



# 2021 Workplace and Gender Relations Survey

Army Results

**H&R**

Health & Resilience Research Division

## Background

- In accordance with Title 10 U.S. Code Section 481, DoD conducts a survey of military members on workplace and gender issues every 2 years; rotating between the Active and Reserve components.
- The scheduled 2020 survey of the Active component was delayed due to the COVID-19 pandemic response; accordingly, the 2021 survey was administered to members of both the Active and Reserve components (as authorized by the FY21 NDAA).
- The 2021 WGR was reviewed and licensed by the Office of Management and Budget (OMB) a process that resulted in a significant delay to the planned fielding timeline and substantive changes to the survey content.
- A Certificate of Confidentiality was obtained to ensure respondents their answers on the survey will remain confidential.
- Participation was voluntary.

# Methodology

- **Survey Administration**

- December 9, 2021 to March 3, 2022
- Administered via web (long form) and paper (short form)
- An abbreviated gender relations survey was available to Service members who were not sampled into the main survey; responses to the abbreviated survey are not included in the WGR results.

- **Population and Sample**

- **Population:** Active and Reserve members of the Army, Navy, Marine Corps, Air Force, Coast Guard, and National Guard who (1) had at least five months of service at the time the questionnaire was fielded and (2) were below flag rank
- **Sample size:**
  - 746,987 Active component (AC)
  - 247,839 Reserve component (RC; Reserve/National Guard)

# Methodology

- **Response Rates**

- Completed surveys were received from 107,216 eligible respondents (77,466 from the AC and 29,750 from the RC)
- **13.3% weighted response rate for the AC**
  - Army 12.0%, Navy 11.4%, Marine Corps 7.7%, Air Force 19.0%, Coast Guard 20.9%
- **13.7% weighted response rate for the RC**
  - Army National Guard 12.0%, Army Reserve 12.4%, Navy Reserve 18.4%, Marine Corps Reserve 6.1%, Air National Guard 20.1%, Air Force Reserve 15.4%, Coast Guard Reserve 11.1%

- **Weighting & Generalizability**

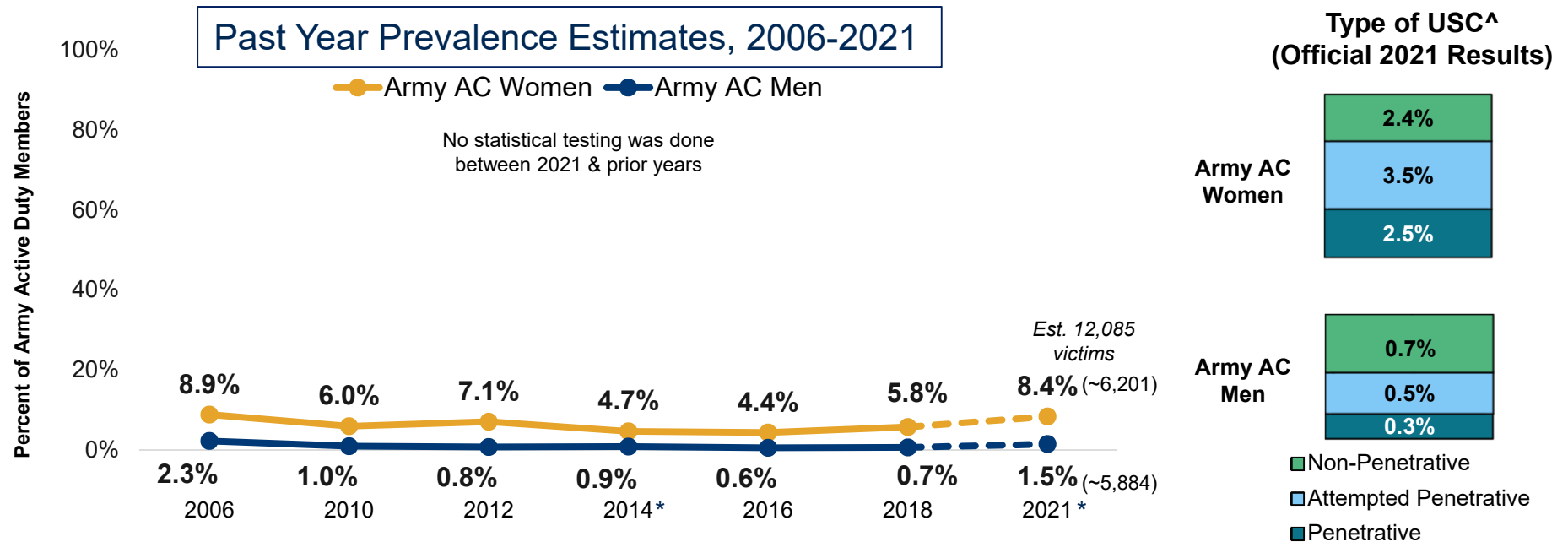
- OPA uses industry-standard scientific methods that have been validated by external organizations (e.g., RAND, GAO).
- Data are weighted to the full population of interest (Active component or Reserve component), making estimates representative and generalizable.



# Unwanted Sexual Contact

# Sexual Assault/Unwanted Sexual Contact (USC) Past Year Prevalence Estimates

- In 2021, an estimated 8.4% of Active Component Army women and 1.5% of Active Component Army men experienced at least one unwanted sexual contact in the year prior to being surveyed.
- The 2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.
- Other indicators of an unhealthy military climate trended upward in FY21: rates of being victimized by misconduct highly correlated with sexual assault (i.e., sexual harassment, gender discrimination, and workplace hostility) increased for women.
- The USC prevalence rate measured in FY21 disrupts over a decade of trended measurements and presents the Department with a new sexual assault baseline for forthcoming prevalence surveys.



\*Denotes a metric change

<sup>^</sup>The USC hierarchy presented here differs from how RAND coded it. See back-up for the RAND metric hierarchy results.

# Sexual Assault / USC Metrics Over Time

- The 2021 change in metric prevents scientific comparison to RAND SA prevalence measured from 2014 to 2018.
- Metric changes between 2012 and 2014 were tested by RAND and found to yield similar top-line results.
- Time and financial constraints prevented testing the 2006 USC and 2014 SA metrics with the 2021 USC metric.

**2006-2012**

Single-item USC Metric

In the past 12 months, 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 where someone...

- **Sexually touched you** (e.g., 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?**

- Yes  
 No

**2014-2019**

41-item RAND SA Metric

Aligns closely with UCMJ language by assessing:  
 6 Behavior items  
 11 Intent items  
 24 Mechanism items

**1: Sexual Assault Behaviors**

- Someone put his penis into your anus, mouth, or vagina
- Someone put any object or any body part other than a penis into your anus, mouth, or vagina
- Someone made you put any part of your body or any object into someone's mouth, vagina, or anus when you did not want to
- Someone intentionally touched private areas of your body (either directly or through clothing)
- Someone made you touch private areas of their body or someone else's body (either directly or through clothing)
- Someone attempted to put a penis, an object, or any body part into your anus, mouth, or vagina, but no penetration actually occurred

**2: Intent\* (examples)**

- Experience was intended to be abusive or humiliating
- Experience was intended for sexual gratification

**3: Mechanism (examples)**

- Used, or threatened to use, physical force to make you comply (e.g., use of threats of physical injury, use of a weapon, or kidnapping threats)
- Threatened you (or someone else) in some other way (e.g., used their position of authority or got you in trouble with authorities)
- Did it while you were passed out, asleep, unconscious, or so drunk, high, or drugged that you could not understand what was happening or could not show them that you were unwilling

\*Intent not required for behavior "someone put his penis into your anus, mouth, or vagina"

**2021**

5-item USC Metric

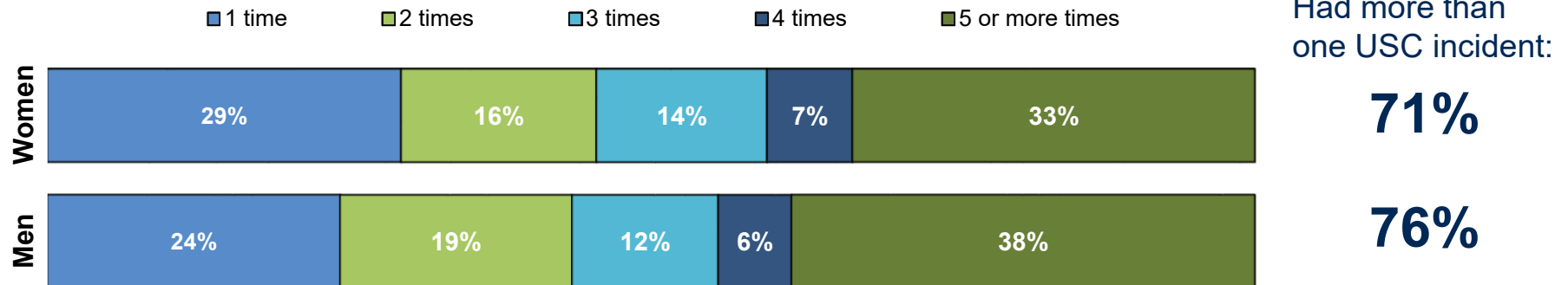
Since X Date, have you experienced any of the following intentional sexual contacts that were **against your will or which occurred when you did not or could not consent** in which someone... Mark "Yes" or "No" for each item.

	Yes	No
a. <b>Sexually touched you</b> (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them? .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
b. <b>Attempted to make you have sexual intercourse, but was not successful?</b> ....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
c. <b>Made you have sexual intercourse?</b> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
d. <b>Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful?</b> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
e. <b>Made you perform or receive oral sex, anal sex, or penetration by a finger or object?</b> .....	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

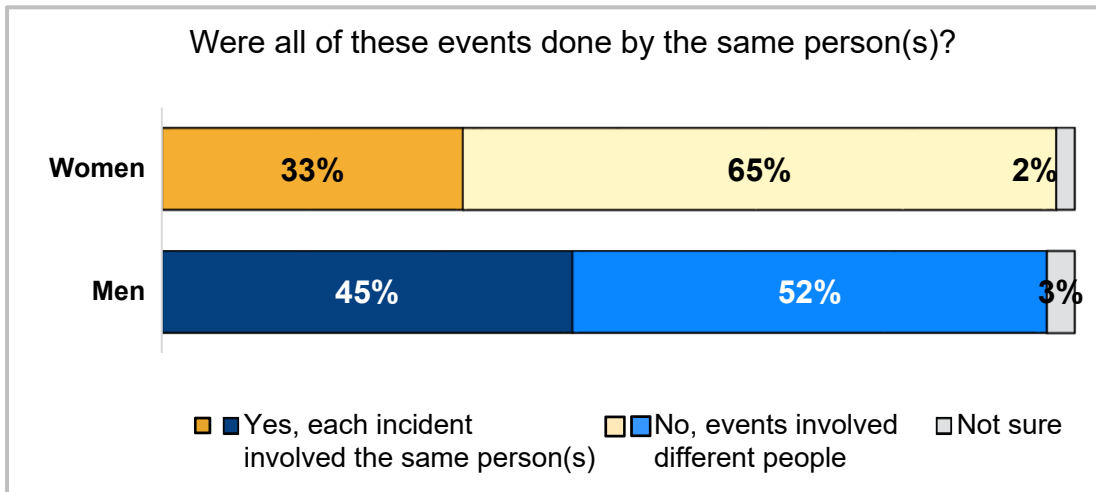
Note: The 5-item USC metric used on the 2021 WGR addresses multiple shortcomings associated with the single-item metric and rate construction, including: changing the format to a "yes"/"no" grid for each behavior. Whether the single-item USC metric and 5-item USC metric produce comparable estimates has not been rigorously tested.

# Past Year Unwanted Sexual Contact: Circumstances

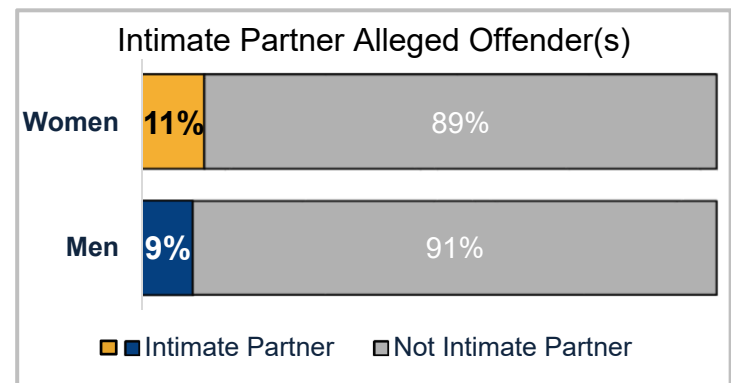
Percent of Army Active Component Members Who Experienced Unwanted Sexual Contact in the Past Year



- **47% of Army AC women and 31% of Army AC men** indicated the USC occurred when they were new to their unit or preparing to leave their unit



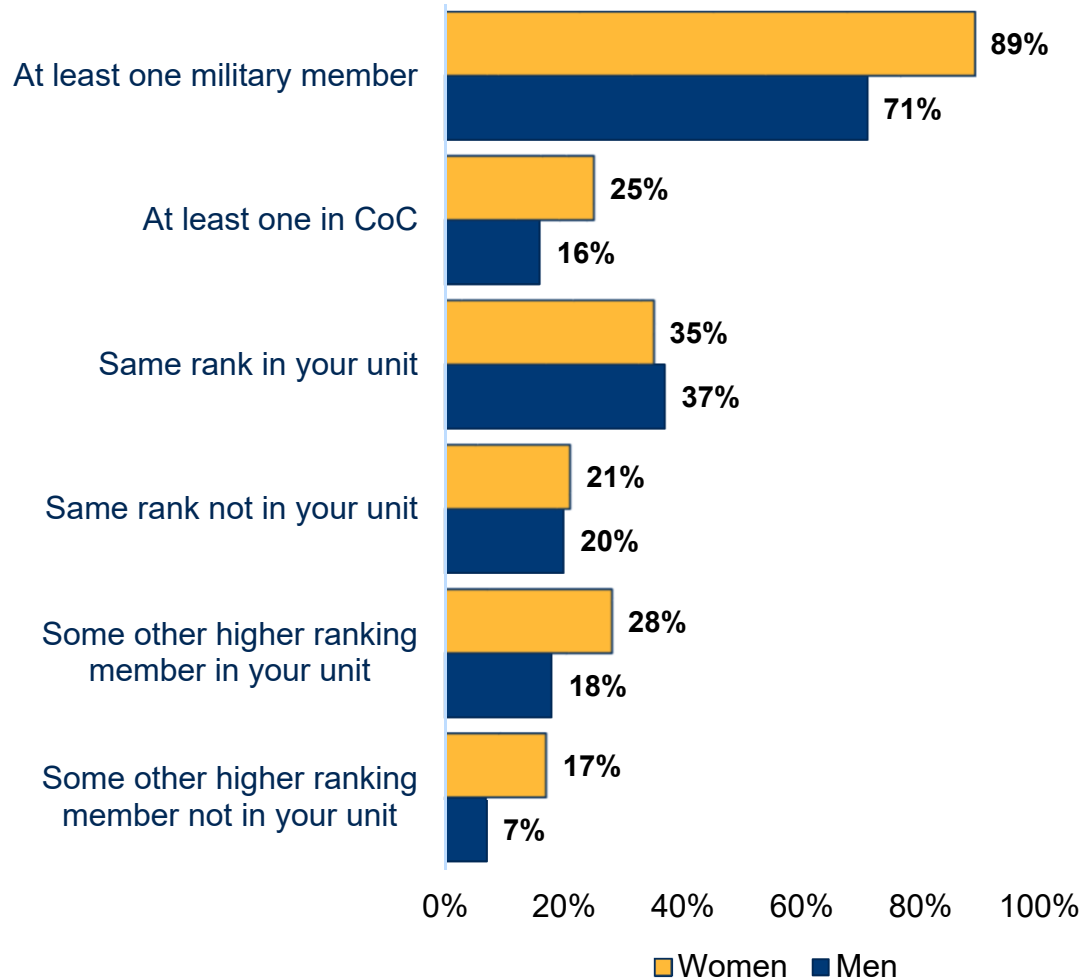
**Roughly 1 in 10 USC incidents in the prior year involved an intimate partner.**



2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.

