



Climate Related to Sexual Violence and Gender Discrimination in the Active Component

**Findings from the 2021 Workplace and Gender Relations
Survey of Military Members**

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Climate Related to Sexual Violence and Gender Discrimination in the Active Component

Findings from the 2021 Workplace and Gender Relations Survey of Military Members

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Executive Summary

Introduction

The prevention of sexual assault, sexual harassment, and gender discrimination in the military requires a comprehensive understanding of the factors that contribute to risk for victimization and perpetration. Prior research suggests that, in the military, aspects of the organizational climate may substantially contribute to both prevention efforts (Walsh & Magley 2019) and the willingness of Service members who experience gender discrimination or sexual misconduct to make a report or complaint (Hurley, Sholar, & Rodeheffer, 2021).

The Workplace and Gender Relations (WGR) survey informs the DoD's prevention and response efforts by providing a robust system of surveillance for monitoring the estimated prevalence of gender discrimination, sexual harassment, and sexual assault as well as identifying the factors within the military that contribute to risk. The following report presents results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* regarding the military climate related to sexual violence and gender discrimination in the Active component¹.

Background and Methodology

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA)² has been conducting the congressionally mandated gender relations survey of Active and Reserve component members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.³ The DoD did not conduct the planned survey of the Active component in 2020 due to the COVID-19 pandemic and a survey of the Reserve component was due in 2021. Accordingly, and consistent with the survey administration updates provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), the 2021 WGR survey was administered to both the Active and Reserve components simultaneously.

¹ By "Active component," we mean individuals who are serving on active duty and listed in the Active Duty Master File (ADMF) maintained by the Defense Manpower Data Center (DMDC). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. Results regarding the military gender relations climate in the Reserve component will be published in a separate report.

² Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA). In 2021, the Office of People Analytics was reorganized under the Defense Personnel Analytics Center.

³ One exception was in 2014 when the RAND Corporation conducted the Military Workplace Study (2014 RMWS) of military members from both the Active and Reserve components simultaneously to provide an independent assessment of unwanted gender-related behaviors in the military

Survey Methodology

Data for the *2021 WGR* were collected between December 9, 2021 and March 3, 2022. The survey procedures were reviewed by a DoD Human Research Protection Officer and the Office of Information and Regulatory Affairs (OIRA), under the Office of Management and Budget (OMB), reviewed and cleared the data collection in accordance with the Paperwork Reduction Act (PRA). OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected.⁴

The *2021 WGR* for the Active component was largely modeled off of the *2018 WGR of Active Duty Members (2018 WGRA)*. However, substantive changes were made to the survey questionnaire in 2021, as part of the OMB survey clearance process, to reduce survey burden. Most notably, the metric used to estimate the prevalence of sexual assault since 2014 (a 41-item measure of specific behaviors, intent, and mechanisms, aligned with the elements of criminal offenses under the Uniform Code of Military Justice [UCMJ] included in the DoD definition of “sexual assault”) was replaced with a five-item measure of unwanted sexual contact, an umbrella term for a range of sex-related behaviors which constitute certain elements of these offenses. The five-item unwanted sexual contact metric used on the *2021 WGR* is the same metric currently used on the *Service Academy Gender Relations Survey (SAGR)* and is similar to the single-item unwanted sexual contact metric used on DoD gender relations surveys from 2006 to 2012. For further description of the changes to the *2021 WGR* survey administration, see chapter one of the *2021 Workplace and Gender Relations Survey of Military Members: Overview Report (2021 WGR Overview Report; OPA, 2022a)*.

The target population for the *2021 WGR* consisted of Active and Selected Reserve⁵ members from the Army, Navy, Marine Corps, Air Force, Space Force, National Guard, and Coast Guard. However, this report focuses on members of the Active component serving in the DoD.⁶ Sampled military members were below flag rank and had been in their respective component for at least ten months.⁷ Single stage, nonproportional stratified random sampling procedures were used to select and invite participants.

Surveys were completed by 77,466 members from the Active component resulting in a weighted response rate of 13.3%. OPA scientifically weights the survey data so that findings from this report can be generalized to the full population of Active component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and

⁴ This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

⁵ The Reserve component population specifically includes members in the Selected Reserve in Reserve units, Active Guard/Reserve (AGR/FTS/AR,⁵ Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs.

⁶ A separate report will provide the results regarding the military workplace climate for members of the Reserve component in the DoD and members of the Coast Guard (both Active and Reserve).

⁷ The sampling frame was developed ten months before fielding the survey. Therefore, the sampling population included those Active component members with at least ten months of service at the start of the survey. In other words, individuals who joined after the sample was drawn were not selected for the survey.

that it properly adjusts to account for survey nonresponse. Further information on the weighting process can be found in the *2021 Workplace and Gender Relations Survey: Active Component Statistical Methodology Report (2021 WGRA SMR; OPA, 2022b)*.

All data presented within this report are estimates with an associated margin of error and confidence interval. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range.

Key Findings Related to the Climate in the Active Component

Workplace Hostility and Psychological Climate for Sexual Harassment

For the *2021 WGR*, Service members were asked to provide assessments regarding the frequency of experiencing behaviors consistent with workplace hostility and directed at them by their military coworkers or their immediate supervisor. Service members also rated their military workplace with regards to tolerance for sexual harassment and, specifically, how seriously sexual harassment is treated as an issue and how risky it is for Service members in the unit to make a complaint about sexual harassment.

- In 2021, nearly one in five women (19%) and 13% of men experienced workplace hostility in the prior year. These estimates reflect a significant increase since 2018 when 8% of women and 5% of men experienced hostility in the workplace. Women and men serving in units with leaders they perceived as providing less support for prevention of sexual misconduct were between four and five times more likely to experience workplace hostility in the prior year.
- Roughly one-quarter of women (24%) in the Active component, and significantly more than the 8% of men, perceived their units as tolerant of sexual harassment.
- Differences in experiencing workplace hostility or perceptions of tolerance of sexual harassment were evident by race/ethnicity, sexual orientation, and gender identity.
 - Racial/ethnic minority women as a group experienced workplace hostility at rates comparable to Non-Hispanic White Women. However, American Indian/Alaska Native women (33%) were significantly more likely than other women to experience workplace hostility. Meanwhile, Asian women (13%) were significantly less likely than other women to experience workplace hostility.
 - Racial/ethnic minority women as a group were significantly less likely than Non-Hispanic White women to perceive their units as tolerant of sexual harassment (22% compared to 26%, respectively). This appeared to be driven by Black and Asian women (21% and 16%, respectively) who were significantly less likely than other women to perceive their units as tolerant of sexual harassment.
 - Racial/ethnic minority men as a group were significantly more likely than Non-Hispanic White men to experience hostility in the workplace (13% and 12%,

respectively) and significantly more likely to perceive their unit's climate as tolerant of sexual harassment (9% and 7%, respectively).

- Lesbian, gay, or bisexual (LGB) Service members were significantly more likely than heterosexual Service members to experience workplace hostility (20% and 13%, respectively) and to perceive their unit's climate as tolerant of sexual harassment (25% and 9%, respectively). Likewise, gender minority Service members (transgender Service members and those whose sex at birth does not match their current gender identity) were significantly more likely than cisgender Service members to experience workplace hostility (20% and 13%, respectively) and more likely to perceive their unit's climate as tolerant of sexual harassment (21% and 10%, respectively).

Ambivalent Sexism in the Active Component

While a focus on factors contributing to risk for sexual violence victimization is useful in terms of prevention, the ability to measure factors that might contribute to risk for perpetration has been an enduring gap in military research. Indeed, the 2021 Independent Review Commission on Sexual Assault in the Military called for the DoD to urgently take steps to undertake research regarding risk factors for perpetration to inform efforts to prevent perpetration (IRC, 2021). To this end, the 2021 WGR for the Active component included the Ambivalent Sexism Inventory (Glick & Fiske, 1996), a validated scientific scale that measures negative attitudes toward women (hostile sexism) as well as seemingly positive or protective attitudes towards women (benevolent sexism).

- Ambivalent sexism scores for women in the Active component were significantly lower than for men (2.2 and 3.0, respectively on a six-point scale). Likewise, the scores for benevolent and hostile sexism for women (2.4 and 2.0, respectively) were significantly lower than for men (3.0 and 2.9, respectively).
- Overall, women and men in the Active component disagreed with the sexist beliefs, but a sizable proportion of women and men agreed. One out of four men (25%) and one out of ten women (10%) agreed with benevolent sexist beliefs. Meanwhile, a similar proportion of men (24%) and 7% of women agreed with hostile sexist beliefs.
- Junior enlisted men (those in paygrade categories E1 to E4) were significantly more likely than other men to endorse both benevolent and hostile sexist beliefs and the same was true for junior enlisted women compared to other women.
- Individuals serving in units in which women were less than 10% of their military coworkers had significantly higher scores of sexism overall and hostile sexism especially.

Bystander Intervention

Bystander intervention is among the most widely recognized and evidence-informed approaches for preventing sexual violence (Mujal et al., 2021). Accordingly, the 2021 WGR examined

bystander intervention in the military in three ways: first, using a metric to measure Service members' bystander intervention behaviors performed in the prior year; secondly, by asking Service members to provide their perceptions of leader and peer behaviors related to bystander intervention; and third, by asking Service members who experienced sexual harassment if they received support or assistance from a bystander.

- About half of women (47%) and more than one-quarter of men (28%) witnessed at least one situation in the prior year that might have led to sexual misconduct. The estimates for women and men reflect a significant increase since 2018 when 40% of women and 24% of men witnessed at least one risky situation. The vast majority of women and men who observed a situation indicated they intervened in some way (93% and 91%, respectively).
- Compared to 2018, both women and men in the Active component were significantly less likely to perceive others in their unit as having a sense of responsibility for intervention related to sexual misconduct or for preventing inappropriate behavior.
- Among Service members who experienced past year sexual harassment, the vast majority of women (76%) and men (78%) responded that, at the time of their one worst situation, a military member was present who could have stepped-in to help. Among those who indicated someone was present, roughly one-quarter of women (27%) and 28% of men responded that someone stepped-in to help.
- Service members who had higher levels of agreement with sexist attitudes (an average ambivalent sexism score of 4.0 or more) were significantly less likely to witness any of the behaviors or situations that might lead to sexual misconduct (28% compared to 32% of those with lower levels of agreement with sexist beliefs) and significantly less likely to intervene if they did (89% compared to 92%).

Trust in the Military

Service members who believe they can rely on their leadership and the military's system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. The 2021 *WGR* assessed perceptions of trust in two ways. First, Service members were asked about their trust in the military system with regards to sexual assault. Secondly, Service members were asked about their trust in and perceptions of fair treatment by their immediate supervisor.

- In 2021, women were significantly less likely than men to agree that if they were sexually assaulted, they could trust the military system to protect their privacy (34% of women compared to 58% of men), ensure their safety (40% of women and 64% of men), or treat them with dignity and respect (39% of women and 63% of men). Compared to 2018, perceptions of trust in the military system were significantly lower, by between 19 and 29 percentage points, for both women and men in the Active component.

- Women in the Active component were also significantly less likely than men to agree that they trusted their immediate supervisor (68% compared to 78%), less likely to believe that their immediate supervisor treated assigned personnel fairly (67% compared to 78%), and less likely to perceive that their immediate supervisor evaluates their work performance fairly (69% compared to 77%).

Retention Intentions

To assess Service member attitudes about continued military service, the *2021 WGR* included a question to measure Service member retention intentions.

- In 2021, half of women and 54% of men in the Active component indicated they were likely to remain on active duty if they could choose to do so. Service member retention intentions in 2021 reflect a significant decrease compared to 2018 when 61% of women and 64% of men indicated their intentions to remain on active duty.
- Service members who experienced gender discrimination, sexual harassment, or unwanted sexual contact had significantly lower retention intentions compared to Service members who did not have these experiences in the prior year.
- Retention intentions were also significantly lower among those Service members who experienced workplace hostility in the year prior to the survey and among those Service members perceiving their units as more tolerant of sexual harassment.

Discussion and Conclusion

Results from the *2021 WGR* reveal the substantial work that leaders must continue to undertake to ensure that all Service members are treated with dignity and respect and that where incidents of violence or harm to Service members do occur, they are dealt with in a fair and swift manner that maintains Service members' trust.

Despite the inability to make statistical comparisons between the unwanted sexual contact prevalence rate for the Active component in 2021 and the sexual assault rate in 2018 (due to a change in the prevalence metric), data regarding the climate for gender relations in the military reflect an unhealthy trajectory. Notably, women and men experienced a significant increase in workplace hostility compared to 2018. The increase in workplace hostility was accompanied by sizable proportions of women and men perceiving their unit climates as tolerant of sexual harassment and significant declines since 2018 in perceptions of a sense of responsibility within units for intervention related to sexual misconduct or for preventing inappropriate behavior.

Sexual harassment is consistently among the most significant contextual factors related to sexual assault victimization in the military. Service members who experience sexual harassment are significantly more likely to also experience sexual assault making attention to sexual harassment of critical interest to the prevention of sexual assault. However, results from the *2021 WGR* also call attention to tolerance for sexual harassment in the workplace as a potential risk factor related to sexual harassment and sexual assault victimization and willingness to report. That nearly one in four women and nearly one in ten men perceived their unit climates as tolerant of sexual

harassment in 2021, combined with the increase in the prevalence of sexual harassment for women, provides further evidence regarding the need for greater leader emphasis on the seriousness of harassing behaviors.

The addition of a metric on the *2021 WGR* to provide estimates regarding the extent and type of sexist beliefs held by members of the Active component may provide new insights to inform the DoD's sexual assault prevention efforts. Prior research points to the relevance of sexist attitudes to risk for perpetration of sexual violence and the perpetuation of norms that contribute to climates conducive for sexual violence. Accordingly, the collection of these data may provide a foundation upon which to continue to enhance the DoD's efforts to better understand the risk factors for perpetration to inform prevention programs. Notably, exploratory analyses conducted using data from the *2021 WGR* reveal a relationship between sexism and bystander intervention behaviors, including both observing behaviors that might lead to sexual assault and intervening. Expanding upon these analyses may be a fruitful approach to the DoD's prevention efforts. Bystander intervention is among the most supported and evidence informed prevention methods for sexual harassment and sexual assault, so understanding the factors that may contribute to detecting inappropriate conduct and intervening to stop it is invaluable to prevention efforts.

Ultimately, the *2021 WGR* results reveal how experiences with sexual violence, workplace hostility, and perceptions of tolerance for sexual harassment in the military may have implications for Service members' trust in the military, trust in their military leadership in particular, and the willingness of military members to continue to serve. The significant and substantial decline since 2018 in Service members' trust in the military system to appropriately handle sexual assault is particularly noteworthy. These results portend a serious concern related to not only the climate within the military vis-à-vis sexual violence but also the perceived commitment of leaders to prevention and response.

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Chapter 1: Introduction and Methodology

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA)⁸ has been conducting the Congressionally mandated gender relations survey of Active and Reserve component members since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.⁹ Past surveys of the Active component were conducted by OPA in 1988, 1995, 2002, 2006, 2010, 2012, 2016, and 2018. The DoD did not conduct the planned survey of the Active component in 2020 due to the COVID-19 pandemic and a survey of the Reserve component was due in 2021. Accordingly, and consistent with the survey administration updates provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), the *2021 WGR* survey was administered to both the Active and Reserve components simultaneously. This report focuses on findings for members of the Active component only.

The principal purpose of the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* is to report estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination among military members; to assess attitudes and perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors; and, to provide assessments of the military's gender relations climate.

This purpose of this report is to present findings from the *2021 WGR* regarding the military gender relations climate for members of the Active component.

Statistical Design

The survey methodology used on WGR surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and the Government Accountability Office [GAO]).

