jodel, Snapchat, Kik)?

- ☐ Yes ☐ No

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations since June 2017. These situations could have taken place at your Academy or outside of your Academy.

85. Since June 2017, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. See a situation you thought was a sexual assault or could have led to a sexual assault?	☒	☒
b. Observe someone who "crossed the line" by telling sexist comments or jokes?	☒	☒
c. Encounter a group or individual being hazed?	☒	☒
d. Encounter an individual being bullied?	☒	☒
e. See someone making unwanted sexual advances towards another cadet/midshipman?	☒	☒
f. See horseplay or roughhousing that "crossed the line" or appeared unwanted?	☒	☒
g. Encounter someone who drank too much and needed help (e.g., getting home)?	☒	☒
h. Encounter someone hooking up with someone who was passed out?	☒	☒

If you indicated "No" to all items in Q85 ⇒ GO TO Q87.

86. How did you respond to the situation(s) you observed? Mark "Yes" or "No" for each item.

	Yes	No
a. I spoke up to address the situation.	☒	☒
b. I told someone else about it <i>while</i> it was happening.....	☒	☒
c. I told someone else about it <i>after</i> it happened	☒	☒
d. I created a distraction	☒	☒
e. I talked to those who experienced the situation to see if they were okay.....	☒	☒
f. I intervened in some other way	☒	☒
g. I did not intervene.....	☒	☒

Please tell us why you did or didn't do anything in this situation. *Do not include any information that would identify yourself or others.*

Please print.

87. 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 that you think they "crossed the line" with gender-related comments or jokes?	☒	☒	☒	☒	☒
b. Seek help from the chain of command in stopping other students who continue to engage in <u>sexual harassment</u> after having been previously spoken to?	☒	☒	☒	☒	☒

ACADEMY EDUCATION AND CULTURE

88. To what extent has the education you received since June 2017 increased your confidence in... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Recognizing warning signs for sexual assault?	☒	☒	☒	☒	☒
b. Intervening to help prevent sexual assault?	☒	☒	☒	☒	☒
c. Knowing where to get help for someone who was sexually assaulted?	☒	☒	☒	☒	☒
d. Understanding the relationship between alcohol consumption and risk for sexual assault?	☒	☒	☒	☒	☒
e. Recognizing the warning signs for an unhealthy relationship?....	☒	☒	☒	☒	☒

89. If you were to experience sexual assault in the future, to what extent would you... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Trust the Academy to protect your privacy following the reported incident?.....	☒	☒	☒	☒	☒
b. Trust the Academy to ensure your safety following the reported incident?.....	☒	☒	☒	☒	☒
c. Trust the Academy to treat you with dignity and respect following the reported incident?..	☒	☒	☒	☒	☒

90. How many drinks containing alcohol do you have on a typical day when drinking? *By "drink" we mean a bottle or can of beer, a wine cooler or glass of wine, a shot of liquor, or a mixed drink or cocktail.*

- ☒ None
☒ 1 or 2
☒ 3 or 4
☒ 5 or 6
☒ 7 to 9
☒ 10 or more

91. During the past year, how often have you been unable to remember what happened the night before because you had been drinking?

- ☒ Never
☒ Monthly or less
☒ 2-4 times a month
☒ 2-3 times a week
☒ 4 or more times a week

92. At your Academy, to what extent do you think the persons below make honest and reasonable efforts to stop sexual harassment and sexual assault? For example, do these persons lead by example, stress the importance of sexual harassment and sexual assault prevention, and encourage reporting? *Mark one answer for each item.*

	No basis to judge	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Cadet/midshipman leaders...	☒	☒	☒	☒	☒	☒
b. Cadets/midshipmen not in appointed leadership positions.....	☒	☒	☒	☒	☒	☒
c. Commissioned officers directly in charge of your unit.	☒	☒	☒	☒	☒	☒
d. Non-commissioned officers or senior/chief petty officers directly in charge of your unit.	☒	☒	☒	☒	☒	☒
e. Academy senior leadership (for example, Superintendent, Commandant, Vice/Deputy Commandant, Dean).....	☒	☒	☒	☒	☒	☒
f. Military/uniformed academic faculty.....	☒	☒	☒	☒	☒	☒
g. Civilian academic faculty	☒	☒	☒	☒	☒	☒
h. Intercollegiate (NCAA/ Division I) coaches and trainers	☒	☒	☒	☒	☒	☒
i. Intercollegiate (NCAA/ Division I) officer representatives/advisors	☒	☒	☒	☒	☒	☒
j. Club team coaches and trainers	☒	☒	☒	☒	☒	☒
k. Club team officer representatives/advisors	☒	☒	☒	☒	☒	☒
l. Intramural coaches and trainers	☒	☒	☒	☒	☒	☒
m. Intramural officer representatives/advisors	☒	☒	☒	☒	☒	☒
n. Physical education instructors	☒	☒	☒	☒	☒	☒