# USC “One Worst Event”: Alleged Offender Characteristics

Percent of Army Active Component Members Who Experienced Unwanted Sexual Contact in the Past Year



- **89% of Army AC women** identified the alleged offenders as all men
- **45% of Army AC men** identified the alleged offenders as all men and **27% of Army AC men** identified the alleged offenders as all women
- **67% of Army AC women** and **61% of Army AC men** identified the alleged offender(s) as someone from work

2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.

# USC “One Worst Event”: Sexual Harassment & Stalking

Percent of Army Active Component Members Who Experienced Unwanted Sexual Contact in the Past Year

**39% of women and 32% of men**

Were sexually harassed before the USC incident

**9% of women and 6% of men**

Made a complaint about sexual harassment before the USC incident

**18% of women and 12% of men**

Were stalked before the USC incident

	Women	Men
Sexually harassed before	39%	32%
Told sexual jokes or stories	71%	NR
Made repeated attempts to establish an unwanted romantic or sexual relationship with you, made sexual comments about your body, or repeatedly asked about your sex life	84%	80%
Touched you in a sexual way or in any way that made you uncomfortable, angry or upset	75%	NR
Other sexually harassing behavior(s)	62%	67%
<i>Made a complaint about the sexual harassment before the USC incident</i>	9%	6%
Stalked before	18%	12%
Showed up at your home or workplace unannounced or uninvited	67%	NR
Followed you or waited for you at places	82%	NR
Sent you unwanted messages, emails, or phone calls	85%	NR
Used social media to track or follow you	72%	NR
Other stalking behavior(s)	56%	NR
Sexually harassed after	35%	26%
Stalked after	24%	16%

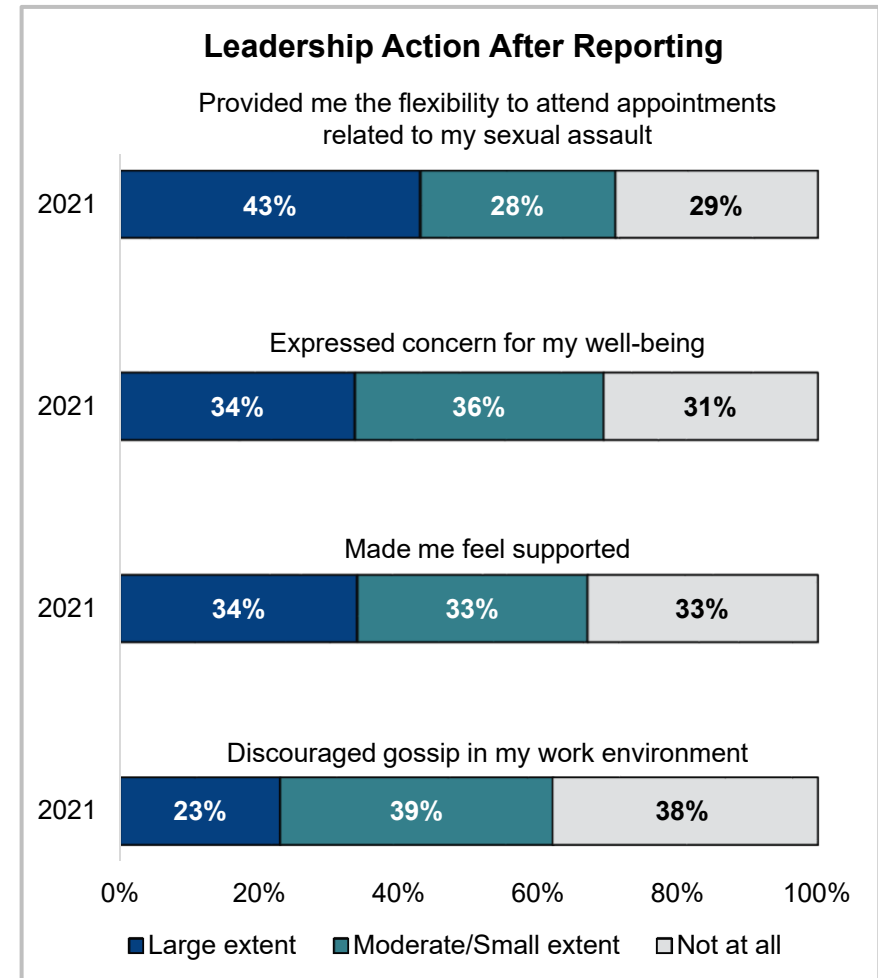
2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.

# Response to Reporting Unwanted Sexual Contact

Percent of Army Active Component Women Who Experienced Unwanted Sexual Contact and Reported to Military Authorities

- **With the exception of information about the right to consult an SVC/VLC, fewer than half of women were provided information about or access to various resources to a large or very large extent.**
- **Likewise, less than half of women perceived their leaders as acting in a fully supportive manner after they reported.**

Member was provided information/resources after reporting sexual assault to a large/very large extent	
Information on your right to consult an SVC/VLC	55%
Information about Victim's Rights	43%
Safety planning information regarding your immediate situation	41%
Information about medical and/or behavioral healthcare and treatment	40%
Information on your right to request an expedited transfer	39%
Regular contact regarding your well-being	39%
Information to address your confidentiality concerns	39%
Information on confidential counseling services from the Department of Veterans Affairs' Vet Centers	36%
Accurate up-to-date information on your case status	25%

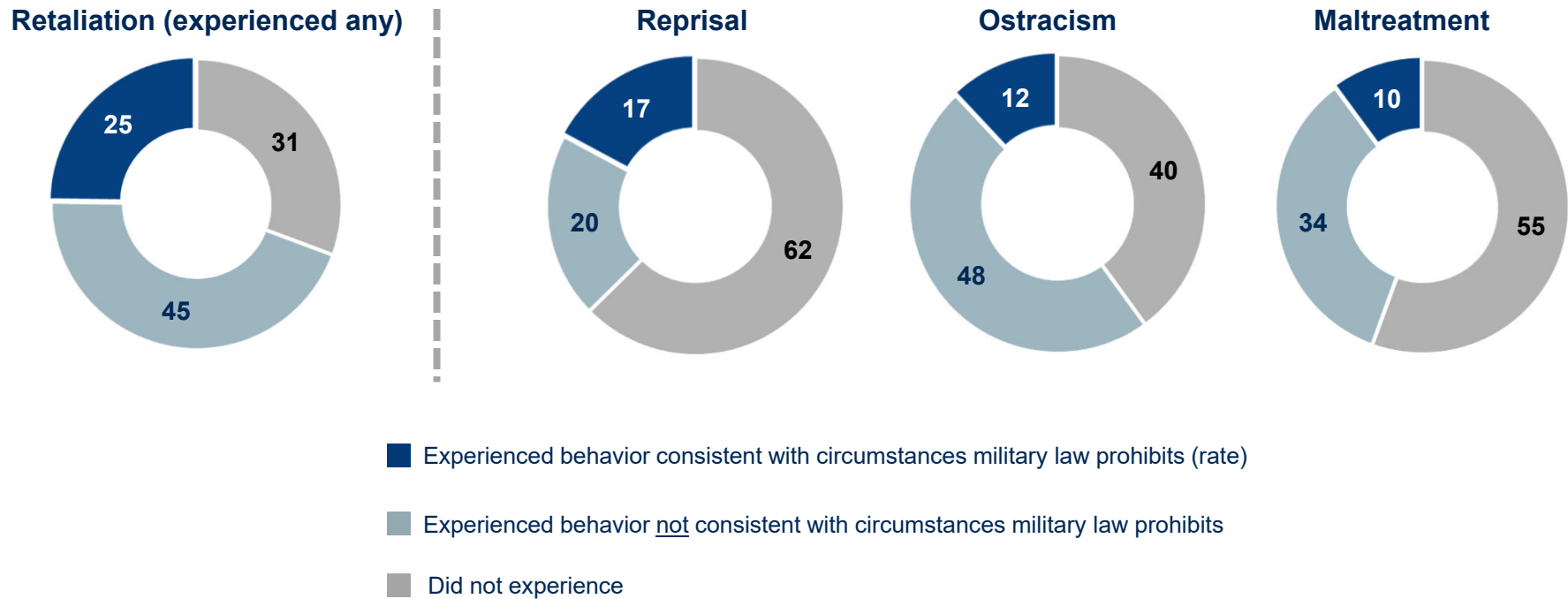


Data for Army Active Component men were not reportable.

2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.

# Perceived Retaliation as a Result of Reporting USC

Percent of Army Active Component Women Who Experienced Unwanted Sexual Contact in the Past Year and Reported it

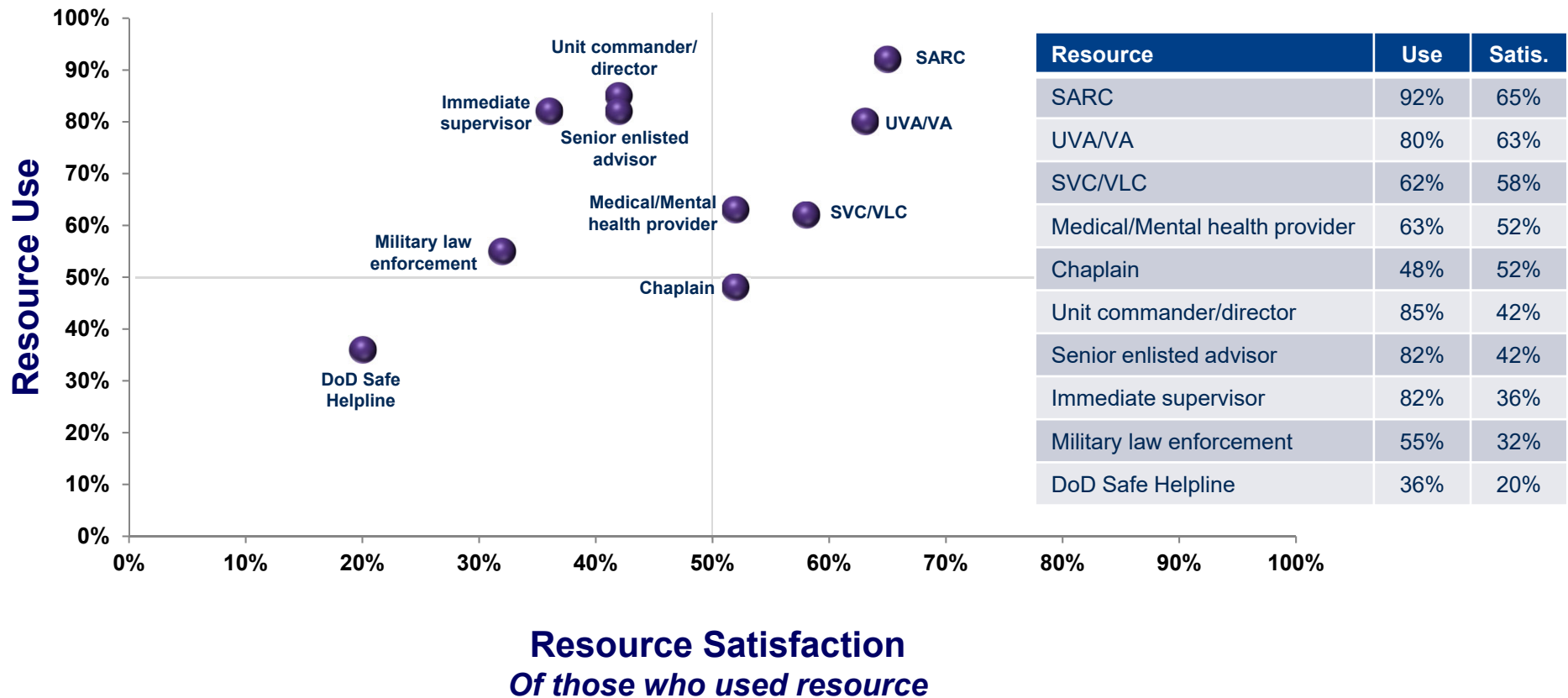


Some categories may not add to 100 percent due to rounding. Data for Army Active Component men were not reportable.

2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.

