



2022 Service Academy Gender Relations Survey

Overview Report

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2022 Service Academy Gender Relations Survey

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Service Academy officials contributing to the development and administration of this survey included Ms. Stacey Rosenberg and Dr. Corrine Wilsey (U.S. Military Academy); Captain Greg Mendenhall and LCDR Andrew Lingg (U.S. Naval Academy); and Ms. Sonja Strickland, Ms. Heidi Huff, and Captain Andrew Nelson (U.S. Air Force Academy).

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A team consisting of Ms. Lisa Davis and Dr. Ashlea Klahr of OPA, and Mr. William Xavier Klauberg, Dr. Kate Elvey, Ms. Divya Alukal, Ms. Emilee Wakefield, Mr. Graham Puckett, and Mr. Dom Salomone of Fors Marsh of Fors Marsh, completed quality control for this report. Mr. Ivan Sciupac provided technical editing support.

Executive Summary

The Department of Defense (DoD) seeks to continually expand and improve sexual assault and sexual harassment programs and resources at the Military Service Academies (MSA). The *2022 Service Academy Gender Relations Survey (2022 SAGR)* is a key source of information for evaluating these programs and for assessing the gender relations environment at the U.S. Military Academy (USMA), the U.S. Naval Academy (USNA), and the U.S. Air Force Academy (USAFA).

In response to the *2016 SAGR* results, DoD issued a memorandum on June 20, 2017, directing the Academies to increase attention in four areas: (1) promoting responsible alcohol choices; (2) reinvigorating prevention, by integrating sexual harassment, hazing and bullying prevention efforts with efforts to prevent sexual assault; (3) enhancing a culture of respect; and (4) improving sexual assault and harassment reporting (Department of Defense, 2017). The Academies were directed to submit plans of action in the fall of 2017 for implementation before students entered the Academies in the summer of 2018. As such, the *2018 SAGR*, administered in March–April 2018 (before the implementation of the plans of action), served as a baseline for evaluating these most recent efforts. Unfortunately, due to the Coronavirus pandemic, the *2020 SAGR* was unable to be administered. The *2022 SAGR* administered in March–April 2022 aims to evaluate the implementation of the plans of action.

Background and Methodology

The *2022 SAGR*, conducted by the Health and Resilience (H&R) Division within the Office of People Analytics (OPA), is the 10th of a series of surveys mandated by Title 10, United States Code, Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. The survey results include the estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination; students' perceptions of Academy culture with respect to sexual assault and sexual harassment; and perceptions of program effectiveness in reducing or preventing sexual assault and sexual harassment. Estimated prevalence rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

The *SAGR* is normally fielded every other year. However, the *SAGR* was not administered in 2020 due to restrictions on travel and the coronavirus pandemic, in order to protect the health of Academy students and research personnel. Therefore, it has been four years since the last *SAGR* was administered in 2018.

The DoD's weighted response weight for the *2022 SAGR* was 81% (87% for women, 79% for men). USMA respondents included 922 women (90% response rate) and 3,073 men (92% response rate), USNA respondents included 1,183 women (95% response rate) and 2,517 men (81% response rate), and USAFA respondents included 874 women (75% response rate) and 1,759 men (62% response rate).

Survey Methodology

OPA conducts cross-Service surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community, using standard scientific methods. OPA’s survey methodology meets industry standards that are used by government statistical agencies (e.g., U.S. Census Bureau and Bureau of Labor Statistics [BLS]), private survey organizations, and well-known polling organizations. OPA uses survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).¹ Appendix B contains frequently asked questions (FAQ) on the scientific methods employed by government and private survey agencies, including OPA. The survey methodology used on the *SAGR* surveys has remained consistent across time, which allows for statistical comparisons across survey administrations.

The *SAGR* is administered in-person on-site at each of the Academies via an anonymous paper-and-pen survey. Data were collected for the 2022 *SAGR* at the Academies in March and April of 2022. The Academies scheduled survey sessions for all students in groups with separate sessions for female and male students at each Academy. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. This sheet included information about the survey and details on where students could obtain help if they became upset or distressed while taking the survey or afterward. Students were briefed on the purpose and details of the survey, the importance of participation, and that completing the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes to a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students’ anonymity.

The population of interest for the 2022 *SAGR* consisted of students at USMA, USNA, and USAFA in class years 2022 through 2026.² A census of all students was conducted to ensure maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as questions asking details of an unwanted gender-related behavior. Data were weighted, using an industry standard process, to reflect each Academy’s population as of March 2022. The weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

¹ AAPOR’s “Best Practices” state that “virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability” (<http://www.aapor.org/Standards-Ethics/Best-Practices.aspx#best3>). OPA has conducted surveys of the military and the DoD community using these “Best Practices” for over 25 years, tailored as appropriate for the unique design needs of specific surveys, such as the census study employed in the 2022 *SAGR*.

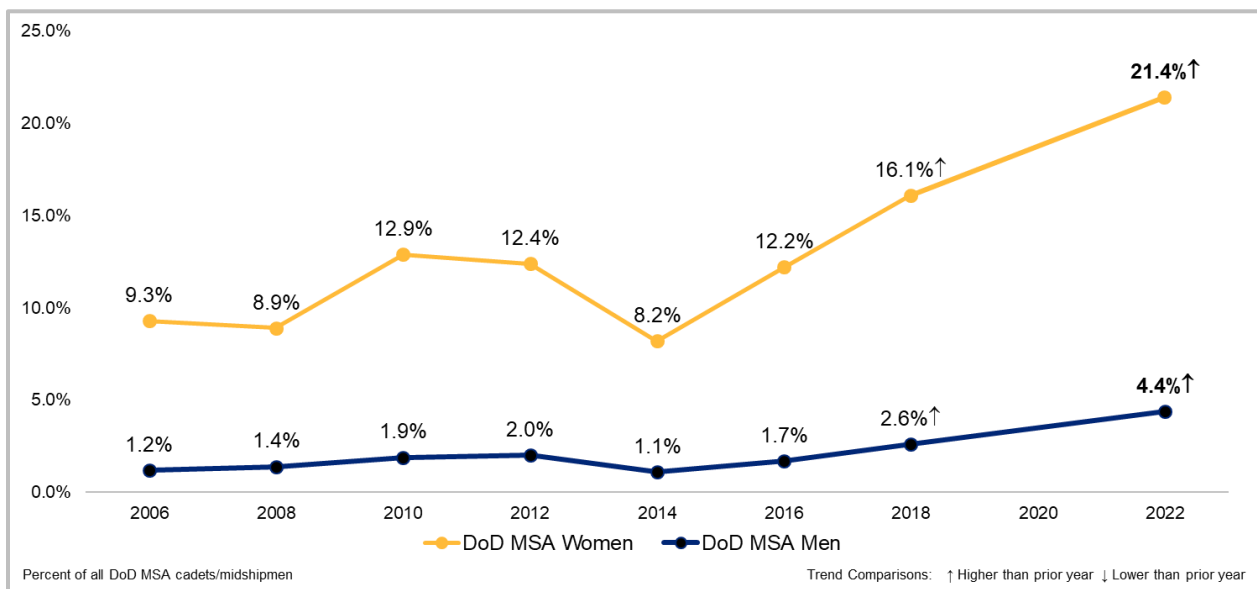
² Two groups of students were excluded: visiting students from other Academies and foreign nationals.

Summary of Top-Line Results

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

As detailed in chapter 1 of the report, unwanted sexual contact includes completed or attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object, or unwanted sexual touching. Students were asked about experiences of unwanted sexual contact between June 2021 and the time they took the survey, representing the past academic program year (APY2021–2022).

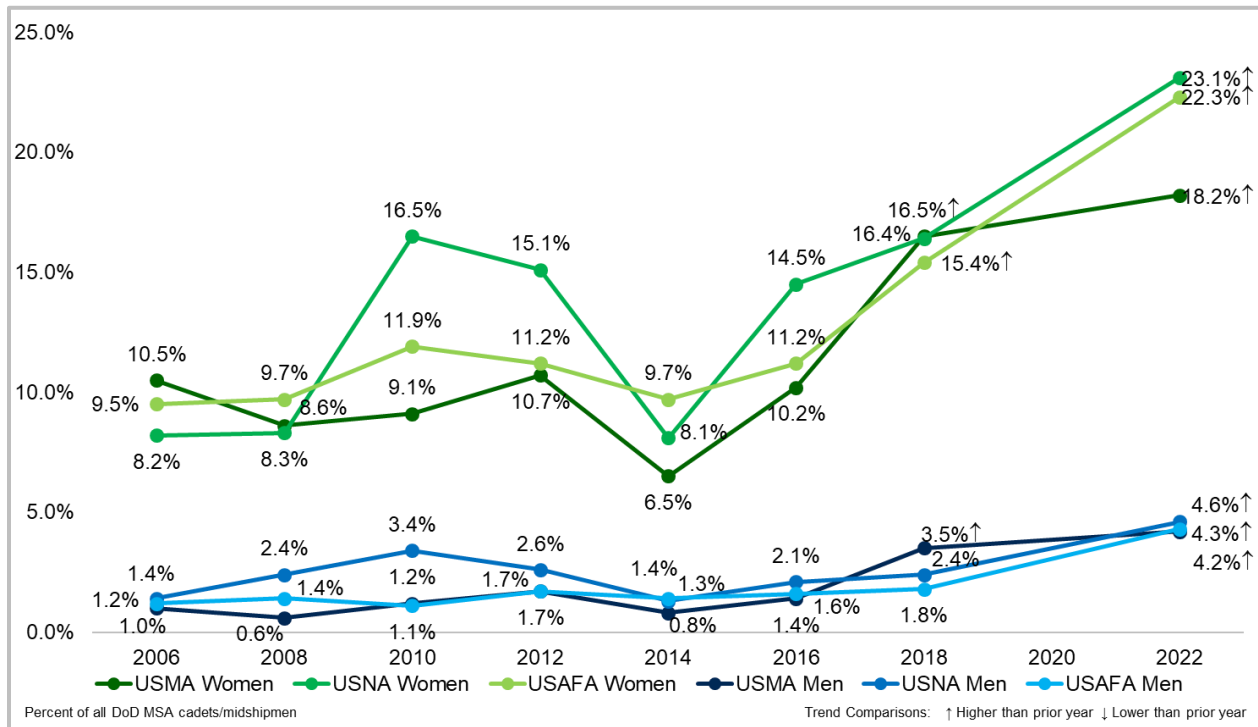
Figure 1.
Estimated Past Year Unwanted Sexual Contact Rate



Margins of error range from $\pm 0.3\%$ to $\pm 0.7\%$.

- An estimated 21.4% of DoD MSA women (733 cadets/midshipmen) and 4.4% of DoD MSA men (404 cadets/midshipmen) experienced unwanted sexual contact in the past APY (Figure 1). These estimates reflect a significant increase compared to 2018, when the rate for women was 16.1% and 2.6% for men.
 - For USMA, an estimated 18.2% of women (187 cadets) and 4.2% of men (142 cadets) experienced unwanted sexual contact in the past APY (Figure 2). These estimates reflect a significant increase compared to 2018, when the rate for women was 16.5% and 3.5% for men.
 - For USNA, an estimated 23.1% of women (287 midshipmen) and 4.6% of men (141 midshipmen) experienced unwanted sexual contact in the past APY. These estimates reflect a significant increase compared to 2018, when the rate for women was 16.4% and 2.4% for men.

- For USAFA, an estimated 22.3% of women (259 cadets) and 4.3% of men (122 cadets) experienced unwanted sexual contact in the past APY. These estimates reflect a significant increase compared to 2018 when the rate for women was 15.4% and 1.8% for men.

Figure 2.***Estimated Past Year Unwanted Sexual Contact Rate by MSA and Gender***

Margins of error range from $\pm 0.3\%$ to $\pm 1.4\%$.

Experiences of Unwanted Sexual Contact

To better understand the circumstances involved in their experiences, Academy students who experienced unwanted sexual contact (USC)³ were asked to provide additional information regarding this experience.⁴ In addition to discerning what happened (type of USC involved in the one situation), students were asked to provide details regarding characteristics of who the alleged offender(s) were, when and where the one situation happened, experiences following the one situation of USC, and whether they chose to report the incident.

- The majority of MSA women who experienced USC in the past year indicated the one situation involved one alleged offender who was a male Academy student often in the same class year and whom they knew from class or another activity. MSA women

³ Experience of USC is determined by endorsement of at least one USC behavior in the past APY as presented on the survey.

⁴ Although some students may have experienced more than one USC event, follow-up questions on details about only one event were asked to minimize survey burden.

indicated USC incidents often took place on Academy grounds in a dormitory or living area or off Academy grounds at a social event and occurred most often after duty hours on a weekend or holiday. Approximately one-third of MSA women were victimized (e.g., sexually harassed, stalked, or sexually assaulted) by the same alleged offender before (38%) or after (31%) the USC one situation and 61% of situations involved alcohol use by the victim and/or alleged offender.

- The majority of MSA men who experienced USC in the past year indicated the one situation involved one alleged offender who was either a male or female Academy student often in the same class year and whom they knew from class or another activity. MSA men indicated USC incidents often took place on Academy grounds in a dormitory or living area or off Academy grounds at a social event and occurred most often after duty hours on a weekend or holiday. Approximately one-quarter of MSA men were victimized (e.g., sexually harassed, stalked, or sexually assaulted) by the same alleged offender before (27%) or after (23%) the USC one situation and 58% of situations involved alcohol use by the victim and/or alleged offender.
- Unwanted sexual contact remains an underreported crime, with 15% of MSA women and 5% of MSA men indicating they filed an official report.⁵ The majority who reported did so to stop the alleged offender(s) from hurting others. Approximately one-quarter of MSA women (27%) and around one-third of MSA men (36%) indicated they experienced retaliation as a result of reporting their USC event. For those who did not report the USC event, the majority did not think it was serious enough to report.

Estimated Past Year Sex-Based Military Equal Opportunity (MEO) Violation Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire in 2022 that impact gender discrimination estimates presented in this report. We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018, or the “adjusted” estimate. We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1.

Estimated Past Year Sexual Harassment Prevalence Rates

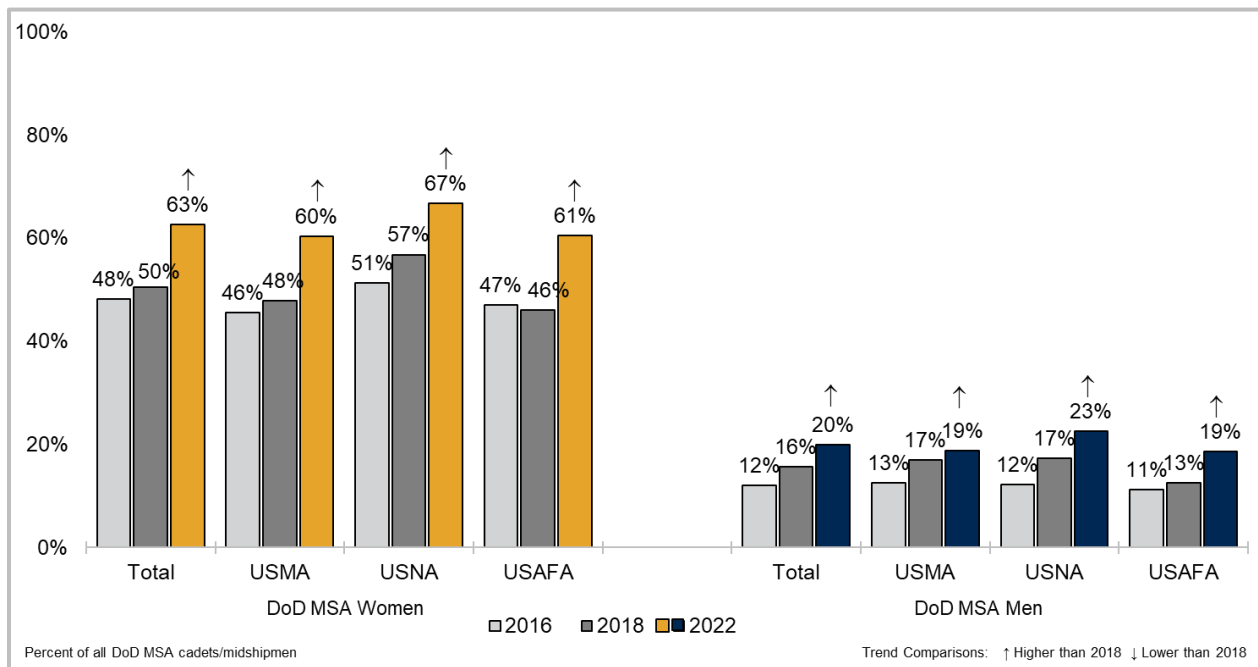
- An estimated 63% of DoD MSA women (2,127 cadets/midshipmen) and 20% of DoD MSA men (1,813 cadets/midshipmen) experienced sexual harassment in the past APY (Figure 3). These estimates reflect a significant increase compared to 2018 when the rate for women was 50% and 16% for men.
 - For USMA, an estimated 60% of women (611 cadets) and 19% of men (613 cadets) experienced sexual harassment in the past APY. These estimates reflect a

⁵ Reporting of unwanted sexual contact on the survey is based on self-report data.

significant increase compared to 2018 when the rate for women was 48% and 17% for men.

- For USNA, an estimated 67% of women (824 midshipmen) and 22% of men (683 midshipmen) experienced sexual harassment in the past APY. These estimates reflect a significant increase compared to 2018 when the rate for women was 57% and 17% for men.
- For USAFA, an estimated 60% of women (693 cadets) and 19% of men (518 cadets) experienced sexual harassment in the past APY. These estimates reflect a significant increase compared to 2018 when the rate for women was 46% and 13% for men.

Figure 3.
Estimated Past Year Sexual Harassment Rate



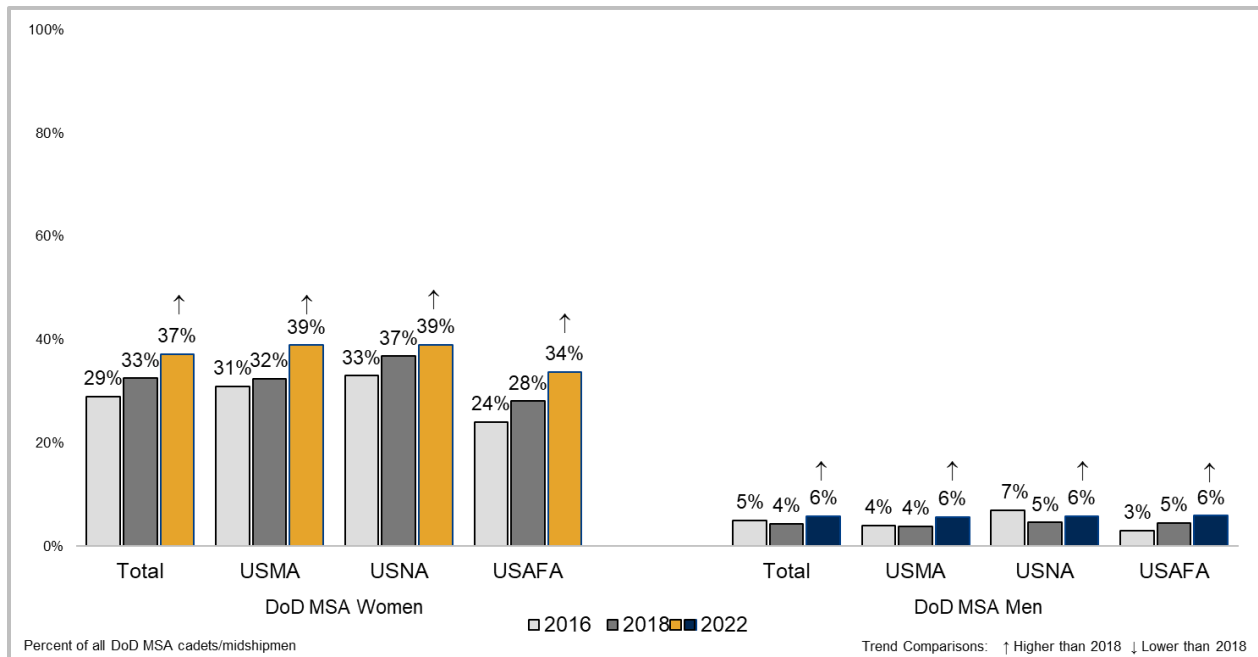
Margins of error do not exceed $\pm 2\%$.

Estimated Past Year Gender Discrimination Prevalence Rates

- An estimated 33% of DoD MSA women (1,124 cadets/midshipmen) and 5% of DoD MSA men (481 cadets/midshipmen) experienced gender discrimination in the past APY (Figure 4). The adjusted gender discrimination prevalence estimate for MSA women is 37% and reflects a significant increase compared to 2018 when the rate was 33%. The adjusted estimate for MSA men is 6% and reflects a significant increase compared to 2018, when the rate was 4%.

- For USMA, an estimated 35% of women (354 cadets) and 5% of men (173 cadets) experienced gender discrimination in the past APY. The adjusted gender discrimination prevalence estimate for USMA women is 39% and reflects a significant increase compared to 2018, when the rate was 32%. The adjusted estimate for USMA men is 6% and reflects a significant increase compared to 2018 when the rate was 4%.
- For USNA, an estimated 36% of women (439 midshipmen) and 5% of men (157 midshipmen) experienced sexual harassment in the past APY. The adjusted gender discrimination prevalence estimate for USNA women is 39% and reflects a significant increase compared to 2018, when the rate was 37%. The adjusted estimate for USNA men is 6% and reflects a significant increase compared to 2018, when the rate was 5%.
- For USAFA, an estimated 29% of women (332 cadets) and 5% of men (152 cadets) experienced sexual harassment in the past APY. The adjusted gender discrimination prevalence estimate for USAFA women is 34% and reflects a significant increase compared to 2018, when the rate was 28%. The adjusted estimate for USAFA men is 6% and reflects a significant increase compared to 2018, when the rate was 5%.

Figure 4.
Estimated Past Year Gender Discrimination Rate



Margins of error do not exceed $\pm 2\%$.

Prevalence Estimates by Race/Ethnicity and Sexual Orientation

For the first time on the 2022 SAGR, we collected demographic information that can serve to further inform the Department's prevention and response efforts. The following section describes prevalence of USC for students first by race/ethnicity and then, separately, by sexual orientation.

Prevalence Estimates by Race/Ethnicity

- An estimated 22.5% of racial/ethnic minority MSA women and 20.0% of non-Hispanic White MSA women experienced past year unwanted sexual contact; 63% of racial/ethnic minority MSA women and 63% of non-Hispanic White MSA women experienced sexual harassment; and 35% of racial/ethnic minority MSA women and 33% of non-Hispanic White MSA women experienced gender discrimination. Hispanic MSA women (28.5%) were more likely than women of other races/ethnicities to experience unwanted sexual contact than women of other race/ethnicities, whereas non-Hispanic White (20.0%) and Black (16.8%) MSA women were less likely. Hispanic MSA women (66%) were more likely than women of other race/ethnicities to experience sexual harassment, whereas Black (57%) and Asian (60%) women were less likely.
- An estimated 5.0% of racial/ethnic minority MSA men and 3.9% of non-Hispanic White MSA men experienced past year unwanted sexual contact; 24% of racial/ethnic minority MSA men and 19% of non-Hispanic White MSA men experienced sexual harassment; and 5% of racial/ethnic minority MSA men and 5% of non-Hispanic White MSA men experienced gender discrimination. Men who identified as some other race/ethnicity (6.8%) were more likely to experience unwanted sexual contact, while non-Hispanic White (3.9%) MSA men were less likely. Black (28%) and Hispanic (25%) MSA men were more likely to experience sexual harassment than men of other race/ethnicities, while non-Hispanic White men (19%) were less likely.

Prevalence Estimates by Sexual Orientation

The 2022 SAGR asked respondents to identify their sexual orientation as heterosexual or straight, gay or lesbian, bisexual, or something else. We present prevalence estimates for lesbian, gay, or bisexual (LGB) MSA students (as a group) and heterosexual MSA students.

- LGB MSA students were significantly more likely than heterosexual MSA students to experience each type of misconduct. An estimated 25.7% of LGB MSA women experienced past year unwanted sexual contact; 74% experienced sexual harassment, and 43% experienced gender discrimination. These estimated rates were significantly higher than the estimated rates of unwanted sexual contact (20.2%), sexual harassment (61%), and gender discrimination (32%) for heterosexual MSA women. An estimated 15.5% of LGB MSA men experienced past year unwanted sexual contact; 49% experienced sexual harassment, and 14% experienced gender discrimination. These estimated rates were significantly higher than the estimated rates of unwanted sexual contact (3.9%), sexual harassment (19%), and gender discrimination (5%) for heterosexual MSA men.

Academy Culture and Climate for Prevention of Sexual Assault and Sexual Harassment

The Department is committed to preventing sexual assault and sexual harassment from happening across the entire Force, including at the MSAs. In a February 2022 memorandum, the Under Secretary of Defense for Personnel and Readiness (USD[P&R]) stated that “sexual assault and sexual harassment have no place at our MSAs, and we must continue efforts to prevent and reduce these behaviors and foster academy climates of dignity and respect.”⁶ The SAGR survey is one way to track progress of prevention efforts at the MSAs. As such, this section summarizes prevention-relevant metrics, such as alcohol use, willingness to stop sexual assault and sexual harassment, bystander intervention, Academy culture related to prevention, and efforts by leaders and students at all levels to stop sexual assault and sexual harassment.

- Alcohol Use:** The majority of MSA women and men indicated at least minor alcohol consumption on a typical day when drinking, although more MSA women and men indicated no alcohol use, and fewer students having five or more drinks on a typical day when drinking since 2018. However, more than one-third (39%) of MSA students indicated they had engaged in binge drinking on at least one or more occasions in the past 30 days.⁷ Just under one-quarter of MSA students (22%) of MSA students indicated that alcohol had impacted their memory at least once in the past year, a decrease compared to 27% in 2018.
- Bystander Intervention:** In general, the vast majority of MSA students were willing to stop sexual harassment to at least a small extent. Specifically, half of MSA women and 56% of MSA men indicated they were willing to point out to someone that they thought had “crossed the line” with gender-related comments or jokes, although were less likely to do so compared to 2018. Over half of MSA women (56%) and over two-thirds of MSA men (69%) were willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment. Compared to 2018, more MSA students witnessed at least one situation in which unwanted behaviors were occurring. The most common situations witnessed by both MSA women and men were observing someone who crossed the line with their sexist comments or jokes or encountering someone who drank too much and needed help. Despite increases in witnessing these behaviors, the overwhelming majority of MSA students intervened, most often by talking to those involved to see if they were okay or by speaking up to address the situation.
- Perceptions of Academy Leadership and Peers Setting Good Examples:** Over two-thirds of MSA women (70%) and over three-quarters of MSA men (77%) believed that both their commissioned and non-commissioned officers set good examples in their own behavior and talk, although endorsement for MSA women was significantly lower compared to 2018 while endorsement remained statistically unchanged for MSA men. Perceptions of whether other cadets/midshipmen watch out for each other to prevent

⁶ Obtained on November 23, 2022, from DoD 2022:

https://www.sapr.mil/sites/default/files/public/docs/reports/MSA/DoD_Actions_to_Address_Memorandum_to_the_Military_Departments_MSA_APY20-21.pdf.

⁷ This binge drinking metric was new to the survey in 2022 and thus no trends are available.

sexual assault and the extent to which cadet/midshipman leaders enforce rules, are noticeably lower than perceptions of officers setting good examples. Approximately two-thirds of MSA men (64%) and just under half of MSA women (47%) indicated other cadets watch out for each other to prevent sexual assault, a decrease compared to 2018. When asked whether cadet/midshipman leaders enforce rules, 59% of MSA men and 47% of MSA women indicated they do so to a large extent, also a decrease for women compared to 2018.

- **Efforts to Stop Sexual Assault and Sexual Harassment:** Of the various leaders and personnel on campus, MSA students perceived that Academy senior leadership, officers, and military/uniformed faculty make the most effort to stop sexual assault and sexual harassment, although those perceptions decreased compared to 2018, as did perceptions for the majority of Academy personnel. MSA women had lower perceptions than MSA men for most Academy personnel.

Academy Culture and Climate for Reporting Sexual Assault and Sexual Harassment

Sexual assault and sexual harassment often go unreported. The culture and climate regarding reporting plays a large role in whether a victim chooses to come forward. To further examine the Academy culture and climate related to reporting of these unwanted behaviors, the 2022 SAGR asked MSA students whether they would trust the Academy if they were to experience sexual assault, and about other deterrents for reporting at the Academy, such as victim blaming and the role media plays.

- **Trust in the Academy:** The 2022 SAGR asked MSA students who had not experienced unwanted sexual contact in the past year how they believe the Academy would respond if they were to experience USC. Compared to 2018, fewer MSA cadets indicated they trust the Academy to protect their privacy, ensure their safety, and treat them with dignity and respect if they were to experience sexual assault, with over half to just over two-thirds of MSA men and one-third to just over two-fifths of MSA women indicating they would trust the Academy to a large extent.
- **Barriers to Reporting Sexual Assault:** Compared to 2018, progress was made in 2022 with regard to perceptions that high-profile cases, media scrutiny, and negative peer reactions would impact whether a victim would report a sexual assault to a large extent. However, MSA women still hold these perceptions at higher rates than MSA men, most notably when asked to what extent potential negative reactions from Academy peers would impact a victim's willingness to come forward and report. Students' beliefs regarding whether rape myths and victim blaming occur at the Academy have declined since 2018 but remain prevalent. Similar to the barriers to reporting previously discussed, MSA women are more likely than MSA men to perceive that victim blaming occurs at the Academy and that a victim's reputation affects whether they will be believed.
- **Psychological Climate for Sexual Harassment:** Students were asked to rate their company/squadron at the Academy on how seriously sexual harassment is treated as an

issue and how risky it is for cadets in their company/squadron to make a complaint about sexual harassment. Over one-quarter of MSA women (29%) perceived their company/squadron as tolerant of sexual harassment, which was more than their male counterparts (8%).

- **Responsibility and Intervention:** This metric examines to what extent a student's company/squadron promotes a climate based on mutual respect and trust, refrains from sexist comments and behavior, encourages bystander intervention, and corrects incidents of sexual harassment. MSA men indicated higher levels of responsibility and intervention within their company/squadron than did MSA women. Just under two-thirds of MSA women (64%) and the majority of MSA men (80%) indicated people in their company/squadron promote a climate based on mutual respect and trust whereas approximately two-fifths of women (43%) and over two-thirds of men (68%) indicated people in their company/squadron recognize and immediately correct incidents of sexual harassment.

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Chapter 1: Introduction and Methodology

Introduction

The Health and Resilience (H&R) Research Division of the Office of People Analytics (OPA) has been conducting congressionally mandated gender relations surveys of cadets and midshipmen at each of the Department of Defense (DoD) Military Service Academies (MSA) since 2005. The chief purpose of these surveys has been to measure, analyze, and report estimated prevalence rates of sexual assault and rates of sex-based military equal opportunity (MEO) violations (sexual harassment and gender discrimination). The survey also serves to assess attitudes and perceptions about programs and policies designed to reduce the occurrence of these unwanted behaviors and to improve the climate of gender relations at the Academies. The *2022 Service Academy Gender Relations Survey (2022 SAGR)* was conducted to address these purposes and is the most recent of the biennial surveys to be administered.

DoD Sexual Assault Programs and Policies

The current assessment cycle at the Academies, which consists of a biennial and alternating administration of surveys and focus groups, is codified by Title 10, United States Code (U.S.C.), Sections 4361, 6980, and 9361, as amended by Section 532 of the John Warner National Defense Authorization Act (NDAA) for Fiscal Year 2007. This requirement applies to the DoD Academies (U.S. Military Academy [USMA], U.S. Naval Academy [USNA], and U.S. Air Force Academy [USFA]).

DoD Sexual Assault Prevention and Response Policy

Program Oversight

DoD Directive (DoDD) 6495.01 charged the Under Secretary of Defense for Personnel & Readiness (USD[P&R]) with implementing a Sexual Assault Prevention and Response (SAPR) program and monitoring compliance with the directive through data collection and performance metrics (Department of Defense, 2015a). It established the DoD Sexual Assault Prevention and Response Office (SAPRO) within the Office of the USD (P&R) in 2006 to address all DoD sexual assault policy matters, except criminal investigations and legal processes, which are the responsibility of the Military Criminal Investigative Organization (MCIO) and the Offices of the Judge Advocates General in the Military Departments, respectively. DoD SAPRO requires data to continually assess the prevalence of sexual assault at the Academies and the effectiveness of the programs and resources they implement.

Defining Sexual Assault

DoDD 6495.01 defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2021). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to

commit these acts. In Section 522 of the NDAA for FY 2006, Congress amended the UCMJ to consolidate and reorganize the array of military sex offenses. These revised provisions took effect on October 1, 2007. Article 120, UCMJ, was subsequently amended in FY 2012. Additional amendments to the UCMJ were made in FY2016.

The term “unwanted sexual contact” used throughout this report refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body. The 2022 SAGR measures unwanted sexual contact using a comprehensive, behavioral list of items. The resulting prevalence rate provides an estimated proportion of military members who experienced any of these behaviors, referred to as unwanted sexual contact, in the prior year. The estimated prevalence rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

DoD Equal Opportunity Sexual Harassment and Gender Discrimination Policies

Program Oversight

The Office for Diversity, Equity, and Inclusion (ODEI) is the primary office within DoD that develops and executes diversity management and equal opportunity policies and programs. ODEI monitors the prevention and response of sexual harassment and gender discrimination by overseeing multiple programs including the Military Equal Opportunity (MEO) program. The overall goal of the MEO program is to provide an “environment in which Service members are ensured an opportunity to rise to the highest level of responsibility possible in the military profession, dependent only on merit, fitness, and capability” (DoDD 1350.2; Department of Defense, 2015c).

Defining Sexual Harassment and Gender Discrimination

DoD Instruction (DoDI) 1020.03, “Harassment Prevention and Response in the Armed Forces,” establishes the Department’s comprehensive prevention and response program and defines sexual harassment as “Conduct that:

- Involves unwelcome sexual advances, requests for sexual favors, and deliberate or repeated offensive comments or gestures of a sexual nature when:
 - Submission to such conduct is, either explicitly or implicitly, made a term or condition of a person’s job, pay, or career;
 - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person; or
 - Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.

- Is so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the environment as hostile or offensive.
- Any use or condonation, by any person in a supervisory or command position, of any form of sexual behavior to control, influence, or affect the career, pay, or job of a member of the Armed Forces or a civilian employee of the Department of Defense.
- Any deliberate or repeated unwelcome verbal comments or gesture of a sexual nature by any member of the Armed Forces or a civilian employee of the Department of Defense.

There is no requirement for concrete psychological harm to the complainant for behavior to constitute sexual harassment. Behavior is sufficient to constitute sexual harassment if it is so severe or pervasive that a reasonable person would perceive, and the complainant does perceive, the environment as hostile or offensive.

Sexual harassment can occur through electronic communications, including social media, other forms of communication, and in person.”

Unlawful discrimination is defined in DoDD 1020.02E and includes “disparate treatment or harassment of an individual or group based on a prohibited factor contrary to federal law or regulation.” MEO refers to “the right of all Service members to serve, advance, and be evaluated based on only individual merit, fitness, capability, and performance in an environment free from unlawful discrimination on the basis of race, color, national origin, religion, sex (including gender identity), or sexual orientation.” The prevalence of gender discrimination, based on sex or gender identity, is measured on the *SAGR* surveys.

Measurement of Constructs

Construction of estimated rates of unwanted sexual contact, sex-based MEO violations, and retaliatory behaviors are described in detail below. These rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

Unwanted Sexual Contact

Unwanted sexual contact refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.⁸ In the 2022 *SAGR*, unwanted sexual contact is measured using a comprehensive, behavioral list of items (Q49; Figure 5). The resulting prevalence rate provides an estimated

⁸ The UCMJ defines unwanted sexual behaviors. For the purposes of this report, “unwanted” is used to clarify the term describing sexual behaviors punishable under the UCMJ.

proportion of individuals who experienced any of these behaviors, referred to as unwanted sexual contact, in the past academic program year (APY, i.e., since June 2021).⁹

Figure 5.
Questions Measuring Unwanted Sexual Contact

Unwanted Sexual Contact	Since June 2021, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.
	• Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them? • Attempted to make you have sexual intercourse, but was not successful? • Made you have sexual intercourse? • Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful? • Made you perform or receive oral sex, anal sex, or penetration by a finger or object?

As originally developed, the goal of the unwanted sexual contact question was to act as a proxy for sexual assault while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact item was not to provide a crime victimization rate but to provide the DoD with information about Service Academy cadets and midshipmen who experienced sex-related behaviors prohibited by the UCMJ that would qualify the individual to receive SAPR support services. This behaviorally based measure captures specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or its definition of sexual assault. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” described in Articles 120 and 125 of the UCMJ. As such, using behaviorally based questions allows for more accurate estimation of prevalence rates (Fisher & Cullen, 2000). The 2022 SAGR specifically asks about behaviors that were against the respondent’s consent (either when they did not or could not consent) or against their will, including completed and attempted sexual intercourse, oral sex, anal sex, or penetration by an object or finger, as well as unwanted sexual touching. The latter is specific to unwanted touching of sexual regions of the body (i.e., genitalia, breasts, or buttocks) and does not include unwanted touching of nonsexual regions of the body or

⁹ The RAND Corporation developed a measure of sexual assault that incorporates UCMJ-prohibited behaviors and consent factors to derive prevalence rates of crimes committed against military members (Morrall, Gore, & Schell, 2014). RAND fielded both the existing unwanted sexual contact measure and the new measure and found that weighted estimated topline rates from each measure were not statistically significantly different. In October 2015, OPA conducted pretests at the three DoD Academies using RAND’s new sexual assault measure. The pretest included questions after the main survey asking if respondents understood the survey questions, whether they would be comfortable taking the survey, whether they would be comfortable taking the survey in a group setting, whether they would answer honestly, and whether they would have any negative reactions after taking the survey. Pretest results indicated that the measure’s length and graphic language made it inappropriate for administration to students in an in-person group setting. Students who indicated on the pretest that they had experienced sexual assault indicated lower willingness than other students to answer all survey items honestly, particularly during in-person survey administration. For these reasons and to retain the ability to trend unwanted sexual contact results over time, the existing unwanted sexual contact measure was retained.

behaviors that are harassing in nature. The terms and definitions of unwanted sexual contact have been consistent throughout all of the *SAGR* surveys since 2006 to provide DoD with comparable data points across time. These rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

Time Reference

When surveys ask about experiences within a set time frame, there is a risk that respondents might include experiences that fall outside of that specific time frame, a bias known as external telescoping. For the *2022 SAGR*, the survey contains an inherent “anchor” via the APY. Students are instructed in a verbal briefing before the survey administration only to consider experiences that have occurred within that APY, beginning in June 2021. This time frame is reiterated on the survey instrument in the unwanted sexual contact question and sex-based MEO questions as well as the subsequent questions about the “one situation” that had the greatest effect on the respondent. Research and theory on telescoping suggests that time frames anchored with highly salient events, called landmarks, can be effective in reducing telescoping bias (Gaskell et.al, 2000). To be maximally effective, landmarks should avoid two potential problems: (1) susceptibility of the landmark itself to telescoping forward in respondents’ memories and (2) inequivalent salience of the landmark for all respondents (Gaskell et al., 2000). The landmark used in the *2022 SAGR* appears resistant to both potential problems. The beginning of the current APY for Academy students marked a number of important changes for students, such as change in class rank, opening of new opportunities, and expansion of privileges. This moment in time was unlikely to be mentally telescoped forward by respondents; moreover, this landmark should be equally salient for all respondents. Given the repeated time frame instructions and the strong salient landmark given by the APY, the risk of telescoping for the reference period in the *2022 SAGR* is likely to be very small.

Sex-Based Military Equal Opportunity (MEO) Violations

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

Behavioral Definition

Following the 2014 RMWS guidelines, OPA used a two-step process to determine estimated sex-based MEO violation rates. First, we asked questions about whether students experienced behaviors prohibited by MEO policy by someone from their Academy and the circumstances of those experiences. Second, we categorized those reported behaviors into two types of sex-based MEO categories—sexual harassment and gender discrimination—to produce estimated rates for these two categories.

The sex-based MEO measure includes two requirements to reach the level of being in violation of DoD policy (DoDD 1350.2). First, the student must endorse an experience consistent with the sex-based MEO violations specified by DoDD 1350.2. These include indicating experiencing either sexual harassment (e.g., sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their Academy. Second, the student also had to have indicated “yes” to one of the follow-up items that assess persistence and/or severity of the behavior (Figure 6).

Figure 6.
Two-Part Sex-Based MEO Violation Measure

Sexual Harassment	① Experienced at Least One Behavior	
	Sexually Hostile Work Environment Behaviors - Repeatedly told sexual “jokes” that made you uncomfortable, angry, or upset - Embarrassed, angered, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to - Displayed, showed, or sent sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset - Repeatedly told you about their sexual activities or make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch) in a way that made you uncomfortable, angry, or upset - Repeatedly asked you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset - Made repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset - Took or shared sexually suggestive pictures or videos of you when you did not want them to that made you uncomfortable, angry, or upset* - Made repeated attempts to establish an unwanted romantic or sexual relationship with you that made you uncomfortable, angry, or upset - Repeatedly touched you in a way that made you uncomfortable, angry, or upset Sexual Quid Pro Quo Behaviors - Made you feel as if you would get some benefit in exchange for doing something sexual - Made you feel as if you would get punished or treated unfairly at your Academy if you did NOT do something sexual	
	② Met Follow-Up Criteria	
Gender Discrimination	Sexually Hostile Work Environment Follow-Up Criteria - They continued this unwanted behavior after they knew that you or someone else wanted them to stop, or - This was severe enough that most cadets/midshipmen at your Academy would have been offended Sexual Quid Pro Quo Follow-Up Criteria - The person(s) who did this unwanted behavior were in a position of authority/leadership over you, and - They told you that they would give you a reward or benefit, or would be punished or treated unfairly for doing something sexual, or - They hinted that you would get a reward or benefit for doing something sexual, or would be punished or treated unfairly for NOT doing something sexual or - Someone else told you they got benefits from this person by doing sexual things, or punished or treated unfairly by this person for NOT doing something sexual	
	① Experienced at Least One Behavior	② Met Follow-Up Criteria
	- Said that someone of your gender is NOT as good as the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer - Mistreated, ignored, excluded, or insulted you because of your gender	- This treatment/their beliefs about your gender harmed or limited your cadet/midshipman career - The person(s) who did this unwanted behavior were in a position of authority/leadership, or authority/leadership over you

*Only required the criteria of being severe enough that most cadets/midshipmen at the participant's Academy would have been offended

Negative Outcomes Associated with Reporting a Sexual Assault

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

Construction of Metrics for Negative Outcomes

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

Survey questions are only able to provide a general understanding of the self-reported outcomes that may constitute reprisal, ostracism, or other negative outcomes.¹⁰ Ultimately, only the results of an investigation (which considers all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited negative behaviors. The estimates presented in this report reflect the students' perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliatory behavior. Construction of rates of professional reprisal, ostracism, and other negative outcomes are based on general policy prohibitions. These rates should not be construed as legal crime victimization rates in the absence of an investigation being conducted to determine a verified outcome.

Professional Reprisal. “Reprisal” is defined in DoDD 7060.06 as “taking or threatening to take an unfavorable personnel action, or withholding or threatening to withhold a favorable personnel action, for making, preparing to make, or being perceived as making or preparing to make a protected communication” such as report of a crime (DoDD 7060.06; Department of Defense, 2021).¹¹ Per its definition in law and policy, reprisal may only occur if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the student who reported a crime. As depicted in Figure 7, the estimated professional reprisal rate in the 2022 SAGR is a summary measure reflecting whether students indicated they experienced a behavior consistent with professional reprisal as a result of reporting unwanted sexual contact, (i.e., the action taken was not based on conduct or performance). Further, the student must believe leadership took these actions for any one of a specific set of reasons: because they were trying to get back at the student for making an official

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

¹¹ Military Whistleblower Protection Act (10 U.S.C. § 1034); Section 1709(a) of the NDAA for FY 2014 requires regulations prohibiting retaliation against an alleged victim or other member of the Armed Forces who reports a crime and requires that violations of those regulations be punishable under Article 92.

report (restricted or unrestricted), because they were trying to discourage the student from moving forward with their report, or because they were angry at the student for causing a problem for them.

Figure 7.
Construction of Estimated Professional Reprisal Rate

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

Ostracism. Although the interpretation of ostracism varies slightly,¹² in general, ostracism may occur if retaliatory behaviors were taken either by a member's military peers (such as fellow students in the context of the Academies) or by leadership. Examples of ostracism include improper exclusion from social acceptance, activities, or interactions; denying privilege of friendship due to the reporting or planning to report a crime; and/or subjecting the student to insults or bullying due to reporting or planning to report a crime. As depicted in Figure 8, this is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, the student perceived at least one behavior consistent with ostracism. To be included in this estimated rate, the student also needed to indicate that they perceived at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and that the student believed that the person(s) was (were) trying to discourage them from moving forward with their report or discourage others from reporting.

¹² The Military Departments crafted policies that implement the regulation of these prohibitions against ostracism outlined in section 1709(a).

Figure 8.
Construction of Estimated Ostracism Rate

Ostracism	① Experienced at least one behavior from cadet/midshipman peers or leadership (including those in their cadet/midshipman chain of command) in line with potential ostracism
	• Made insulting or disrespectful remarks or made jokes at your expense in public • Excluded you or threatened to exclude you from social activities or interactions • Ignored you or failed to speak to you despite your attempts to communicate (for example, gave you “the silent treatment”)
	② Belief that at least one individual knew or suspected the respondent made an official sexual assault report (unrestricted or restricted)
	③ Belief that the action was taken to discourage you from moving forward with your report or discourage others from reporting

Other Negative Outcomes.¹³ This is a summary measure reflecting whether, as a result of reporting unwanted sexual contact, respondents indicated experiencing negative behaviors from cadet/midshipman peers or leadership that occurred without a valid military purpose, and may have included physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm. Figure 9 shows the behaviors and two follow-up criteria required to be included in the metric. To be included in this estimated rate, the student also needed to indicate that at least one person who took the action knew or suspected the student made an official (unrestricted or restricted) sexual assault report and the student believed that the person(s) was (were) trying to discourage them from moving forward with their report or to discourage others from reporting, or that the person was trying to abuse or humiliate them.

Figure 9.
Construction of Estimated Other Negative Outcomes Rate

Other Negative Outcomes	① Experienced at least one behavior from cadet/midshipman peers (including those in their cadet/midshipman chain of command) in line with potential other negative outcomes
	• Made insulting or disrespectful remarks or made jokes at your expense to you in private • Showed or threatened to show private images, photos, or videos of you to others • Bullied you or made intimidating remarks about the assault • Was physically violent with you or threatened to be physically violent • Damaged or threatened to damage your property
	② Belief that at least one individual knew or suspected the respondent made an official sexual assault report (unrestricted or restricted)
	③ Belief that the action was for one of the following reasons:
	• To discourage you from moving forward with your report or discourage others from reporting • They were trying to abuse or humiliate you

¹³ Because the SAGR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Survey Methodology

OPA uses industry-standard scientific survey methodology to control for bias and allow for generalizability to populations. For more than 30 years, OPA has been DoD's lead organization for conducting impartial and unbiased scientific survey and focus group research on a number of topics of interest to the DoD. OPA uses standard scientific methods to conduct cross-component surveys that provide DoD with fast, accurate assessments of attitudes, opinions, and experiences of the entire DoD community. Although OPA has used industry-standard scientific survey methodology for many years, it is important to clearly describe how the scientific practices employed by large survey organizations control for bias and allow for generalizability to populations. Specifically, OPA's survey methodology meets industry standards that are used by government statistical agencies (e.g., the U.S. Census Bureau and Bureau of Labor Statistics [BLS]), private survey organizations, and well-known polling organizations. OPA adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).¹⁴ In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND, Government Accountability Office [GAO]).¹⁵

Appendix B contains frequently asked questions (FAQs) on the methods employed by government and private survey agencies, including OPA.

Statistical Design

The population of interest for the 2022 *SAGR* consisted of all students at USMA, USNA, and USAFA.¹⁶ The entire population of male and female students was selected for the survey.¹⁷ This census of all students was designed for maximum reliability of results in the sections in which the survey questions applied to only a subset of students, such as those questions asking details of an unwanted sexual contact, especially among men. It should be noted that although all students were invited, the survey was voluntary and students were not required to participate.

The target survey frame consisted of 12,695 students drawn from the student rosters provided to OPA by each of the three MSAs. OPA received a final dataset containing 12,532 returned questionnaires. Surveys were completed by 10,328 students, yielding an overall weighted

¹⁴ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (<https://aapor.org/standards-and-ethics/best-practices/>). OPA has conducted surveys of the military and DoD community using stratified random sampling for more than 25 years.

¹⁵ The GAO reviewed OPA's (then Defense Manpower Data Center's [DMDC]) survey methods in 2010 and determined OPA uses valid scientific survey methods (GAO, 2010). In 2013, the Joint Program in Survey Methodology (JPSM) confirmed OPA's scientific weighting methods were appropriate. In 2014, an independent analysis of the methods used for a 2012 survey on gender relations in the Active Duty force, which aligns with methods used in the 2022 *SAGR*, determined that "[OPA] relied on standard, well accepted, and scientifically justified approaches to survey sampling and derivation of survey results as reported for the 2012 *WGRA*" (Morrall, Gore, & Schell, 2014).

¹⁶ Two groups of students were excluded: visiting students from other Academies and foreign nationals.

¹⁷ Starting in 2014, *SAGR* included all female and male Service Academy students to better understand the specific experiences of men who indicate unwanted sexual contact and/or MEO violations. In previous survey years, all women at all Service Academies and a statistically constructed sample of men were included in the study in order to produce reliable results.

response rate for respondents at the DoD Academies of 81% (87% for DoD Academy women, 79% for DoD Academy men).¹⁸

Using an industry-standard process, data were weighted to reflect each Academy's population as of March 2022.¹⁹ The estimated number of students, the number of respondents, and the portion of total respondents in each reporting group are shown in Table 1.

Table 1.
2022 SAGR Counts and Weighted Response Rates

	Population	Survey Respondents	Weighted Response Rate
DoD MSA Total	12,695	10,328	81%
Men	9,266	7,349	79%
Women	3,429	2,979	87%
USMA	4,359	3,995	92%
Men	3,333	3,073	92%
Women	1,026	922	90%
USNA	4,338	3,700	85%
Men	3,097	2,517	81%
Women	1,241	1,183	95%
USAFA	3,998	2,633	66%
Men	2,836	1,759	62%
Women	1,162	874	75%

Weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The standard process of weighting consists of the following steps:

- Adjustment for selection probability—OPA typically adjusts for selection probability within scientific sampling procedures. However, in the case of the 2022 SAGR, all students were selected to participate in the survey. Therefore, although adjustment for selection probability is usually performed as the first step in the weighting process, in this instance, the selection probability is 100%, hence the base weights are calculated to be 1.

¹⁸ “Completed” is defined as answering at least one of the questions asked of all participants, at least one response from the MEO violations questions (Q4, Q7, Q10, Q13, Q16, Q19, Q22, Q25, Q29, Q32, Q34, Q36, or Q39), and a valid response to Q49 on unwanted sexual contact.

¹⁹ For further details, see the 2022 SAGR Statistical Methodology Report

- Adjustments for nonresponse—Although the 2022 SAGR was a census of all students, some students did not respond to the survey, and others responded or started the survey but did not complete it (i.e., did not provide the minimum number of responses required for the survey to be considered complete). OPA adjusts for this nonresponse by creating population estimates by first calculating the base weights as the reciprocal of the probability of selection (in the 2022 SAGR, the base weights take on the value 1 since the survey was a census). Next, OPA adjusts the base weights for those who did not respond to the survey, then adjusts for those who started the survey but did not complete it.
- Adjustment to known population values—OPA typically adjusts the weights in the previous step to known population values to account for remaining bias. In the case of the 2022 SAGR, the weights in the previous step were adjusted to known population values using the three known demographic variables (Academy, class year, and gender). The poststratification adjustments all have the value 1 because the three demographic variables were already accounted for in the previous step.

Although the 2022 SAGR was a census of students, not everyone responded to the survey; hence, the weighting procedures described above were required to produce population estimates (e.g., percentage female). Because of the weighting, conventional formulas for calculating margins of error overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN PROC DESCRIPT (Research Triangle Institute, Inc., 2013).²⁰ Variance estimates are used to construct margins of error (i.e., confidence interval half-widths) of percentages and means based on 95% confidence intervals.

Survey Administration

The SAGR is administered in-person on-site at each of the Academies using an anonymous paper-and-pen survey. Data were collected for the 2022 SAGR at the Academies in March and April of 2022. The Academies scheduled survey sessions for all students in groups with separate sessions for female and male students at each Academy. After checking in, each student was handed a survey, an envelope, a pen, and an Academy-specific information sheet. The information sheet included details on where students could obtain help if they became upset or distressed while taking the survey or afterward. Students were briefed on the purpose and details of the survey and the importance of participation. Completion of the survey itself was voluntary. If students did not wish to take the survey, they could leave the session at the completion of the mandatory briefing. Students returned completed or blank surveys (depending on whether they chose to participate) in sealed envelopes into a bin as they exited the session; this process was monitored by the survey proctors as an added measure for protecting students' anonymity. 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).

²⁰ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

Statistical Comparisons

As the *SAGR* surveys are scheduled to field in the spring of even-numbered years (a recurring qualitative research effort is conducted with the MSAs in odd-numbered years), OPA prepared a *2020 SAGR* to begin data collection in March, 2020. As the DoD issued orders restricting non-essential travel in response to the COVID-19 pandemic, the OPA research team was stood down as the *2020 SAGR* was postponed, and eventually canceled. For these reasons, any methodology, data, and reporting for the *2020 SAGR* are non-existent, and not reportable here. Historically, OPA reports make statistical comparisons to results of the last survey iteration. Comparisons to the *2018 SAGR* are presented here and in other *2022 SAGR* publications in lieu of the *2020 SAGR*'s cancellation.

Results of the *2022 SAGR* are presented at various levels within this report. Results are reported for each Academy by gender (where applicable) and class year. When the *2022 SAGR* questions are comparable to questions in the previous 2018 survey, an analysis of comparisons between survey years is presented for statistically significant changes overtime. In addition, rates from 2016, 2014, 2012, 2010, 2008, and 2006 are presented for overall prevalence rates of unwanted sexual contact (statistical comparisons for these prevalence rates by class year are only reported for 2018). Comparisons to prior years for sex-based MEO violations are only comparable to 2018 and 2016 estimates due to changes in the measure in 2016. Items related to culture and climate that have been consistently measured on the *SAGR* surveys over iterations also show results as far back as the data are available.

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

- *Academy*—USMA, USNA, and USAFA.
- *Class Year*—Seniors (Class of 2022), Juniors (Class of 2023), Sophomores (Class of 2024), and Freshmen (Class of 2025).
- *Gender*—Men or women.

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the *2022 SAGR*: between survey years (comparisons to the previous survey year) and within the current survey year (2022) by class membership (i.e., senior, junior, sophomore, and freshman) and gender (where applicable). Class comparisons within the current survey year are made along a single dimension by Academy and gender. In this type of comparison, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension (i.e., the total population minus the group being assessed). For example, responses of senior women at USAFA are compared to the weighted average of the responses from junior, sophomore, and freshman USAFA women (e.g., women in all other classes at USAFA). In some cases, the same value of an estimate for two different classes is significantly higher or lower for one class but not the other. This may be due to rounding (both 12.7% and 13.4% are displayed as 13%) or differences in margins of error. When comparing results across survey years (e.g., 2022 compared to 2018), statistical tests for differences between

means (i.e., average scores) are used. For all statistical tests, OPA uses two-independent-sample t-tests where differences are statistically significant at $p < 0.01$. Because the results of comparisons are based on weighted estimates, the reader can infer that the results generalize to the population.

Presentation of Results

The tables and figures in the report are numbered sequentially. Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident one is that the interval contains the true population value being estimated. For example, if it is estimated that 55% of individuals selected an answer and the margin of error was ± 3 , we are 95% confident that the “true” value being estimated in the population is between 52% and 58%. Because the results of comparisons are based on weighted results, the reader can assume that the results generalize to the Academy’s populations within an acceptable margin of error.

The annotation “NR” indicates that a specific result is “not reportable” due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of not having a sufficient number of respondents (fewer than five), an effective number of respondents (fewer than 15), or a relative standard error (greater than 0.3). The effective number of respondents considers the finite population correction and variability in weights. An “NR” presentation protects the DoD, and the reader, from presenting potentially inaccurate findings due to instability of the specific estimate. The cause of instability is due to high variability (large relative standard error) usually associated with a small number of respondents contributing to the estimate. Additionally, some estimates might be so small as to appear to approach a value of zero. In those cases, an estimate of less than one percent ($<1\%$) is displayed.

Chapter 2: United States Military Academy (USMA)

This chapter provides findings for the United States Military Academy (USMA), also known as West Point, regarding estimated prevalence and incidents of unwanted sexual contact (USC), sex-based military equal opportunity (MEO) violations (including sexual harassment and gender discrimination), and general cadet culture. Administration of the *2022 Service Academy Gender Relations Survey (2022 SAGR)* took place on site at USMA from April 11–15, 2022. Of the 4,359 (1,026 women, 3,333 men) cadets at the Academy, 3,995 completed the survey (922 women, 3,073 men) for an overall participation rate of 92% (90% for women, 92% for men).

This chapter provides topline findings for women and men at USMA, including statistically significant differences between estimates from the *2018 SAGR* compared to the *2022 SAGR*, where applicable. This report does not provide a comprehensive review of all statistically significant differences. Rather, salient statistically significant results between estimates from the *2018 SAGR* compared to the *2022 SAGR* and those between class years in 2022 are discussed. All data points and significance testing are available in the separately published *2022 SAGR Results & Trends Volume*. Some estimates are not reportable (indicated as NR in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.²¹ When data are not reportable for USMA men, only results for USMA women are discussed.

Unwanted Sexual Contact

As described in chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to assess experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact” or “USC.” This measure is based on objective behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault, nor does it require the participant to label the incident as sexual assault. The USC rate reflects the estimated percentage of USMA students who experienced behaviors prohibited by the UCMJ between June 2021 and the time of the survey in April 2022 (Academic Program Year [APY] 2021–2022). The terms and definitions of USC have been consistent across all *SAGR* surveys since 2006 to provide DoD with comparable data over time.

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

- *Completed penetration*—Includes those respondents who marked “yes” indicating they were made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.

²¹ Further details are provided in Chapter 1.