Consistent with prior years, the *2021 WGR* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the Active component population is consistent with the *2018 Workplace and Gender Relations Survey of Active Duty Members (2018 WGRA)*. More details about the complex sampling and weighting approach can

⁸ Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

⁹ By "Active component", we mean individuals who are serving on active duty and listed in the Active Duty Master File (ADMF) maintained by the Defense Manpower Data Center (DMDC). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. By "Reserve component", we mean individuals who serve in the Selected Reserve, to include on active duty, listed in the Reserve Component Personnel Data System (RCCPDS) Master File. The Reserve component population surveyed for the *2021 WGR* is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Reserve Component Members*.

be found below and in the *2021 Workplace and Gender Relations Survey: Active Component Statistical Methodology Report (2021 WGRA SMR; OPA, 2022b)*.

Sampling Design

The target population for the *2021 WGR* consisted of Active members from the Army, Navy, Marine Corps, Air Force, and Space Force who were below flag rank and had been in the Active component for approximately ten months. OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys to generalize to the entire Active component population. Single-stage, nonproportional stratified random sampling procedures were used to select and invite survey participants.

Survey Administration

Data were collected between December 9, 2021 and March 3, 2022, for the *2021 WGR*. The survey was administered using both web (long form) and paper (short form) survey instruments.¹⁰ The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the DoD survey approval and licensing process. The Office of Management and Budget (OMB) reviewed and cleared the data collection in accordance with the Paperwork Reduction Act (PRA). Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected. This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

The *2021 WGR* survey questionnaire for the Active component was largely modeled off of the *2018 WGRA*. However, substantive changes were made to the survey questionnaire in 2021 as part of the OMB survey clearance process. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations Survey (SAGR) and similar to the single-item unwanted sexual contact metric used on previous DoD gender relations surveys. For further description of the changes to the *2021 WGR* survey administration, see chapter one of the *2021 WGR Overview Report (OPA, 2022a)*.

Data Weighting

OPA scientifically weighted the *2021 WGR* respondents to be generalizable to the full Active component population using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample accurately reflects the

¹⁰ OPA developed and administered a single long form (i.e., web) questionnaire for the Active and Reserve components that utilized injected text and skip logic to ensure that respondents only received question text appropriate to them. OPA also develop two separate short form (i.e., paper) questionnaires provided to half of the sample from the Active component (identified via random selection) via postal mail.

characteristics of the population from which it is drawn and provides a more rigorous accounting to reduce nonresponse bias in estimates. For this effort, this process ensured that oversampling within any one subgroup did not result in overrepresentation in the estimates.

The weighted response rate for the *2021 WGR* was 13.3% for the Active component and lower than the 18% response rate for the *2018 WGRA*. OPA continues to undertake several efforts to improve the gradually declining response rates for the WGR and other DoD surveys for which OPA is responsible. However, due to our complex weighting approach, we remain confident in the estimates provided in this report. Analyses related to the potential for nonresponse bias are presented in the *2021 WGRA SMR* (OPA, 2022b).

Presentation of Results

Two types of comparisons are made in the *2021 WGR*: between survey years (comparisons to the *2018 WGRA*) and within the current survey year (2021). Within survey year comparisons are generally made along a single dimension (e.g., gender) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The results of comparisons generalize to the full Active component population because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if a weighted estimate for a specific survey question is 55% (i.e., 55% of Service members agree with a statement) and the margin of error was ± 3 , that means we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the *2021 WGR* are weighted, the reader can assume the results generalize to the full Active component population within the margin of error.

Chapter 2: Climate Related to Sexual Violence and Discrimination in the Active Component

Introduction

Prior research demonstrates that efforts to reduce the prevalence of sexual violence and discrimination in the military require attention to aspects of organizational climate that may contribute to risk for victimization and perpetration (Hurley, Sholar, & Rodeheffer, 2021; Klein & Gallus, 2018; Raj & Jose, 2020; Sadler et al., 2018; Walsh & Magley, 2019). More specifically, studies point to the importance of organizational climate to the willingness of individuals to act when they observe potentially risky situations, to report violent or harmful experiences, and the ability for survivors to recover (Orchowski et al., 2022; Ullman et al., 2007; Walker et al., 2019). Accordingly, the 2021 *WGR* included measures for several climate factors to assess the current status of military workplace climates and to inform improvements to the DoD's prevention and response programs and policies.

In 2021, Service members were asked about the extent of workplace hostility displayed by their coworkers and leaders, their perceptions of tolerance for sexual harassment within their units, and perceptions of leader and peer efforts to prevent sexual assault and to promote a positive and healthy workplace. Because aspects of the unit or military workplace climate and risk for sexual misconduct may be influenced by individual behaviors and perceptions, this chapter also presents data and analyses related to bystander intervention and the extent and type of sexist beliefs held by military members. Finally, the chapter concludes by presenting data related to perceptions of trust in military leaders, trust in the military system, and the potential consequences of harmful and violent experiences and unhealthy workplace climates on military member retention.

Throughout this chapter, we denote whether differences between groups are statistically significant. The term “statistical significance” refers to our confidence that the differences we observe did not occur by chance and are “true” differences. We use a threshold of 99% ($p < .01$) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance and the estimates are truly different. Statistical significance is distinct from the magnitude of a difference. Two estimates may be statistically different (i.e., we are confident the two estimates are “truly” different from one another) but the magnitude of the difference may be small.

Factors Contributing to Risk for Sexual Violence

Prior research demonstrates that sexual assault in the military occurs on a continuum whereby experiencing other (usually non-criminal) harmful behaviors or serving in an unhealthy workplace climate is strongly correlated with risk for sexual assault. Monitoring these harmful behaviors within the military provides a set of metrics by which to assess progress or evaluate programs and policies. In the following section, we present estimates related to workplace hostility and the climate for sexual harassment in military units. As in prior years, we present

these estimates for women and men.¹¹ However, in order to clearly characterize the experiences of other groups who may face a heightened risk for sexual violence, we also present the estimates for workplace hostility and the climate for sexual harassment by race/ethnicity, sexual orientation, and by gender identity.

Workplace Hostility

Workplace hostility refers to the degree to which individuals in the workplace act in an angry or hostile manner toward others in the workplace. Workplace hostility encompasses behaviors such as interfering with a member's work performance, not providing assistance when needed, or using insults, sarcasm, or gestures to humiliate the member. For the *2021 WGR*, Service members were asked how frequently they experienced behaviors consistent with workplace hostility directed at them by their military coworkers or their immediate supervisor. Response options ranged from never (1) to very often (5), with higher scores being less desirable.

In 2021, the average workplace hostility score for the Active component was 1.7, which was significantly higher than in 2018 when the average score was 1.4. To further understand the scope of workplace hostility, we calculated the percentage of members who experienced hostile workplace behaviors (on average) sometimes, often, or very often. Nearly one in five women (19%), and significantly more than men (13%), experienced workplace hostility in the prior year. The estimates for women and men were significantly higher than in 2018 when 8% of women and 5% of men experienced workplace hostility.

The measure for workplace hostility used on the WGR provides estimates for workplace hostility that may have occurred in multiple units or organizations (i.e., the Service member was assigned to multiple duty locations in the prior year). However, it may also be informative to know the percentage of Service members who experienced hostile behaviors while assigned to a specific unit or organization. To more closely approximate hostile workplace climates, we delimit the data to focus on individuals assigned to a single location in the prior year.¹² Consistent with the estimates for workplace hostility experienced in the prior year, nearly one in five women (18%) and 12% of men in the Active component experienced a hostile workplace climate in the prior year.

Psychological Climate for Sexual Harassment

The psychological climate for sexual harassment is a nine-item scale that assesses the level of tolerance for sexual harassment in the workplace (Estrada et al. 2011) and was new to the WGR in 2021 for Active component members. Service members rated their military workplace with

¹¹ Except where otherwise stated, gender throughout this report is based on responses to the historical sex question where "male" or "female" were the only response options. The *2021 WGR* included new questions to allow Service members to specify their gender identity. See the section titled Revisions and Updates on the 2021 WGR for additional discussion regarding those questions. The current report will present some results by gender identity. A more detailed description of the results by gender identity will follow in a separate report.

¹² To identify Service members who assigned to a single location in the prior year, we use affirmative responses to the survey question "Do you currently live in the same house or building that you did on [X Date]" where "X Date" is the date one year prior to the start date of the survey. We recognize that it is possible that Service members changed units without changing their geographic location. However, we view this as a close approximation that more in-depth examination of the administration can confirm.

regards to how seriously sexual harassment is treated as an issue and how risky it is for Service members in the unit to make a complaint about sexual harassment. Responses were provided on a five-point scale ranging from strongly disagree (1) to strongly agree (5) with a higher score indicating a workplace climate less tolerant of sexual harassment. All nine items loaded onto a single factor and the Cronbach's alpha reliability statistic for the scale was 0.89. This was consistent with the reliability statistic reported by Estrada and colleagues (2011).

The average score for the psychological climate for sexual harassment in the Active component was 4.0. Women (with an average score of 3.6) provided significantly less positive assessments of the climate for sexual harassment than did men (with an average score of 4.1). We define units as tolerant of sexual harassment when the average score is less than three (3) meaning that Service members (on average) disagree that sexual harassment is taken seriously or that making a sexual harassment complaint is not risky. In 2021, roughly one-quarter of women (24%), and significantly more than men (8%), perceived their units as tolerant of sexual harassment.

Examining specific aspects of the climate for sexual harassment is informative. Women were significantly less likely than men to agree that actions are being taken in their current military workplace to prevent sexual harassment (59% of women compared to 78% of men), less likely to agree that they would feel comfortable making a sexual harassment complaint in their current military workplace (50% of women compared to 67% of men), and significantly less likely to agree that penalties against individuals who sexually harass others are strongly enforced in their current military workplace (47% of women compared to 70% of men).

Factors Related to Workplace Hostility

As noted previously, scholars and practitioners increasingly call for the need to place greater emphasis on workplace hostility or incivility as a way to prevent violent and harmful events such as sexual assault and sexual harassment (Chawla et al., 2019; Walsh & Magley, 2019). Indeed, the sense is that the organizations for which interventions to reduce sexual violence are most needed are also likely to be organizations in which tolerance for sexual harassment is high (Walsh & Magley, 2019). However, what precisely military leaders should focus on to reduce workplace hostility and to bolster workplace civility is less clear. To support efforts to identify factors related to experiencing hostility in the workplace, we describe and present the results of a multivariate regression focused on workplace hostility below.

Method

We construct a model using workplace hostility as the outcome of interest.¹³ The model includes several factors that may contribute to experiencing workplace hostility including tolerance for sexual harassment, leader actions to support bystander intervention to prevent violent or harmful events, and perceptions of responsibility for prevention and intervention by members of the unit more broadly. Table 1 provides a brief description of each measure. The model also includes variables to control for other factors potentially related to perceptions or experiences of workplace hostility including race/ethnicity, sexual orientation, paygrade, military Service

¹³ The outcome of interest, experiencing workplace hostility, was defined as members who experienced hostile workplace behaviors *sometimes*, *often*, or *very often*.

branch, self-reported levels of individual resilience, the gender composition of the unit (whether women comprise less than 10% of the unit), and experiencing sexual harassment, unwanted sexual contact, or gender discrimination in the prior year. In all cases, analyses were limited to individuals who had not moved in the prior year in order to more closely approximate the factors related to workplace hostility that are associated with assignment within a particular unit or organization.

Table 1.
Workplace Climate Variables

Workplace Variable (Cronbach's Alpha Reliability Statistics)	Question Wording & Sample Items	Response Options	Proportion of Service Members Reporting a Healthier Level ¹
Workplace Hostility ($\alpha = 0.88$)	Q124: How often have you experienced any of the following behaviors, where your coworkers or military supervisor... <ul style="list-style-type: none"> • Took credit for your work or ideas that were yours? • Used insults, sarcasm, or gestures to humiliate you? 	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Very Often Healthier= Never or once or twice	87%
Psychological Climate for Sexual Harassment* ($\alpha = 0.89$)	Q125: How much do you agree or disagree with the following statements regarding your current military workplace? <ul style="list-style-type: none"> • It would be risky for me to file a sexual harassment complaint. • Individuals who sexually harass others get away with it. 	<ul style="list-style-type: none"> • Strongly agree • Agree • Neither • Disagree • Strongly disagree Healthier = Strongly disagree or disagree	90%
Leader Support for Bystander Intervention ($\alpha = 0.89$)	Q129: My immediate supervisor... <ul style="list-style-type: none"> • Promotes responsible alcohol use • Would stop individuals who are talking about sexual topics at work 	<ul style="list-style-type: none"> • Strongly agree • Agree • Neither • Disagree • Strongly disagree Healthier = Strongly agree or agree	73%
Responsibility & Intervention ($\alpha = 0.88$)	Q123: In the past 12 months, to what extent have you witnessed people in your unit... <ul style="list-style-type: none"> • Promote a unit climate based on mutual respect and trust? • Refrain from sexist comments and behaviors? 	<ul style="list-style-type: none"> • Very large extent • Large extent • Moderate extent • Small extent • Not at all Healthier = Very large or large extent	57%

Note. All estimates are limited to individuals who indicated on the survey that they had not relocated in the prior year. Accordingly, the estimates presented in this table may slightly differ from estimates presented in other reports.
 *Some items from the psychological climate for sexual harassment (PCSH) scale are reverse coded.

Findings

Among women in the Active component, serving in a unit more tolerant of sexual harassment, perceptions of a lower levels of responsibility for prevention or intervention by members of the unit, and lower levels of leader support for bystander intervention were significantly associated with higher odds of experiencing workplace hostility in the prior year. These findings were consistent for men in the Active component. Forty-four percent of women and 42% of men serving in units they perceived as more tolerant of sexual harassment also experienced workplace hostility compared to the 11% of women and 10% of men serving in units less tolerant of sexual harassment. More than one-quarter (28%) of women and 23% of men who observed unhealthy levels of responsibility for prevention and intervention in their units also experienced workplace hostility compared to 6% of women and 5% of men who experienced more healthy climates for prevention and intervention. Overall, women and men in units more tolerant of sexual harassment or with unhealthy levels of responsibility and intervention were about three to four times more likely to experience workplace hostility (odds ratios between 2.9 and 4.1 in Table 2).

Notably, leader actions to support prevention of violent or harmful events also stood out as an important factor for both women and men. Lower levels of leader support for prevention were associated with significantly higher odds of experiencing workplace hostility in the prior year. More specifically, women and men serving in units with leaders providing less support for prevention were nearly three times more likely to experience workplace hostility in the prior year (odds ratio of 2.9 and 2.6, respectively).

Table 2.
Climate Factors Related to Experiencing Workplace Hostility (WH) in the Active Component

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response	Women			Men		
	Experienced Workplace Hostility			Experienced Workplace Hostility		
	Healthy	Unhealthy	Odds of Experiencing WH	Healthy	Unhealthy	Odds of Experiencing WH
Tolerance for Sexual Harassment	11%	44%	2.9	10%	42%	3.8
Leader Support for Bystander Intervention	8%	36%	4.0	6%	30%	4.6
Responsibility & Intervention	6%	28%	3.2	5%	23%	4.1

Note. Percentages reflect the estimated number of women and men who experienced workplace hostility when each climate factor was at healthy compared to unhealthy levels. The values shown for the “odds of experiencing WH (workplace hostility)” are odds ratios. An odds ratio that is greater than one means a higher odds of experiencing workplace hostility, all else constant. Control variables include race/ethnicity, sexual orientation, Service, Paygrade, gender composition of the member’s unit, level of individual resilience, and past year experiences of unwanted sexual contact, sexual harassment, and gender discrimination. All differences are significant at $p < .001$.