# Satisfaction with Responses/Services Received

Percent of Active Component Army Women Who Experienced Unwanted Sexual Contact in the Past Year and Reported



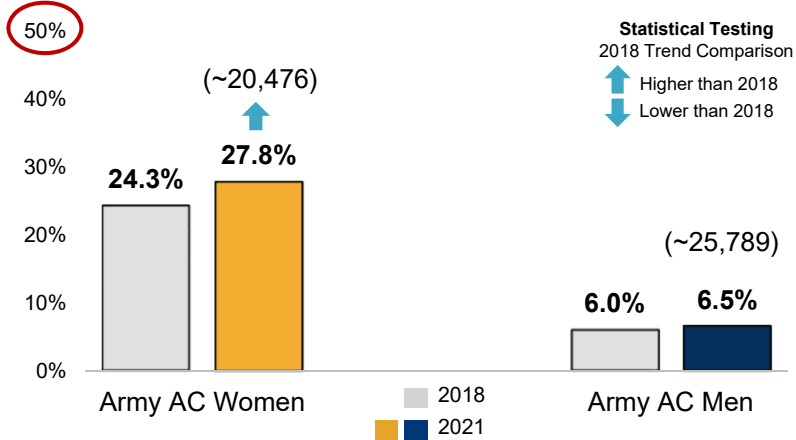
Data for Army Active Component men were not reportable.

2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.



# Sexual Harassment

# Sexual Harassment Past Year Prevalence Estimates and One Situation



*Of those who experienced sexual harassment in the past year...*

- 83% of Army AC women and 67% of men indicated the behaviors occurred more than one time.
- For Army AC women and men, the alleged offenders typically included male military members who were of the same rank as the victim and in their unit.
- However, 51% of Army AC women and 39% of men identified at least one alleged offender as someone in their chain of command.

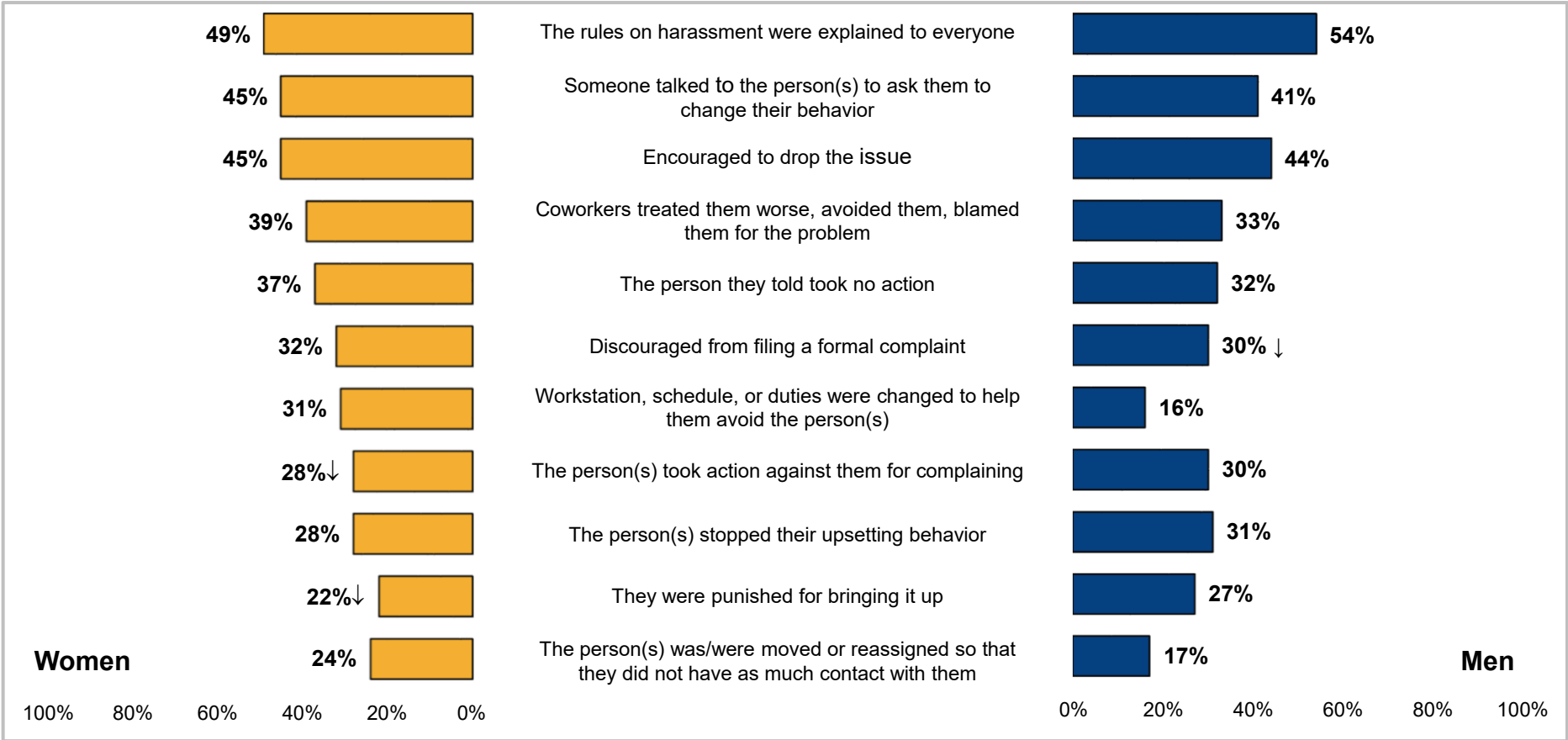
Number of Offenders	Women	Men
More than one person	60%	59%
Offender Gender	Women	Men
At least one was a man	98%	93%
At least one was a woman	18%	35%
Offender Affiliation	Women	Men
At least one offender was a military member	97%	96%
At least one offender was in chain of command	51%	39%
Offender Status	Women	Men
Military member of the same rank as you <b>in your unit</b>	47%	47%
Military member of the same rank as you not in your unit	17%	12%
Some other higher ranking military member <b>in your unit</b>	42%	30%
Some other higher ranking military member not in your unit	16%	10%
Someone else in your military chain of command (not immediate supervisor)	30%	24%
Immediate military supervisor	34%	27%
Subordinate or someone they manage	19%	18%
DoD/Government civilian working for the military	10%	8%
Contractor working for the military	5%	4%
Not sure	4%	8%
None of the above	2%	4%

Statistical trend testing for the one situation has not been calculated

# Sexual Harassment Complaints and Outcomes

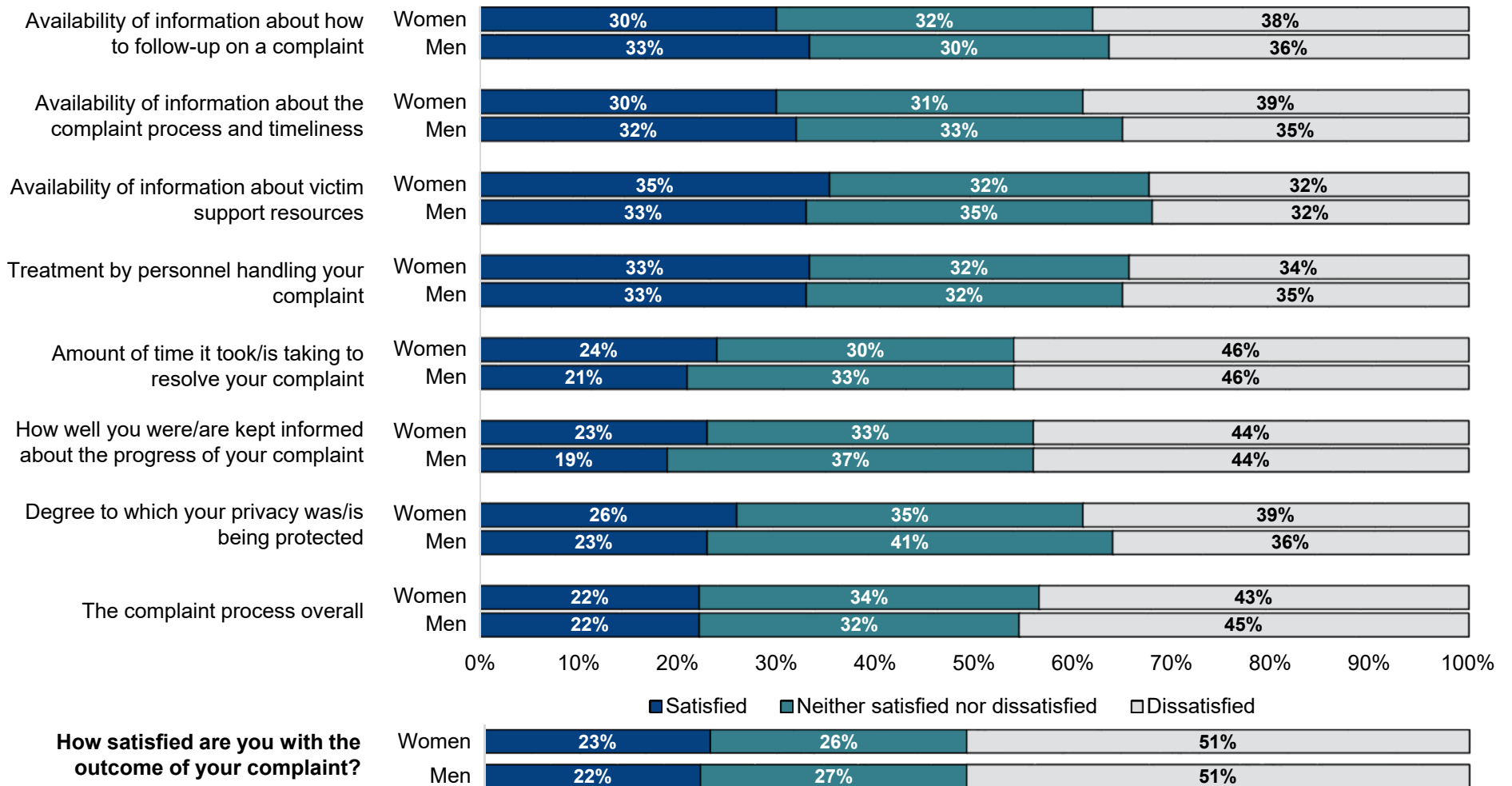
*Percent of Army Active Component Members Who Experienced Sexual Harassment in the Past Year and Made a Complaint*

- **Of the 52% of Army AC women and 30% of Army AC men who filed a complaint, the most frequent actions taken in response to their complaint were the rules on harassment were explained to everyone, someone talking to the person(s) to ask them to change their behavior, and being encouraged to drop the issue.**



# Satisfaction with the Complaint Process

*Percent of Army Active Component Members Who Experienced Sexual Harassment in the Past Year and Made a Complaint*

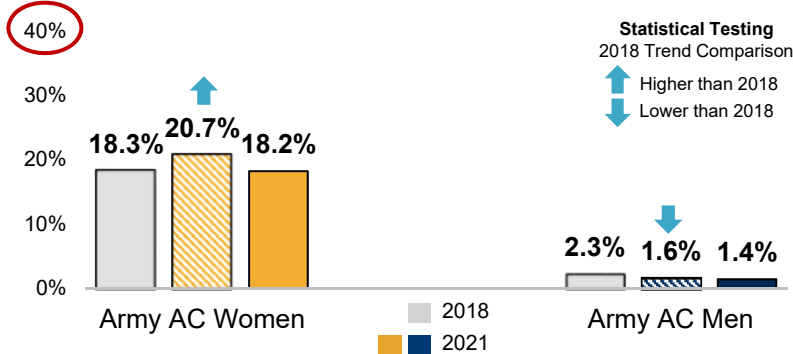


Statistical trend testing has not been calculated yet



# Gender Discrimination

# Gender Discrimination Past Year Prevalence Estimates and One Situation



Note: Hashed gold and blue bars are the variables constructed to allow trending back to 2018. The “official” 2021 estimates are in solid gold/solid blue.

*Of those who experienced gender discrimination in the past year...*

- 85% of Army AC women and 84% of men indicated the behaviors occurred more than one time.
- For Army AC women and men, the alleged offenders typically included male military members who were some other higher ranking military member in their unit.
- However, 66% of Army AC women and 68% of men identified at least one alleged offender as someone in their chain of command.