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

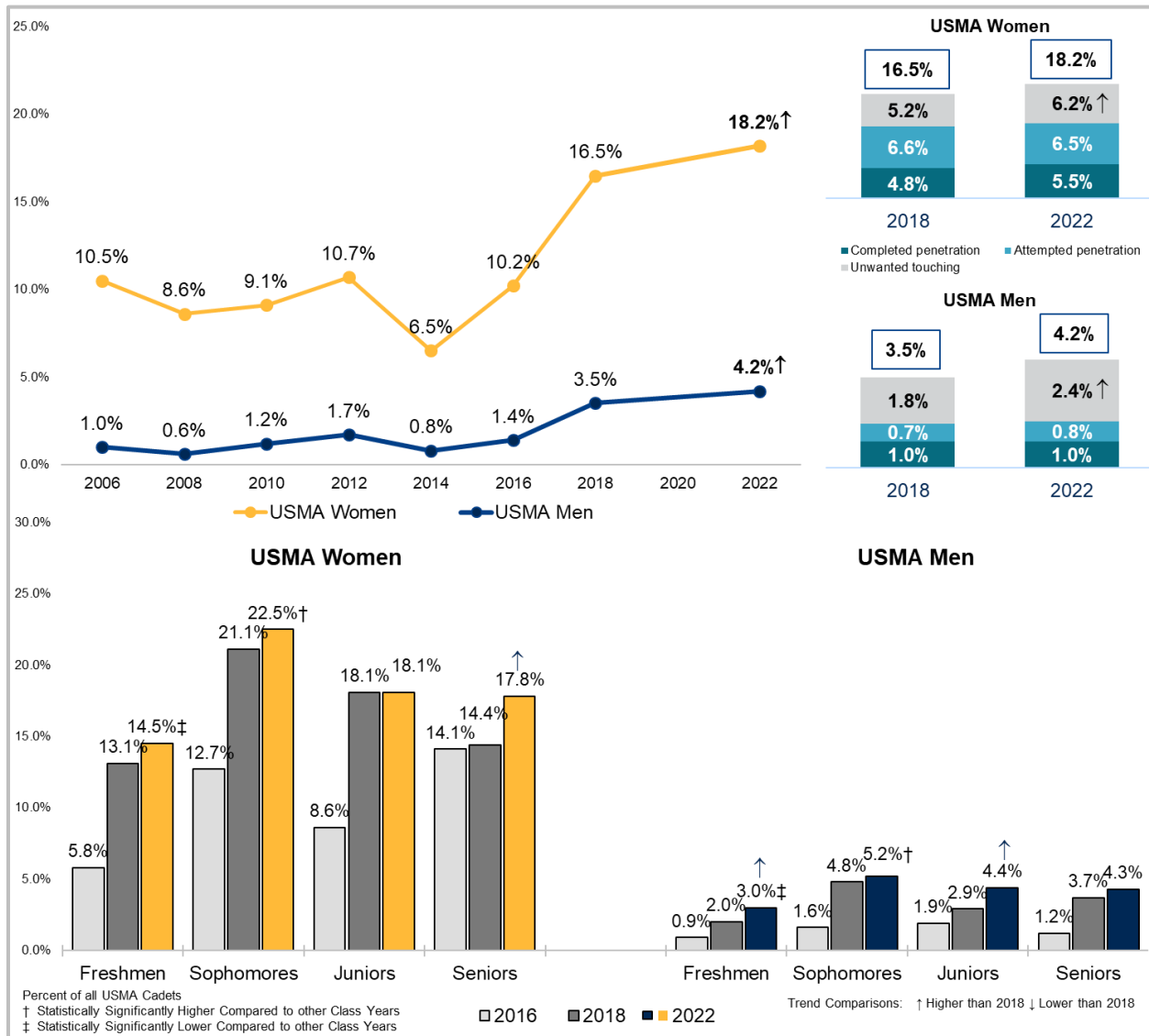
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see chapter 1.

Estimated Past Year Unwanted Sexual Contact Prevalence Rate

An estimated 18.2% of USMA women experienced USC in the past APY, an increase from 2018 (Figure 10). This rate includes an estimated 5.5% of all USMA women experiencing *completed penetration*, 6.5% experiencing *attempted penetration*, and 6.2% experiencing *unwanted sexual touching*. Of the three types of USC, only *unwanted touching* increased from 2018, whereas rates of *completed* and *attempted penetration* among USMA women remained stable.

An estimated 4.2% of USMA men experienced USC in the past APY, an increase from 2018 (Figure 10). This rate includes an estimated 1.0% of USMA men having experienced *completed penetration*, 0.8% having experienced *attempted penetration*, and 2.4% having experienced *unwanted sexual touching*. Like the USC rates for women, the increase was driven by an increase in *unwanted sexual touching* from 2018, whereas *completed* and *attempted penetration* rates were stable.

Figure 10.
Estimated Past Year Unwanted Sexual Contact Rate for USMA



Margins of error range from $\pm 0.1\%$ to $\pm 3\%$

Differences by Class Year

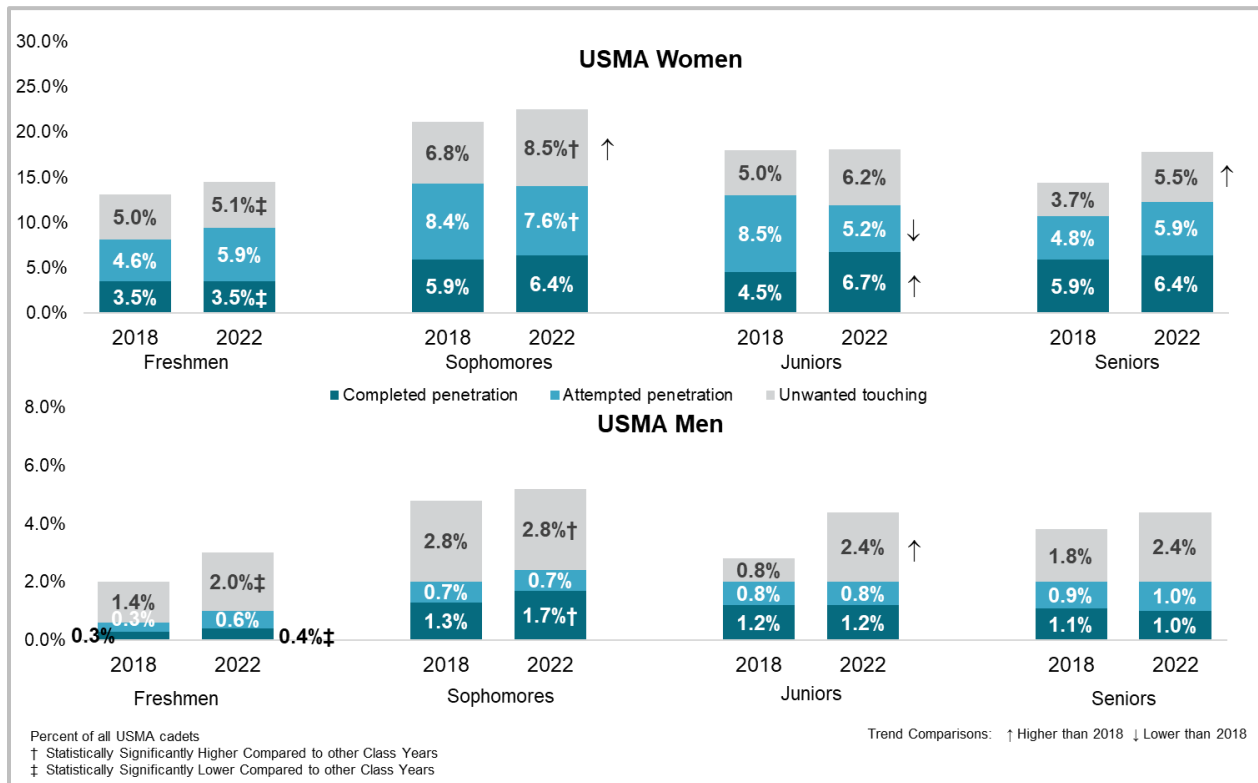
The increase in USC among USMA women in 2022 was driven by an increase in the rate among senior women (Figure 10), while the rates in the other class years were stable since 2018. Among USMA men, USC rate increased among freshman and junior men since 2018. Consistent with prior years, sophomores were more likely than cadets in other class years to experience USC in the past APY, whereas freshmen were less likely. Academy rules and regulations regarding fraternization may contribute to the differences in rates between freshman and sophomore cadets. Regulations prohibit any “improper relationships between fourth class and upper-class cadets,” potentially resulting in greater protection from USC among freshman, which then dissolves for sophomore cadets (USMA, 2012). Prior focus groups have highlighted

the role of “shark week,” the period of time when freshmen officially transition to sophomores and fraternization rules are eased, as a potentially vulnerable period for students (Barry et al., 2017, Barry et al., 2019).

Differences between class years were found for types of USC experienced by USMA women (Figure 11). Similar to USC overall, sophomore women were more likely than women in other class years to experience attempted penetration and unwanted sexual touching, whereas freshman women were less likely to experience completed penetration and unwanted sexual touching. Compared to rates in 2018, significant increases were found for sophomore and senior women who experienced unwanted sexual touching, and junior women who experienced completed penetration. However, rates of attempted penetration declined for junior women since 2018.

Fewer differences were found for men by class year, with freshman men less likely to experience completed penetration and unwanted sexual touching compared to men in other class years (Figure 11). Sophomore men were more likely to experience completed penetration and unwanted sexual touching compared to men in other class years, whereas freshman men were less likely. With regard to changes in rates since 2018, rates for junior men who experienced unwanted sexual touching increased in 2022.

Figure 11.
Estimated Past Year Unwanted Sexual Contact Rate by USC Type for USMA by Gender and Class Year



Margins of error range from $\pm 0.2\%$ to $\pm 1.5\%$

Estimated Rates of Unwanted Sexual Contact by Race/Ethnicity and Sexual Orientation

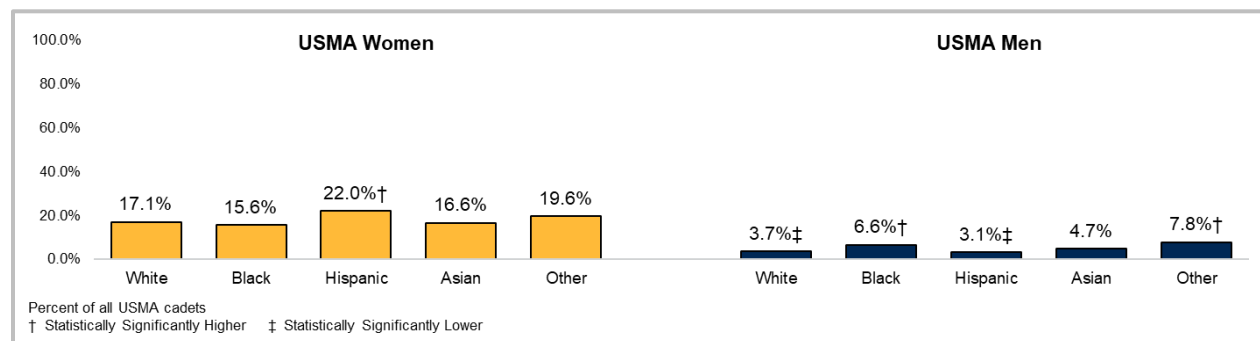
For the first time on the 2022 SAGR, we collected demographic information that can serve to further inform the Department's prevention and response efforts. The following section describes prevalence of USC for cadets first by race/ethnicity and then, separately, by sexual orientation. Although prior research has examined the role of race/ethnicity and sexual orientation in risk for sexual violence among other military populations (see Buchanan et al., 2008; Trump-Steele et al., 2021; Morral et al., 2021; Breslin et al., 2022 for recent examples), to our knowledge, this is the first study to examine prevalence of USC by race/ethnicity and sexual orientation using a weighted census of Academy students.

Unwanted Sexual Contact by Race/Ethnicity

Figure 12 presents the past year unwanted sexual contact prevalence rates by race/ethnicity for USMA women and men. Overall, there were no significant differences in unwanted sexual contact between non-Hispanic white (17.1%) and minority (18.9%) women at USMA. However, when we examine the data by specific race/ethnicity, Hispanic women at USMA (22.0%) were significantly more likely than women of other races/ethnicities to experience unwanted sexual contact (Figure 12). Minority men at USMA (5.3%) were significantly more likely than non-Hispanic White men (3.7%) to experience unwanted sexual contact. Specifically, Black men (6.6%) at USMA and those who identified as some other race/ethnicity (7.8%) than those listed were significantly more likely to experience USC, whereas White men (3.7%) and Hispanic men (3.1%) were less likely.

Figure 12.

Estimated Rates of Unwanted Sexual Contact for USMA by Gender and Race/Ethnicity



Margins of error range from $\pm 0.3\%$ to $\pm 3.0\%$

Unwanted Sexual Contact by Sexual Orientation

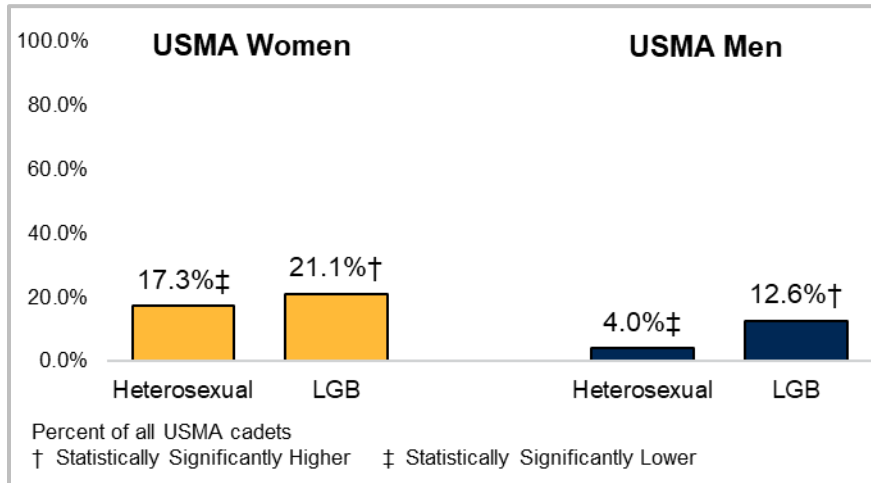
To gain a better understanding of the experiences of military members identifying as lesbian, gay, or bisexual (LGB), the 2022 SAGR asked respondents to identify their sexual orientation. Cadets who marked Gay or Lesbian or Bisexual on the survey were coded as LGB.²² Overall,

²² Cadets who marked *Something else* or *Prefer not to answer* were set to missing.

17% of USMA women and 3% of USMA men identified as LGB. Figure 13 presents past year unwanted sexual contact prevalence rates by race/ethnicity for USMA women and men. In general, cadets who identify as LGB are at greater risk than heterosexual cadets of experiencing unwanted sexual contact. The estimated rate of unwanted sexual contact for USMA LGB women (21.1%) was significantly higher than for heterosexual USMA women (17.3%). Likewise, the estimated rate of unwanted sexual contact for USMA LGB men (12.6%) was significantly higher than for heterosexual USMA men (4.0%)

Figure 13.

Estimated Rates of Unwanted Sexual Contact for USMA by Gender and Sexual Orientation



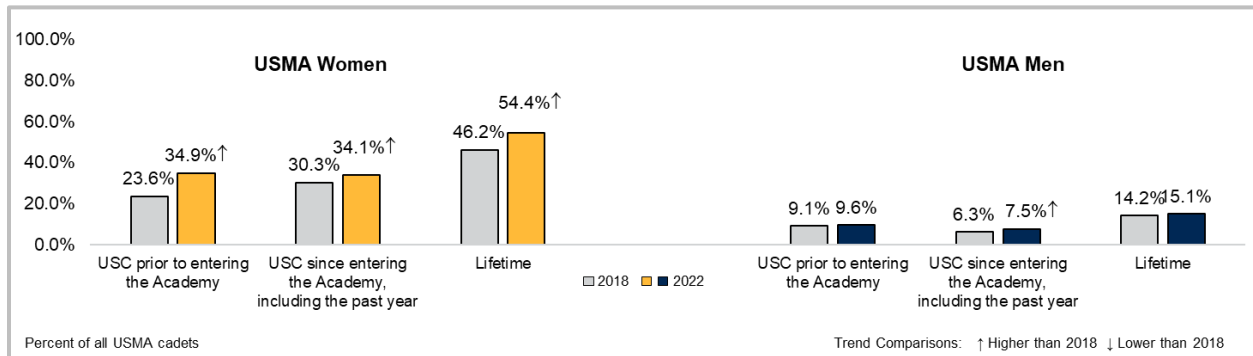
Margins of error range from $\pm 0.3\%$ to $\pm 2.2\%$

Estimated Rates of Unwanted Sexual Contact Prior to Past APY and Lifetime

The 2022 SAGR also collected data on prevalence of USC experiences among USMA cadets prior to the June 2021 to April 2022 time frame. Using survey responses, USC prevalence is calculated along three timelines: before entering the Academy, since first entering the Academy (including between June 2021 and April 2022), and lifetime estimated prevalence of USC (combining experiences before entering the Academy and since entering the Academy). Construction of these values require explicit, affirmative selection of one of the USC behaviors in the respective time frame (see chapter 1 for a list of behaviors). As seen in Figure 14, rates for USMA women who experienced USC prior entering the Academy, since entering the Academy (including in the past year), and in their lifetime all increased since 2018, whereas only USC rates for USMA men since entering the Academy increased since 2018.

Figure 14.

Estimated Rates of Unwanted Sexual Contact Prior Entering the Academy, Since Entering the Academy, and Lifetime for USMA by Gender

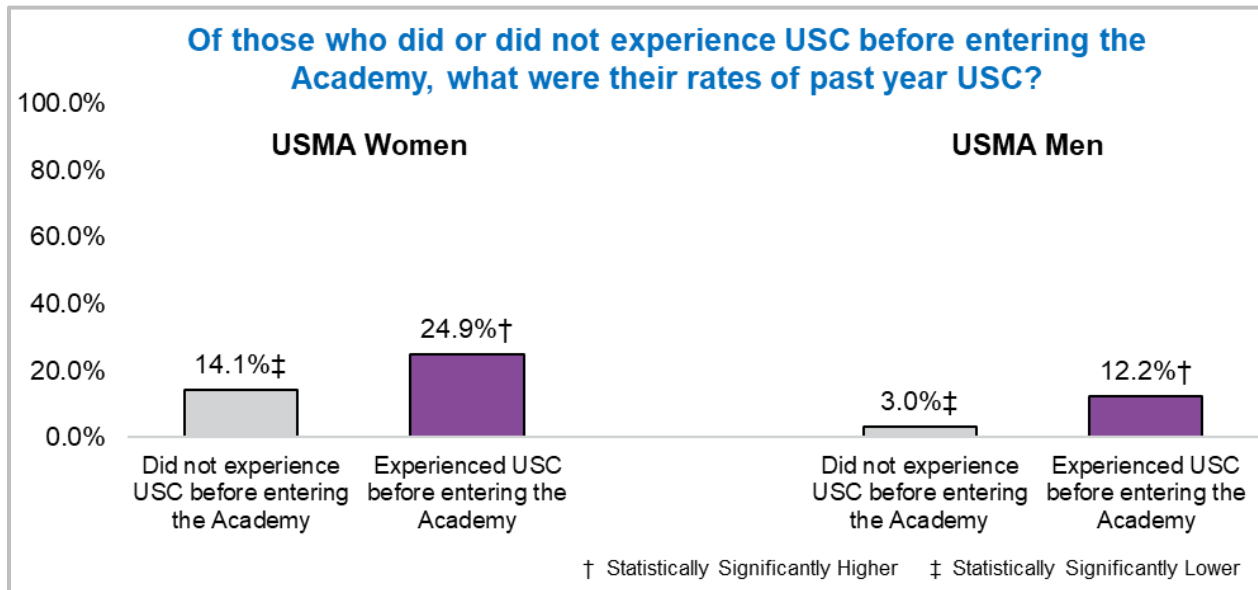


Margins of error range from $\pm 0.3\%$ to $\pm 1\%$

Risk of Re-Victimization

Research has shown re-victimization is an important element of understanding sexual violence; namely that victims of one form of violence are more likely to be victims of other forms of violence, victims are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To understand the risk of potential re-victimization at the Academy, rates of USC in the past APY were examined separately by whether cadets had experienced USC before entering the Academy. As shown in Figure 15, both USMA women and men who experienced USC before entering the Academy were more likely to experience USC in the past APY compared to those who did not experience USC before entering the Academy.

Figure 15.
Risk of Re-Victimization for USMA



Margins of error range from $\pm 0.2\%$ to $\pm 2.4\%$

One Situation of Unwanted Sexual Contact With the Biggest Effect

Among cadets who experienced USC in the past APY, unfortunately the majority experienced more than one unwanted sexual contact event. In 2022, among USC victims, over half of USMA women and nearly two-thirds of USMA men experienced more than one USC incident in the past APY. To better understand the circumstances involved in their experiences, the 18.2% of USMA women and 4.2% of USMA men who experienced USC in the past APY²³ were asked to provide additional information regarding their worst or most serious experience of USC, hereafter referred to as the “one situation.”²⁴ In addition to discerning what happened (type of USC involved in the one situation), cadets were asked to provide details regarding characteristics of who the alleged offender(s) were, when and where the one situation happened, experiences following the one situation of USC, and whether they chose to report the incident.

What: Behavior Experienced in the USC One Situation

Cadets were asked to identify the behavior(s) involved in the most serious experience in the past APY. These USC types were coded hierarchically as described in the prior section, with experiences of *completed penetration* taking precedence over experiences of *attempted penetration*, which in turn take precedence over *unwanted sexual touching*.²⁵

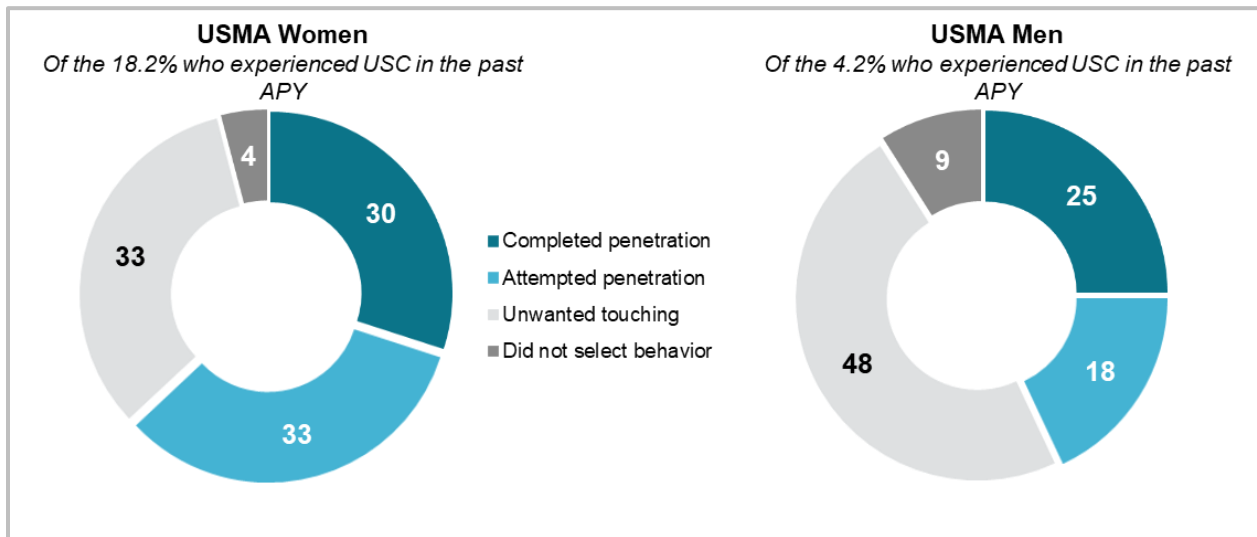
²³ Experience of USC is determined by endorsement of at least one USC behavior in the past APY as presented on the survey.

²⁴ Although some students may have experienced more than one USC event, follow-up questions on details about only one event were asked to minimize survey burden.

²⁵ Some cadets chose not to indicate the most serious experience within the one situation, leaving some having not selected or disclosed. Those who did not select a behavior were categorized as “Did not specify.”

As shown in Figure 16, of the 18.2% of USMA women who experienced USC in the past APY, 30% experienced *completed penetration*, 33% experienced *attempted penetration*, and 33% experienced *unwanted sexual touching* within the most serious experience within the past APY. Of the 4.2% of USMA men who experienced USC in the past APY, exactly one-quarter experienced *completed penetration*, nearly one-fifth experienced *attempted penetration*, and nearly half experienced *unwanted sexual touching* within the most serious experience within the past APY.

Figure 16.
Behaviors Experienced in USC One Situation for USMA by Gender



Margins of error range from $\pm 0.3\%$ to $\pm 3\%$

Who: Reported Demographics and Characteristics of the Alleged Offender(s) in the USC One Situation

To better understand the context of these incidents, the 2022 SAGR asked cadets to provide information on the alleged offender(s) in their one worst situation of USC. Specifically, questions included the gender(s) of alleged offender(s), the number of persons involved, the nature of any pre-existing relationship with the alleged offender(s), and the alleged offender(s) place in the Academy.

The majority of USMA women indicated the one situation involved one alleged offender, though just under one-quarter said it involved multiple alleged offenders, which increased since 2018. Nearly all USMA women indicated the alleged offender was male, and alleged offenders were generally affiliated with the Academy in some way, most commonly as a fellow Academy student from the same class year who they knew from class or another activity. An overview of the alleged offender(s) characteristics in the one situation is highlighted for USMA women in Table 2.

Table 2.
Reported Characteristics of the Alleged Offender(s) in the USC One Situation for USMA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USMA Women	
Gender of Alleged Offender(s)	2018	2022
Men	96%	96%
Women	3%	3%
A mix of men and women	1%	1%
Number of Alleged Offender(s)	2018	2022
One person	81%	75%↓
More than one person	17%	23%↑
Status of Alleged Offender(s)	2018	2022
Same class year	54%	69%↑
Higher class year	34%	25%↓
Member of intramural or club sports team	19%	23%↑
Member of NCAA/Division I sports team	18%	21%
Higher in cadet chain of command	15%	13%
A person not affiliated with the DoD	7%	8%
Lower class year	7%	6%
Unknown person	5%	6%
DoD person not affiliated with the Academy	3%	3%
Academy military/uniformed faculty or staff	<1%	1%↑
Academy civilian faculty or staff	<1%	<1%
Relationship to Alleged Offender(s)	2018	2022
Someone you knew from class or other activity	57%	57%
Someone you had just met	17%	24%↑
Someone you had a casual relationship with	22%	17%↓
Someone you were currently dating	10%	11%
A stranger	8%	11%↑
Someone you had previously dated	2%	6%↑

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

Note. Percentage of USMA women who experienced USC in the past APY

Like women, the majority of men indicated that they knew their alleged offender from class or another activity and that the one situation was perpetrated by one person, who was most often an Academy student, and often in the same class year (Table 3). Unlike women, exactly half of men indicated that the alleged offender was a man and nearly two-fifths indicated that the alleged offender was a woman. Analysis of data over time revealed a significant increase in men who were victimized by someone who was not affiliated with the DoD.

Table 3.
Reported Characteristics of the Alleged Offender(s) in the USC One Situation for USMA Men

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USMA Men	
Gender of Alleged Offender(s)	2018	2022
Men	51%	50%
Women	47%	39%
A mix of men and women	<1%	8%
Number of Alleged Offender(s)	2018	2022
One person	86%	71%↓
More than one person	14%	25%↑
Status of Alleged Offender(s)	2018	2022
Same class year	61%	64%
Member of NCAA/Division I sports team	17%	19%
Person not affiliated with the DoD	12%	19%↑
Higher class year	13%	16%
Member of intramural or club sports team	22%	15%
Lower class year	15%	14%
Unknown person	11%	10%
Higher in the cadet chain of command	7%	7%
DoD person not affiliated with the Academy	<1%	1%↑
Academy military/uniformed faculty or staff	<1%	1%↑
Academy civilian faculty or staff	<1%	<1%
Relationship to Alleged Offender(s)	2018	2022
Someone you knew from class or other activity	72%	64%↓
Someone you had a casual relationship with	13%	20%↑
Someone you had just met	10%	18%↑
A stranger	9%	12%
Someone you were currently dating	6%	5%
Someone you had previously dated	<1%	3%↑

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

Note. Percentage of USMA men who experienced USC in the past APY.

Where and When: Location and Context of the USC One Situation

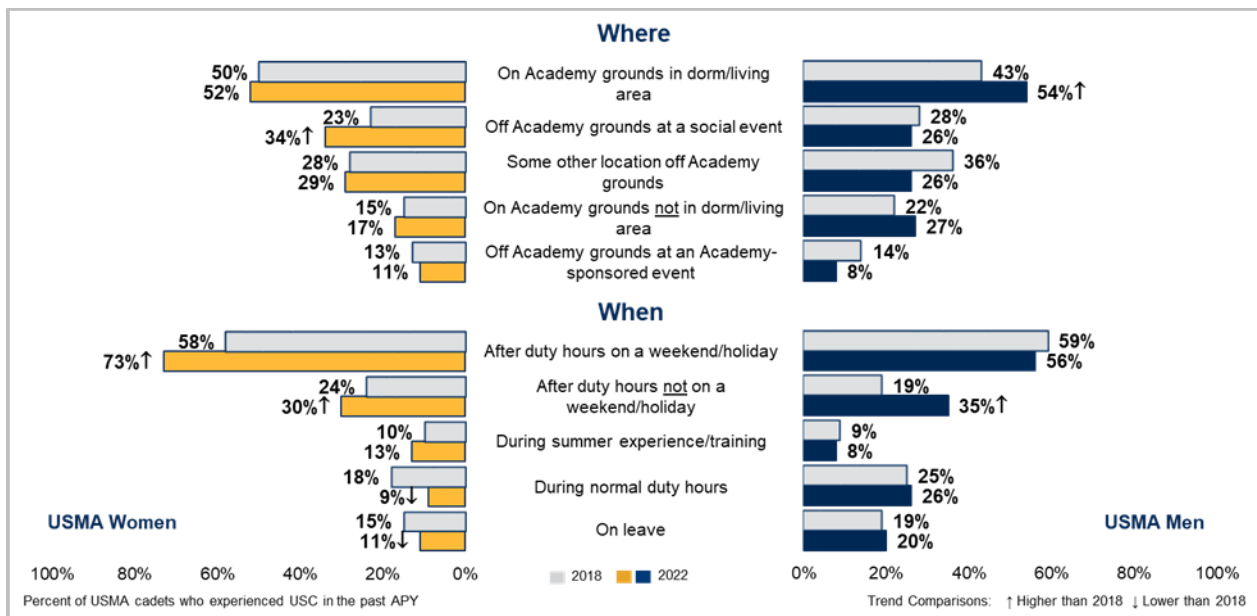
Because there is no one “characteristic” of alleged USC perpetrators, there is also not a singular context that leads to victimization. Understanding the various patterns of time and place involved in USC is key to developing and implementing tailor-made prevention and response resources at the Academy.

As shown in Figure 17, USC events among USMA women occurred most often in a dormitory or living area or off Academy grounds at a social event (an increase from 2018). As for specific

time frames in which the USC occurred, compared to 2018, more USMA women indicated it occurred after duty hours on a weekend or holiday or after duty hours *not* on a weekend or holiday.

USMA men experienced incidents most often in a dormitory or living area (an increase since 2018) or on Academy grounds *not* in a dormitory or living area. Over half of USMA men who experienced USC specified it occurred after duty hours on a weekend or holiday, whereas over one-third indicated it occurred after duty hours *not* on a weekend or holiday, which increased since 2018.

Figure 17.
Location and Context of the USC One Situation for USMA by Gender



Where and When: Circumstances of the USC One Situation

Finally, cadets were asked to further contextualize the one situation by sharing their perspective on the incident; including whether they characterized the situation as involving hazing- and/or bullying-related behavior, whether the person(s) involved in the one situation had victimized them before and/or after the one situation, whether there was another cadet that was present who did or did not help them, and detailing the potential involvement of alcohol. The involvement of alcohol in the one situation is an important factor regarding experiences of USC, especially in university-aged populations. The survey reminded participants that even if they had been drinking, they are not to blame for the incident. Studying the use of alcohol in the one situation is meant to better understand unwanted situations at the Academy in the pursuit of eliminating sexual assault in the Department. These results are visualized in Table 4 below.

Relatively few USMA women who experienced USC considered it hazing or bullying,²⁶ although those who considered it bullying or hazing significantly increased since 2018. Compared to 2018, more USMA women who experienced USC were also victimized in some fashion (e.g., stalked, sexually harassed, or sexually assaulted) before the one situation and/or after the one situation, with increases specifically for being sexually harassed and/or stalked before and/or after the one situation. Those most at risk for being victimized (e.g., stalked, sexually harassed, or sexually assaulted) before and/or after the USC were freshman women, half of whom indicated they were victimized before the USC and less than half after the USC.

Bystander intervention training is arguably one of the most important elements of USC prevention because it can provide cadets and other Academy personnel basic tools to recognize and stop potential sexual assaults. Yet one-third indicated there was a fellow cadet present who could have stepped in to help but did not,²⁷ suggesting improvements in bystanders' ability to recognize and effectively intervene could be useful for decreasing USC at the Academy.

Finally, cadets were asked whether alcohol was present in the USC one situation, though they were not asked the extent of the alcohol use in the situation (i.e., they were not asked their own or the alleged perpetrators level of intoxication). More than half of USC situations for women involved alcohol, either on the part of the victim, the alleged offender, or both. More USMA women indicated they had been drinking during the USC situation than in 2018. Alcohol involvement varied greatly by class year, in the expected way, such that alcohol involvement was higher among senior women, and lower among freshman women victims. Alcohol involvement was also higher in USC incidents among sophomore women. Indeed, 66% of USC events among senior women and 64% among sophomore women involved alcohol, compared to 46% of USC events among freshman women. When victims were drinking at the time of the event, over two-thirds of the time the alleged offender had bought or given them alcohol.

²⁶ Hazing and bullying were not defined on the survey, therefore, these results should be interpreted as the respondents' own categorization of these behaviors as being hazing or bullying, but may not be actual hazing or bullying as defined by policy.

²⁷ Like all survey responses, this is based on the perception of the respondent. It is unclear whether bystanders understood what was occurring, or could have intervened, and/or why they did not intervene in some way.

Table 4.
Circumstances of the USC One Situation for USMA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018		USMA Women		USMA Men	
		2018	2022	2018	2022
Hazing/ Bullying	Hazing	<1%	7%↑	2%	5%↑
	Bullying	2%	7%↑	9%	8%
Sexual Harassment, Stalking, or Sexual Assault Before or After the Situation	Sexually harassed before	20%	24%↑	23%	21%
	Stalked before	6%	11%↑	10%	8%
	Sexually assaulted before	15%	18%	8%	12%
	Experienced any before	32%	39%↑	29%	29%
	Sexually harassed after	13%	21%↑	19%	21%
	Stalked after	10%	15%↑	11%	10%
	Sexually assaulted after	8%	8%	9%	10%
	Experienced any after	23%	31%↑	21%	27%
Cadet(s) Present	Stepped in to help victim	NA	16%↑	NA	11%
	Could have stepped in but didn't	NA	33%	NA	34%
Alcohol Use	Victim was drinking	38%	48%↑	50%	33%↓
	 Alleged offender bought/gave drinks	56%	67%↑	30%	47%↑
	Alleged offender was drinking	45%	49%	38%	37%
	Alcohol use by victim/alleged offender	52%	58%↑	59%	44%↓

Margins of error range from ±1% to ±10%

Note. Percent of USMA cadets who experienced USC in the past APY. NA = Not applicable

As shown in Table 4, relatively few USMA men who experienced USC considered the one situation either hazing or bullying, however, rates of USMA men categorizing the incident as hazing significantly increased since 2018. Over one-quarter of USMA men who experienced USC were also victimized in some fashion (stalked, sexually harassed, or sexually assaulted) before the one situation and/or were victimized after the one situation. The most frequent behavior experienced before and after the one situation was being sexually harassed. Those most at risk for being victimized before and/or after the USC were sophomore men, over one-third indicated of whom were victimized before and/or after the USC occurred.

Bystander intervention plays an equally important role for USMA men as it does for women and similar results were found. Relatively few USMA men who experienced USC said there was a fellow cadet present in the one situation who could have helped and did so, and just over one-third said there was a fellow cadet present who could have stepped in to help but did not. Of note, sophomore men were significantly more likely than other USMA men to say a fellow cadet present stepped in to help (21%).

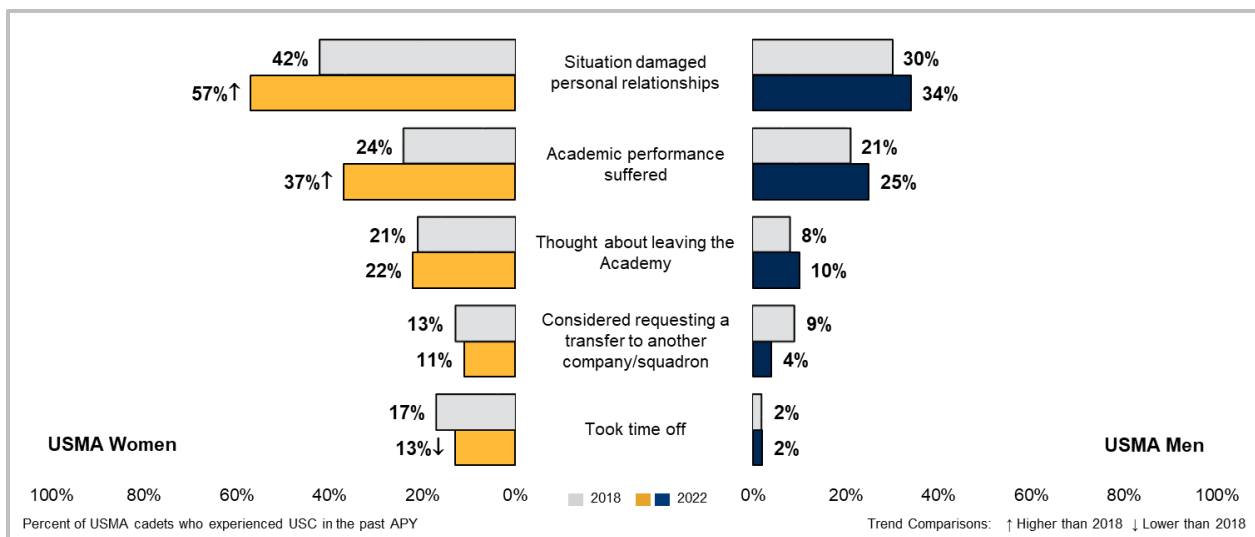
Finally, less than half of USMA men who experienced USC indicated alcohol was involved in the situation, which decreased since 2018. This reduction in alcohol use during the one situation was driven by a reduction in victims themselves drinking. However, for those who were drinking at the time of the one situation, more indicated that the alleged offender(s) had bought or given them alcohol just prior to the incident than in 2018. Differences by class year were as expected, with upperclassmen men more likely to indicate either they or the person(s) involved in the one situation had been drinking, whereas underclassmen men were less likely.

Impact of Experiencing USC

Experiencing USC can impact the victim's relationships, academic performance, and make them question whether they want to stay in their company or at the Academy. On the survey, those who experienced USC in the past APY were asked to indicate to what extent experiencing USC impacted them.

As shown in Figure 18, the largest impact both USMA women and men felt after experiencing USC in the past APY was damage to their personal relationships, which increased among women compared to 2018. More USMA women in 2022 also experienced greater impact to their academic performance compared to 2018, whereas taking time off as a result of experiencing USC declined since 2018.

Figure 18.
Impact of the USC One Situation for USMA by Gender



Margins of error range from $\pm 1\%$ to $\pm 7\%$

Reporting the USC One Situation

Of the 18.2% of USMA women who experienced USC in the past APY, an estimated 16% indicated on the survey they had reported this incident.²⁸ The top reason indicated by more than half of USMA women as to why they reported their USC was to stop the person(s) from hurting others. Compared to 2018, more USMA women indicated they reported to raise awareness that it occurs at the Academy, to get mental health assistance, and/or to stop the person(s) from hurting them again. Although just under half of USMA women indicated they reported because someone they told encouraged them to do so, this proportion decreased from just under two-thirds in 2018. These data can be seen in Table 5.

Table 5.
Reasons for Reporting the USC One Situation for USMA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
To stop the person(s) from hurting others	55%	54%
Someone you told encouraged you to report	64%	46%↓
Raise awareness that it occurs at the Academy	32%	46%↑
To get mental health assistance	27%	46%↑
To stop the person(s) from hurting you again	28%	42%↑
To discourage other potential offenders	14%	35%↑
It was your civic/military duty to report it	46%	23%↓
The punish the person(s) who did it	23%	23%
Someone else made you report it or reported it themselves	22%	19%
To get medical assistance	27%	19%
To stop rumors	<1%	15%↑
Some other reason	9%	12%

Margins of error range from $\pm 4\%$ to $\pm 16\%$

Note. Percentage of USMA women who experienced USC in the past APY and made an official report. Respondents were able to select multiple reasons for reporting.

Of the 4.2% of USMA men who experienced USC, 7% indicated on the survey that they reported it. USMA men reported different reasons for reporting the incident, led by wanting to stop that person from hurting others, to stop the person(s) from hurting them again, and/or someone forced them to report or reported it themselves. These results are illustrated in Table 6.

²⁸ In order to obtain more information on what actions were taken as a result of reporting USC, the survey asks respondents to indicate whether or not they filed an official report. These survey estimates are distinct from the actual reporting data maintained within DSAID. However, estimates derived from the survey align with the actual number of reports received.

Table 6.
Reasons for Reporting the USC One Situation for USMA Men

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
To stop the person(s) from hurting others	NR	62%
To stop the person(s) from hurting you again	NR	50%
Someone else made you report it or reported it themselves	NR	50%
Someone you told encouraged you to report	NR	38%
Raise awareness that it occurs at the Academy	NR	37%
It was your civic/military duty to report it	NR	37%
To punish the person(s) who did it	NR	37%
To discourage other potential offenders	NR	25%
To get mental health assistance	NR	25%
To get medical assistance	NR	25%
To stop rumors	NR	12%
Some other reason	NR	<1%

Margins of error range from $\pm 9\%$ to $\pm 37\%$

Note. Percentage of USMA men who experienced USC in the past APY and made an official report. Respondents were able to select multiple reasons for reporting.

Negative Outcomes of Reporting USC

Experiencing USC is often innately physically and psychologically harmful, but those who experience it may also experience secondary effects through others' actions. Classmates, faculty, or friends may act differently toward someone who has reported experiencing USC, whether intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

Measures of **perceived retaliation, professional reprisal, ostracism, and other negative outcomes**²⁹ are used to capture outcomes experienced as a result of reporting USC (see chapter 1 for details on rate construction). Recall data in this section are out of USMA women who experienced USC in the past year and reported it (16% of the 18.2% of USMA women who experienced USC and 7% of the 4.2% of USMA men who experienced USC).

As shown in Figure 19, the estimated rate of perceived retaliation is a summary measure reflecting whether cadets indicated they experienced either professional reprisal, ostracism, and/or maltreatment by leadership and/or fellow cadets for reporting USC. Nearly one-third of USMA women and one-quarter of USMA men who reported their USC incident experienced **perceived retaliation** (the estimated rate of perceived retaliation).

The **estimated rate of professional reprisal** is a summary measure reflecting whether cadets indicated they experienced unfavorable actions taken from leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or

²⁹ Because the SAGR assessment does not assess the relationship between the alleged perpetrator and the respondent.

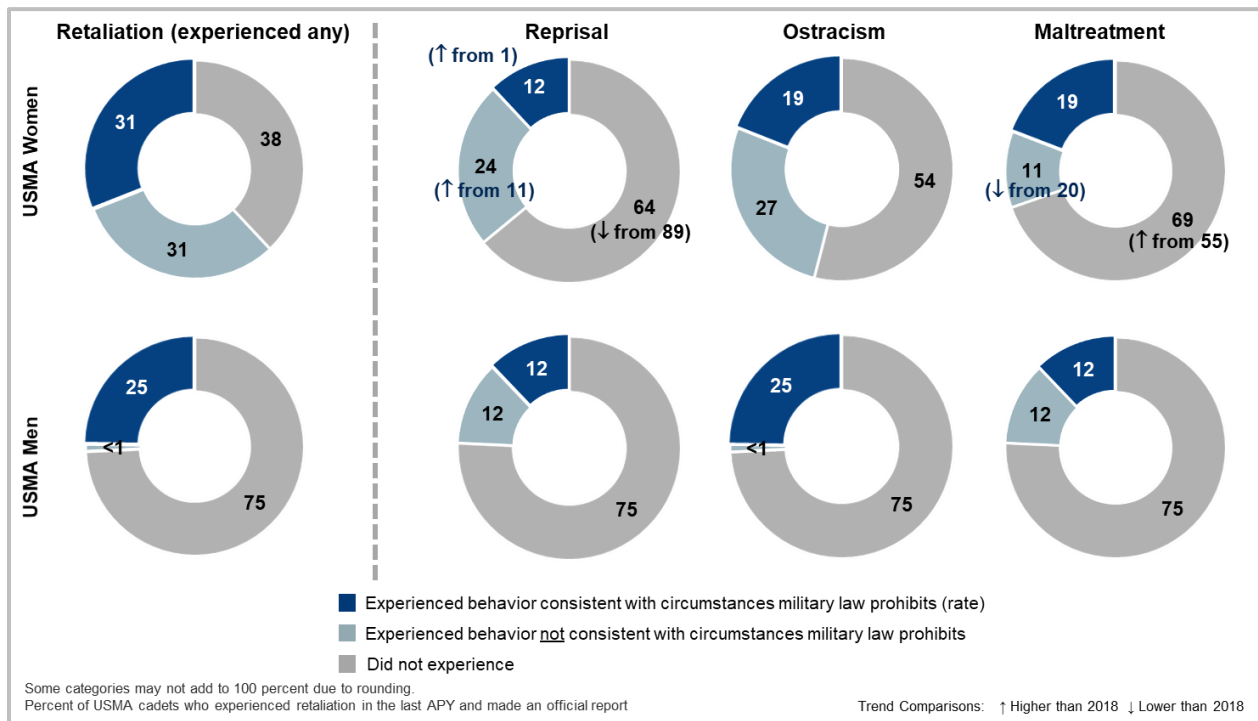
performance). As shown in Figure 19, 12% of USMA women and men experienced unfavorable actions from leadership after reporting USC.³⁰

The **estimated rate of ostracism** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced being excluded or ignored because they reported the USC or were going to report the USC. As shown in Figure 19, 19% of USMA women and 25% of men experienced being excluded or ignored after reporting USC.

The **estimated rate of other negative outcomes** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that occurred without a valid military purpose and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 19, 19% of USMA women and 12% of men experienced negative behaviors after reporting USC.

Figure 19.

Estimated Rates of Negative Outcomes as a Result of Reporting USC for USMA by Gender



Margins of error range from <1% to ±37%

Reasons for Not Reporting USC

The vast majority of USMA cadets who experienced USC chose not to report their experience of unwanted sexual contact, which is consistent with findings that sexual assault often goes underreported (NCVS, 2016). When asked why they chose not to report the incident, the top

³⁰ See Chapter 1 for details on rate construction.

reason was that they thought it was not serious enough to report, which increased since 2018 for USMA women. Other reasons for not reporting included forgetting about it and moving on, which increased since 2018 for both men and women, and not wanting others to know, which increased for USMA women and men since 2018 (Table 7 and Table 8).

Table 7.
Reasons for Not Reporting the USC One Situation for USMA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Thought it was not serious enough to report	63%	69% ↑
Took care of the problem yourself by <u>forgetting</u> about it and moving on	47%	56% ↑
Did not want more people to know	43%	53% ↑
Did not want people talking or gossiping about you	35%	53% ↑
Took care of the problem yourself by <u>avoiding</u> the person who assaulted you	61%	51% ↓
Felt uncomfortable making a report	39%	48% ↑
Felt shame/embarrassment	39%	46% ↑
Thought reporting would take too much time and effort	28%	38% ↑
Took care of the problem yourself by <u>confronting</u> the person who assaulted you	29%	19% ↓
Other	21%	11% ↓

Margins of error range from $\pm 2\%$ to $\pm 3\%$

Note. Percentage of USMA women who experienced USC in the past APY and did not make an official report.

Table 8.***Reasons for Not Reporting the USC One Situation for USMA Men***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Thought it was not serious enough to report	71%	69%
Took care of the problem yourself by <u>forgetting</u> about it and moving on	24%	42% ↑
Took care of the problem yourself by <u>avoiding</u> the person who assaulted you	32%	39%
Did not want people talking or gossiping about you	21%	32% ↑
Thought reporting would take too much time and effort	17%	31% ↑
Felt uncomfortable making a report	16%	31% ↑
Did not want more people to know	21%	31% ↑
Took care of the problem yourself by <u>confronting</u> the person who assaulted you	39%	28% ↓
Felt shame/embarrassment	19%	27% ↑
Other	22%	12% ↓

Margins of error range from $\pm 2\%$ to $\pm 8\%$

Note. Percentage of USMA men who experienced USC in the past APY and did not make an official report.

Sex-Based Military Equal Opportunity (MEO) Violations

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

1. The student must have indicated that they experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual quid pro quo) and/or gender discrimination behavior(s) in the past APY, and,
2. The student must have indicated that they met at least one of the follow-up items that assess persistence and/or severity of the behavior for a sex-based MEO violation.³¹

As OPA research methodologies are flexible to accommodate changes in Department policy, two versions of the gender discrimination and sex-based MEO violation prevalence rates were calculated: one version in which the person who allegedly committed the violation was anyone from the victim's Academy (matching the 2018 SAGR coding, or the "adjusted rate"), and a second version in which experienced violations were limited to those taken by someone in a leadership position, or the "official" rate. OPA created this "official" version of these violation

³¹ See Chapter 1 for details on the metric used and construction of estimated rates.

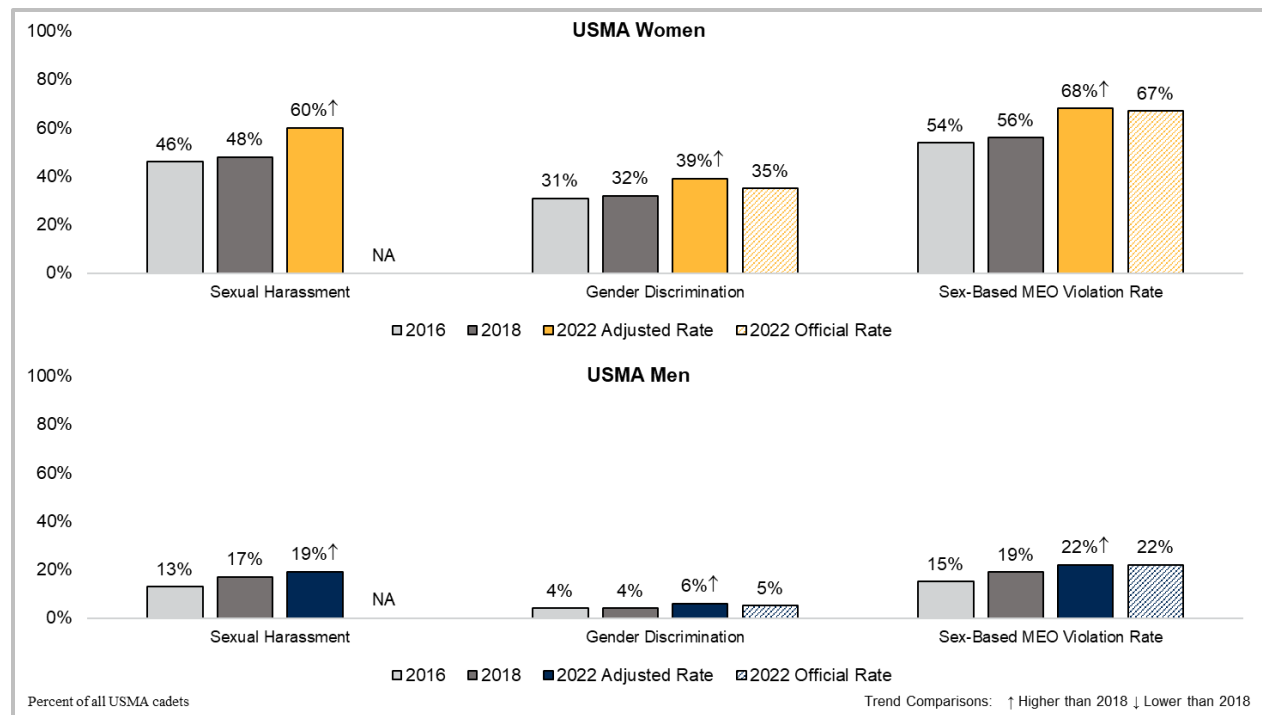
rates, and maintained the basic variable to allow for year-to-year trend analyses going forward. All results in this section use the “official” criteria unless noted otherwise.

Estimated Past Year Sex-Based MEO Violation Prevalence Rates

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violation rate (a combination of sexual harassment and/or gender discrimination). The estimated prevalence rates are presented by gender and by class year, with significant differences from 2018 noted where applicable.

Figure 20.

Estimated Sex-Based Military Equal Opportunity (MEO) Violation Prevalence Rates for USMA by Gender



Margins of error range from $\pm 1\%$ to $\pm 5\%$.

Sexual Harassment

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

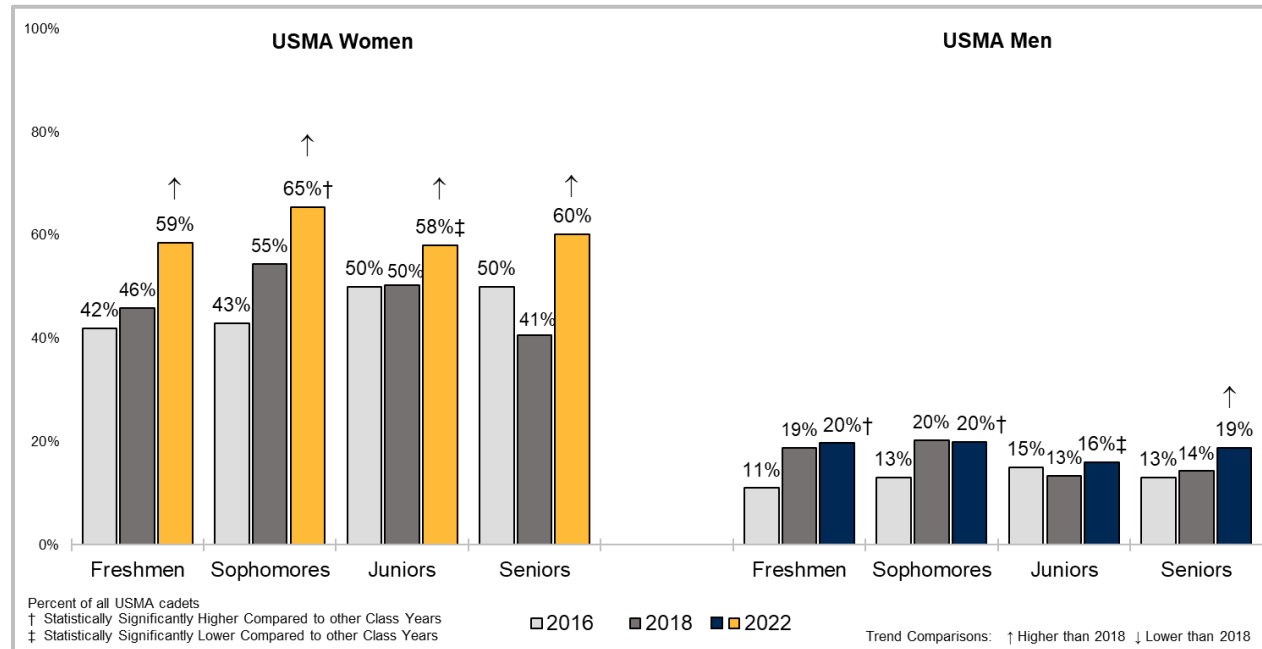
seen in Figure 20, estimated rates of sexual harassment have increased since 2018 for both USMA men and women.

An estimated 60% of USMA women met criteria for sexual harassment, which has increased from 41% in 2018. Since 2018, all class years showed a significant increase, but sophomores (65%) were most at risk for experiencing sexual harassment compared to other women, while, distinct from the class-year patterns for USC (where freshman were less likely), juniors (58%) were less likely to experience (Figure 21).

An estimated 19% of USMA men met criteria for sexual harassment, which has increased since 2018 (17%). Seniors were the only class year who showed a significant increase compared to 2018 (19% up from 14%). Sophomore and freshman men (both 20%) were most at risk for experiencing sexual harassment, whereas juniors (16%) were less likely to experience. This is also distinct from the class year patterns for USC for men, where freshman men are less at risk. This suggest that the protective efforts in the freshman year with regard to USC do not extend to sexual harassment.

Figure 21.

Estimated Sexual Harassment Prevalence Rates for USMA by Gender and Class Year

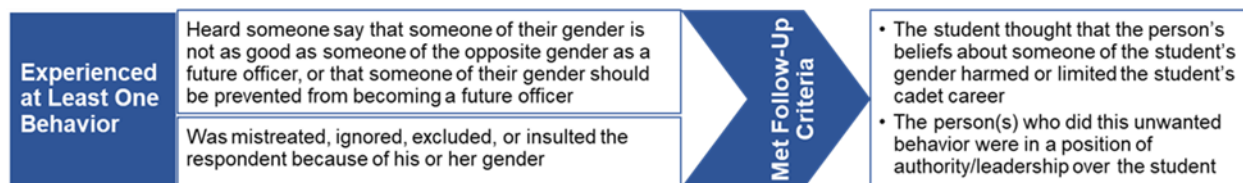


Margins of error range from $\pm 1\%$ to $\pm 4\%$

Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of their gender that harmed or limited their career. To be included in the estimated prevalence rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item as shown in Figure 22.

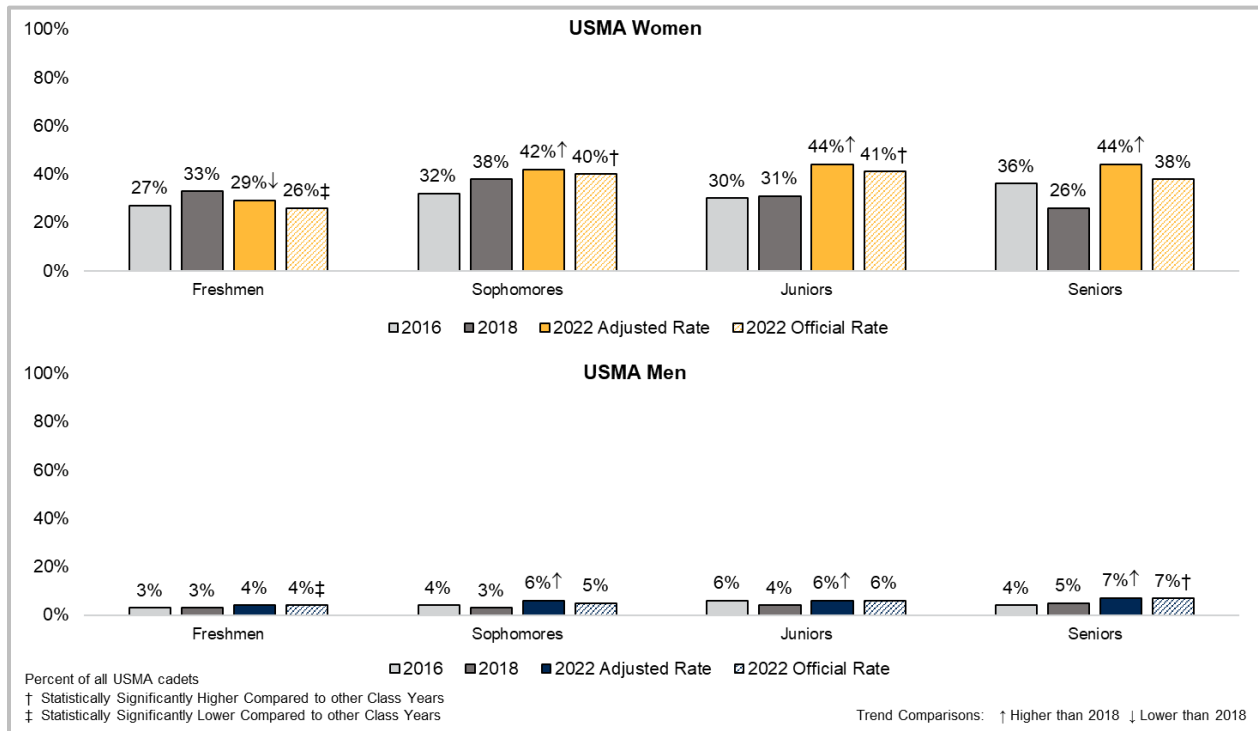
Figure 22.
Gender Discrimination Behaviors and Follow-up Criteria



OPA created the “official” recode of the variable, which will be the rate going forward for future trending, but maintained the “adjusted rate” to trend it to previous years’ data.