Climate Assessments by Race/Ethnicity, Sexual Orientation, and Gender Identity

Examining workplace hostility and unit tolerance for sexual harassment by race/ethnicity, sexual orientation, and gender identity is important to sexual assault and sexual harassment prevention and response efforts. Service members may experience hostility within their organizations or perceive tolerance for harassment because of their status as members of under-represented groups within the military and within civil society. Indeed, Cortina et al., (2013) suggest that minority Service members may face a form of “selective incivility” whereby perpetrators use less overt forms of harassment or discrimination in order to avoid detection. Meanwhile, individuals who belong to multiple minority groups (for example, sexual minority women) may have experiences that reflect their multiply marginalized status. Unfortunately, relatively little research exists to assess the experiences of racial/ethnic, sexual, and gender minority military members as it relates to sexual violence (Bonnes, 2021; Sadler et al., 2021). Table 3 presents the average scores for workplace hostility and the climate for sexual harassment by race/ethnicity, sexual orientation, and gender identity.

Notably, there were no significant differences between Non-Hispanic White women and racial/ethnic minority women overall regarding hostile workplace experiences. However, American Indian/Alaska Native women (33%) were significantly more likely than other women to experience workplace hostility. Meanwhile, Asian women (13%) were significantly less likely than other women to experience workplace hostility. Significant and sizable increases in hostile workplace experiences since 2018 were evident for all women.

Overall, racial/ethnic minority women (22%) were significantly less likely than Non-Hispanic White women (26%) to perceive their units as tolerant of sexual harassment. More specifically, Black, Asian, and Native Hawaiian/Pacific Islander women (21%, 16%, and 10%, respectively) were significantly less likely than other women to perceive their units as tolerant of sexual harassment.

Among men in the Active component, racial/ethnic minorities were significantly more likely than Non-Hispanic White men to experience hostility in the workplace and significantly more likely to perceive their unit climate as tolerant of sexual harassment. Similar to women, there were significant increases in hostile workplace experiences since 2018 for all men.

Table 3 also presents estimates for lesbian, gay, or bisexual (LGB) Service members compared to heterosexual Service members and gender minority Service members compared to cisgender Service members. As shown, LGB and gender minority Service members were significantly more likely than heterosexual or cisgender Service members, respectively, to experience hostility in the workplace and to perceive their units as tolerant of sexual harassment. Compared to 2018, both LGB and heterosexual Service members were significantly more likely to experience workplace hostility in 2021.

Table 3.
Workplace Hostility and Tolerance of Sexual Harassment in the Active Component

<i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ↑ Higher in 2021 ↓ Lower in 2021	Workplace Hostility				Tolerance for Sexual Harassment	
	Mean Score		% with Unhealthy Workplace Experiences		Mean Score	% in Units More Tolerant of SH
	2018	2021	2018	2021	2021	2021
Women	1.6	1.9 ↑	8%	19% ↑	3.6	24%
White	1.6	1.9 ↑	8%	19% ↑	3.6	26%
Racial/Ethnic Minority	1.6	1.9 ↑	8%	19% ↑	3.6	22%
Hispanic	1.6	2.0 ↑	7%	19% ↑	3.6	24%
Black	1.6	1.9 ↑	8%	17% ↑	3.6	21%
American Indian/Alaska Native	1.8	2.3 ↑	13%	33% ↑	3.4	22%
Asian	1.5	1.8 ↑	7%	13% ↑	3.7	16%
Native Hawaiian/Pacific Islander	1.5	1.8 ↑	7%	16% ↑	3.8	10%
Two or more races	1.6	2.1 ↑	9%	24% ↑	3.5	25%
Men	1.4	1.7 ↑	5%	13% ↑	4.1	8%
White	1.4	1.7 ↑	5%	12% ↑	4.2	7%
Racial/Ethnic Minority	1.4	1.7 ↑	5%	13% ↑	4.1	9%
Hispanic	1.4	1.7 ↑	6%	14% ↑	4.1	9%
Black	1.4	1.7 ↑	5%	13% ↑	4.1	8%
American Indian/Alaska Native	1.5	1.9 ↑	8%	19% ↑	4.0	11%
Asian	1.4	1.7 ↑	5%	11% ↑	4.0	8%
Native Hawaiian/Pacific Islander	1.4	1.7 ↑	6%	13% ↑	4.1	3%
Two or more races	1.4	1.8 ↑	5%	16% ↑	4.0	11%
LGB	1.6	2.0 ↑	8%	20% ↑	3.6	25%
Women	1.6	2.1 ↑	8%	23% ↑	3.4	32%
Men	1.6	2.0 ↑	8%	18% ↑	3.8	17%
Heterosexual	1.4	1.7 ↑	5%	13% ↑	4.1	9%
Women	1.6	1.9 ↑	7%	17% ↑	3.6	22%
Men	1.4	1.7 ↑	4%	12% ↑	4.2	7%
Gender Minority	N/A	2.0	N/A	20%	3.6	21%
Cisgender	N/A	1.7	N/A	13%	4.0	10%

Note. Unhealthy workplace experiences include those in which Service members, on average, experienced behaviors consistent with workplace hostility sometimes, often, or very often score. A higher mean reflects a less healthy climate. Units more tolerant of sexual harassment include those where the average score for psychological climate for sexual harassment is 3 or less. Accordingly, a higher mean reflects a healthier climate. The climate for sexual harassment scale was new to the WGR in 2021 for the Active component. LGB = individuals who identified as lesbian or gay, or bisexual on the survey. Gender minorities include individuals who identify as transgender or whose sex at birth does not align with their current gender identity (to include those who selected *None of these* for the current gender identity survey question).

Margins of error range from ±0.1% to ±11.0%

Sexism in the Active Component

While a focus on factors contributing to risk for sexual violence victimization is useful in terms of prevention, the ability to measure factors that might contribute to risk for perpetration has been an enduring gap in military research. Indeed, the 2021 Independent Review Commission on Sexual Assault in the Military called for the need for the DoD to urgently take steps to undertake research regarding risk factors for perpetration to inform efforts to prevent perpetration (IRC, 2021). To this end, the 2021 *WGR* for the Active component included a measure for sexism, the Ambivalent Sexism Inventory, as one widely studied risk factor for perpetration of sexual violence.

The Ambivalent Sexism Inventory used on the 2021 *WGR* provides a unique approach to understanding sexism in the military by not only measuring the extent to which Service members endorse sexist beliefs but also allowing for the ability to distinguish between two types of sexist beliefs (hostile and benevolent) that Service members may endorse (Glick & Fiske, 1996). Hostile sexism refers to the negative attitudes that individuals have towards women and includes the more clearly antagonistic beliefs that we more traditionally associate with sexism. However, as the scale name suggests, ambivalent sexism also recognizes the seemingly positive or protective attitudes individuals may have towards women and characterizes these as a form of benevolent sexism. Both forms of sexism, hostile and benevolent, emphasize women's subordinate status to men and advance a limited and restrictive set of norms related to men's and women's roles. However, the pervasiveness of benevolent sexism, combined with its seemingly harmless and even affectionate nature, may present an equally important or perhaps even greater challenge to women than hostile sexism. Individuals high in benevolent sexism may appear chivalrous and respectful towards women they perceive as needing and deserving of their protection. Indeed, research has shown that higher levels of benevolent sexism may even influence *more* bystander intervention in certain settings or with certain victims (Leone et al., 2020). However, women who fail to adhere to norms associated with their gender (for example, by serving in the military or serving in specific occupations or roles within the military) may elicit a strong negative reaction from individuals who endorse hostile or benevolent forms of sexism. Accordingly, scholars have called for greater attention to both forms of sexism and more research related to the implications of benevolent sexism in particular (Lee, Glick, and Fiske, 2010).

Although the use of the Ambivalent Sexism Inventory (Glick & Fiske, 1996) to measure sexist attitudes among civilian populations is widespread,¹⁴ there have been relatively few applications of ambivalent sexism in the military and none that were generalizable to the full Active component population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes related to sexual violence victimization and perpetration, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016), others' reactions to sexual harassment (Law & McCarthy, 2017), the likelihood of engaging in sexual

¹⁴ Though numerous civilian studies have leveraged the ASI, these studies have been correlational in nature and have used samples of specific subsets of the population (for example, college students). To our knowledge, no study has leveraged the ASI to generate generalizable estimates of benevolent and/or hostile sexism for the American public.

harassment (Begany & Milburn, 2002), and men's rape proclivity (Durán, Megías, & Moya, 2018; Masser et al., 2006; Thomae & Viki, 2013).

Importantly, research suggests that beyond focusing on the role of individual sexist beliefs as a risk factor for perpetration of sexual violence, shifting norms related to sexism may also provide a critical approach to prevention of sexual harassment and sexual assault. Individuals who endorse sexist attitudes themselves may be emboldened by the sense that their beliefs are widely accepted or may be so outspoken in their beliefs so as to create the (false) perception that their sexist attitudes are widely endorsed (Do & Samuels, 2021). A recent study focused on the relationship between sexism and sexual harassment among military members concluded that experiencing harassment was more influenced by perceptions of tolerance for sexism than any other aspect of organizational climate (Harris, McDonald, & Sparks, 2017). Accordingly, interventions that reduce individual sexist attitudes and misinformation regarding peer or organizational norms may contribute to reducing the prevalence of sexual misconduct.

The 2019 WGR survey of Reserve component members (*2019 WGRR*) is the first known large-scale use of the Ambivalent Sexism Inventory to measure sexism among military members in a generalizable manner. The *2021 WGR* deployed the same shortened version of the Ambivalent Sexism Inventory (Rollero et al., 2014) used on the *2019 WGRR* but limited to Active component members. The scale is comprised of 12 items (six items each for benevolent and hostile sexism) measured on a six-point scale ranging from strongly disagree (1) to strongly agree (6). To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately, with a higher score indicating more sexist attitudes. Consistent with prior research and the *2019 WGRR*, the 12 sexism items loaded onto two factors in accordance with hostile and benevolent sexism. The Cronbach's alpha reliability statistic for the Ambivalent Sexism Inventory overall was 0.89 and the reliability statistic for each subscale was 0.90 for hostile sexism and 0.83 for benevolent sexism.

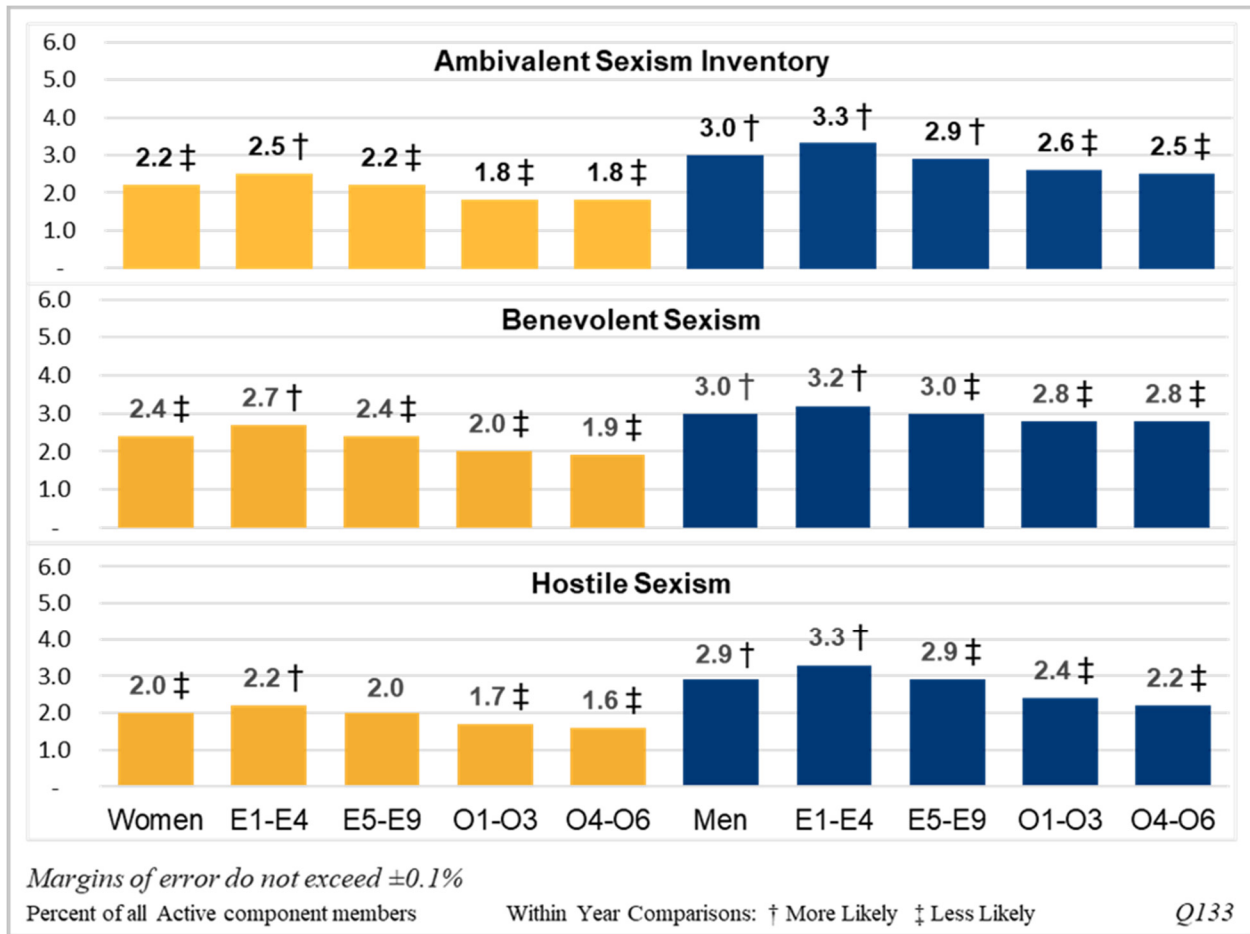
The average score for ambivalent sexism in the Active component was 2.9 which corresponds to an average response of "slightly disagree" across all items on the scale. As might be expected, the overall sexism scores for women were significantly lower than for men (2.2 and 3.0, respectively). Likewise, the scores for benevolent and hostile sexism for women (2.4 and 2.0, respectively) were significantly lower than for men (3.0 and 2.9, respectively). Overall, women and men in the Active component disagreed with both benevolent and hostile sexist beliefs, but the results demonstrate that a sizable proportion of women and men agreed. On average, one out of four men (25%) and one out of ten women (10%) agreed with benevolent sexist beliefs. Meanwhile, on average, a similar proportion of men (24%) and 7% of women agreed with hostile sexist beliefs.

Junior enlisted men (those in paygrade categories E1 to E4) were significantly more likely than other men to endorse both benevolent and hostile sexist beliefs (with an average score of 3.2 and 3.3, respectively) and the same was true for junior enlisted women compared to other women (with an average score of 2.7 and 2.2, respectively; Figure 1).

We also note that the gender composition of units appears to interact with Service member age to produce significantly different levels of endorsement of sexist beliefs. Individuals serving in units in which women were less than 10% of their military coworkers had significantly higher

scores of sexism overall (3.0) and hostile sexism especially (2.9) compared to those serving in units with more women (with scores of 2.7 and 2.6, respectively). Among those serving in units with fewer women, endorsement of sexist beliefs were particularly high among men under the age of 21 (with an average score of 3.4 overall, 3.3 for benevolent sexism, and 3.5 for hostile sexism).

Figure 1.
Active Component: Ambivalent Sexism Inventory Scores by Gender and Paygrade



Note. Higher scores indicate more sexist attitudes.