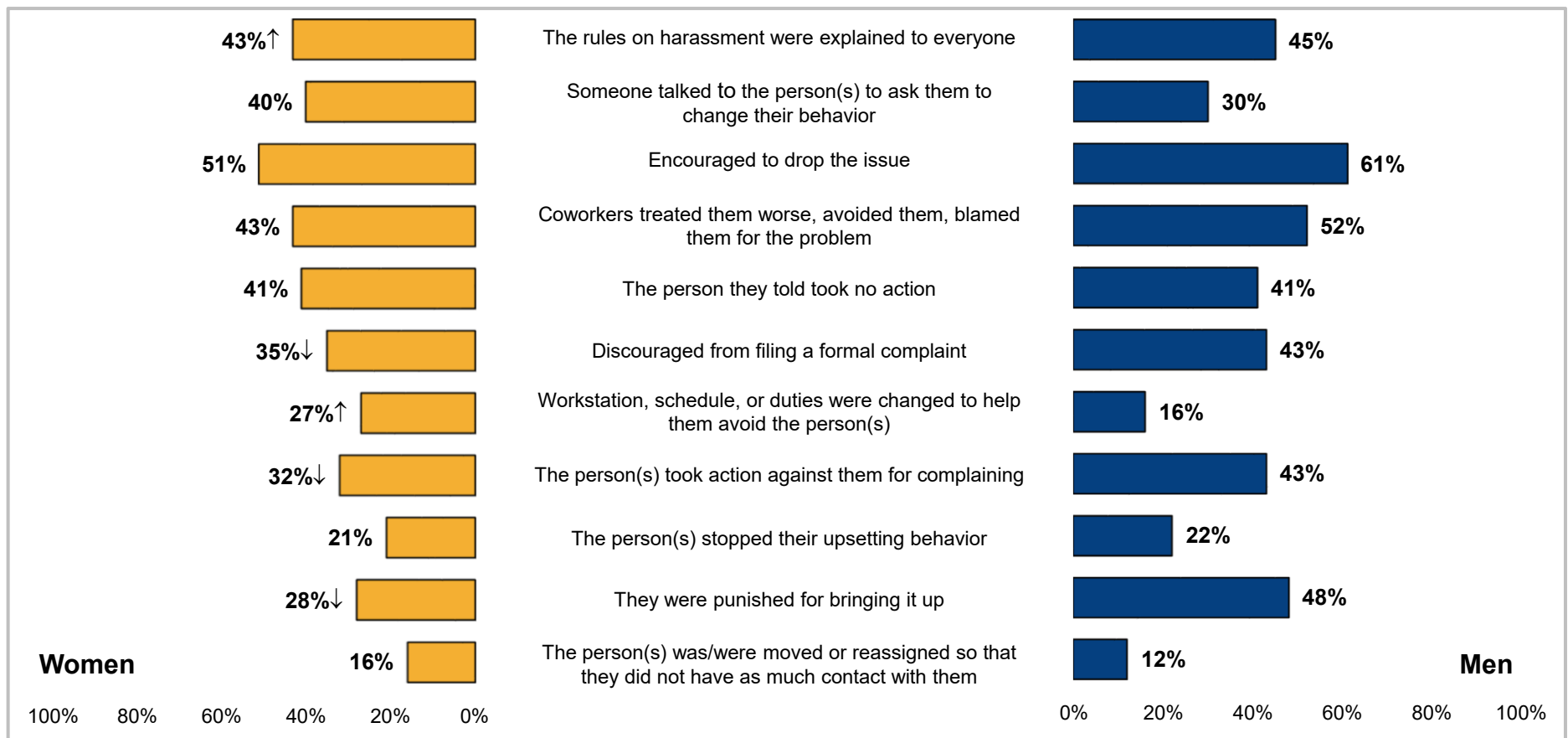
Statistical trend testing for the one situation has not been calculated

Number of Offenders	Women	Men
More than one person	70%	71%
Offender Gender	Women	Men
At least one was a man	97%	76%
At least one was a woman	20%	70%
Offender Affiliation	Women	Men
At least one offender was a military member	98%	95%
At least one offender was in chain of command	66%	68%
Offender Status	Women	Men
Military member of the same rank as you <b>in your unit</b>	41%	36%
Military member of the same rank as you not in your unit	16%	14%
Some other higher ranking military member <b>in your unit</b>	46%	49%
Some other higher ranking military member not in your unit	15%	25%
Someone else in your military chain of command (not immediate supervisor)	41%	49%
Immediate military supervisor	45%	43%
Subordinate or someone they manage	19%	16%
DoD/Government civilian working for the military	11%	15%
Contractor working for the military	4%	7%
Not sure	4%	6%
None of the above	1%	2%

# Gender Discrimination Complaints and Outcomes

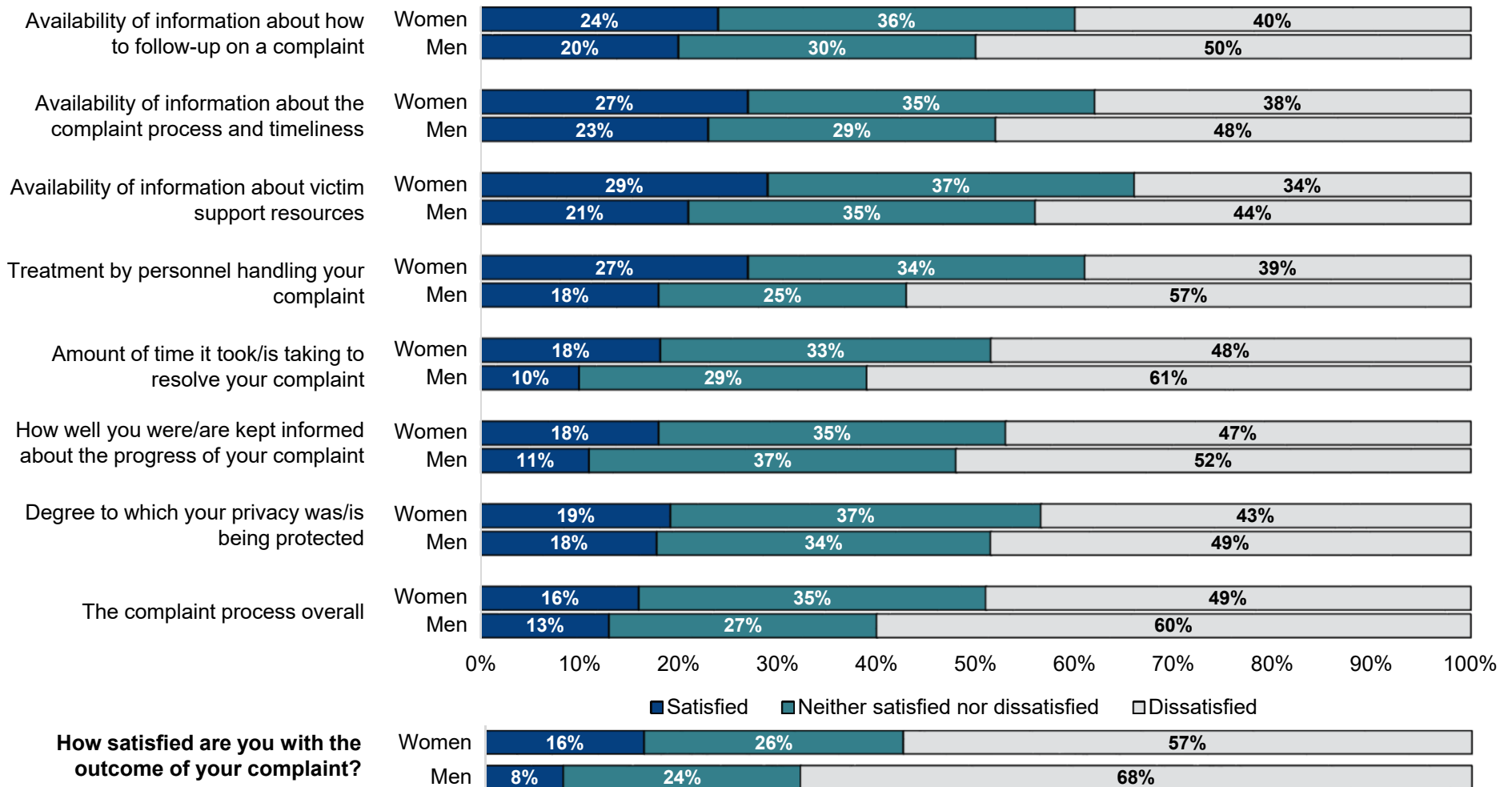
*Percent of Army Active Component Members Who Experienced Gender Discrimination in the Past Year and Made a Complaint*

- Of the 54% of Army AC women who filed a complaint, the most frequent actions taken in response to their complaint were someone talking to the person(s) to ask them to change their behavior, being encouraged to drop the issue, and negative actions from coworkers
- Of the 48% of Army AC men who filed a complaint, the most frequent actions taken in response to their complaint were being encouraged to drop the issue, negative actions from coworkers, and being punished for bringing it up.



# Satisfaction with the Complaint Process

*Percent of Army Active Component Members Who Experienced Gender Discrimination in the Past Year and Made a Complaint*



Statistical trend testing has not been calculated yet

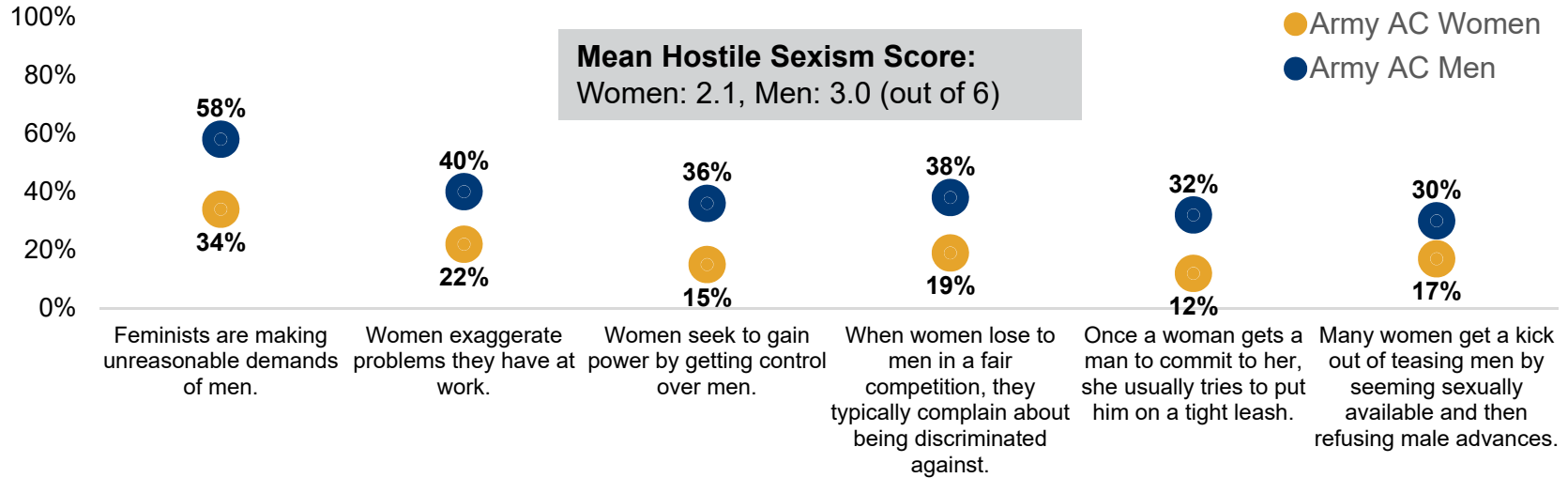


# Climate and Culture

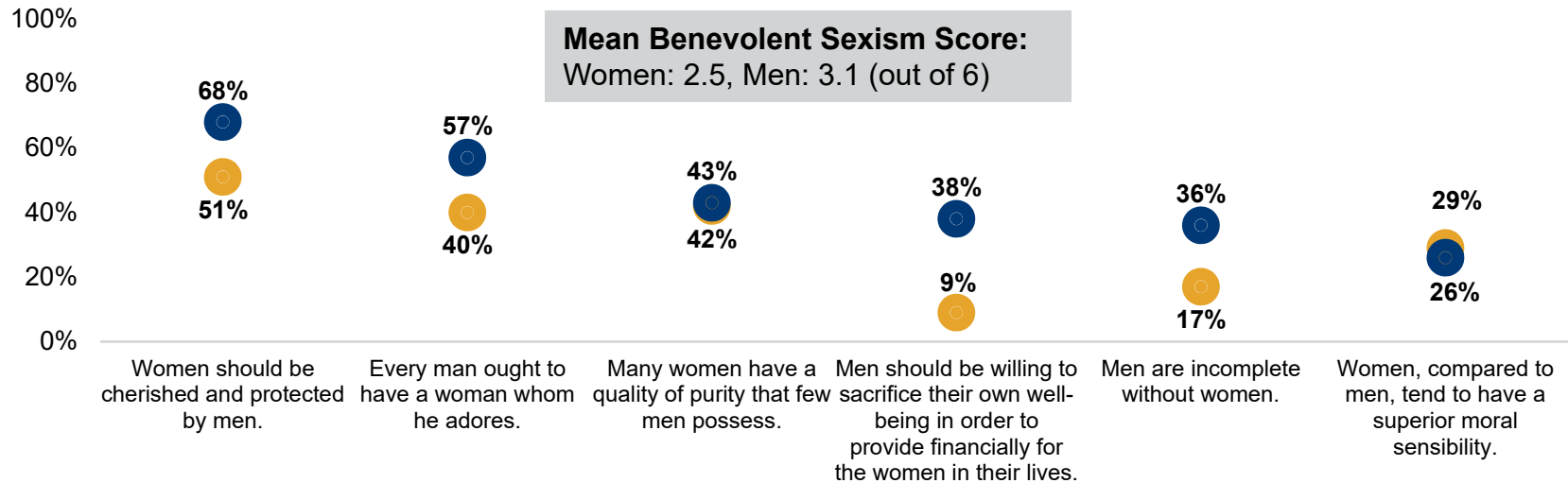
# Ambivalent Sexism Inventory (ASI)

% of Army Active Component members who indicated agree/strongly agree

## Hostile Sexism



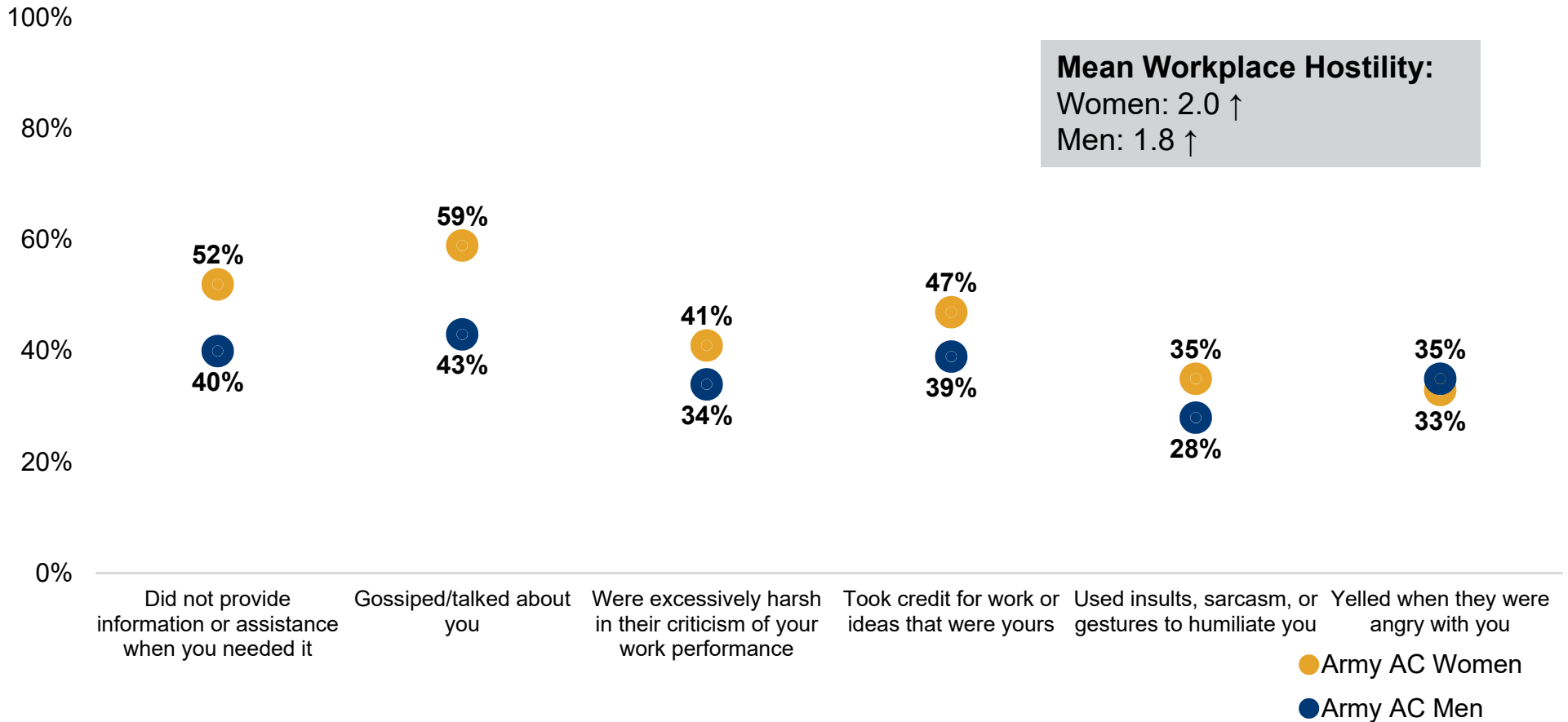
## Benevolent Sexism



# Workplace Hostility

During the past 12 months, how often have you experienced any of the following behaviors, where your coworkers or immediate supervisor...

