



2021 Workplace and Gender Relations Survey

Air Force 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**

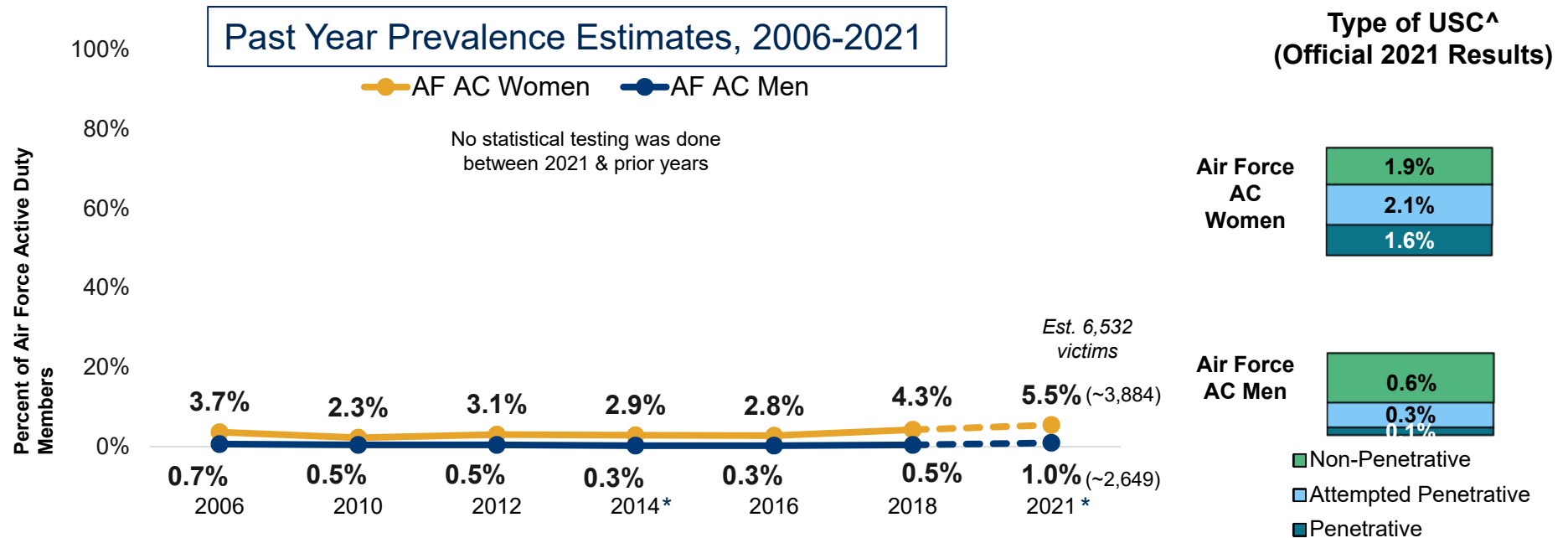
- OPA uses industry-standard scientific methods that have been validated by external organizations (e.g., RAND, GAO).
- Data are weighted to the full population of interest (Active component or Reserve component), making estimates representative and generalizable.



Unwanted Sexual Contact

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

- In 2021, an estimated 5.5% of Active Component Air Force women and 1.0% of Active Component Air Force 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

[^]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

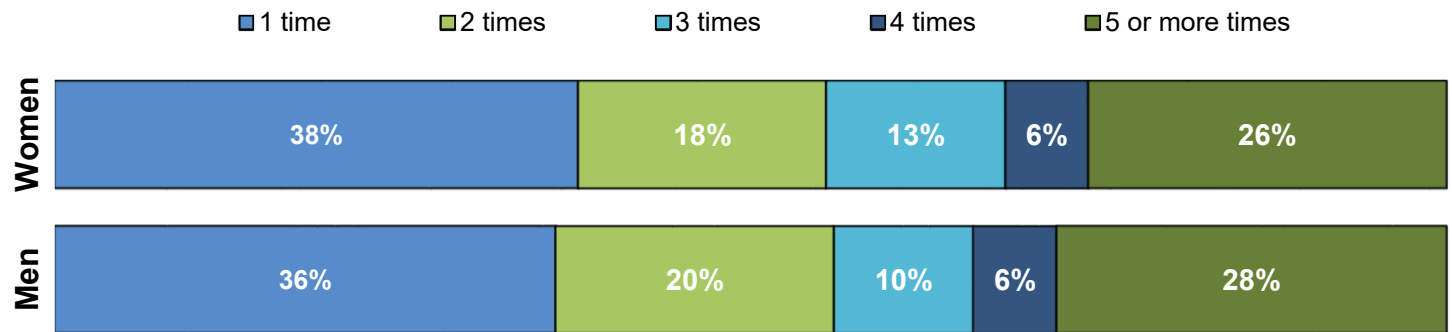
Since X Date, have you experienced any of the following intentional sexual contacts that **were against your will or which occurred when you did not or could not consent** in which someone... *Mark "Yes" or "No" for each item.*

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

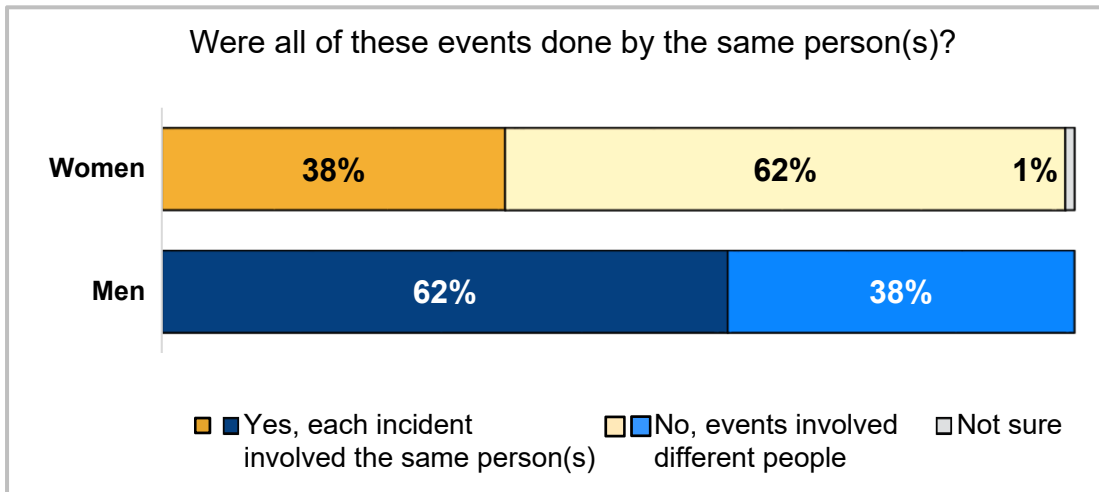
Percent of Air Force Active Component Members Who Experienced Unwanted Sexual Contact in the Past Year



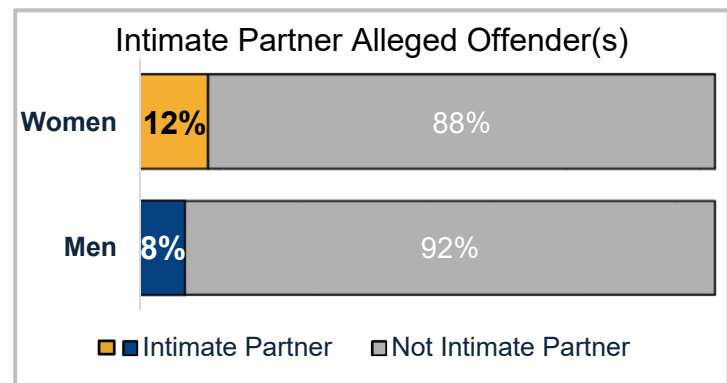
Had more than one USC incident:

62%

64%



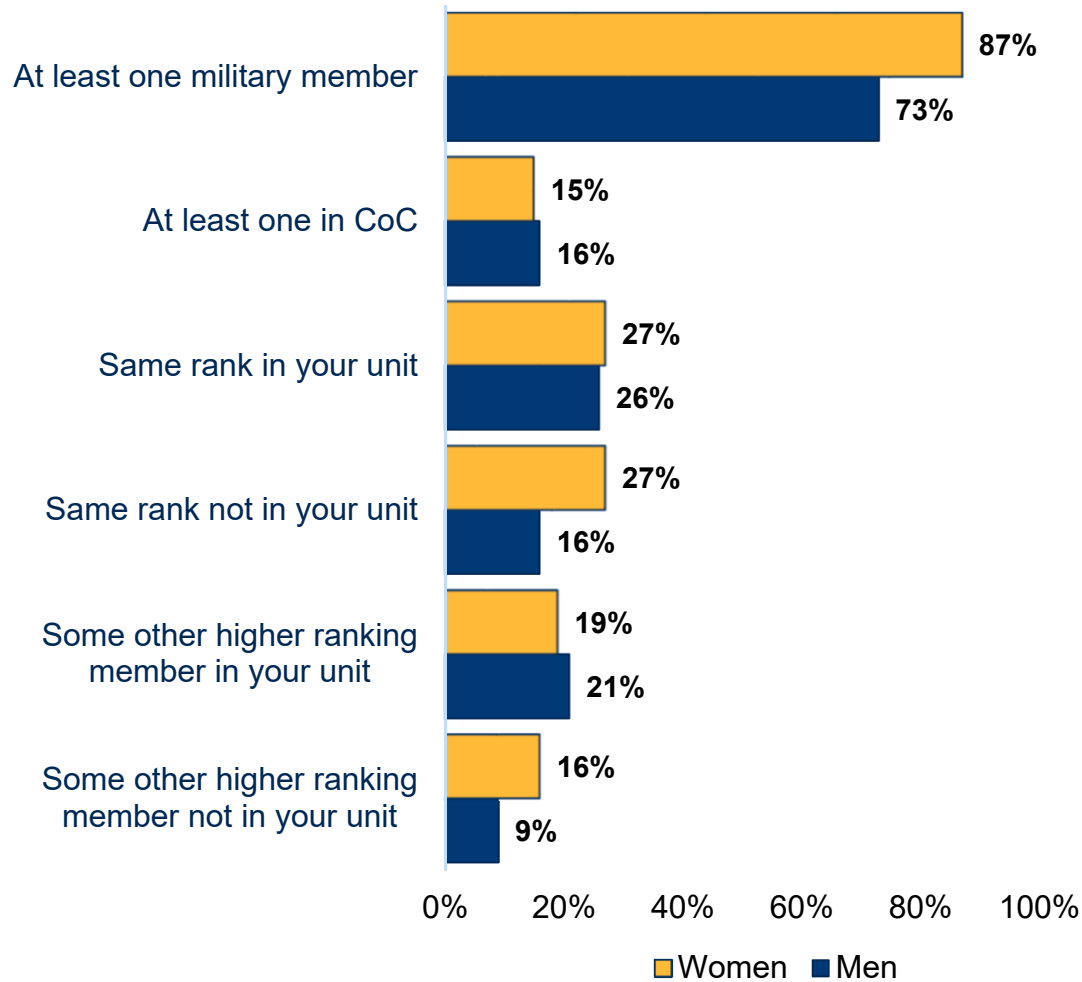
Roughly 1 in 10 USC incidents in the prior year involved an intimate partner.