Over one-third (35%) of USMA women experienced gender discrimination from **leadership** (Figure 20). Junior (41%) and sophomore (40%) women were most at risk to experience gender discrimination compared to other women, whereas freshmen (26%) were less at risk (Figure 23). Using the 2018 metric to allow for commensurable analysis, 39% of USMA women experienced gender discrimination by **any person** in 2022, a statistically significant increase compared to 2018 (32%). By class year, this represents a decrease for freshman women (from 33% to 29%) and increase for sophomores (from 38% to 42%), juniors (from 31% to 44%), and seniors (from 26% to 44%). Likewise, senior, junior, and sophomore women experienced gender discrimination more often, whereas freshman experienced gender discrimination less often.

An estimated 5% of USMA men experienced gender discrimination from **leadership** (Figure 20). Senior men (7%) were most at risk for experiencing gender discrimination compared to other men, whereas freshmen (4%) were less at risk (Figure 23). Using the 2018 metric to allow for commensurable analysis, 6% of USMA men experienced gender discrimination by **any person** in 2022, a statistically significant increase compared to 2018 (4%). Compared to 2018, rates of gender discrimination increased for sophomores (6% up from 3%), juniors (6% up from 4%), and senior men (7% up from 5%). Senior men were more at risk to experience gender discrimination compared to other men, whereas freshman (4%) were less likely.

Figure 23.***Estimated Gender Discrimination Prevalence Rates for USMA by Gender and Class Year***

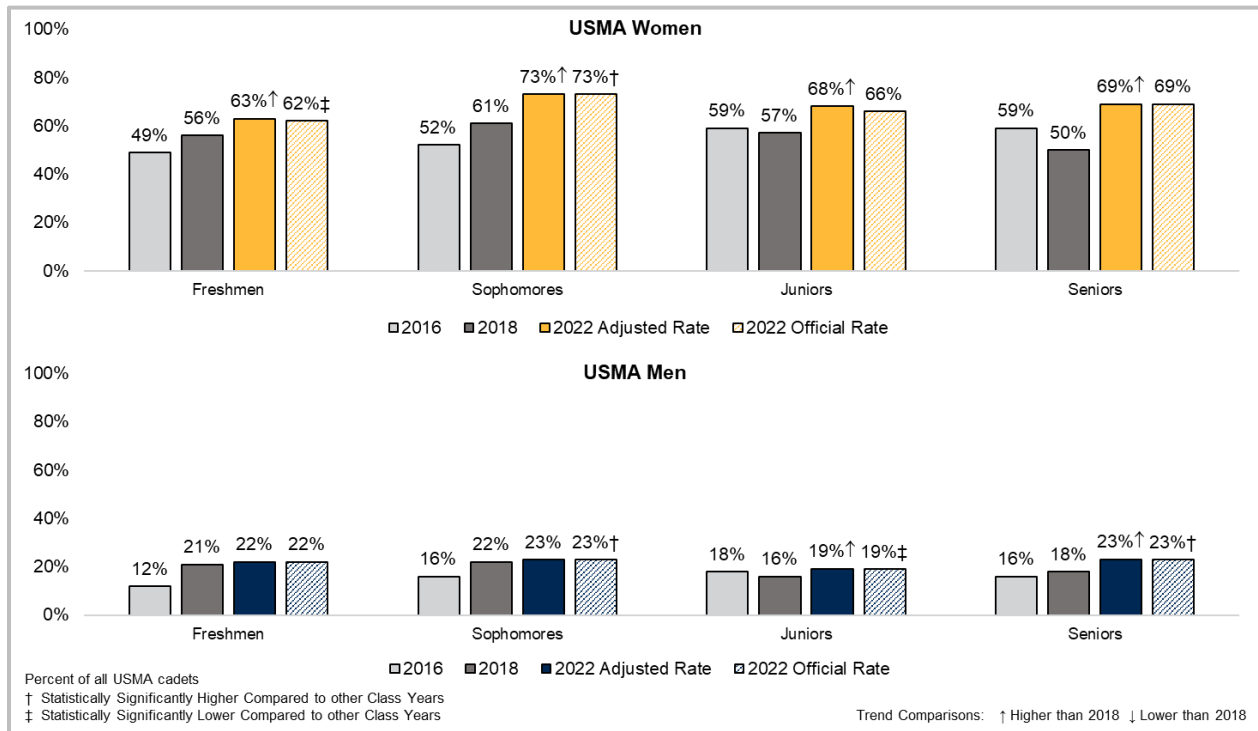
Margins of error range from $\pm 1\%$ to $\pm 4\%$

Sex-Based MEO Violations

Sex-based MEO violations are defined as having experienced a sexual harassment (sexually hostile work environment and sexual quid pro quo) and/or gender discrimination.

An estimated 67% of USMA women experienced sex-based MEO violations from **leadership** during the past APY (Figure 20). Sophomores (73%) experienced violations more often compared to other women, whereas freshman (63%) experienced violations less often (Figure 24). Using the 2018 metric to allow for commensurable analysis, 68% of USMA women experienced sex-based MEO violations by **any person** in the past APY, which demonstrates a significant increase from 2018 (56%; Figure 24). Rates of sex-based MEO violations increased among all class years for women since 2018.

An estimated 22% of USMA men experienced sex-based MEO violations from **leadership** (Figure 20). At 23% and 22% respectively, senior and sophomore men experienced these violations more often compared to men in other class years, whereas juniors (19%) experienced violations less often (Figure 24). Using the 2018 metric to allow for commensurable analysis, 22% of USMA men experienced sex-based MEO violations by **any person** in the past APY, which demonstrates a significant increase from 2018 (19%; Figure 20). Rates of sex-based MEO violations increased for senior (23% up from 18%) and junior (19%, up from 16%) men compared to 2018.

Figure 24.***Estimated Sex-Based MEO Violation Prevalence Rates for USMA by Gender and Class Year***

Margins of error range from $\pm 1\%$ to $\pm 4\%$

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

To better understand the circumstances involved in their experience, the 68% of USMA women and 22% of USMA men who experienced sex-based MEO violations by any person in the past APY (either sexual harassment and/or gender discrimination) were asked to provide additional information in regard to what they considered to be the worst or most serious experience (hereafter referred to as the “one situation”). With this one situation in mind, students were asked to provide details regarding how they characterized the behaviors, who the alleged offender(s) were, and whether they discussed or reported this violation.

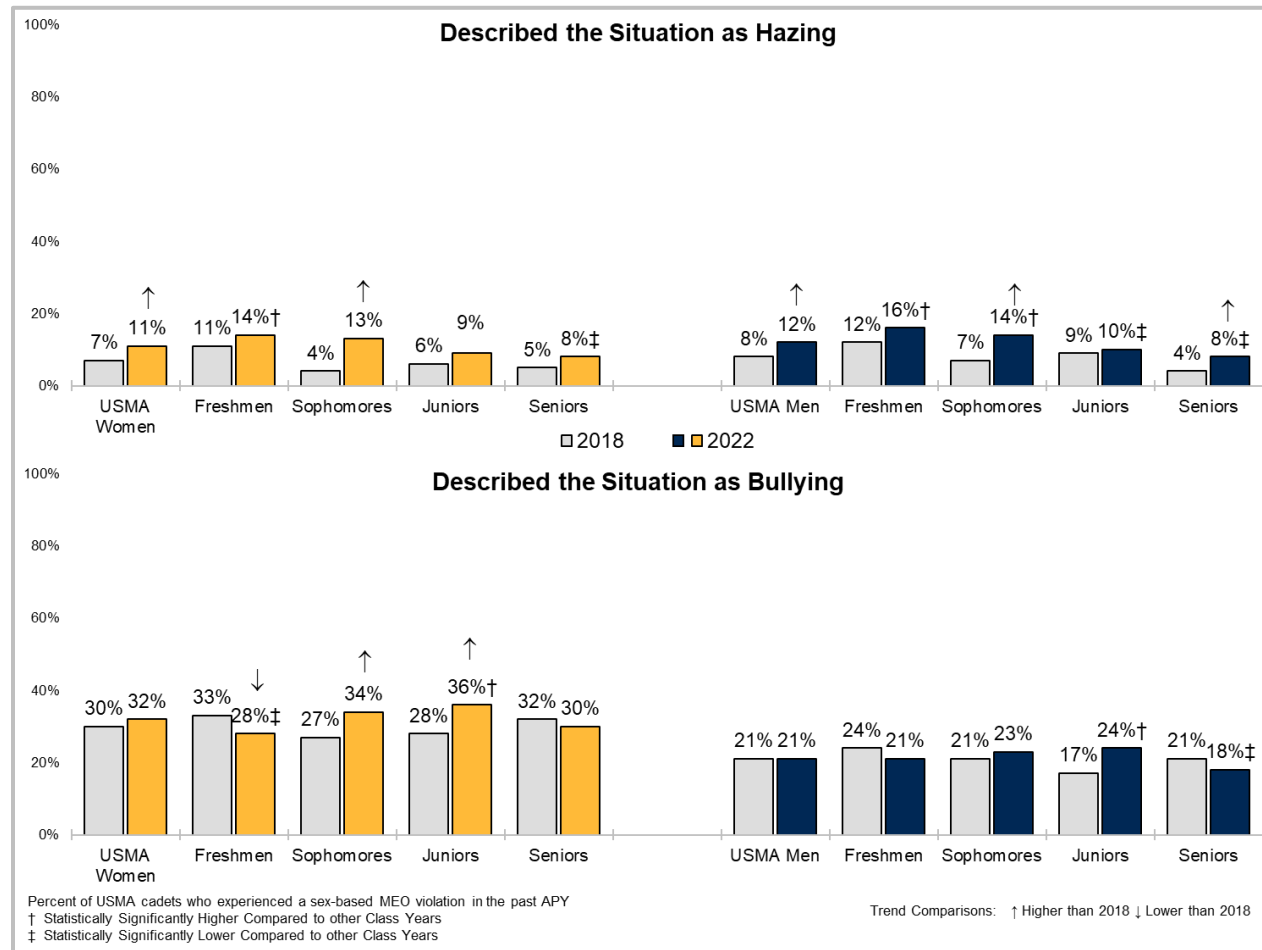
What: Characterization of Behaviors Experienced in the Sex-Based MEO Violation One Situation

Nearly one-third of USMA women considered the sex-based MEO violation to be bullying, whereas roughly one-ninth considered the behavior to be hazing, which increased compared to 2018 and was driven by an increase among sophomore women (Figure 25). Also since 2018, describing the behavior as bullying increased for junior and sophomore women, but decreased for freshman women. Freshman women characterized the experience as hazing more often compared to other women, whereas seniors characterized their experience as hazing less often. Junior women characterized their experience as bullying more often compared to other class years, whereas freshman characterized their experience as bullying less often. More men indicated the behavior was bullying rather than hazing, with a little more than one-fifth of men

indicating the behavior was bullying, whereas a little less than one-tenth indicated the behavior was hazing, which increased since 2018 and was driven by an increase among senior and sophomore men.

Figure 25.

Characterization of Behaviors Experienced in the Sex-Based MEO Violation One Situation for USMA by Gender and Class Year



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

Who: Reported Demographics of the Alleged Offender(s) in the Sex-Based MEO Violation One Situation

As seen in Table 9, most USMA women who experienced a sex-based MEO violation in the past APY indicated the alleged offender(s) were multiple male Academy students, specifically in the same class year. Of note, since 2018, there were increases in alleged offenders who were in a position of higher power (i.e., higher class year, high in the cadet chain of command, and Academy military/uniformed faculty or staff). Alleged offenders who were in a position of higher power increased across all class years, except for freshman with an Academy military/uniformed faculty or staff as the alleged offender. Over one-third of senior and junior

women experienced violations from alleged offender(s) who were Academy military/uniformed faculty or staff, more often than other women.

Table 9.
Characteristics of the Alleged Offender(s) in the One Situation of Sex-Based MEO Violations for USMA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Gender of Alleged Offender(s)		
Men	NA	86%
Women	NA	1%
A mix of men and women	NA	11%
Number of Alleged Offender(s)		
One person	NA	26%
More than one person	NA	67%
Status of Alleged Offender(s)		
Same class year	78%	84%↑
Higher class year	47%	57%↑
Higher in cadet chain of command	31%	43%↑
Academy military/uniformed faculty or staff	14%	29%↑
Member of NCAA/Division I sports team	26%	26%
Member of intramural or club sports team	27%	26%
Lower class year	14%	17%↑
Academy civilian faculty or staff	5%	8%↑
Unknown person	6%	7%
A person not affiliated with DoD	5%	4%
A DoD person not affiliated with the Academy	3%	4%↑

Margins of error range from $\pm 1\%$ to $\pm 2\%$

Note. Percentage of USMA women who experienced a sex-based MEO violation in the past APY. NA=Not applicable; was not asked in 2018.

As seen in Table 10, the majority of men who experienced sex-based MEO violations in the past APY indicated the alleged offender(s) were male Academy students, most often in the same class year. Like women, there was an increase since 2018 in alleged offenders who were in a position of higher power (i.e., higher class year, high in the cadet chain of command, and Academy military/uniformed faculty or staff). Upperclassman men were more likely than other men to indicate the alleged offender(s) were Academy military/uniformed faculty or staff, whereas underclassman men were less likely. Additionally, alleged offender(s) who were a member of NCAA/Division I sports team increased since 2018, which was driven by a significant increase among junior men.

Table 10.***Characteristics of the Alleged Offender(s) in the One Situation of Sex-Based MEO Violations for USMA Men***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Gender of Alleged Offender(s)		
Men	NA	58%
Women	NA	17%
A mix of men and women	NA	20%
Number of Alleged Offender(s)		
One person	NA	47%
More than one person	NA	43%
Status of Alleged Offender(s)		
Same class year	78%	76%
Higher class year	28%	34%↑
Higher in cadet chain of command	18%	23%↑
Member of NCAA/Division I sports team	15%	20%↑
Member of intramural or club sports team	21%	20%
Academy military/uniformed faculty or staff	13%	19%↑
Lower class year	14%	15%
Academy civilian faculty or staff	4%	7%↑
Unknown person	4%	4%
A person not affiliated with DoD	2%	3%
DoD person not affiliated with the Academy	2%	2%

Margins of error range from $\pm 1\%$ to $\pm 3\%$

Note. Percentage of USMA men who experienced a sex-based MEO violation in the past APY. NA=Not applicable; was not asked in 2018.

Discussing/Filing a Complaint of the Sex-Based MEO Violation One Situation

Cadets who experience sex-based MEO violations have resources available to them should they want to discuss their situation or file a complaint with/to any authority or organization. Out of the 68% of USMA women and 22% of USMA men who experienced sex-based MEO violations in the past APY, the vast majority discussed this situation with someone else (Table 11). Both USMA women and men most often reached out to those closest to them: their friends or family or someone in their company or squadron. Over one-third of USMA women and men discussed the violation with the alleged offender(s), consistent with their training to handle these situations at the lowest interpersonal level (Barry et al., 2017). Very few USMA women and men discussed the situation with support personnel and/or offices such as chaplains, counselors, MEO officers, or Sexual Assault Response Coordinators (SARC) or Sexual Harassment/Assault

Response and Prevention (SHARP) officers. One-tenth of women and very few men filed a complaint to any authority or organization,³² which decreased compared to 2018.

Table 11.

Discussing/Filing a Complaint of the Sex-Based MEO One Situation for USMA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USMA Women	USMA Men
Discussed with anyone	90%	75%
Your friends or family outside of your company/squadron	71%	40%
Someone in your company/squadron	67%	46%
The person(s) who did this to you	34%	39%
A chaplain, counselor, or medical person	9%	3%
A MEO Officer, SARC, or SHARP Officer	7%	3%
Filed a complaint with/to any authority or organization	11% (↓ from 15%)	5% (↓ from 7%)

Margins of error range from $\pm 1\%$ to $\pm 2\%$

Note. Percentage of USMA cadets who experienced a sex-based MEO violation in the past APY.

Of the 11% of USMA women who filed a sex-based MEO violation complaint, half indicated the situation was being investigated, which increased compared to 2018, however, more than half of USMA women also experienced negative outcomes including being encouraged to let it go or tough it out or having their situation discounted or not taken seriously, both of which also increased compared to 2018 (Table 12). Additionally, fewer women had positive outcomes regarding their situation being corrected, being kept informed, or that disciplinary action was taken against the alleged offender compared to 2018. This is coupled with notable increases for women indicating they were ridiculed or scorned or had disciplinary action taken against themselves as a result of filing a complaint.

Of the 5% of USMA men who filed a sex-based MEO violation complaint, just under half indicated the situation was being investigated and/or that disciplinary action was taken against the alleged offender. However notable decreases were found for other positive outcomes including whether their situation was corrected or they were kept informed. Similar to women, USMA men also indicated notable increases in negative outcomes as a result of filing a complaint, with more men indicating being encouraged to let it go or tough it out or having their situation discounted or not taken seriously compared to 2018.

³² In order to obtain more information on what actions were taken as a result of filing a sex-based MEO violation complaint, the survey asks respondents to indicate whether or not they filed a complaint. These are not to be confused with the actual complaints the Academy received during the APY.

Table 12.
Outcomes of Filing a Sex-Based MEO Violation Complaint for USMA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USMA Women		USMA Men	
	2018	2022	2018	2022
Positive Outcomes				
The situation was/is being investigated	36%	50% ↑	49%	48%
The situation was corrected	40%	31% ↓	64%	33% ↓
You were kept informed of actions being taken	45%	27% ↓	56%	33% ↓
Disciplinary action was taken against the [alleged] offender(s)	30%	22% ↓	40%	48%
Some other action was taken	10%	22% ↑	28%	22%
Negative Outcomes				
You were encouraged to let it go or tough it out	32%	52% ↑	24%	44% ↑
Your situation was discounted or not taken seriously	27%	52% ↑	16%	41% ↑
You were ridiculed or scorned	19%	33% ↑	28%	22%
You don't know what happened	20%	23%	12%	22%
Disciplinary action was taken against you	4%	13% ↑	8%	15%
Administrative action was taken against you	6%	8%	4%	11%

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

Note. Percentage of USMA cadets who experienced a sex-based MEO violation in the past APY and filed a complaint.

Reasons for Not Discussing/Filing a Complaint of the Sex-Based MEO Violation One Situation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, which is consistent with cadets' training (Barry et al., 2017). To understand more about why sex-based MEO violations are underreported, cadets were asked why they chose not to discuss or file a complaint about the situation; the top reason was that they thought it was not important enough to make a complaint for both USMA women and men (Table 13). In general, USMA cadets choose not to discuss or file a complaint to not endure more possible negative outcomes should they come forward or do not have confidence in the system should they come forward. Notable changes among reasons for not filing a complaint among USMA women and men are depicted in the table below.

Table 13.
Reasons for Not Discussing or Filing a Sex-Based MEO Violation Complaint for USMA

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USMA Women		USMA Men	
	2018	2022	2018	2022
Thought it was not important enough to make a complaint	79%	75% ↓	72%	73%
Took care of the problem yourself by forgetting about it and moving on	60%	61%	39%	49% ↑
Felt uncomfortable making a complaint	47%	59% ↑	24%	38% ↑
Took care of the problem yourself by avoiding the person who did it	58%	54% ↓	33%	37% ↑
Did not want people talking or gossiping about you	54%	54%	23%	32% ↑
Thought making a complaint would take too much time and effort	40%	51% ↑	25%	40% ↑
Did not think anything would be done	38%	48% ↑	26%	34% ↑
Thought it would hurt your reputation and standing	46%	43% ↓	22%	31% ↑
Thought you would be labeled a troublemaker	37%	36%	17%	19%
Did not want to hurt the career of the person(s) who did it	28%	27%	15%	22% ↑
Took care of the problem yourself by confronting the person who did it	39%	26% ↓	51%	38% ↓
Thought your evaluations or chances for leadership positions would suffer	27%	23% ↓	13%	19% ↑
Did not want to bring undue attention or discredit on the Academy	20%	14% ↓	12%	12%
Did not know how to make a complaint	8%	11% ↑	6%	8%

Margins of error range from $\pm 1\%$ to $\pm 4\%$

Note. Percentage of USMA cadets who experienced a sex-based MEO violation in the past APY and did not file a complaint.

Estimated Sexual Harassment and Gender Discrimination Rates by Race/Ethnicity and Sexual Orientation

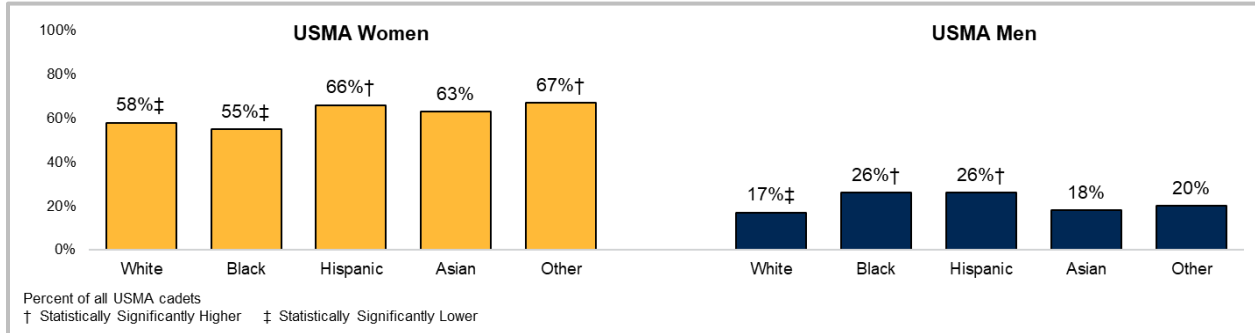
The following sections summarize the experiences of racial/ethnic and sexual minority cadets with sexual harassment and gender discrimination.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity

Overall, minority USMA cadets were more likely than non-Hispanic White cadets to experience sexual harassment in the past APY. Specifically, 64% of minority USMA women experienced sexual harassment in the past APY, which was significantly higher than non-Hispanic White women (58%). When we examine by specific race/ethnicity, Hispanic (66%) women at USMA and women who identified as some other race/ethnicity (67%) were significantly more likely than women of other races/ethnicities to experience sexual harassment, whereas rates of sexual

harassment were lower among White and Black female cadets (Figure 26). Minority men at USMA (23%) were significantly more likely than non-Hispanic white men (17%) to experience sexual harassment. Specifically, Black and Hispanic men at USMA (both 26%) were significantly more likely to experience sexual harassment, whereas White men (17%) were less likely.

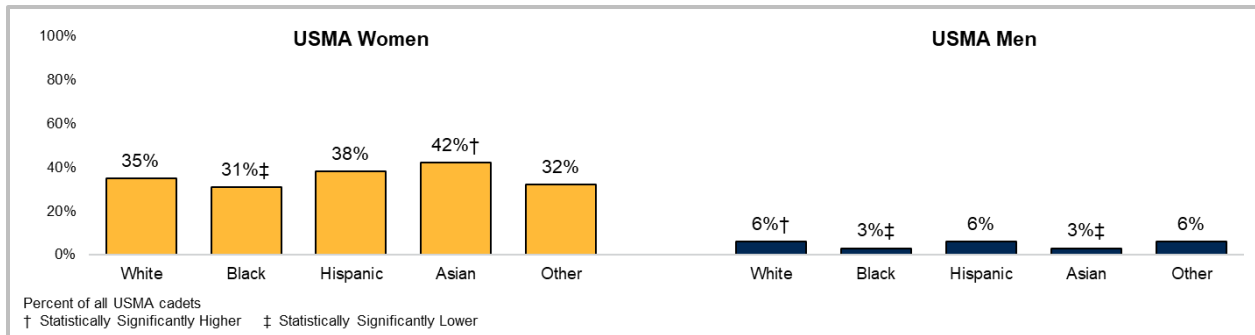
Figure 26.
Estimated Rates of Sexual Harassment for USMA by Gender and Race/Ethnicity



Margins of error range from $\pm 1\%$ to $\pm 4\%$

Overall, there were no significant differences among non-Hispanic White (35%) and minority (35%) USMA women who experienced gender discrimination in the past APY; however, for USMA men, non-Hispanic White men (6%) were more likely than minority men (4%) to experience gender discrimination in the past APY. When we examine by specific race/ethnicity, different patterns emerged for USMA women and men. Asian (42%) women at USMA were significantly more likely than women of other races/ethnicities to experience gender discrimination, whereas rates of gender discrimination were lower for Black female cadets (Figure 27). For USMA men, non-Hispanic White men at USMA (6%) were significantly more likely to experience gender discrimination, whereas Black and Asian men (3%) were less likely.

Figure 27.
Estimated Rates of Gender Discrimination for USMA by Gender and Race/Ethnicity

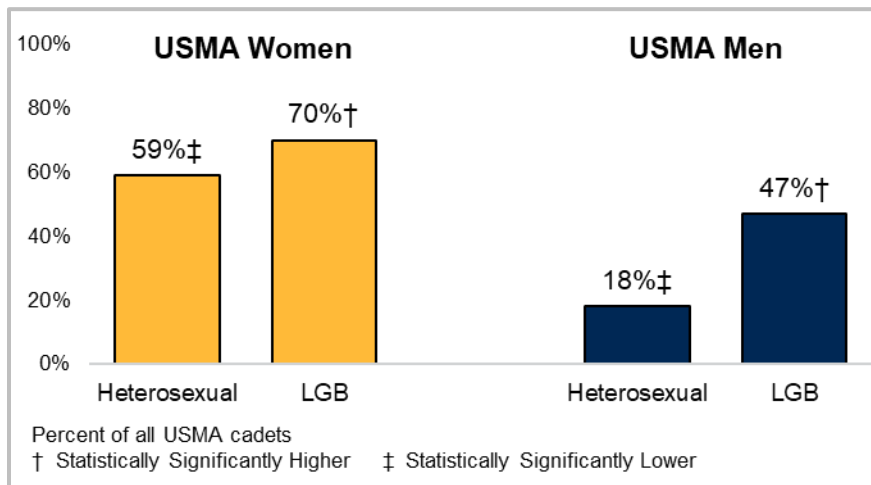


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Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation

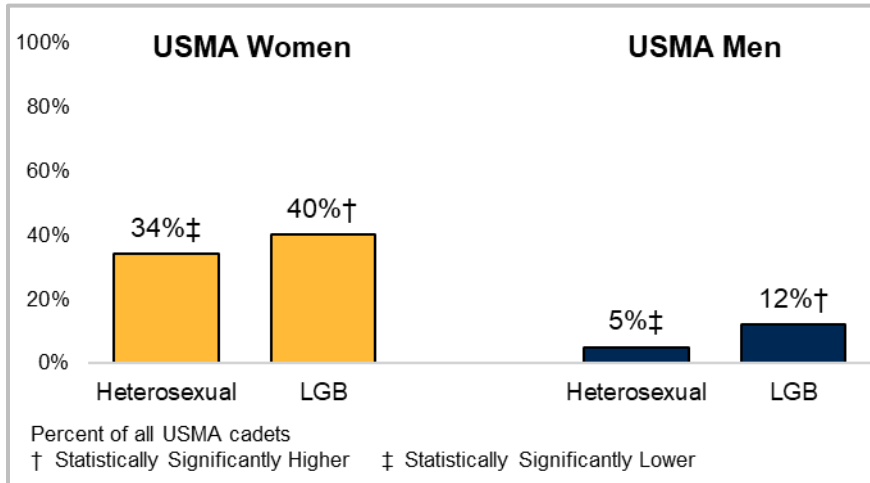
As seen in Figure 28, USMA cadets who identify as LGB were more likely than heterosexual cadets to experience sexual harassment in the past APY. Specifically, 70% of USMA women who identify as LGB experienced sexual harassment in the past APY, which was significantly higher than for heterosexual women (59%). USMA men who identify as LGB (47%) were significantly more likely than heterosexual men (18%) to experience sexual harassment.

Figure 28.
Estimated Rates of Sexual Harassment for USMA by Gender and Sexual Orientation



Margins of error range from $\pm 1\%$ to $\pm 3\%$

As seen in Figure 29, USMA cadets who identify as LGB were more likely than heterosexual cadets to experience gender discrimination in the past APY. Specifically, 40% of USMA women who identify as LGB experienced gender discrimination in the past APY, which was significantly higher than heterosexual women (34%). USMA men who identify as LGB (12%) were significantly more likely than heterosexual men (5%) to experience gender discrimination.

Figure 29.***Estimated Rates of Gender Discrimination for USMA by Gender and Sexual Orientation***

Margins of error range from $\pm 1\%$ to $\pm 3\%$

Academy Culture and Climate Regarding Prevention of, and Responding to, Sexual Assault and Sexual Harassment

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

Research suggests that an organization’s environmental characteristics are associated with the prevalence of, and response to, sexual harassment and sexual assault, including norms around dating and sexual behaviors, harassment, and leadership tolerance (Sadler et al., 2003; Fitzgerald et al., 1999; Newell et al., 1995; Williams et al., 1999). These studies do not establish causation, but do provide evidence that sexual assault, sexual harassment, and various aspects of climate and culture frequently co-occur.

The following section addresses general culture at the Academy pertinent to the prevention of and response to sexual assault and sexual harassment, such as cadet alcohol use, bystander intervention, Academy culture related to prevention, Academy culture related to reporting sexual assault and sexual harassment, and the climate related to gender relations.

Academy Culture and Climate for Prevention of Sexual Assault and Sexual Harassment

The Department is committed to preventing sexual assault and sexual harassment from happening across the entire Force, including at the Military Service Academies (MSAs). In a February 2022 memorandum, the Under Secretary of Defense for Personnel and Readiness

(USD[P&R]) stated that “sexual assault and sexual harassment have no place at our MSAs, and we must continue efforts to prevent and reduce these behaviors and foster academy climates of dignity and respect.”³³ The SAGR survey is one way to track progress of prevention efforts at the MSAs. As such, this section will cover prevention-related metrics, such as alcohol use, willingness to stop sexual assault and sexual harassment, bystander intervention, Academy culture related to prevention, and efforts by leaders and students at all levels to stop sexual assault and sexual harassment.

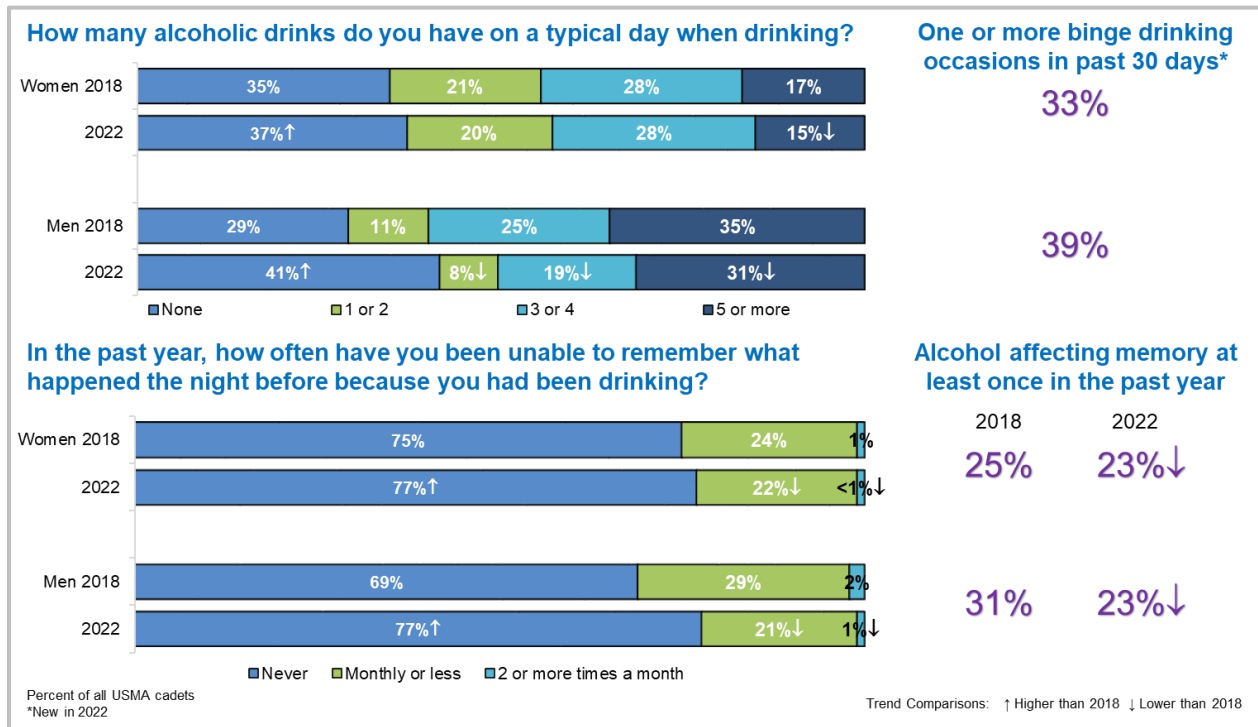
Cadet Alcohol Use

In addition to its relationship with sexual assault and sexual harassment as an important topic related to prevention of these unwanted behaviors, alcohol use by cadets in general is of interest because it can provide a snapshot of cadet health with regard to alcohol. Cadets were asked about their drinking frequency as well as alcohol-induced memory impairment.

The majority of USMA women and men indicated at least minor alcohol consumption, although there were increases in no alcohol use among both USMA women and men and decreases among cadets drinking five or more on a typical day when drinking since 2018 (Figure 30). For USMA women, increases in no alcohol use were driven by sophomores and freshmen, whereas for USMA men, no alcohol use increased across all class years. Decreases among cadets drinking five or more on a typical day when drinking was driven by sophomore cadets and freshman men. However, one-third or more of cadets indicated they had engaged in binge drinking on at least one or more occasion in the past 30 days, with approximately half or more upperclassmen cadets indicating as such. Incidents of alcohol affecting one’s memory at least once in the past year decreased to under one-quarter of cadets compared to 2018. However, upperclassmen remained more likely than underclassmen to have experienced alcohol affecting their memory.

³³ Obtained on November 23, 2022 from https://www.sapr.mil/sites/default/files/public/docs/reports/MSA/DoD_Actions_to_Address_Memorandum_to_the_Military_Departments_MSA_APY20-21.pdf.

Figure 30.
Cadet Alcohol Use for USMA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Cadet Bystander Intervention

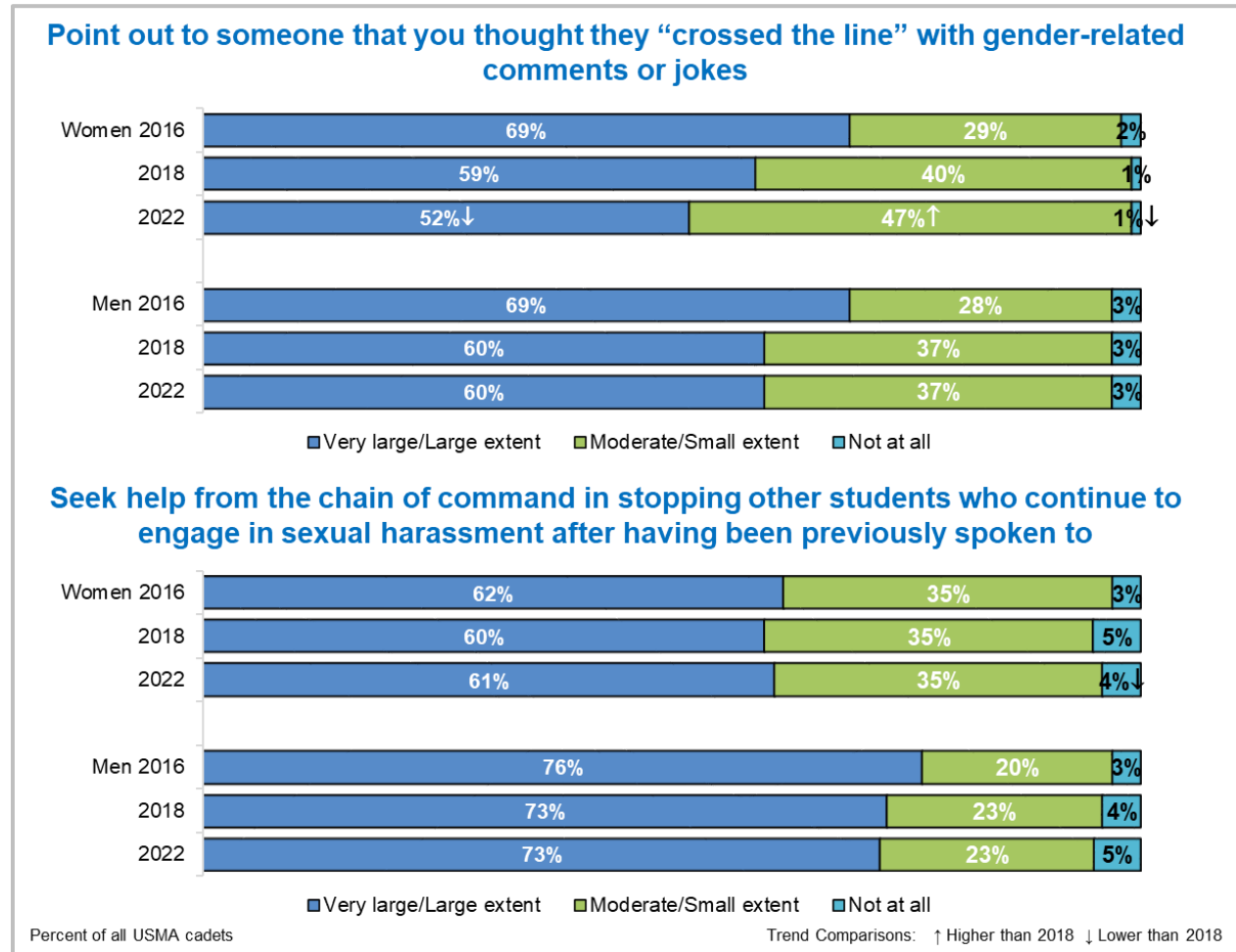
Pursuant to the DoD Sexual Assault Prevention and Response Office's (SAPRO) goal of eliminating sexual assault in the military, the Academy encourages students to be active observers of potentially unwanted behaviors and step in if they see them occurring others. However, behaviors in line with potential sexual harassment may be difficult for students to identify, and students may not feel confident intervening to stop the behavior(s) (Barry, et al. 2017). To better understand the perspective of USMA cadets, the 2022 SAGR asked questions about cadets' willingness to step in and stop potential sexual harassment as well as whether they had observed situations in which potential unwanted behaviors were occurring and how they responded to those situations.

Willingness to Stop Sexual Harassment

In general, the vast majority of USMA cadets are willing to stop sexual harassment to at least a small extent (Figure 31), though willingness to a large/very large extent had declined since 2016. In 2022, just over half of USMA women and nearly two-thirds of USMA men indicated they are willing to point out to someone that they thought had "crossed the line" with gender-related comments or jokes to a large/very large extent. Just under two-thirds of USMA women and approximately three-quarters of USMA men were willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment, which was stable with prior years. Upperclassmen, particularly seniors, are most willing to stop sexual

harassment, whereas sophomores and freshmen are less likely. This is an area for potential intervention specifically for underclassmen on what to do in these situations.

Figure 31.
Willingness to Stop Sexual Harassment for USMA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

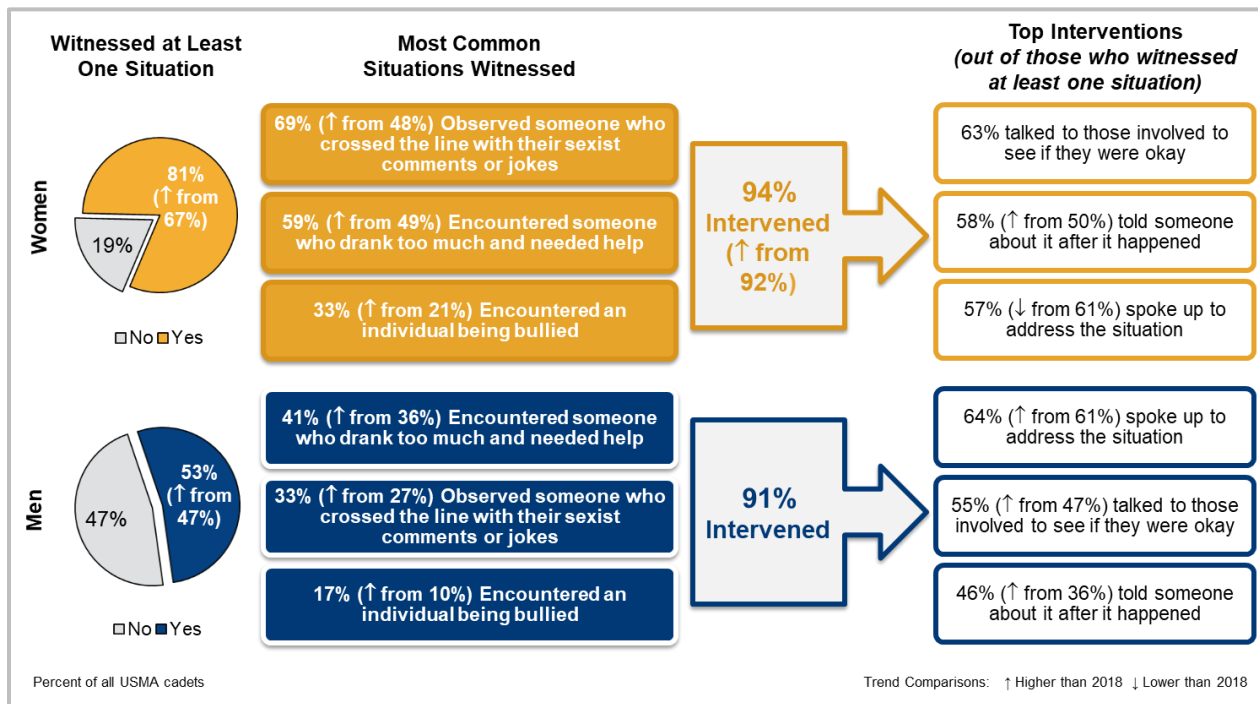
Witnessed Behavior(s) and Action(s) Taken

One aspect of sexual assault prevention is encouraging students to be active observers and intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure the degree to which opportunities to intervene arise, students were asked whether they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, then they were asked how they responded to those situation(s).

Compared to 2018, more USMA cadets witnessed at least one situation in which unwanted behaviors were occurring or were at risk for occurring (Figure 32). Seniors were most likely to

witness these situations, whereas freshmen were least likely. The most common situations witnessed by both women and men were observing someone who crossed the line with their sexist comments or jokes or encountering someone who drank too much and needed help—the incidence of these behaviors both increased compared to 2018. When witnessing these behaviors, the overwhelming majority of USMA cadets intervened, most often by talking to those involved to see if they were okay, telling someone about it after it happened, or by speaking up to address the situation. Similar to witnessing situations, seniors were more likely to intervene whereas freshmen were less likely.

Figure 32.
Witnessed Behavior(s) and Action(s) Taken for USMA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Perceptions of USMA Leadership and Cadets Setting Good Examples

An important aspect of prevention of sexual assault and sexual harassment is whether those in the environment are setting good examples and are willing to watch out for such incidents. The 2022 SAGR asked USMA cadets about the behavior of their fellow cadets and Academy officers to assess to what extent they are engaging in these prevention behaviors.

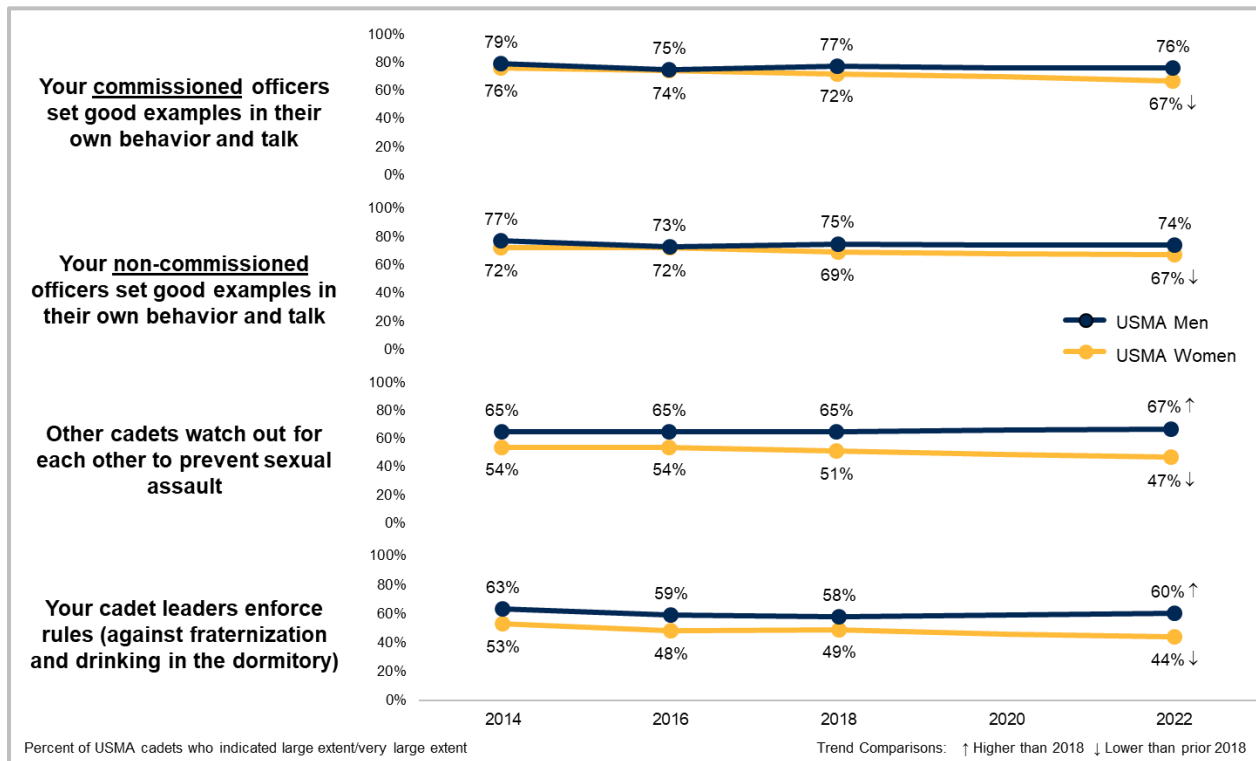
Over two-thirds of USMA women and approximately three-quarters of USMA men believed that both their commissioned and non-commissioned officers set good examples in their own behavior and talk (Figure 33). Although these perceptions remain relatively high, the rates of endorsement for officers decreased among women compared to 2018. When looking at class year differences, perceptions of Academy officers setting good examples in their own behavior

and talk decrease as cadets' progress through the Academy, with freshmen having the highest level of endorsement and seniors having the lowest levels.

Perceptions of other cadets watching out for each other to prevent sexual assault, and the extent to which cadet leaders enforce rules are noticeably lower than perceptions of officers setting good examples for both USMA women and men. Over two-thirds of USMA men and just under half of USMA women indicated other cadets watch out for each other to prevent sexual assault. These perceptions decreased among USMA women and increased among USMA men compared to 2018. When examining by class year, junior women were more likely to indicate other cadets watch out for each other, whereas senior and sophomore women were less likely. A different pattern is seen for USMA men by class year, with seniors more likely to indicate other cadets watch out for each other, whereas sophomore and freshman men were less likely.

When asked whether cadet leaders enforce rules, just under two-thirds of USMA men and under half of USMA women indicated they do so to a large extent. Like perceptions of cadets watching out for each other, perceptions decreased among USMA women and increased among USMA men compared to 2018. Perceptions are most positive among USMA freshmen but tend to decrease as they progress through the Academy.

Figure 33.
Perceptions of USMA Leadership and Cadets Setting Good Examples



Margins of error range from $\pm 1\%$ to $\pm 5\%$

Efforts to Stop Sexual Assault and Sexual Harassment

An essential component of eradicating sexual assault from the military is having leaders who can be trusted to make efforts to prevent and to appropriately respond to sexual assault and sexual harassment. Accordingly, the 2022 SAGR asked USMA cadets about their perceptions of individuals' efforts at the Academy to make honest and reasonable efforts to stop sexual harassment and sexual assault.

USMA cadets perceived that Academy senior leadership, officers, and military/uniformed faculty make the most effort to stop sexual assault and sexual harassment, although those perceptions decreased compared to 2018 (Table 14). USMA women had lower perceptions than USMA men for most Academy personnel and cadets making efforts to stop these behaviors, but the majority of perceptions decreased compared to 2018 for both men and women. When examining results by class year for USMA women, sophomores and freshmen generally have less positive perceptions across personnel and cadets, but these perceptions become more favorable for juniors and seniors. USMA men showed a different pattern than women when looking at perceptions by class year. Although freshman men had the most positive perceptions, as men progress through the Academy, these perceptions tend to decline but increase again in senior year.

Table 14.
Efforts to Stop Sexual Assault and Sexual Harassment for USMA

USMA Women			% of USMA cadets who indicated large/very large extent Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USMA Men		
2016	2018	2022		2016	2018	2022
78%	80%	57%↓	Academy senior leadership	84%	87%	73%↓
62%	65%	54%↓	Commissioned officers directly in charge of unit	76%	80%	76%↓
62%	62%	51%↓	Non-commissioned officers or senior/chief petty officers directly in charge of unit	73%	75%	73%↓
53%	59%	49%↓	Military/uniformed academic faculty	67%	73%	71%↓
39%	49%	45%↓	Civilian academic faculty	54%	60%	62%↑
44%	43%	43%	Cadet leaders	62%	64%	65%
38%	43%	38%↓	Club team coaches and trainers	52%	60%	58%↓
42%	46%	37%↓	Club team officer representatives/advisors	56%	64%	60%↓
42%	47%	36%↓	Physical education instructors	57%	66%	63%↓
39%	46%	36%↓	Intercollegiate (NCAA/Division I) officer representatives/advisors	51%	61%	58%↓
33%	40%	36%↓	Intercollegiate (NCAA/Division I) coaches and trainers	45%	52%	53%
31%	36%	35%	Cadets not in appointed leadership positions	48%	52%	58%↑
37%	43%	34%↓	Intramural officer representatives/advisors	51%	60%	58%
34%	40%	33%↓	Intramural coaches and trainers	48%	57%	57%

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

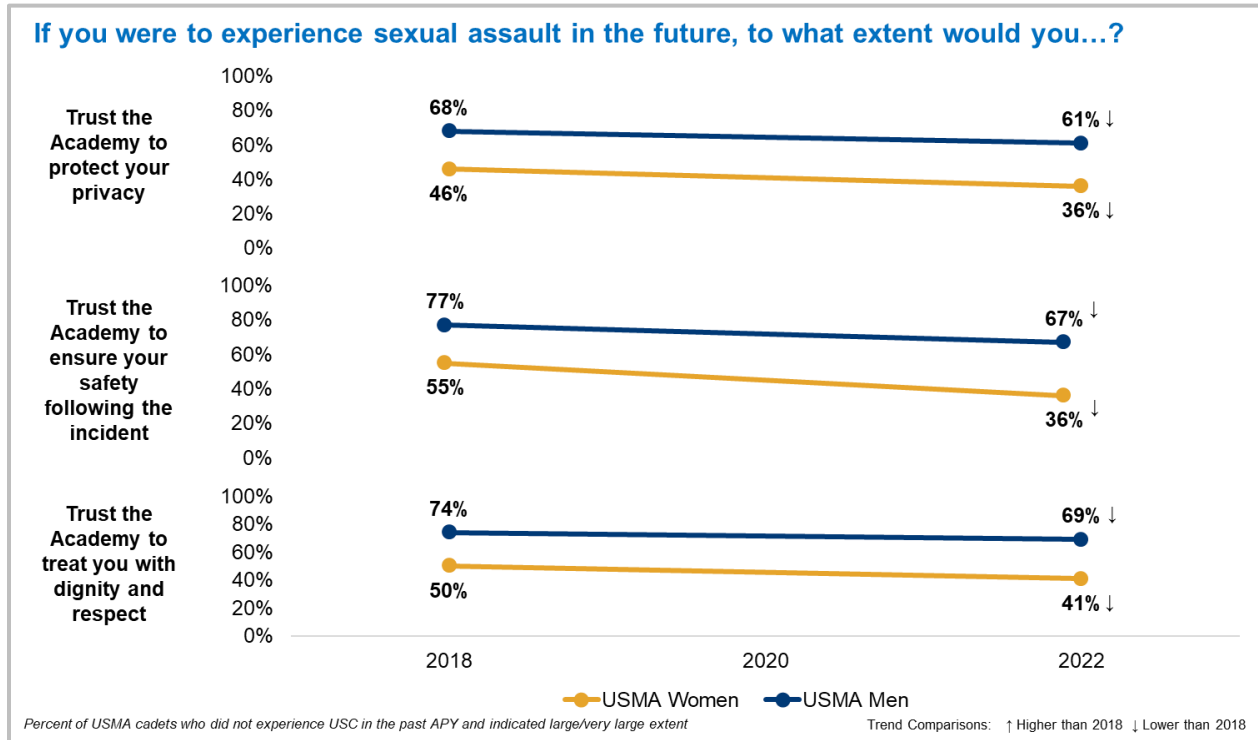
Academy Culture and Climate for Reporting Sexual Assault and Sexual Harassment

Sexual assault and sexual harassment often go unreported and the culture and climate regarding reporting plays a large role into whether a victim chooses to come forward. As discussed earlier, many victims indicated they choose not to report their experiences because they don't find it important enough, want to just move on, think nothing will be done or will take too long, and don't want others to know as to avoid any potential gossip or ostracism from their peers. To further examine the Academy culture and climate related to reporting of these unwanted behaviors, the 2022 SAGR asked cadets whether they would trust the Academy if they were to experience sexual assault. They were also asked about other deterrents for reporting at the Academy, such as victim blaming and the role media plays.

Trust in the Academy

The 2022 SAGR asked cadets who had not experienced unwanted sexual contact in the past year how they believed the Academy would respond if they were to experience USC. Compared to 2018, fewer USMA cadets indicated they trust in the Academy to protect their privacy, ensure their safety, and treat them with dignity and respect if they were to experience sexual assault, with approximately two-thirds of USMA men and one-third to two-fifths of USMA women indicating they would trust the Academy to a large extent (Figure 34). For USMA men, trust is generally highest when they first enter the Academy as freshmen but decreases over time; in fact, level of trust in the Academy decreased across all class years compared to 2018. Although no distinct patterns emerged by class year for women, level of trust decreased for freshman, sophomore, and junior women compared to 2018.

Figure 34.
Trust in the Academy for USMA



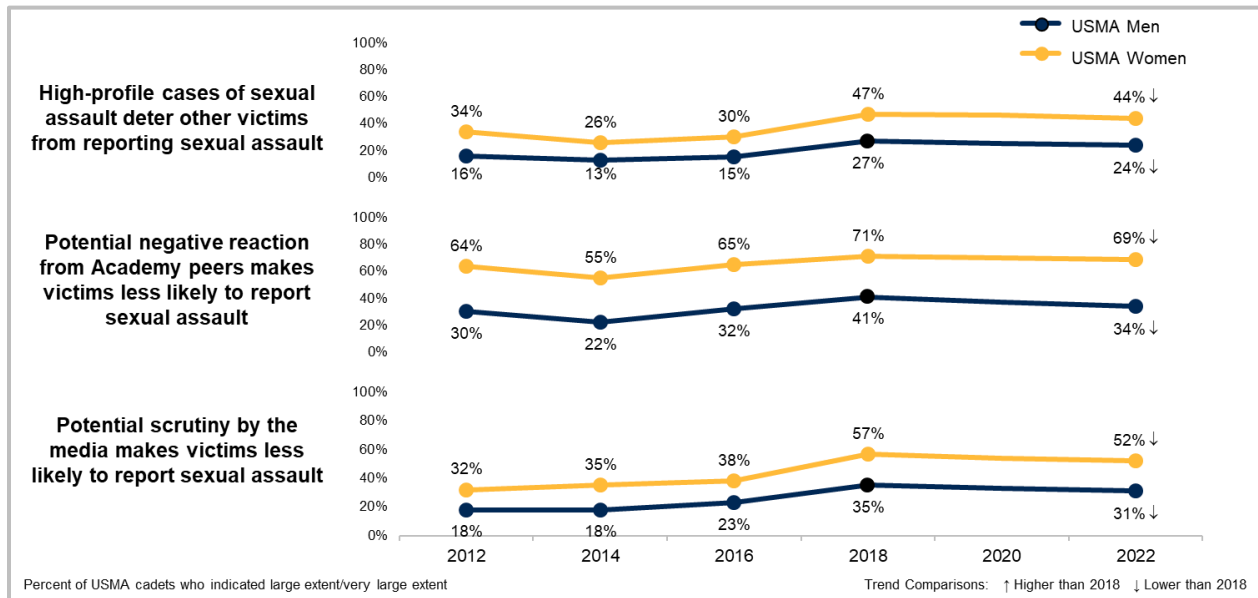
Margins of error range from $\pm 1\%$ to $\pm 2\%$

Barriers to Reporting Sexual Assault

As discussed earlier, the vast majority of cadets who experienced USC did not report the incident. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the cultural aspects at the Academy that may be influencing potential victims from coming forward and reporting unwanted behaviors. To that end, the 2022 SAGR asked USMA cadets about the extent to which high-profile cases of sexual assault, the role media plays, potential negative reactions from peers, and beliefs around “victim blaming” may impact whether victims of sexual assault come forward to report their experiences.

Compared to 2018, progress was made in 2022 with regard to perceptions that high-profile cases, media scrutiny, and negative peer reactions would impact whether a victim would report a sexual assault to a large extent (Figure 35). However, USMA women still hold these perceptions at higher rates than USMA men, most notably when asked to what extent potential negative reactions from Academy peers would impact a victim’s willingness to come forward and report.