*% of Army Active Component members who experienced behavior at least once in the past 12 months*



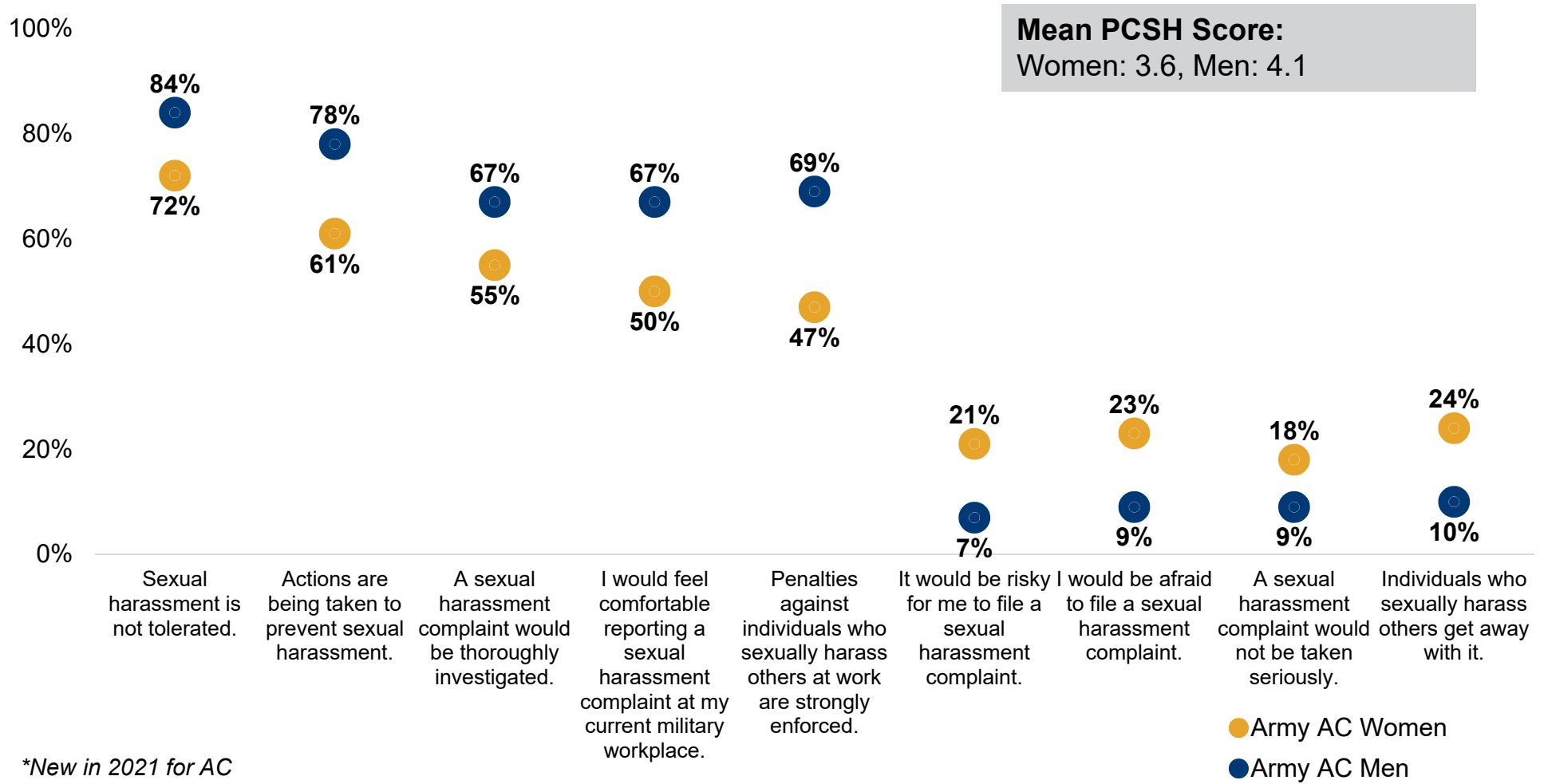
Statistical trend testing was only calculated for the mean score

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018

# Psychological Climate for Sexual Harassment\*

How much do you agree or disagree with the following statements regarding your current military workplace?

% of Army Active Component Members who indicated agree/strongly agree

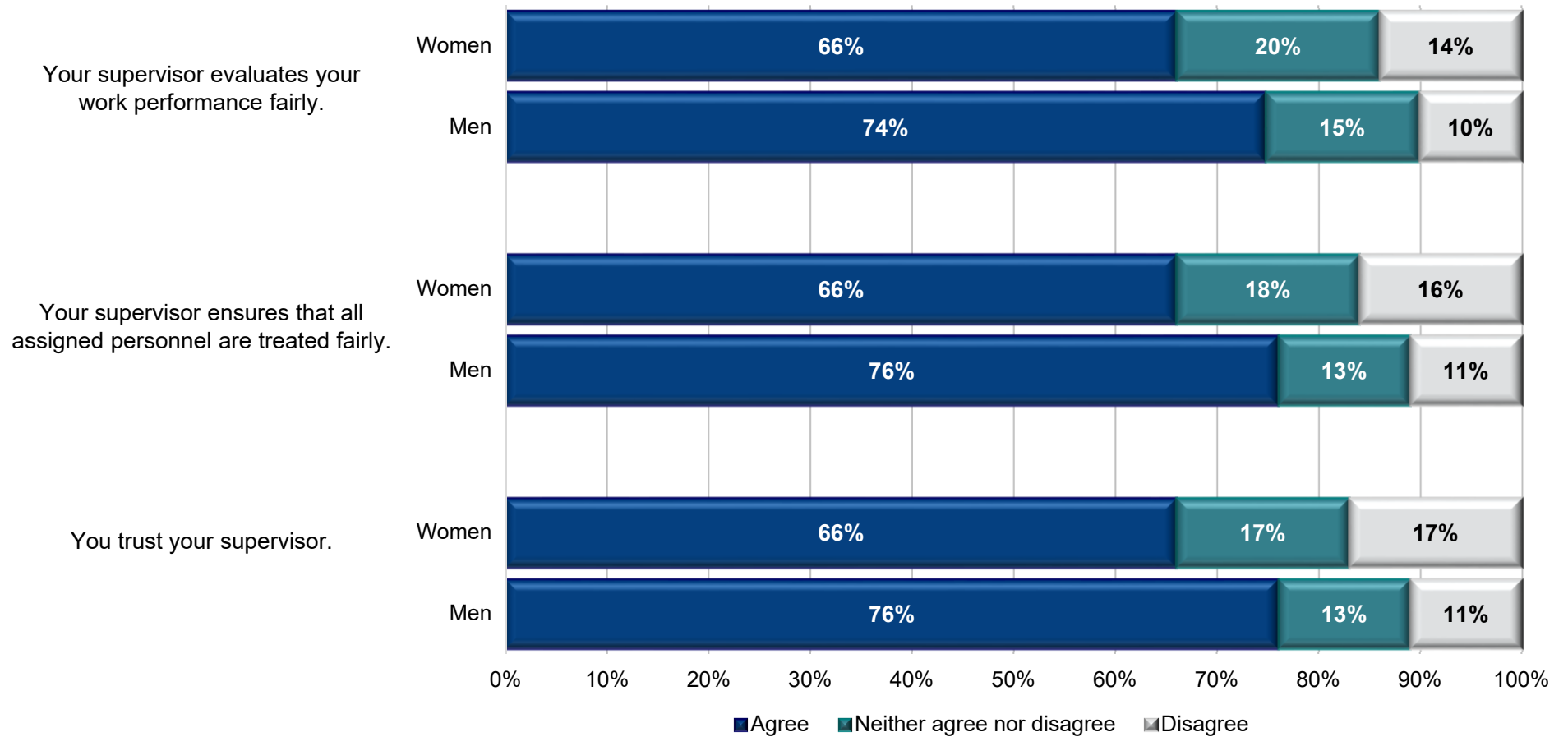


\*New in 2021 for AC

# Supervisor Support\*

How much do you agree or disagree with the following statements about your immediate supervisor?

*% of Army Active Component members who indicated agree/strongly agree*



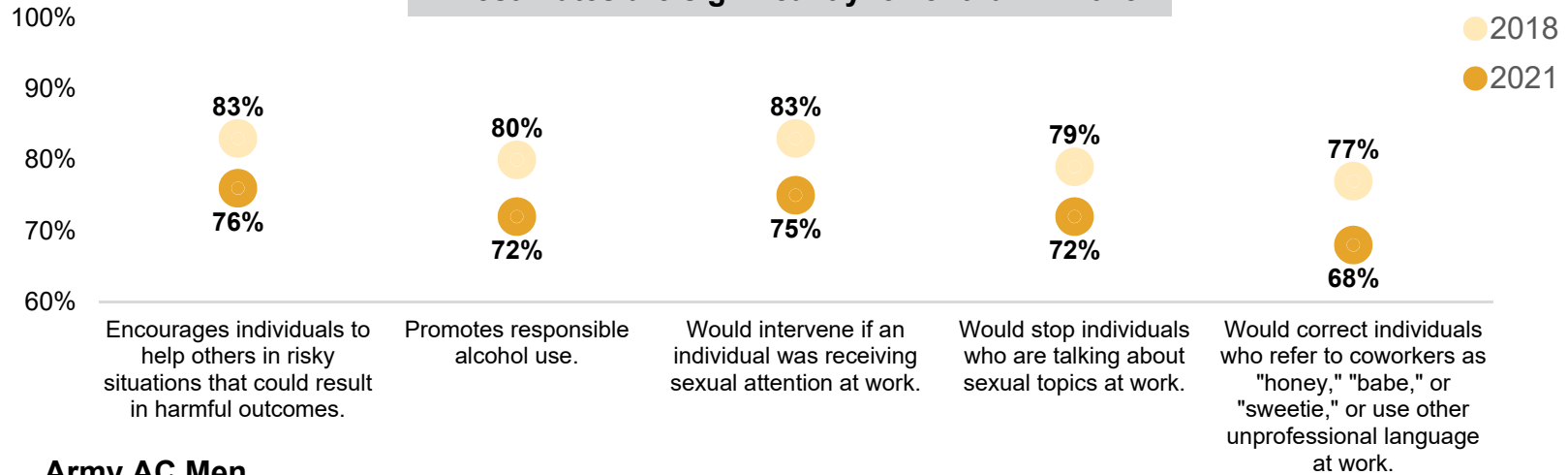
\*New in 2021 for AC.

# Immediate Supervisor Models Respectful Behavior

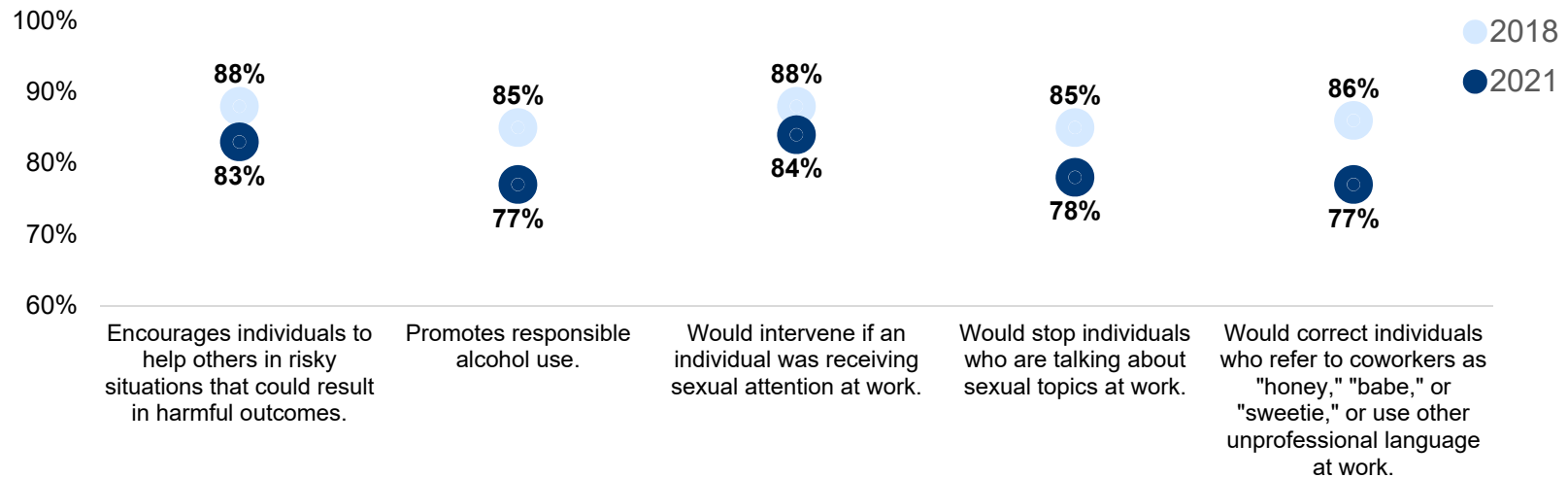
% of Army Active Component members who indicated agree/strongly agree

## Army AC Women

All estimates are significantly lower than in 2018.