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 Air Force Active Component Members Who Experienced Unwanted Sexual Contact in the Past Year



- **94% of Air Force AC women** identified the alleged offenders as all men
- **46% of Air Force AC men** identified the alleged offenders as all men and **36% of Air Force AC men** identified the alleged offenders as all women
- **57% of Air Force AC women** and **55% of Air Force AC men** identified the alleged offender(s) as someone from work
- **40% of Air Force AC women** and **34% of Air Force AC men** indicated the USC occurred when they were new to their unit or preparing to leave their unit

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 Air Force Active Component Members Who Experienced Unwanted Sexual Contact in the Past Year

36% of women and 30% of men
Were sexually harassed before the USC incident

3% of women
Made a complaint about sexual harassment before the USC incident

15% of women and 9% of men
Were stalked before the USC incident

	Women	Men
Sexually harassed before	36%	30%
Told sexual jokes or stories	73%	79%
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	83%	NR
Touched you in a sexual way or in any way that made you uncomfortable, angry or upset	77%	NR
Other sexually harassing behavior(s)	58%	NR
<i>Made a complaint about the sexual harassment before the USC incident</i>	3%	NR
Stalked before	15%	9%
Showed up at your home or workplace unannounced or uninvited	54%	NR
Followed you or waited for you at places	63%	NR
Sent you unwanted messages, emails, or phone calls	73%	NR
Used social media to track or follow you	72%	NR
Other stalking behavior(s)	59%	NR
Sexually harassed after	28%	28%
Stalked after	20%	6%

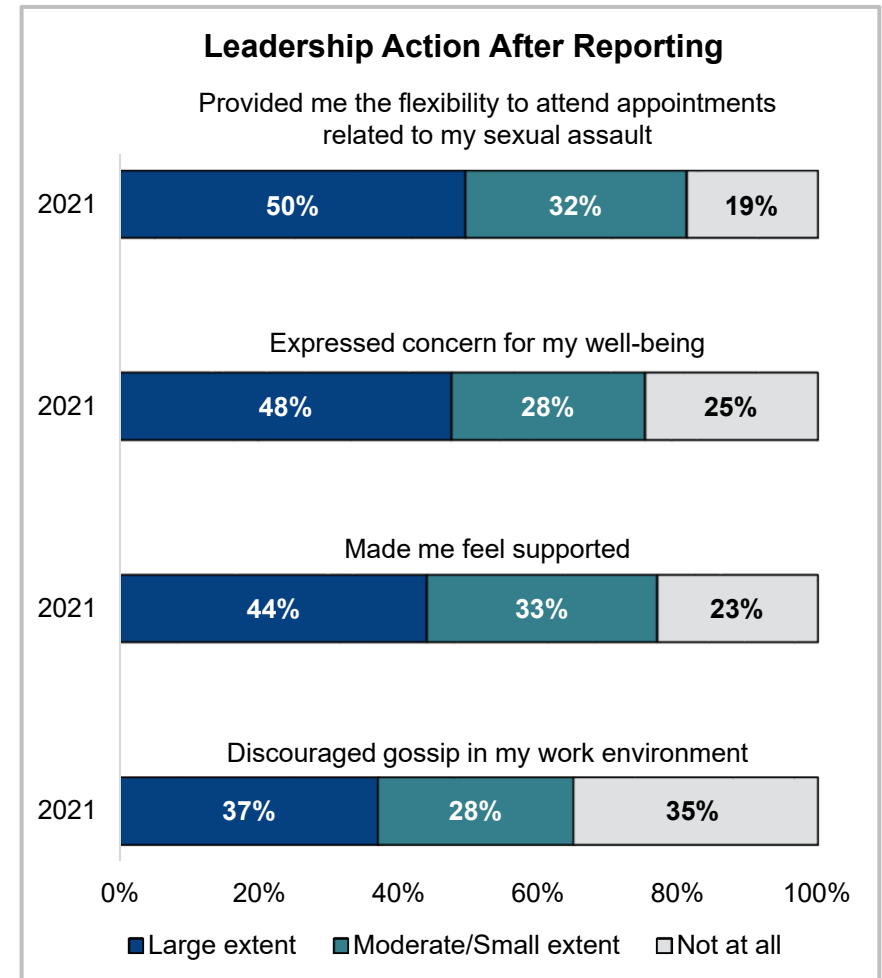
2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric.

Response to Reporting Unwanted Sexual Contact

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

- About two-thirds to one-third 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	61%
Information on your right to request an expedited transfer	57%
Regular contact regarding your well-being	52%
Information to address your confidentiality concerns	50%
Information about Victim's Rights	49%
Information about medical and/or behavioral healthcare and treatment	46%
Information on confidential counseling services from the Department of Veterans Affairs' Vet Centers	40%
Safety planning information regarding your immediate situation	36%
Accurate up-to-date information on your case status	36%



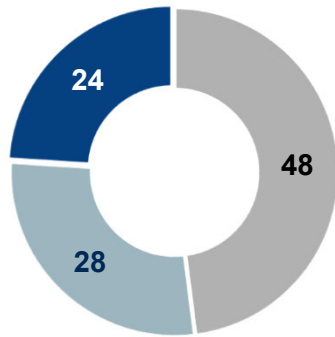
Data for Air Force Active Component men were not reportable.

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.

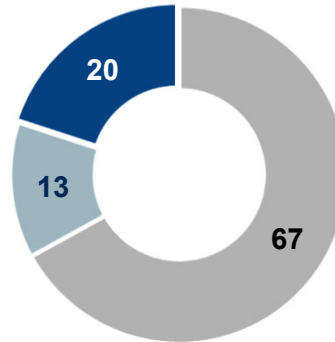
Perceived Retaliation as a Result of Reporting USC

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

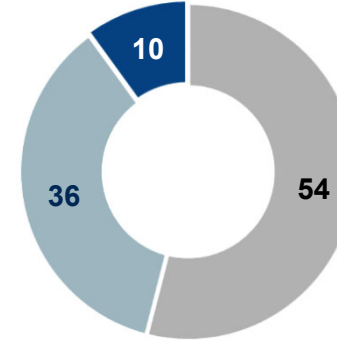
Retaliation (experienced any)



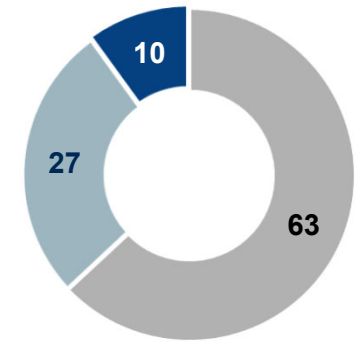
Reprisal



Ostracism



Maltreatment



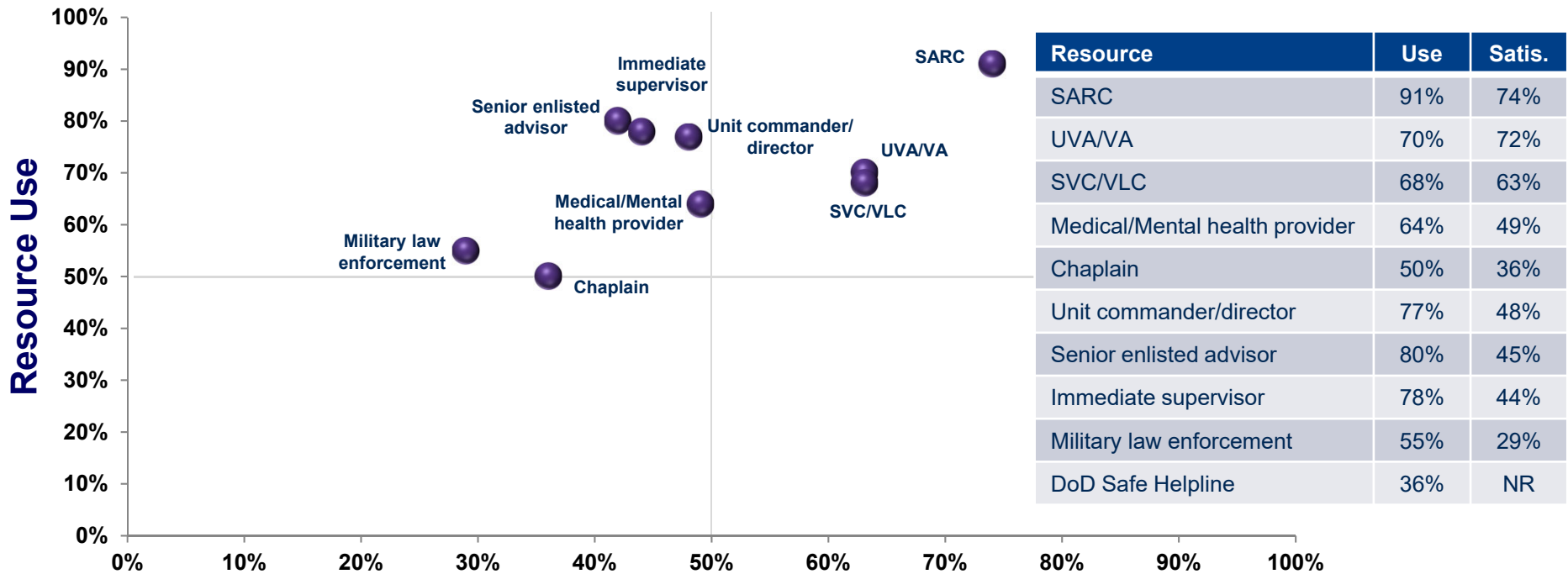
- Experienced behavior consistent with circumstances military law prohibits (rate)
- Experienced behavior not consistent with circumstances military law prohibits
- Did not experience

Some categories may not add to 100 percent due to rounding. Data for Air Force 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 Air Force Women Who Experienced Unwanted Sexual Contact in the Past Year and Reported



Resource Satisfaction Of those who used resource

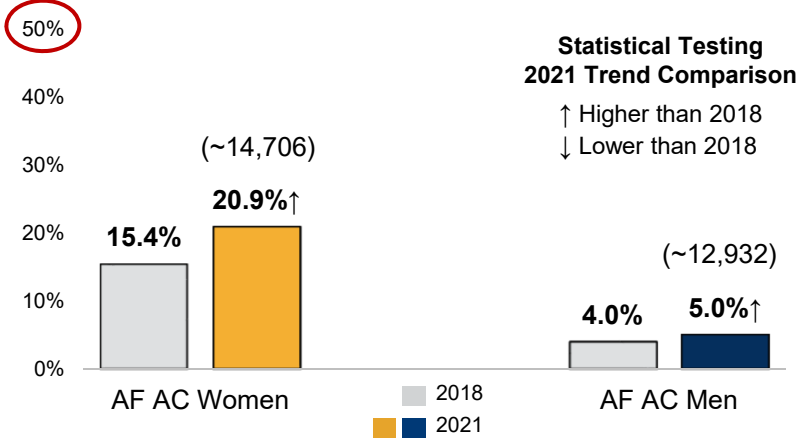
Data for Air Force Active Component men were not reportable.

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...

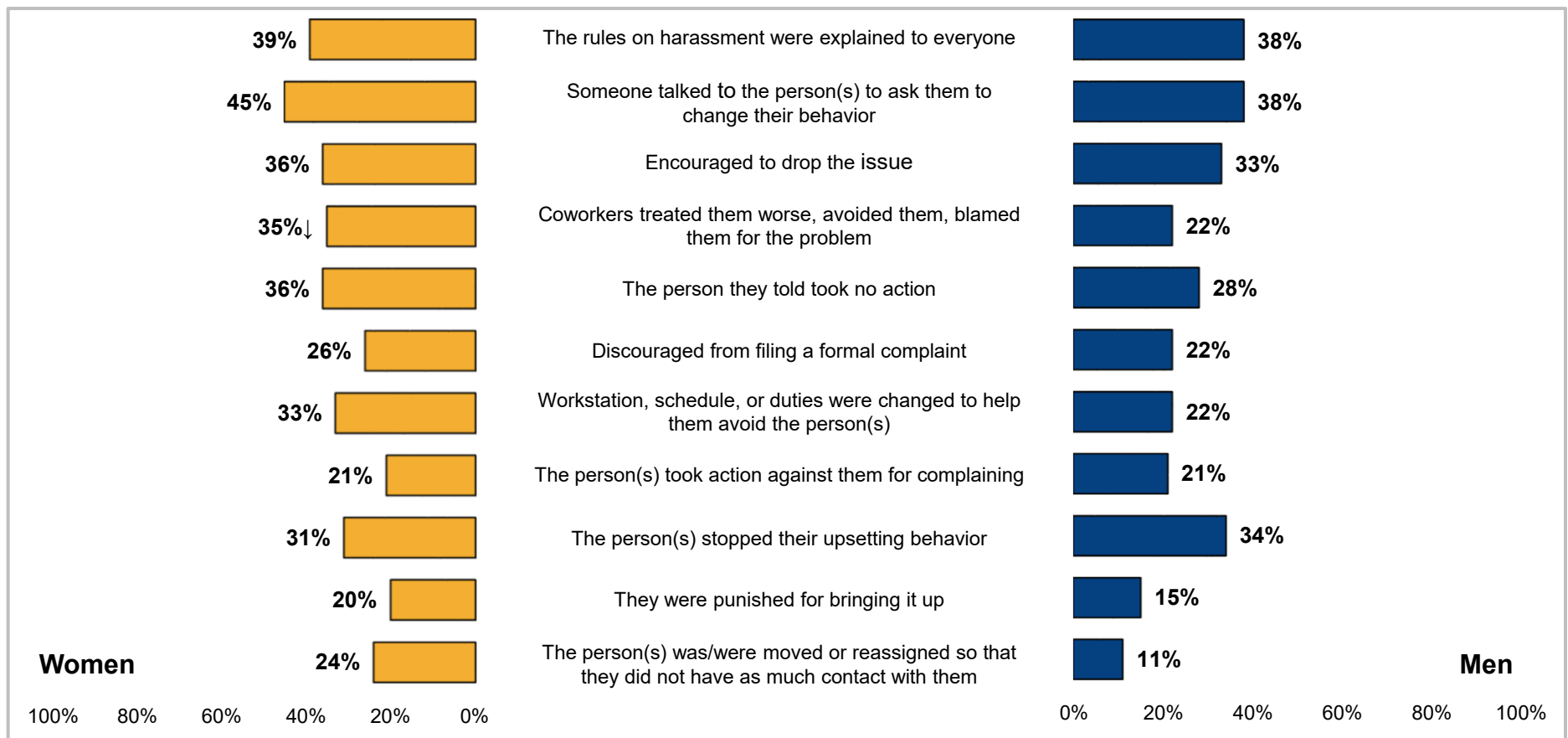
- 79% of Air Force AC women and 68% of men indicated the behaviors occurred more than one time.
- For Air Force AC women and men, the alleged offenders typically included male military members who were of the same rank as the victim and in their unit.
- However, 41% of Air Force AC women and 32% of men identified at least one alleged offender as someone in their chain of command.