Figure 35.
Barriers to Reporting Sexual Assault for USMA

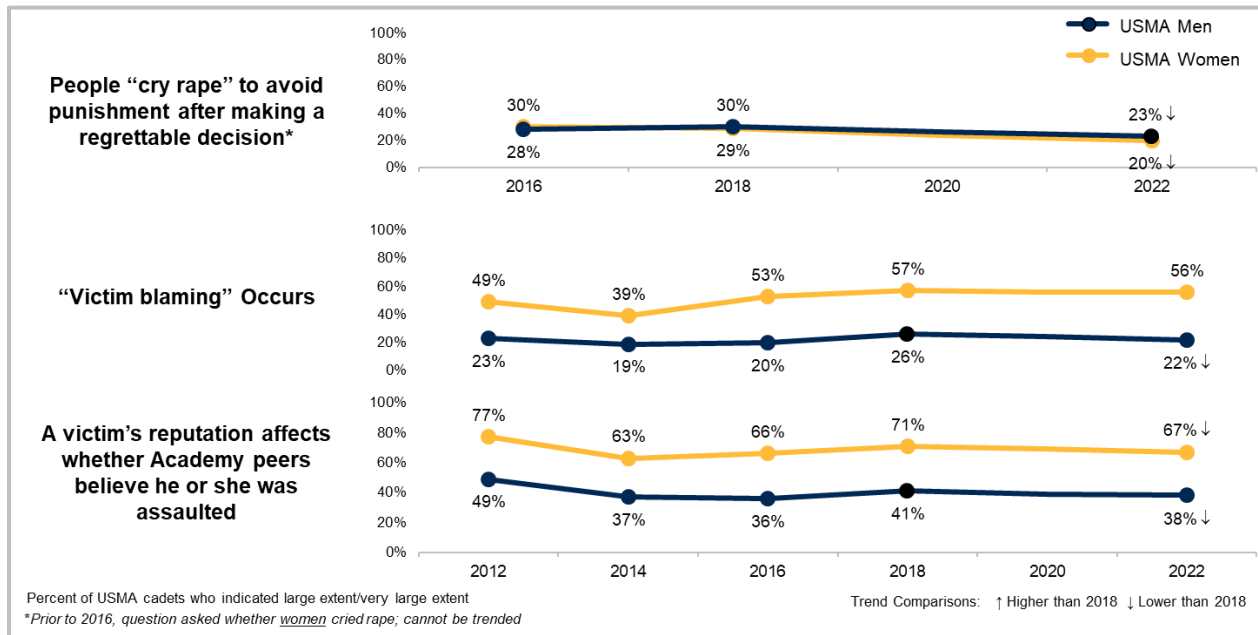


Margins of error range from $\pm 1\%$ to $\pm 5\%$

Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims' experiences are perceived. Cadets were asked about three major concepts of rape myths: victim blaming, "crying rape" to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors potentially contribute to the reluctance to report and hinder sexual assault response efforts to get victims the restorative care they need after experiencing a sexual assault.

Overall, cadets' beliefs regarding whether rape myths and victim blaming occur at the Academy have declined since 2018 but remain prevalent (Figure 36). Similar to the barriers to reporting previously discussed, USMA women are more likely than USMA men to perceive that victim blaming occurs at USMA and that a victim's reputation affects whether they will be believed. When examining results by class year, junior women perceived these negative beliefs exist at USMA more than in other class years, whereas freshmen women, and to some extent senior women, were less likely than women of other class years to perceive these beliefs exist and were also less likely to perceive they exist compared to 2018. For USMA men, sophomores were more likely to indicate that these beliefs exist compared to other class years, but declines in these beliefs were found across class years compared to in 2018, most notably for junior and senior men.

Figure 36.
Rape Myths and Victim Blaming at USMA



Margins of error range from $\pm 1\%$ to $\pm 2\%$

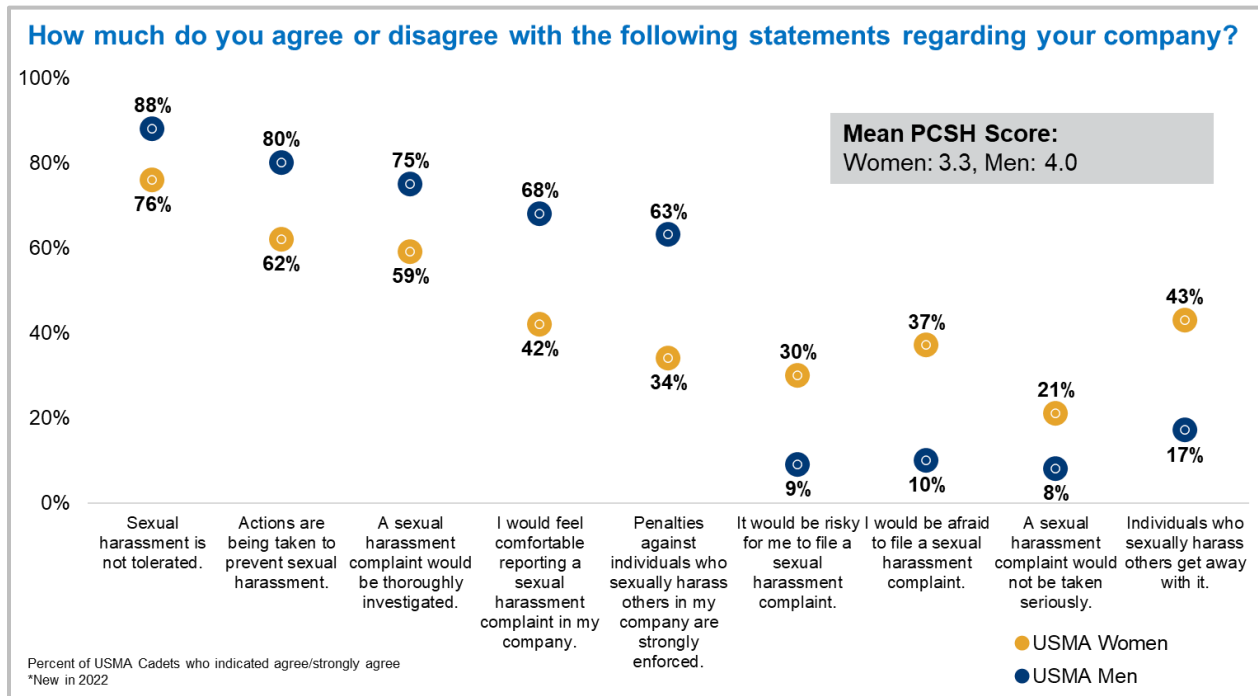
Psychological Climate for Sexual Harassment

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).³⁴ Cadets were asked to rate their company at the Academy on how seriously sexual harassment is treated as an issue and how risky it is for cadets in their company 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 company climate less tolerant of sexual harassment.

The average score for USMA women was 3.3, which is a less positive assessment of the climate for sexual harassment than for USMA men, whose average was 4.0 (Figure 37). Over one-quarter of USMA women (28%) perceived their company as tolerant of sexual harassment, which was more than their male counterparts in their company (8%). Overall, compared to USMA men, USMA women find it riskier to file a sexual harassment complaint, are more uncomfortable and afraid to file a complaint, believe those who sexually harass others get away with it, and disagree that penalties against sexual harassers are strongly enforced.

³⁴ The referent point for this scale was modified to the cadet’s company to best align with how they are organized at USMA.

Figure 37.
Psychological Climate for Sexual Harassment at USMA

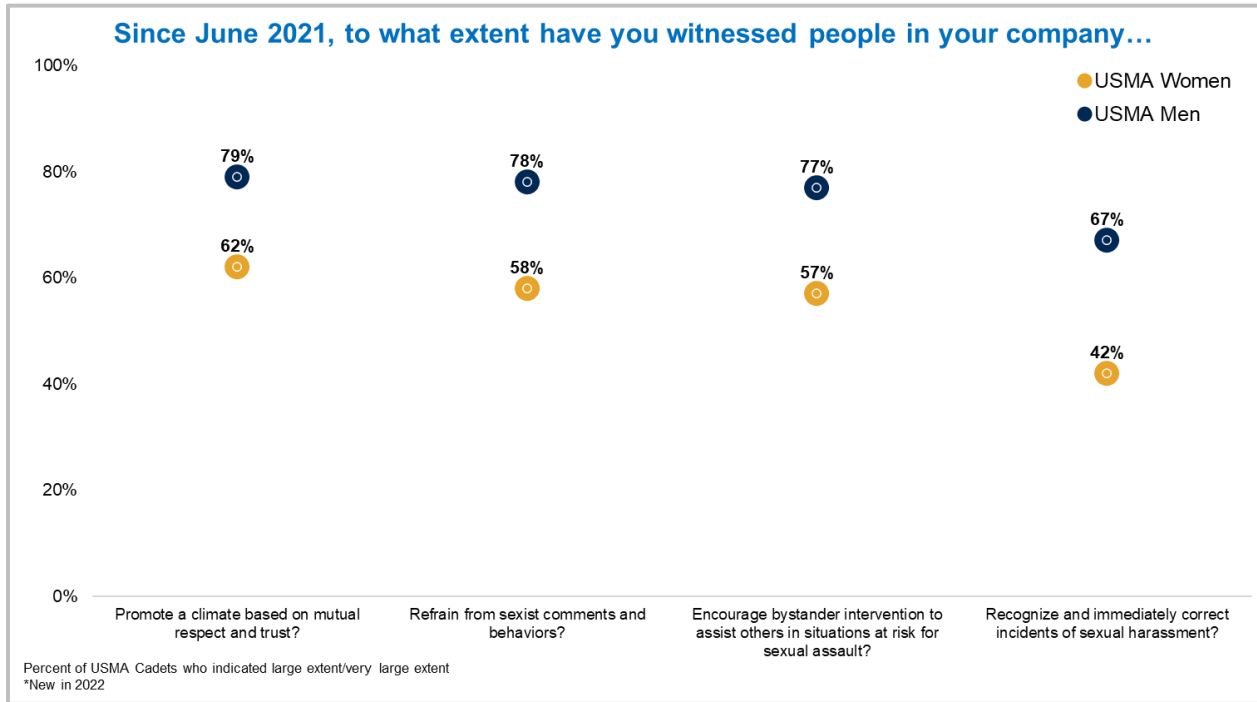


Margins of error range from $\pm 0.1\%$ to $\pm 2\%$

Responsibility and Intervention

Another important aspect of Academy climate and culture is whether people in a cadet's company are engaging in positive behaviors that are considered protective factors for experiences of sexual assault and sexual harassment. The responsibility and intervention metric examines to what extent a cadet's company promotes a climate based on mutual respect and trust, refrains from sexist comments and behavior, encourages bystander intervention, and corrects incidents of sexual harassment. As shown in Figure 38, USMA men indicated higher levels of responsibility and intervention within their company than did USMA women. Just under two-thirds of USMA women and the majority of USMA men indicated people in their company promote a climate based on mutual respect and trust, whereas approximately two-fifths of women and about two-thirds of men indicated people in their company recognize and immediately correct incidents of sexual harassment. These results provide useful insights into areas to target for prevention, such as character development programs geared toward good order and discipline.

Figure 38.
Responsibility and Intervention for USMA



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Chapter 3:

United States Naval Academy (USNA)

This chapter provides findings for the United States Naval Academy (USNA) regarding estimated prevalence and incidents of unwanted sexual contact (USC), potential sex-based military equal opportunity (MEO) violations, and general midshipman culture.³⁵ Administration of the *2022 Service Academy Gender Relations Survey (2022 SAGR)* took place on site at USNA from April 18–22, 2022. Of the 4,338 midshipmen at the Academy, 3,700 completed the survey (1,183 women, 2,517 men) for an overall participation rate of 85% (95% for women, 81% for men).

This chapter provides topline findings for women and men at USNA, including statistically significant differences between estimates from the *2018 SAGR* compared to the *2022 SAGR*, where applicable. This report does not provide a comprehensive review of all statistically significant differences. Rather, salient statistically significant results between estimates from the *2018 SAGR* compared to the *2022 SAGR* and those between class years in 2022 are discussed. All data points and significance testing are available in the separately published *2022 SAGR Results & Trends Volume*. Some estimates are not reportable (indicated as “NR” in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.³⁶ When data are not reportable for USNA men, only results for USNA women are discussed.

Unwanted Sexual Contact

As described in chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to assess experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact” or “USC.” This measure is based on objective behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault, nor does it require the participant to label the incident as sexual assault. The USC rate reflects the estimated percentage of USNA students who experienced behaviors prohibited by the UCMJ between June 2021 and the time of the survey in April 2022 (Academic Program Year [APY] 2021–2022). The terms and definitions of USC have been consistent across all *SAGR* surveys since 2006 to provide DoD with comparable data over time.

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

³⁵ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

³⁶ Further details are provided in Chapter 1.

- *Completed penetration*—Includes those respondents who marked “yes” indicating they were made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.
- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object, but did not indicate that they experienced *completed penetration*.
- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional touching of sexual body parts such as genitalia, breasts, or buttocks and did not indicate that they also experienced *attempted penetration* and/or *completed penetration*.

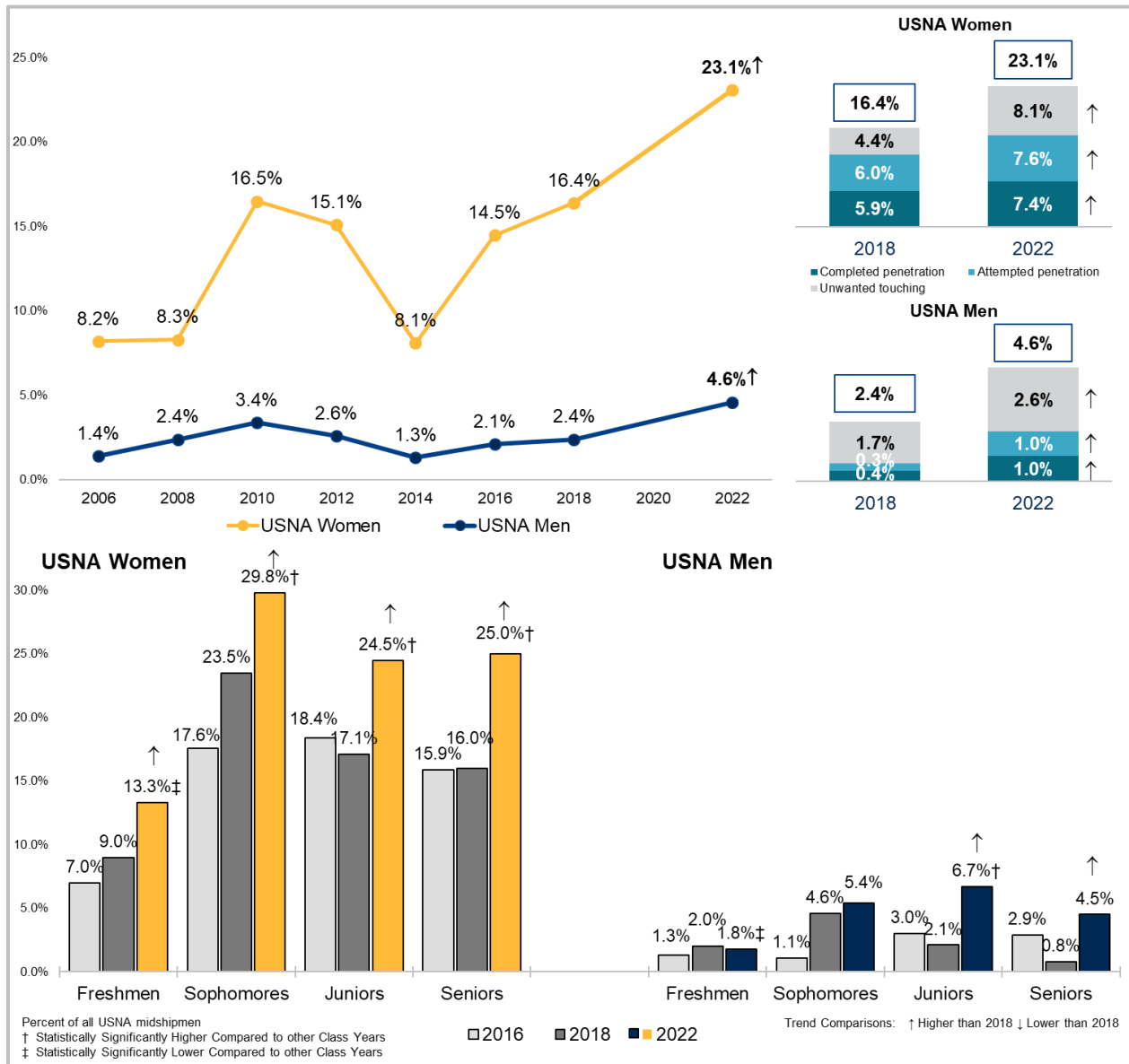
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see chapter 1.

Estimated Past Year Unwanted Sexual Contact Prevalence Rate

An estimated 23.1% of USNA women experienced USC in the past APY, a significant increase from 2018 (Figure 39). This rate comprises an estimated 7.4% of all USNA women experiencing *completed penetration*, 7.6% experiencing *attempted penetration*, and 8.1% experiencing *unwanted sexual touching*, all of which increased since 2018.

An estimated 4.6% of USNA men experienced USC in the past APY, which, like women, increased from 2018 (Figure 39). This rate comprises an estimated 1.0% of USNA men having experienced *completed penetration*, 1.0% having experienced *attempted penetration*, and 2.6% having experienced *unwanted sexual touching*, all of which increased since 2018.

Figure 39.
Estimated Past Year Unwanted Sexual Contact Rate for USNA



Margins of error range from $\pm 0.2\%$ to $\pm 3.2\%$

Differences by Class Year

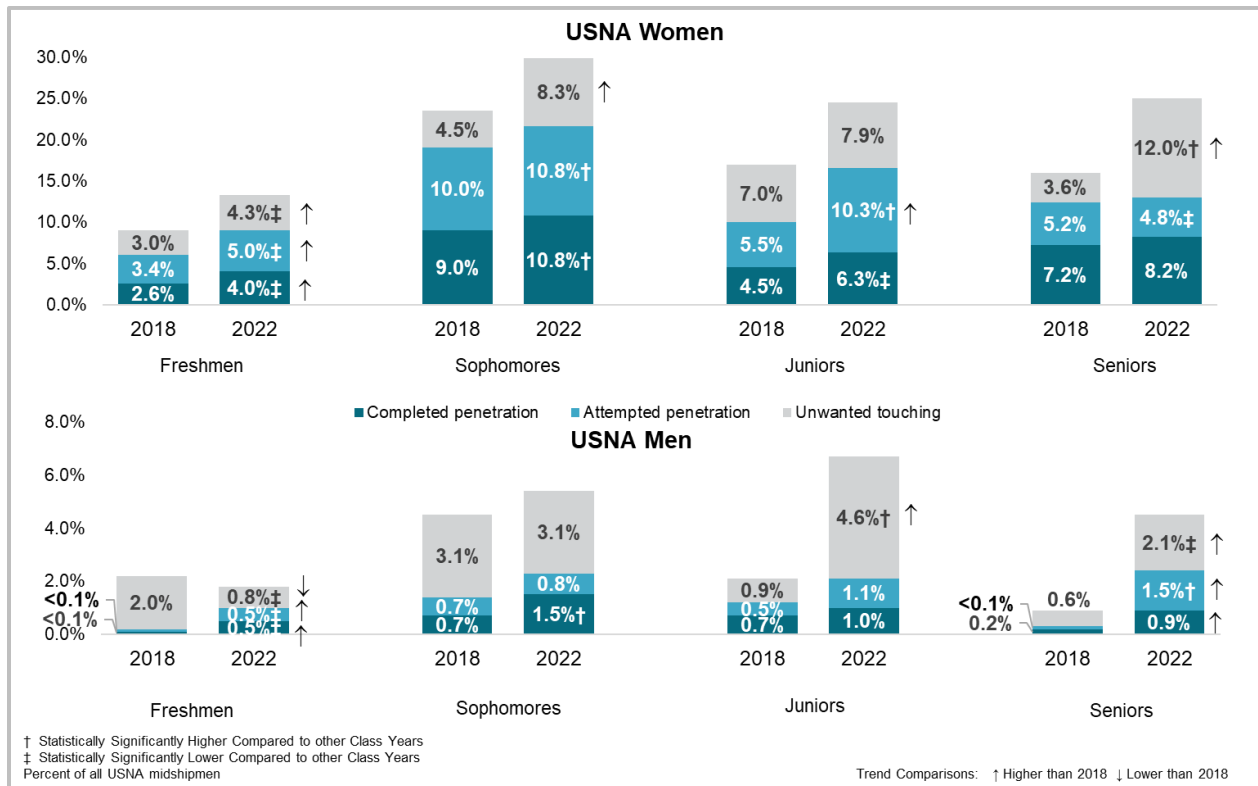
In 2022, the increase in the USC rate for USNA women overall was driven by statistically significant increases in the rates among all class years. Examining 2022 USC rates, sophomore, junior, and senior women were more likely than freshman women to have experienced USC in the past APY, whereas freshman women were least likely. Among USAFA men, rates of USC significantly increased for junior and senior men since 2018.

Results were also examined by class year according to type of USC experienced. The rise in unwanted sexual touching in 2022 among USNA women as a whole was driven by increases among women in all class years except juniors. Freshman and junior women also saw an increase in attempted penetration, whereas freshmen women saw an increase in completed penetration.

Current-year (2022) comparisons for USNA women by class year shed further light on the differences between freshmen and women in other class years. Namely, sophomore women were significantly more likely than women of other class years to experience completed penetration and sophomore and junior women were more likely than women of other class years to experience attempted penetration. Comparatively, freshman women were less likely than women of other class years to experience all three types of USC.

USNA men displayed several changes over time, but results contribute to the holistic picture of USC at the Academy; the greatest changes came among senior and junior men. Specifically, there was an increase of unwanted sexual touching among juniors and seniors and an increase in attempted penetration and completed penetration for seniors and freshmen. Finally, freshman men did see a significant decrease in unwanted sexual touching. USC rates by type for USNA men and women by class year are shown in Figure 40.

Figure 40.
Estimated Past Year Unwanted Sexual Contact Rate by USC Type for USNA by Gender and Class Year



Margins of error range from $\pm 0.4\%$ to $\pm 2.3\%$

Estimated Rates of Unwanted Sexual Contact by Race/Ethnicity and Sexual Orientation

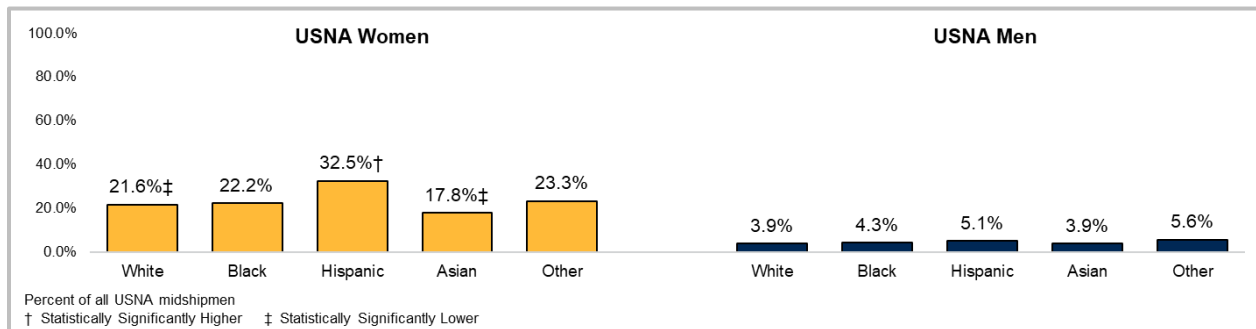
For the first time on the 2022 SAGR, we collected demographic information that can serve to further inform the Department's prevention and response efforts. The following section describes prevalence of USC for midshipmen first by race/ethnicity and then, separately, by sexual orientation. Although prior research has examined the role of race/ethnicity and sexual orientation in risk for sexual violence among other military populations (see Buchanan et al., 2008; Trump-Steele et al., 2021; Morral et al., 2021; Breslin et al., 2022 for recent examples), to our knowledge, this is the first study to examine prevalence of USC by race/ethnicity and sexual orientation using a weighted census of Academy students.

Unwanted Sexual Contact by Race/Ethnicity

Figure 41 presents past year unwanted sexual contact prevalence rates by race/ethnicity for USNA women and men. Overall, minority women at USNA (24.8%) were more likely than non-Hispanic White women (21.6%) to experience unwanted sexual contact in the past APY. For USNA men, there were no significant differences in unwanted sexual contact between non-Hispanic White (3.9%) and minority (4.8%) men. However, when we examine by specific race/ethnicity, Hispanic women at USNA (32.5%) were significantly more likely than women of other races/ethnicities to experience unwanted sexual contact, while Asian (17.8%) and White women at USNA (21.6%) were less likely. Unlike women, there were no significant differences when examining by specific race/ethnicity for USNA men.

Figure 41.

Estimated Rates of Unwanted Sexual Contact for USNA by Gender and Race/Ethnicity



Margins of error range from $\pm 0.5\%$ to $\pm 2.6\%$

Unwanted Sexual Contact by Sexual Orientation

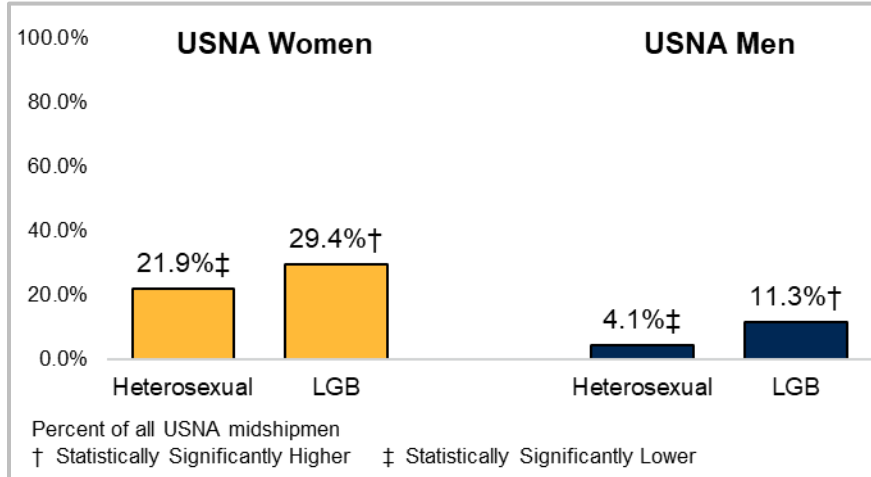
To gain a better understanding of the experiences of military members identifying as lesbian, gay, or bisexual (LGB), the 2022 SAGR asked respondents to identify their sexual orientation. Cadets who marked Gay or Lesbian or Bisexual on the survey were coded as LGB.³⁷ Overall, 17% of USNA women and 4% of USNA men identified as LGB. Figure 42 presents past year

³⁷ Cadets who marked *Something else* or *Prefer not to answer* were set to missing.

unwanted sexual contact prevalence rates by race/ethnicity for USNA women and men. The estimated rate of unwanted sexual contact for USNA LGB women (29.4%) was significantly higher than for heterosexual USNA women (21.9%). Similarly, the estimated rate of unwanted sexual contact for USNA LGB men (11.3%) was significantly higher than for heterosexual USNA men (4.1%).

Figure 42.

Estimated Rates of Unwanted Sexual Contact for USNA by Gender and Sexual Orientation



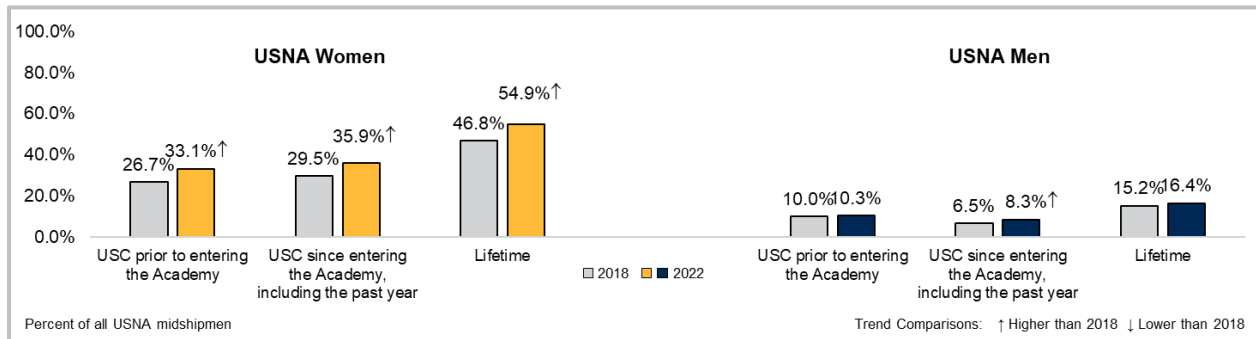
Margins of error range from $\pm 0.4\%$ to $\pm 3.2\%$

Estimated Rates of Unwanted Sexual Contact Prior to Past APY and Lifetime

The 2022 SAGR also collected data on prevalence of USC experiences among USNA midshipmen prior to the June 2021 to April 2022 time frame. Using survey responses, USC prevalence is calculated along three timelines: before entering the Academy, since first entering the Academy (including in the past APY), and lifetime estimated prevalence of USC (combining experiences before entering the Academy and since entering the Academy). Construction of these values require explicit, affirmative selection of one of the USC behaviors in the respective time frame (see chapter 1 for a list of behaviors). As seen in Figure 43, rates for USNA women who experienced USC *prior entering the Academy*, *since entering the Academy (including in the past year)*, and *in their lifetime* all increased since 2018, but only rates of USC since entering the Academy increased since 2018 for USNA men.

Figure 43.

Estimated Rates of Unwanted Sexual Contact Prior Entering the Academy, Since Entering the Academy, and Lifetime for USNA by Gender

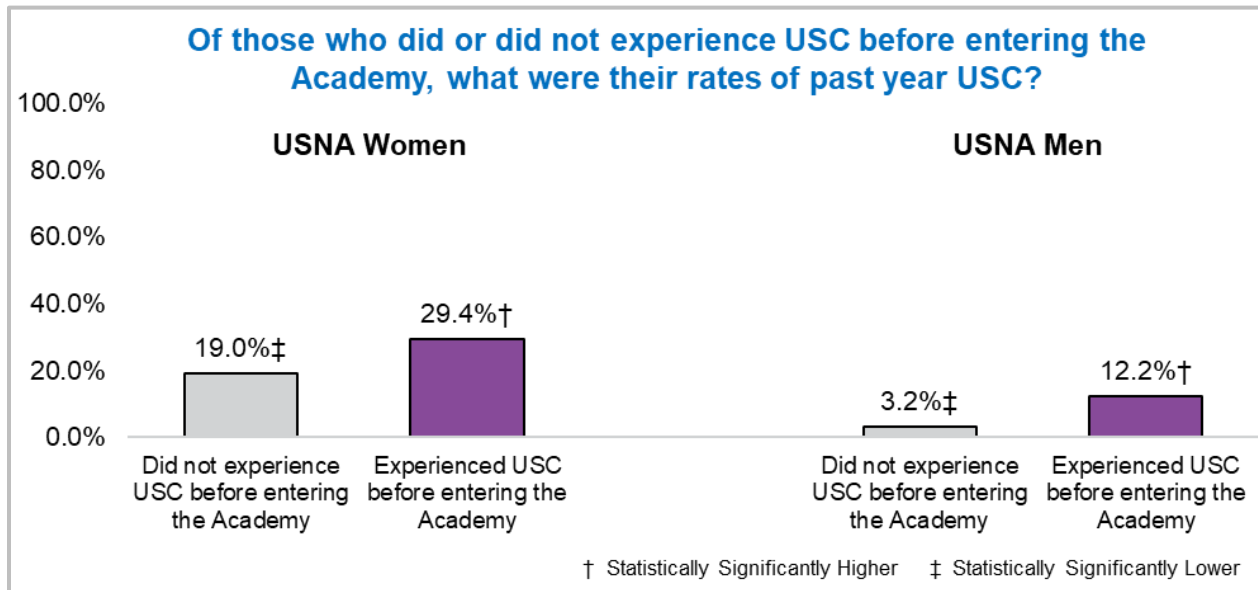


Margins of error range from $\pm 0.5\%$ to $\pm 1.7\%$

Risk of Re-Victimization

Research has shown re-victimization is an important element of understanding sexual violence—namely that victims of one form of violence are more likely to be victims of other forms of violence, victims are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To understand the risk of potential re-victimization at the Academy, rates of USC in the past APY were examined separately by whether midshipmen had experienced USC before entering the Academy. As shown in Figure 44, both USNA women and men who experienced USC before entering the Academy were more likely to experience USC in the past APY compared to those who did not experience USC before entering the Academy.

Figure 44.
Risk of Re-Victimization for USNA



Margins of error range from $\pm 0.4\%$ to $\pm 1.9\%$

One Situation of Unwanted Sexual Contact With the Biggest Effect

Among midshipmen who have experienced USC in the past APY, unfortunately the majority experienced more than one unwanted sexual contact event. In 2022, among USC victims, approximately two-thirds of USNA women and just under half of USNA men (a decrease since 2018) experienced more than one USC incident in the past APY. To better understand the circumstances involved in their experiences, the 23.1% of USNA women and 4.6% of USNA men³⁸ who experienced USC were asked to provide additional information regarding their worst or most serious experience of USC, hereafter referred to as the “one situation.”³⁹ In addition to discerning what happened (type of USC involved in the one situation), midshipmen were asked to provide details regarding characteristics of who the alleged offender(s) were, when and where the one situation happened, experiences following the one situation of USC, and whether they chose to report the incident.

What: Behavior Experienced in the USC One Situation

Midshipmen were asked to identify the behavior(s) involved in the most serious experience in the past APY. These USC types were coded hierarchically as described in the prior section, with

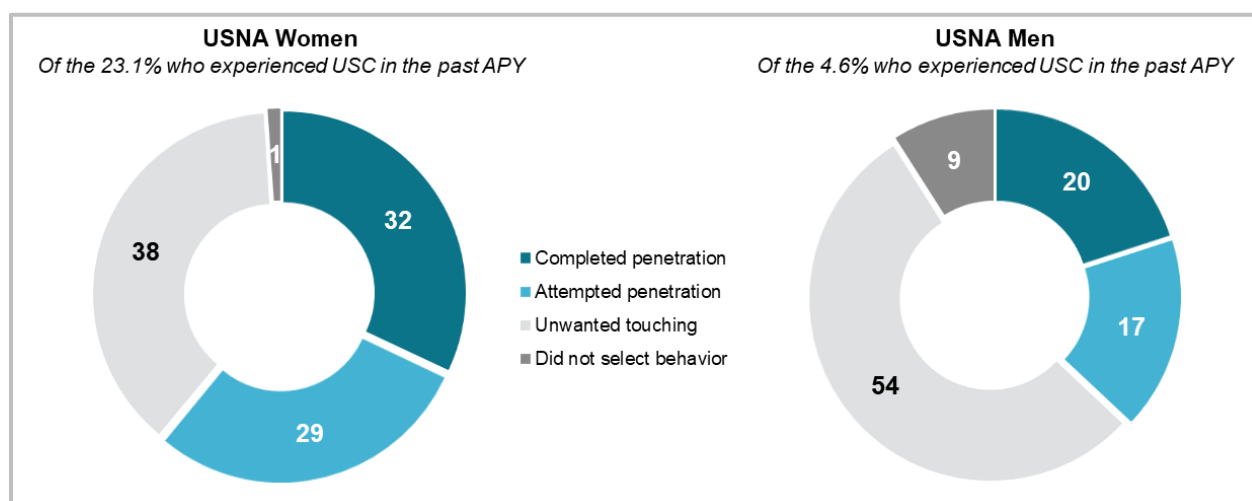
³⁸ Experience of USC is determined by endorsement of at least one USC behavior between June 2021 and April 2022 as presented on the survey.

³⁹ Although some students may have experienced more than one USC event, follow-up questions on details about only one event were asked to minimize survey burden.

experiences of *completed penetration* taking precedence over experiences of *attempted penetration*, which in turn take precedence over *unwanted sexual touching*.⁴⁰

Of the 23.1% of USNA women who experienced USC in the past APY, nearly one-third experienced *completed penetration*, less than one-third experienced *attempted penetration*, and over one-third experienced *unwanted sexual touching* in the most serious experience within the past APY (Figure 45). Of the 4.6% of USNA men who experienced USC in the past APY, one-fifth experienced *completed penetration*, under one-fifth experienced *attempted penetration*, and over half experienced *unwanted sexual touching* in the most serious experience within the past APY.

Figure 45.
Behaviors Experienced in USC One Situation for USNA by Gender



Margins of error range from $\pm 0.4\%$ to $\pm 4\%$

Who: Reported Demographics and Characteristics of the Alleged Offender(s) in the USC One Situation

To better understand the context of these incidents, the 2022 SAGR survey asked midshipmen to provide information on the alleged offender(s) in their one worst situation of USC. Specifically, questions included the gender(s) of alleged offender(s), the number of persons involved, the nature of any pre-existing relationship with the alleged offender(s), and the alleged offender(s) place in the Academy.

The majority of USNA women indicated the one situation involved one other person who was male and an Academy student most often in the same class year who they knew from class or another activity. An overview of the alleged offender(s) characteristic in the one situation is highlighted for USNA women and men in Table 15.

⁴⁰ Some midshipmen chose not to indicate the most serious experience within the one situation, leaving some having not selected or disclosed. Those who did not select a behavior were categorized as “Did not select behavior.”

Table 15.
Reported Characteristics of the Alleged Offender(s) in the USC One Situation for USNA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USNA Women	
Gender of Alleged Offender(s)	2018	2022
Men	95%	97%
Women	4%	2%
A mix of men and women	1%	2%↑
Number of Alleged Offender(s)	2018	2022
One person	74%	75%
More than one person	23%	25%
Status of Alleged Offender(s)	2018	2022
Same class year	65%	74%↑
Member of NCAA/Division I sports team	22%	26%
Member of intramural or club sports team	22%	22%
Higher class year	27%	21%↓
Higher in cadet chain of command	15%	14%
Lower class year	6%	8%
Unknown person	9%	6%
DoD person not affiliated with the Academy	4%	5%
A person not affiliated with the DoD	7%	3%↓
Academy military/uniformed faculty or staff	1%	2%
Academy civilian faculty or staff	<1%	<1%
Relationship to Alleged Offender(s)	2018	2022
Someone you knew from class or other activity	60%	62%
Someone you had a casual relationship with	18%	25%↑
Someone you had just met	24%	21%
Someone you were currently dating	7%	10%↑
A stranger	10%	10%
Someone you had previously dated	3%	3%

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

Note. Percentage of USNA women who experienced USC in the past APY

Like women, the majority of men indicated that they knew their alleged offender from class or another activity and that the one situation was perpetrated by one person, who was often an Academy student, and often in the same class year (Table 16). Unlike women, nearly one-third of men indicated that the alleged offender was a man and just under two-thirds indicated that the alleged offender was a woman.

Table 16.
Reported Characteristics of the Alleged Offender(s) in the USC One Situation for USNA Men

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USNA Men	
Gender of Alleged Offender(s)	2018	2022
Men	43%	30%
Women	46%	64%↑
A mix of men and women	10%	4%
Number of Alleged Offender(s)	2018	2022
One person	68%	74%
More than one person	27%	24%
Status of Alleged Offender(s)	2018	2022
Same class year	74%	57%↓
Person not affiliated with the DoD	14%	18%
Unknown person	3%	17%↑
Member of NCAA/Division I sports team	6%	12%
Higher class year	8%	12%
Lower class year	3%	11%↑
Member of intramural or club sports team	21%	11%
Higher in the cadet chain of command	<1%	7%↑
Academy military/uniformed faculty or staff	<1%	3%↑
DoD person not affiliated with the Academy	<1%	3%↑
Academy civilian faculty or staff	<1%	1%
Relationship to Alleged Offender(s)	2018	2022
Someone you knew from class or other activity	71%	57%↓
Someone you had just met	8%	21%↑
A stranger	<1%	21%↑
Someone you had a casual relationship with	15%	13%
Someone you had previously dated	3%	6%
Someone you were currently dating	9%	4%

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

Note. Percent of USNA men who experienced USC in the past APY

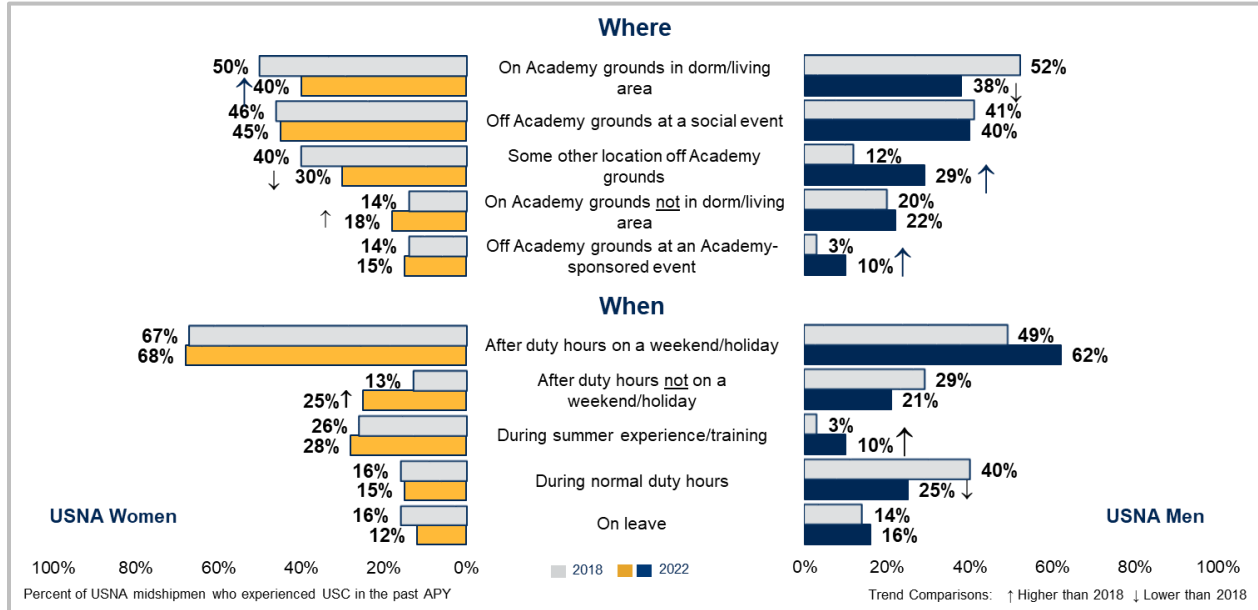
Where and When: Location and Context of the USC One Situation

Because there is no one “characteristic” of alleged USC perpetrators, there is also not a singular context that leads to victimization. Understanding the various patterns of time and place involved in USC is key to developing and implementing tailor-made prevention and response resources at the Academy.

As shown in Figure 46, USC events among USNA women occurred most often off Academy grounds at a social event or on Academy grounds in a dormitory or living area, the latter of which increased since 2018. As for specific time frames in which the USC occurred, USNA women most often indicated it occurred after duty hours on a weekend or holiday or during summer experience/training.

Like USNA women, USNA men experienced incidents most often off Academy grounds at a social event or on Academy grounds in a dormitory or living area, the latter of which decreased compared to 2018. Under two-thirds of USNA men who experienced USC specified it occurred after duty hours on a weekend or holiday, whereas one-quarter indicated it occurred during normal duty hours.

Figure 46.
Location and Context of the USC One Situation for USNA by Gender



Where and When: Circumstances of the USC One Situation

Finally, midshipmen were asked to further contextualize the one situation by sharing their perspective on the incident, including whether they characterized the situation as involving hazing- and/or bullying-related behavior, whether the person(s) involved in the one situation had victimized them before and/or after the one situation, whether there was another midshipman that was present who did or did not help them, and detailing the potential involvement of alcohol. The involvement of alcohol in the one situation is an important factor regarding experiences of USC, especially in university-aged populations. The survey reminded participants that even if they had been drinking, they are not to blame for the incident. Studying the use of alcohol in the one situation is meant to better understand unwanted situations at the Academy in the pursuit of eliminating sexual assault in the Department. These results are visualized in Table 17 below.

Relatively few USNA women who experienced USC considered it hazing or bullying, although those who considered it hazing significantly increased since 2018 and considering it bullying decreased. Compared to 2018, more USNA women who experienced USC were also victimized in some fashion (e.g., stalked, sexually harassed, or sexually assaulted) before the one situation. This increase was driven by increases among freshman and sophomore USNA women to have

been victimized before the USC one situation across all types of behaviors. Freshman women were more likely than other USNA women to have been victimized before the one situation.

Bystander intervention training is arguably one of the most important elements of USC prevention because it can provide midshipmen and other Academy personnel basic tools to recognize and stop potential sexual assaults. Indeed, over one-third of USNA women (a decrease since 2018) indicated there was a fellow midshipman present who could have stepped in to help but did not, suggesting improvements in bystanders' ability to recognize and effectively intervene could be useful for decreasing USC at the Academy.⁴¹

Finally, midshipmen were asked to what extent alcohol was present in the USC one situation. Nearly two-thirds of USC situations for USNA women involved alcohol, either on the part of the victim, the alleged offender, or both, although fewer USNA women indicated alcohol was involved compared to 2018. When victims were drinking at the time of the event, over half of the time the alleged offender had bought or given them alcohol.

⁴¹ Like all survey responses, this is based on the perception of the respondent. It is unclear whether bystanders understood what was occurring, or could have intervened, and/or why they did not intervene in some way.

Table 17.
Circumstances of the USC One Situation for USNA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018		USNA Women		USNA Men	
		2018	2022	2018	2022
Hazing/ Bullying	Hazing	4%	7%↑	14%	6%
	Bullying	11%	5%↓	8%	5%
Sexual Harassment, Stalking, or Sexual Assault Before or After the Situation	Sexually harassed before	16%	26%↑	8%	24%↑
	Stalked before	5%	10%↑	4%	6%
	Sexually assaulted before	9%	17%↑	7%	7%
	Experienced any before	21%	34%↑	15%	30%
	Sexually harassed after	18%	22%	11%	23%
	Stalked after	12%	13%	12%	9%
	Sexually assaulted after	9%	12%	7%	6%
	Experienced any after	27%	30%	19%	30%
Someone Else Present	Stepped in to help victim	12%	15%	17%	14%
	Could have stepped in but didn't	42%	35%↓	34%	29%
Alcohol Use	Victim was drinking	64%	54%↓	35%	55%↑
	 Alleged offender bought/gave drinks	55%	57%	49%	34%
	Alleged offender was drinking	64%	51%↓	44%	52%
	Alcohol use by victim/alleged offender	72%	65%↓	44%	65%↑

Margins of error range from $\pm 1\%$ to $\pm 17\%$

Note. Percentage of USNA cadets who experienced USC in the past APY.

As shown in Table 17, relatively few USNA men who experienced USC considered the one situation either hazing or bullying. Approximately one-fifth of USNA men who experienced USC were also victimized in some fashion (e.g., stalked, sexually harassed, or sexually assaulted) before the one situation and/or were victimized after the one situation. The most frequent behavior experienced before and after the one situation was being sexually harassed.

Bystander intervention plays an equally important role for USNA men as it does for women and similar results were found. Relatively few USNA men who experienced USC said there was a

fellow midshipman present in the one situation who could have helped and did so, and just under one-third said there was a fellow midshipman present who could have stepped in to help but did not.

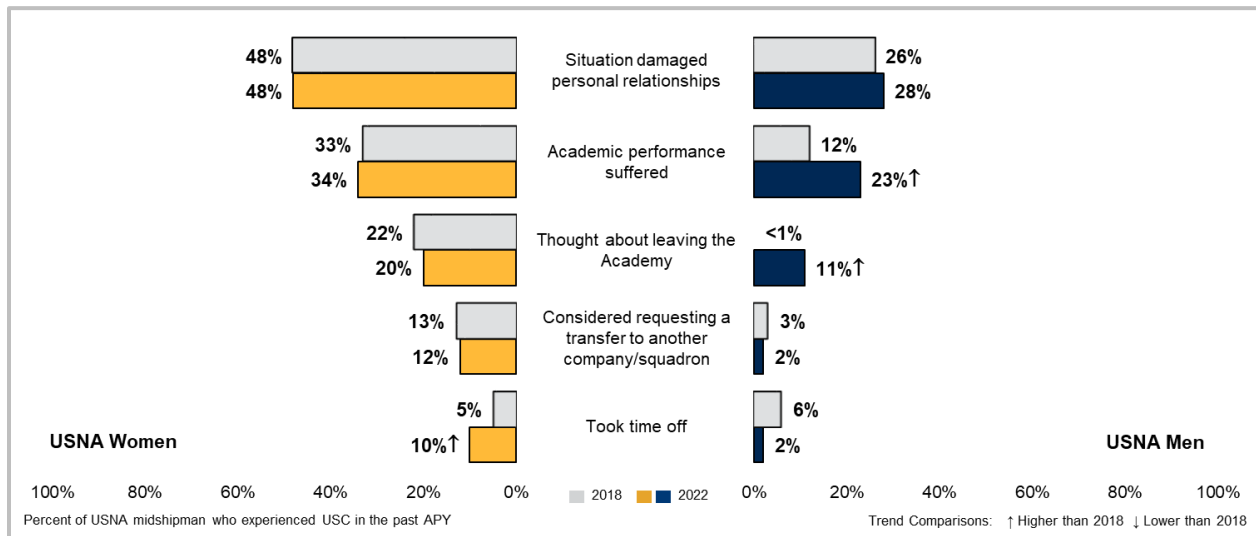
Finally, midshipmen were asked to what extent alcohol was present in the USC one situation. Nearly two-thirds of USC situations for USNA men involved alcohol, either on the part of the victim, the alleged offender, or both, which increased since 2018 and driven by an increase in alcohol use by the victim. When victims were drinking at the time of the event, approximately one-third of the time the alleged offender had bought or given them alcohol.

Impact of Experiencing USC

Experiencing USC can impact the victim's relationships, academic performance, and make them question whether they want to stay in their company or at the Academy. On the survey, those who experienced USC in the past APY were asked to indicate to what extent experiencing USC impacted them.

As shown in Figure 47, the largest impact both USNA women and men felt after experiencing USC in the past APY was damage to their personal relationships. Over one-third of USNA women and just under one-quarter of USNA men also experienced their academic performance suffering, which increased compared to 2018 for USNA men.

Figure 47.
Impact of the USC One Situation for USNA by Gender



Margins of error range from $\pm 1\%$ to $\pm 11\%$

Reporting the USC One Situation

As shown in Table 18, of the 23.1% of USNA women who experienced USC in the past APY, an estimated 13% indicated on the survey they had reported this incident.⁴² The top reasons indicated by approximately two-thirds of USNA women as to why they reported their USC was that someone they told encouraged them to report (a decrease since 2018) or to stop the person(s) from hurting others (an increase since 2018). Very few (3%) of the 4.6% of USNA men who experienced USC reported it. Therefore, the results for USNA men were not reportable.

Table 18.
Reasons for Reporting the USC One Situation for USNA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Someone you told encouraged you to report	86%	68%↓
To stop the person(s) from hurting others	34%	65%↑
Raise awareness that it occurs at the Academy	37%	59%↑
To get mental health assistance	65%	56%
It was your civic/military duty to report it	35%	29%
To stop the person(s) from hurting you again	13%	21%
Some other reason	<1%	21%↑
The punish the person(s) who did it	14%	18%
To get medical assistance	23%	18%
To discourage other potential offenders	7%	9%
Someone else made you report it or reported it themselves	21%	6%↓
To stop rumors	7%	6%

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

Note. Percentage of USNA women who experienced USC in the past APY and made an official report. Respondents were able to select multiple reasons for reporting.

Negative Outcomes of Reporting USC

Experiencing USC is often innately physically and psychologically harmful, but those who experience it may also experience secondary effects through others' actions. Classmates, faculty, or friends may act differently toward someone who has reported experiencing USC, whether intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

⁴² In order to obtain more information on what actions were taken as a result of reporting USC, the survey asks respondents to indicate whether or not they filed an official report. These survey estimates are distinct from the actual reporting data maintained with DSAID. However, estimates derived from the survey align with the action number of reports received.

Measures of ***perceived retaliation, professional reprisal, ostracism, and other negative outcomes***⁴³ are used to capture outcomes experienced as a result of reporting USC (see chapter 1 for details on rate construction). Recall data in this section are out of USNA women who experienced USC in the past year and reported it (13% of the 23.1% of USNA women who experienced USC and 3% of the 4.6% of USNA men who experienced USC). Results for USNA men were not reportable.

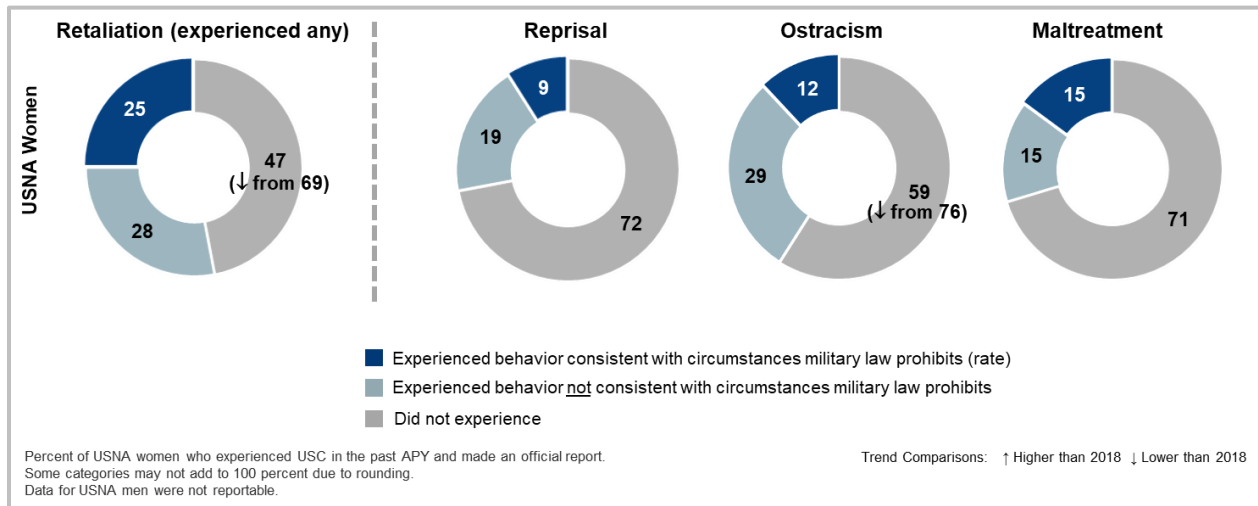
The estimated rate of ***perceived retaliation*** is a summary measure reflecting whether midshipmen indicated they experienced either professional reprisal, ostracism, and/or maltreatment by leadership and/or fellow midshipmen for reporting USC. As shown in Figure 48, one-quarter of USNA women who reported their USC incident experienced behaviors for professional reprisal, ostracism, or other negative outcomes.

The ***estimated rate of professional reprisal*** is a summary measure reflecting whether midshipmen indicated they experienced unfavorable actions taken from leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance). As shown in Figure 48, 9% of USNA women experienced unfavorable actions from leadership as a result of reporting USC.

The ***estimated rate of ostracism*** is a summary measure reflecting whether, as a result of reporting USC, midshipmen experienced negative behaviors from midshipman peers or leadership that made them feel excluded or ignored. As shown in Figure 48, 12% of USNA women experienced being excluded or ignored as a result of reporting USC.

The ***estimated rate of other negative outcomes*** is a summary measure reflecting whether, as a result of reporting USC, midshipmen experienced negative behaviors from midshipman peers or leadership that occurred without a valid military purpose and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 48, 15% of USNA women experienced negative behaviors as a result of reporting USC.

⁴³ Because the SAGR assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

Figure 48.***Estimated Rates of Negative Outcomes as a Result of Reporting USC for USNA Women***

Margins of error range from $\pm 3\%$ to $\pm 15\%$

Reasons for Not Reporting USC

The vast majority of USNA midshipmen who experienced USC chose not to report their experience of unwanted sexual contact, which is consistent with findings that sexual assault often goes underreported (NCVS, 2016). When asked why they chose not to report the incident, the top reason was that they thought it was not serious enough to report, which increased for USNA women compared to 2018 but decreased for USNA men. Other reasons for not reporting included forgetting about it and moving on, not wanting others to know, and avoiding the person who assaulted them, which decreased since 2018 for women but increased for men (Table 19 and Table 20).

Table 19.
Reasons for Not Reporting the USC One Situation for USNA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Thought it was not serious enough to report	59%	67%↑
Took care of the problem yourself by <u>forgetting</u> about it and moving on	59%	58%
Did not want more people to know	60%	56%
Took care of the problem yourself by <u>avoiding</u> the person who assaulted you	63%	56%↓
Felt shame/embarrassment	55%	49%
Did not want people talking or gossiping about you	59%	46%↓
Felt uncomfortable making a report	48%	42%↓
Thought reporting would take too much time and effort	32%	33%
Took care of the problem yourself by <u>confronting</u> the person who assaulted you	23%	25%
Other	17%	11%↓

Margins of error range from $\pm 1\%$ to $\pm 5\%$

Note. Percentage of USNA women who experienced USC in the past APY and did not make an official report.

Table 20.
Reasons for Not Reporting the USC One Situation for USNA Men

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Thought it was not serious enough to report	82%	66%↓
Took care of the problem yourself by <u>forgetting</u> about it and moving on	42%	47%
Took care of the problem yourself by <u>avoiding</u> the person who assaulted you	30%	45%↑
Did not want more people to know	18%	37%↑
Did not want people talking or gossiping about you	12%	28%↑
Felt shame/embarrassment	15%	27%↑
Thought reporting would take too much time and effort	18%	26%
Felt uncomfortable making a report	18%	25%
Took care of the problem yourself by <u>confronting</u> the person who assaulted you	44%	24%↓
Other	9%	13%

Margins of error range from $\pm 3\%$ to $\pm 10\%$

Note. Percentage of USNA men who experienced USC in the past APY and did not make an official report.

Sex-Based Military Equal Opportunity (MEO) Violations

This section examines students' experiences of sex-based Military Equal Opportunity (MEO) violations. As described in chapter 1, sex-based MEO violations are defined as behaviors prohibited by MEO policy that are committed by someone from the Academy. In the survey, students were asked about behaviors they may have experienced during the APY that may have

been upsetting or offensive. To be included in the estimated prevalence rate for sex-based MEO violations, two requirements must have been met:

1. The student must have indicated that they experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual quid pro quo) and/or gender discrimination behavior(s) in the past APY, and,
2. The student must have indicated that they met at least one of the follow-up legal criteria for a sex-based MEO violation.⁴⁴

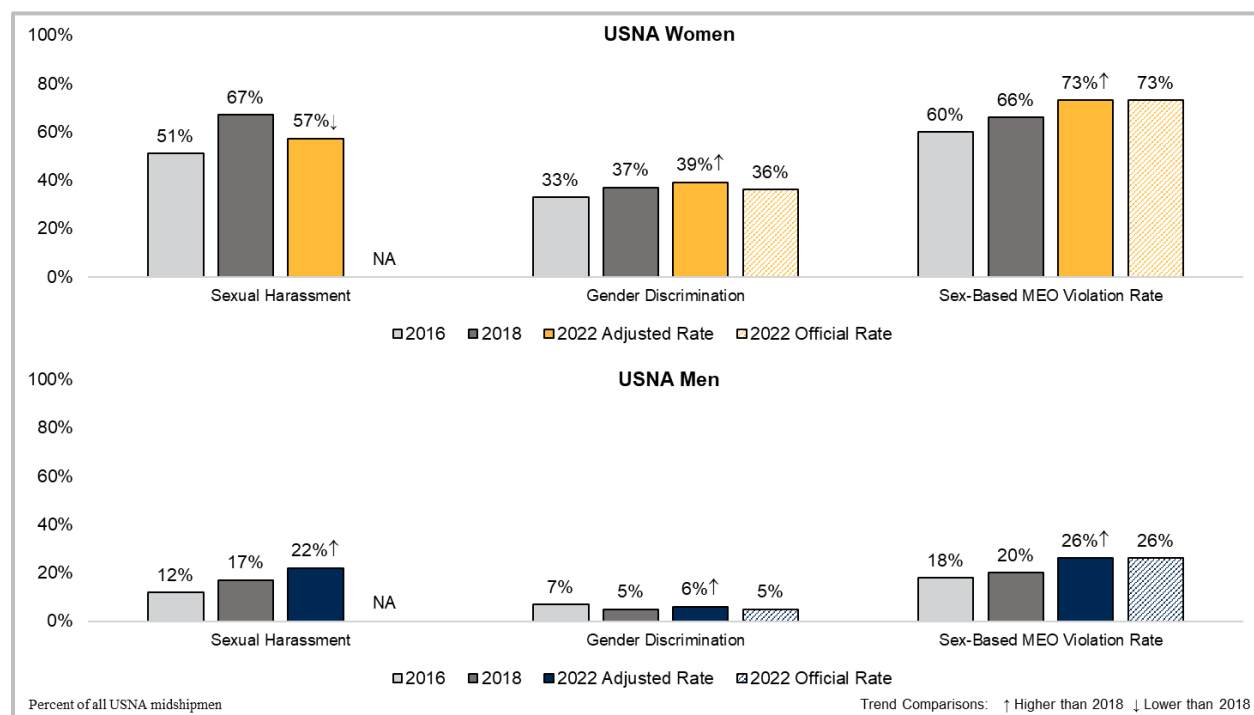
As OPA research methodologies are flexible to accommodate changes in Department policy, two versions of the gender discrimination and sex-based MEO violation prevalence rates were calculated: one version in which the person who allegedly committed the violation was anyone from the victim's Academy (matching the 2018 SAGR coding, or the "adjusted rate"), and a second version in which experienced violations were limited to those taken by someone in a leadership position, the "official" rate. OPA created this "official" version of these violation rates, and maintained the basic variable to allow for year-to-year trend analyses going forward. All results in this section use the "official" criteria unless noted otherwise.