## Army AC Men



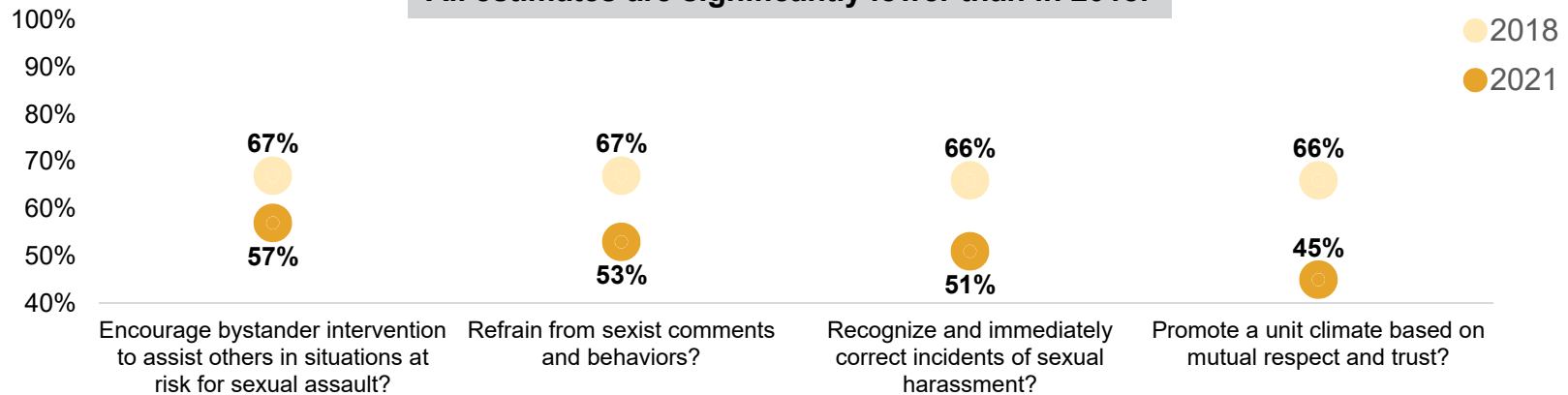
# Responsibility and Intervention

## In the past 12 months, to what extent have you witnessed people in your unit...

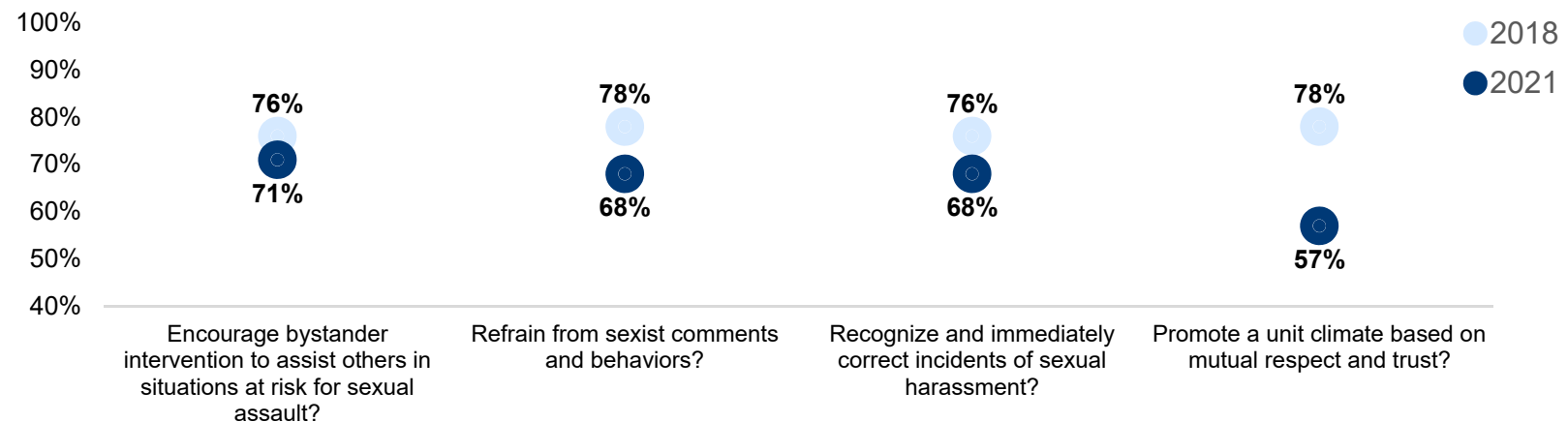
*% of Army Active Component members who indicated agree/strongly agree*

### Army AC Women

**All estimates are significantly lower than in 2018.**



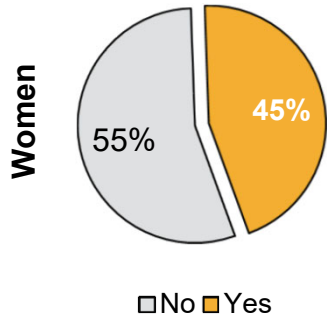
### Army AC Men



# Bystander Intervention

Percent of All Army Active Component Members

Witnessed at Least One Situation in Military Workplace



Most Common Situations Witnessed

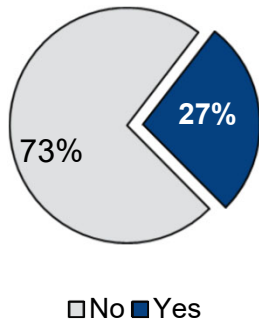
- 29% Observed someone who crossed the line with their sexist comments or jokes
- 25% Encountered someone who drank too much and needed help
- 17% Encountered a group or individual being hazed or bullied

**94% Intervened**

Top Interventions (out of those who witnessed at least one situation)

- 59% spoke up to address the situation
- 46% talked to those involved to see if they were okay
- 26% intervened in some other way

**Men**



- 19% Encountered someone who drank too much and needed help
- 11% Observed someone who crossed the line with their sexist comments or jokes
- 9% Saw someone grabbing, pushing, or insulting someone

**91% Intervened**

- 56% spoke up to address the situation
- 46% talked to those involved to see if they were okay
- 32% intervened in some other way

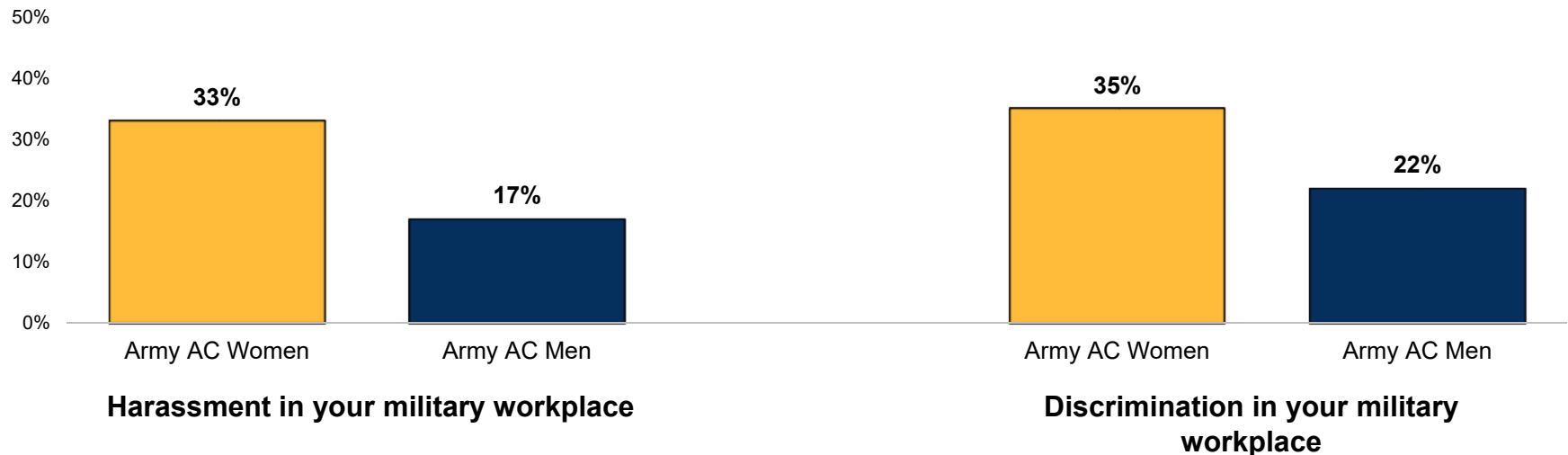
Statistical trend testing has not been calculated yet

# Racial/Ethnic Harassment and Discrimination

*Percent of All Army Active Component Members*

- Army Active Component women were more likely than men to believe they have experienced harassment and discrimination as a result of their race/ethnicity
- Further breakouts by race/ethnicity by gender will be provided in a later report volume

**As a result of your race/ethnicity, do you believe you have experienced...**

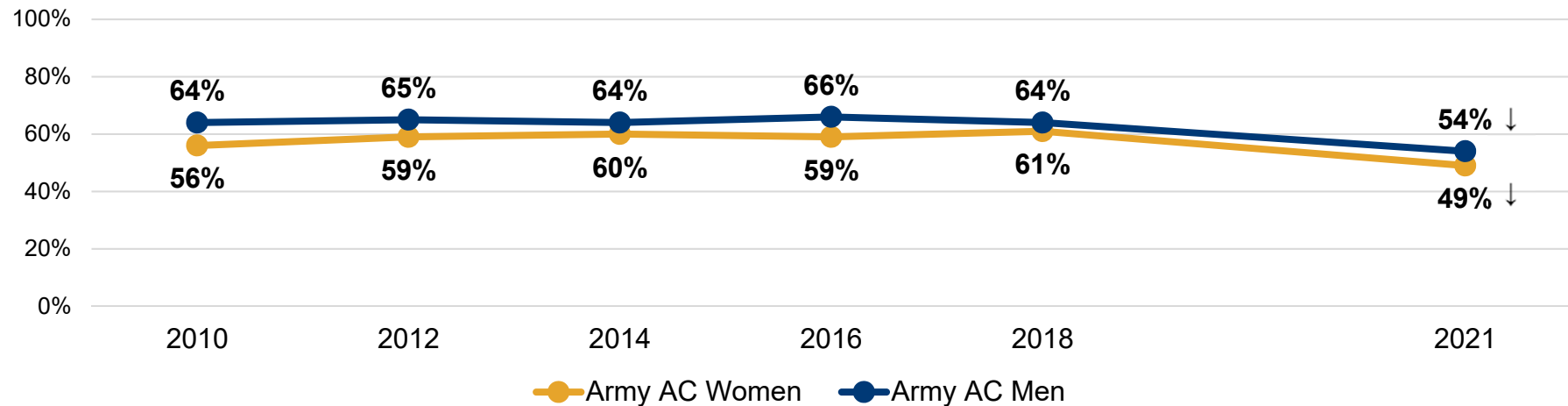


*New in 2021 for AC.*

# Retention Intentions

Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?

*% who indicated likely/very likely*



- Compared to 2018, retention intentions were significantly lower for women and men (49% and 54%, respectively).
- Data from the 2020 Status of Forces Survey of Members of Active Duty Members (2020 SOFA) suggest that the decline in retention intention for Active Duty members overall began in prior years.

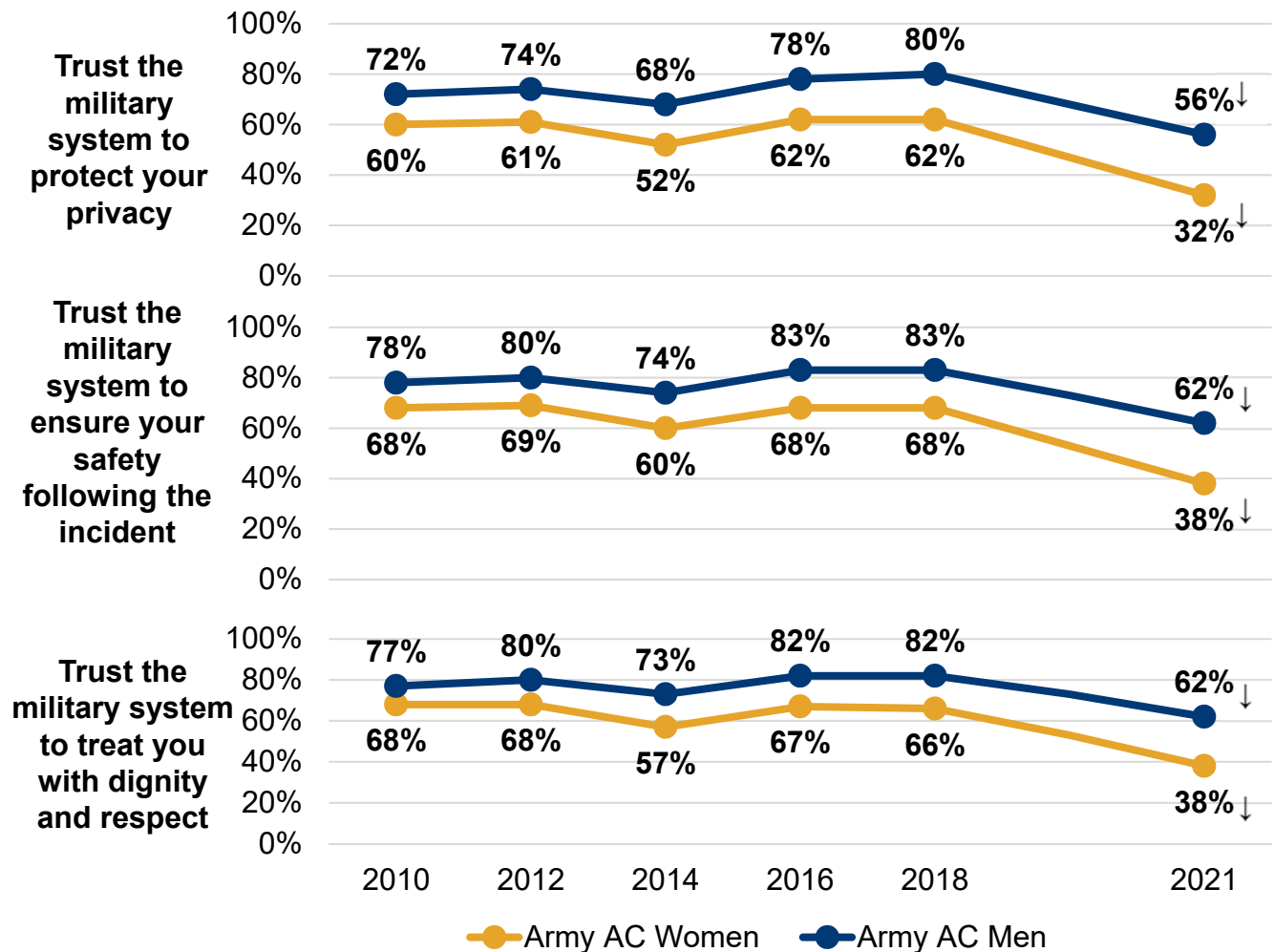
2021 Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018