Number of Offenders	Women	Men
More than one person	57%	57%
Offender Gender	Women	Men
At least one was a man	96%	92%
At least one was a woman	18%↓	35%
Offender Affiliation	Women	Men
At least one offender was a military member	93%	93%
At least one offender was in chain of command	41%	32%
Offender Status	Women	Men
Military member of the same rank as you in your unit	41%	47%
Military member of the same rank as you not in your unit	14%	9%
Some other higher ranking military member in your unit	40%	32%
Some other higher ranking military member not in your unit	14%	10%
Someone else in your military chain of command (not immediate supervisor)	30%	22%↓
Immediate military supervisor	20%	15%
Subordinate or someone they manage	12%	21%
DoD/Government civilian working for the military	18%	13%
Contractor working for the military	9%	7%
Not sure	4%↓	6%
None of the above	3%	4%

Sexual Harassment Complaints and Outcomes

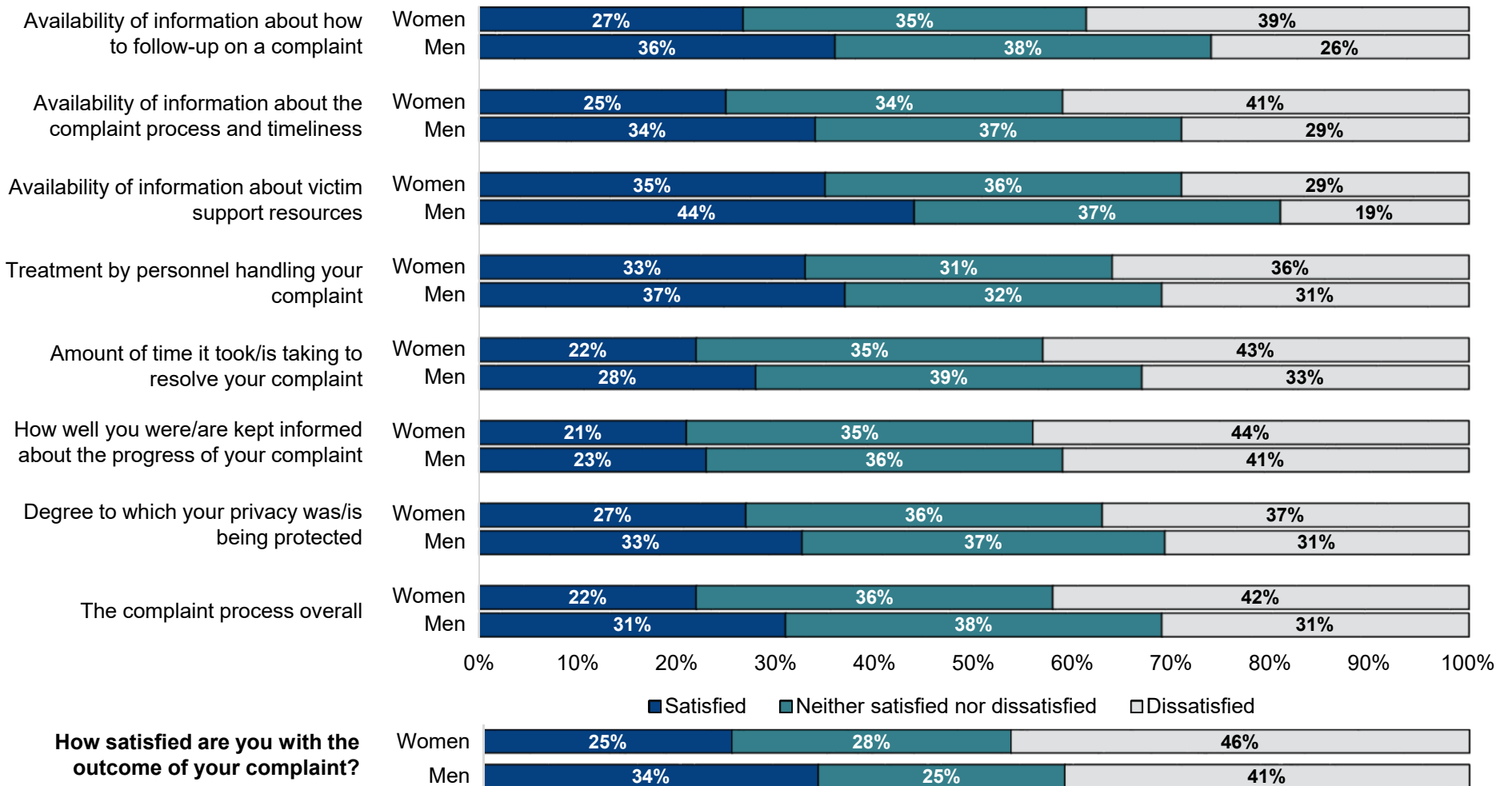
Percent of Air Force Active Component Members Who Experienced Sexual Harassment in the Past Year and Made a Complaint

- Of the 49% of Air Force AC women (up from 43% in 2018) and 29% of Air Force 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 Air Force Active Component Members Who Experienced Sexual Harassment in the Past Year and Made a Complaint

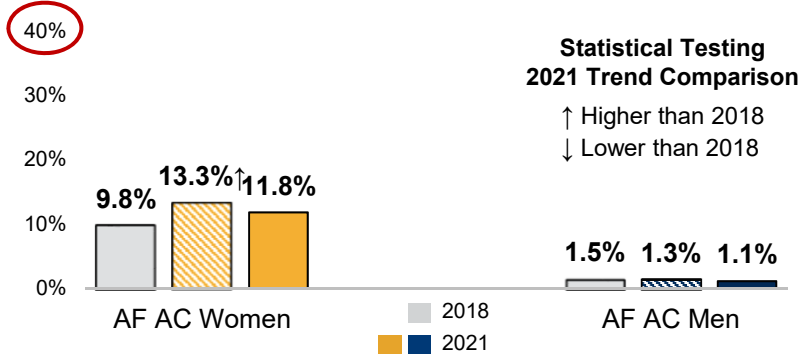


Statistically unchanged from 2018.



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...

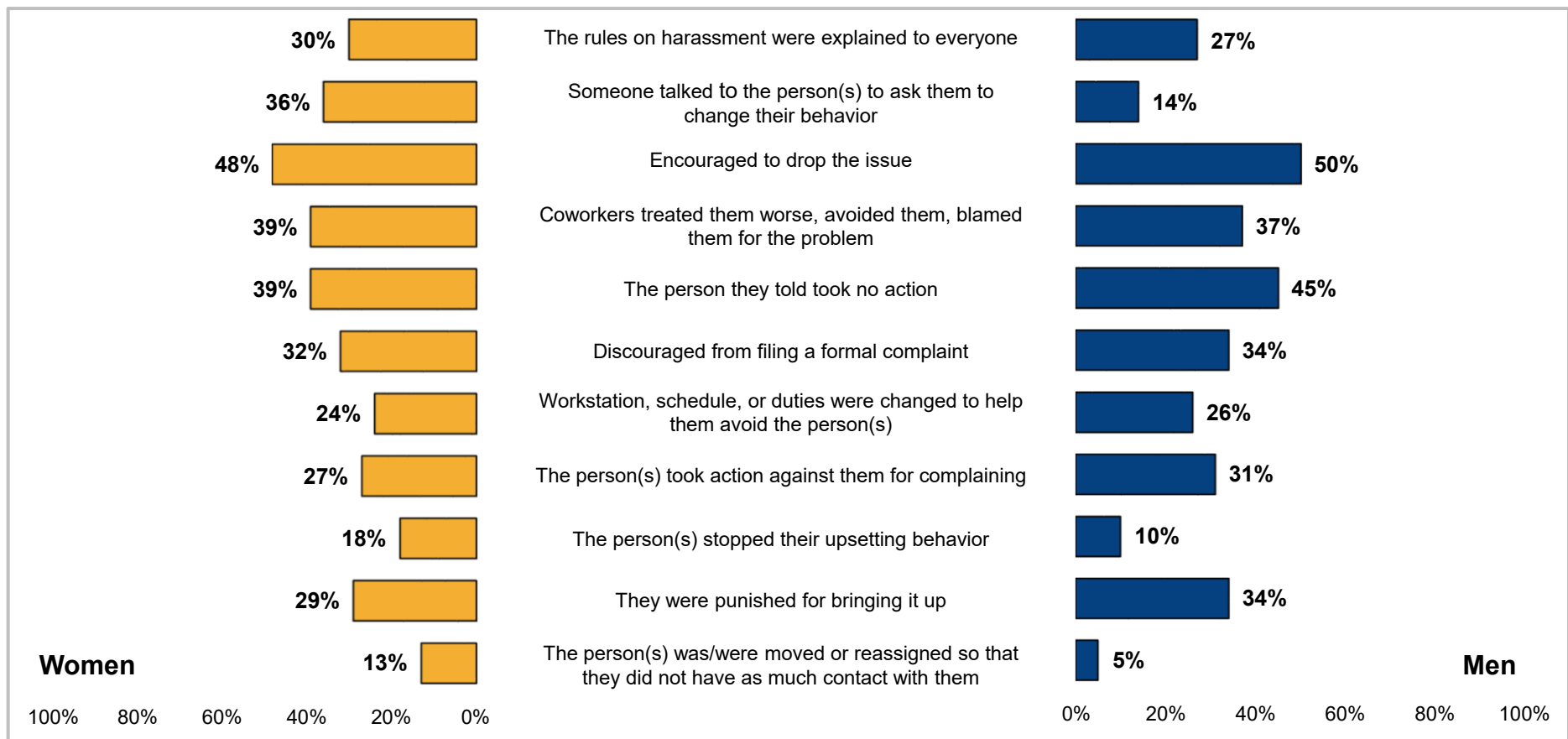
- 84% of Air Force AC women and 85% of men indicated the behaviors occurred more than one time.
- For Air Force AC women and men, the alleged offenders typically included male military members who were someone else in their military chain of command or an other higher ranking military member in their unit.
- However, 61% of Air Force AC women and 63% of men identified at least one alleged offender as someone in their chain of command.