93. At your Academy, to what extent do you think... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. High-profile cases of sexual assault deter other victims from reporting sexual assault?	☒	☒	☒	☒	☒
b. Potential scrutiny by the media makes victims less likely to come forward to report sexual assault?	☒	☒	☒	☒	☒
c. Potential negative reaction from Academy peers makes victims less likely to report sexual assault?	☒	☒	☒	☒	☒
d. People "cry rape" to avoid punishment or after making a regrettable decision?	☒	☒	☒	☒	☒
e. "Victim blaming" occurs (i.e., holding a victim partly or entirely responsible for a sexual assault)?	☒	☒	☒	☒	☒
f. A victim's reputation affects whether Academy peers believe he or she was assaulted?	☒	☒	☒	☒	☒
g. The other cadets/midshipmen watch out for each other to prevent sexual assault?	☒	☒	☒	☒	☒
h. Your cadet/midshipmen leaders enforce rules (such as rules against fraternization and drinking in the dormitory)?	☒	☒	☒	☒	☒
i. Your <u>commissioned officers</u> (AOCs, TACs, Company Officers) set good examples in their own behavior and talk?	☒	☒	☒	☒	☒
j. Your <u>non-commissioned officers</u> (AMTs, TAC NCOs, SELs) set good examples in their own behavior and talk?	☒	☒	☒	☒	☒

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past Academic Program Year (since June 2017). For the next question, please think about situations that happened more than one year ago, BEFORE June 2017. 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 them to and did not consent.

Please include an experience regardless of who did it to you or where it happened.

94. Before June 2017, did you ever experience any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark all that apply.

	Yes, before entering the Academy	Yes, since entering the Academy	No, have not experienced
a. <u>Sexually touched you</u> (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?	☒	☒	☒
b. <u>Attempted</u> to make you have sexual intercourse, but was not successful?	☒	☒	☒
c. <u>Made you</u> have sexual intercourse?	☒	☒	☒
d. <u>Attempted</u> to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?	☒	☒	☒
e. <u>Made you</u> perform or receive oral sex, anal sex, or penetration by a finger or object?	☒	☒	☒

95. Before June 2017, did a friend or someone close to you experience any of the intentional sexual contacts described above that were against their will or which occurred when they did not or could not consent?

- ☒ Yes
☒ No
☒ Not sure

-

◆

Appendix B.

Frequently Asked Questions (FAQs)

Frequently Asked Questions

2018 Service Academy Gender Relations Survey Health & Resilience Division (H&R) Office of People Analytics (OPA)

The Office of People Analytics (OPA) Health and Resilience (H&R) division has been conducting surveys of gender issues for the Service Academies since 2006. OPA uses scientific state of the art statistical techniques to draw conclusions from the U.S. Merchant Marine Academy (USMMA) population. To construct estimates for the *2018 Service Academy Gender Relations Survey (2018 SAGR)* OPA used weighting procedures to ensure accuracy of estimates to the full USMMA population. The following details some common questions about our methodology as a whole and the *2018 SAGR* specifically.

1. What was the population of interest for the *2018 Service Academy Gender Relations Survey (2018 SAGR)*?

The population of interest for the *2018 SAGR* consisted of all midshipmen at USMMA in class years 2018 through 2021.²⁰ The entire population of male and female students was selected for the survey except students who were on exchange from another Military Service Academy (MSA) and foreign exchange students. Students on exchange from another MSA were excluded because, while they could not participate in the survey at their home Academy, the statistical weighting at their home Academy accounted for them in their MSA population estimates. Foreign exchange students were excluded because they are not members of the MSA populations. This census of all students was designed for maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as those questions asking details of an unwanted gender-related behavior.

The target survey frame consisted of 901 USMMA students drawn from the student rosters provided to OPA by the Academy. OPA received a final dataset containing 765 completed questionnaires, yielding an overall weighted response rate for respondents at USMMA of 85% (84% for USMMA women and 85% for USMMA men).

2. What was the survey question used to measure Unwanted Sexual Contact?

The measure of unwanted sexual contact for the 2006, 2008, 2010, 2012, 2014, 2016, and 2018 *SAGR* surveys includes the five specific behaviors listed below. In 2018, respondents were asked to indicate “Yes” or “No” to the following question for each behavior:

Since June 2017, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent in which someone..

²⁰ OPA also surveyed a census of students at the three DoD Service Academies and the U.S. Coast Guard Academy (USCGA) and are presented in separate reports.