Bystander Intervention

Bystander intervention is among the most widely recognized and evidence-informed approaches for preventing sexual violence (Mujal et al., 2021). Accordingly, the 2021 WGR examined bystander intervention in the military in three ways: first, using a metric to measure Service members’ bystander intervention behaviors performed in the prior year; secondly, by asking Service members to provide their perceptions of leader and peer behaviors related to bystander intervention; and third, by asking Service members who experienced sexual harassment if they received support or assistance from a bystander. Our approach to assessing bystander

intervention in the military adheres to a broadly accepted model for intervention by which individuals observe specific situations or behaviors, assess those situations as risky, feel a sense of responsibility to intervene, determine how to intervene, and then choose to intervene (Ham et al., 2019; Kleinsasser et al., 2015). All of these steps are necessary for bystander intervention to occur and therefore all of these steps are of interest from a prevention standpoint. Breakdowns at any of these steps in the bystander intervention process points to a potential barrier that policy and program leaders can address.

Types of Behaviors Observed and Actions Taken

The 2021 WGR asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

About half of women (47%) and more than one-quarter of men (28%) witnessed at least one situation in the prior year that might have led to sexual misconduct. The estimates for women and men reflect a significant increase since 2018 when 40% of women and 24% of men witnessed a risky situation. The most common potentially risky behaviors or situations observed included someone who “crossed the line” with their sexist comments or jokes (31% for women and 11% for men in 2021 compared to 26% for women and 10% for men in 2018), someone who drank too much and needed help (27% for women and 19% for men in 2021 compared to 24% for women and 17% for men in 2018) and a group or individual being hazed or bullied (16% for women and 8% for men in 2021 compared to 11% for women and 5% for men in 2018).

Noticing potentially harmful situations is the first step in bystander intervention. However, it is unclear whether the increases between 2018 and 2021 in Service members observing risky behaviors represent an increase in the extent to which Service members noticed potentially harmful situations or an increase in the rate at which potentially harmful situations were occurring.

Among those who witnessed a situation, the vast majority of women and men (93% and 91%, respectively) indicated intervening in some way. The most common types of intervention used by women and men included speaking up to address the situation (57% and 54%, respectively) or talking to those involved to see if they were okay (48% and 46%, respectively). However, a substantial number of Service members responded that they intervened in some other way not specified on the survey (27% of women and 30% of men).

Perceptions of Unit and Leader Support for Intervention

To learn about perceptions of the norms related to intervention within units or organizations, the 2021 WGR included questions regarding attitudes or behaviors exhibited by others within the Service member’s unit or by their immediate supervisor.

Unit Support of Intervention

Women were significantly less likely than men to perceive others in their unit as having a sense of responsibility for intervention related to sexual misconduct or for preventing inappropriate behavior. However, the estimates for women and men in 2021 reflect a significant decrease since 2018 in perceptions of the climate for responsibility for intervention by members of their units. Compared to 2018, women in the Active component were significantly less likely to

witness individuals in their unit promote a unit climate based on mutual respect and trust (from 67% to 46%), less likely to witness efforts to refrain from sexist comments and behavior (from 68% to 55%), less likely to witness efforts to immediately correct incidents of sexual harassment (from 66% to 53%), and less likely to witness members of their unit encouraging bystander intervention (from 69% to 57%).

Similar decreases since 2018 were evident for men. Compared to 2018, men in the Active component were significantly less likely to witness individuals in their unit promote a unit climate based on mutual respect and trust (from 80% to 60%), less likely to witness efforts to refrain from sexist comments and behavior (from 80% to 68%), less likely to witness efforts to immediately correct incidents of sexual harassment (from 77% to 68%), and less likely to witness members of their unit encouraging bystander intervention (from 80% to 71%).

Leader Support for Intervention

Leader support for bystander intervention was measured on a five-point scale ranging from strongly disagree to strongly agree with regard to a set of five behaviors displayed by the respondent's immediate supervisor and related to bystander intervention. On average, women and men agreed that their immediate supervisor modeled bystander intervention (an average score of 4.0 and 4.3, respectively). However, women were significantly less likely than men to perceive leader support for intervention. Moreover, perceptions of support for bystander intervention by immediate supervisors significantly declined in 2021 for both women and men (down from an average score of 4.3 and 4.5, respectively, in 2018).

Bystander Intervention during Sexual Harassment Situations

To further examine situations in which bystander intervention occurs, the *2021 WGR* asked Service members who experienced behaviors consistent with sexual harassment in the year prior to the survey about the presence of and actions taken by military members.

Among Service members who experienced past year sexual harassment, the vast majority of women (76%) and men (78%) responded that, at the time of their one worst situation, a military member was present who could have stepped-in to help. Roughly one-quarter of women (27%) and 28% of men responded that someone stepped-in to help. Notably, women and men who were sexually harassed by someone in their chain of command were significantly less likely than those harassed by someone else to respond that someone stepped-in to help (22% compared to 32% for women and 22% compared to 31% for men). Likewise, women who were sexually harassed by someone in their unit were significantly less likely than those harassed by someone outside of their unit to respond that someone stepped-in to help (26% compared to 34%).

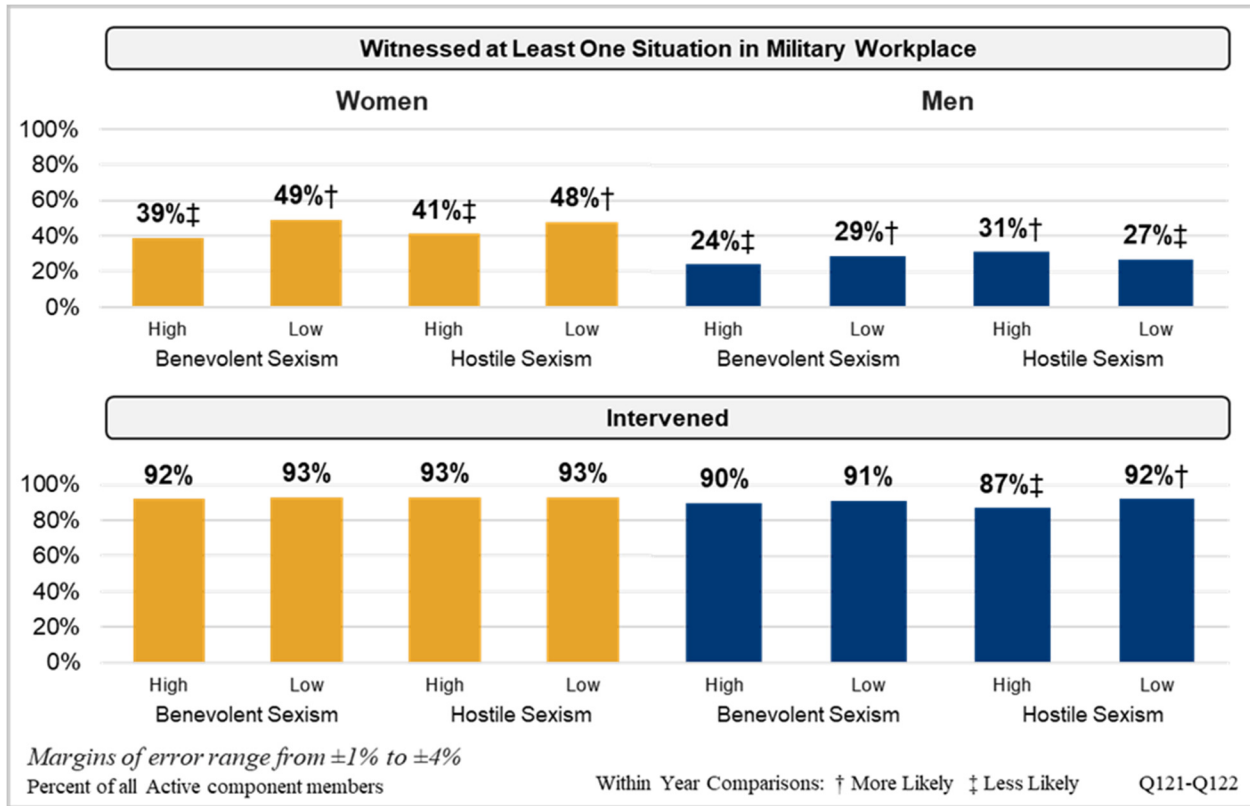
Factors Contributing to Bystander Intervention

Bystander intervention may be influenced by other behaviors, attitudes, perceptions, or social norms that encourage or discourage intervention in general, in particular settings, or depending upon the status of the offender or target of the unwanted behaviors (Murphy et al., 2016; Orchowski et al., 2022). Evidence suggests that sexism in particular may play an important role in when or whether individuals engage in bystander intervention (Coker et al., 2020; Murphy et al., 2016; Orchowski et al., 2022; Yule et al., 2022). Individuals who hold more sexist views

towards women may be less attentive to the behaviors or situations that might contribute to risk for sexual violence. For example, prior research demonstrates that men who hold more sexist beliefs towards women are less likely to indicate willingness to intervene to prevent sexual violence and less likely to actually intervene. Meanwhile, men who perceived their peers as being more sexist were also significantly less likely to show intentions of engaging in bystander intervention behaviors (Murphy et al., 2016). Whether or to what extent bystander intervention among military members is influenced by sexist beliefs (overall or specific types of sexist beliefs) is an area ripe for additional research. In this section, we use data from the 2021 WGR to conduct an initial exploration of the relationship between sexist attitudes and bystander intervention behaviors in the Active component.

In 2021, Service members who had higher levels of agreement with sexist attitudes (an average ambivalent sexism score of 4.0 or more) were significantly less likely to witness any of the behaviors or situations that might lead to sexual misconduct (28% compared to 32% of those with lower levels of agreement with sexist beliefs) but there was no significant difference in their likelihood of intervening if they did (89% compared to 92%). Notably, the relationship between sexism and bystander intervention was specific to the type of sexist beliefs and the Service member's gender (Figure 2). Women who endorsed more benevolent or hostile sexist attitudes were less likely to witness a risky situation. However, there was no difference in intervening by women associated with their endorsement of either benevolent or hostile sexist beliefs. Similarly, men in the Active component who endorsed more benevolent sexist attitudes were less likely to witness a risky situation, and there was no difference in intervention based on their benevolent sexist beliefs. However, men who endorsed more hostile sexist attitudes were significantly *more likely* to witness potentially risky situations (31% compared to 27% of men with lower levels of agreement with hostile sexism) and *less likely* to intervene if they did (87% compared to 92% of men with lower levels of agreement with hostile sexism). These results related to men who endorsed more hostile sexist beliefs appear contrary to expectations and merit further analysis.

Figure 2.
Active Component: Bystander Intervention by Type and Level of Sexism

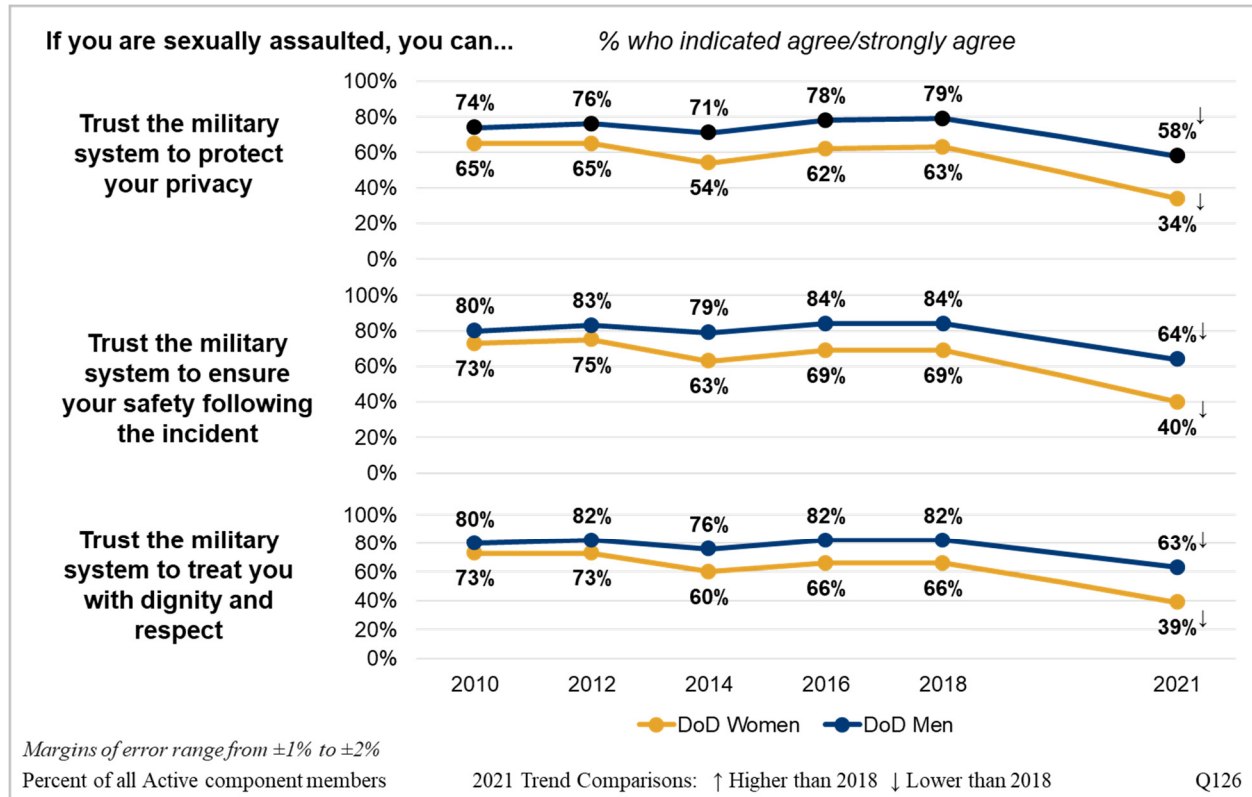


Trust in the Military

Trust forms the bedrock of the American military as an institution and is among the most critical elements of the DoD’s sexual assault and sexual harassment response systems. Service members who believe they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. The 2021 WGR assessed perceptions of trust in two ways. First, Service members were asked about their trust in the military system with regards to sexual assault. Secondly, Service members were asked about their trust in and perceptions of fair treatment by their immediate supervisor.

In 2021, women were significantly less likely than men to agree that if they were sexually assaulted, they could trust the military system to protect their privacy (34% of women compared to 58% of men), ensure their safety (40% of women and 64% of men), or treat them with dignity and respect (39% of women and 63% of men). Compared to 2018, perceptions of trust in the military system were significantly lower, by between 19 and 29 percentage points, for both women and men in the Active component (Figure 3).

Figure 3.
Active Component: Trust in the Military System



Women were also significantly less likely than men to agree that they trusted their immediate supervisor (68% compared to 78%), less likely to believe that their immediate supervisor treated assigned personnel fairly (67% compared to 78%), and less likely to perceive that their immediate supervisor evaluates their work performance fairly (69% compared to 77%).

Women and men who experienced unwanted sexual contact, sexual harassment, or gender discrimination in the year prior to the survey had less positive perceptions of trust in the military system or trust in their immediate supervisor compared to those who did not have any of those experiences in the prior year. Importantly, the same differences in perceptions of trust were evident for women and men who experienced workplace hostility in the prior year and those serving in climates more tolerant of sexual harassment (Table 4 and Table 5).