Number of Offenders	Women	Men
More than one person	68%	73%
Offender Gender	Women	Men
At least one was a man	97%	63%
At least one was a woman	20%↓	80%
Offender Affiliation	Women	Men
At least one offender was a military member	96%	96%
At least one offender was in chain of command	61%	63%
Offender Status	Women	Men
Military member of the same rank as you in your unit	40%	31%
Military member of the same rank as you not in your unit	13%	15%
Some other higher ranking military member in your unit	47%	48%
Some other higher ranking military member not in your unit	14%	30%
Someone else in your military chain of command (not immediate supervisor)	48%	51%
Immediate military supervisor	29%	33%
Subordinate or someone they manage	13%	17%
DoD/Government civilian working for the military	19%	23%
Contractor working for the military	9%	9%
Not sure	3%↓	10%
None of the above	1%	2%

Gender Discrimination Complaints and Outcomes

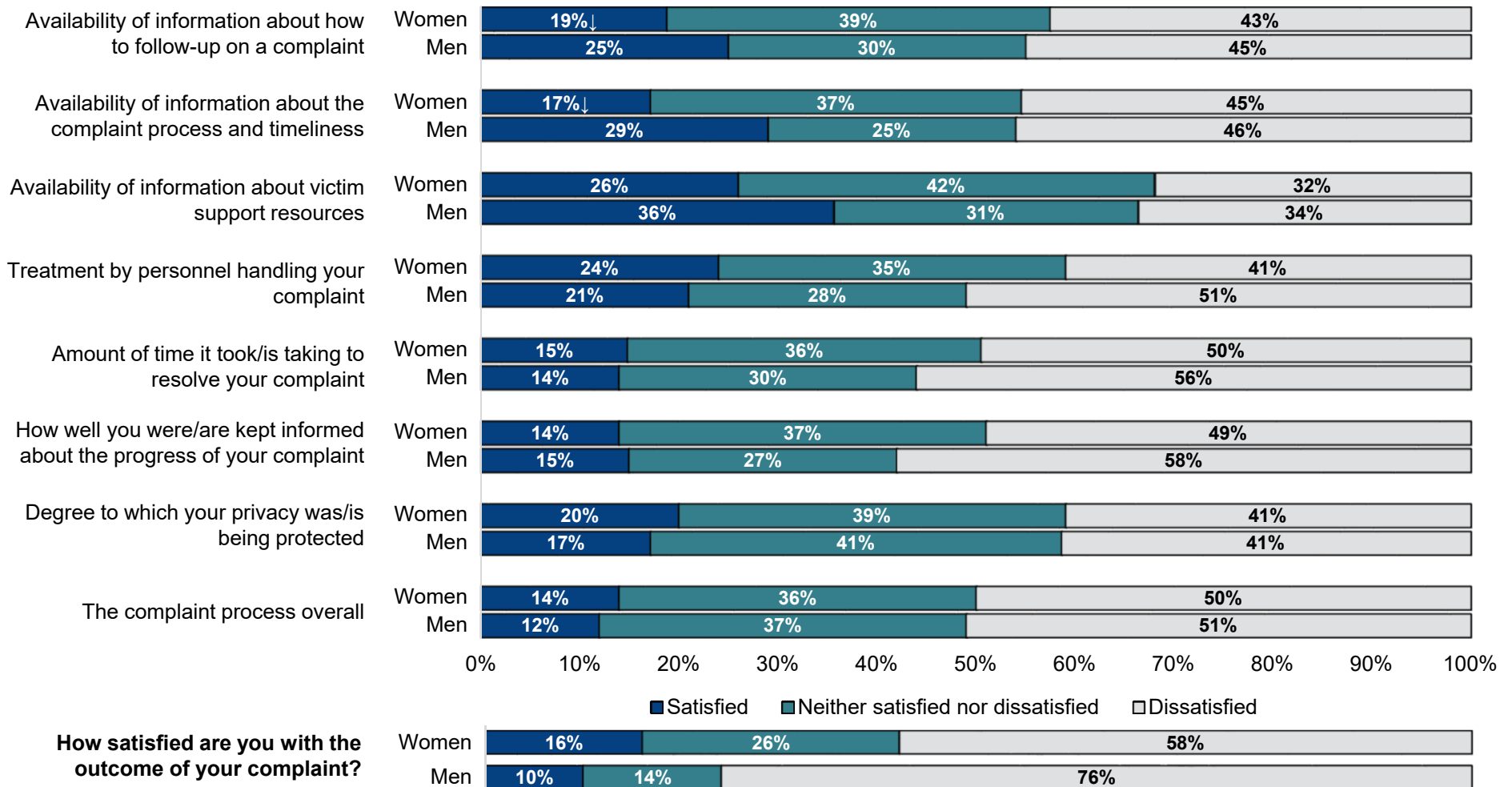
Percent of Air Force Active Component Members Who Experienced Gender Discrimination in the Past Year and Made a Complaint

- Of the 54% of Air Force AC women and 48% of Air Force 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 the person they told took no action.



Satisfaction with the Complaint Process

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



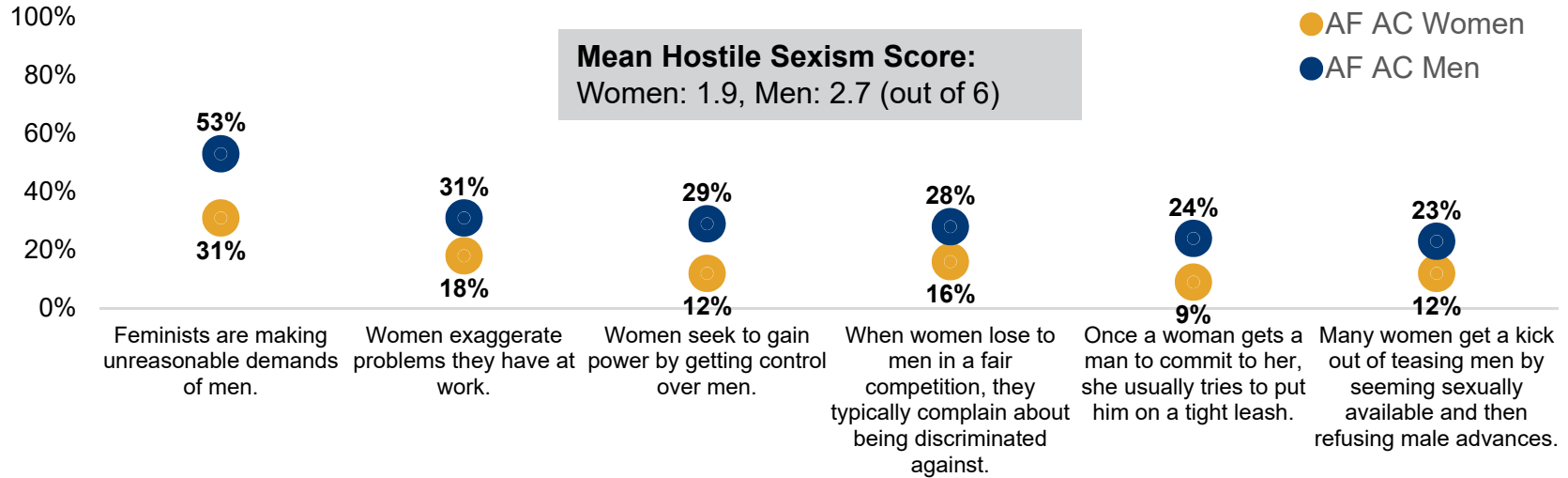


Climate and Culture

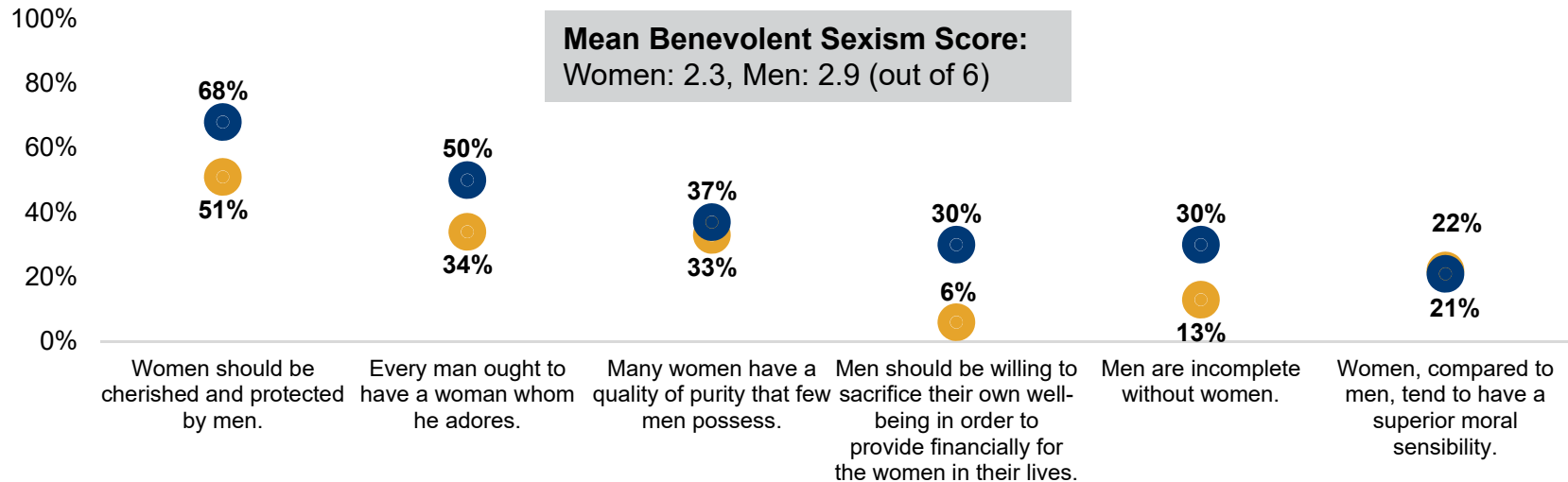
Ambivalent Sexism Inventory (ASI)

Percent of Air Force Active Component members who indicated agree/strongly agree

Hostile Sexism



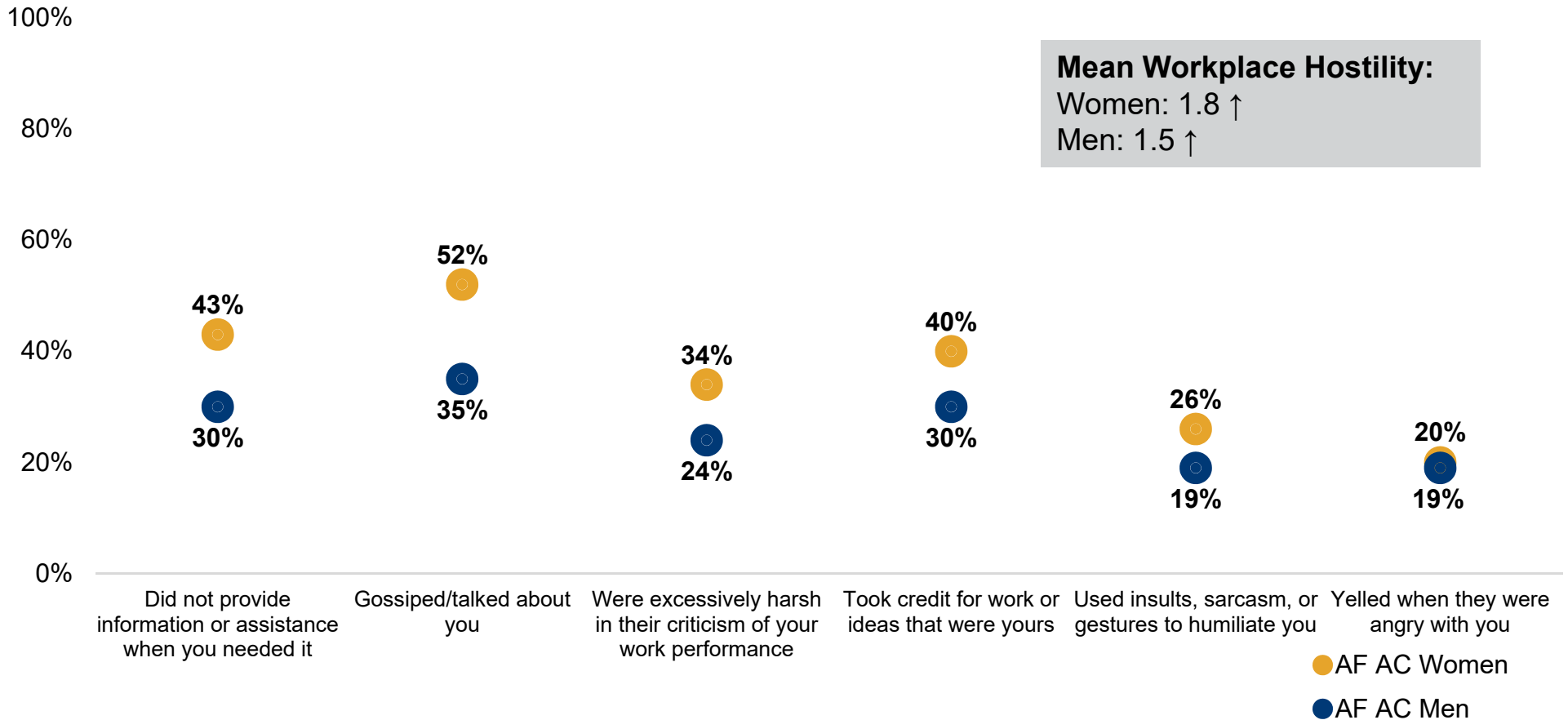
Benevolent Sexism



Workplace Hostility

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

Percent of Air Force Active Component members who experienced behavior at least once in the past 12 months