# Trust in the Military System

## If you are sexually assaulted, you can...

- Decreased trust often impacts military service as a retention issue.
- Changes recommended by IRC to military justice and response system intended to restore Service member trust.
- Prevention and climate IRC initiatives also target improved trust in the workplace

% who indicated agree/strongly agree



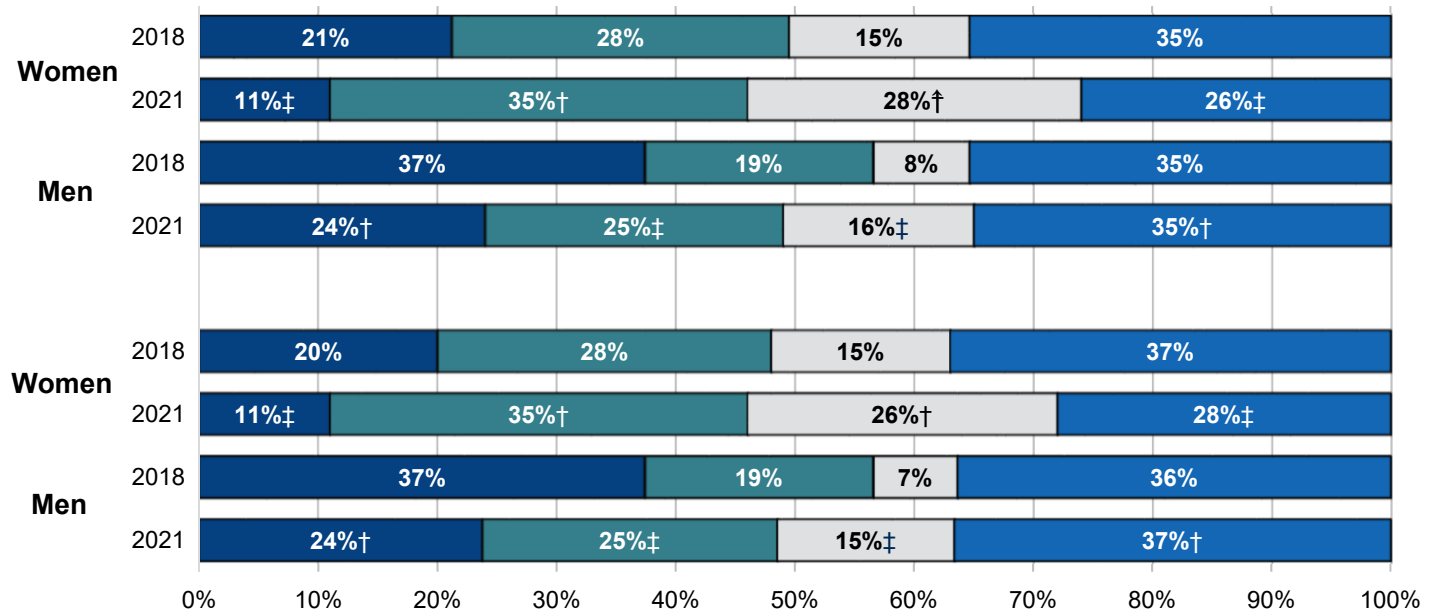
2021 Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018

# Perceptions of Gender-Related Behavior in the Military

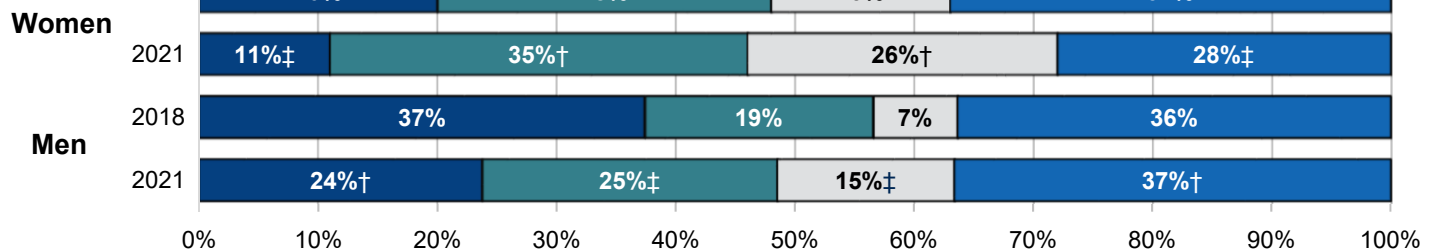
- Compared to 2018, Army Active Component women and men *appear\** more likely to believe that sexual harassment and sexual assault have become more of a problem in the last two years.
- Army Active Component women were more likely than men to believe that sexual harassment and sexual assault have become more of a problem in the last two years

Percent of All Army Active Component Members

In your opinion, sexual harassment in military has become more or less of a problem over the last two years



In your opinion, sexual assault in military has become more or less of a problem over the last two years



Within Year Comparisons

- † More likely
- ‡ Less likely

■ Less of a problem today   ■ About the same as 2 years ago   □ More of a problem today   ■ Do not know

\*Statistical trend testing has not been calculated yet

# 2021 WGR Reports Available and Forthcoming

Available Now on <https://www.opa.mil>

- Overview Report
- Statistical Methodology Reports
  - Active Component (AC)
  - Reserve Component (RC)

## Report Volumes Coming Soon:

*Separate Volumes for both AC and RC*

- Climate & Prevention of Sexual Harassment and Sexual Assault
  - *In security review currently*
- Perceptions of the Sexual Harassment and Sexual Assault Complaint/Response Systems
- Racial/Ethnic Minority Military Members' Experiences
- Sexual Minority Military Members' Experiences

## Results and Trends

Available October 2022  
(for AC; RC will be available at a later date)

Army by Paygrade: Retention Intention  
(WGRA 2018 Q6)

		KEY:									
		Higher Response of Likely					Lower Response of Likely				
		Higher Response of Unlikely					Higher Response of Unlikely				
		↑ Higher Than 2016 ↓ Lower Than 2016									
		Women	E1-E4	E5-E9	O1-O3	O4-O6	Men	E1-E4	E5-E9	O1-O3	O4-O6
Likely	2018	61↑	51	71	61	76	64↑	50↑	76	68	84
	2016	59	48	68	60	80	66	53	75	67	85
Neither	2018	13↓	18	9↓	13	7	14↓	19↓	9	11	5
	2016	15	18	12	14	8	12	17	9	13	6
Unlikely	2018	25	31	20	27	18↓	23	31	15	20	11
	2016	27	34	20	26	13	22	30	17	20	9

Margins of error range from ±1% to ±3%  
Percent of All Active Duty Members

Army by Paygrade: General Health  
(WGRA 2018 Q7)

		KEY:									
		Higher Response of Very good/Excellent					Lower Response of Very good/Excellent				
		Higher Response of Poor					Higher Response of Poor				
		↑ Higher Than 2016 ↓ Lower Than 2016									
		Women	E1-E4	E5-E9	O1-O3	O4-O6	Men	E1-E4	E5-E9	O1-O3	O4-O6
Very good/Excellent	2018	56↓	52↓	49↓	79	71	63↓	61↓	59	82	73↓
	2016	63	60	56	80	74	66	65	60	82	81
Fair/Good	2018	43↑	46↑	49↑	21	28	36↑	37↑	40↑	18	27↑
	2016	36	38	42	19	25	32	32	38	18	19
Poor	2018	1	2	2	<1	1	2↓	2↓	1	1	<1
	2016	1	2	1	1	1	2	3	2	1	<1

Margins of error range from ±1% to ±3%  
Percent of All Active Duty Members

## Contact Information

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**Ashlea Klahr, Ph.D.**

**Director, H&R Research Division**

**[Ashlea.m.klahr.civ@mail.mil](mailto:Ashlea.m.klahr.civ@mail.mil)**

**(703) 819-5356**

**Lisa Davis, M.A.**

**Deputy Director, H&R Research Division**

**Acting Chief of Military Gender Relations Research**

**[Elizabeth.h.davis18.civ@mail.mil](mailto:Elizabeth.h.davis18.civ@mail.mil)**

**703-338-8926**



# Back-Up

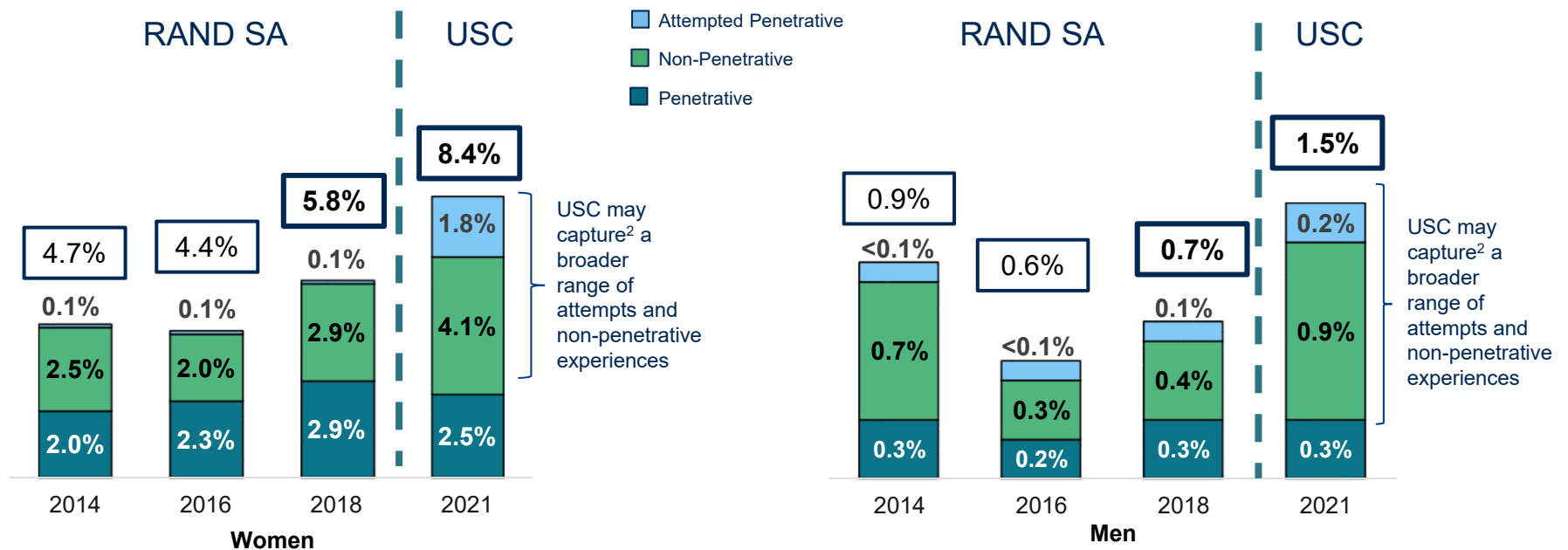
## Updates/Changes to the Questionnaire in 2021

- Replaced the RAND Sexual Assault Metric with the Unwanted Sexual Contact (USC) Metric
- Updated Quid Pro Quo and Gender Discrimination metric in 2019 (per OGC coordination).
- Revised or removed items in the characteristics of the “one worst situation/experience”; including the following deletions:
  - Number of alleged offenders
  - Paygrade and occupation of alleged offender(s)
  - Where/when the experience occurred (AC only)
  - Perceptions of SH/SA as hazing/bullying
  - Alcohol use by victim and/or alleged offender(s)
- Removed the AUDIT-C/Excessive alcohol use questions and substantially reduced bystander Intervention and workplace climate sections.
- Items new to the Active Component:
  - Psychological Climate for Sexual Harassment (PCSH)
  - Ambivalent Sexism Inventory (ASI; Short Form)
  - Brief Resilience Scale
- Items new for both Components:
  - Intimate partner involved unwanted sexual contact prevalence estimate
  - COVID-19 pandemic impact
  - Gender Identity

# Sexual Assault and USC Metrics by Type of Experience<sup>1</sup>

The USC metric captures the type of sexual assault experienced differently than the RAND SA metric.

- For both Army Active Component men and women, penetrative experiences appear to remain unchanged between 2018 and 2021.
- The apparent increase in rates for both men and women between 2018 and 2021 stems from observed differences in non-penetrative incidents and attempted penetration.