- *Sexually touched you (for example, intentional touching of genitalia, buttocks, [breasts if you are a woman]), or made you sexually touch them?*
 - *Attempted to make you have sexual intercourse, but was not successful?*
 - *Made you have sexual intercourse?*
 - *Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?*
 - *Made you perform or receive oral sex, anal sex, or penetration by a finger or object?*
3. **The term “Unwanted Sexual Contact” does not accurately represent the categories of crime in the Uniform Code of Military Justice (UCMJ). Why is this? Is unwanted sexual contact different than “sexual assault?”**

The measure of unwanted sexual contact used by the 2018 SAGR is behaviorally based. That is, the measure is based on specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or the UCMJ definition of sexual assault. The estimates created for the unwanted sexual contact estimated prevalence rate reflect the percentage of Academy students who experienced behaviors prohibited by the UCMJ.

The term “unwanted sexual contact” and its definition was created in collaboration with DoD legal counsel and experts in the field to help respondents better relate their experience(s) to the types of sexual assault behaviors addressed by military law and the DoD Sexual Assault Prevention and Response program. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” described in Articles 120 and 125, UCMJ. As a result, the term “unwanted sexual contact” was created so that respondents could read the definition provided and readily understand the behaviors covered by the survey. There are three broad categories of unwanted sexual contact that result: penetration of any orifice, attempted penetration, and unwanted sexual touching (without penetration). While these unwanted behaviors are analogous to UCMJ offenses, they are not meant to be exact matches. Many respondents cannot and do not consider the complex legal elements of a crime when being victimized by an alleged offender. Consequently, forcing a respondent to categorize accurately which offense they experienced would not be productive. The terms and definitions of unwanted sexual contact have been consistent throughout all of the SAGR surveys since 2006 to provide DoD with reliable data points across time.

In 2014, RAND Corp. conducted the 2014 RAND Military Workplace Survey (2014 RMWS) independently from the DoD. For this effort, researchers fielded two versions of the survey: one using the unwanted sexual contact question and one using a newly constructed measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive estimated prevalence rates of crimes committed against military members. Weighted estimated top-line prevalence rates from each measure were not significantly different.

In October 2015, based on concerns from Academy leadership about the new measure, OPA conducted pretests at the three DoD Service Academies using the sexual assault measure from the *2014 RMWS*. The pretest included questions after the main survey asking if respondents understood the survey questions, whether they would be comfortable taking the survey, whether they would be comfortable taking the survey in a group setting, whether they would answer honestly, and whether they would have any negative reactions after taking the survey. Pretest results indicated that the sexual assault measure's added length and graphic language made it inappropriate for administration to students in a group setting. Students who indicated on the pretest that they had experienced sexual assault indicated lower willingness than other students to answer all survey items honestly, particularly during in-person survey administration. For these reasons, and to retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained.

4. OPA uses “sampling” and “weighting” for their scientific surveys. Why are these methods used and what do they do?

Simply stated, sampling and weighting allow for data, based on a sample, to be generalized accurately up to the total population. In the case of the *2018 SAGR*, this allows OPA to generalize to the full population of Academy students who meet the criteria listed above. This methodology meets industry standards used by government statistical agencies, including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. OPA subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).²¹

5. Were sampling and weighting used in the 2018 Service Academy Gender Relations Survey (2018 SAGR)?

The *2018 SAGR* was a census of all women and men at each Academy. That is, the survey was offered to all students, male and female. For that reason, sampling from the population was not necessary. However, even though all were offered a survey, not all students took the survey for a number of reasons (e.g., conflicts in schedules, refusal to participate, etc.). To ensure our estimates are generalizable to each Academy, OPA uses weighting to represent accurately the full population. Data were weighted, using an industry standard process, to reflect each Academy's population as of March 2018. Differences in the percentages of respondents and population for the reporting categories reflect differences in response rates. 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.

²¹ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (<http://www.aapor.org/Standards-Ethics/Best-Practices.aspx#best3>). OPA has conducted surveys of the military and DoD community using stratified random sampling for 20 years.

6. Does crime data typically fluctuate over time as we see in the Service Academy Gender Relations results?

As we continue to survey this population, we will gain a better understanding of the trends that exist within this population and what leads to fluctuations. In general, these types of surveys often see similar fluctuations; however, over time, the visual impact of these fluctuations is less dramatic.

7. Some of the estimates provided in the report show “NR” or “Not Reportable.” What does this mean?

The estimates become “Not Reportable” when they do not meet the criteria for statistically reliable reporting. This can happen for a number of reasons including high variability or too few respondents. This process ensures that the estimates we provide in our analyses and reports are accurate within the margin of error.

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