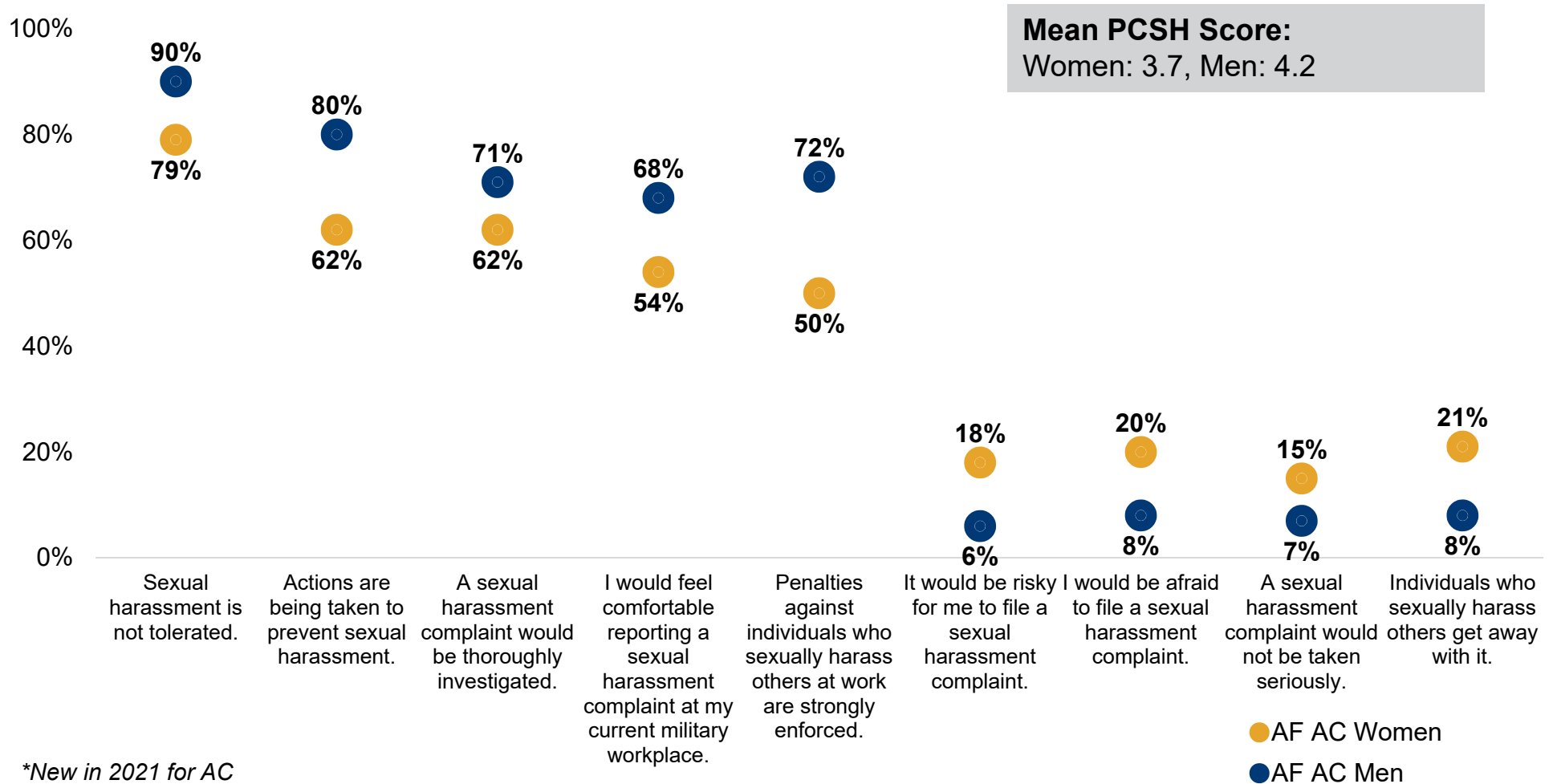
Statistical trend testing was only calculated for the mean score

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?

Percent of Air Force Active Component Members who indicated agree/strongly agree

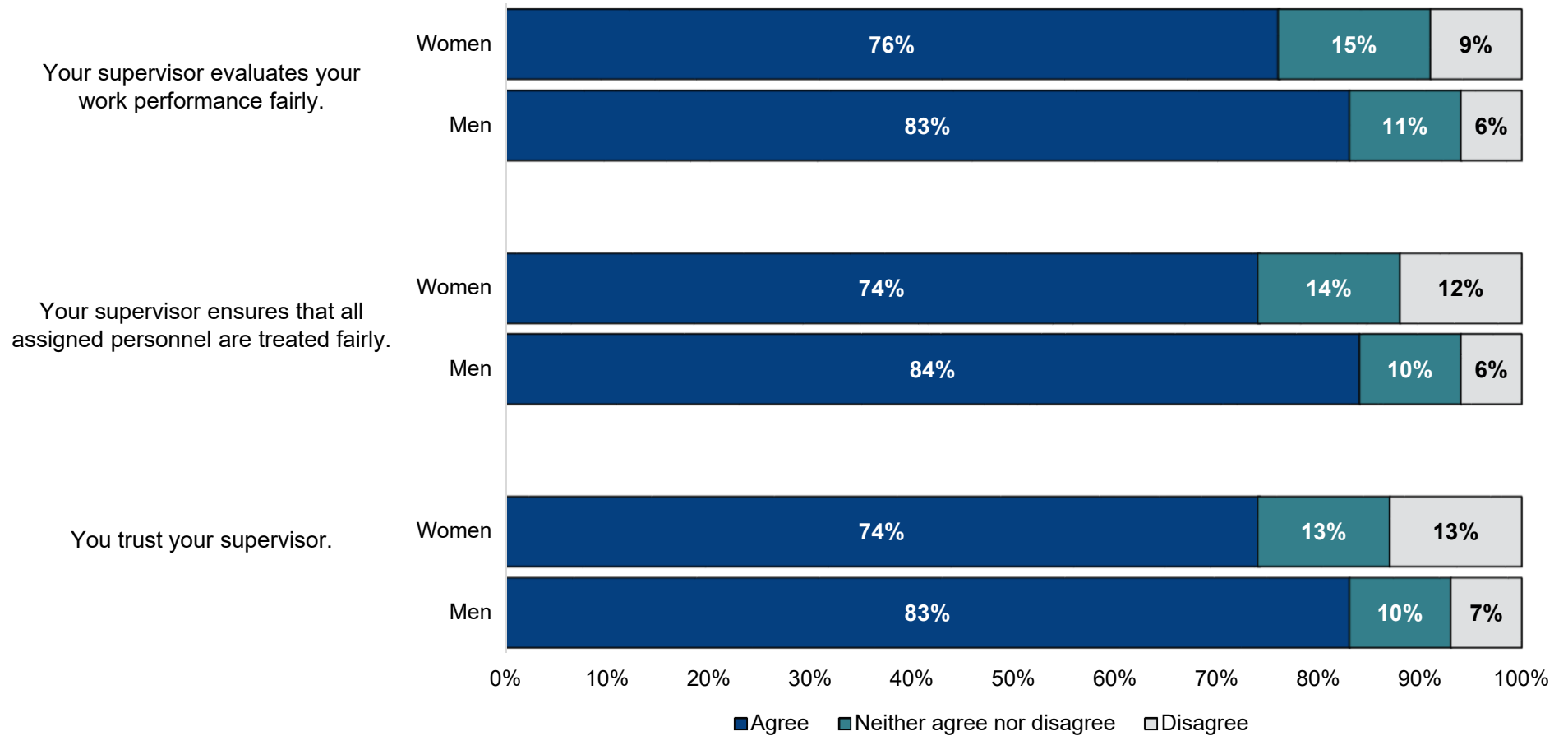


*New in 2021 for AC

Supervisor Support*

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

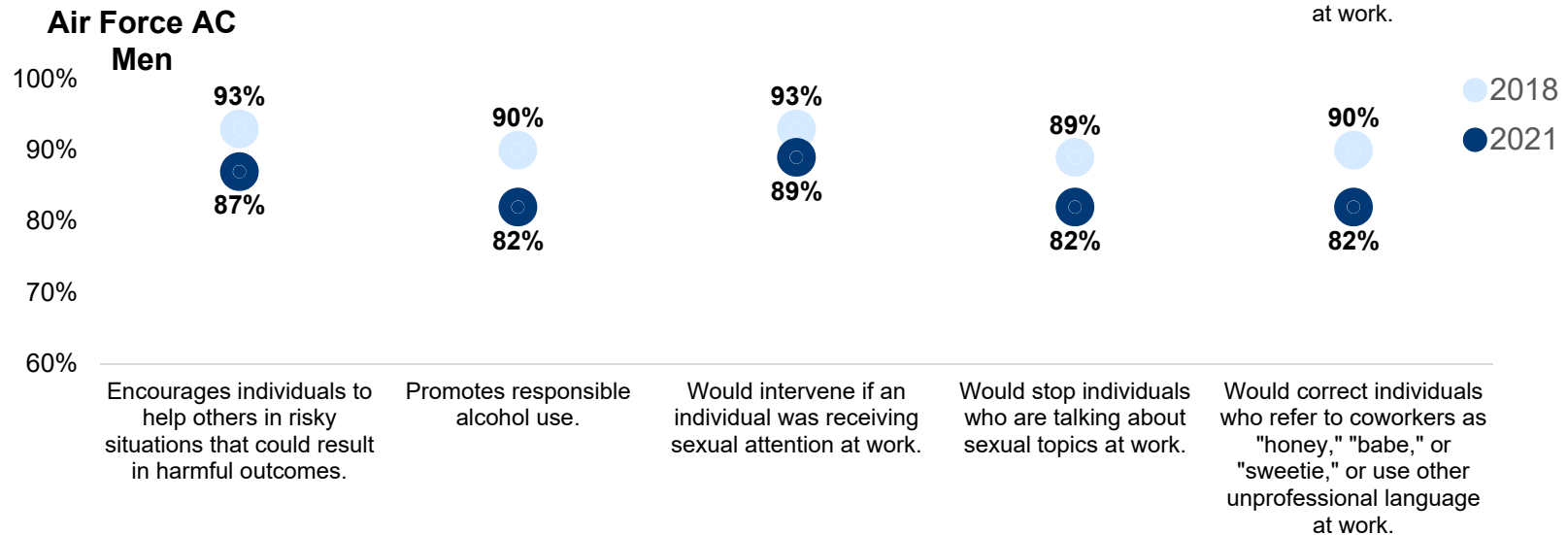
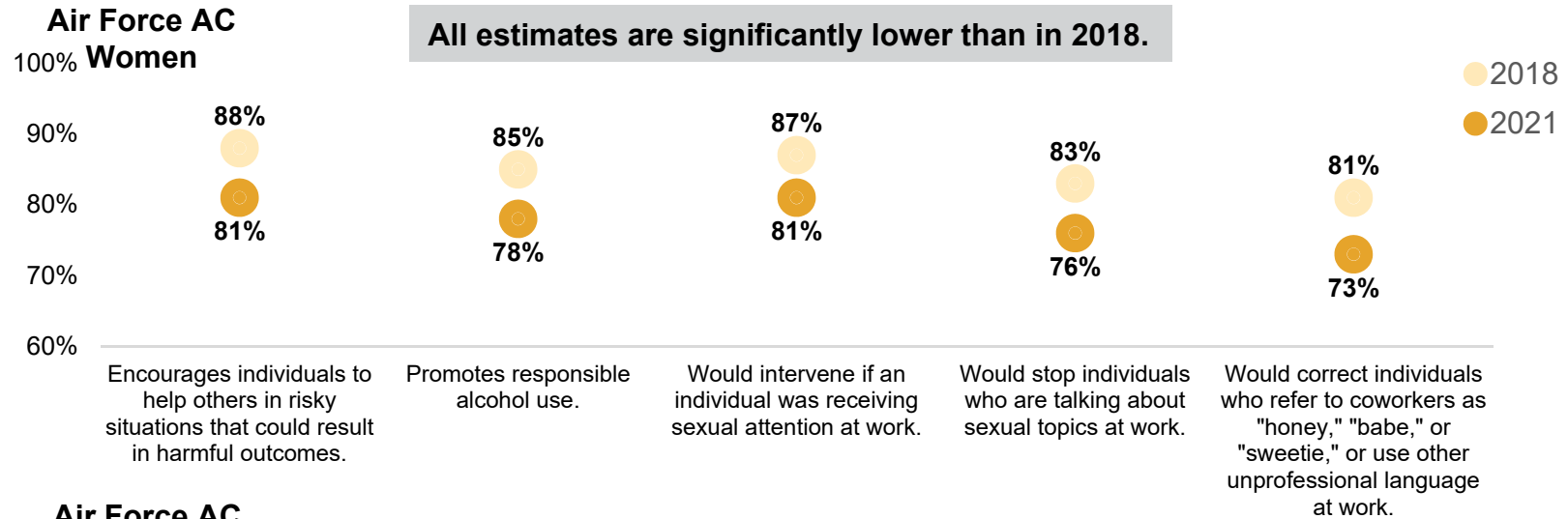
Percent of Air Force Active Component members who indicated agree/strongly agree



*New in 2021 for AC.