Table 4.
Active Component Women: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	39%	13%	42%	9%	35%	20%	40%	19%	38%	14%
	Ensure your safety following the incident.	46%	17%	49%	11%	41%	23%	46%	23%	44%	18%
	Treat you with dignity and respect.	45%	14%	49%	9%	40%	24%	46%	21%	44%	15%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	77%	32%	76%	43%	69%	51%	74%	52%	73%	42%
	Your supervisor ensures that all assigned personnel are treated fairly.	76%	30%	76%	42%	69%	50%	74%	49%	73%	39%
	Your supervisor evaluates your work performance fairly.	78%	33%	77%	46%	70%	54%	75%	54%	75%	41%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±1% to ±4%

Table 5.
Active Component Men: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	63%	25%	62%	16%	59%	30%	60%	28%	59%	19%
	Ensure your safety following the incident.	69%	30%	68%	19%	65%	37%	66%	35%	65%	25%
	Treat you with dignity and respect.	69%	28%	68%	17%	64%	34%	65%	33%	64%	25%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	84%	34%	81%	46%	78%	55%	80%	53%	79%	32%
	Your supervisor ensures that all assigned personnel are treated fairly.	85%	32%	81%	45%	78%	53%	80%	52%	79%	30%
	Your supervisor evaluates your work performance fairly.	83%	32%	80%	45%	77%	54%	78%	54%	78%	32%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

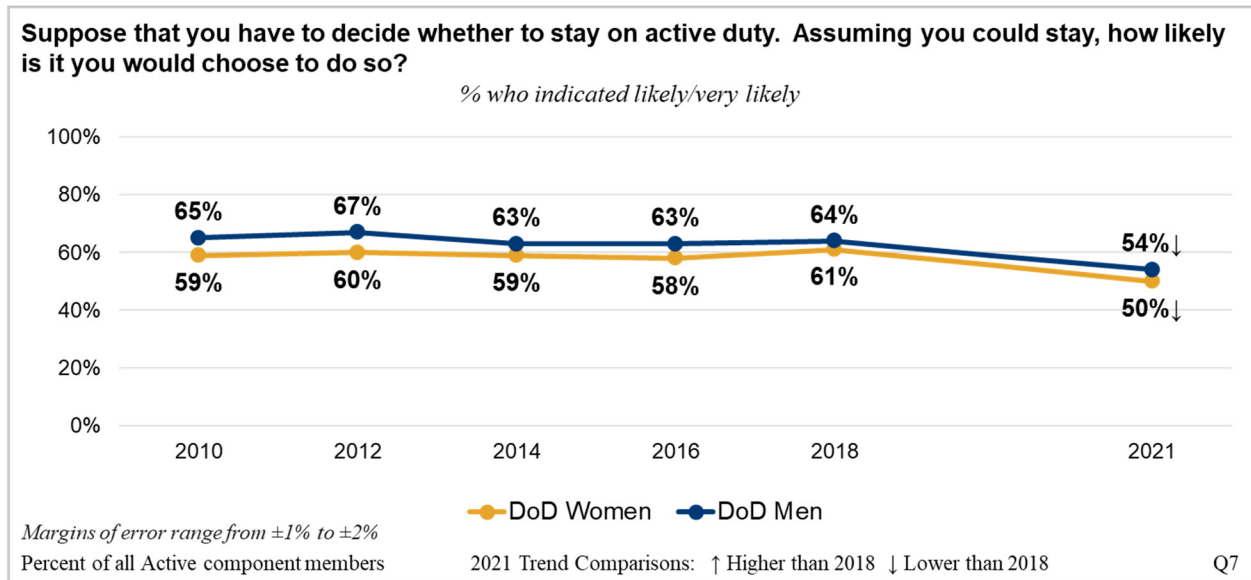
Margins of error range from ±1% to ±7%

Retention Intentions

People are the military’s most important asset and the ability to retain military members is imperative to the all-volunteer Force. To assess Service member attitudes about continued military service, the 2021 WGR included a question to measure Service member retention intentions. Prior research demonstrates the utility of the retention intention metric. Service members who indicate low retention intentions do appear to leave the military at faster rates than their peers.

In 2021, half of women and 54% of men in the Active component indicated they were likely to remain on active duty if they could choose to do so (Figure 4). Service member retention intentions in 2021 reflect a significant decrease compared to 2018 when 61% of women and 64% of men indicated their intentions to remain on active duty.

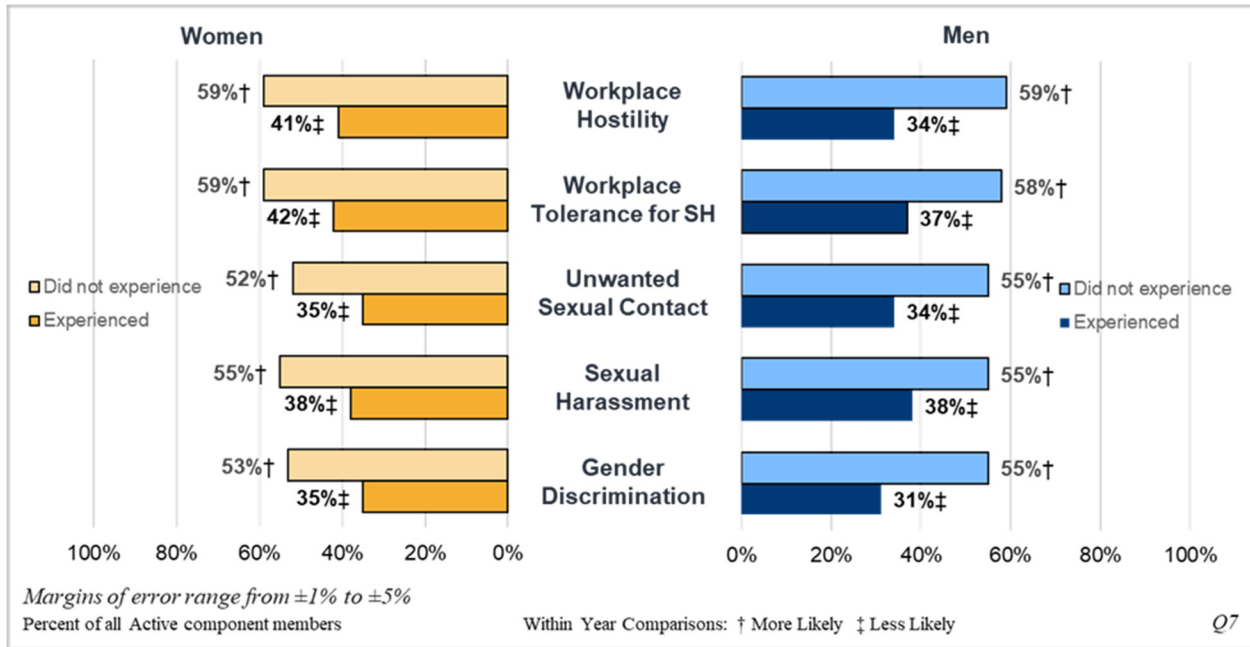
Figure 4.
Active Component: Retention Intentions



Negative workplace experiences such as gender discrimination, sexual harassment, and sexual assault are likely to influence Service member retentions. Indeed, prior research demonstrates that the odds of separation from military service as much as double for Service members who experience sexual harassment and sexual assault (Morrall et al., 2021). Data from the 2021 WGR reveal the potential for a similar trend (Figure 5). Service members who experienced gender discrimination, sexual harassment, or unwanted sexual contact had significantly lower retention intentions compared to Service members who did not have these experiences in the prior year.

Notably, retention intentions were also lower among Service members who did not experience gender discrimination or sexual violence in the prior year but did experience hostility in the workplace or perceived their workplace as tolerant of sexual harassment. Stated differently, not only did Service members with personal experiences with sexual misconduct or gender discrimination in the prior year indicate lower retention intentions but so did individuals who experienced behaviors or workplace climates conducive to gender discrimination and sexual violence.

Figure 5.
Likely/Very Likely to Remain in the Active Component by Experience



Notes. Retention intentions refer to individuals who responded on the survey that they were likely or very likely to remain on active duty in the military if they could. Estimates for retention intentions for those who experienced hostility in the workplace or perceived their workplace as tolerant of sexual harassment shown here are limited to those who did not experience sexual harassment, gender discrimination, or unwanted sexual contact.

Chapter 3: Discussion and Conclusion

Beyond estimating the prevalence of gender discrimination and sexual misconduct in the military, the *2021 WGR* provides key insights related to the gender relations climate in the military and the factors that may contribute to victimization and perpetration. Results from the *2021 WGR* reveal the substantial work that leaders must continue to undertake to ensure that all Service members are treated with dignity and respect and that where incidents of violence or harm to Service members do occur, they are dealt with in a fair and swift manner that maintains Service members' trust. A summary of key insights from the *2021 WGR* are listed below as are considerations for future analyses.

Data regarding the climate for gender relations in the military reflect an unhealthy trajectory. Results from the *2021 WGR* also reveal a significant increase in experiences of workplace hostility in the Active component for women and men. These increases in workplace hostility, accompanied by the increase in sexual harassment for women in the Active component (from 24% in 2018 to 29% in 2021; see *2021 WGR Overview Report [OPA, 2022a]*) and notable rates of unwanted sexual contact among women and men, is consistent with prior research demonstrating that workplace hostility and sexual misconduct exist on a continuum of harm. Indeed, fostering healthy workplace climates by encouraging civility among unit members has been increasingly emphasized as a means by which to prevent sexual violence. Further research remains to be done to better understand the specific actions that foster greater civility within organizations. However, exploratory analyses using data from the *2021 WGR* reveal what prior research has consistently shown regarding the importance of leadership, and specifically perceptions of leader support for prevention and bystander intervention, to Department of Defense (DoD) prevention and response efforts.

Tolerance for sexual harassment is a risk factor for sexual misconduct. Sexual harassment is consistently among the most significant contextual factors for sexual assault victimization in the military. Service members who experience sexual harassment are significantly more likely to also experience sexual assault making attention to sexual harassment of critical interest to the prevention of sexual assault. However, results from the *2021 WGR* also call attention to tolerance for sexual harassment in the workplace as a potential risk factor related to sexual harassment and sexual assault victimization and willingness to report. That nearly one in four women and nearly one in ten men perceived their units as tolerant of sexual harassment in 2021, combined with the increase in the prevalence of sexual harassment for women in the Active component, provides further evidence regarding the need for greater leader emphasis on the seriousness of harassing behaviors.

The addition of a metric on the 2021 WGR to assess the type and extent of sexism in the Active component can provide new insights to inform the DoD's sexual assault prevention efforts. Beyond generating scores for levels of endorsement for benevolent and hostile sexist beliefs among women and men, analyses using data from the *2021 WGR* also provide some evidence regarding the relationship between sexist beliefs and bystander intervention. While further analyses are needed, the results suggest that Service members with higher levels of

agreement with sexist attitudes were, in most cases, significantly less likely to witness certain behaviors or situations that might lead to sexual misconduct and significantly less likely to intervene if they did. While the differences were fairly small, disaggregation of the data to focus on particular subgroups (for example, junior enlisted men in a particular Service branch) may be informative. Bystander intervention is among the leading evidence informed prevention methods for sexual harassment and sexual assault, so understanding the factors that may contribute to detecting inappropriate conduct and intervening to stop it is invaluable to prevention efforts.

Trust in the military system to appropriately respond to sexual assault significantly declined for military members overall. Findings from the 2021 WGR also revealed substantially lower levels of trust in the military system, and in military leaders, among Service members who experienced sexual misconduct in the prior year *and* those who experienced unhealthy unit climates. Trust is among the most important features of individual well-being and organizational readiness in the military. Accordingly, the significant and substantial decline since 2018 in trust in the military system to appropriately handle sexual assault is noteworthy. The decrease in Service members' perception of trust may indicate a deterioration in not only the climate within the military vis-à-vis sexual violence but also the perceived commitment of leaders to prevention and response.

Retention intentions for members of the Active component were significantly lower in 2021 compared to 2018. Decreases since 2018 in retention intention for women and men in the Active component are notable given prior research demonstrating the relationship between retention intentions and retention behavior. Results from the WGR reveal that retention intentions were lower not only among women and men who experienced gender discrimination or sexual violence (compared to those who did not) but also among Service members who experienced workplace hostility and perceived their units as more tolerant of sexual harassment. The implications of these latter findings related to workplace hostility and tolerance for sexual harassment are important because they demonstrate the potentially broad consequences of unhealthy workplace climates for Service members' willingness to continue to serve.

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Appendix A. Service-Level Findings

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS



Service-Level Findings

This appendix presents a summary of the estimates described in this report for the Army, Navy, Air Force (including the Space Force), and Marine Corps. A more comprehensive presentation of the results by survey question and by Service are available in the *2021 Workplace and Gender Relations Survey of Military Members Active Component Results and Trends Report* (OPA, 2022c). Within year (i.e., 2021) comparisons are made by group (for example, by gender). Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively.

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

Table 6.
Army Active Component: Workplace Hostility and Tolerance of Sexual Harassment

Within Year Group Differences ■ Higher Response ■ Lower Response Trend Year Differences ↑ Higher in 2021 ↓ Lower in 2021	Workplace Hostility				Tolerance for Sexual Harassment	
	Mean Score		% with Unhealthy Workplace Experiences		Mean Score	% in Units More Tolerant of SH
	2018	2021	2018	2021	2021	2021
Women	1.6	2.0 ↑	9%	19% ↑	3.6	22%
White	1.6	2.0 ↑	8%	19% ↑	3.6	25%
Racial/Ethnic Minority	1.6	2.0 ↑	9%	19% ↑	3.6	21%
Hispanic	1.6	2.0 ↑	9%	20% ↑	3.5	23%
Black	1.6	2.0 ↑	10%	19% ↑	3.6	21%
Asian	1.6	1.8 ↑	8%	11% ↑	3.7	14%
Two or more races	1.7	2.1 ↑	10%	22% ↑	3.5	22%
Men	1.4	1.8 ↑	6%	15% ↑	4.1	9%
White	1.4	1.7 ↑	5%	15% ↑	4.2	8%
Racial/Ethnic Minority	1.4	1.8 ↑	6%	15% ↑	4.0	9%
Hispanic	1.4	1.8 ↑	6%	16% ↑	4.0	10%
Black	1.4	1.8 ↑	6%	15% ↑	4.1	8%
Asian	1.4	1.7 ↑	7%	13% ↑	3.9	10%
Two or more races	1.5	1.8 ↑	7%	15% ↑	4.1	9%
LGB	1.7	2.0 ↑	10%	20% ↑	3.6	24%
Women	1.7	2.0 ↑	11%	20% ↑	3.4	29%
Men	1.7	2.0 ↑	10%	21% ↑	3.8	18%
Heterosexual	1.4	1.8 ↑	5%	15% ↑	4.1	9%
Women	1.6	2.0 ↑	7%	19% ↑	3.6	21%
Men	1.4	1.8 ↑	5%	14% ↑	4.1	8%
Gender Minority	N/A	2.0	N/A	25%	3.6	22%
Cisgender	N/A	1.8	N/A	15%	4.0	10%

Note. Unhealthy workplace experiences include those in which Service members, on average, experienced behaviors consistent with workplace hostility sometimes, often, or very often. A higher mean for workplace hostility reflects a less healthy climate. Units more tolerant of sexual harassment include those where the average score for psychological climate for sexual harassment is 3 or less. Accordingly, a higher mean reflects a healthier climate. The climate for sexual harassment scale was new to the WGR in 2021 for the Active component. LGB = individuals who identified as lesbian or gay, or bisexual on the survey. Gender minorities include individuals who identify as transgender or whose sex at birth does not align with their current gender identity (to include those who selected *None of these* for the current gender identity survey question). For Service-level findings, results by race/ethnicity have been collapsed into fewer categories to increase reliability of the estimates.