Estimated Past Year Sex-Based MEO Violation Prevalence Rates

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violation rate (a combination of sexual harassment and/or gender discrimination). The estimated prevalence rates are presented by gender and by class year, with significant differences from 2018 noted where applicable.

⁴⁴ See Chapter 1 for details on the metric used and construction of estimated rates.

Figure 49.
Estimated Sex-Based Military Equal Opportunity (MEO) Violation Prevalence Rates for USNA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Sexual Harassment

Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual quid pro quo. A “sexually hostile work environment” is defined as “unwelcome sexual experiences that are pervasive or severe so as to interfere with a person’s work performance, or that create a work environment that is intimidating, hostile, or offensive.” Sexual quid pro quo behaviors are used to control, influence, or affect one’s job, career, or pay. Instances of sexual quid pro quo include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual quid pro quo. As seen in Figure 49, estimated rates of sexual harassment have increased since 2018 for both USNA men and women.

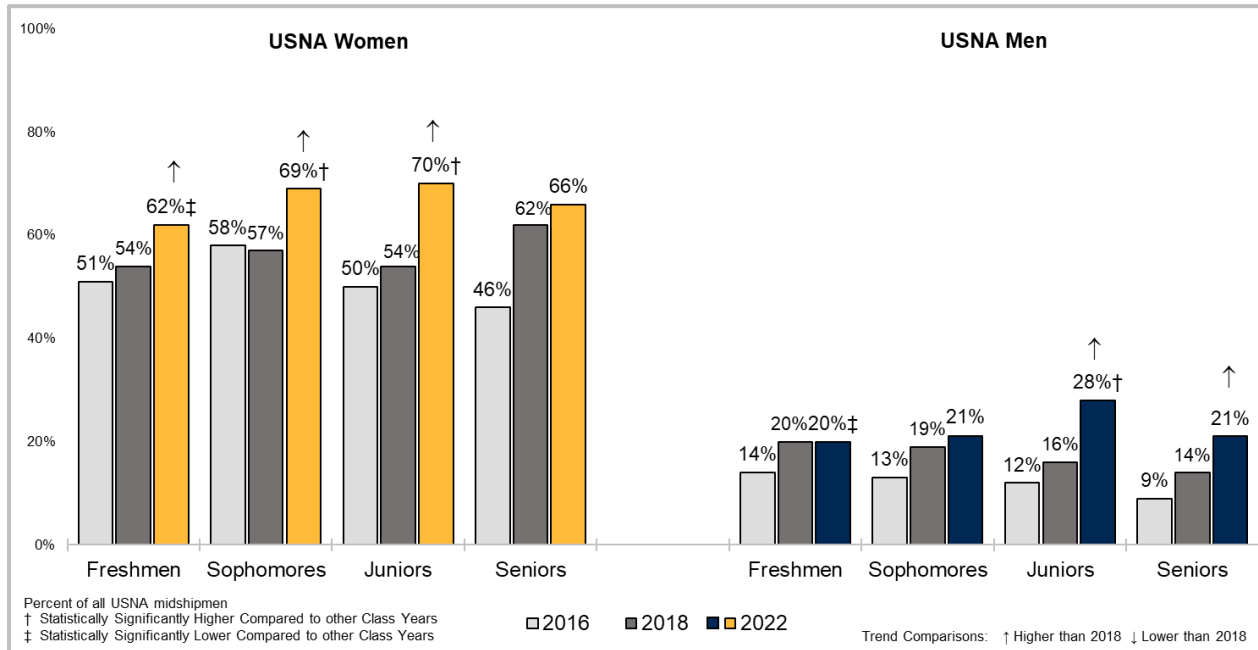
An estimated 67% of USNA women met criteria for sexual harassment, which increased significantly from 57% in 2018. Since 2018, all class years except for seniors showed a significant increase; however, junior (70%) and sophomore (69%) USNA women were most at risk for experiencing sexual harassment compared to other women, whereas freshman women (62%) were less likely (Figure 50).

An estimated 22% of USNA men met criteria for sexual harassment, which increased significantly from 17% in 2018. Since 2018, estimated rates of sexual harassment increased for

junior (28%) and senior (21%) men (Figure 50). Junior men were most at risk for experiencing sexual harassment compared to other men, while freshmen were less likely to experience.

Figure 50.

Estimated Sexual Harassment Prevalence Rates for USNA by Gender and Class Year



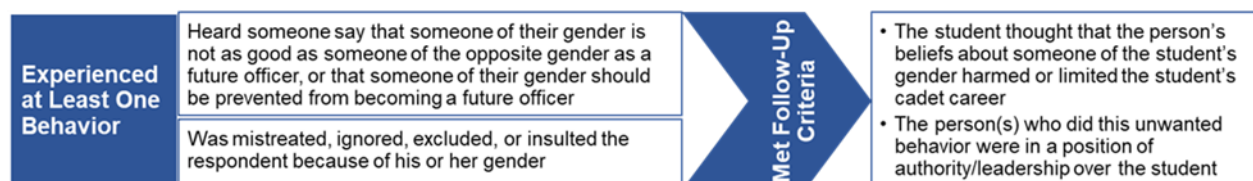
Margins of error range from $\pm 2\%$ to $\pm 4\%$

Gender Discrimination

Gender discrimination is defined as behaviors or comments directed at someone because of their gender that harmed or limited their career. To be included in the estimated prevalence rate for gender discrimination, students must have indicated experiencing at least one of the behaviors below and endorsed a corresponding follow-up item as shown in Figure 51.

Figure 51.

Gender Discrimination Behaviors and Follow-up Criteria



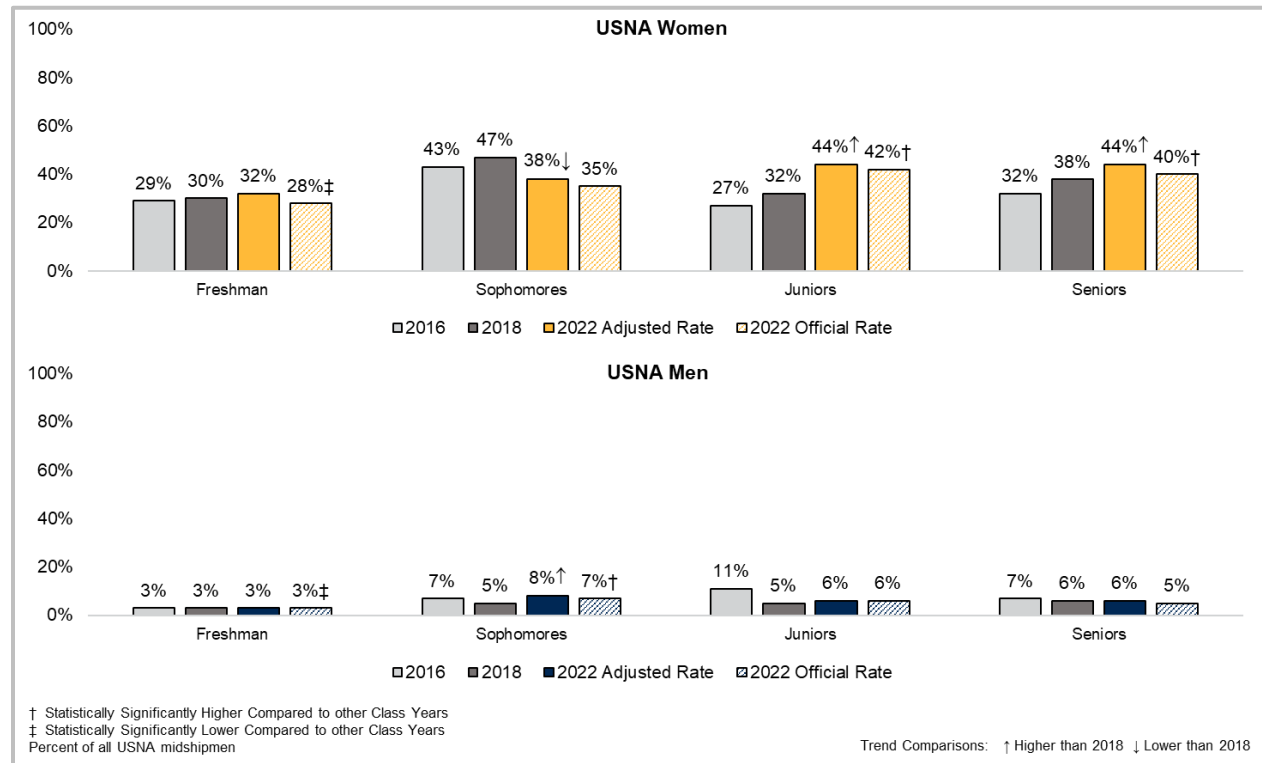
OPA created the “official” recode of the variable, which will be the rate going forward for future trending, but maintained the “adjusted rate” to trend it to previous years’ data.

As shown in Figure 49, an estimated 36% of USNA women experienced gender discrimination **from leadership**. Junior (42%) and senior (40%) women were most at risk to experience gender discrimination compared to other women, whereas freshman (28%) were least at risk (Figure 52). Using the 2018 metric to allow for commensurable analysis, 39% of USAFA women experienced gender discrimination **by any person** in 2022, an increase since 2018. By class year, this represents an increase for junior (from 32% to 44%) and senior (from 38% to 40%) women. Likewise, junior and senior women experienced gender discrimination more often compared to other women, while freshmen experienced gender discrimination less often.

An estimated 5% of USNA men experienced gender discrimination **from leadership** (Figure 49). Sophomore men (7%) experienced gender discrimination more often compared to other men, whereas freshman men (3%) experienced gender discrimination less often (Figure 52). Using the 2018 metric to allow for commensurable analysis, an estimated 6% of USNA men experienced gender discrimination **by any person**, a statistically significant increase compared to 2018 (5%).

Figure 52.

Estimated Gender Discrimination Prevalence Rates for USNA by Gender and Class Year



Margins of error range from $\pm 1\%$ to $\pm 4\%$

Sex-Based MEO Violations

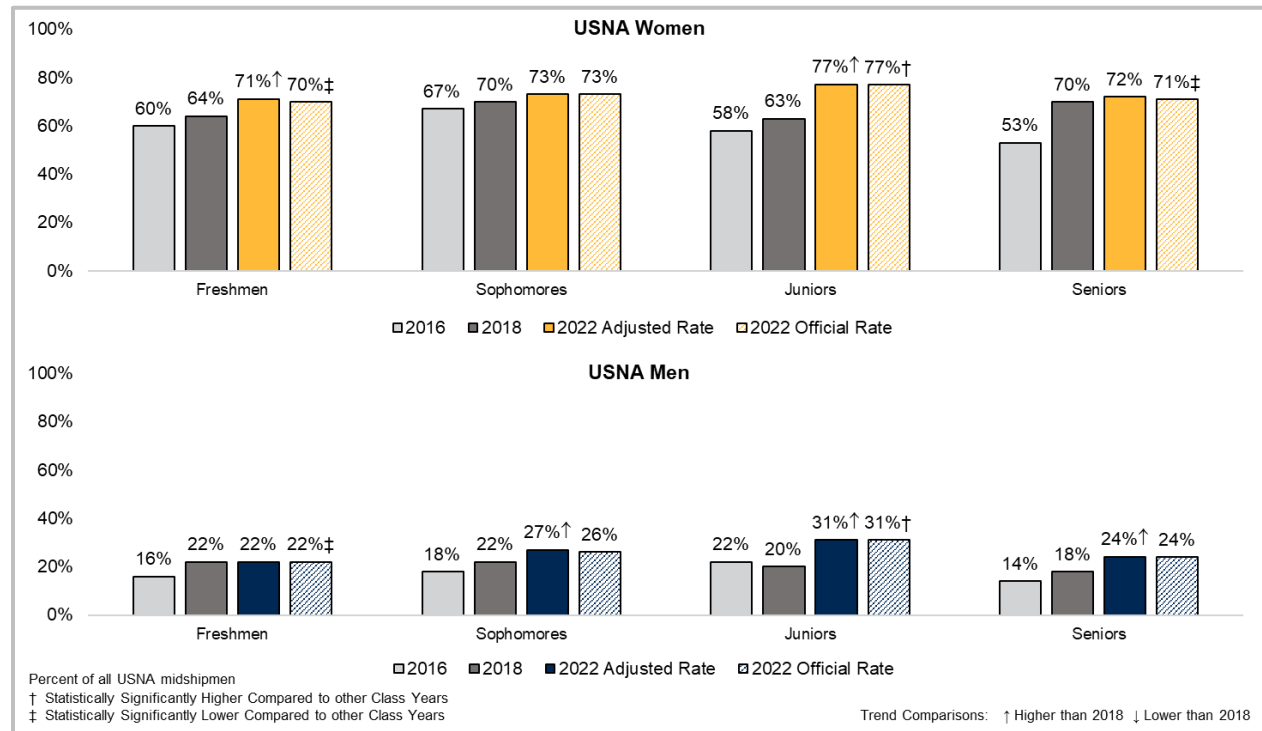
Sex-based MEO violations are defined as having experienced sexual harassment (sexually hostile work environment and sexual quid pro quo) and/or gender discrimination.

An estimated 73% of USNA women experienced sex-based MEO violations **from leadership** in the past APY (Figure 49). Junior (77%) women experienced these violations more often compared to other women, whereas freshman (70%) and senior (71%) women experience these violations less often. Using the 2018 metric to allow for commensurable analysis, an estimated 73% of USNA women experienced sex-based MEO violations **by any person** in the past APY, which demonstrates a significant increase from 2018. Rates of sex-based MEO violations increased for junior and freshman women since 2018 (Figure 53).

An estimated 26% of USNA men experienced sex-based MEO violations **from leadership** (Figure 49). Junior (31%) men experienced violations more often compared to other men, while freshman (22%) men experienced violations less often. Using the 2018 metric to allow for commensurable analysis, an estimated 26% of USNA men experienced sex-based MEO violations **by any person** in the past APY, which demonstrates a significant increase from 2018. Rates of sex-based MEO violations increased since 2018 for men in all class years except freshman men (Figure 53).

Figure 53.

Estimated Sex-Based MEO Violation Prevalence Rates for USNA by Gender and Class Year



Margins of error range from $\pm 2\%$ to $\pm 4\%$

One Situation of Sex-Based MEO Violations with the Biggest Effect

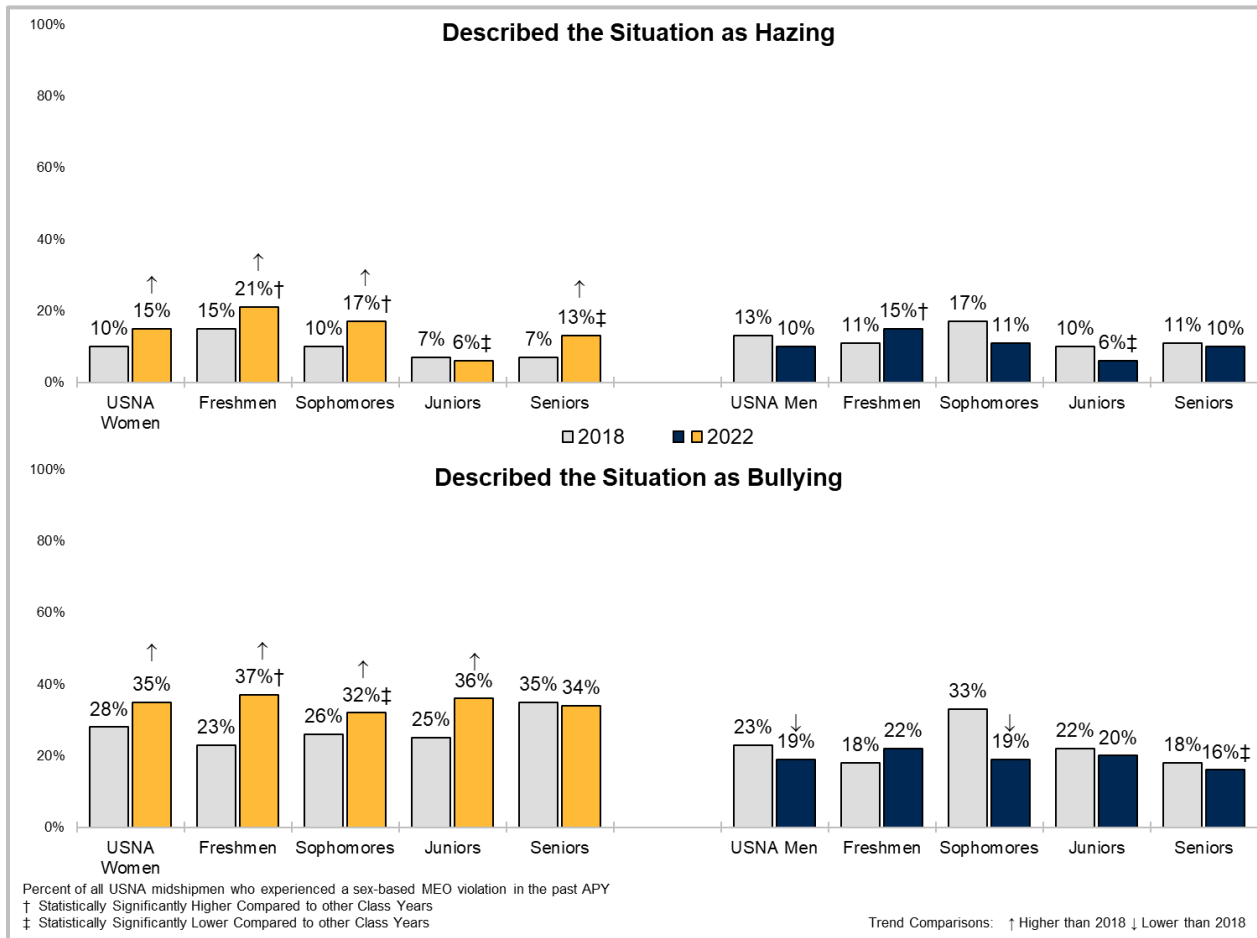
To better understand the circumstances involved in their experience, the 73% of USNA women and 26% of USNA men who experienced sex-based MEO violations by any person in the past APY (sexual harassment and/or gender discrimination) were asked to provide additional

information in regard to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding how they characterized the behaviors, who the alleged offender(s) were, and whether they discussed or filed a complaint about this violation.

What: Characterization of Behaviors Experienced in the Sex-Based MEO Violation One Situation

Over one-third of USNA women indicated the behavior in the sex-based MEO one situation was bullying, which increased compared to 2018 and was driven by an increase for all class years except for senior women (Figure 54). Freshman women characterized the experience as bullying in the one situation more often than women in other class years, whereas sophomores characterized the experience as bullying in the one situation less often. An estimated 15% of USNA women characterized the experience as hazing, which increased compared to 2018 and was driven by an increase among senior, sophomore, and freshman women. Underclassman women who characterized the experience as hazing more often compared to women in other class years, whereas upperclassmen characterized the experience as hazing less often.

Approximately one-fifth of USNA men classified the one situation as involving bullying (a decrease since 2018), whereas one-tenth involved hazing. Freshman men characterized the experience as hazing in the one situation more often compared to other men.

Figure 54.***Characterization of Behaviors Experienced in the Sex-Based MEO Violation One Situation for USNA by Gender and Class Year***

Margins of error range from $\pm 1\%$ to $\pm 8\%$

Who: Reported Demographics of the Alleged Offender(s) in the Sex-Based MEO Violation One Situation

As seen in Table 21, most USNA women who experienced a sex-based MEO violation in the past APY indicated the alleged offender were multiple male Academy students, specifically in the same class year. Of note, since 2018, there were increases in alleged offenders who were in a position of higher power (i.e., higher class year, higher in the midshipman chain of command).

Table 21.***Characteristics of the Alleged Offender(s) in the One Situation of Sex-Based MEO Violations for USNA Women***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Gender of Alleged Offender(s)		
Men	NA	83%
Women	NA	1%
A mix of men and women	NA	14%
Number of Alleged Offender(s)		
One person	NA	25%
More than one person	NA	67%
Status of Alleged Offender(s)		
Same class year	84%	85%
Higher class year	46%	52%↑
Higher in midshipman chain of command	30%	41%↑
Member of NCAA/Division I sports team	27%	28%
Member of intramural or club sports team	23%	27%↑
Lower class year	11%	21%↑
Academy military/uniformed faculty or staff	16%	20%↑
Academy civilian faculty or staff	10%	11%
Unknown person	7%	8%
DoD person not affiliated with Academy	3%	6%↑
Person not affiliated with DoD	4%	5%↑

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

Note. Percentage of USNA women who experienced USC in the past year. NA=Not applicable; was not asked in 2018

As seen in Table 22, the majority of USNA men who experienced sex-based MEO violations in the past 12 months indicated the alleged offender was a man who was an Academy student, specifically in the same class year.

Table 22.***Characteristics of the Alleged Offender(s) in the One Situation of Sex-Based MEO Violations for USNA Men***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Gender of Alleged Offender(s)		
Men	NA	56%
Women	NA	19%
A mix of men and women	NA	19%
Number of Alleged Offender(s)		
One person	NA	44%
More than one person	NA	45%
Status of Alleged Offender(s)		
Same class year	80%	78%
Higher class year	24%	33%↑
Higher in midshipman chain of command	16%	22%↑
Member of intramural or club sports team	18%	22%
Member of NCAA/Division I sports team	18%	21%
Academy military/uniformed faculty or staff	16%	17%
Lower class year	13%	14%
Academy civilian faculty or staff	11%	8%
Unknown person	4%	6%↑
Person not affiliated with DoD	3%	4%
DoD person not affiliated with the Academy	1%	2%

Margins of error range from $\pm 1\%$ to $\pm 4\%$

Note. Percentage of USNA men who experienced USC in the past year. NA=Not applicable; was not asked in 2018.

Discussing/Filing a Complaint of the Sex-Based MEO Violation One Situation

Midshipmen who experience sex-based MEO violations have resources available to them should they want to discuss their situation or file a complaint with/to any authority or organization. Out of the 73% of USNA women and 26% of USNA men who experienced sex-based MEO violations in the past APY, the vast majority discussed this situation with someone else (Table 23). Both USNA women and men most often reached out to those closest to them: their friends or family or someone in their company. Over one-third of USNA women and men discussed the violation with the alleged offender(s), consistent with their training to handle these situations at the lowest interpersonal level (Barry et al., 2017). Very few USNA women and men discussed the situation with support personnel and/or offices such as chaplains, counselors, MEO officers, or Sexual Assault Response Coordinators (SARC) or Sexual Harassment/Assault Response and

Prevention (SHARP) officers. Over one-tenth of women and very few men filed a complaint to any authority or organization.⁴⁵

Table 23.

Discussing/Filing a Complaint of the Sex-Based MEO One Situation for USNA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USNA Women	USNA Men
Discussed with anyone	90%	74%
Your friends or family outside of your company	69%	39%
Someone in your company	66%	44%
The person(s) who did this to you	33%	36%
A chaplain, counselor, or medical person	15%	5%
A MEO Officer, SARC, or SAPR Officer	8%	2%
Filed a complaint with/to any authority or organization	11%	3%

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

Note. Percentage of USNA midshipmen who experienced a sex-based MEO violation in the past APY.

Of the 11% of women of USNA women who filed a sex-based MEO violation complaint, approximately half indicated the situation was being investigated; however, over half of USNA women also experienced negative outcomes including being encouraged to let it go or tough it out or having their situation discounted or not taken seriously, both of which increased since 2018 (Table 24). Of the 3% of USNA men who filed a sex-based MEO violation complaint, less than one-quarter indicated they were kept informed of actions being taken and/or that the situation was corrected, of which the latter decreased compared to 2018. However, over two-fifths to over half of USNA men experienced negative outcomes with being encouraged to let it go or tough it out or having their situation discounted or not taken seriously.

⁴⁵ In order to obtain more information on what actions were taken as a result of filing a sex-based MEO violation complaint, the survey asks respondents to indicate whether or not they filed a complaint. These are not to be confused with the actual complaints the Academy received during the APY.

Table 24.
Outcomes of Filing a Sex-Based MEO Violation Complaint for USNA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USNA Women		USNA Men	
	2018	2022	2018	2022
Positive Outcomes				
The situation was/is being investigated	31%	48%↑	40%	20%
You were kept informed of actions being taken	43%	41%	20%	21%
The situation was corrected	42%	32%↓	45%	21%↓
Disciplinary action was taken against the [alleged] offender(s)	21%	27%	32%	5%↓
Some other action was taken	28%	19%↓	15%	10%
Negative Outcomes				
You were encouraged to let it go or tough it out	41%	52%↑	54%	53%
Your situation was discounted or not taken seriously	33%	51%↑	48%	42%
You were ridiculed or scorned	33%	35%	34%	22%
You don't know what happened	11%	27%↑	15%	16%
Disciplinary action was taken against you	5%	14%↑	6%	17%
Administrative action was taken against you	<1%	2%↑	<1%	11%↑

Margins of error range from <1% to ±16%

Note. Percentage of USNA midshipmen who experienced a sex-based MEO violation in the past APY and filed a complaint.

Reasons for Not Discussing/Filing a Complaint of the Sex-Based MEO Violation One Situation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, which is consistent with midshipmen's training (Barry et al., 2017). To understand more about why sex-based MEO violations are underreported, midshipmen were asked why they chose not to discuss or file a complaint about the situation, and the top reason was that they thought it was not important enough to make a complaint for both USNA women and men (Table 25). In general, USNA midshipmen choose not to discuss or file a complaint to not endure more possible negative outcomes should they come forward or do not have confidence in the system should they come forward. Notable changes among reasons for not filing a complaint among USNA women and men are depicted in the table below.

Table 25.**Reasons for Not Discussing or Filing a Sex-Based MEO Violation Complaint for USNA**

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USNA Women		USNA Men	
	2018	2022	2018	2022
Thought it was not important enough to make a complaint	75%	75%	74%	72%
Took care of the problem yourself by <u>forgetting</u> about it and moving on	58%	64%↑	40%	49%↑
Felt uncomfortable making a complaint	51%	63%↑	26%	38%↑
Took care of the problem yourself by <u>avoiding</u> the person who did it	57%	62%↑	30%	33%
Did not want people talking or gossiping about you	56%	59%	22%	32%↑
Did not think anything would be done	40%	51%↑	25%	28%
Thought making a complaint would take too much time and effort	38%	50%↑	27%	33%↑
Thought it would hurt your reputation and standing	47%	44%↓	25%	29%
Thought you would be labeled a troublemaker	39%	38%	18%	21%
Did not want to hurt the career of the person(s) who did it	29%	31%	14%	22%↑
Thought your evaluations or chances for leadership positions would suffer	34%	33%	14%	19%↑
Took care of the problem yourself by <u>confronting</u> the person who did it	38%	27%↓	39%	34%
Did not want to bring undue attention or discredit on the Academy	19%	19%	11%	13%
Did not know how to make a complaint	12%	17%↑	6%	9%↑

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

Note. Percentage of USNA midshipmen who experienced a sex-based MEO violation in the past APY and filed a complaint.

Estimated Sexual Harassment and Gender Discrimination Rates by Race/Ethnicity and Sexual Orientation

The following sections summarize the experiences of racial/ethnic and sexual minority cadets with sexual harassment and gender discrimination.

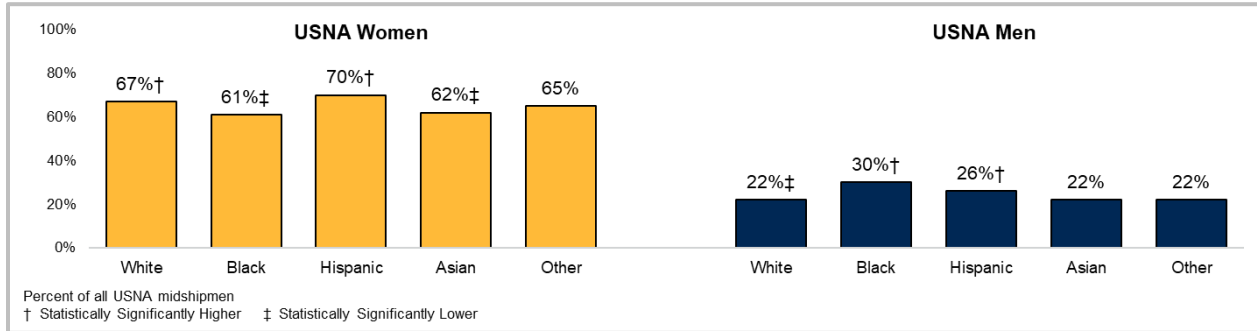
Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity

Overall, non-Hispanic White (67%) USNA women were more likely than minority (65%) USNA women to experience sexual harassment in the past APY; however, for USNA men, minority men (24%) were more likely than non-Hispanic White men (22%) to experience sexual harassment in the past APY. When we examine by specific race/ethnicity, Hispanic (70%), and White (67%) women at USNA were less likely than women of other races/ethnicities to experience sexual harassment, whereas Asian (62%), and Black (61%) women were less likely

(Figure 55). For USNA men, Black (30%) and Hispanic (26%) men at USNA were significantly more likely to experience sexual harassment, whereas White men (22%) were less likely.

Figure 55.

Estimated Rates of Sexual Harassment for USNA by Gender and Race/Ethnicity

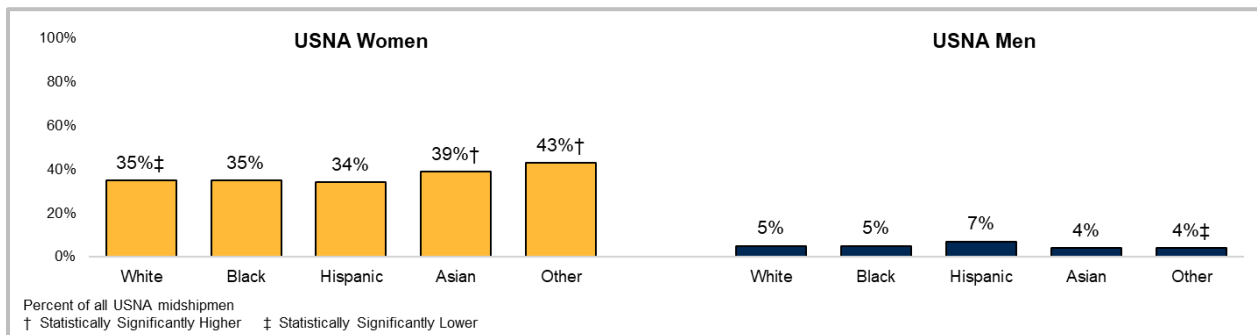


Margins of error range from ±1% to ±4%

Overall, minority (38%) USNA women were more likely than non-Hispanic White (35%) USNA women to experience gender discrimination in the past APY; however, there were no differences for USNA men. When we examine by specific race/ethnicity, different patterns emerged for USNA women and men. Asian (39%) women and women who identify as some other race/ethnicity (43%) were significantly more likely than women of other races/ethnicities to experience gender discrimination, whereas White (35%) women were less likely (Figure 56).

Figure 56.

Estimated Rates of Gender Discrimination for USNA by Gender and Race/Ethnicity



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

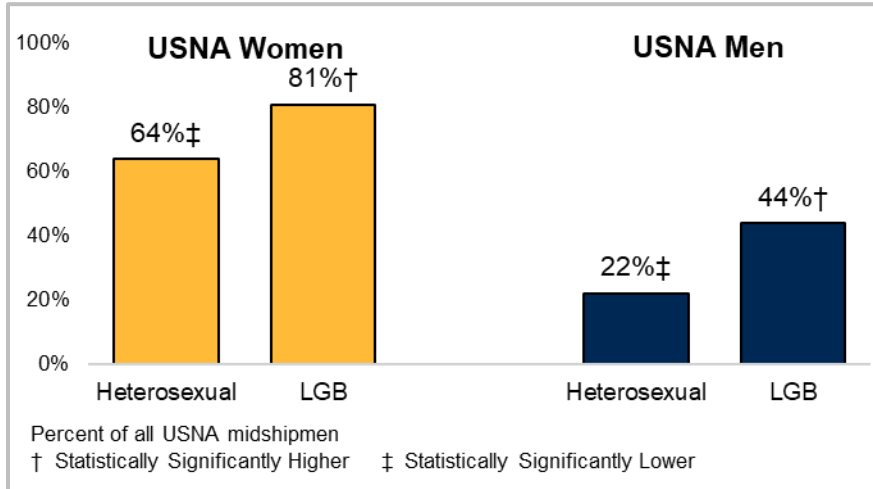
Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation

As seen in Figure 57, USNA midshipmen who identify as LGB were more likely than heterosexual midshipmen to experience sexual harassment in the past APY. Specifically, 81% of USNA women who identify as LGB were significantly more likely than heterosexual women (64%) to experience sexual harassment in the past APY. USNA men who identify as LGB

(44%) were significantly more likely than heterosexual men (22%) to experience sexual harassment.

Figure 57.

Estimated Rates of Sexual Harassment for USNA by Gender and Sexual Orientation

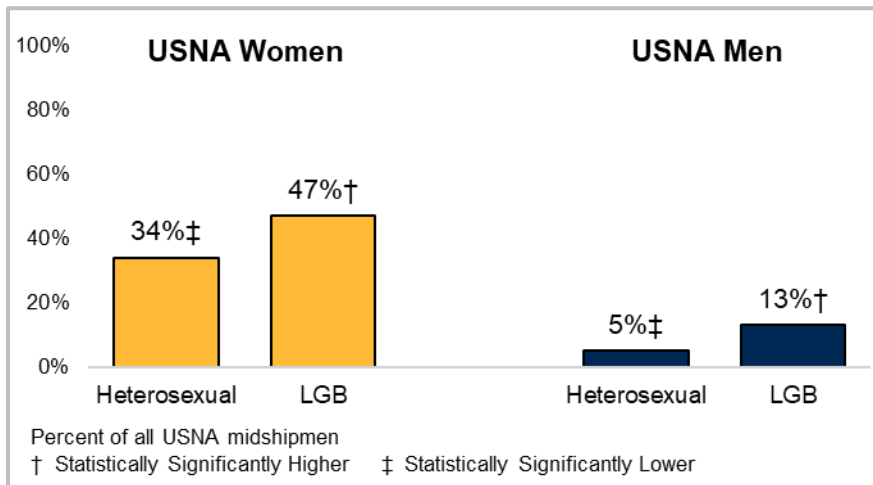


Margins of error range from $\pm 1\%$ to $\pm 5\%$

As seen in Figure 58, USNA midshipmen who identify as LGB were more likely than heterosexual midshipmen to experience gender discrimination in the past APY. Specifically, 47% of USNA women who identify as LGB experienced gender discrimination in the past APY, which was significantly higher than for heterosexual women (34%). USNA men who identify as LGB (13%) were significantly more likely than heterosexual men (5%) to experience gender discrimination.

Figure 58.

Estimated Rates of Gender Discrimination for USNA by Gender and Sexual Orientation



Margins of error range from $\pm 1\%$ to $\pm 4\%$

Academy Culture and Climate Regarding Prevention of, and Responding to, Sexual Assault and Sexual Harassment

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

Research suggests that an organization’s environmental characteristics are associated with the prevalence of, and response to, sexual harassment and sexual assault, including norms around dating and sexual behaviors, harassment, and leadership tolerance (Sadler et al., 2003; Fitzgerald et al., 1999; Newell et al., 1995; Williams et al., 1999). These studies do not establish causation, but do provide evidence that sexual assault, sexual harassment, and various aspects of climate and culture frequently co-occur.

The following section addresses general culture at the Academy pertinent to the prevention of and response to sexual assault and sexual harassment, such as midshipman alcohol use, bystander intervention, Academy culture related to prevention, Academy culture related to reporting sexual assault and sexual harassment, and the climate related to gender relations.

Academy Culture and Climate for Prevention of Sexual Assault and Sexual Harassment

The Department is committed to preventing sexual assault and sexual harassment from happening across the entire Force, including at the Military Service Academies (MSAs). In a February 2022 memorandum, the Under Secretary of Defense for Personnel and Readiness (USD[P&R]) stated that “sexual assault and sexual harassment have no place at our MSAs, and we must continue efforts to prevent and reduce these behaviors and foster academy climates of dignity and respect.”⁴⁶ The SAGR survey is one way to track progress of prevention efforts at the MSAs. As such, this section covers prevention-relevant metrics, such as alcohol use, willingness to stop sexual assault and sexual harassment, bystander intervention, Academy culture related to prevention, and efforts by leaders and students at all levels to stop sexual assault and sexual harassment.

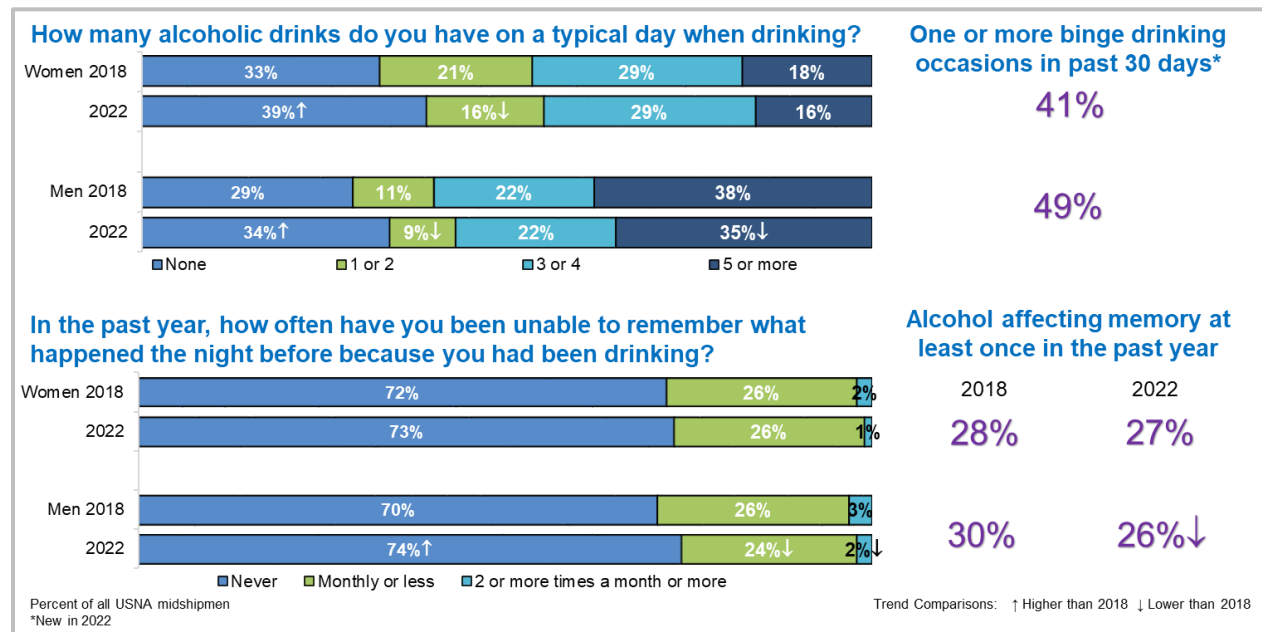
Midshipman Alcohol Use

In addition to its relationship with sexual assault and sexual harassment as an important topic related to prevention of these unwanted behaviors, alcohol use by midshipmen in general is of interest in order to provide a snapshot of midshipman health with regard to alcohol. Midshipmen were asked about their drinking frequency as well as alcohol-induced memory impairment.

⁴⁶ Obtained on November 23, 2022 from https://www.sapr.mil/sites/default/files/public/docs/reports/MSA/DoD_Actions_to_Address_Memorandum_to_the_Military_Departments_MSA_APY20-21.pdf.

The majority of USNA women and men indicated at least minor alcohol consumption, although there were increases from 2018 to 2022 in no alcohol use among USNA midshipmen and decreases among USNA men drinking five or more on a typical day when drinking (Figure 59). Decreases among midshipmen drinking five or more on a typical day when drinking was driven by sophomore midshipmen and freshman men. However, approximately two-fifths of USNA women and nearly half of men indicated they had engaged in binge drinking on at least one or more occasion in the past 30 days, with upperclassman midshipmen being more likely than underclassman midshipmen indicating as such. Incidents of alcohol affecting one's memory at least once in the past year decreased to just over one-quarter of USNA men compared to 2018 but remained unchanged for women (27%). However, upperclassman midshipmen remained more likely than freshmen to have experienced alcohol affecting their memory.

Figure 59.
Midshipman Alcohol Use for USNA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Cadet Bystander Intervention

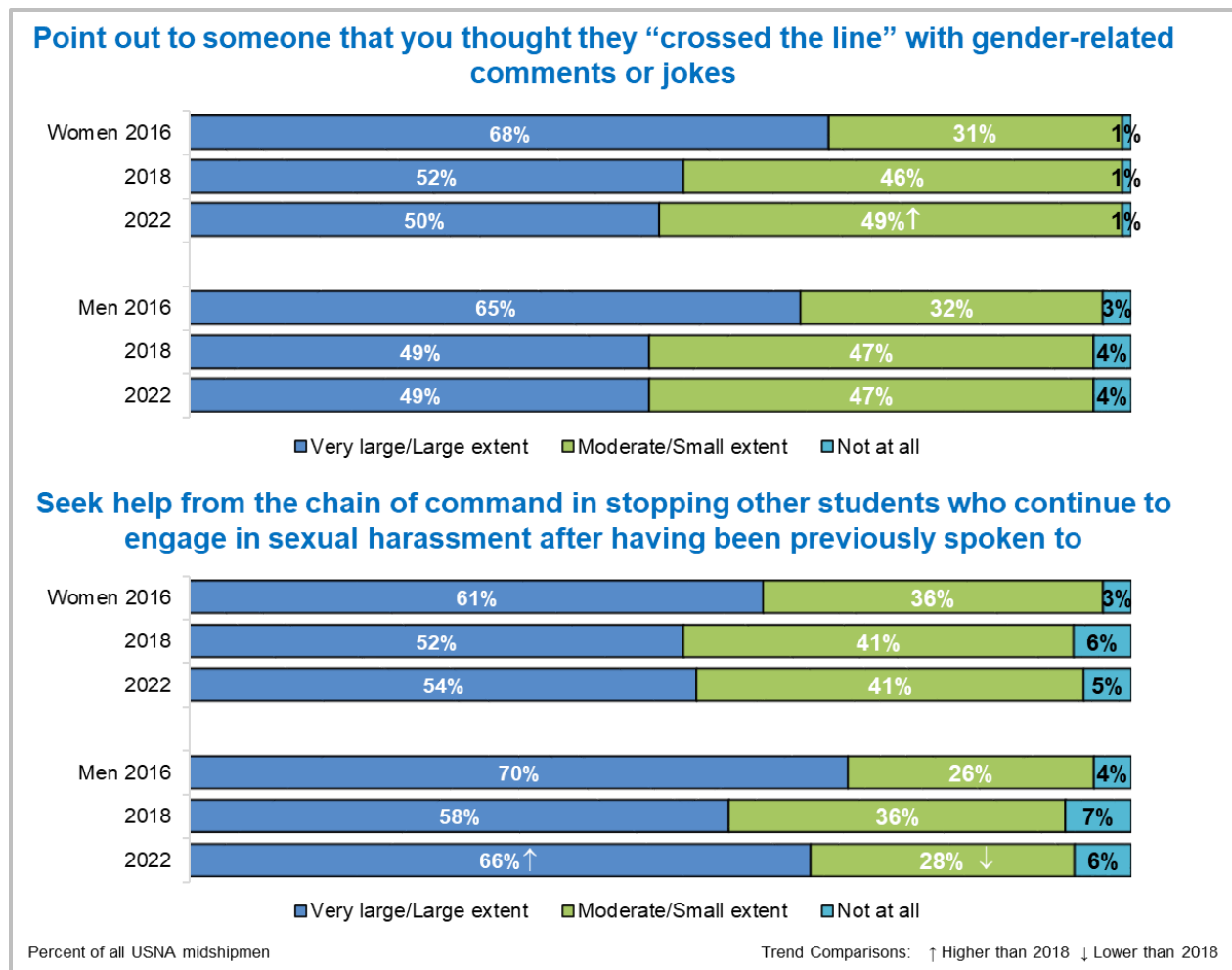
Pursuant to the DoD Sexual Assault Prevention and Response Office's (SAPRO) goal of eliminating sexual assault in the military, the Academy encourages students to be active observers of potentially unwanted behaviors and step in if they see them occurring others. However, behaviors in line with potential sexual harassment may be difficult for students to identify, and students may not feel confident intervening to stop the behavior(s) (Barry, et al. 2017). To better understand the perspective of USNA midshipmen, the 2022 SAGR asked questions about midshipmen's willingness to step in and stop potential sexual harassment as well as whether they had observed situations in which potential unwanted behaviors were occurring and how they responded to those situations.

Willingness to Stop Sexual Harassment

In general, the vast majority of USNA midshipmen are willing to stop sexual harassment to at least a small extent (Figure 60). Specifically, approximately half of USNA women and men indicated they are willing to point out to someone that they thought had “crossed the line” with gender-related comments or jokes to a large/very large extent. Just over half of USNA women and two-thirds of USNA men were willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment to a large/very large extent, which increased for men compared to 2018.

Figure 60.

Willingness to Stop Sexual Harassment for USNA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

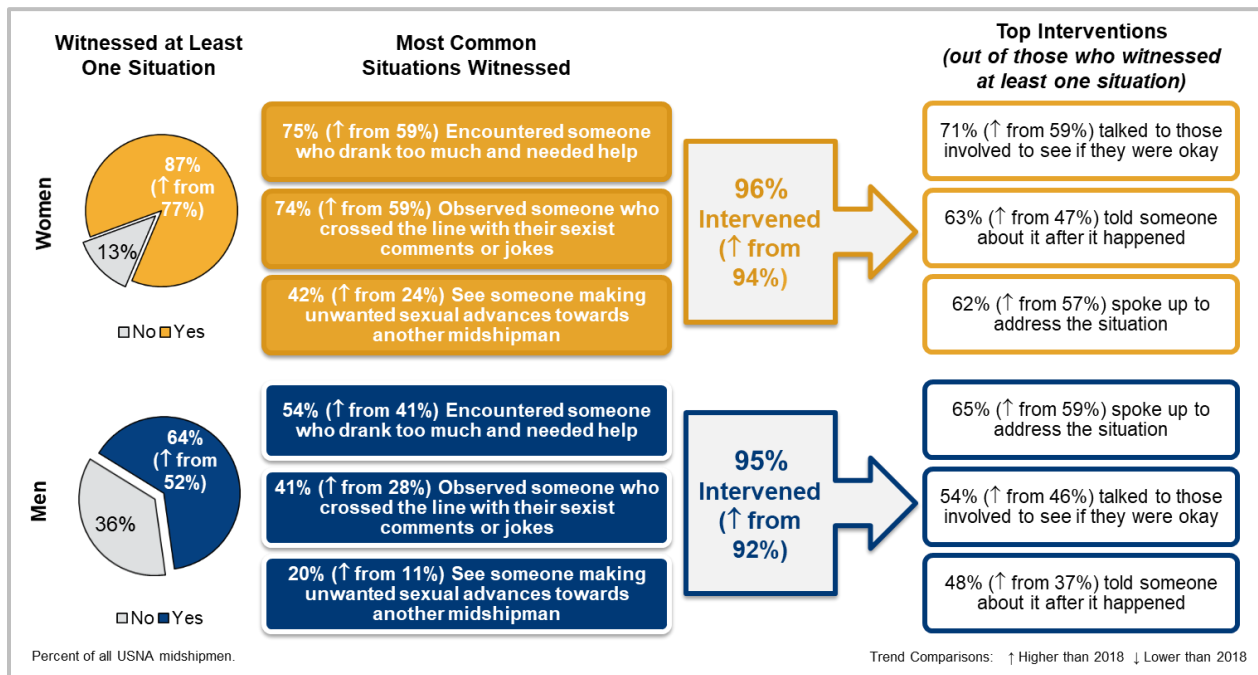
Witnessed Behavior(s) and Action(s) Taken

One aspect of sexual assault prevention is encouraging students to be active observers and to intervene if they see a risky situation or unwanted behaviors occurring to someone else. To

measure the degree to which opportunities to intervene arise, students were asked whether they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, then they were asked how they responded to those situation(s).

Compared to 2018, more USNA midshipmen witnessed at least one situation in which unwanted behaviors were occurring or were at risk for occurring (Figure 61). The most common situations witnessed by both women and men were observing someone who crossed the line with their sexist comments or jokes or encountering someone who drank too much and needed help—the incidence of these behaviors both increased compared to 2018. When witnessing these behaviors, the overwhelming majority of USNA midshipmen intervened, most often by talking to those involved to see whether they were okay, telling someone about it after it happened, or by speaking up to address the situation.

Figure 61.
Witnessed Behavior(s) and Action(s) Taken for USNA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Perceptions of USNA Leadership and Midshipmen Setting Good Examples

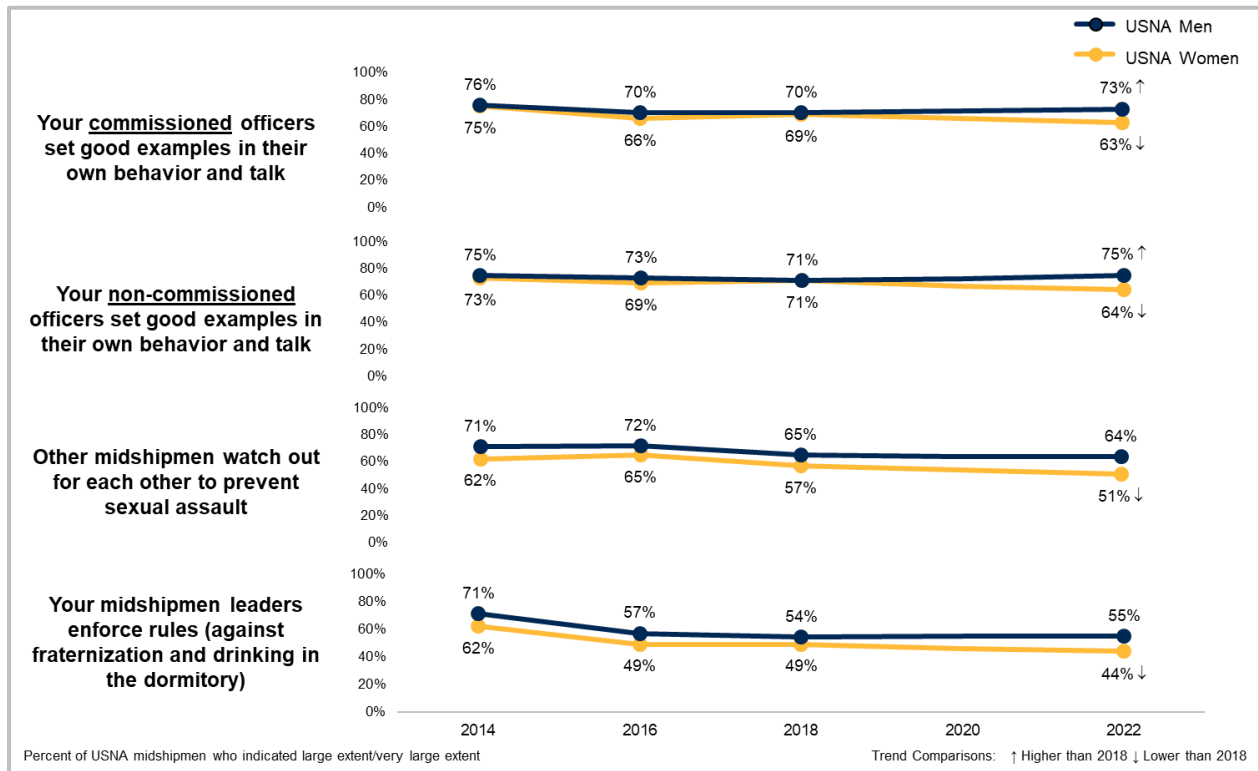
An important aspect of prevention of sexual assault and sexual harassment is whether those in the environment are setting good examples and are willing to watch out for such incidents. The 2022 SAGR asked USNA midshipmen about the behavior of their fellow midshipmen and Academy officers in order to assess to what extent they are engaging in these prevention behaviors.

The majority of USNA women and men believed that both their commissioned and non-commissioned officers set good examples in their own behavior and talk (Figure 62). Although these perceptions remain relatively high and increased for USNA men, the rates of endorsement for commissioned and non-commissioned officers decreased among women compared to 2018. Perceptions of other midshipmen watching out for each other to prevent sexual assault, and the extent to which midshipman leaders enforce rules are noticeably lower than perceptions of officers setting good examples for both USNA women and men. Approximately half of USNA women and under two-thirds of men indicated other midshipmen watch out for each other to prevent sexual assault. These perceptions decreased compared to 2018 for women, driven by decreases among upperclassmen's perceptions.

When asked whether midshipman leaders enforce rules, just over half of USNA men and less than half of USNA women indicated they do so to a large extent, although these perceptions decreased among women compared to 2018. Perceptions are most positive among USNA freshmen but tend to drop as midshipmen progress through the Academy.

Figure 62.

Perceptions of USNA Leadership and Midshipmen Setting Good Examples



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Efforts to Stop Sexual Assault and Sexual Harassment

An essential component of eradicating sexual assault from the military is having leaders who can be trusted to make efforts to prevent and to appropriately respond to sexual assault and sexual

harassment. Accordingly, the 2022 SAGR asked USNA midshipmen about their perceptions of individuals' efforts at the Academy to make honest and reasonable efforts to stop sexual harassment and sexual assault.

USNA midshipmen perceived that Academy senior leadership, commissioned, and non-commissioned officers make the most effort to stop sexual assault and sexual harassment, although perceptions of those leaders decreased compared to 2018 for USNA women, and perceptions of Academy senior leadership and commissioned officers for USNA men (Table 26). USNA women had lower perceptions than USNA men for most Academy personnel and midshipmen making efforts to stop these behaviors, however the majority of perceptions decreased compared to 2018 for women. When examining results by class year for USNA women, freshmen generally have more positive perceptions across personnel and midshipmen. These perceptions become less favorable for sophomores and juniors, although once seniors, these perceptions tend to be more positive again. USNA men showed a different pattern than women when looking at perceptions by class year. Although freshman men had the most positive perceptions, as men progress through the Academy these perceptions decline, particularly among junior men.

Table 26.
Efforts to Stop Sexual Assault and Sexual Harassment for USNA

USNA Women			Percent who indicated large/very large extent Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USNA Men		
2016	2018	2022		2016	2018	2022
74%	68%	55%↓	Academy senior leadership	83%	79%	75%↓
65%	59%	49%↓	Commissioned officers directly in charge of unit	75%	73%	71%↓
64%	61%	51%↓	Non-commissioned officers or senior/chief petty officers directly in charge of unit	74%	73%	71%
54%	45%	40%↓	Midshipman leaders	67%	55%	63%↑
51%	43%	35%↓	Military/uniformed academic faculty	61%	58%	57%
42%	40%	34%↓	Intercollegiate (NCAA/Division I) officer representatives/advisors	58%	54%	55%
39%	33%	33%	Intercollegiate (NCAA/Division I) coaches and trainers	53%	44%	50%↑
41%	36%	32%↓	Civilian academic faculty	51%	47%	50%↑
44%	37%	32%↓	Club team officer representatives/advisors	58%	54%	53%
38%	34%	31%↓	Club team coaches and trainers	54%	48%	50%
38%	32%	30%	Midshipmen not in appointed leadership positions	54%	44%	51%↑
37%	33%	27%↓	Intramural officer representatives/advisors	56%	51%	50%
35%	32%	26%↓	Intramural coaches and trainers	54%	48%	48%
29%	28%	22%↓	Physical education instructors	49%	44%	46%

Margins of error range from $\pm 1\%$ to $\pm 3\%$

Note. Percentage of all USNA midshipmen.

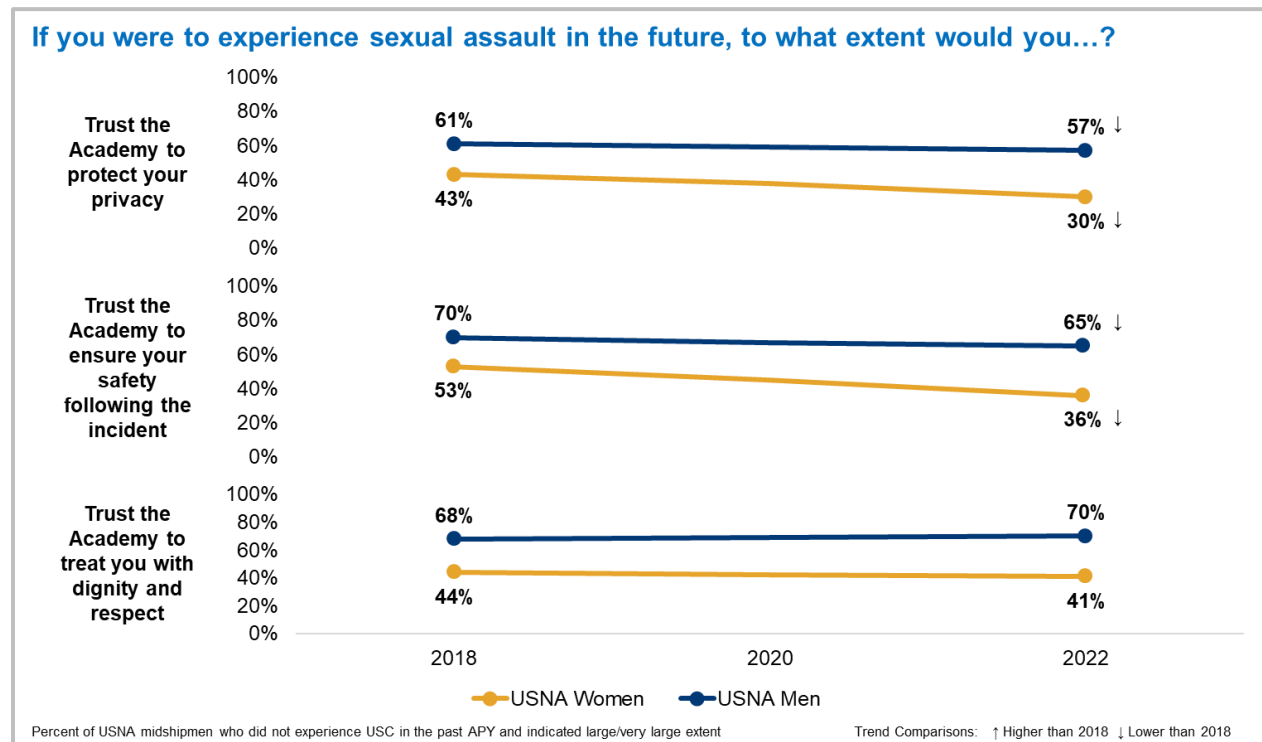
Academy Culture and Climate for Reporting Sexual Assault and Sexual Harassment

Sexual assault and sexual harassment often go unreported and the culture and climate regarding reporting plays a large role in whether a victim chooses to come forward. As discussed earlier, many victims indicated they choose not to report their experiences because they don't find it important enough, want to just move on, think nothing will be done or will take too long, and don't want others to know as to avoid any potential gossip or ostracism from their peers. To further examine the Academy culture and climate related to reporting of these unwanted behaviors, the 2022 SAGR asked midshipmen whether they would trust the Academy if they were to experience sexual assault, and about other deterrents for reporting at the Academy, such as victim blaming and the role media plays.