Immediate Supervisor Models Respectful Behavior

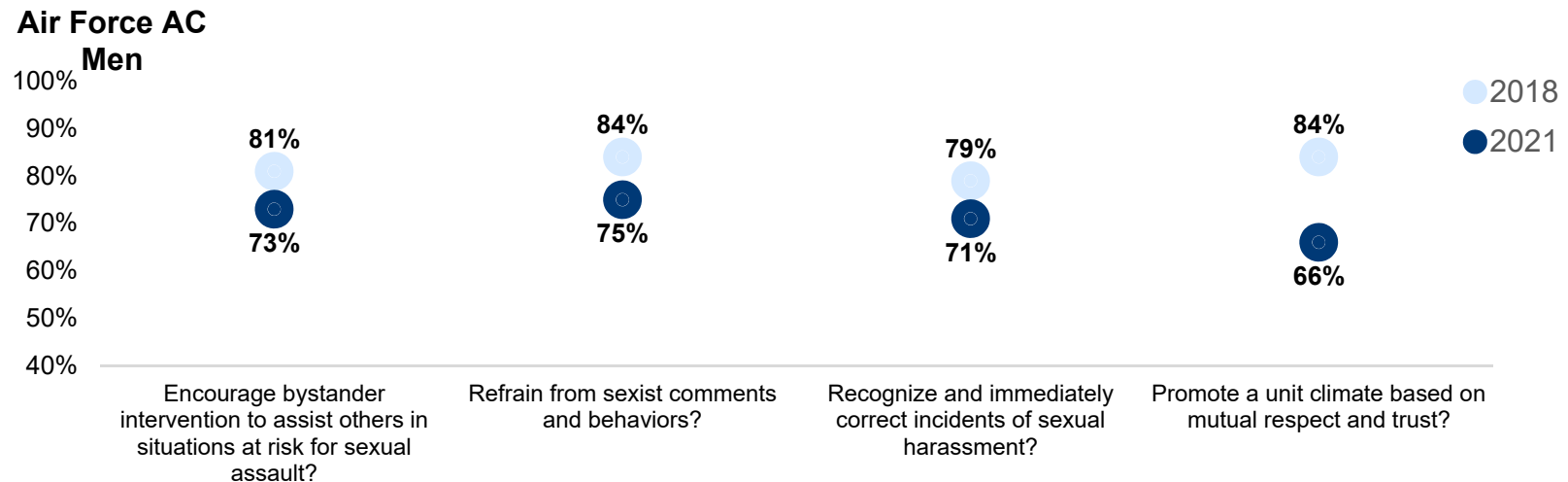
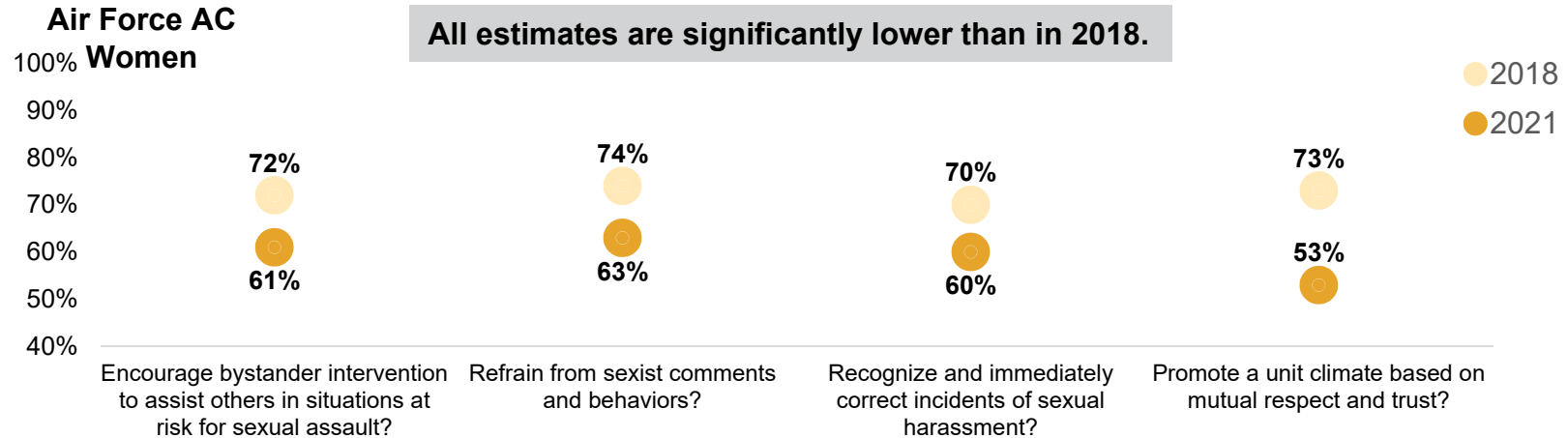
Percent of Air Force Active Component members who indicated agree/strongly agree



Responsibility and Intervention

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

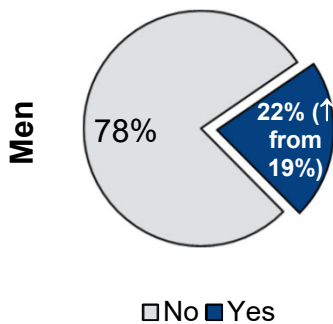
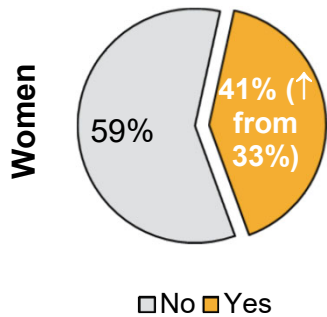
Percent of Air Force Active Component members who indicated agree/strongly agree



Bystander Intervention

Percent of All Air Force Active Component Members

Witnessed at Least One Situation in Military Workplace



Most Common Situations Witnessed

- 26% (↑ from 20%) Observed someone who crossed the line with their sexist comments or jokes
- 23% (↑ from 19%) Encountered someone who drank too much and needed help
- 13% (↑ from 8%) Encountered a group or individual being hazed or bullied

- 14% (↑ from 12%) Encountered someone who drank too much and needed help
- 10% (↑ from 8%) Observed someone who crossed the line with their sexist comments or jokes
- 6% Saw someone grabbing, pushing, or insulting someone

92% Intervened

90% Intervened

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

- 55% spoke up to address the situation
- 47% talked to those involved to see if they were okay
- 26% told someone else about it after it happened

- 53% spoke up to address the situation
- 45% talked to those involved to see if they were okay
- 28% intervened in some other way

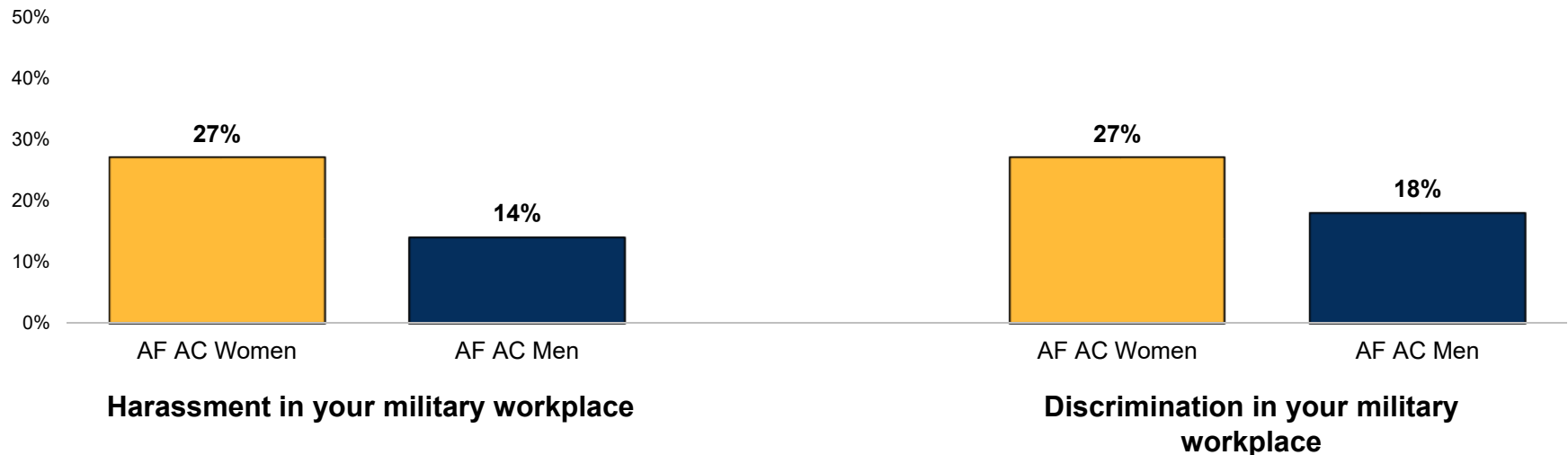
2021 Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018

Racial/Ethnic Harassment and Discrimination

Percent of All Air Force Active Component Members

- Air Force 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...

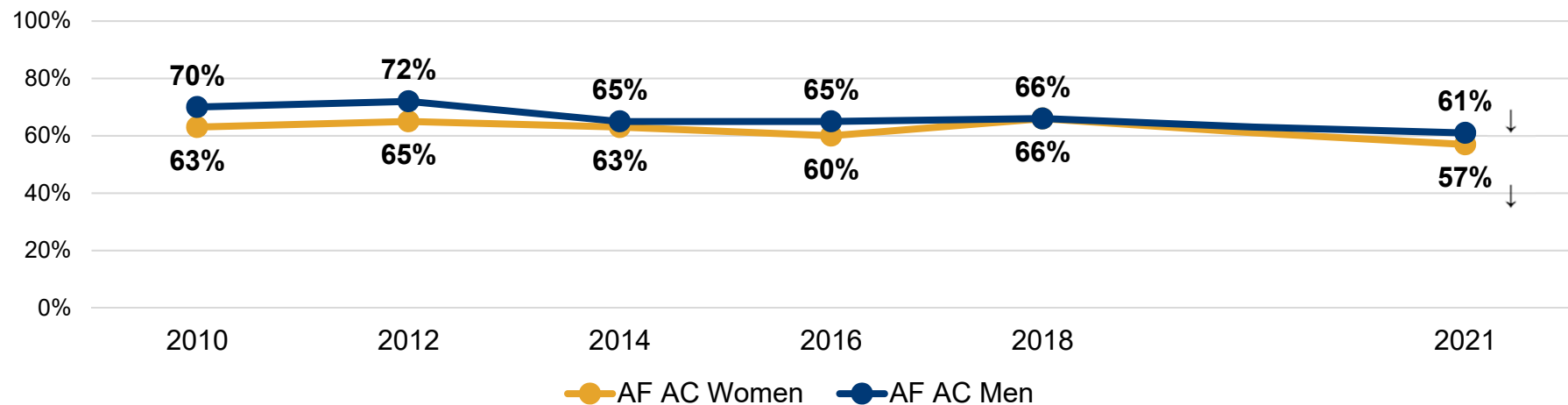


New in 2021 for AC.

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?

Percent of Air Force Active Component Members who indicated likely/very likely



- Compared to 2018, retention intentions were significantly lower for women and men (57% and 61%, 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.