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

Table 7.***Navy Active Component: Workplace Hostility and Tolerance of Sexual Harassment***

<i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ↑ Higher in 2021 ↓ Lower in 2021	Workplace Hostility				Tolerance for Sexual Harassment	
	Mean Score		% with Unhealthy Workplace Experiences		Mean Score	% in Units More Tolerant of SH
	2018	2021	2018	2021	2021	2021
	Women	1.7	2.1 ↑	10%	23% ↑	3.5
White	1.7	2.0 ↑	10%	22% ↑	3.4	30%
Racial/Ethnic Minority	1.7	2.1 ↑	9%	23% ↑	3.5	26%
Hispanic	1.7	2.1 ↑	10%	24% ↑	3.5	29%
Black	1.7	2.0 ↑	9%	20% ↑	3.6	24%
Asian	1.6	1.8 ↑	6%	16% ↑	3.7	19%
Two or more races	1.7	2.3 ↑	10%	35% ↑	3.4	30%
Men	1.5	1.8 ↑	6%	15% ↑	4.0	9%
White	1.5	1.8 ↑	6%	13% ↑	4.1	9%
Racial/Ethnic Minority	1.5	1.8 ↑	7%	16% ↑	4.0	10%
Hispanic	1.5	1.8 ↑	8%	17% ↑	4.0	11%
Black	1.5	1.8 ↑	6%	14% ↑	4.0	8%
Asian	1.5	1.7 ↑	6%	11% ↑	4.0	7%
Two or more races	1.6	2.0 ↑	8%	21% ↑	4.0	12%
LGB	1.7	2.2 ↑	10%	25% ↑	3.5	29%
Women	1.7	2.3 ↑	9%	29% ↑	3.3	38%
Men	1.7	2.1 ↑	11%	21% ↑	3.8	20%
Heterosexual	1.5	1.8 ↑	6%	15% ↑	4.0	11%
Women	1.7	2.0 ↑	9%	20% ↑	3.6	25%
Men	1.5	1.8 ↑	6%	13% ↑	4.1	8%
Gender Minority	N/A	2.0	N/A	20%	3.4	24%
Cisgender	N/A	1.8	N/A	16%	4.0	13%

Note. Unhealthy workplace experiences include those in which Service members, on average, experienced behaviors consistent with workplace hostility sometimes, often, or very often. A higher mean for workplace hostility reflects a less healthy climate. Units more tolerant of sexual harassment include those where the average score for psychological climate for sexual harassment is 3 or less. Accordingly, a higher mean reflects a healthier climate. The climate for sexual harassment scale was new to the WGR in 2021 for the Active component. LGB = individuals who identified as lesbian or gay, or bisexual on the survey. Gender minorities include individuals who identify as transgender or whose sex at birth does not align with their current gender identity (to include those who selected *None of these* for the current gender identity survey question). For Service-level findings, results by race/ethnicity have been collapsed into fewer categories to increase reliability of the estimates.

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

Table 8.
Marine Corps Active Component: Workplace Hostility and Tolerance of Sexual Harassment

<i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ↑ Higher in 2021 ↓ Lower in 2021	Workplace Hostility				Tolerance for Sexual Harassment	
	Mean Score		% with Unhealthy Workplace Experiences		Mean Score	% in Units More Tolerant of SH
	2018	2021	2018	2021	2021	2021
	Women	1.7	2.1 ↑	10%	24% ↑	3.5
White	1.7	2.2 ↑	12%	28% ↑	3.3	38%
Racial/Ethnic Minority	1.6	2.0 ↑	8%	20% ↑	3.6	23%
Hispanic	1.6	1.9 ↑	7%	19% ↑	3.6	23%
Black	1.6	2.0 ↑	6%	22% ↑	3.6	23%
Asian	1.8	1.8	17%	16%	3.5	24%
Two or more races	1.8	2.1	15%	28%	3.6	18%
Men	1.4	1.7 ↑	6%	12% ↑	4.2	6%
White	1.4	1.7 ↑	5%	12% ↑	4.2	6%
Racial/Ethnic Minority	1.4	1.7 ↑	6%	13% ↑	4.2	6%
Hispanic	1.4	1.7 ↑	6%	11% ↑	4.2	5%
Black	1.4	1.7 ↑	6%	12%	4.1	6%
Asian	1.3	1.7 ↑	2%	11% ↑	4.1	7%
Two or more races	1.4	1.9 ↑	6%	19% ↑	4.1	11%
LGB	1.6	2.1 ↑	8%	25% ↑	3.6	27%
Women	1.8	2.2 ↑	10%	26% ↑	3.3	39%
Men	1.5	2.1 ↑	7%	24% ↑	3.9	17%
Heterosexual	1.4	1.7 ↑	6%	12% ↑	4.2	7%
Women	1.7	2.1 ↑	10%	24% ↑	3.5	26%
Men	1.4	1.7 ↑	5%	12% ↑	4.2	5%
Gender Minority	N/A	1.8	N/A	14%	3.7	19%
Cisgender	N/A	1.7	N/A	13%	4.1	8%

Note. Unhealthy workplace experiences include those in which Service members, on average, experienced behaviors consistent with workplace hostility sometimes, often, or very often. A higher mean for workplace hostility reflects a less healthy climate. Units more tolerant of sexual harassment include those where the average score for psychological climate for sexual harassment is 3 or less. Accordingly, a higher mean reflects a healthier climate. The climate for sexual harassment scale was new to the WGR in 2021 for the Active component. LGB = individuals who identified as lesbian or gay, or bisexual on the survey. Gender minorities include individuals who identify as transgender or whose sex at birth does not align with their current gender identity (to include those who selected *None of these* for the current gender identity survey question). For Service-level findings, results by race/ethnicity have been collapsed into fewer categories to increase reliability of the estimates.

Margins of error range from ±1% to ±15%

Table 9.
Air Force Active Component: Workplace Hostility and Tolerance of Sexual Harassment¹⁵

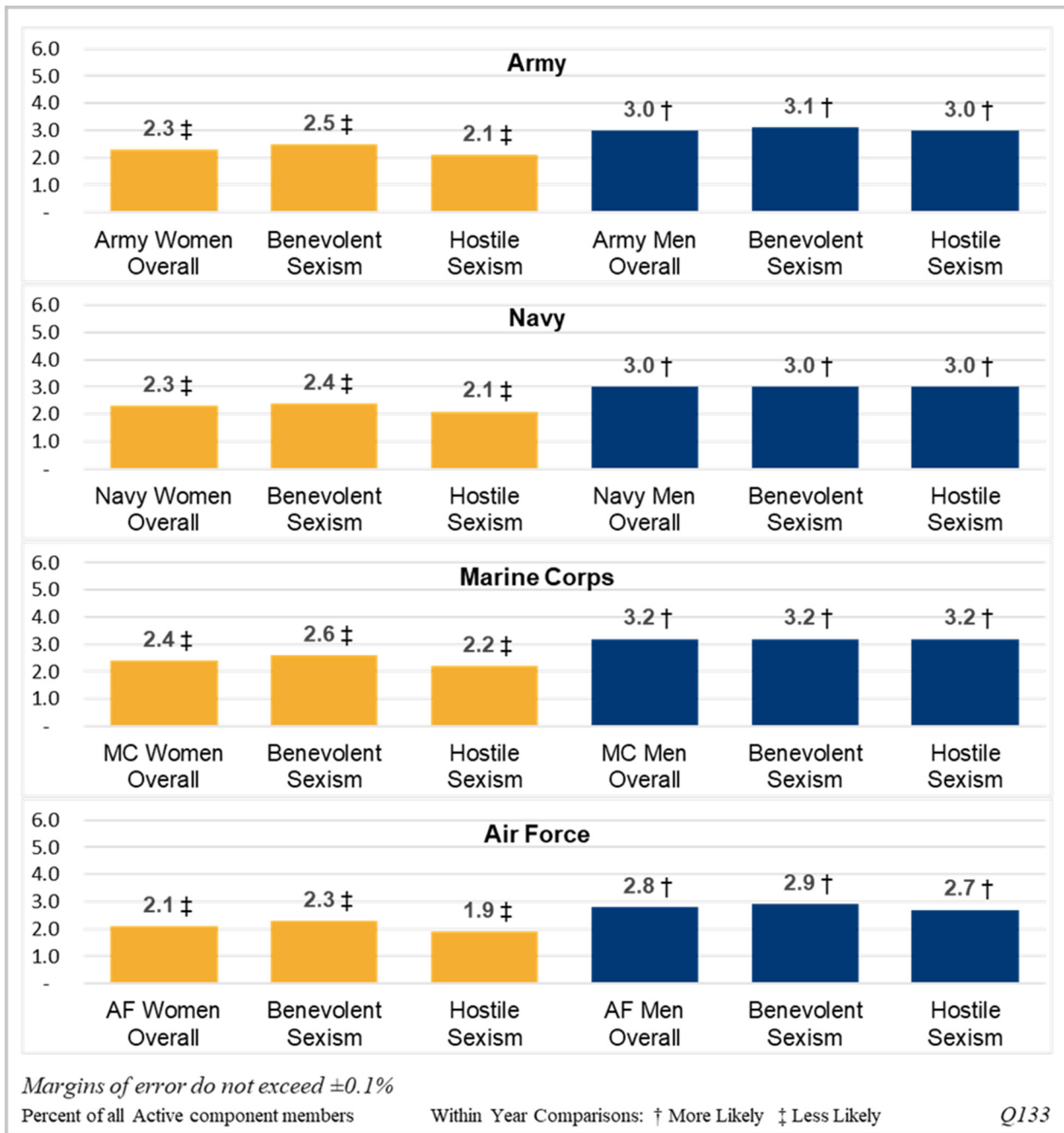
<i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response <i>Trend Year Differences</i> ↑ Higher in 2021 ↓ Lower in 2021	Workplace Hostility				Tolerance for Sexual Harassment	
	Mean Score		% with Unhealthy Workplace Experiences		Mean Score	% in Units More Tolerant of SH
	2018	2021	2018	2021	2021	2021
Women	1.4	1.8 ↑	4%	13% ↑	3.7	20%
White	1.4	1.8 ↑	4%	14% ↑	3.7	21%
Racial/Ethnic Minority	1.4	1.7 ↑	4%	12% ↑	3.7	19%
Hispanic	1.4	1.8 ↑	4%	13% ↑	3.7	20%
Black	1.4	1.7 ↑	4%	11% ↑	3.7	19%
Asian	1.3	1.6 ↑	3%	10% ↑	3.9	14%
Two or more races	1.5	1.8 ↑	5%	13% ↑	3.7	19%
Men	1.3	1.5 ↑	2%	7% ↑	4.2	6%
White	1.2	1.5 ↑	2%	7% ↑	4.2	6%
Racial/Ethnic Minority	1.3	1.5 ↑	2%	8% ↑	4.1	7%
Hispanic	1.3	1.5 ↑	2%	8% ↑	4.2	7%
Black	1.3	1.5 ↑	2%	7% ↑	4.1	7%
Asian	1.2	1.5 ↑	2%	6% ↑	4.1	5%
Two or more races	1.3	1.6 ↑	3%	10% ↑	4.1	9%
LGB	1.4	1.8 ↑	4%	13% ↑	3.7	19%
Women	1.4	1.8 ↑	3%	17% ↑	3.6	27%
Men	1.4	1.7 ↑	4%	9% ↑	3.9	11%
Heterosexual	1.3	1.5 ↑	2%	8% ↑	4.1	8%
Women	1.4	1.7 ↑	4%	12% ↑	3.8	18%
Men	1.2	1.5 ↑	2%	7% ↑	4.2	6%
Gender Minority	N/A	1.8	N/A	17%	3.8	18%
Cisgender	N/A	1.6	N/A	9%	4.1	9%

Note. Unhealthy workplace experiences include those in which Service members, on average, experienced behaviors consistent with workplace hostility sometimes, often, or very often. A higher mean for workplace hostility reflects a less healthy climate. Units more tolerant of sexual harassment include those where the average score for psychological climate for sexual harassment is 3 or less. Accordingly, a higher mean reflects a healthier climate. The climate for sexual harassment scale was new to the WGR in 2021 for the Active component. LGB = individuals who identified as lesbian or gay, or bisexual on the survey. Gender minorities include individuals who identify as transgender or whose sex at birth does not align with their current gender identity (to include those who selected *None of these* for the current gender identity survey question). For Service-level findings, results by race/ethnicity have been collapsed into fewer categories to increase reliability of the estimates.

Margins of error range from ±1% to ±14%

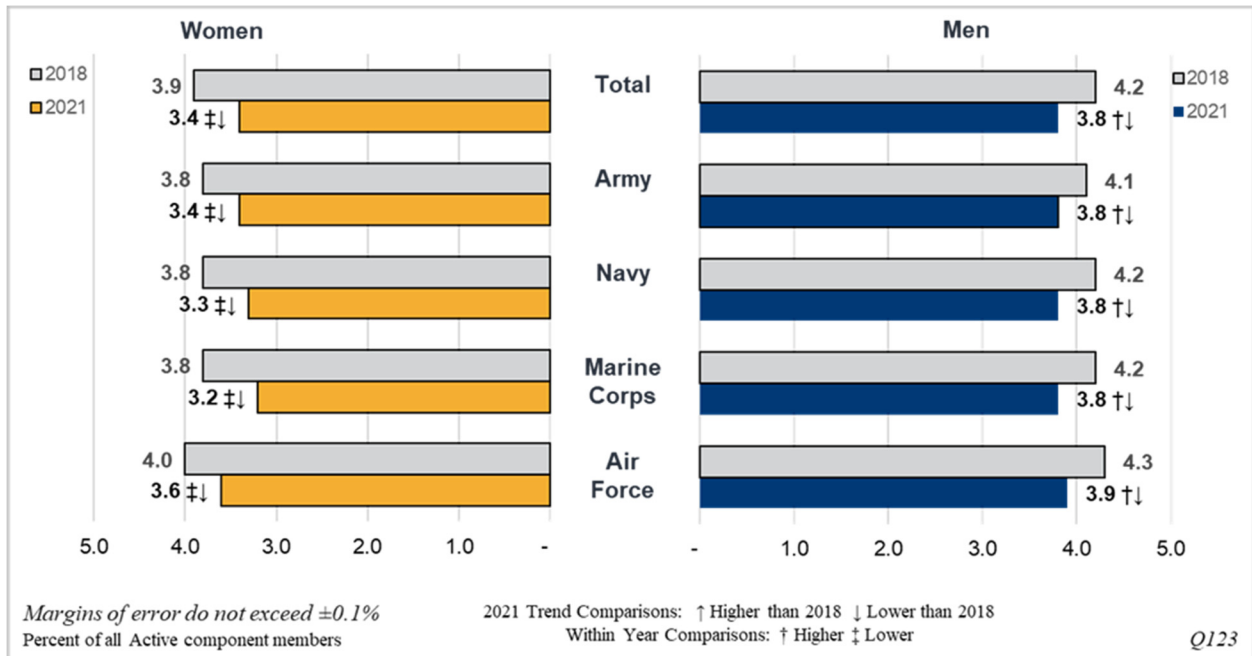
¹⁵ As of the fielding of the 2021 WGR, it was not possible to identify members of the Space Force in the DoD's administrative data; though these members are included in the administrative data, they were included at the time as members of the Air Force. Accordingly, members of the Space Force who completed the survey are included within estimates for the Air Force.