Trust in the Academy

The 2022 SAGR asked midshipmen who had not experienced unwanted sexual contact in the past year how they believed the Academy would respond if they were to experience USC. Compared to 2018, fewer USNA midshipmen indicated they trust in the Academy to protect their privacy and ensure their safety if they were to experience sexual assault, however trust in the Academy to treat them with dignity and respect remained unchanged (Figure 63).

Figure 63.
Trust in the Academy for USNA



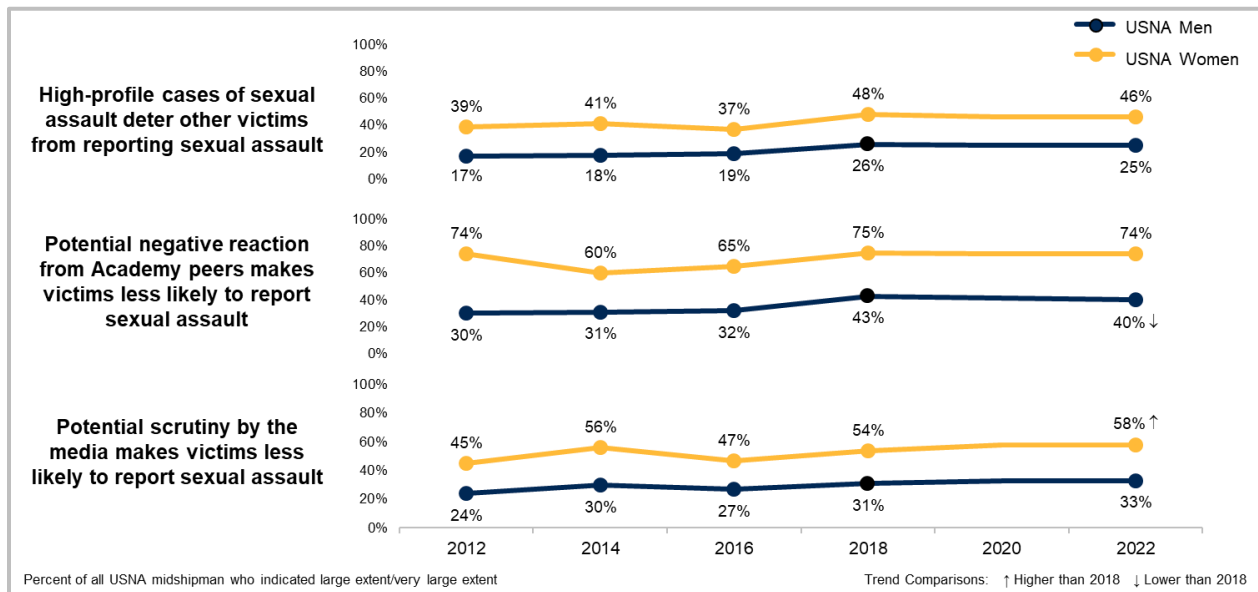
Margins of error range from $\pm 1\%$ to $\pm 3\%$

Barriers to Reporting Sexual Assault

As discussed earlier, the vast majority of midshipmen who experienced USC did not report the incident. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the cultural aspects at the Academy that may be influencing potential victims from coming forward and reporting unwanted behaviors. To that end, the 2022 SAGR asked USNA midshipmen about the extent to which high-profile cases of sexual assault, the role media plays, potential negative reactions from peers, and beliefs around “victim blaming” may impact whether victims of sexual assault come forward to report their experiences.

Compared to 2018, progress was made in 2022 with regard to USNA men’s perception that negative peer reactions would impact whether a victim would report a sexual assault to a large extent (Figure 64). However, USNA women still hold these perceptions at higher rates than USNA men, most notably when asked to what extent potential negative reactions from Academy peers would impact a victim’s willingness to come forward and report.

Figure 64.
Barriers to Reporting Sexual Assault for USNA

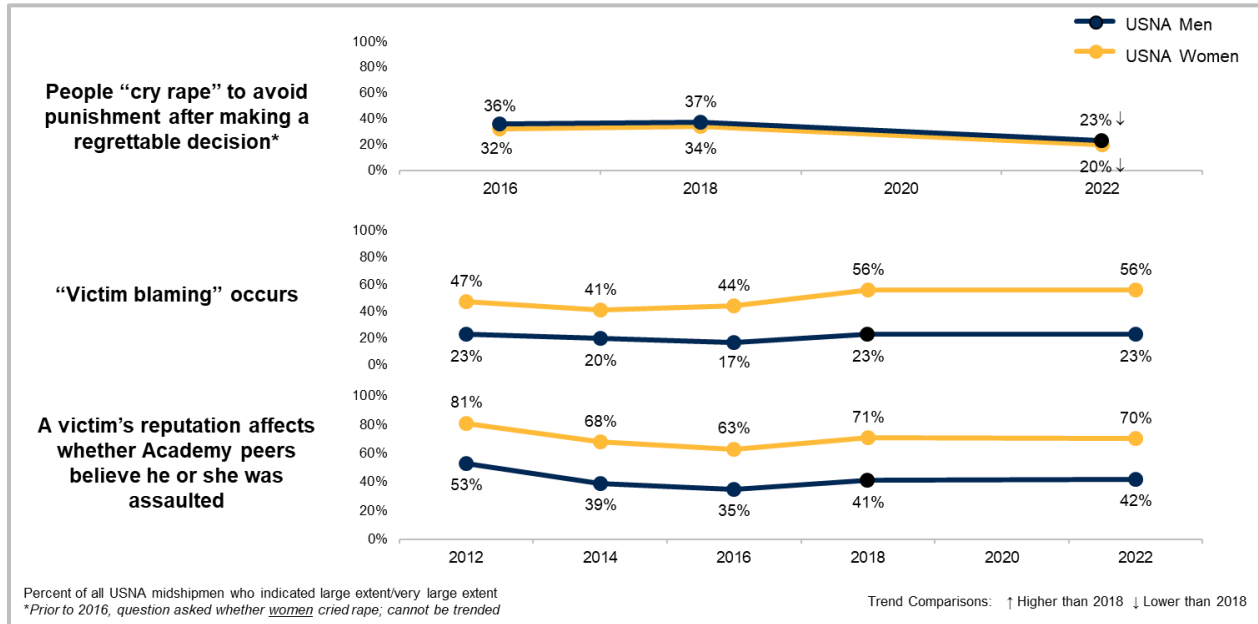


Margins of error range from $\pm 1\%$ to $\pm 2\%$

Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims’ experiences are perceived. Midshipmen were asked about three major concepts of rape myths: victim blaming, “crying rape” to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors potentially contribute to the reluctance to report and hinder sexual assault response efforts to get victims the restorative care needed after experiencing a sexual assault.

Overall, midshipmen’s beliefs regarding whether rape myths and victim blaming occur at the Academy have remained unchanged since 2018 but prevalence of beliefs that some people “cry rape” to avoid consequences of a regrettable decision decreased. However, these attitudes at USNA remain largely prevalent (Figure 65). Similar to the barriers to reporting previously discussed, USNA women are more likely than USNA men to perceive that victim blaming occurs at USNA and that a victim’s reputation affects whether they will be believed.

Figure 65.
Rape Myths and Victim Blaming at USNA



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Psychological Climate for Sexual Harassment

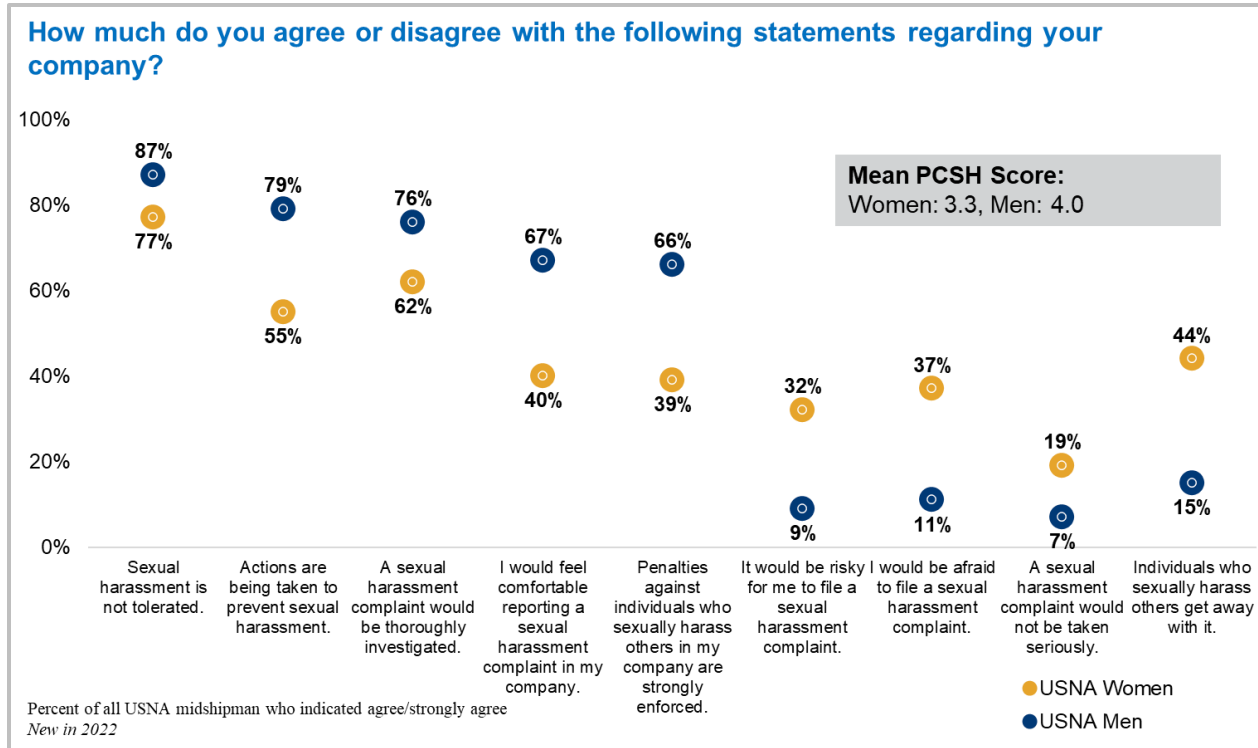
The psychological climate for sexual harassment is a nine-item scale that assesses the level of tolerance for sexual harassment in the workplace (Estrada et al. 2011).⁴⁷ Midshipmen were asked to rate their company at the Academy on how seriously sexual harassment is treated as an issue and how risky it is for midshipmen in their company to make a complaint about sexual harassment. Responses were provided on a 5-point scale ranging from *strongly disagree* (1) to *strongly agree* (5) with a higher score indicating a company climate less tolerant of sexual harassment.

The average score for USNA women was 3.3, which is a less positive assessment of the climate for sexual harassment than USNA men, whose average was 4.0 (Figure 66). Over one-quarter of USNA women (28%) perceived their company as tolerant of sexual harassment, which was more than their male counterparts in their company (7%). Overall, compared to USNA men, USNA

⁴⁷ The referent point for this scale was modified to the midshipman’s company to best align with how they are organized at USNA.

women find it riskier to file a sexual harassment complaint, are more uncomfortable and afraid to file a complaint, believe those who sexually harass others get away with it, and disagree that penalties against sexual harassers are strongly enforced.

Figure 66.
Psychological Climate for Sexual Harassment at USNA

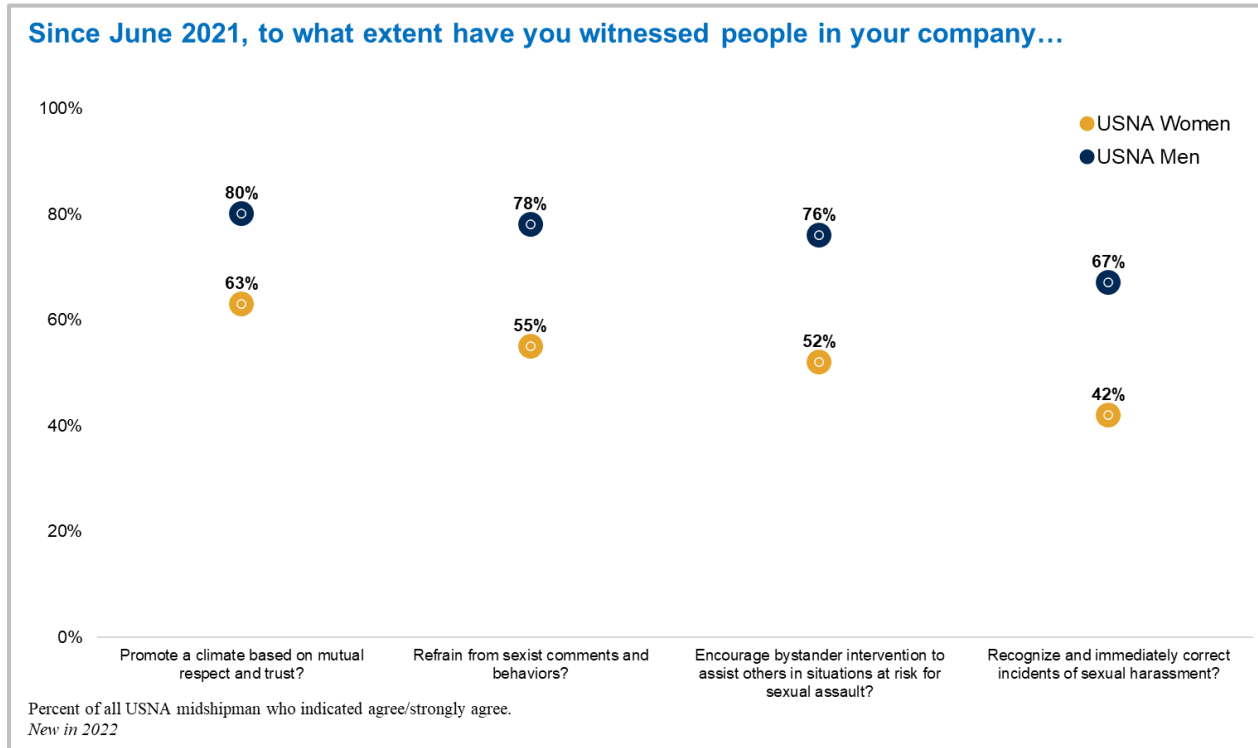


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Responsibility and Intervention

Another important aspect of Academy climate and culture is whether people in a midshipman's company are engaging in positive behaviors found to be protective factors for experiences of sexual assault and sexual harassment. The responsibility and intervention metric examines to what extent a midshipman's company promotes a climate based on mutual respect and trust, refrains from sexist comments and behavior, encourages bystander intervention, and corrects incidents of sexual harassment. As shown in Figure 67, USNA men indicated higher levels of responsibility and intervention within their company than did USNA women. Less than two-thirds of USNA women and the majority of USNA men indicated people in their company promote a climate based on mutual respect and trust, whereas under half of women and about two-thirds of men indicated people in their company recognize and immediately correct incidents of sexual harassment. These results provide useful insights into areas to target for prevention, such as character development programs geared toward good order and discipline.

Figure 67.
Responsibility and Intervention for USNA



Margins of error do not exceed $\pm 1\%$

Chapter 4:

United States Air Force Academy (USAFA)

This chapter provides findings for the United States Air Force Academy (USAFA) regarding estimated prevalence and incidents of unwanted sexual contact (USC), potential sex-based military equal opportunity (MEO) violations, and general cadet culture.⁴⁸ Administration of the *2022 Service Academy Gender Relations Survey (2022 SAGR)* took place on site at USAFA from April 4–8, 2022. Of the 3,998 cadets at the Academy, 2,633 completed the survey (874 women, 1,759 men) for an overall participation rate of 66% (75% for women, 62% for men).

This chapter provides topline findings for women and men at USAFA, including statistically significant differences between estimates from the *2018 SAGR* compared to the *2022 SAGR*, where applicable. This report does not provide a comprehensive review of all statistically significant differences. Rather, salient statistically significant results between estimates from the *2018 SAGR* compared to the *2022 SAGR* and those between class years in 2022 are discussed. All data points and significance testing are available in the separately published *2022 SAGR Results & Trends Volume*. Some estimates are not reportable (indicated as “NR” in figures and tables) due to instability of estimates, and therefore, comparisons for statistically significant differences cannot be calculated in these cases.⁴⁹ When data are not reportable for USAFA men, only results for USAFA women are discussed.

Unwanted Sexual Contact

As described in chapter 1, the Department of Defense (DoD) uses the *SAGR* survey to assess experiences of prohibited behaviors that align with the Uniform Code of Military Justice (UCMJ), herein referred to as “unwanted sexual contact” or “USC.” This measure is based on objective behaviors and does not assume the respondent has intimate knowledge of the UCMJ or the UCMJ definition of sexual assault, nor does it require the participant to label the incident as sexual assault. The USC rate reflects the estimated percentage of USAFA students who experienced behaviors prohibited by the UCMJ between June 2021 and the time of the survey in April 2022 (Academic Program Year [APY] 2021–2022). The terms and definitions of USC have been consistent across all *SAGR* surveys since 2006 to provide DoD with comparable data over time.

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

⁴⁸ Policies and procedures vary across Academies and are often different in their implementation. For this reason, this report does not directly compare estimated prevalence rates across Academies. Estimated prevalence rates that may appear to be significantly different from one Academy to another may not be. Therefore, caution should be taken when making comparisons between Academies.

⁴⁹ Further details are provided in Chapter 1.

- *Completed penetration*—Includes those respondents who marked “yes” indicating they were made to have unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object.
- *Attempted penetration*—Includes those respondents who marked “yes” to experiencing attempted unwanted sexual intercourse, oral sex, anal sex, or penetration by a finger or object, but did not indicate that they experienced *completed penetration*.
- *Unwanted sexual touching*—Includes only those respondents who marked “yes” to experiencing unwanted, intentional touching of sexual body parts such as genitalia, breasts, or buttocks and did not indicate that they also experienced *attempted penetration* and/or *completed penetration*.

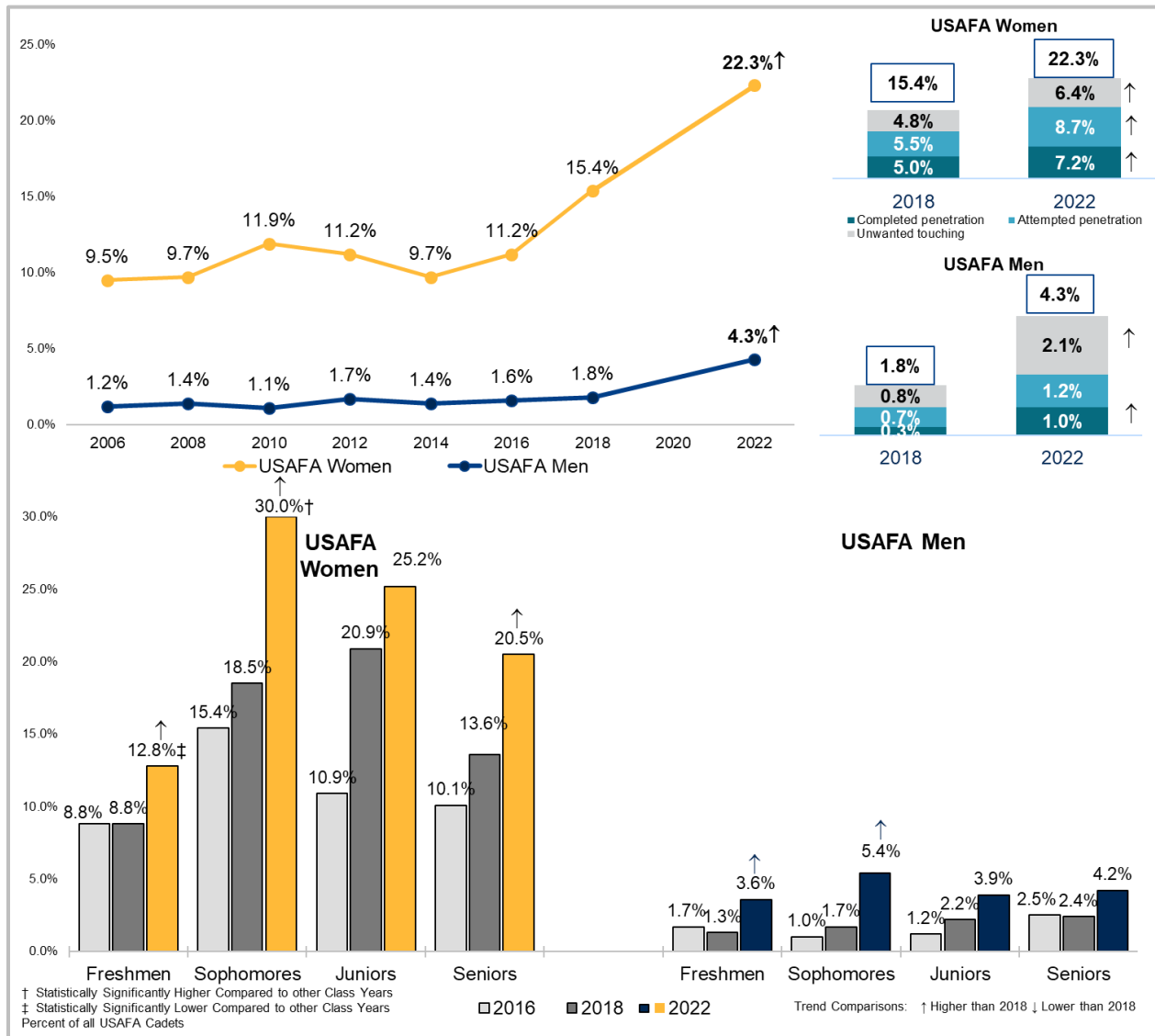
For more information regarding the measure and how the estimated prevalence rate of USC was constructed, see chapter 1.

Estimated Past Year Unwanted Sexual Contact Prevalence Rate

An estimated 22.3% of USAFA women experienced USC in the past APY, a significant increase from 2018 (Figure 68). This rate comprises of an estimated 7.2% of all USAFA women experiencing *completed penetration*, 8.7% experiencing *attempted penetration*, and 6.4% experiencing *unwanted sexual touching*, all of which increased since 2018.

An estimated 4.3% of USAFA men experienced USC in the past APY, which, like women, increased from 2018 (Figure 68). This rate comprises of an estimated 1.0% of USAFA men having experienced *completed penetration*, 1.2% having experienced *attempted penetration*, and 2.1% having experienced *unwanted sexual touching*. Only rates of *completed penetration* and *unwanted sexual touching* for USAFA men increased since 2018.

Figure 68.
Estimated Past Year Unwanted Sexual Contact Rate for USAFA



Margins of error range from $\pm 0.2\%$ to $\pm 3.5\%$

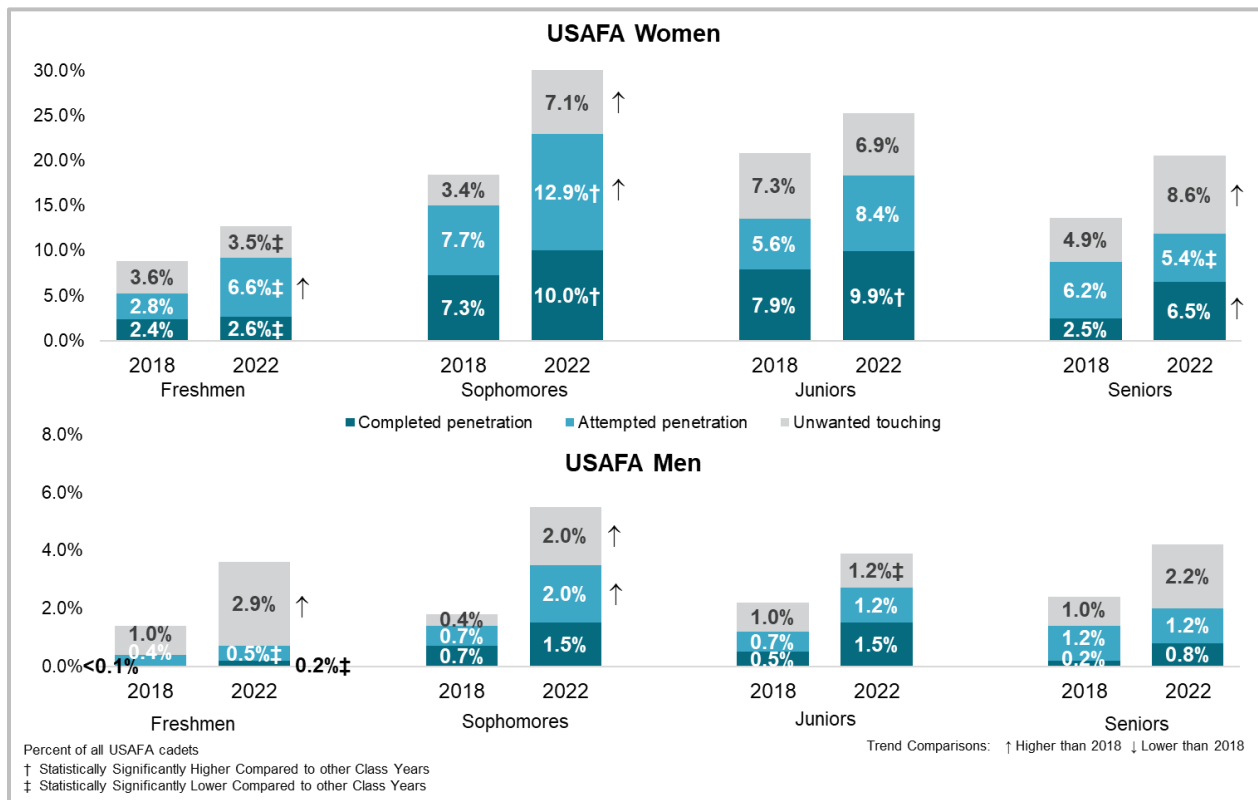
Differences by Class Year

In 2022, the increase in the USC rate for USAFA women overall was driven by statistically significant increases in the rates for freshman, sophomore, and senior women. Examining 2022 USC rates shows results consistent with prior SAGR surveys: sophomore women were more likely than women of other class years to have experienced USC in the past APY, whereas freshman women were less likely. Among USAFA men, rates of USC significantly increased for freshman and sophomore men since 2018. OPA focus groups in 2017 and 2019 identified a potential mechanism for the higher likelihood of USC seen in sophomores: “shark week,” the period of time when freshmen officially transition to sophomores and fraternization rules are eased, is a potentially vulnerable period for students (Barry et al., 2017; Barry et al., 2019).

Results were also examined by class year according to type of USC experienced. The rise in unwanted sexual touching in 2022 among USAFA women as a whole was driven by increases among sophomore and senior women. Freshman and sophomore women also saw an increase in attempted penetration, whereas senior women saw increases in completed penetration.

Comparisons in 2022 for USAFA women by class year shed further light on the differences between sophomore and freshman women. Namely, sophomore women were significantly more likely than women of other class years—except juniors experiencing completed penetration—to have experienced attempted penetration and completed penetration. Comparatively, freshman women were less likely than women of other class years to have experienced unwanted sexual touching and completed penetration. The statistical similarity of all other USC types across class years suggests unique factors for freshmen women that offer risk mitigation to these behaviors. The significantly higher prevalence found for sophomore women also suggests the transition from freshman to sophomore may be a particularly impactful opportunity for Academy leadership and Sexual Assault Prevention and Response (SAPR) professionals to focus implementation of prevention tools and resources.

USAFA men displayed few changes over time, but results contribute to the holistic picture of USC at the Academy; the greatest changes came among sophomore men. Specifically, there was an increase of unwanted sexual touching and attempted penetration. Finally, freshman men did see a significant increase in unwanted sexual touching as well. USC rates by type for USAFA men and women by class year are depicted in Figure 69.

Figure 69.***Estimated Past Year Unwanted Sexual Contact Rate by USC Type for USAFA by Gender and Class Year***

Margins of error range from $\pm 0.5\%$ to $\pm 2.5\%$

Estimated Rates of Unwanted Sexual Contact by Race/Ethnicity and Sexual Orientation

For the first time on the 2022 SAGR, we collected demographic information that can serve to further inform the Department's prevention and response efforts. The following section describes prevalence of USC for cadets first by race/ethnicity and then, separately, by sexual orientation. Although prior research has examined the role of race/ethnicity and sexual orientation in risk for sexual violence among other military populations (see Buchanan et al., 2008; Trump-Steele et al., 2021; Morral et al., 2021; Breslin et al., 2022 for recent examples), to our knowledge, this is the first study to examine prevalence of USC by race/ethnicity and sexual orientation using a weighted census of Academy students.

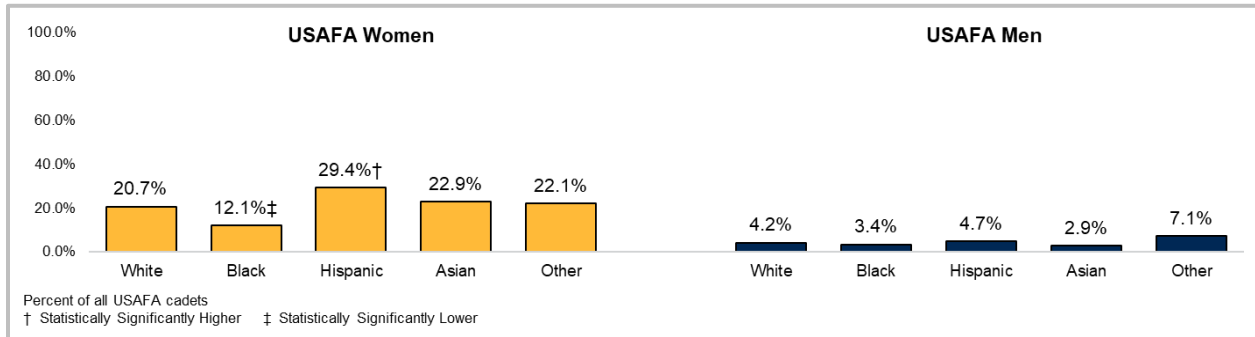
Unwanted Sexual Contact by Race/Ethnicity

Figure 70 presents the past year unwanted sexual contact prevalence rates by race/ethnicity for USAFA women and men. Overall, there were no significant differences in unwanted sexual contact between non-Hispanic White (20.7%) and minority (23.8%) women at USAFA. However, when we examine by specific race/ethnicity, Hispanic women at USAFA (29.4%) were significantly more likely than women of other races/ethnicities to experience unwanted

sexual contact, whereas Black women at USAFA (12.1%) were less likely. Like women, there were no significant differences in unwanted sexual contact between non-Hispanic White (4.2%) and minority (4.7%) men at USAFA. There were also no significant differences when examining by specific races/ethnicities.

Figure 70.

Estimated Rates of Unwanted Sexual Contact for USAFA by Gender and Race/Ethnicity

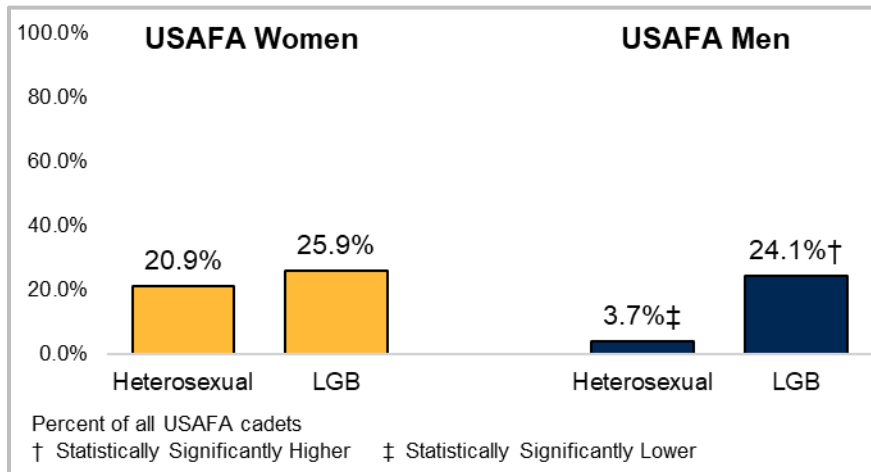


Margins of error range from $\pm 0.9\%$ to $\pm 6.8\%$

Unwanted Sexual Contact by Sexual Orientation

To gain a better understanding of the experiences of military members identifying as lesbian, gay, or bisexual (LGB), the 2022 SAGR asked respondents to identify their sexual orientation. Cadets who marked Gay or Lesbian or Bisexual on the survey were coded as LGB.⁵⁰ Overall, 18% of USAFA women and 3% of USAFA men identified as LGB. Figure 71 presents the past year unwanted sexual contact prevalence rates by race/ethnicity for USAFA women and men. There were no significant differences in unwanted sexual contact rates between USAFA women who identified as LGB (25.9%) and women who identified as heterosexual (20.9%). However, the estimated rate of unwanted sexual contact for USAFA LGB men (24.1%) was significantly higher than for heterosexual USAFA men (3.7%)

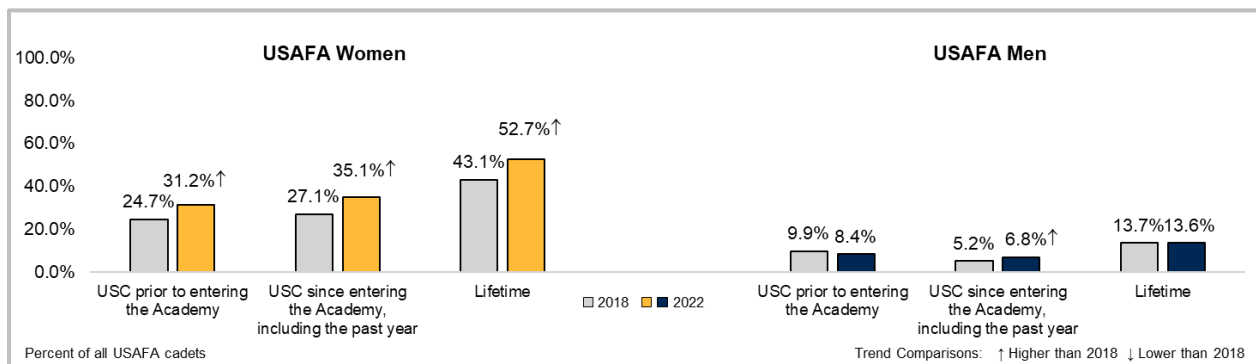
⁵⁰ Cadets who marked *Something else* or *Prefer not to answer* were set to missing.

Figure 71.***Estimated Rates of Unwanted Sexual Contact for USAFA by Gender and Sexual Orientation***

Margins of error range from $\pm 0.7\%$ to $\pm 7.8\%$

Estimated Rates of Unwanted Sexual Contact Prior to Past APY and Lifetime

The 2022 SAGR also collected data on prevalence of USC experiences among USAFA cadets prior to the June 2021 to April 2022 time frame. Using survey responses, USC prevalence is calculated along three timelines: before entering the Academy, since first entering the Academy (including in the past APY), and lifetime estimated prevalence of USC (combining experiences before entering the Academy and since entering the Academy). Construction of these values require explicit, affirmative selection of one of the USC behaviors in the respective time frame (see chapter 1 for a list of behaviors). As seen in Figure 72, rates for USAFA women who experienced USC *prior entering the Academy*, *since entering the Academy (including in the past year)*, and *in their lifetime* all increased since 2018, but only rates of USC since entering the Academy increased for USAFA men.

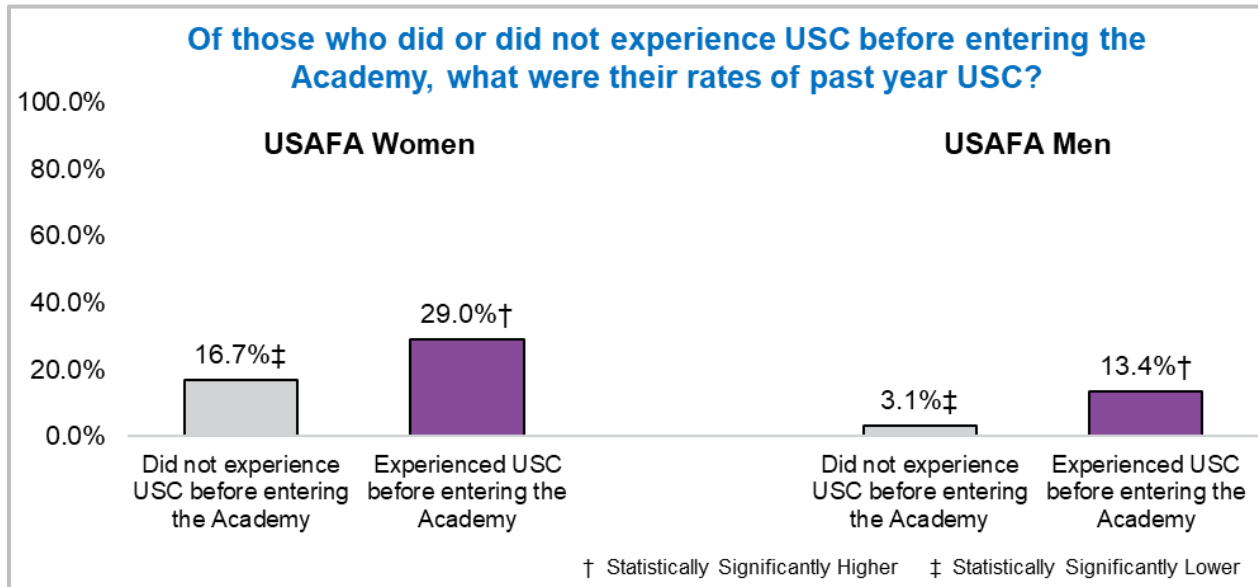
Figure 72.***Estimated Rates of Unwanted Sexual Contact Prior Entering the Academy, Since Entering the Academy, and Lifetime for USAFA by Gender***

Margins of error range from $\pm 0.8\%$ to $\pm 1.7\%$

Risk of Re-Victimization

Research has shown re-victimization is an important element of understanding sexual violence, namely that victims of one form of violence are more likely to be victims of other forms of violence, victims are at a higher risk for perpetrating violence, and perpetrators of one form of violence are more likely to commit other forms of violence (Wilkins et al., 2014). To understand the risk of potential re-victimization at the Academy, rates of USC in the past APY were examined separately by whether cadets had experienced USC before entering the Academy. As shown in Figure 73, both USAFA women and men who experienced USC before entering the Academy were more likely to experience USC in the past APY compared to those who did not experience USC before entering the Academy.

Figure 73.
Risk of Re-Victimization for USAFA



Margins of error range from $\pm 0.6\%$ to $\pm 3.9\%$

One Situation of Unwanted Sexual Contact With the Biggest Effect

Among cadets who experienced USC in the past APY, unfortunately the majority of victims experienced more than one unwanted sexual contact event. In 2022, among USC victims, two-thirds of USAFA women (an increase since 2018) and nearly half of USAFA men experienced more than one USC incident in the past APY. To better understand the circumstances involved in their experiences, the 22.3% of USAFA women and 4.3% of USAFA men who experienced USC⁵¹ were asked to provide additional information regarding their worst or most serious experience of USC, hereafter referred to as the “one situation.”⁵² In addition to discerning what

⁵¹ Experience of USC is determined by endorsement of at least one USC behavior between June 2021 and April 2022 as presented on the survey.

⁵² Although some students may have experienced more than one USC event, follow-up questions on details about only one event were asked to minimize survey burden.

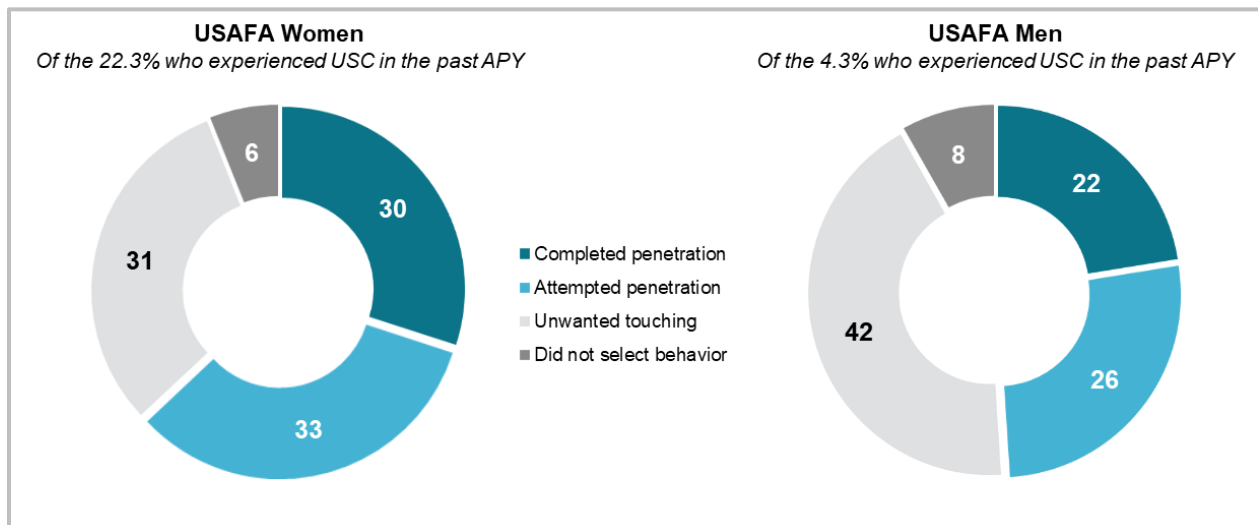
happened (type of USC involved in the one situation), cadets were asked to provide details regarding characteristics of who the alleged offender(s) were, when and where the one situation happened, experiences following the one situation of USC, and whether they chose to report the incident.

What: Behavior Experienced in the USC One Situation

Cadets were asked to identify the behavior(s) involved in the most serious experience in the past APY. These USC types were coded hierarchically as described in the prior section, with experiences of *completed penetration* taking precedence over experiences of *attempted penetration*, which in turn take precedence over *unwanted sexual touching*.⁵³

Of the 22.3% of USAFA women who experienced USC in the past APY, nearly one-third experienced *completed penetration*, one-third experienced *attempted penetration*, and nearly one-third experienced *unwanted sexual touching* in the most serious experience within the past APY (Figure 74). Of the 4.3% of USAFA men who experienced USC in the past APY, nearly one-quarter experienced *completed penetration*, over one-quarter experienced *attempted penetration*, and nearly half experienced *unwanted sexual touching* in the most serious experience within the past APY.

Figure 74.
Behaviors Experienced in USC One Situation for USAFA by Gender



Margins of error range from $\pm 0.7\%$ to $\pm 8\%$

⁵³ Some cadets chose not to indicate the most serious experience within the one situation, leaving some having not selected or disclosed. Those who did not select a behavior were categorized as “Did not select behavior.”

Who: Reported Demographics and Characteristics of the Alleged Offender(s) in the USC One Situation

To better understand the context of these incidents, the 2022 SAGR survey asked cadets to provide information on the alleged offender(s) in their one worst situation of USC. Specifically, questions included the gender(s) of alleged offender(s), the number of persons involved, the nature of any pre-existing relationship with the alleged offender(s), and the alleged offender(s) place in the Academy.

The majority of USAFA women indicated the one situation involved one other person who was male and an Academy student most often in the same class year who they knew from class or another activity. An overview of the alleged offender(s) characteristic in the one situation is highlighted for USAFA women and men in Table 27.

Table 27.
Reported Characteristics of the Alleged Offender(s) in the USC One Situation for USAFA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USAFA Women	
Gender of Alleged Offender(s)	2018	2022
Men	95%	97%
Women	3%	2%
A mix of men and women	1%	1%
Number of Alleged Offender(s)	2018	2022
One person	78%	71%↓
More than one person	20%	29%↑
Status of Alleged Offender(s)	2018	2022
Same class year	62%	71%↑
Higher class year	24%	27%
Member of NCAA/Division I sports team	13%	22%↑
Member of intramural or club sports team	9%	17%↑
Higher in cadet chain of command	10%	15%↑
Lower class year	5%	7%
DoD person not affiliated with the Academy	4%	4%
Unknown person	8%	2%↓
A person not affiliated with the DoD	7%	2%↓
Academy civilian faculty or staff	<1%	1%↑
Academy military/uniformed faculty or staff	<1%	<1%
Relationship to Alleged Offender(s)	2018	2022
Someone you knew from class or other activity	74%	56%↓
Someone you had a casual relationship with	18%	29%↑
Someone you had just met	16%	20%
Someone you were currently dating	8%	19%↑
A stranger	8%	7%
Someone you had previously dated	6%	5%

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

Note. Percentage of USAFA women who experienced USC in the past APY.

Like women, the majority of men indicated that they knew their alleged offender from class or another activity and that the one situation was perpetrated by one person, who was often an Academy student, and often in the same class year (Table 28). Unlike women, nearly one-third of men indicated that the alleged offender was a man and over three-fifths indicated that the alleged offender was a woman.

Table 28.***Reported Characteristics of the Alleged Offender(s) in the USC One Situation for USAFA Men***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USAFA Men	
Gender of Alleged Offender(s)	2018	2022
Men	20%	31%
Women	65%	62%
A mix of men and women	4%	6%
Number of Alleged Offender(s)	2018	2022
One person	68%	80%
More than one person	24%	17%
Status of Alleged Offender(s)	2018	2022
Same class year	49%	65%
Person not affiliated with the DoD	28%	16%
Member of NCAA/Division I sports team	13%	10%
Higher class year	12%	10%
Lower class year	32%	9%↓
Higher in the cadet chain of command	12%	8%
Unknown person	8%	7%
Member of intramural or club sports team	5%	5%
Academy military/uniformed faculty or staff	4%	2%
DoD person not affiliated with the Academy	4%	<1%
Academy civilian faculty or staff	<1%	<1%
Relationship to Alleged Offender(s)	2018	2022
Someone you knew from class or other activity	50%	54%
Someone you had just met	21%	27%
Someone you had a casual relationship with	12%	19%
Someone you had previously dated	16%	10%
A stranger	13%	6%
Someone you were currently dating	13%	3%

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

Note. Percentage of USAFA men who experienced USC in the past APY.

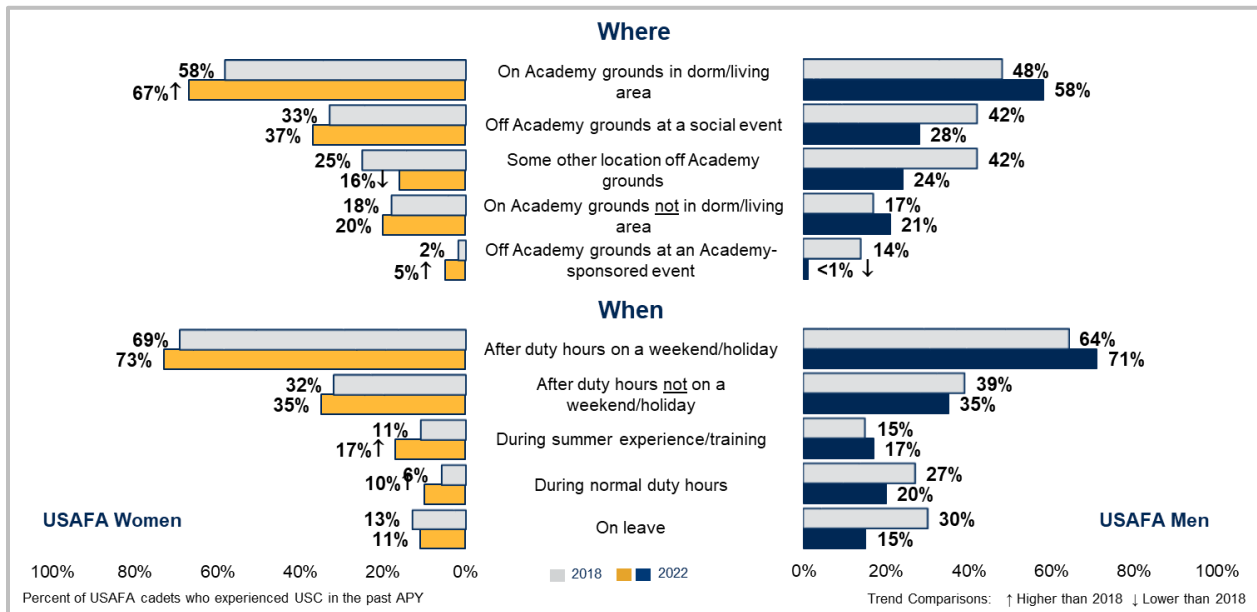
Where and When: Location and Context of the USC One Situation

Because there is no one “characteristic” of alleged USC perpetrators, there is also not a singular context that leads to victimization. Understanding the various patterns of time and place involved in USC is key to developing and implementing tailor-made prevention and response resources at the Academy.

As shown in Figure 75, USC events among USAFA women occurred most often in a dormitory or living area or off Academy grounds at a social event, both increased since 2018. As for specific timeframes in which the USC occurred, USAFA women indicated it occurred after duty hours on a weekend or holiday or after duty hours *not* on a weekend or holiday.

Like USAFA women, USAFA men experienced incidents most often in a dormitory or living area or off Academy grounds at a social event. About three-quarters of USAFA men who experienced USC specified it occurred after duty hours on a weekend or holiday while over one-third indicated it occurred after duty hours *not* on a weekend or holiday.

Figure 75.
Location and Context of the USC One Situation for USAFA by Gender



Margins of error range from $\pm 2\%$ to $\pm 13\%$

Where and When: Circumstances of the USC One Situation

Finally, cadets were asked to further contextualize the one situation by sharing their perspective on the incident; including whether they characterized the situation as involving hazing- and/or bullying-related behavior, whether the person(s) involved in the one situation had victimized them before and/or after the one situation, whether there was another cadet that was present who did or did not help them, and detailing the potential involvement of alcohol. The involvement of alcohol in the one situation is an important factor regarding experiences of USC, especially in university-aged populations. The survey reminded participants that even if they had been drinking, they are not to blame for the incident. Studying the use of alcohol in the one situation is meant to better understand unwanted situations at the Academy in the pursuit of eliminating sexual assault in the Department. These results are visualized in Table 29 below.

Relatively few USAFA women who experienced USC considered it hazing or bullying, although those who considered it hazing or bullying significantly increased since 2018. Compared to 2018, more USAFA women who experienced USC were also victimized in some fashion (e.g., stalked, sexually harassed, or sexually assaulted) before the one situation and/or after the one situation, with increases specifically for being sexually harassed and/or sexually assaulted before and/or after the one situation. Sophomore women were more likely than other USAFA women

to have been victimized either before and/or after the one situation and were more likely than women in other class years to have been sexually assaulted before and/or after the one situation.

Bystander intervention training is arguably one of the most important elements of USC prevention because it can provide cadets and other Academy personnel basic tools to recognize and stop potential sexual assaults. Indeed, consistent with 2018, over one-third indicated there was a fellow cadet present who could have stepped in to help but did not,⁵⁴ suggesting that improvements in bystanders' ability to recognize and effectively intervene could be useful for decreasing USC at the Academy.

Finally, cadets were asked whether alcohol was present in the USC one situation, though they were not asked the extent of the alcohol use in the situation (i.e., they were not asked their own or the alleged perpetrators level of intoxication). More than half of USC situations for USAFA women involved alcohol, either on the part of the victim, the alleged offender, or both. When victims were drinking at the time of the event, over two-thirds of the time the alleged offender had bought or given them alcohol, which increased compared to 2018 and was driven by a stark increase among USAFA freshman women (86%, up from 40%) and junior women (77%, up from 48%).

⁵⁴ Like all survey responses, this is based on the perception of the respondent. It is unclear whether bystanders understood what was occurring, or could have intervened, and/or why they did not intervene in some way.

Table 29.
Circumstances of the USC One Situation for USAFA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018		USAFA Women		USAFA Men	
		2018	2022	2018	2022
Hazing/ Bullying	Hazing	2%	8%↑	7%	<1%
	Bullying	6%	10%↑	NR	8%
Sexual Harassment, Stalking, or Sexual Assault Before or After the Situation	Sexually harassed before	19%	29%↑	8%	24%↑
	Stalked before	10%	12%	4%	6%
	Sexually assaulted before	15%	26%↑	7%	7%
	Experienced any before	33%	42%↑	15%	30%
	Sexually harassed after	17%	24%↑	11%	23%
	Stalked after	12%	12%	12%	9%
	Sexually assaulted after	10%	15%↑	7%	6%
	Experienced any after	29%	33%	19%	30%
Someone Else Present	Stepped in to help victim	NA	13%	NA	15%
	Could have stepped in but didn't	NA	35%	NA	30%
Alcohol Use	Victim was drinking	51%	46%	44%	51%
	 Alleged offender bought/gave drinks	57%	69% ↑	36%	41%
	Alleged offender was drinking	54%	47%	57%	49%
	Alcohol use by victim/alleged offender	66%	59%	62%	64%

Margins of error range from $\pm 2\%$ to $\pm 19\%$

Note. Percentage of USAFA cadets who experienced USC in the past APY. NA = Not applicable.

As shown in Table 29, relatively few USAFA men who experienced USC considered the one situation either hazing or bullying. Under one-third of USAFA men who experienced USC were also victimized in some fashion (e.g., stalked, sexually harassed, or sexually assaulted) before the one situation and/or were victimized after the one situation. The most frequent behavior experienced before and after the one situation was being sexually harassed.

Bystander intervention plays an equally important role for USAFA men as it does for women and similar results were found. More than one-tenth of USAFA men who experienced USC said there was a fellow cadet present in the one situation who could have helped and did so, and just

under one-third said there was a fellow cadet present who could have stepped in to help but did not.

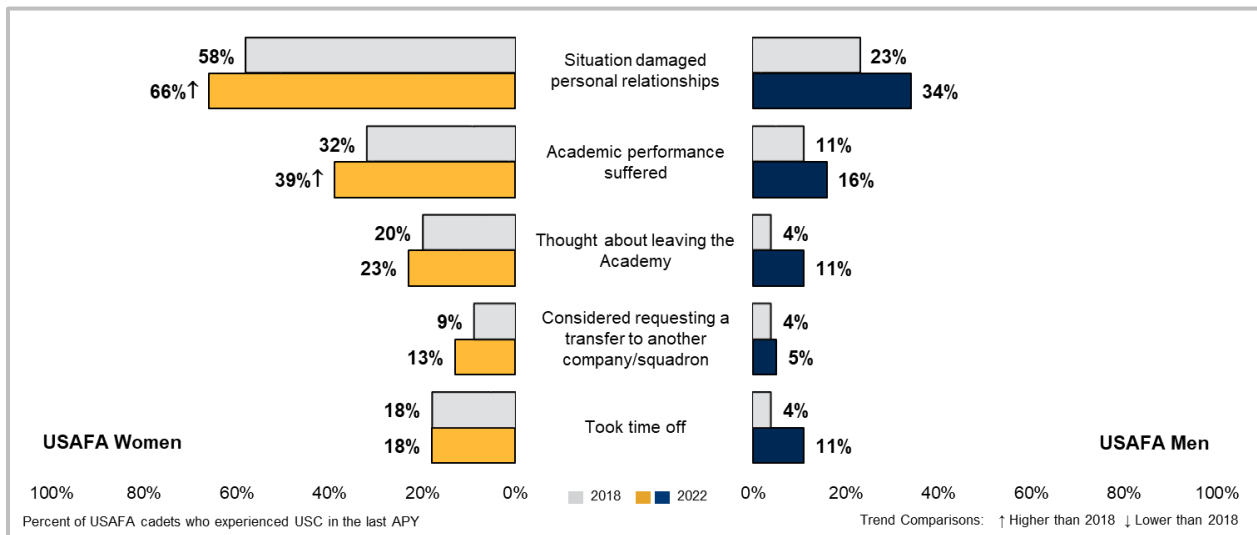
Finally, cadets were asked to what extent alcohol was present in the USC one situation. Nearly two-thirds of USC situations for USAFA men involved alcohol, either on the part of the victim, the alleged offender, or both. When victims were drinking at the time of the event, approximately two-fifths of the time the alleged offender had bought or given them alcohol.

Impact of Experiencing USC

Experiencing USC can impact the victim's relationships, academic performance, and make them question whether they want to stay in their squadron or at the Academy. On the survey, those who experienced USC in the past APY were asked to indicate to what extent experiencing USC impacted them.

As shown in Figure 76, the largest impact both USAFA women and men felt after experiencing USC in the past APY was damage to their personal relationships, which increased among women compared to 2018. More USAFA women in 2022 also experienced impact to their academic performance compared to 2018.

Figure 76.
Impact of the USC One Situation for USAFA by Gender



Margins of error range from $\pm 3\%$ to $\pm 12\%$

Reporting the USC One Situation

As shown in Table 30, of the 22.3% of USAFA women who experienced USC in the past APY, an estimated 17% indicated on the survey they had reported this incident.⁵⁵ The top reasons

⁵⁵ In order to obtain more information on what actions were taken as a result of reporting USC, the survey asks respondents to indicate whether or not they filed an official report. These survey estimates are distinct from the

indicated by nearly two-thirds of USAFA women as to why they reported their USC was to stop the person(s) from hurting others or that someone they told encouraged them to report. Very few (4%) of the 4.3% of USAFA men who experienced USC reported it. Therefore, the results for USAFA men were not reportable.

Table 30.

Reasons for Reporting the USC One Situation for USAFA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
To stop the person(s) from hurting others	57%	65%
Someone you told encouraged you to report	64%	62%
To get mental health assistance	50%	52%
Raise awareness that it occurs at the Academy	50%	48%
To stop the person(s) from hurting you again	22%	35%
The punish the person(s) who did it	37%	21%
To get medical assistance	22%	21%
Someone else made you report it or reported it themselves	22%	17%
To discourage other potential offenders	28%	14%
Some other reason	14%	14%
It was your civic/military duty to report it	41%	11%↓
To stop rumors	8%	10%

Margins of error range from ±8% to ±14%

Note. Percentage of USAFA women who experienced USC in the past APY and made an official report. Respondents were able to select multiple reasons for reporting.