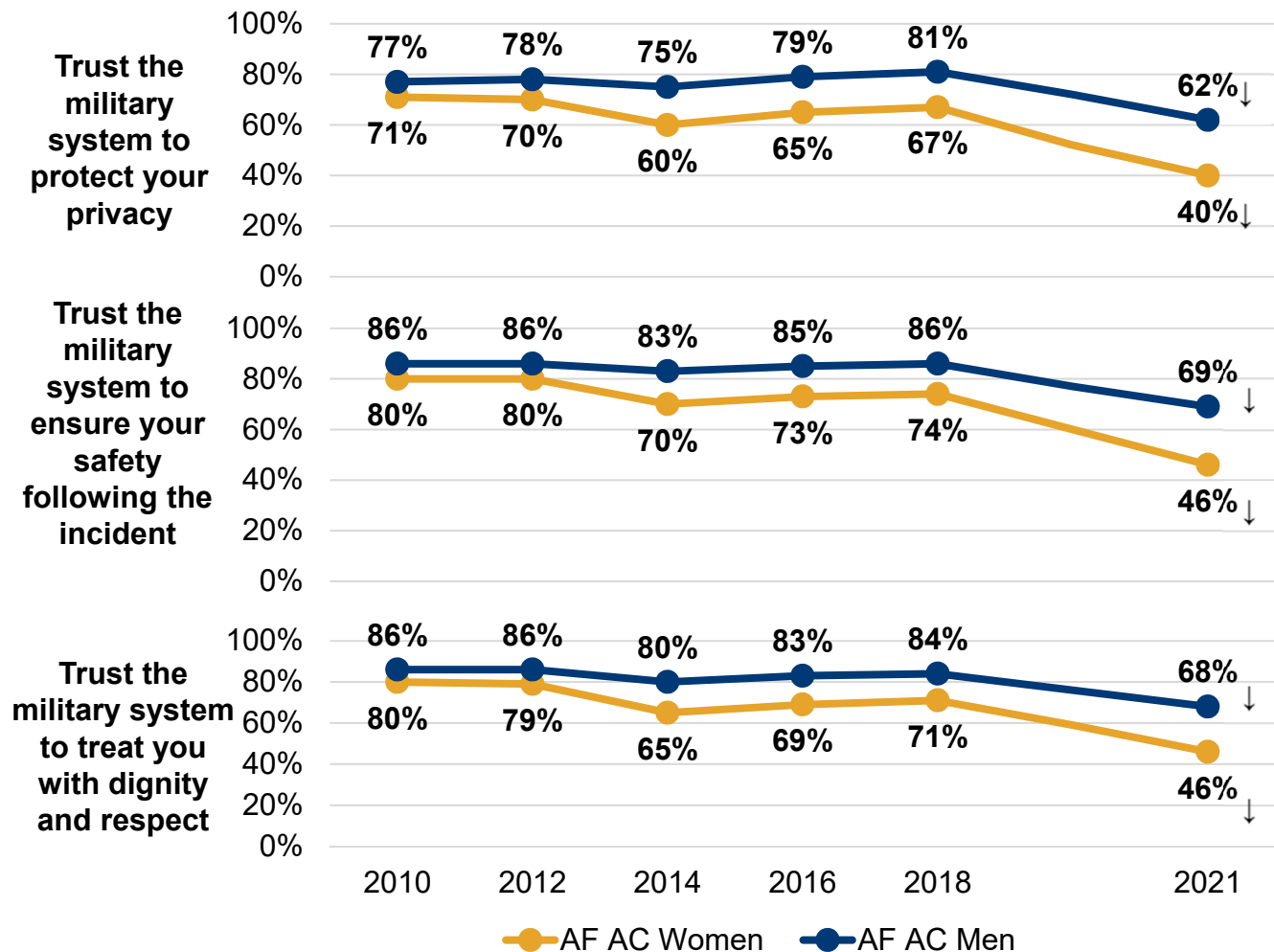
2021 Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018

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

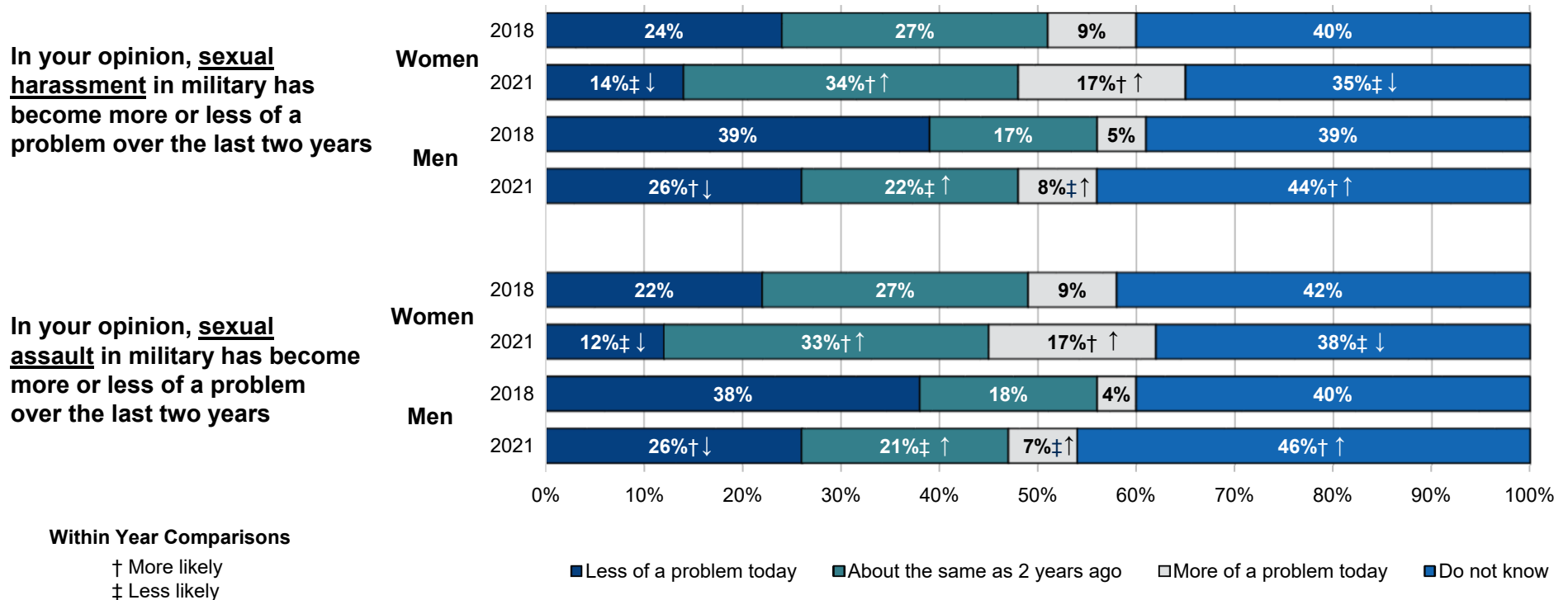


2021 Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018

Perceptions of Gender-Related Behavior in the Military

- Compared to 2018, Air Force Active Component women and men were more likely to believe that sexual harassment and sexual assault have become more of a problem in the last two years.
- Air Force 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 Air Force Active Component Members



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

2021 WGR Reports Available and Forthcoming

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

- Overview Report
- Statistical Methodology Reports
 - Active Component (AC)
 - Reserve Component (RC)
- Climate & Prevention of Sexual Harassment and Sexual Assault

Report Volumes Coming Soon:

Separate Volumes for both AC and RC

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

Results and Trends Available (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

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Back-Up

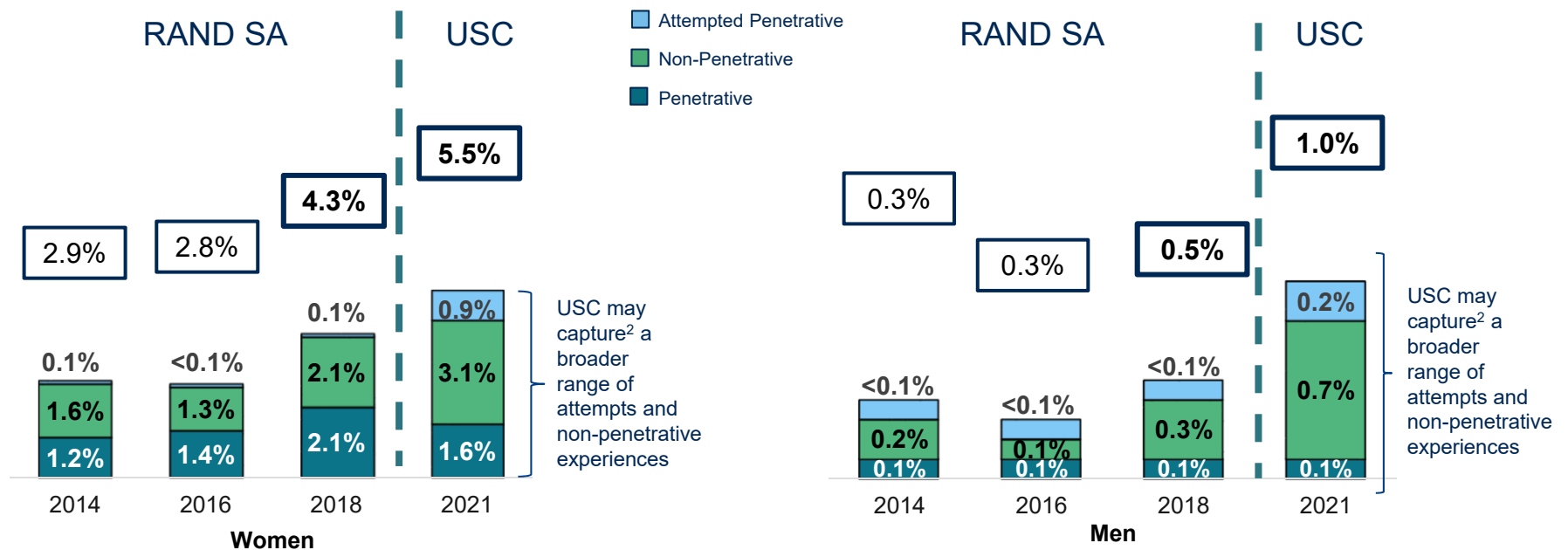
Updates/Changes to the Questionnaire in 2021

- 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 Experience¹

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

- For both Air Force 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.

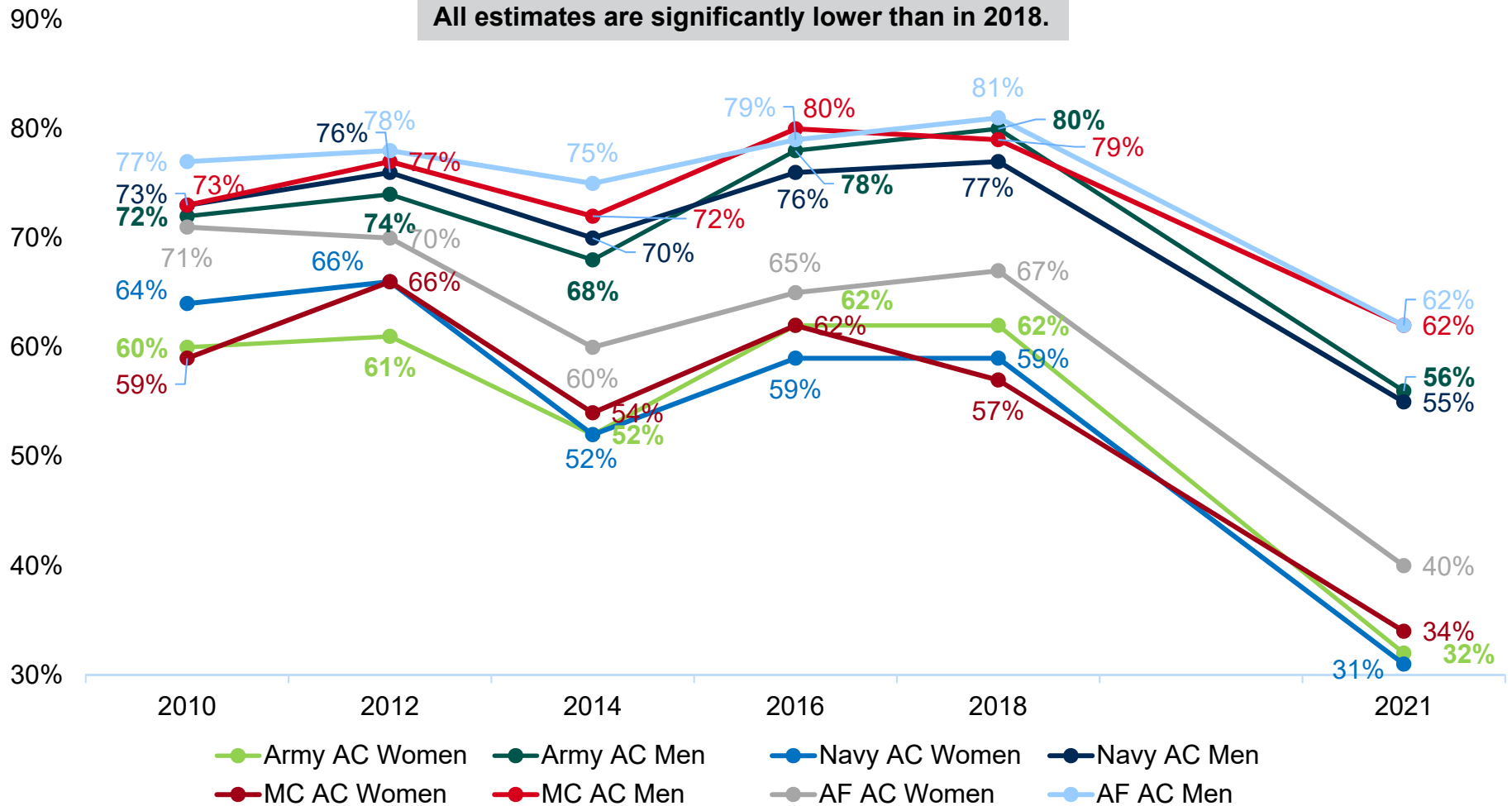


Climate and Culture

Trust in the Military System: By Service and Gender

If you are sexually assaulted, you can trust the military system to protect your privacy
 Percent of Air Force Active Component members who indicated agree/strongly agree