Figure 6.
Active Component: Ambivalent Sexism Inventory (ASI) Scores by Service and Gender



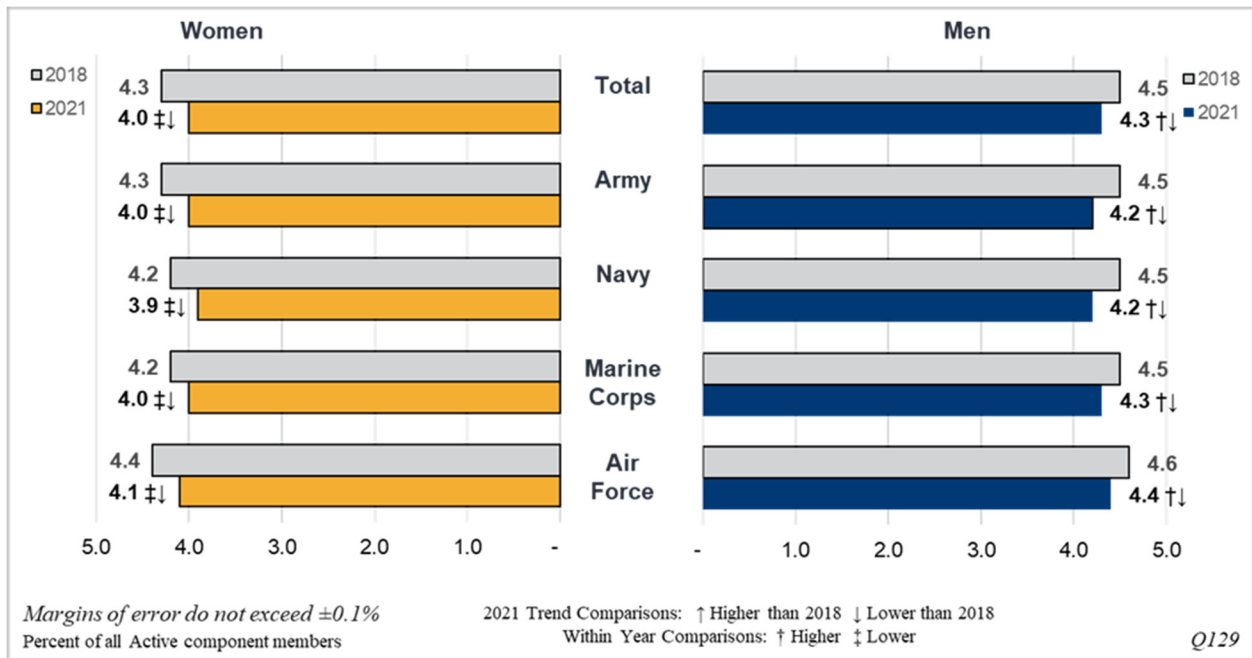
Note. The scale is comprised of 12 items (six items each for benevolent and hostile sexism) measured on a six-point scale ranging from strongly disagree (1) to strongly agree (6). To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately. In all cases, a higher score indicates more sexist attitudes.

Figure 7.
Active Component: Average Perceptions of Unit Support for Prevention and Intervention by Service and Gender



Note. Higher mean scores reflect healthier perceptions of a climate of responsibility for prevention and intervention by members of their units.

Figure 8.
Active Component: Average Perceptions of Leader Support for Bystander Intervention by Service and Gender



Note. Higher mean scores reflect healthier perceptions of a climate of responsibility for intervention by leaders in their units

Figure 9.
Army Active Component: Trust in the Military System by Gender

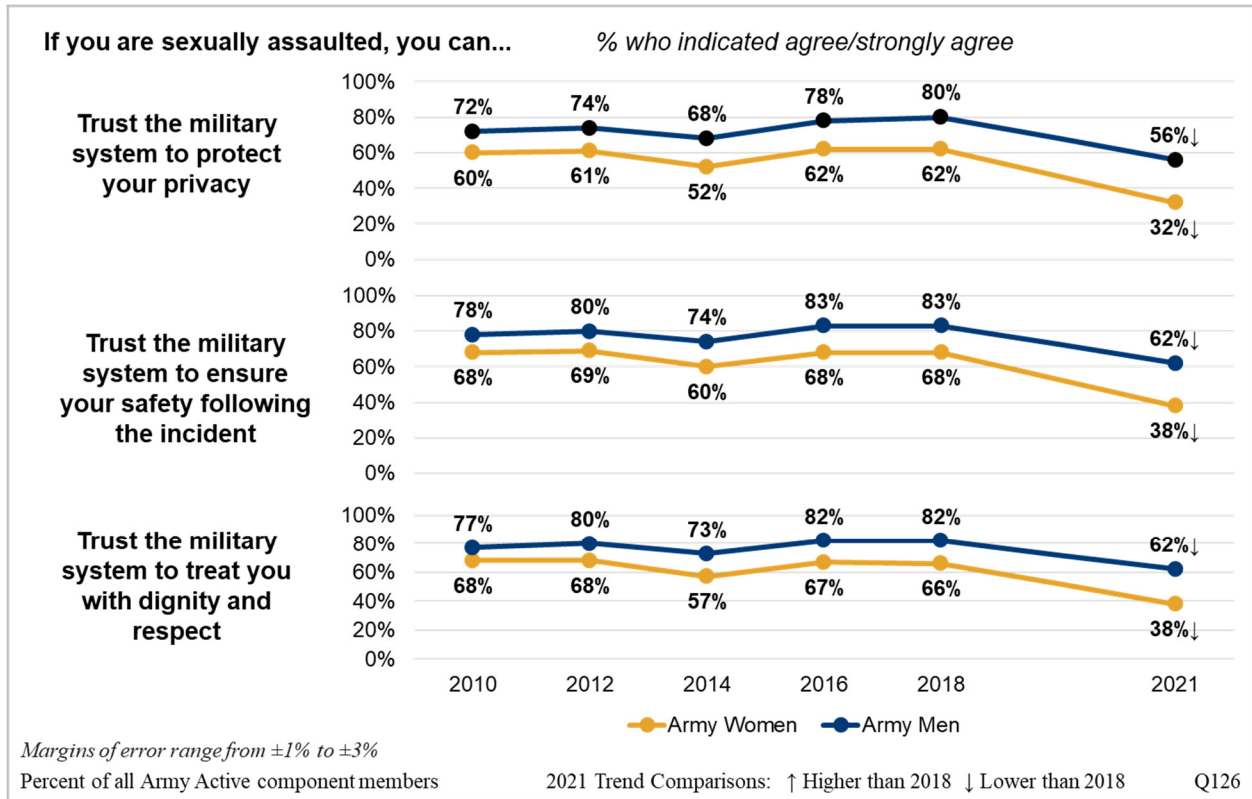


Figure 10.
Navy Active Component: Trust in the Military System by Gender

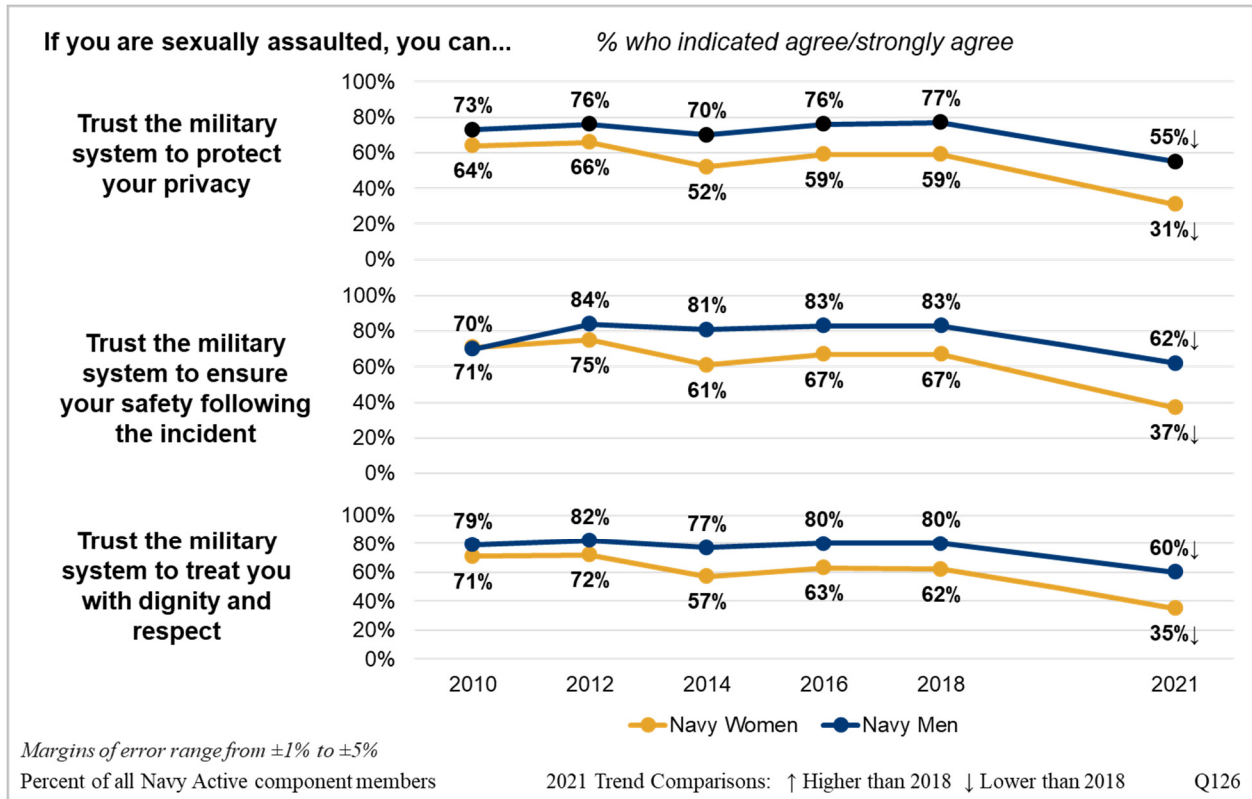


Figure 11.
Marine Corps Active Component: Trust in the Military System by Gender

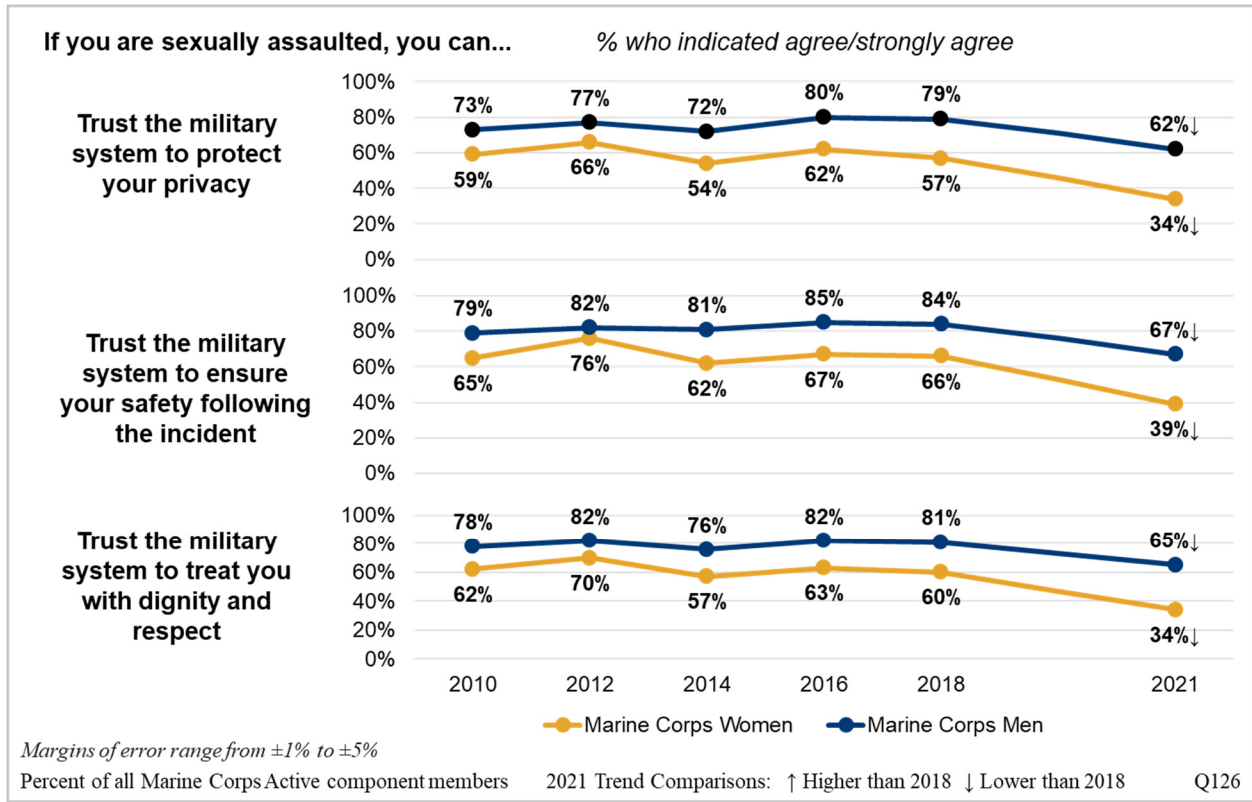


Figure 12.
Air Force Active Component: Trust in the Military System by Gender

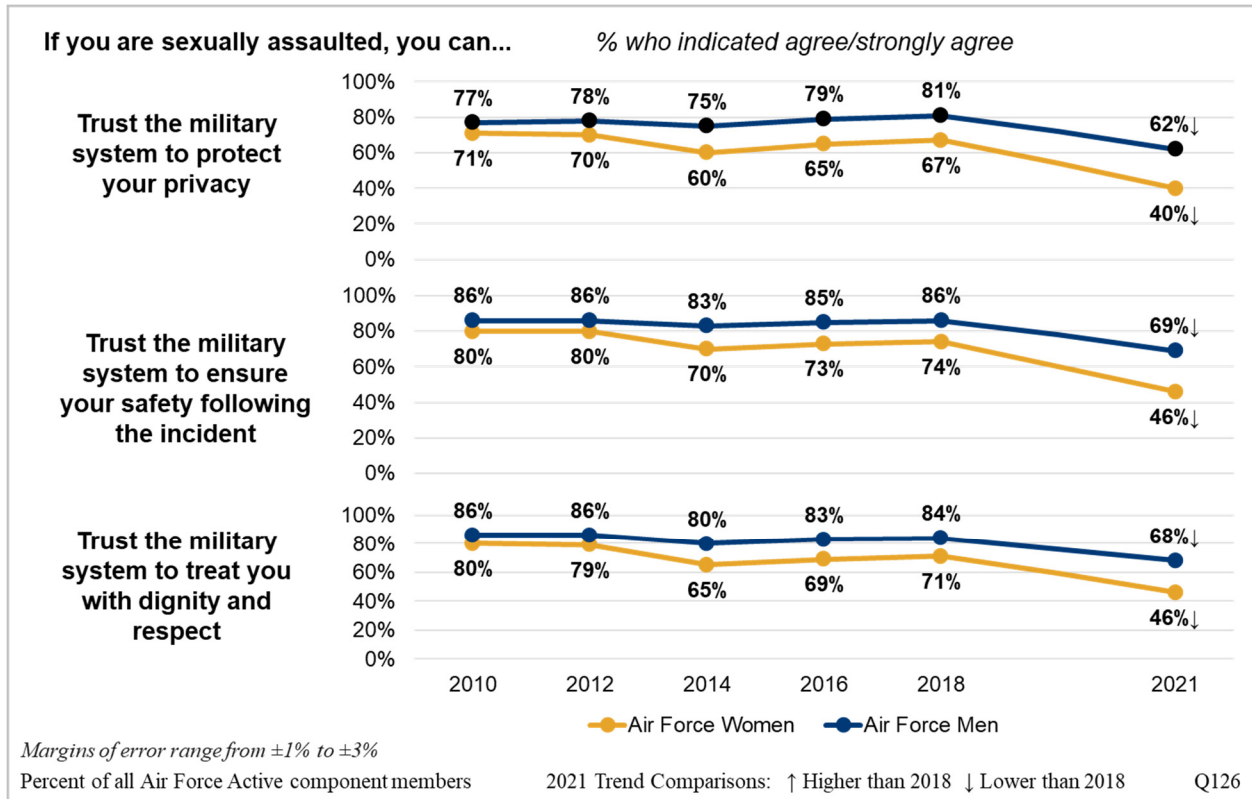


Table 10.
Army Active Component Women: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	37%	11%	39%	7%	32%	22%	37%	18%	36%	14%
	Ensure your safety following the incident.	43%	16%	46%	9%	38%	26%	43%	22%	42%	17%
	Treat you with dignity and respect.	44%	14%	46%	7%	38%	26%	44%	20%	42%	16%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	75%	32%	75%	38%	67%	54%	72%	51%	72%	42%
	Your supervisor ensures that all assigned personnel are treated fairly.	75%	29%	74%	39%	66%	53%	72%	49%	71%	41%
	Your supervisor evaluates your work performance fairly.	75%	30%	74%	40%	67%	54%	72%	52%	72%	42%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±2% to ±7%