Notes:

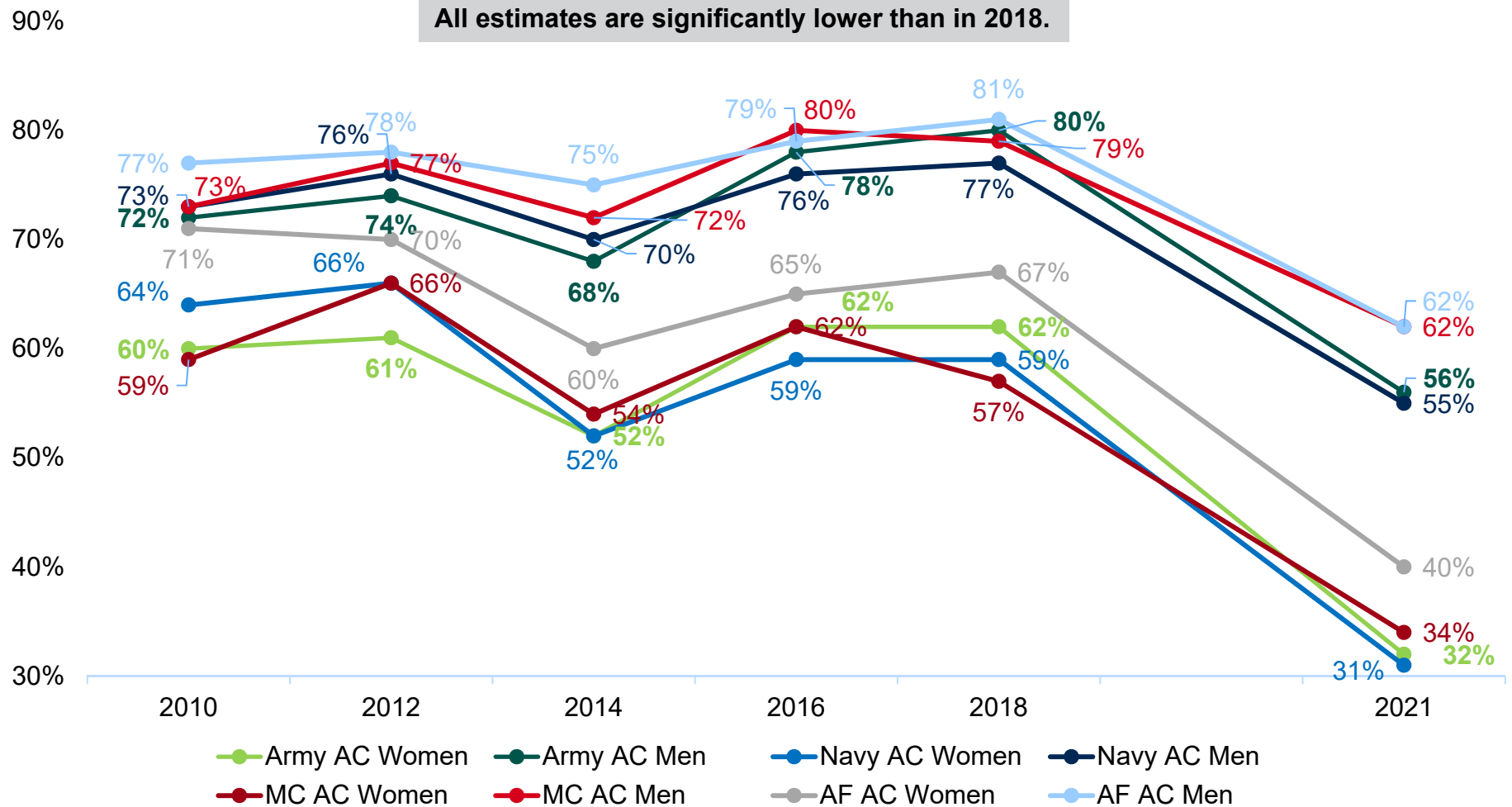
1. The RAND metric hierarchy order is: 1. penetrative, 2. non-penetrative, and 3. attempted, such that individuals who experienced multiple types of sexual assault are only counted once, and counted in the "most severe" category (with penetrative as most severe, followed by non-penetrative, followed by attempted). In this slide, the 2021 USC results are coded using the RAND hierarchy for ease of comparison. The USC hierarchy, however, codes attempted before non-penetrative (i.e., attempted is coded as "more severe" than non-penetrative) and the USC method of calculating prevalence by type for 2021 is shown on slide 6.
2. Only an experiment can determine whether and to what extent the 5-item USC metric captures a broader range of attempts and non-penetrative experiences. The Department did not conduct an experiment on the 2021 WGR due to timing constraints. Experiments in future survey administrations could be conducted to provide more clarity.



# Climate and Culture

# Trust in the Military System: By Service and Gender

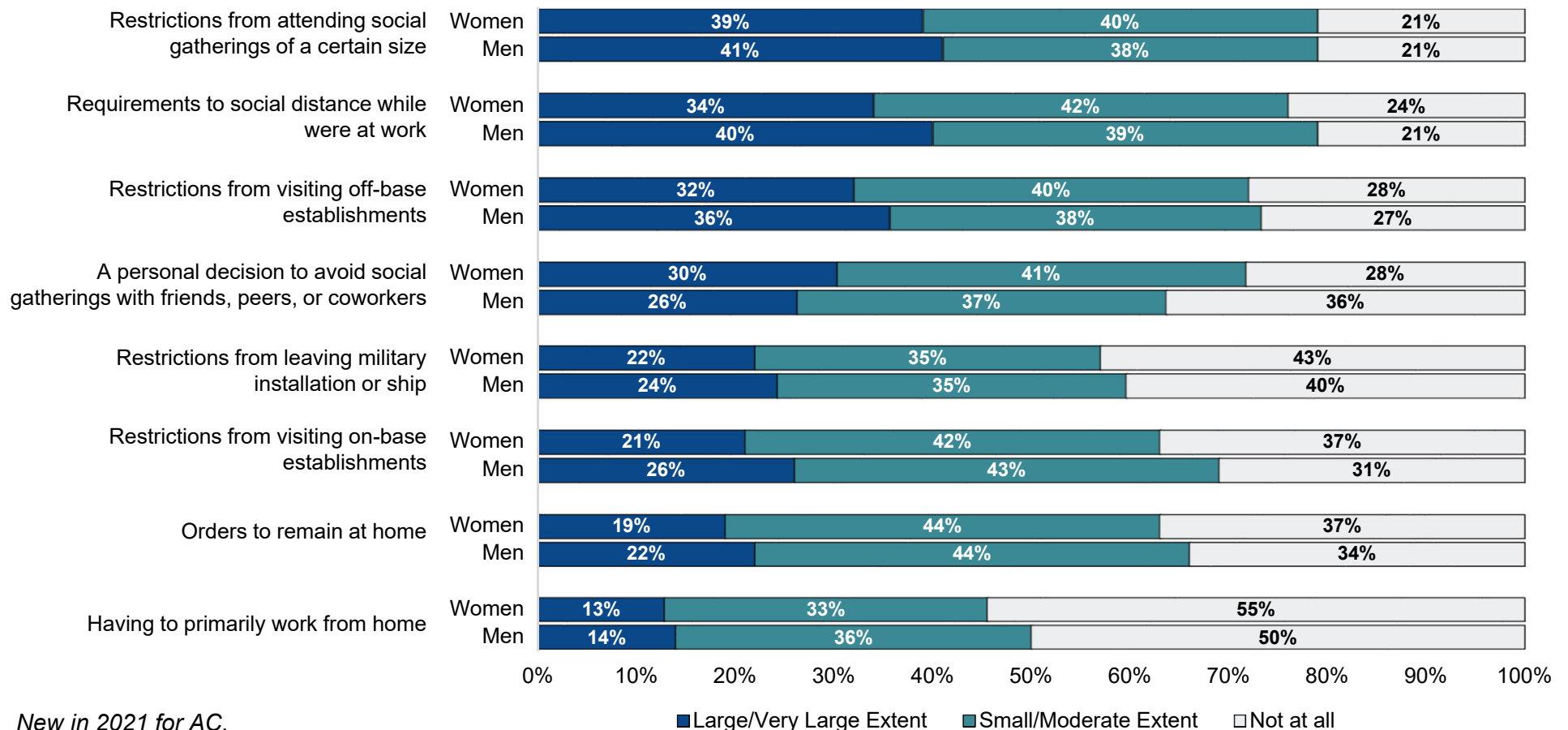
If you are sexually assaulted, you can trust the military system to protect your privacy  
 % who indicated agree/strongly agree



# During the Past 12 Months, Due to the COVID-19 Pandemic, to What Extent Were You Personally Affected By...

- Most Army Active Component members were personally affected by one or more pandemic related restrictions; most often restrictions from attending social gatherings, requirements to social distance at work, and restrictions from visiting off-base establishments.

Percent of All Army Active Component Members



New in 2021 for AC.

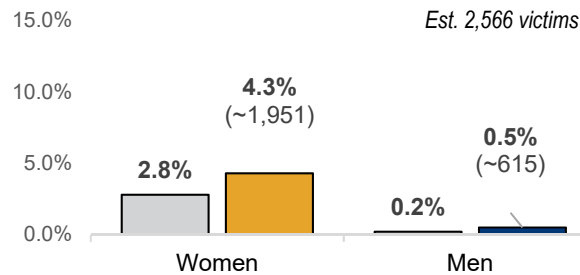
■ Large/Very Large Extent ■ Small/Moderate Extent □ Not at all

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# Reserve Component Prevalence Rates

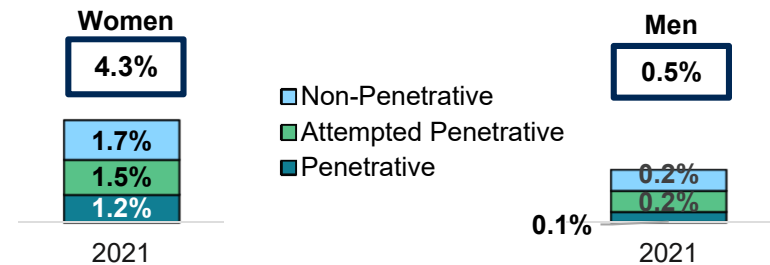
# Unwanted Sexual Contact Past Year Prevalence Estimates – Reserve Component

## Army Reserve



**USC Reporting Rate:**  
Women: 15% Men: NR

• An estimated 2,566 (1,919—3,212) Army Reserve members experienced unwanted sexual contact in the prior year.

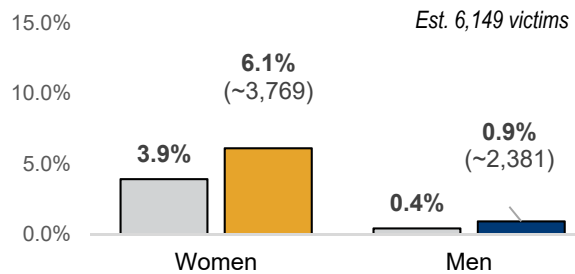


### SA / USC Rates

■ 2019 ■ 2021

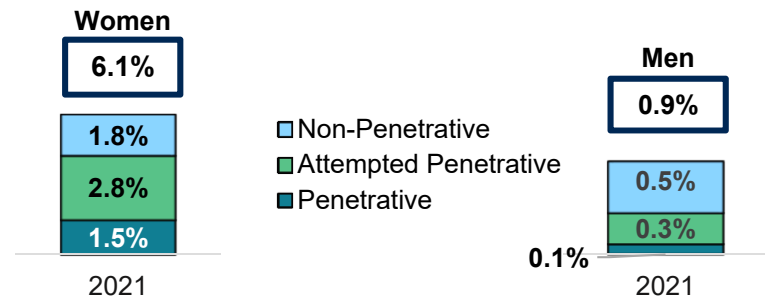
No statistical testing between 2019 & 2021.

## Army National Guard



**USC Reporting Rate:**  
Women: 30% Men: 7%

• An estimated 6,149 (4,992—7,306) Army National Guard members experienced unwanted sexual contact in the prior year.



2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric

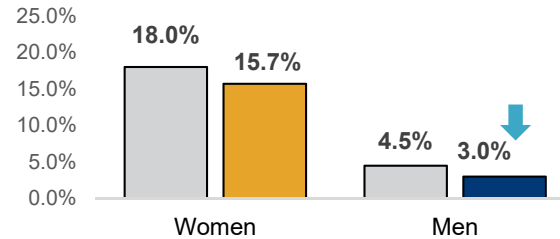
# MEO Past Year Prevalence Estimates – Reserve Component

Statistical Testing  
 2021 Trend Comparison: ↑ Higher than 2019  
↓ Lower than 2019

## Sexual Harassment

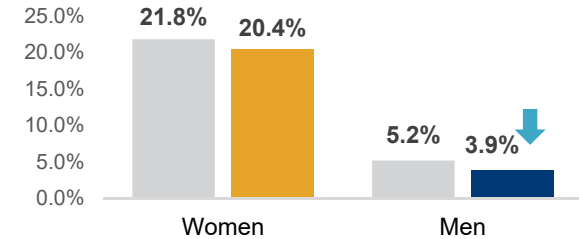
- An estimated 15.7% of Army Reserve women and 3.0% of Army Reserve men experienced past year sexual harassment.
- An estimated 20.4% of Army National Guard men and 3.9% of Army National Guard men experienced past year sexual harassment.

### Army Reserve



SH Complaint Rate:  
 Women: 40% Men: 38%

### Army National Guard



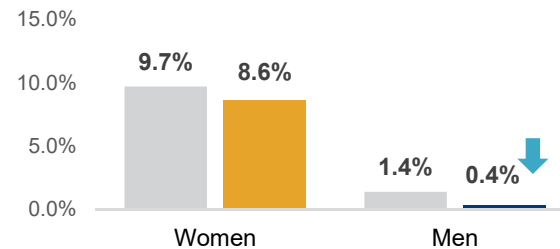
SH Complaint Rate:  
 Women: 52% ↑ Men: 32%

■ 2019 ■ 2021

## Gender Discrimination

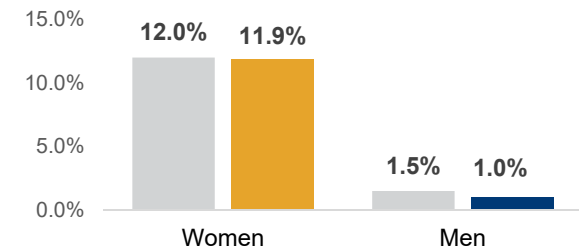
- An estimated 8.6% of Army Reserve women and 0.4% of Army Reserve men experienced past year gender discrimination.
- An estimated 11.9% of Army National Guard men and 1.0% of Army National Guard men experienced past year gender discrimination.

### Army Reserve



GD Complaint Rate:  
 Women: 44% Men: NR

### Army National Guard



GD Complaint Rate:  
 Women: 50% Men: NR

■ 2019 ■ 2021

**REPORT DOCUMENTATION PAGE**

*Form Approved  
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