Negative Outcomes of Reporting USC

Experiencing USC is often innately physically and psychologically harmful, but those who experience it may also experience secondary effects through others' actions. Classmates, faculty, or friends may act differently toward someone who has reported experiencing USC, whether intentionally or unintentionally. Three major categories of these secondary experiences are professional reprisal, ostracism, and other negative outcomes.

Measures of ***perceived retaliation, professional reprisal, ostracism, and other negative outcomes***⁵⁶ are used to capture outcomes experienced as a result of reporting USC (see chapter 1 for details on rate construction). Recall data in this section are out of USAFA women who experienced USC in the past year and reported it (17% of the 22.3% of USAFA women who

actual reporting data maintained within DSAID. However, estimates derived from the survey align with the actual number of reports received.

⁵⁶ Because the *SAGR* assessment does not assess the relationship between the alleged perpetrator and the respondent to determine whether the behavior constitutes maltreatment, no definitive conclusions can be made regarding whether these alleged other negative behaviors are retaliatory or constitute maltreatment.

experienced USC and 4% of the 4.3% of USAFA men who experienced USC). Results for USAFA men were not reportable.

The estimated rate of **perceived retaliation** is a summary measure reflecting whether cadets indicated they experienced either professional reprisal, ostracism, and/or maltreatment by leadership and/or fellow cadets for reporting USC. As shown in Figure 77, about one-quarter of USAFA women who reported their USC incident experienced behaviors for professional reprisal, ostracism, or other negative outcomes.

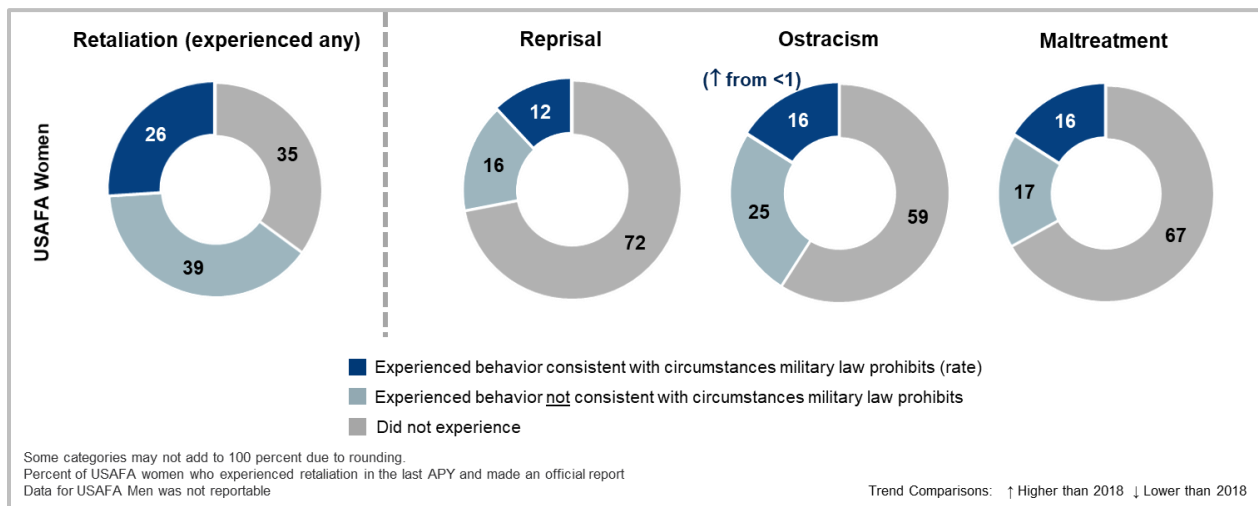
The **estimated rate of professional reprisal** is a summary measure reflecting whether cadets indicated they experienced unfavorable actions taken from leadership (or an individual with the authority to affect a personnel decision) as a result of reporting USC (not based on conduct or performance). As shown in Figure 77, 12% of USAFA women experienced unfavorable actions from leadership as a result of reporting USC.

The **estimated rate of ostracism** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that made them feel excluded or ignored. As shown in Figure 77, 16% of USAFA women experienced being excluded or ignored as a result of reporting USC.

The **estimated rate of other negative outcomes** is a summary measure reflecting whether, as a result of reporting USC, cadets experienced negative behaviors from cadet peers or leadership that occurred without a valid military purpose and may have included physical or psychological force, threats, or abusive or unjustified treatment that resulted in physical or mental harm. As shown in Figure 77, 16% of USAFA women experienced negative behaviors as a result of reporting USC.

Figure 77.

Estimated Rates of Negative Outcomes as a Result of Reporting USC for USAFA Women



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

Reasons for Not Reporting USC

The vast majority of USAFA cadets who experienced USC chose not to report their experience of unwanted sexual contact, which is consistent with findings that sexual assault often goes underreported (NCVS, 2016). When asked why they chose not to report the incident, the top reason was that they thought it was not serious enough to report. Other reasons for not reporting included avoiding the person who assaulted them, a measure that increased since 2018 for men, forgetting about it and moving on, and not wanting others to know (Table 31 and Table 32).

Table 31.
Reasons for Not Reporting the USC One Situation for USAFA Women

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Thought it was not serious enough to report	62%	66%
Did not want more people to know	66%	64%
Took care of the problem yourself by <u>avoiding</u> the person who assaulted you	61%	62%
Took care of the problem yourself by <u>forgetting</u> about it and moving on	61%	58%
Did not want people talking or gossiping about you	55%	58%
Felt uncomfortable making a report	51%	57%
Felt shame/embarrassment	52%	51%
Thought reporting would take too much time and effort	38%	51%↑
Took care of the problem yourself by <u>confronting</u> the person who assaulted you	22%	28%
Other	9%	13%

Margins of error range from $\pm 3\%$ to $\pm 5\%$

Note. Percentage of USAFA women who experienced USC in the past APY and did not make an official report.

Table 32.***Reasons for Not Reporting the USC One Situation for USAFA Men***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Thought it was not serious enough to report	63%	60%
Took care of the problem yourself by <u>avoiding</u> the person who assaulted you	31%	52%↑
Took care of the problem yourself by <u>forgetting</u> about it and moving on	41%	48%
Did not want more people to know	27%	42%
Did not want people talking or gossiping about you	22%	42%↑
Thought reporting would take too much time and effort	23%	32%
Felt uncomfortable making a report	27%	32%
Felt shame/embarrassment	8%	28%↑
Took care of the problem yourself by <u>confronting</u> the person who assaulted you	27%	27%
Other	36%	9%↓

Margins of error range from $\pm 6\%$ to $\pm 13\%$

Note. Percentage of USAFA men who experienced USC in the past APY and did not make an official report.

Sex-Based Military Equal Opportunity (MEO) Violations

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

1. The student must have indicated that they experienced a behavior consistent with sexual harassment (which includes sexually hostile work environment or sexual quid pro quo) and/or gender discrimination behavior(s) in the past APY, and,
2. The student must have indicated that they met at least one of the follow-up legal criteria for a sex-based MEO violation.⁵⁷

As OPA research methodologies are flexible to accommodate changes in Department policy, two versions of the gender discrimination and sex-based MEO violation prevalence rates were calculated: one version in which the person who allegedly committed the violation was anyone from the victim's Academy (matching the 2018 SAGR coding, or the "adjusted rate"), and a second version in which experienced violations were limited to those taken by someone in a leadership position, or the "official" rate. OPA created this version of violation rates, and maintained the basic variable to allow for year-to-year trend analyses going forward. All results in this section use the criteria unless noted otherwise.

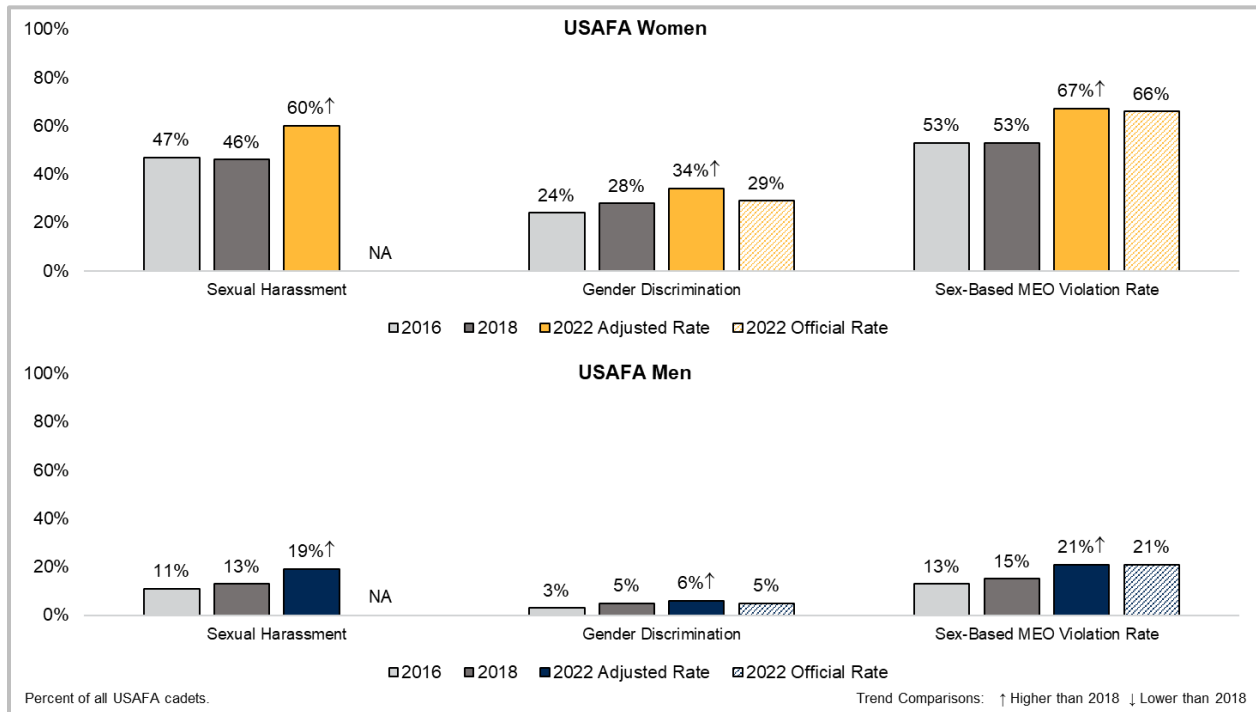
⁵⁷ See Chapter 1 for details on the metric used and construction of estimated rates.

Estimated Past Year Sex-Based MEO Violation Prevalence Rates

This section provides the estimated rates for sexual harassment, gender discrimination, and the overall sex-based MEO violation rate (a combination of sexual harassment and/or gender discrimination). The estimated prevalence rates are presented by gender and by class year, with significant differences from 2018 noted where applicable.

Figure 78.

Estimated Sex-Based Military Equal Opportunity (MEO) Violation Prevalence Rates for USAFA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Sexual Harassment

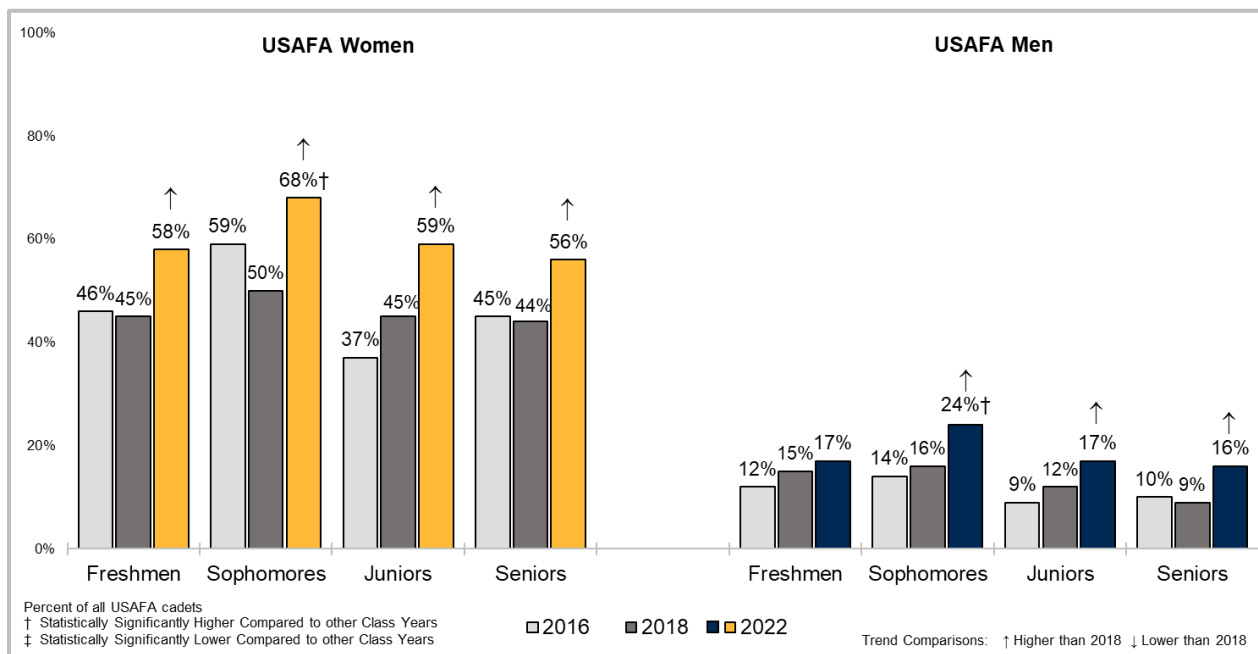
Sexual harassment includes two types of unwanted behaviors: sexually hostile work environment and sexual quid pro quo. A “sexually hostile work environment” is defined as “unwelcome sexual experiences that are pervasive or severe so as to interfere with a person’s work performance, or that create a work environment that is intimidating, hostile, or offensive.” Sexual quid pro quo behaviors are used to control, influence, or affect one’s job, career, or pay. Instances of sexual quid pro quo include situations in which job benefits or losses are conditioned on sexual cooperation. The estimated rate for sexual harassment includes those students who met criteria for sexually hostile work environment and/or sexual quid pro quo. As seen in Figure 78, estimated rates of sexual harassment have increased since 2018 for both USAFA men and women.

An estimated 60% of USAFA women met criteria for sexual harassment, which has increased significantly from 46% in 2018. Since 2018, all class years showed a significant increase; however, sophomores (68%) were most at risk for experiencing sexual harassment compared to other women (Figure 79).

An estimated 19% of USAFA men met criteria for sexual harassment, which increased significantly from 13% in 2018. Freshman men were the only class year to not show a significant increase, with all other class years increasing compared to 2018 (Figure 79). Sophomore men (24%) were most at risk for experiencing sexual harassment compared to other men.

Figure 79.

Estimated Sexual Harassment Prevalence Rates for USAFA by Gender and Class Year

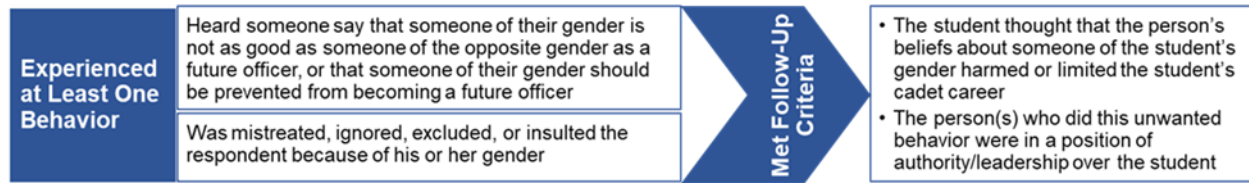


Margins of error range from $\pm 2\%$ to $\pm 5\%$

Gender Discrimination

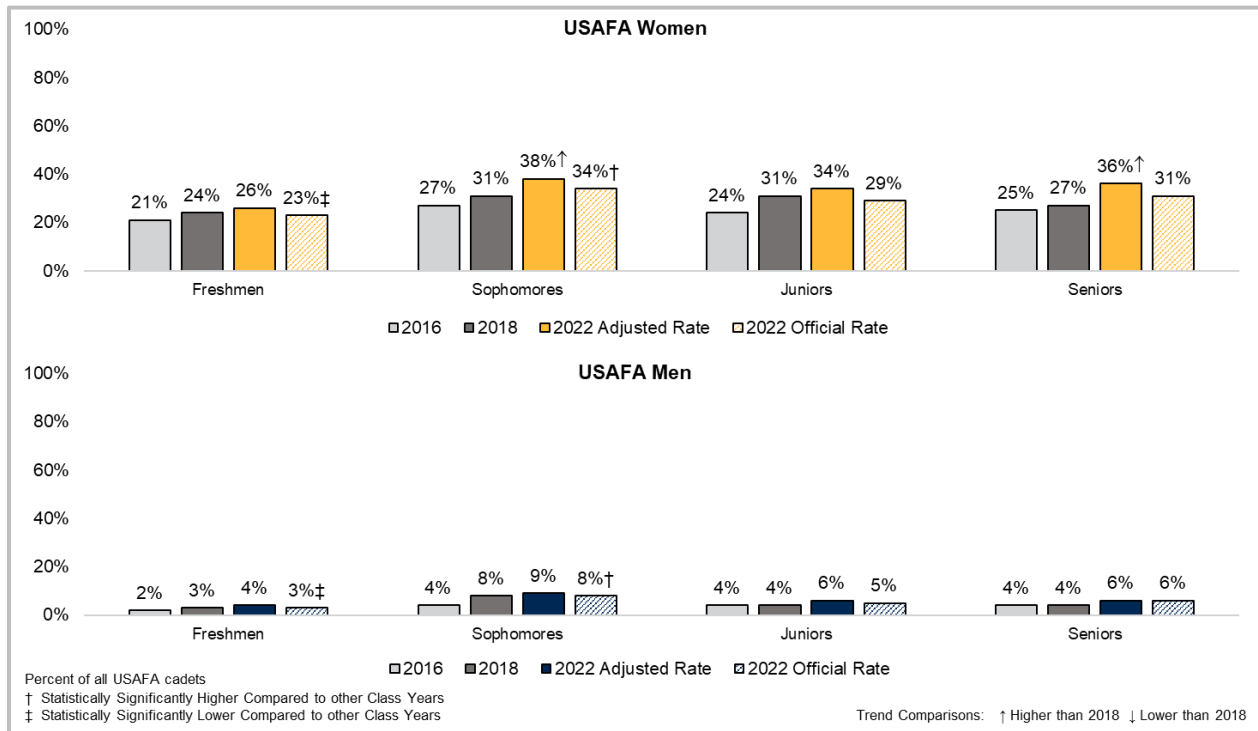
Gender discrimination is defined as behaviors or comments directed at someone because of their gender that harmed or limited their career. To be included in the estimated prevalence rate for gender discrimination, students must have indicated experiencing at least one of the behaviors listed below and endorsed a corresponding follow-up item as shown in Figure 80.

Figure 80.
Gender Discrimination Behaviors and Follow-up Criteria



As shown in Figure 78, an estimated 29% of USAFA women experienced gender discrimination **from leadership**. Sophomore (34%) women were most at risk to experience gender discrimination compared to other women, whereas freshman (23%) were least at risk (Figure 81). Using the 2018 metric to allow for commensurable analysis, 34% of USAFA women experienced gender discrimination **by any person** in 2022, which increased since 2018. By class year, this represents an increase for sophomore (from 31% to 38%) and senior (from 27% to 36%) women. Likewise, sophomore women experienced gender discrimination more often compared to other women, whereas freshman experienced gender discrimination less often.

An estimated 5% of USAFA men experienced gender discrimination **from leadership** (Figure 78). Sophomore men (8%) experienced gender discrimination more often compared to other men, whereas freshman men (3%) experienced gender discrimination less often (Figure 81). Using the 2018 metric to allow for commensurable analysis, an estimated 6% of USAFA men experienced gender discrimination **by any person**, a statistically significant increase compared to 2018 (5%). Sophomore men (9%) experienced gender discrimination more often compared to other men, whereas freshman men (4%) experienced gender discrimination less often.

Figure 81.***Estimated Gender Discrimination Prevalence Rates for USAFA by Gender and Class Year***

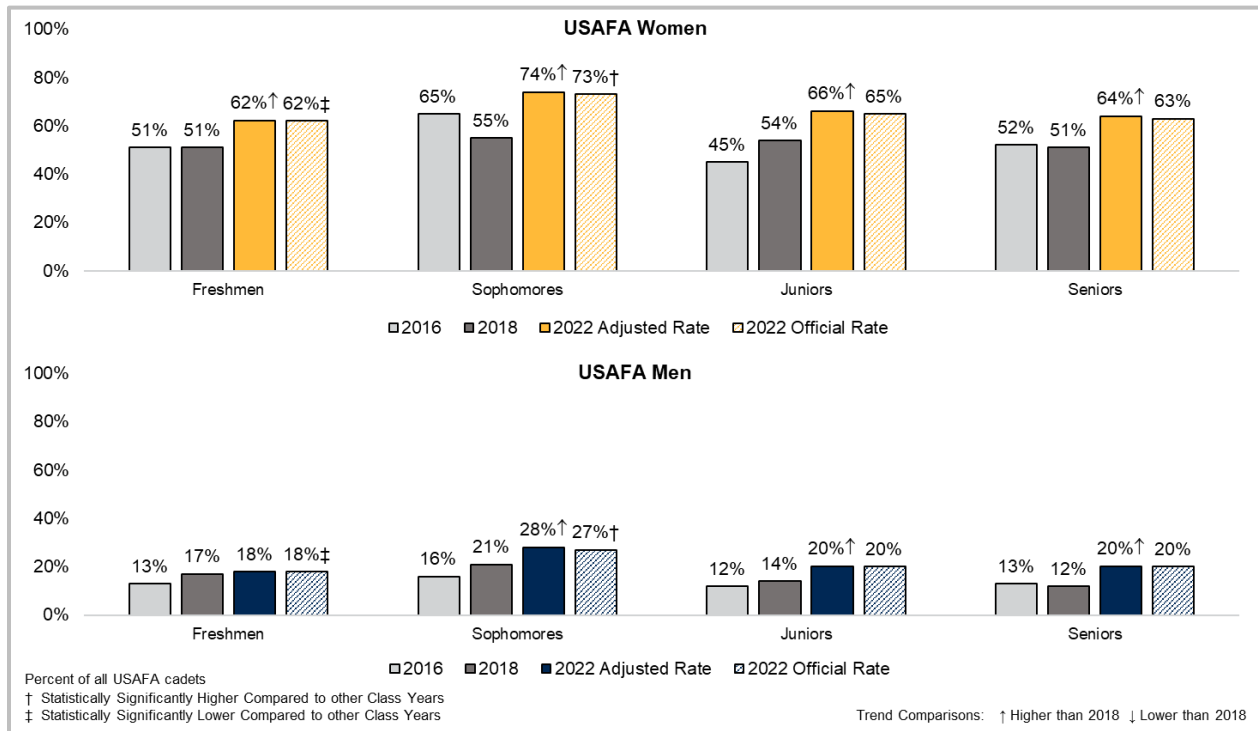
Margins of error range from $\pm 1\%$ to $\pm 4\%$

Sex-Based MEO Violations

Sex-based MEO violations are defined as having experienced a sexual harassment (e.g., sexually hostile work environment and sexual quid pro quo) and/or gender discrimination.

An estimated 66% of USAFA women experienced sex-based MEO violations **from leadership** in the past APY (Figure 78). Using the 2018 metric to allow for commensurable analysis, an estimated 67% of USAFA women experienced sex-based MEO violations **by any person** in the past APY, which demonstrates a significant increase from 2018. Rates of sex-based MEO violations increased for women of every class year from 2018 (Figure 82). Sophomore (74%) women experienced these violations more often compared to other women, whereas freshman (62%) women experience these violations less often.

An estimated 21% of USAFA men experienced sex-based MEO violations **from leadership** (Figure 78). Using the 2018 metric to allow for commensurable analysis, an estimated 21% of USAFA men experienced sex-based MEO violations **by any person** in the past APY, which demonstrates a significant increase from 2018. Rates of sex-based MEO violations increased since 2018 for men in all class years except freshman men (Figure 82). Sophomore (28%) men experienced violations more often compared to other men, whereas freshman (18%) men experienced violations less often.

Figure 82.***Estimated Sex-Based MEO Violation Prevalence Rates for USAFA by Gender and Class Year***

Margins of error range from $\pm 2\%$ to $\pm 5\%$

One Situation of Sex-Based MEO Violations with the Biggest Effect

To better understand the circumstances involved in their experience, the 67% of USAFA women and 21% of USAFA men who experienced sex-based MEO violations by any person in the past APY (e.g., sexual harassment and/or gender discrimination) were asked to provide additional information in regard to what they considered to be the worst or most serious experience (hereafter referred to as “the one situation”). With this one situation in mind, students were asked to provide details regarding how they characterized the behaviors, who the alleged offender(s) were, and whether they discussed or filed a complaint about this violation.

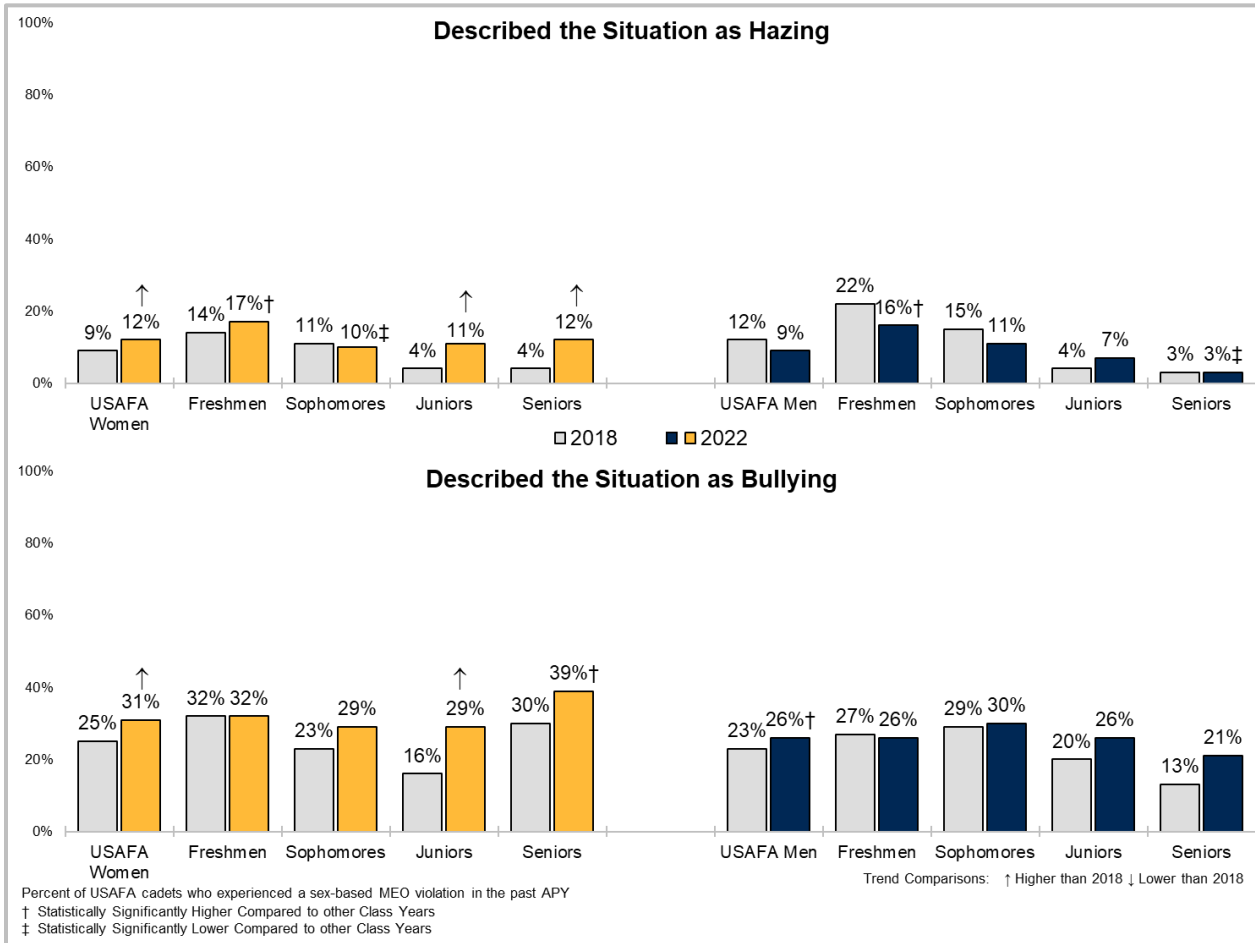
What: Characterization of Behaviors Experienced in the Sex-Based MEO Violation One Situation

Nearly one-third of USAFA women indicated the behavior in the sex-based MEO one situation was bullying, which increased compared to 2018 (Figure 83) and was driven by an increase among junior women. Senior women characterized the experience as bullying in the one situation more often than women in other class years. Roughly one-ninth of USAFA women indicated the behavior was hazing, which increased compared to 2018 and was driven by an increase for junior and senior women. Freshman women characterized the experience as hazing more often compared to women in other class years, whereas sophomores characterized the experience as hazing less often.

USAFA men more frequently indicated the behavior was bullying rather than hazing, with a little more than one-fourth of men indicating the behavior was bullying, whereas a little less than one-tenth characterized their experience as hazing. Freshman men characterized their experience as hazing in the one situation more often compared to other men, whereas seniors characterized their experience as hazing less often.

Figure 83.

Characterization of Behaviors Experienced in the Sex-Based MEO Violation One Situation for USAFA by Gender and Class Year



Margins of error range from $\pm 2\%$ to $\pm 9\%$

Who: Reported Demographics of the Alleged Offender(s) in the Sex-Based MEO Violation One Situation

As seen in Table 33, most USAFA women who experienced a sex-based MEO violation in the past APY indicated the alleged offender(s) were multiple male Academy students, specifically in the same class year. Of note, since 2018, there were increases in alleged offenders who were in a position of higher power (i.e., higher class year, higher in the cadet chain of command).

Table 33.***Characteristics of the Alleged Offender(s) in the One Situation of Sex-Based MEO Violations for USAFA Women***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Gender of Alleged Offender(s)		
Men	NA	85%
Women	NA	2%
A mix of men and women	NA	12%
Number of Alleged Offender(s)		
One person	NA	26%
More than one person	NA	70%
Status of Alleged Offender(s)		
Same class year	80%	86%↑
Higher class year	46%	55%↑
Higher in cadet chain of command	28%	40%↑
Lower class year	13%	23%↑
Member of NCAA/Division I sports team	20%	22%
Member of intramural or club sports team	13%	21%↑
Academy military/uniformed faculty or staff	14%	14%
Academy civilian faculty or staff	7%	6%
Unknown person	5%	5%
Person not affiliated with DoD	4%	3%
DoD person not affiliated with Academy	2%	3%

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

Note. Percentage of USAFA women who experienced a sex-based MOE violation in the past APY. NA=Not applicable; was not asked in 2018

As seen in Table 34, the majority of USAFA men who experienced sex-based MEO violations in the past 12 months indicated the alleged offender was a man/men who was an Academy student, specifically in the same class year.

Table 34.***Characteristics of the Alleged Offender(s) in the One Situation of Sex-Based MEO Violations for USAFA Men***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	2018	2022
Gender of Alleged Offender(s)		
Men	NA	51%
Women	NA	25%
A mix of men and women	NA	22%
Number of Alleged Offender(s)		
One person	NA	43%
More than one person	NA	49%
Status of Alleged Offender(s)		
Same class year	76%	77%
Higher class year	33%	42%↑
Higher in cadet chain of command	21%	26%
Member of NCAA/Division I sports team	16%	18%
Member of intramural or club sports team	14%	17%
Academy military/uniformed faculty or staff	16%	17%
Lower class year	13%	17%
Academy civilian faculty or staff	10%	7%
Unknown person	5%	2%
Person not affiliated with DoD	4%	2%
DoD person not affiliated with the Academy	3%	2%

Margins of error range from ±2% to ±3%

Note. Percentage of USAFA men who experienced a sex-based MEO violation in the past APY. NA=Not applicable; was not asked in 2018.

Discussing/Filing a Complaint of the Sex-Based MEO Violation One Situation

Cadets who experience sex-based MEO violations have resources available to them should they want to discuss their situation or file a complaint with/to any authority or organization. Out of the 67% of USAFA women and 21% of USAFA men who experienced sex-based MEO violations in the past APY, the vast majority discussed this situation with someone else (Table 35). Both USAFA women and men most often reached out to those closest to them: their friends or family or someone in their squadron. Over one-third of USAFA women and men discussed the violation with the alleged offender(s), consistent with their training to handle these situations at the lowest interpersonal level (Barry et al., 2017). Very few USAFA women and men discussed the situation with support personnel and/or offices such as chaplains, counselors, MEO officers, or Sexual Assault Response Coordinators (SARC) or Sexual Harassment/Assault

Response and Prevention (SHARP) officers. Over one-tenth of women and very few men filed a complaint to any authority or organization.⁵⁸

Table 35.

Discussing/Filing a Complaint of the Sex-Based MEO One Situation for USAFA by Gender

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USAFA Women	USAFA Men
Discussed with anyone	92%	80%
Your friends or family outside of your squadron	69%	42%
Someone in your squadron	68%	53%
The person(s) who did this to you	40%	37%
A chaplain, counselor, or medical person	12%	5%
A MEO Officer, SARC, or SAPR Officer	5%	2%
Filed a complaint with/to any authority or organization	12%	5%

Margins of error range from ±2% to ±4%

Note. Percentage of USAFA cadets who experienced a sex-based MEO violation in the past APY.

Of the 12% of women of USAFA women who filed a sex-based MEO violation complaint, approximately half indicated the situation was being investigated; however, more than one-third of USAFA women also experienced negative outcomes including being encouraged to let it go or tough it out or having their situation discounted or not taken seriously (Table 36). Of the 5% of USAFA men who filed a sex-based MEO violation complaint, over half indicated they were kept informed of actions being taken, which increased compared to 2018, whereas approximately half indicated the situation was corrected and/or that disciplinary action was taken against the alleged offender. However, more than one-third of USAFA men experienced negative outcomes with being encouraged to let it go or tough it out or being ridiculed or scorned.

⁵⁸ In order to obtain more information on what actions were taken as a result of filing a sex-based MEO violation complaint, the survey asks respondents to indicate whether or not they filed a complaint. These are not to be confused with the actual complaints the Academy received during the APY.

Table 36.***Outcomes of Filing a Sex-Based MEO Violation Complaint for USAFA by Gender***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USAFA Women		USAFA Men	
	2018	2022	2018	2022
Positive Outcomes				
The situation was/is being investigated	37%	48%	58%	45%
You were kept informed of actions being taken	46%	43%	25%	57%↑
The situation was corrected	34%	32%	60%	51%
Disciplinary action was taken against the [alleged] offender(s)	26%	23%	51%	50%
Some other action was taken	17%	26%	9%	13%
Negative Outcomes				
You were encouraged to let it go or tough it out	37%	39%	58%	36%
Your situation was discounted or not taken seriously	34%	39%	34%	30%
You were ridiculed or scorned	34%	32%	49%	37%
You don't know what happened	24%	31%	26%	19%
Disciplinary action was taken against you	15%	11%	9%	NR
Administrative action was taken against you	10%	5%	NR	NR

Margins of error range from $\pm 4\%$ to $\pm 19\%$

Note. Percentage of USAFA cadets who experienced a sex-based MEO violation in the past APY and filed a complaint. NR = Not reportable.

Reasons for Not Discussing/Filing a Complaint of the Sex-Based MEO Violation One Situation

Sex-based MEO violations often go unreported or are handled by the victim at the lowest interpersonal level, which is consistent with cadets' training (Barry et al., 2017). To understand more about why sex-based MEO violations are underreported, cadets were asked why they chose not to discuss or file a complaint about the situation, and the top reason was that they thought it was not important enough to make a complaint for both USAFA women and men (Table 37). In general, USAFA cadets choose not to discuss or file a complaint to not endure more possible negative outcomes should they come forward or do not have confidence in the system should they come forward. Notable changes among reasons for not filing a complaint among USAFA women and men are depicted in the table below.

Table 37.**Reasons for Not Discussing or Filing a Sex-Based MEO Violation Complaint for USAFA**

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USAFA Women		USAFA Men	
	2018	2022	2018	2022
Thought it was not important enough to make a complaint	74%	73%	77%	70%↓
Took care of the problem yourself by <u>forgetting</u> about it and moving on	57%	59%	43%	56%↑
Felt uncomfortable making a complaint	51%	60%↑	34%	42%↑
Took care of the problem yourself by <u>avoiding</u> the person who did it	59%	60%	37%	38%
Did not want people talking or gossiping about you	57%	57%	35%	37%
Did not think anything would be done	43%	52%↑	30%	38%↑
Thought it would hurt your reputation and standing	47%	49%	33%	34%
Thought making a complaint would take too much time and effort	43%	47%	30%	40%↑
Thought you would be labeled a troublemaker	40%	37%	26%	25%
Did not want to hurt the career of the person(s) who did it	35%	34%	20%	25%
Thought your evaluations or chances for leadership positions would suffer	33%	34%	20%	23%
Took care of the problem yourself by <u>confronting</u> the person who did it	38%	33%↓	44%	30%↓
Did not want to bring undue attention or discredit on the Academy	23%	14%↓	17%	14%
Did not know how to make a complaint	9%	16%↑	6%	14%↑

Margins of error range from ±2% to ±5%

Note. Percentage of USAFA cadets who experienced a sex-based MEO violation in the past APY and did not file a complaint.

Estimated Sexual Harassment and Gender Discrimination Rates by Race/Ethnicity and Sexual Orientation

The following sections summarize the experiences of racial/ethnic and sexual minority cadets with sexual harassment and gender discrimination.

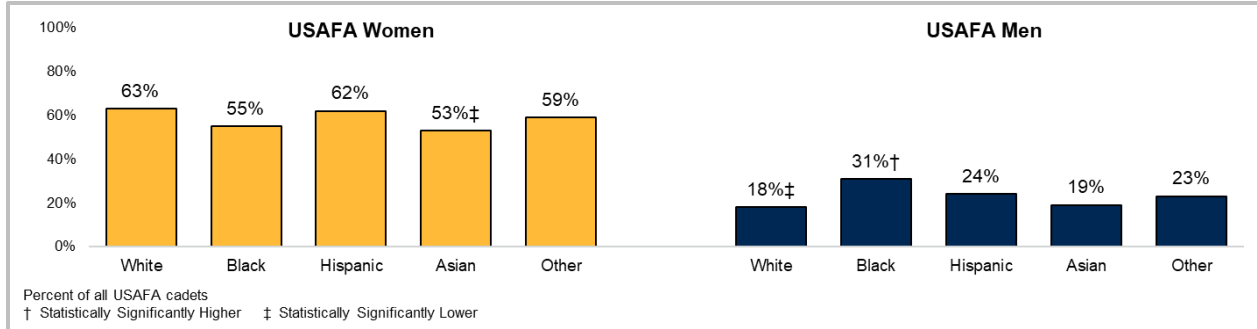
Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity

Overall, there were no significant differences among non-Hispanic White (63%) and minority (58%) USAFA women for experiencing sexual harassment in the past APY; however, for USAFA men, minority men (24%) were more likely than non-Hispanic White men (18%) to experience sexual harassment in the past APY. When we examine by specific race/ethnicity, Asian (53%) women at USAFA were less likely than women of other races/ethnicities to

experience sexual harassment (Figure 84). For USAFA men, Black men at USAFA (31%) were significantly more likely to experience sexual harassment, whereas White men (18%) were less likely.

Figure 84.

Estimated Rates of Sexual Harassment for USAFA by Gender and Race/Ethnicity

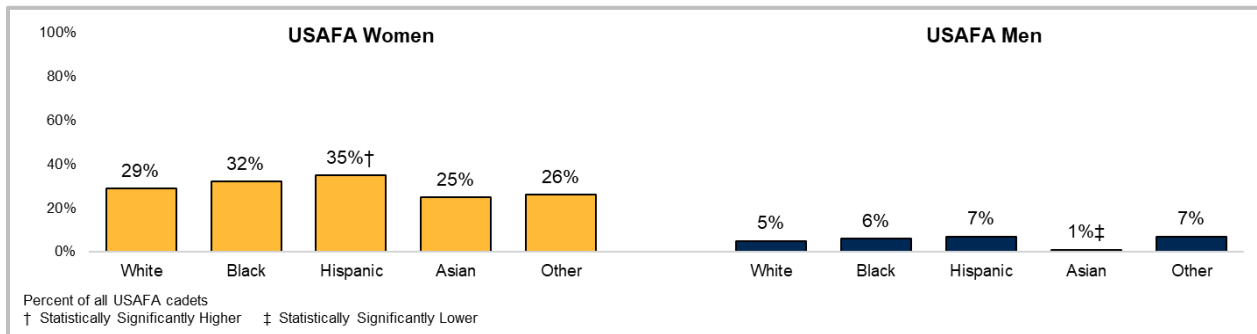


Margins of error range from $\pm 2\%$ to $\pm 9\%$

Overall, there were no significant differences among non-Hispanic White and minority USAFA cadets for experiencing gender discrimination in the past APY. When we examine by specific race/ethnicity, different patterns emerged for USAFA women and men. Hispanic (35%) women at USAFA were significantly more likely than women of other races/ethnicities to experience gender discrimination (Figure 85). For USAFA men, Asian men at USAFA (1%) were significantly less likely to experience gender discrimination compared to men of other races/ethnicities.

Figure 85.

Estimated Rates of Gender Discrimination for USAFA by Gender and Race/Ethnicity



Margins of error range from $\pm 1\%$ to $\pm 9\%$

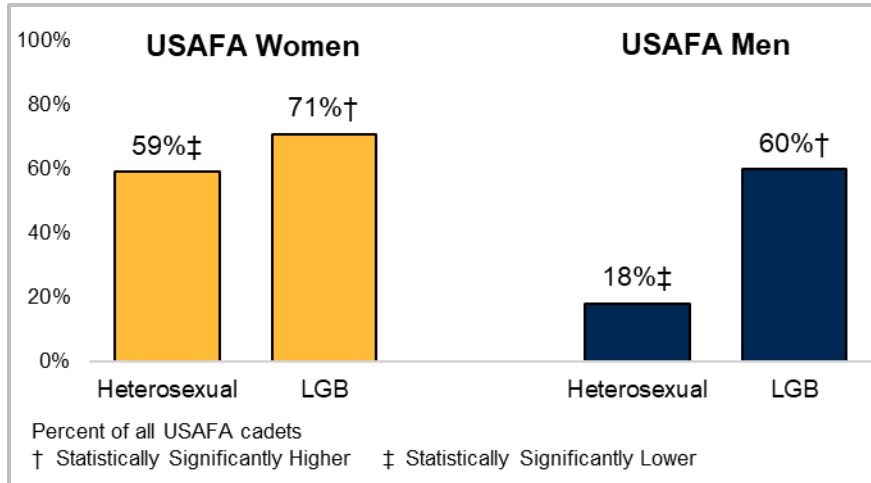
Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation

As seen in Figure 86, USAFA cadets who identify as LGB were more likely than heterosexual cadets to experience sexual harassment in the past APY. Specifically, 71% of USAFA women

who identify as LGB were significantly more likely than heterosexual women (59%) to experience sexual harassment in the past APY. USAFA men who identify as LGB (60%) were significantly more likely than heterosexual men (18%) to experience sexual harassment.

Figure 86.

Estimated Rates of Sexual Harassment for USAFA by Gender and Sexual Orientation

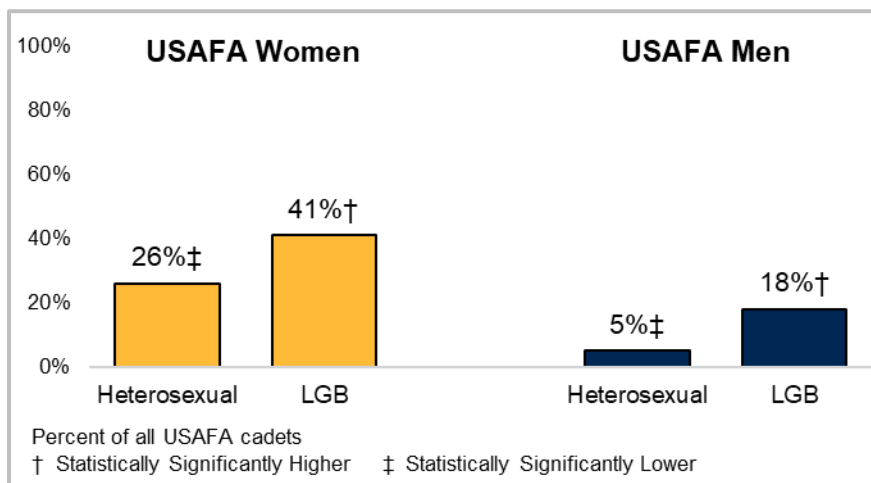


Margins of error range from $\pm 2\%$ to $\pm 9\%$

As seen in Figure 87, USAFA cadets who identify as LGB were more likely than heterosexual cadets to experience gender discrimination in the past APY. Specifically, 41% of USAFA women who identify as LGB experienced gender discrimination in the past APY, which was significantly higher than heterosexual women (26%). USAFA men who identify as LGB (18%) were significantly more likely than heterosexual men (5%) to experience gender discrimination.

Figure 87.

Estimated Rates of Gender Discrimination for USAFA by Gender and Sexual Orientation



Margins of error range from $\pm 1\%$ to $\pm 8\%$

Academy Culture and Climate Regarding Prevention of, and Responding to, Sexual Assault and Sexual Harassment

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

Research suggests that an organization’s environmental characteristics are associated with the prevalence of, and response to, sexual harassment and sexual assault, including norms around dating and sexual behaviors, harassment, and leadership tolerance (Sadler et al., 2003; Fitzgerald et al., 1999; Newell et al., 1995; Williams et al., 1999). These studies do not establish causation, but do provide evidence that sexual assault, sexual harassment, and various aspects of climate and culture frequently co-occur.

The following section addresses general culture at the Academy pertinent to the prevention of and response to sexual assault and sexual harassment, such as cadet alcohol use, bystander intervention, Academy culture related to prevention, Academy culture related to reporting sexual assault and sexual harassment, and the climate related to gender relations.

Academy Culture and Climate for Prevention of Sexual Assault and Sexual Harassment

The Department is committed to preventing sexual assault and sexual harassment from happening across the entire Force, including at the Military Service Academies (MSAs). In a February 2022 memorandum, the Under Secretary of Defense for Personnel and Readiness (USD[P&R]) stated that “sexual assault and sexual harassment have no place at our MSAs, and we must continue efforts to prevent and reduce these behaviors and foster academy climates of dignity and respect.”⁵⁹ The SAGR survey is one way to track progress of prevention efforts at the MSAs. As such, this section will cover prevention-relevant metrics, such as alcohol use, willingness to stop sexual assault and sexual harassment, bystander intervention, Academy culture related to prevention, and efforts by leaders and students at all levels to stop sexual assault and sexual harassment.

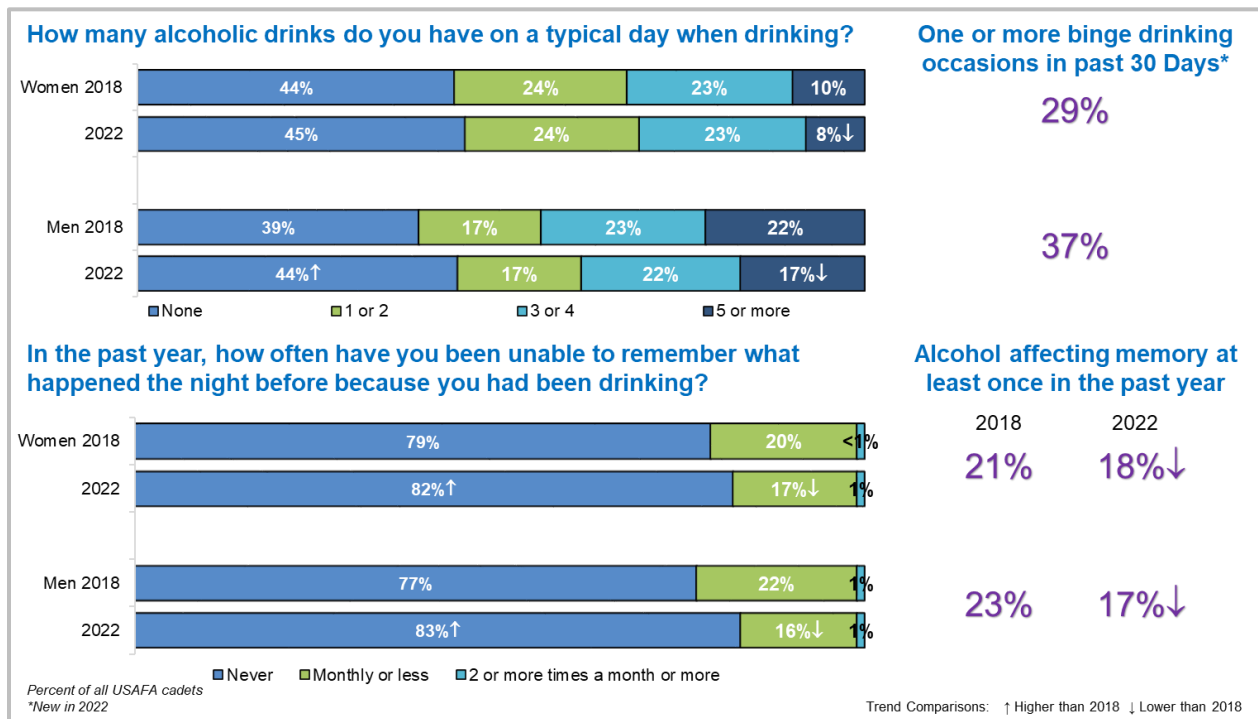
Cadet Alcohol Use

In addition to its relationship with sexual assault and sexual harassment as an important topic related to prevention of these unwanted behaviors, alcohol use by cadets in general is of interest in order to provide a snapshot of cadet health with regard to alcohol. Cadets were asked about their drinking frequency as well as alcohol-induced memory impairment.

⁵⁹ Obtained on November 23, 2022 from https://www.sapr.mil/sites/default/files/public/docs/reports/MSA/DoD_Actions_to_Address_Memorandum_to_the_Military_Departments_MSA_APY20-21.pdf.

The majority of USAFA women and men indicated at least minor alcohol consumption, although there were increases in no alcohol use among USAFA men and decreases among USAFA cadets drinking five or more on a typical day when drinking since 2018 (Figure 88). Decreases among cadets drinking five or more on a typical day when drinking was driven by sophomore cadets (both women and men) and freshman men. However, just under one-third of USAFA women and over one-third of men indicated they had engaged in binge drinking on at least one or more occasion in the past 30 days, with upperclassmen cadets being more likely than underclassmen cadets indicating as such. Incidents of alcohol affecting one's memory at least once in the past year decreased to under one-fifth of cadets' compared to 2018. However, senior cadets and junior men remained more likely than freshmen to have experienced alcohol affecting their memory.

Figure 88.
Cadet Alcohol Use for USAFA by Gender



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Cadet Bystander Intervention

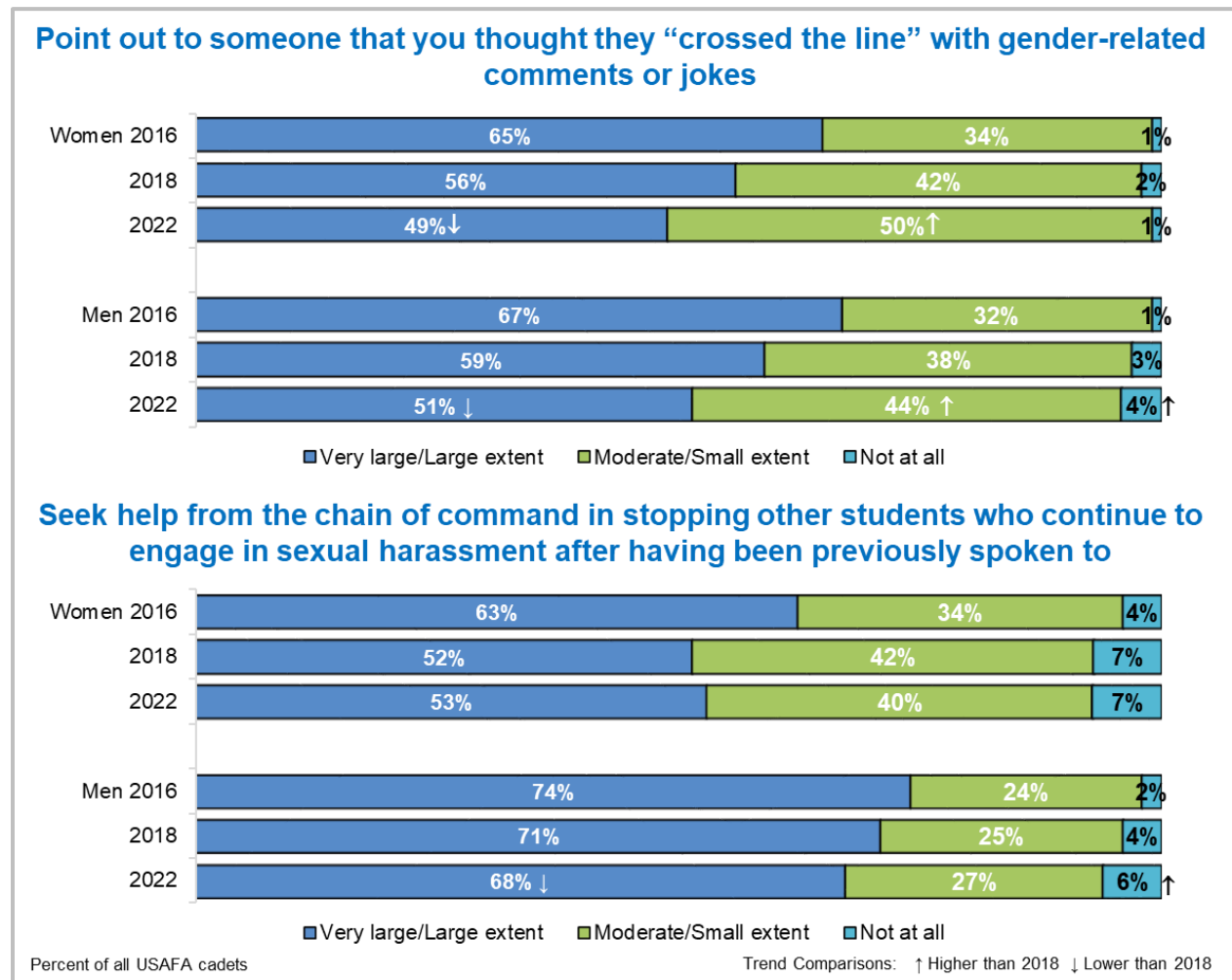
Pursuant to the DoD Sexual Assault Prevention and Response Office's (SAPRO) goal of eliminating sexual assault in the military, the Academy encourages students to be active observers of potentially unwanted behaviors and step in if they see them occurring others. However, behaviors in line with potential sexual harassment may be difficult for students to identify, and students may not feel confident intervening to stop the behavior(s) (Barry, et al. 2017). To better understand the perspective of USAFA cadets, the 2022 SAGR asked questions about cadets' willingness to step in and stop potential sexual harassment as well as whether they

had observed situations in which potential unwanted behaviors were occurring and how they responded to those situations.

Willingness to Stop Sexual Harassment

In general, the vast majority of USAFA cadets are willing to stop sexual harassment to at least a small extent (Figure 89), though willingness to a large/very large extent has declined since 2016. In 2022, approximately half of USAFA women and men indicated they are willing to point out to someone that they thought had “crossed the line” with gender-related comments or jokes to a large/very large extent. Just over half of USAFA women and approximately two-thirds of USAFA men were willing to seek help from the chain of command to stop other students who continue to engage in sexual harassment. Upperclassmen, particularly seniors, are most willing to stop sexual harassment, whereas sophomores and freshmen are less likely. This is an area for potential intervention specifically for underclassmen on what to do in these situations.

Figure 89.
Willingness to Stop Sexual Harassment for USAFA by Gender



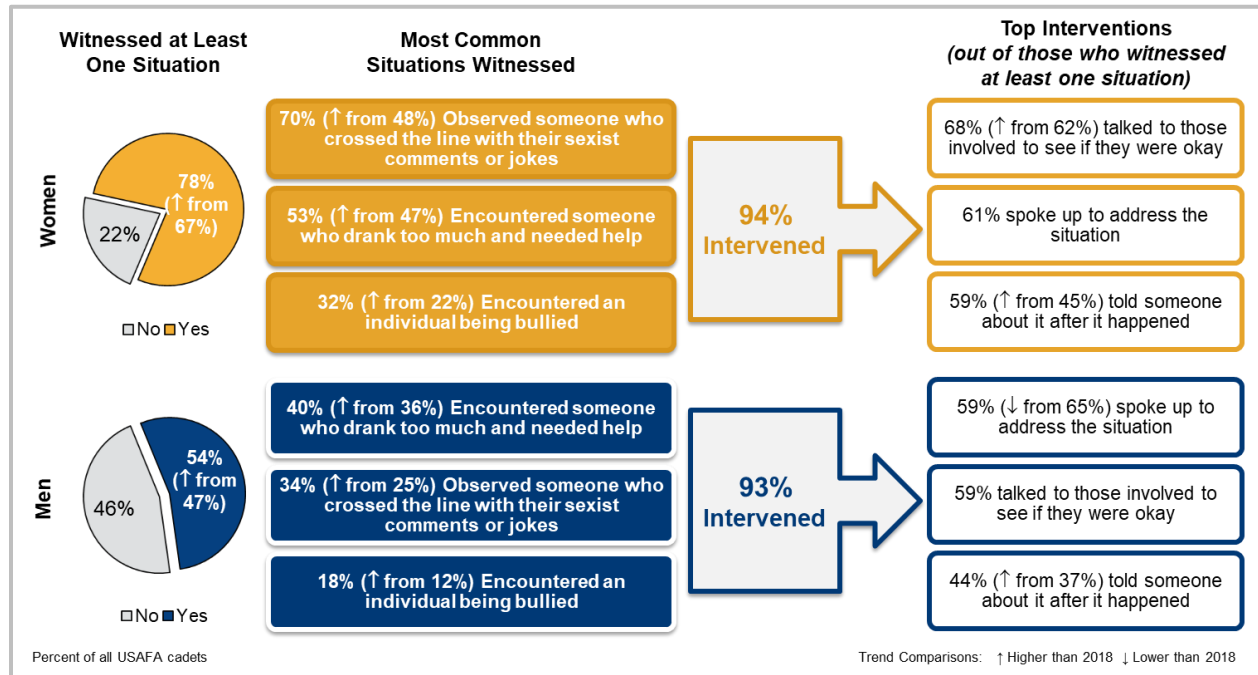
Margins of error range from $\pm 1\%$ to $\pm 2\%$

Witnessed Behavior(s) and Action(s) Taken

One aspect of sexual assault prevention is encouraging students to be active observers and to intervene if they see a risky situation or unwanted behaviors occurring to someone else. To measure the degree to which opportunities to intervene arise, students were asked whether they had observed situations in which potential unwanted behaviors were occurring or could occur. If they indicated that they had observed any of the situations, then they were asked how they responded to those situation(s).