Table 11.
Army Active Component Men: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	62%	25%	60%	17%	57%	24%	58%	26%	57%	19%
	Ensure your safety following the incident.	67%	30%	66%	18%	62%	34%	64%	32%	62%	22%
	Treat you with dignity and respect.	68%	29%	66%	18%	63%	31%	64%	33%	63%	23%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	83%	35%	79%	45%	76%	50%	78%	49%	77%	25%
	Your supervisor ensures that all assigned personnel are treated fairly.	83%	33%	79%	45%	76%	47%	78%	49%	76%	27%
	Your supervisor evaluates your work performance fairly.	82%	33%	77%	45%	75%	44%	76%	49%	75%	27%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±1% to ±11%

Table 12.
Navy Active Component Women: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	37%	13%	40%	9%	33%	13%	39%	16%	35%	12%
	Ensure your safety following the incident.	43%	16%	47%	10%	38%	18%	45%	21%	41%	16%
	Treat you with dignity and respect.	42%	14%	45%	8%	36%	18%	43%	19%	39%	14%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	74%	31%	73%	41%	66%	40%	72%	47%	69%	38%
	Your supervisor ensures that all assigned personnel are treated fairly.	74%	28%	72%	39%	65%	40%	72%	44%	69%	32%
	Your supervisor evaluates your work performance fairly.	76%	32%	74%	45%	68%	44%	74%	49%	72%	35%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±2% to ±8%

Table 13.
Navy Active Component Men: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	61%	23%	60%	14%	56%	31%	58%	27%	56%	18%
	Ensure your safety following the incident.	68%	30%	67%	19%	63%	33%	65%	34%	63%	20%
	Treat you with dignity and respect.	66%	26%	65%	15%	61%	32%	63%	29%	61%	20%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	83%	32%	80%	41%	76%	58%	78%	55%	77%	32%
	Your supervisor ensures that all assigned personnel are treated fairly.	84%	30%	79%	40%	76%	59%	78%	53%	77%	25%
	Your supervisor evaluates your work performance fairly.	82%	31%	78%	41%	75%	61%	77%	54%	76%	28%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±2% to ±11%

Table 14.
Marine Corps Active Component Women: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	40%	14%	44%	10%	36%	22%	42%	22%	38%	18%
	Ensure your safety following the incident.	46%	17%	50%	13%	41%	22%	47%	26%	43%	25%
	Treat you with dignity and respect.	41%	10%	44%	10%	36%	25%	42%	21%	39%	14%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	78%	30%	76%	44%	69%	53%	76%	52%	74%	38%
	Your supervisor ensures that all assigned personnel are treated fairly.	77%	29%	76%	40%	67%	52%	76%	49%	74%	33%
	Your supervisor evaluates your work performance fairly.	77%	33%	76%	44%	68%	57%	75%	53%	74%	38%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±4% to ±10%

Table 15.
Marine Corps Active Component Men: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	67%	24%	65%	15%	62%	23%	63%	33%	62%	14%
	Ensure your safety following the incident.	73%	30%	71%	18%	68%	NR	69%	38%	68%	23%
	Treat you with dignity and respect.	71%	25%	69%	15%	66%	20%	67%	30%	66%	18%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	85%	30%	81%	38%	79%	NR	80%	50%	78%	31%
	Your supervisor ensures that all assigned personnel are treated fairly.	85%	27%	80%	39%	78%	NR	79%	48%	78%	28%
	Your supervisor evaluates your work performance fairly.	83%	28%	79%	41%	77%	NR	78%	52%	77%	30%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.
 Margins of error range from ±2% to ±18%

Table 16.
Air Force Active Component Women: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	43%	18%	47%	10%	41%	25%	45%	21%	43%	17%
	Ensure your safety following the incident.	50%	20%	54%	12%	46%	30%	51%	26%	49%	19%
	Treat you with dignity and respect.	50%	18%	54%	11%	46%	31%	51%	25%	50%	17%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	80%	37%	80%	51%	75%	63%	78%	59%	77%	48%
	Your supervisor ensures that all assigned personnel are treated fairly.	80%	35%	80%	50%	74%	63%	78%	58%	78%	46%
	Your supervisor evaluates your work performance fairly.	82%	39%	81%	56%	77%	68%	79%	63%	80%	49%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±1% to ±5%

Table 17.
Air Force Active Component Men: Service Member Trust in the Military System and Immediate Supervisors by Experience

KEY: <i>Within Year Group Differences</i> ■ Higher Response ■ Lower Response		Past Year Workplace Hostility		Tolerance for SH in Current Unit		Past Year Unwanted Sexual Contact		Past Year Sexual Harassment		Past Year Gender Discrimination	
		Healthy	Unhealthy	Less Tolerant	More Tolerant	Did not experience	Experienced	Did not experience	Experienced	Did not experience	Experienced
If you are sexually assaulted, you can trust military system to...	Protect your privacy.	65%	27%	65%	18%	62%	43%	63%	33%	62%	23%
	Ensure your safety following the incident.	72%	33%	72%	21%	69%	45%	70%	40%	69%	41%
	Treat you with dignity and respect.	71%	31%	71%	19%	68%	55%	69%	42%	68%	41%
How much do you agree or disagree with the following statements about your immediate supervisor?	You trust your supervisor.	87%	39%	85%	57%	83%	62%	84%	62%	83%	47%
	Your supervisor ensures that all assigned personnel are treated fairly.	87%	39%	86%	54%	84%	59%	85%	59%	84%	49%
	Your supervisor evaluates your work performance fairly.	87%	38%	85%	57%	83%	62%	84%	61%	83%	49%

Note. For past year workplace hostility, “unhealthy” includes behaviors that occurred, on average, sometimes, often, or very often. Units more tolerant of sexual harassment include those where the average score for the psychological climate for sexual harassment was 3 or less.

Margins of error range from ±1% to ±12%

Figure 13.
Army Active Component: Retention Intentions by Gender

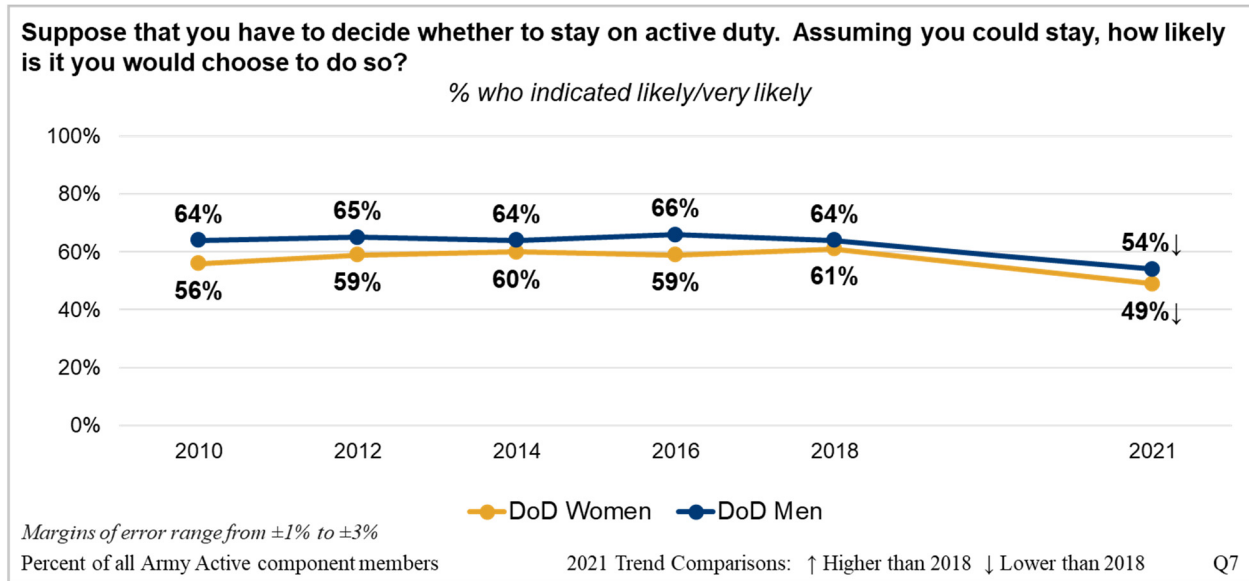


Figure 14.
Navy Active Component: Retention Intentions by Gender

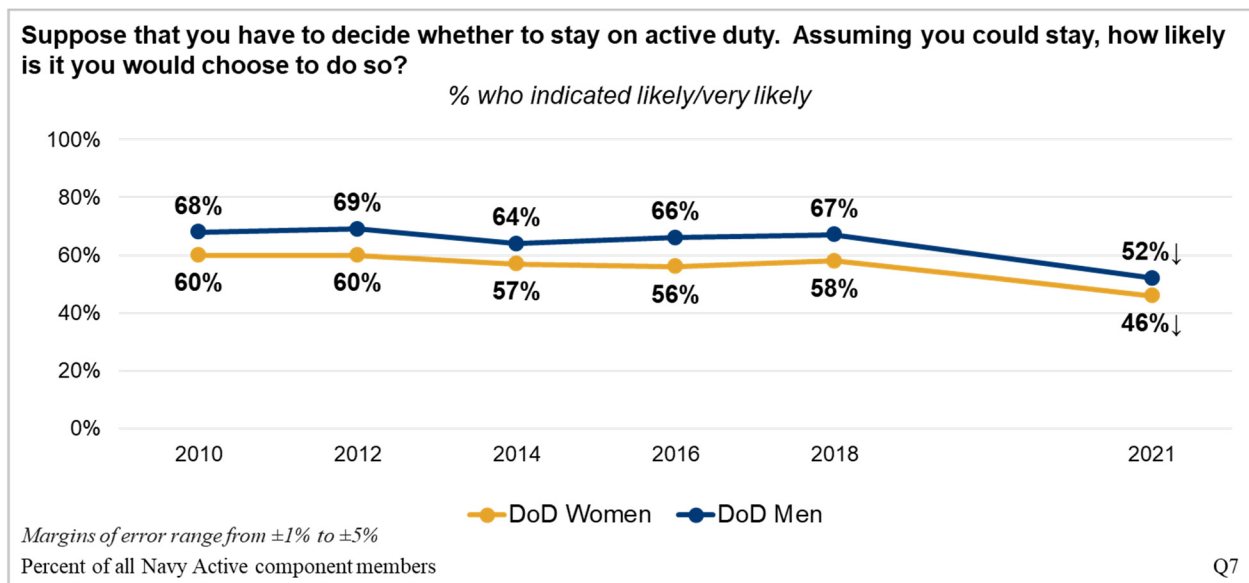


Figure 15.
Marine Corps Active Component: Retention Intentions by Gender

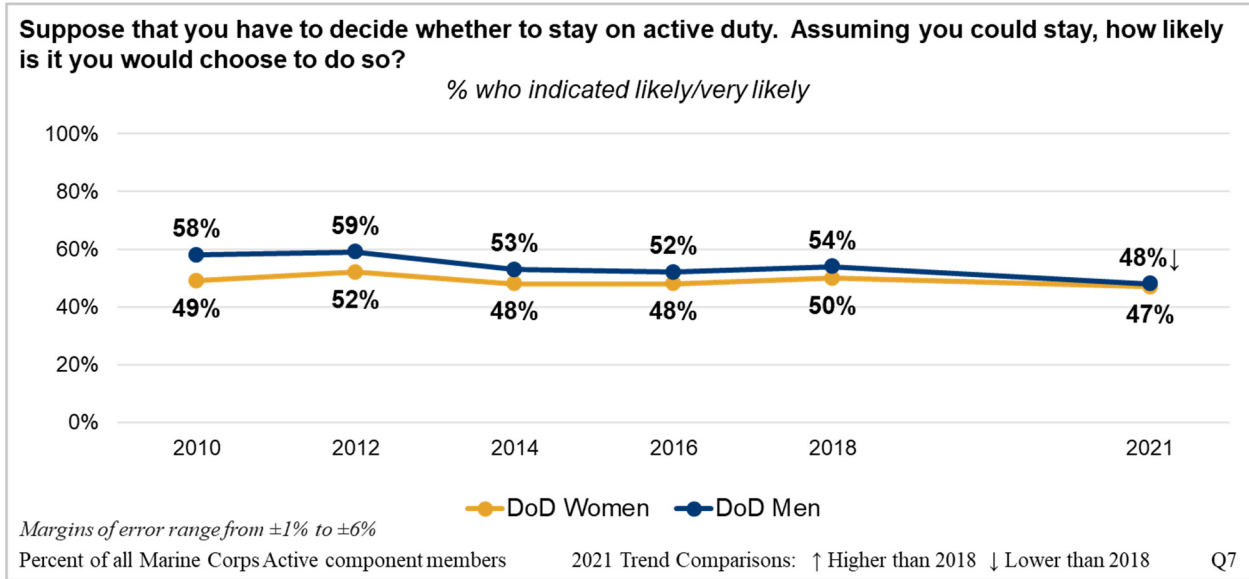
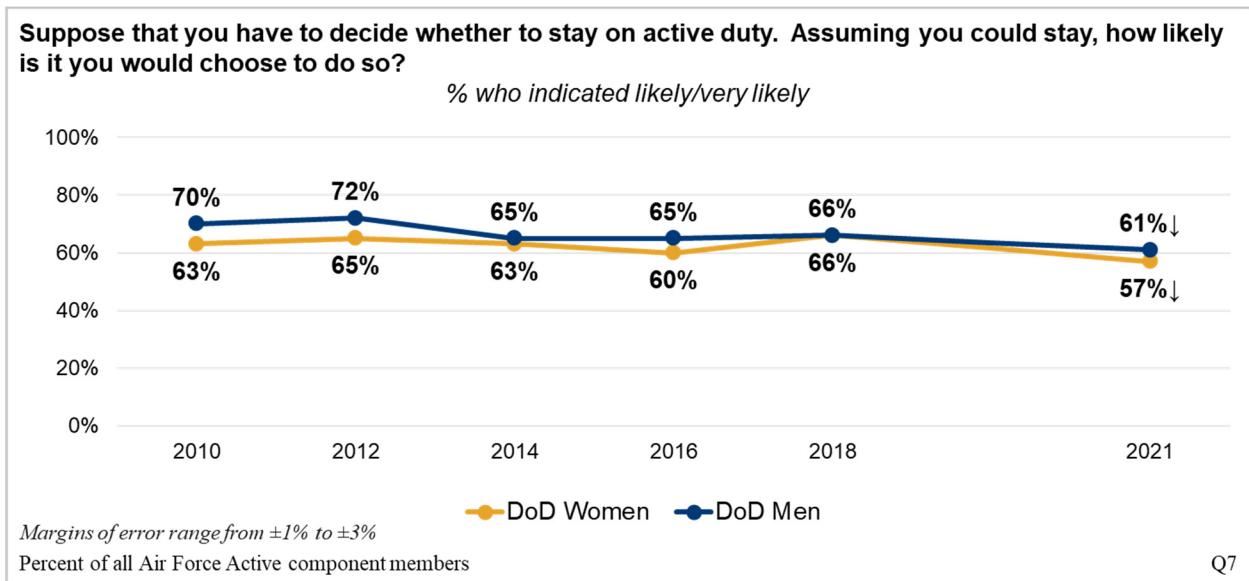


Figure 16.
Air Force Active Component: Retention Intentions by Gender



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