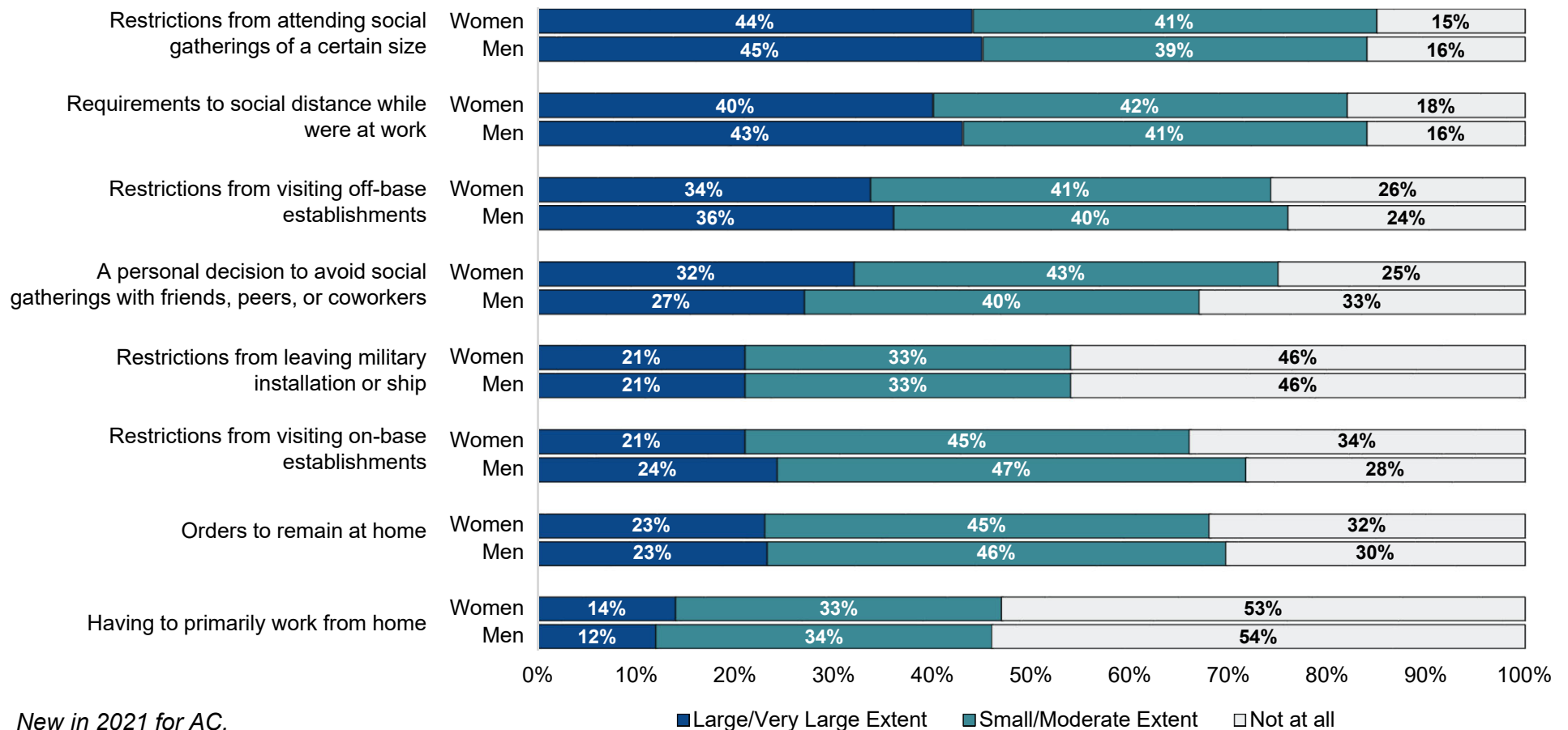
All estimates are significantly lower than in 2018.



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

- Most Air Force 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 Air Force Active Component Members



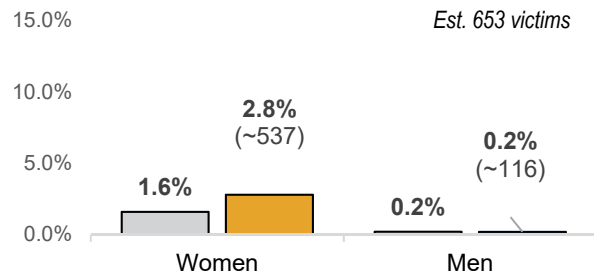
New in 2021 for AC.

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

Reserve Component Prevalence Rates

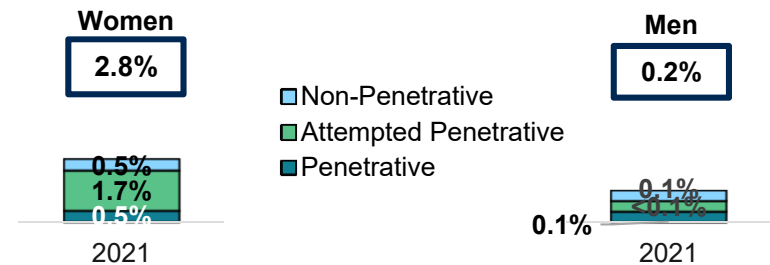
Unwanted Sexual Contact Past Year Prevalence Estimates – Reserve Component

Air Force Reserve



USC Reporting Rate:
Women: NR Men: NR

• An estimated 653 (429—876) Air Force Reserve members experienced unwanted sexual contact in the prior year.

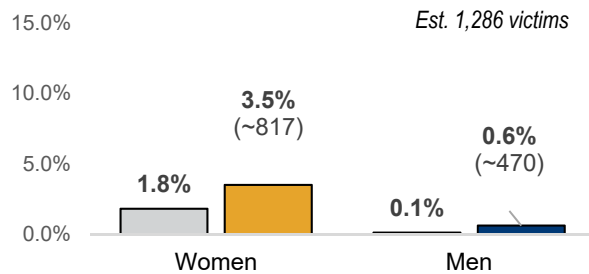


SA / USC Rates

■ 2019 ■ 2021

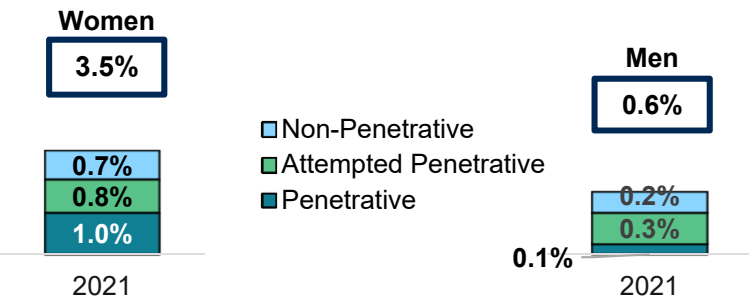
No statistical testing between 2019 & 2021.

Air Force National Guard



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

• An estimated 1,286 (904—1,667) Air Force National Guard members experienced unwanted sexual contact in the prior year.



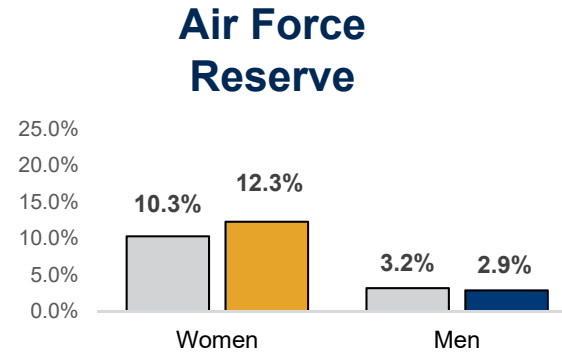
2021 survey results cannot be scientifically compared to prior years' results; DoD lost the ability to conduct scientific trend analyses due to an OMB directed change in sexual assault metric

MEO Past Year Prevalence Estimates – Reserve Component

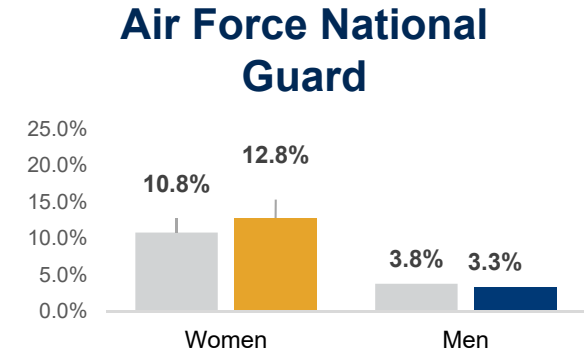
Statistical Testing
2021 Trend Comparison: ↑ Higher than 2019
↓ Lower than 2019

Sexual Harassment

- An estimated 12.3% of Air Force Reserve women and 2.9% of Air Force Reserve men experienced past year sexual harassment.
- An estimated 12.8% of Air Force National Guard men and 3.3% of Air Force National Guard men experienced past year sexual harassment.



SH Complaint Rate:
Women: 45% Men: 22%

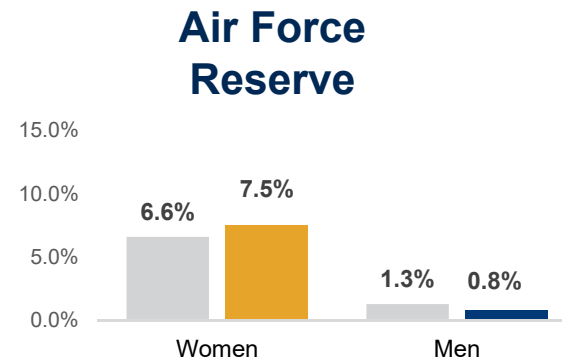


SH Complaint Rate:
Women: 50% Men: 38%

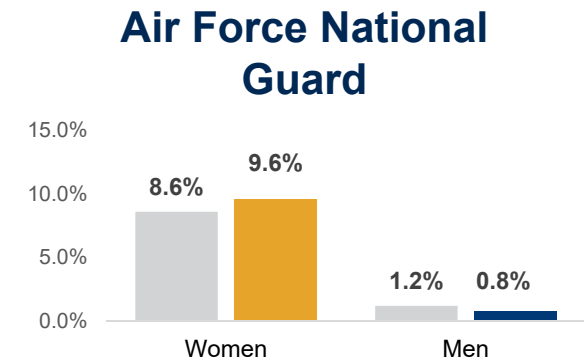
2019 2021

Gender Discrimination

- An estimated 7.5% of Air Force Reserve women and 0.8% of Air Force Reserve men experienced past year gender discrimination.
- An estimated 9.6% of Air Force National Guard men and 0.8% of Air Force National Guard men experienced past year gender discrimination.



GD Complaint Rate:
Women: 56% Men: NR



GD Complaint Rate:
Women: 51% Men: NR

2019 2021

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			5c. PROGRAM ELEMENT NUMBER				
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14. ABSTRACT This briefing highlights results from Air Force active duty and Reserve component participants in the 2021 Workplace and Gender Relations survey. Due to the COVID-19 pandemic, the scheduled 2020 Survey of the Active Duty component was delayed; accordingly the 2021 survey was administered to members of both the Active and Reserve Components. Briefing topics include unwanted sexual contact, sexual harassment, gender discrimination, climate and culture, and updates/changes to the Workplace and Gender Relations questionnaire in 2021.							
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