Compared to 2018, more USAFA cadets witnessed at least one situation in which unwanted behaviors were occurring or were at risk for occurring (Figure 90). The most common situations witnessed by both women and men were observing someone who crossed the line with their sexist comments or jokes or encountering someone who drank too much and needed help, the incidence of these situations both increased compared to 2018. When witnessing these situations, the overwhelming majority of USAFA cadets intervened, most often by talking to those involved to see if they were okay or by speaking up to address the situation.

Figure 90.
Witnessed Behavior(s) and Action(s) Taken for USAFA by Gender



Margins of error range from $\pm 1\%$ to $\pm 3\%$

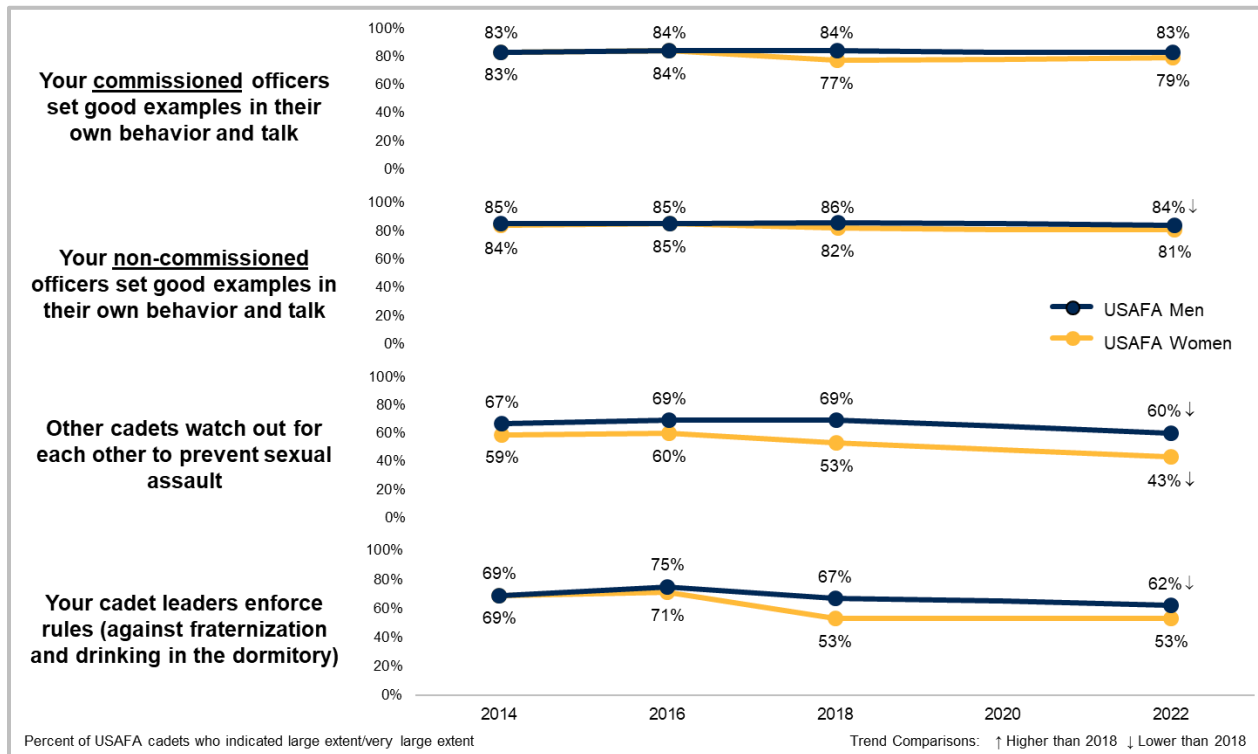
Perceptions of USAFA Leadership and Cadets Setting Good Examples

An important aspect of prevention of sexual assault and sexual harassment is whether those in the environment are setting good examples and are willing to watch out for such incidents. The 2022 SAGR asked USAFA cadets about the behavior of their fellow cadets and Academy officers in order to assess to what extent they are engaging in these prevention behaviors.

The majority of USAFA women and men believed that both their commissioned and non-commissioned officers set good examples in their own behavior and talk (Figure 91). Although these perceptions remain relatively high, the rates of endorsement for non-commissioned officers decreased among men compared to 2018. Perceptions of other cadets watching out for each other to prevent sexual assault and the extent to which cadet leaders enforce rules are noticeably lower than perceptions of officers setting good examples for both USAFA women and men. Over two-fifths of USAFA women and under two-thirds of men indicated other cadets watch out for each other to prevent sexual assault, although these perceptions decreased compared to 2018 for both women and men, driven by decreases among upperclassmen's perceptions.

When asked whether cadet leaders enforce rules, just under two-thirds of USAFA men and over half of USAFA women indicated they do so to a large extent, although these perceptions decreased among men compared to 2018. Perceptions are most positive among USAFA freshmen but drop for sophomores who are least likely to perceive cadet leaders are enforcing rules compared to other class years.

Figure 91.
Perceptions of USAFA Leadership and Cadets Setting Good Examples



Margins of error range from $\pm 1\%$ to $\pm 2\%$

Efforts to Stop Sexual Assault and Sexual Harassment

An essential component of eradicating sexual assault from the military is having leaders who can be trusted to make efforts to prevent and to appropriately respond to sexual assault and sexual

harassment. Accordingly, the 2022 SAGR asked USAFA cadets about their perceptions of individuals' efforts at the Academy to make honest and reasonable efforts to stop sexual harassment and sexual assault.

USAFA cadets perceived that Academy senior leadership, officers, and military/uniformed faculty make the most effort to stop sexual assault and sexual harassment, although those perceptions decreased for most persons compared to 2018 (Table 38). USAFA women had lower perceptions than USAFA men for most Academy personnel and cadets making efforts to stop these behaviors, however the majority of perceptions decreased compared to 2018 for both men and women. When examining results by class year for USAFA women, freshmen generally have more positive perceptions across personnel and cadets. These perceptions become less favorable for sophomores and juniors, although once seniors, these perceptions trend more positive again. USAFA men showed a different pattern than women when looking at perceptions by class year. Although freshman men had the most positive perceptions, as men progress through the Academy these perceptions decline, particularly among junior men.

Table 38.
Efforts to Stop Sexual Assault and Sexual Harassment for USAFA

USAFA Women			Percent who indicated large/very large extent Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	USAFA Men		
2016	2018	2022		2016	2018	2022
79%	69%	65%↓	Academy senior leadership	86%	84%	81%↓
73%	67%	66%	Commissioned officers directly in charge of unit	84%	85%	81%↓
73%	67%	63%↓	Non-commissioned officers or senior/chief petty officers directly in charge of unit	82%	84%	81%↓
59%	64%	53%↓	Military/uniformed academic faculty	68%	77%	68%↓
55%	62%	49%↓	Civilian academic faculty	60%	71%	63%↓
44%	48%	42%↓	Club team officer representatives/advisors	59%	65%	61%↓
43%	46%	41%↓	Club team coaches and trainers	57%	63%	57%↓
44%	48%	40%↓	Intercollegiate (NCAA/Division I) officer representatives/advisors	62%	64%	58%↓
49%	38%	36%	Cadet leaders	64%	62%	61%
42%	46%	37%↓	Physical education instructors	51%	64%	60%↓
40%	47%	35%↓	Intercollegiate (NCAA/Division I) coaches and trainers	59%	60%	53%↓
36%	43%	36%↓	Intramural officer representatives/advisors	52%	60%	58%
34%	41%	34%↓	Intramural coaches and trainers	50%	58%	57%
37%	32%	30%	Cadets not in appointed leadership positions	52%	51%	48%↓

Margins of error range from $\pm 1\%$ to $\pm 3\%$

Note. Percentage of all USAFA cadets.

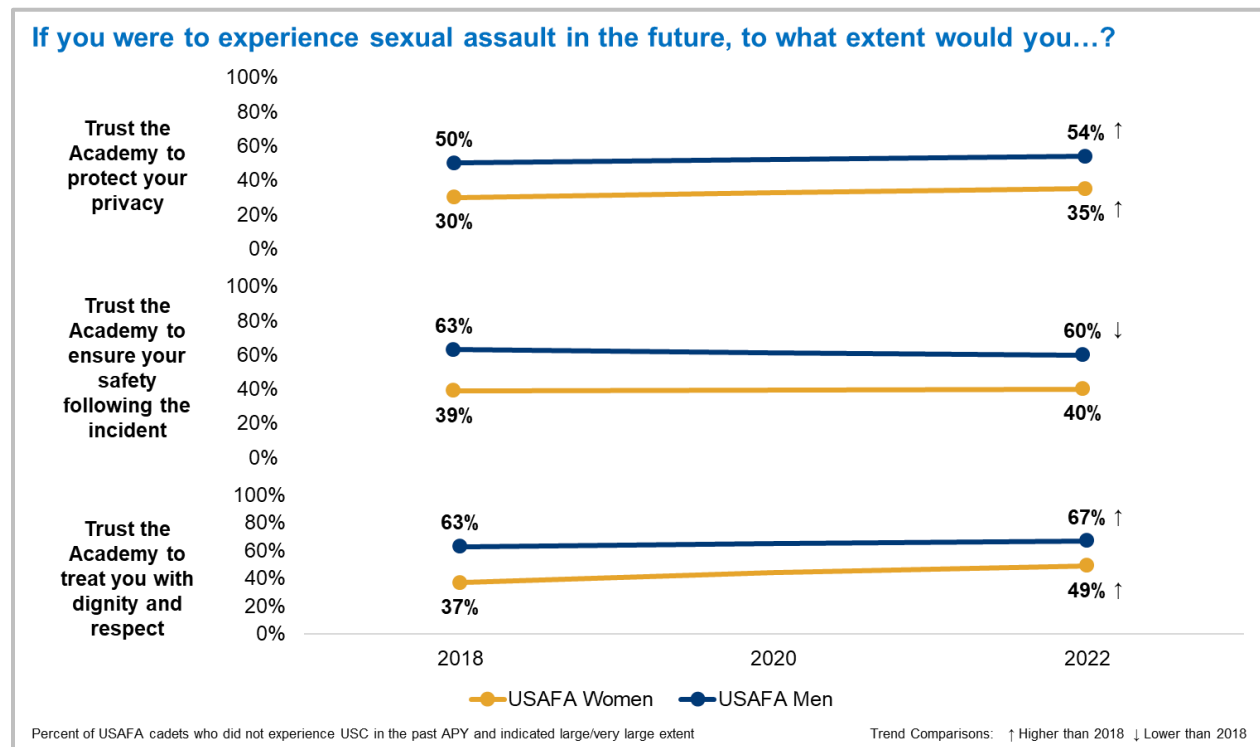
Academy Culture and Climate for Reporting Sexual Assault and Sexual Harassment

Sexual assault and sexual harassment often go unreported and the culture and climate regarding reporting plays a large role in whether a victim chooses to come forward. As discussed earlier, many victims indicated they choose not to report their experiences because they don't find it important enough, want to just move on, think nothing will be done or will take too long, and don't want others to know as to avoid any potential gossip or ostracism from their peers. To further examine the Academy culture and climate related to reporting of these unwanted behaviors, the 2022 SAGR asked cadets whether they would trust the Academy if they were to experience sexual assault, and about other deterrents for reporting at the Academy, such as victim blaming and the role media plays.

Trust in the Academy

The 2022 SAGR asked cadets who had not experienced unwanted sexual contact in the past year how they believed the Academy would respond if they were to experience USC. Compared to 2018, more USAFA cadets indicated they trust in the Academy to protect their privacy and treat them with dignity and respect if they were to experience sexual assault, however trust in the Academy to ensure their safety decreased for USAFA men (Figure 92). For USAFA cadets, trust is generally highest when they first enter the Academy as freshmen but decreases over time as they progress through the Academy.

Figure 92.
Trust in the Academy for USAFA



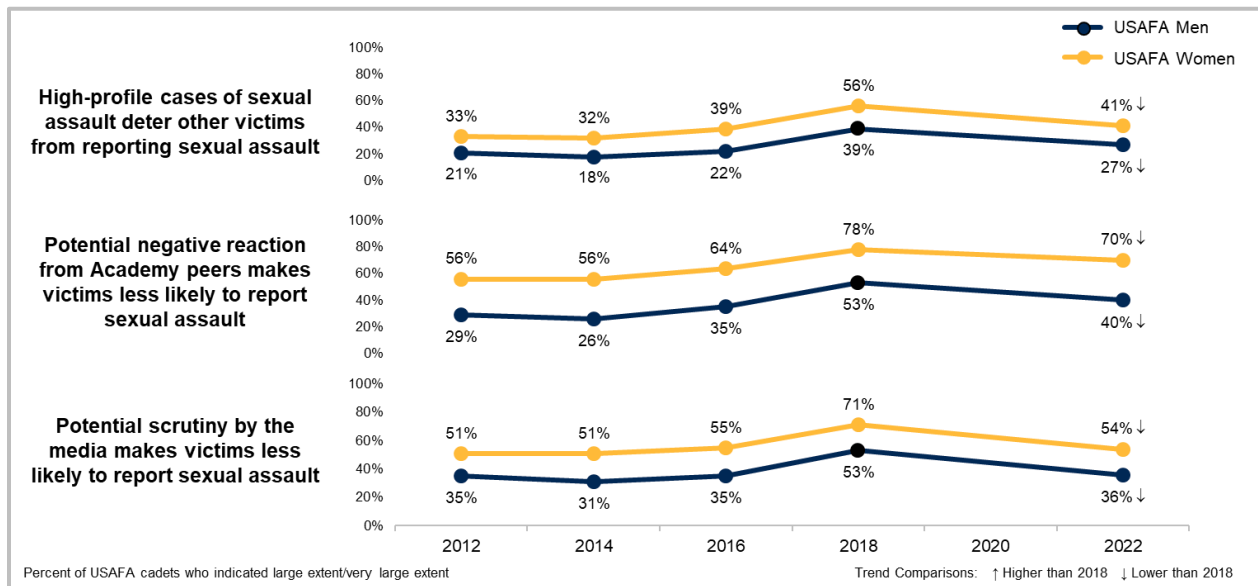
Margins of error range from $\pm 2\%$ to $\pm 3\%$

Barriers to Reporting Sexual Assault

As discussed earlier, the vast majority of cadets who experienced USC did not report the incident. The large proportions of those who did not report suggest the presence of substantial barriers to reporting. It is imperative to understand the cultural aspects at the Academy that may be influencing potential victims from coming forward and reporting unwanted behaviors. To that end, the 2022 SAGR asked USAFA cadets about the extent to which high-profile cases of sexual assault, the role media plays, potential negative reactions from peers, and beliefs around “victim blaming” may impact whether victims of sexual assault come forward to report their experiences.

Compared to 2018, progress was made in 2022 with regard to perceptions that high-profile cases, media scrutiny, and negative peer reactions would impact whether a victim would report a sexual assault to a large extent (Figure 93). However, USAFA women still hold these perceptions at higher rates than USAFA men, most notably when asked to what extent potential negative reactions from Academy peers would impact a victim’s willingness to come forward and report.

Figure 93.
Barriers to Reporting Sexual Assault for USAFA

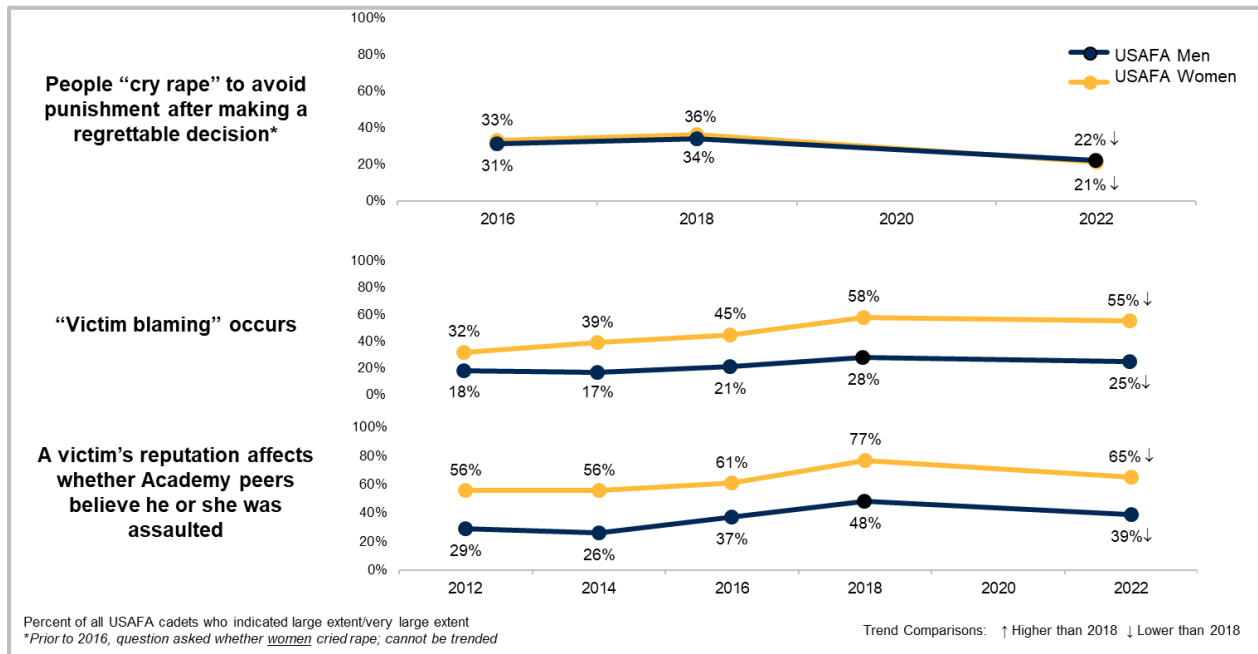


Margins of error do not exceed $\pm 2\%$

Rape myths are negative beliefs held by individuals surrounding many aspects of sexual assault and how victims’ experiences are perceived. Cadets were asked about three major concepts of rape myths: victim blaming, “crying rape” to avoid punishment for another incidental behavior, and the reputation of the victim impacting how they are believed. Many of these factors potentially contribute to the reluctance to report and hinder sexual assault response efforts to get victims the restorative care needed after experiencing a sexual assault.

Overall, cadets' beliefs regarding whether rape myths and victim blaming occur at the Academy declined since 2018 but remain prevalent (Figure 94). Similar to the barriers to reporting previously discussed, USAFA women are more likely than USAFA men to perceive that victim blaming occurs at USAFA and that a victim's reputation affects whether they will be believed.

Figure 94.
Rape Myths and Victim Blaming at USAFA



Margins of error do not exceed $\pm 2\%$

Psychological Climate for Sexual Harassment

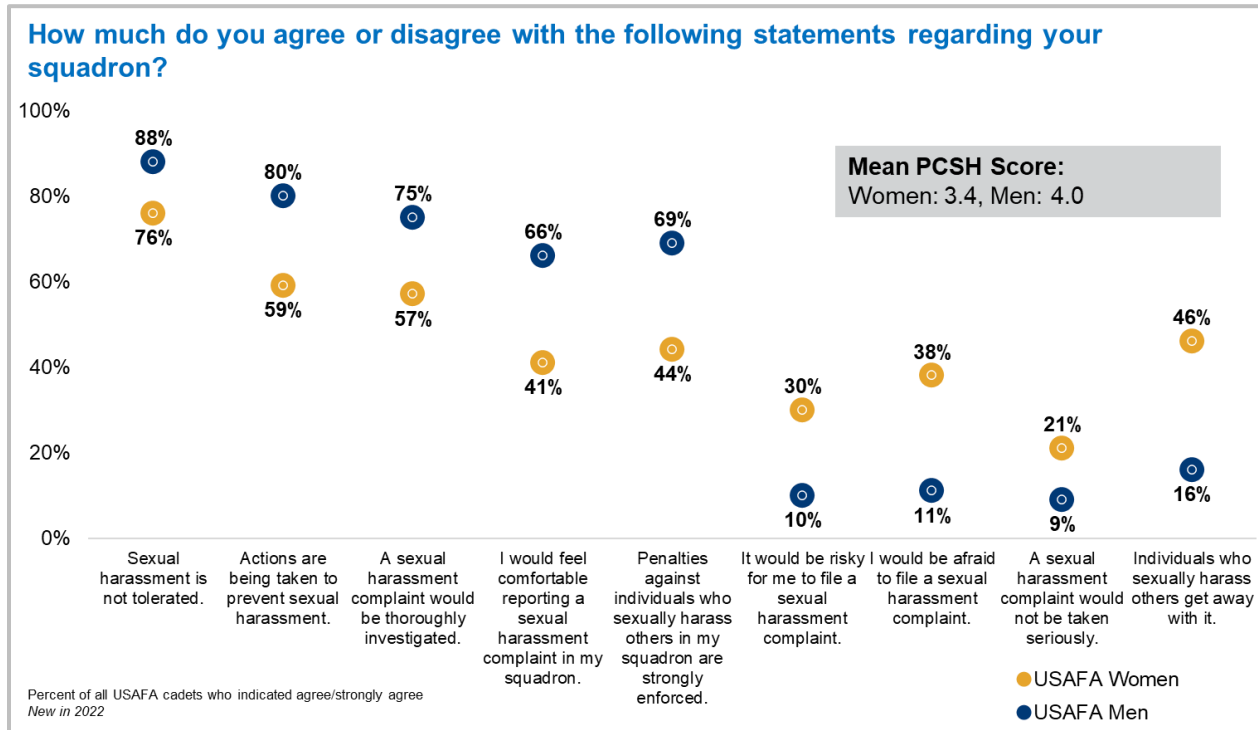
The psychological climate for sexual harassment is a 9-item scale that assesses the level of tolerance for sexual harassment in the workplace (Estrada et al., 2011).⁶⁰ Cadets were asked to rate their squadron at the Academy on how seriously sexual harassment is treated as an issue and how risky it is for cadets in their squadron to make a complaint about sexual harassment. Responses were provided on a 5-point scale ranging from *strongly disagree* (1) to *strongly agree* (5) with a higher score indicating a squadron climate less tolerant of sexual harassment.

The average score for USAFA women was 3.4, which is a less positive assessment of the climate for sexual harassment than USAFA men, whose average was 4.0 (Figure 95). Over one-quarter of USAFA women (30%) perceived their squadron as tolerant of sexual harassment, which was more than their male counterparts in their squadron (9%). Overall, compared to USAFA men, USAFA women find it riskier to file a sexual harassment complaint, are more uncomfortable and

⁶⁰ The referent point for this scale was modified to the cadet's squadron to best align with how they are organized at USAFA.

afraid to file a complaint, believe those who sexually harass others get away with it, and disagree that penalties against sexual harassers are strongly enforced.

Figure 95.
Psychological Climate for Sexual Harassment at USAFA

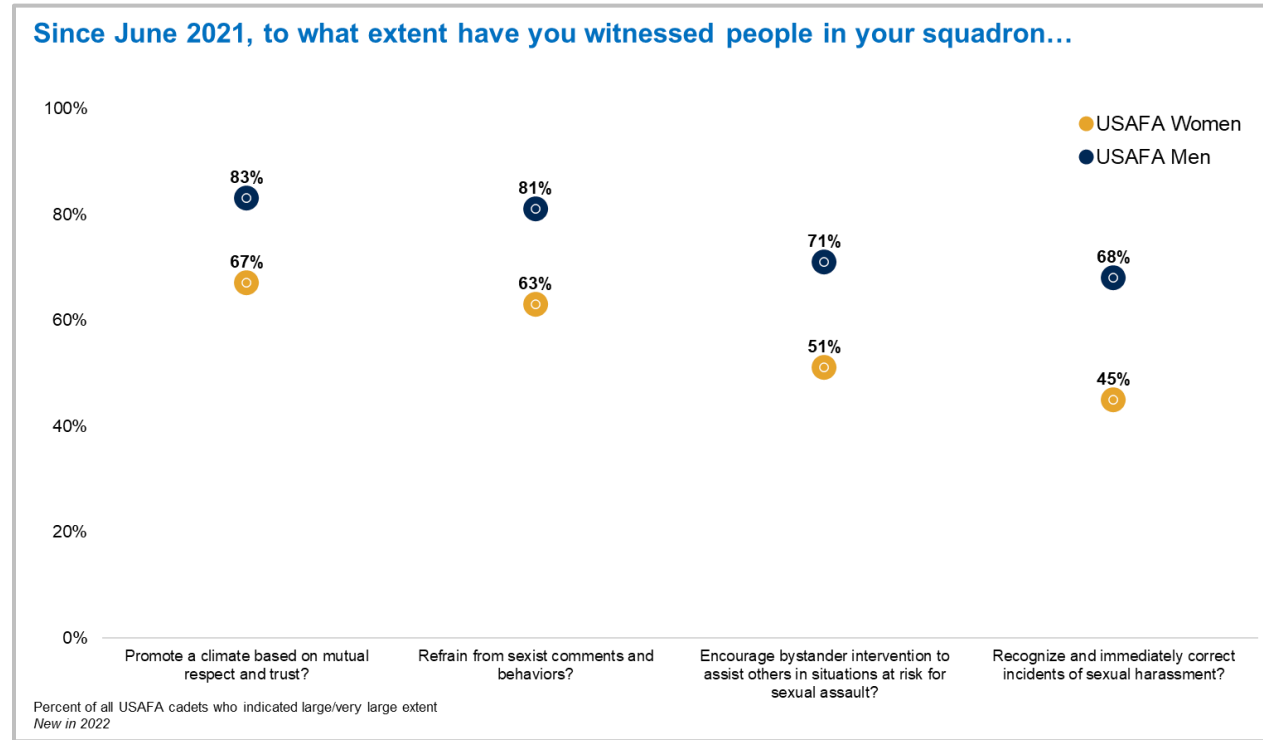


Margins of error do not exceed $\pm 2\%$

Responsibility and Intervention

Another important aspect of Academy climate and culture is whether people in a cadet's squadron are engaging in positive behaviors found to be protective factors for experiences of sexual assault and sexual harassment. The responsibility and intervention metric examines to what extent a cadet's squadron promotes a climate based on mutual respect and trust, refrains from sexist comments and behavior, encourages bystander intervention, and corrects incidents of sexual harassment. As shown in Figure 96, USAFA men indicated higher levels of responsibility and intervention within their squadron than did USAFA women. Approximately two-thirds of USAFA women and the majority of USAFA men indicated people in their squadron promote a climate based on mutual respect and trust, whereas under half of women and about two-thirds of men indicated people in their squadron recognize and immediately correct incidents of sexual harassment. These results provide useful insights into areas to target for prevention training, such as character development programs geared toward good order and discipline.

Figure 96.
Responsibility and Intervention for USAFA



Margins of error do not exceed $\pm 2\%$

Chapter 5:

Discussion and Conclusions

The *Service Academy Gender Relations Survey (SAGR)* allows the Department of Defense (DoD) to monitor the prevalence of unwanted sexual contact (USC), sexual harassment, and gender discrimination at the Military Service Academies (MSA), and thereby to assess the Department's progress in preventing these unwanted behaviors from occurring. The *SAGR* also provides information regarding students' experiences with reporting and complaint processes, which allows the Department to assess its' progress in encouraging reporting and supporting victims. In addition to its primary assessment function, the *SAGR* provides rich and detailed information regarding students' experiences and Academy climate that can inform data-driven improvements to prevention and response programs.

The results of the 2022 *SAGR* indicate that much work remains to be done to prevent USC, sexual harassment, and gender discrimination from occurring. An estimated 21.4% of MSA women (approximately 733 women) experienced USC in the past Academic Program Year (APY), an all-time high since the *SAGR* began in 2006. An estimated 4.4% of MSA men (approximately 404 men) experienced USC in the past APY, also an all-time high. The prevalence of sexual harassment and gender discrimination also increased since 2018 for both women and men.

The 2022 *SAGR* results also highlights the challenges that remain with reporting of USC, and in the complaint process for sexual harassment and gender discrimination. Consistent with prior years, the overwhelming majority of USC victims did not report their experience to a DoD authority, and this is particularly the case for male victims. Among those women who did file a sexual assault report,⁶¹ over half experienced negative outcomes as a result of reporting. For sexual harassment and gender discrimination, only approximately one in 10 victims made a complaint to any authority,⁶² and most of those who made a complaint were not satisfied with the complaint process nor the outcome of their complaint.

Below we summarize very high-level patterns emerging from the 2022 *SAGR* data, painting with broad brush strokes. We think it is useful to zoom out to see the big picture. However, these broad strokes necessarily paint over specific nuances in the data that are also very useful for DoD policy-makers and Academy staff. In addition to this big picture, we point those readers to the more nuanced views provided in each of the Academy chapters of this report, as well as the detailed findings included in the *2022 Service Academy Gender Relations Survey (SAGR) Results and Trends Report*.

Key Insights

1. Prevalence of unwanted sexual contact at the Academies reached an all-time high in 2022, increasing since 2018 for women and men at all of the DoD Academies. Of note,

⁶¹ Results are not reportable for men due to small number of respondents and instability of the estimates

⁶² Many chose to address the situation with the alleged offender, which is in keeping with MEO policy to handle these situations at the lowest possible level.

the prevalence of USC at the Academies is higher than prevalence among similarly aged members of the Active Component. Specifically, for women in the Active Component under the age of 21, the USC rate is 19.3%, and 11.4% for women ages 21 to 24 (compared to 21.4% for Academy women). For men in the Active Component under the age of 21, the USC rate is 2.9%, and 2.3% for men ages 21 to 24 (compared to 4.4% for Academy men).⁶³

2. Increases in USC occurred for Academy women and men in all class years. As in prior years, freshman at all of the Academies experienced the lowest rates of USC. Rates in the sophomore year are typically highest (with some nuance by Academy).
3. In order to understand more about patterns of risk and to inform the Department's prevention efforts, for the first time, the 2022 SAGR examined prevalence of unwanted behaviors by race/ethnicity. When viewed through this lens, we found that rates of USC were higher among Hispanic women, and lower among non-Hispanic White and Black women. For men, rates of USC were higher among men who were classified as "other," which includes men who identified as Native American/Pacific Islander and men who identified as multiracial. There were some differences in risk patterns by Academy in these results.
4. In order to further understand demographic differences, for the first time, the 2022 SAGR also examined prevalence of unwanted behaviors by sexual orientation. Consistent with patterns in the Active and Reserve components, we found that women and men who identify as lesbian, gay or bisexual experienced higher rates of USC than their heterosexual counterparts.
5. Prevalence of USC prior to entering the Academy increased among Academy women across all class years (remaining stable among Academy men). Prior victimization is a risk factor for future victimization. An increase in students with a history of USC has potential implications for prevention efforts.
6. The common features of USC situations remained consistent with prior years. Alleged offenders are most often fellow Academy students in the same class year. For women victims, alleged offenders are typically men. For men victims, alleged offenders include both men and women. USC most often occurred after duty hours (when students are less supervised), either in a dormitory or living area or at an off-campus social event.
7. Alcohol was involved in half or more instances of USC for both women and men across Academies, but importantly, the survey does not assess level of impairment but only whether the victim and/or alleged offender had been drinking at the time of the incident. Alcohol involvement is most pronounced for USC events in the higher class years, which is perhaps unsurprising given the legal drinking age. Students at the Academies in higher

⁶³ Starting in 2021, the *Workplace and Gender Relations (WGR) Survey of Military Members* employed the same 5-item USC metric that is used on the SAGR and hence these estimates are more directly comparable than in prior years. For more on the 2021 WGR results, see: <https://www.opa.mil/research-analysis/health-well-being/gender-relations/2021-workplace-and-gender-relations-survey-of-military-members-reports/>

class years also reported higher rates of binge drinking than their lower class-year counterparts.⁶⁴

8. The rate of reporting among USC victims is unchanged from prior years and remains quite low; overall, only 12% of USC victims at the MSAs made an official report of sexual assault of any kind.⁶⁵ Women victims were more likely to report than are men victims, and freshman and sophomore women were more likely to report, whereas junior and senior women were less likely. The top reason for not reporting was thinking it was not serious enough to report. Many victims also preferred to forget about it and move on, to avoid people talking or gossiping about them. From prior focus groups, we know that cadets and midshipmen do not want a sexual assault report to define their reputation and their Academy and post-Academy career (Barry et al., 2017, Barry et al., 2019). The reporting process can be thought of in terms of the costs and benefits for victims. There is a real cost of reporting for victims in terms of time and emotional energy; even when the process goes very well and they do not experience retaliation of any kind, most people do not want to be known as “the person who reported a sexual assault.” However, there is also a real cost to the institution when alleged offenders are not held appropriately accountable, particularly in the case of alleged offenders who are Academy students; these alleged offenders graduate and go on to leadership positions.
9. Sexual harassment is pervasive at the Academies. Nearly two-thirds of Academy women (63%) were sexually harassed in the past APY. This is notably higher than their similarly aged counterparts in the Active Component, where 39% of women under 21 and 37.2% of women ages 21-24 experienced sexual harassment in the past year. Although Academy men are at lower risk than women, sexual harassment of men is not unusual. Specifically, 20% of Academy men were sexually harassed in the past APY. These rates are also higher than for men in the Active Component, of whom 8.2% of those under 21 and 8.7% of men ages 21-24 experienced sexual harassment in the past year. As with USC, sexual harassment rates are higher among students who identify as lesbian, gay or bisexual, and rates generally peak during sophomore year for women and men at all Academies.
10. Rates of gender discrimination also increased at the Academies since 2018. Academy women experience higher rates of gender discrimination than men (33% of women vs. 5% of men), and like USC and sexual harassment, Academy students experience higher rates of gender discrimination than their active duty counterparts. Rates of gender discrimination are lowest among freshmen.
11. Academy students are very unlikely to make a complaint about the sexual harassment or gender discrimination they experience, and notably less likely than their active duty counterparts, despite similar Military Equal Opportunity (MEO) policies in place. Many victims did discuss the situation with the alleged offenders (36%), which is in keeping

⁶⁴ An in-depth analysis of the role of alcohol in USC was conducted with the 2018 SAGR:

<https://www.opa.mil/research-analysis/health-well-being/gender-relations/2018-service-academy-gender-relations-survey/2018-service-academy-gender-relations-survey-the-role-of-alcohol-use-in-unwanted-sexual-contact/>

⁶⁵ Ultimately, approximately half of these reports were unrestricted while the other half remained restricted at the time of the survey.

with MEO policy to address violations at the lowest possible level. However, when victims do not come forward with complaints of sexual harassment or gender discrimination, this forestalls the ability of the institution to intervene in potentially escalating situations. Indeed, in approximately one-third of USC events involving women victims, the alleged offender first harassed, stalked, or sexually assaulted the victim (this pattern is less common among men victims). Increasing the extent to which those who experience sexual harassment or gender discrimination come forward, and ensuring these complaints are effectively handled, is an area where improvements might go a long way toward improving overall climate and reducing USC.

12. Various measures of the broader climate relevant for prevention worsened between 2018 and 2022 at all of the Academies, including decreases in confidence regarding whether leaders at various levels of authority are making honest and reasonable efforts to stop sexual assault and sexual harassment. These changes in climate are highly correlated with USC prevalence, and thus it is unsurprising to see climate worsen in kind with USC.
13. The climate is also relevant for reporting. Various reporting-relevant aspects of climate worsened at the Academies in 2022. Consistent with the Active and Reserve components, perceptions of whether one can trust the institution if one were to be sexually assaulted declined markedly. However, some areas showed signs of improvement, for example, in perceptions regarding whether Academy students elicit negative reactions from their peers if they report a sexual assault. This mixed picture of improvements and declines in the climate relevant for reporting perhaps contributed to the overall steady-state in the rate of reporting at the Academies (i.e., the improvements were effectively canceled out by declines in other domains).
14. The 2022 SAGR results found that students experienced various restrictions in response to the COVID-19 pandemic during the past APY. For example, the majority of students indicated some restrictions from leaving the Academy and from visiting off-campus as well as on-campus establishments at some point during the school year. Many also attended at least some of their classes virtually. It is unclear to what extent these COVID-19 restrictions may have played a role in shaping climate and in contributing to risk factors for USC, sexual harassment and gender discrimination. To the extent that students had more unstructured, unsupervised time, with other cadets and midshipmen, this may have increased risk. Specifically, the SAGR has repeatedly found that most USC events occur during less-supervised time (outside of duty hours) and among fellow students. Future research should examine whether and how social life at the Academy, and associated risks for unwanted behaviors, changed in light of COVID-19 restrictions in order to inform future policy decisions.

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Appendix A. Survey Instrument

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



OMB CONTROL NUMBER: 0704-0623
OMB EXPIRATION DATE: 12/31/2024

2022 Service Academy Gender Relations Survey

AGENCY DISCLOSURE NOTICE & PRIVACY ADVISORY

AGENCY DISCLOSURE NOTICE: The public reporting burden for this collection of information, 0704-0623, is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

PRIVACY ADVISORY: This survey is anonymous, does not collect or use personally identifiable information, and responses are not retrievable by personal identifier. In order to better protect your privacy, do not include information that may identify you or others when completing write-in responses. The purpose of this survey is to solicit information to identify and assess gender issues and discrimination among cadets/midshipmen at the Service Academies and to evaluate the effectiveness of each Service Academy's sexual assault/harassment policies, training, and procedures. Your responses will be aggregated and will provide senior Department of Defense officials (for the Department of Homeland Security, or Department of Transportation officials, those survey results will be aggregated separately) a benchmark to track reported sexual assault/harassment trends over time.

These aggregated results will also be reported to Congress. Completing this survey is voluntary. There will be no attempt to trace responses back to the respondent. There is no penalty for not responding or skipping questions; however, maximum participation is encouraged so that the data will be complete and representative. Because the survey is anonymous, no individual situation can be addressed. Please avoid putting any identifying information in your responses. This is not the vehicle to report something that requires further attention or action by Academy officials.

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

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

COMPLETION INSTRUCTIONS

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

RIGHT



WRONG



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

CORRECT ANSWER



INCORRECT ANSWER



BACKGROUND INFORMATION

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

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

2. Are you...?

- ☒ Male
- ☒ Female

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

- ☒ 2022
- ☒ 2023
- ☒ 2024
- ☒ 2025
- ☒ 2026 (Preparatory School only)

GENDER-RELATED EXPERIENCES

In this section, you will be asked about several things that someone from your Academy might have done to you that were upsetting or offensive to you and that happened since June 2021.

When the questions say “someone from your Academy,” please include any person you have contact with as part of your **Academy life**. “Someone from your Academy” could be an officer or non-commissioned officer, fellow cadet or midshipman, civilian employee, or contractor. These persons can be Academy leadership, faculty, athletic department personnel, or support service staff.

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

4. Since June 2021, did someone from your Academy repeatedly tell sexual “jokes” that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q7

5. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

7. Since June 2021, did someone from your Academy embarrass, anger, or upset you by repeatedly suggesting that you do not act like a cadet/midshipman of your gender is supposed to? For example, by calling you a fag or gay, a dyke or butch.

☒ Yes ☒ No ⇒ GO TO Q10

8. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

10. Since June 2021, did someone from your Academy display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q13

11. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

13. Since June 2021, did someone from your Academy repeatedly tell you about their sexual activities or make sexual gestures/body movements (for example, thrusting their pelvis or grabbing their crotch) in a way that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q16

14. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

16. Since June 2021, did someone from your Academy repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q19

17. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

19. Since June 2021, did someone from your Academy make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☒ Yes ☒ No ⇒ GO TO Q22

Continue to next column

20. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

22. Since June 2021, did someone from your Academy either take or share sexually suggestive pictures or videos of you when you did not want them to?

☒ Yes ☒ No ⇒ GO TO Q25

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

☒ Yes ☒ No ⇒ GO TO Q25

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

☒ Yes ☒ No

25. Since June 2021, did someone from your Academy make repeated attempts to establish an unwanted romantic or sexual relationship with you? These could range from repeatedly asking you out to asking you for sex or a "hookup."

☒ Yes ☒ No ⇒ GO TO Q29

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

☒ Yes ☒ No ⇒ GO TO Q29

27. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

29. Since June 2021, did someone from your Academy repeatedly touch you in a way that made you uncomfortable, angry, or upset? This could include almost any unnecessary physical contact including hugs, shoulder rubs, or touching your hair, but would not usually include handshakes or routine uniform adjustments.

☒ Yes ☒ No ⇒ GO TO Q32

30. Did they continue this unwanted behavior after they knew that you or someone else wanted them to stop?

☒ Yes
☒ Not applicable, they did not know I or someone else wanted them to stop
☒ No

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

☒ Yes ☒ No

32. Since June 2021, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel as if you would get some benefit in exchange for doing something sexual? For example, they might hint that they would give you a good evaluation/fitness report, a better cadet/midshipman assignment, or better academic grade in exchange for doing something sexual. Something sexual could include talking about sex, undressing, sharing sexual pictures, or having some type of sexual contact.

☒ Yes ☒ No ⇒ GO TO Q34

Continue to next column

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

	Yes	No
a. They told you they would give you a reward or benefit for doing something sexual	☒	☒
b. They hinted you would get a reward or benefit for doing something sexual. For example, they reminded you about your evaluation/fitness report about the same time they expressed sexual interest	☒	☒
c. Someone else told you they got benefits from this person by doing sexual things.....	☒	☒

34. Since June 2021, has someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) made you feel as if you would get punished or treated unfairly at your Academy if you did not do something sexual? For example, they hinted that they would give you a bad evaluation/fitness report, a bad grade, or treat you badly if you were not willing to do something sexual. This could include being unwilling to talk about sex, undress, share sexual pictures, or have some type of sexual contact.

☒ Yes ☒ No ⇒ GO TO Q36

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

	Yes	No
a. They told you that you would be punished or treated unfairly if you did not do something sexual	☒	☒
b. They hinted you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your evaluation/fitness report near the same time that they expressed sexual interest.	☒	☒
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual	☒	☒

36. Since June 2021, did you hear someone from your Academy say that someone of your gender is not as good as the opposite gender as a future officer, or that someone of your gender should be prevented from becoming a future officer?

☒ Yes ☒ No ⇒ GO TO Q39

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

☒ Yes ☒ No

38. Was anyone who did this unwanted behavior in a position of authority/leadership over you (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions)?

☒ Yes ☒ No

39. Since June 2021, do you think someone from your Academy (permanent party, civilian faculty/staff, and/or cadets/midshipmen in leadership positions) mistreated, ignored, excluded, or insulted you because of your gender?

☒ Yes ☒ No ⇒ GO TO Q41

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

☒ Yes ☒ No

If you answered "Yes" to ANY Q4 - Q40, continue to Q41. Otherwise ⇒ GO TO Q49.

GENDER-RELATED SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you. Before you continue, please choose the one unwanted situation since June 2021 that you consider to be the worst or most serious.

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

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

42. How many people did this to you? *Mark one.*

☒ One person
☒ More than one person
☒ Not sure

43. Was/Were this person(s)... *Mark one.*

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

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

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

45. Thinking about this upsetting situation, did you discuss it with... Mark "Yes" or "No" for each item.

	Yes	No
a. The person(s) who did this to you?..	☒	☒
b. Someone in your company/ squadron?	☒	☒
c. Your friends or family outside of your company/squadron?	☒	☒
d. A chaplain, counselor, or medical person?	☒	☒
e. A Military Equal Opportunity (MEO) Officer, SARC, or SHARP Officer? ...	☒	☒

46. Did you make a complaint about this situation with/to any authority or organization?

- ☒ Yes
☒ No ⇒ GO TO Q48

47. What actions were taken in response to your complaint? Mark "Yes" or "No" for each item.

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

If you made a complaint ⇒ GO TO Q49.
 Otherwise, continue.

48. What were your reasons for not making a complaint about this situation? Mark "Yes" or "No" for each item.

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

UNWANTED SEXUAL BEHAVIORS

Please read the following special instructions before continuing the survey.

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

They can happen to both women and men.

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

The following questions will ask you about situations that happened SINCE June 2021. You will have an opportunity to describe experiences that happened BEFORE June 2021 later in the survey.

49. Since June 2021, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.

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

If you answered "No" to Q49a through Q49e ⇒ GO TO Q83.

50. Please give your best estimate of how many different times (on how many separate occasions) since June 2021, you had these unwanted experiences?

Times

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

	Yes	No
a. Do it for a sexual reason?.....	☒	☒
b. Do it to abuse or humiliate you?.....	☒	☒

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

	Yes	No
a. Use, or threaten to use, physical force to make you comply?	☒	☒
b. Threaten you (or someone else) in some other way such as using their position of authority or getting you in trouble with the authorities?	☒	☒
c. Do it while you were passed out, asleep, unconscious, or so drunk, high or drugged that you could not show them that you were unwilling?	☒	☒

UNWANTED SEXUAL CONTACT SITUATION WITH THE GREATEST EFFECT

The following questions ask about the unwanted situation that had the greatest effect on you since June 2021. Before you continue, please choose the one unwanted situation since June 2021 that you consider to be the worst or most serious.

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

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

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

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

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

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

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

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

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

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

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

58. Have you ever communicated with the person(s) who did this to you via a dating application or website (such as Tinder, Hinge, OKCupid, or Grindr)? Regardless of whether or not you had communicated previously, you are not to blame for what happened.

- ☒ Yes
☒ No

59. Did the unwanted situation occur... *Mark one answer for each item.* If you have not been to these locations since June 2021 please mark "Not Applicable."

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

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

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

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

	Yes	No
a. Was there a cadet/midshipman present who stepped in to help you?	☒	☒
b. Was there a cadet/midshipman present who could have stepped in to help you, but did not?	☒	☒

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

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

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

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

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

- ☒ Yes
☒ No
☒ Not sure

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

	Yes	No
a. Did the person(s) who did this to you buy or give you alcohol to drink?	☒	☒
b. Do you think that you might have been given a drug without your knowledge or consent?	☒	☒

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

- ☒ Yes
☒ No
☒ Don't know

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

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

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

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

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

- ☒ Yes ☒ No ⇨ GO TO Q71

69. What type of report did you make? Mark one.

- ☒ Restricted report that remained restricted
☒ Restricted report that you converted to unrestricted
☒ Restricted report, but an independent investigation occurred anyway (e.g., someone you talked to about it notified your chain of command and they initiated an investigation)
☒ Unrestricted report
☒ Unsure what type of report you made

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

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

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

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

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

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

- ☒ Yes ☒ No

OUTCOMES ASSOCIATED WITH EXPERIENCING SEXUAL ASSAULT

73. Thinking about the unwanted event, has anyone in a position of authority/leadership over you (i.e., permanent party leadership, such as TAC, Company Officer, AOC, Regimental Officer, TAC NCO, SEL, or AMT) either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.*

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

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

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

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

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

- ☒ Yes
- ☒ No
- ☒ Not sure

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

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

77. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) or your leadership done any of the following? Mark all that apply.

- ☒ Made insulting or disrespectful remarks or made jokes at your expense in public
- ☒ Excluded you or threatened to exclude you from social activities or interactions
- ☒ Ignored you or failed to speak to you despite your attempts to communicate (for example, gave you "the silent treatment")
- ☒ You did not experience any of the above ⇒ GO TO Q80

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

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

- ☒ Yes
- ☒ No
- ☒ Not sure

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

- ☒ Yes
- ☒ No
- ☒ Not sure

80. Following the unwanted event, have any of your cadet/midshipman peers (including those in your cadet/midshipman chain of command) done any of the following? Mark all that apply.

- ☒ Made insulting or disrespectful remarks or made jokes at your expense to you in private
- ☒ Showed or threatened to show private images, photos, or videos of you to others
- ☒ Bullied you or made intimidating remarks about the assault
- ☒ Was physically violent with you or threatened to be physically violent
- ☒ Damaged or threatened to damage your property
- ☒ Does not apply, you did not experience any of the above ⇒ GO TO Q83

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

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

- ☒ Yes
- ☒ No
- ☒ Not sure

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

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

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past Academic Program Year (since June 2021). For the next question, please think about situations that happened more than one Academic Program Year ago, BEFORE June 2021. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want them and did not consent.

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

83. Before June 2021, did you ever experience any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark all that apply.

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

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations since June 2021. These situations could have taken place at your Academy or outside of your Academy.

84. Since June 2021, did you... Mark "Yes" or "No" for each item.

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

If you indicated "No" to all items in Q84 ⇒ GO TO Q86.

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

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

86. [USAFA ONLY] Have you participated in any of the following programs at USAFA? Mark all that apply.

- ☒ Healthy Relationships Training (HRT)
☒ Cadet Healthy Personal Skills (CHIPS)
☒ Enhanced Assess, Acknowledge, Act (EAAA)

All Cadets and Midshipmen please continue on Q87.

ACADEMY CLIMATE AND CULTURE

87. To what extent are you willing to... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Point out to someone that you think they "crossed the line" with gender-related comments or jokes?	☐	☐	☐	☐	☐
b. Seek help from the chain of command in stopping other students who continue to engage in sexual harassment after having been previously spoken to?	☐	☐	☐	☐	☐

88. Since June 2021, to what extent have you witnessed people in your company/squadron... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Promoting a climate based on mutual respect and trust?	☐	☐	☐	☐	☐
b. Leading by example by refraining from sexist comments and behaviors?	☐	☐	☐	☐	☐
c. Recognizing and immediately correcting incidents of sexual harassment?	☐	☐	☐	☐	☐
d. Encouraging bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?	☐	☐	☐	☐	☐

89. Have you heard of the CATCH a Serial Offender Program?

☒ Yes ☐ No

90. Who can help you make a report in the CATCH a Serial Offender Program? Mark "Yes" or "No" for each item.

	Yes	No
a. Faculty member	☐	☐
b. Chaplain	☐	☐
c. Sexual Assault Response Coordinator (SARC)	☐	☐
d. Sports team coach	☐	☐

91. How much do you agree or disagree with the following statements regarding your company/squadron? Mark one answer for each item.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. It would be risky for me to file a sexual harassment complaint.	☐	☐	☐	☐	☐
b. A sexual harassment complaint would not be taken seriously.	☐	☐	☐	☐	☐
c. A sexual harassment complaint would be thoroughly investigated.	☐	☐	☐	☐	☐
d. I would feel comfortable reporting a sexual harassment complaint in my company/squadron.	☐	☐	☐	☐	☐
e. Sexual harassment is not tolerated in my company/squadron.	☐	☐	☐	☐	☐
f. Individuals who sexually harass others get away with it.	☐	☐	☐	☐	☐
g. I would be afraid to file a sexual harassment complaint.	☐	☐	☐	☐	☐
h. Penalties against individuals who sexually harass others in my company/squadron are strongly enforced.	☐	☐	☐	☐	☐
i. Actions are being taken to prevent sexual harassment.	☐	☐	☐	☐	☐

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

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

93. Since June 2021, how often have you experienced any of the following behaviors, where cadets/midshipmen... **Mark one answer for each item.**

	Very often	Often	Sometimes	Once or twice	Never
a. Did not provide information or assistance when you needed it?	☒	☒	☒	☒	☒
b. Were excessively harsh in their criticism of your performance?..	☒	☒	☒	☒	☒
c. Took credit for work or ideas that were yours?	☒	☒	☒	☒	☒
d. Gossiped/talked about you?.....	☒	☒	☒	☒	☒
e. Used insults, sarcasm, or gestures to humiliate you?.....	☒	☒	☒	☒	☒
f. Yelled when they were angry with you?.....	☒	☒	☒	☒	☒

Thank you for answering the questions so far.
Remember that your answers are anonymous.

In the following questions, by "drink" we mean a bottle or can of beer, a wine cooler or glass of wine, a shot of liquor, or a mixed drink or cocktail.

94. How many drinks containing alcohol do you have on a typical day when drinking? **If you do not drink, please enter 0 drink(s).**

			Drink(s)
----------------------	----------------------	----------------------	----------

95. During the past 30 days, on how many days did you have 5 or more drinks (4 or more if you are a woman) on the same occasion? **By 'occasion,' we mean at the same time or within a couple of hours of each other.**

		Day(s)
----------------------	----------------------	--------

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

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

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

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

98. Are you a member of an intercollegiate (NCAA/Division I/III) sports team at your Academy?

- ☒ Yes
☒ No

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

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

ADDITIONAL INFORMATION

We ask for demographic information to provide DoD leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked. Your answers to any demographic questions are strictly used for this purpose and will not be used to identify individual respondents as your responses are anonymous.

100. Do you consider yourself to be...? *Mark one.*

- ☒ Heterosexual or straight
☒ Gay or lesbian
☒ Bisexual
☒ Something else
☒ Prefer not to answer

101. What sex were you assigned at birth, on your original birth certificate? *Mark one.*

- ☒ Male
☒ Female

102. Do you currently describe yourself as male, female, or transgender? *Mark one.*

- ☒ Male
☒ Female
☒ Transgender
☒ None of these

103. Are you Spanish/Hispanic/Latino?

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

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

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

105. Since June 2021, due to the COVID-19 pandemic, to what extent were you personally affected by...
Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Orders to remain at home?.....	☒	☒	☒	☒	☒
b. Restrictions from leaving your Academy?	☒	☒	☒	☒	☒
c. Restrictions from visiting off-campus establishments (for example, restaurants, bars, clubs, or other places where people gather)?	☒	☒	☒	☒	☒
d. Restrictions from visiting on-campus establishments (for example, dining halls, clubs, recreational facilities)?	☒	☒	☒	☒	☒
e. Restrictions from attending social gatherings of a certain size (for example, 10 or more)?	☒	☒	☒	☒	☒
f. Having to primarily attend classes from home?	☒	☒	☒	☒	☒
g. Requirements to social distance (for example, stay a certain distance away from others) while you were attending classes/Academy training?.....	☒	☒	☒	☒	☒
h. A personal decision to avoid social gatherings with friends or peers?.....	☒	☒	☒	☒	☒

106. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. Your feedback is useful and appreciated. *Please do not include any personally identifiable information (PII) that would identify yourself or others in your comments (for example, names, addresses, company/squadron number, etc.).*

Please print.

Appendix B. Frequently Asked Questions (FAQ)

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



Frequently Asked Questions (FAQ)

The Office of People Analytics (OPA) Health and Resilience (H&R) Research Division has conducted surveys of gender issues for the Service Academies since 2006. OPA uses scientific state-of-the-art statistical techniques to draw conclusions from the Military Service Academy (MSA) population to construct estimates for the *2022 Service Academy Gender Relations Survey* (2022 SAGR). OPA used industry-standard weighting procedures to ensure accuracy of estimates to the full MSA population. The following details some common questions about our methodology as a whole and the 2022 SAGR specifically.

1. Why are results not comparable to 2020?

Although the SAGR is generally fielded every other year (those ending in an even number), the 2020 SAGR was planned but not executed. For this reason, there is a four-year gap between the 2022 SAGR and the previous SAGR iteration, 2018.

2. Why was the SAGR not fielded in 2020?

The 2020 SAGR was intended to be administered in-person at the MSAs starting in March of 2020. However, the Department of Defense's (DoD) suspension of non-essential travel in response to the COVID-19 pandemic prevented the OPA research team from administering the survey at the intended time. Because the scope and duration of the pandemic was unknown at that time, the 2020 SAGR was initially postponed. As 2020 drew to a close, the OPA research team considered the 2020 SAGR canceled.

3. What was the population of interest for the 2022 SAGR?

The population of interest for the 2022 SAGR consisted of cadets and midshipmen at the U.S. Military Academy (USMA), U.S. Naval Academy (USNA), and U.S. Air Force Academy (USAFA) in class years 2022 through 2025.⁶⁶ The entire population of students (all cadet/midshipman men and women) was selected for the survey, except students who were on exchange from another MSA and foreign exchange students. Students on exchange from another MSA were excluded because they were accounted for in the statistical weighting of participation at their home Academy, and not at the exchange Academy. Foreign exchange students were excluded because they are not members of the MSA populations. This census of all students was designed for maximum reliability of results in the sections where the survey questions applied to only a subset of students, such as those questions asking details of an unwanted gender-related behavior. A census of students at the MSA Preparatory Schools was also included in the 2022 SAGR, and their results will be presented in a separate report.

The target survey frame consisted of 12,695 DoD MSA students drawn from the student rosters provided to OPA by each of the Service Academies. OPA received a final data set containing 12,532 returned questionnaires, of which 10,328 were considered complete, yielding an overall

⁶⁶ OPA also surveyed a census of students at the U.S. Coast Guard Academy (USCGA) and U.S. Merchant Marine Academy (USMMA). Results for those Academies are presented in separate reports.

weighted response rate for respondents at the DoD MSAs of 81% (87% for DoD Academy women and 79% for DoD Academy men).

4. What was the survey question used to measure unwanted sexual contact?

The measure of unwanted sexual contact for the 2006, 2008, 2010, 2012, 2014, 2016, 2018, and 2022 SAGR surveys includes the five specific behaviors listed below. In 2022, respondents were asked to indicate “Yes” or “No” to the following question for each behavior:

Since June 2021, have you experienced any of the following intentional sexual contacts that were against your will or occurred when you did not or could not consent in which someone...

- *Sexually touched you (for example, intentional touching of genitalia, breasts, or buttocks), or made you sexually touch them?*
- *Attempted to make you have sexual intercourse, but was not successful?*
- *Made you have sexual intercourse?*
- *Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?*
- *Made you perform or receive oral sex, anal sex, or penetration by a finger or object?*

5. The term “unwanted sexual contact” does not accurately represent the categories of crime in the Uniform Code of Military Justice (UCMJ). Why is this? Is unwanted sexual contact different than “sexual assault?”

The measure of unwanted sexual contact used by the 2022 SAGR is behaviorally based. That is, the measure is based on specific behaviors experienced and does not assume the respondent has expert knowledge of the UCMJ or the UCMJ definition of sexual assault. The estimates created for the unwanted sexual contact estimated prevalence rate reflect the percentage of Academy students who experienced behaviors prohibited by the UCMJ.

The term “unwanted sexual contact” and its definition were created in collaboration with DoD stakeholders to help respondents better relate their experience(s) to the types of sexual assault behaviors addressed by military law and the DoD Sexual Assault Prevention and Response (SAPR) program. The vast majority of respondents would not know the differences among the UCMJ offenses of “sexual assault,” “aggravated sexual contact,” and “forcible sodomy” as described in the UCMJ. As a result, the term “unwanted sexual contact” was created so that respondents could read the definition provided and readily understand the behaviors covered by the survey. There are three broad categories of unwanted sexual contact that result: penetration of any orifice, attempted penetration, and unwanted sexual touching (without penetration). Although these unwanted behaviors are analogous to UCMJ offenses, they are not meant to be exact matches. Many respondents cannot and do not consider the complex legal elements of a crime when being victimized by an alleged offender. Consequently, forcing a respondent to categorize accurately which offense they allegedly experienced would not be productive. The

terms and definitions of unwanted sexual contact have been consistent throughout all of the SAGR surveys since 2006 to provide DoD with reliable data points across time.

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

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

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

Simply stated, sampling and weighting allow for data based on a sample to be generalized accurately up to the total population. In the *2022 SAGR*, OPA was able to generalize to the full population of Academy students who met the criteria listed above. This methodology meets industry standards used by U.S. government statistical agencies, including the U.S. Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. OPA subscribes to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

7. Were sampling and weighting used in the *2022 SAGR*?

The *2022 SAGR* was a census of all cadet/midshipman women and men at each Academy; the survey was offered to all students in the population of interest as detailed in FAQ 3. For that reason, sampling from the population was not necessary. However, even though all were offered a survey, not all students took the survey for a number of reasons (e.g., conflicts in schedules, refusal to participate, sick in quarters). To ensure estimates were generalizable to each Academy, OPA used weighting to represent accurately the total population. Data were weighted using an industry standard process to reflect each Academy's population as of time of survey administration. Differences in the percentages of respondents and population for the reporting categories reflect differences in response rates. Weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of

their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

8. Does crime data typically fluctuate over time as we see in the *SAGR* results?

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

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

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

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