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2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey

Results and Trends

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2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey

Results and Trends

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The project manager and reporting lead for this effort was Dr. Rachel Lipari (OPA). The data collection lead was Dr. Samantha Daniel (formerly of OPA). The lead operations analysts on this survey were Ms. Ariel Hill and Ms. Margaret Coffey, with additional operations support from Mr. DaCota Hollar, Ms. Jessica Tercha, Ms. Kimberly Hylton, and Mr. Andrew Luskin (Fors Marsh, LLC). The operations analysts used OPA's Statistical Analysis Macros to calculate the results presented in this report. Ms. Mary Padilla (Fors Marsh) provided the technical support for the formatting and presentation of the report.

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A team consisting of Dr. Rachel Lipari, Ms. Ariel Hill, Mr. DaCota Hollar, Ms. Jessica Tercha, and William "Xav" Klauberg (OPA) completed quality control for this report.

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2021 DEPARTMENT OF DEFENSE CIVILIAN EMPLOYEE WORKPLACE AND GENDER RELATIONS SURVEY

Results and Trends

Introduction

The Health and Resilience (H&R) Division within the Office of People Analytics (OPA) conducts surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. This report contains results from the *2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey (2021 WGRC*) conducted from November 15, 2021 through January 24, 2022. Although initially planned for fielding during 2020, the COVID-19 pandemic delayed the *2020 WGRC*. The *2021 WGRC* fulfills the Congressional mandate for a biennial survey assessment of gender relations in the DoD civilian workplace outlined in Title 10 USC §481a. The *2021 WGRC* was the third survey conducted to meet this statutory requirement and the second to include nonappropriated funds (NAF) civilian employees.

This introduction summarizes the measurement constructs, survey content, and survey methodology, defines the subgroups used in results and trends tables, and provides details on how to read the tables. The tables follow this introduction.

Measurement of Constructs

All Workplace and Gender Relations (WGR) surveys are designed to solicit information on gender issues, including estimated prevalence rates of unwanted gender-related behaviors (e.g., sexual harassment, gender discrimination, and sexual assault/unwanted sexual contact). This section describes the metrics and methods used to construct past-year[1] estimates of unwanted gender-related behaviors in the DoD civilian employee population. References to "gender discrimination," "sexual harassment," and "unwanted sexual contact" in the metrics do not necessarily imply meeting legal definitions. Thus, survey data are to be interpreted as providing estimates of unwanted gender-related experiences as reported by DoD civilian employees in the DoD civilian workplace using the metrics employed by the *2021 WGRC* rather than indicative of events that would provide a basis for an Employee Equal Opportunity (EEO) complaint or sexual assault criminal prosecution in any jurisdiction. Only proper investigations can adjudicate cases of misconduct.

[1] The *2021 WGRC* used "dynamic text" to ask questions regarding the past 12 months. The prior year's date was calculated and inserted in the survey based on when the respondent started the survey (e.g., if the respondent started the survey on November 15, 2021, the prior-year date displayed would be November 15, 2020).

Revisions to Sexual Assault Metric

From 2015 to 2019, OPA used the Research and Development (RAND) Corporation's *2014 RMWS* 41-item sexual assault metric (Morral, Gore, & Shell, 2014) for its WGR surveys.[2] The *2021 WGRC* questionnaire does not include the RAND sexual assault metric. Rather, it collects information on experiences of "unwanted sexual contact." To reduce survey burden on the *2021 WGRC* questionnaire in response to the Office of Management and Budget (OMB) Paperwork Reduction Act (PRA) review process, the RAND sexual assault metric was replaced by a five-item measure of unwanted sexual contact. Unwanted sexual contact is an umbrella term for a range of sex-related behaviors which constitute elements of sexual assault as a criminal offense under the Uniform Code of Military Justice (UCMJ). The five-item unwanted sexual contact metric used on the *2021 WGRC* is similar to the metric used on the *2021 WGR*, the Service Academy Gender Relations Surveys (SAGR), and the single-item unwanted sexual contact metric used on DoD gender relations surveys from 2006 to 2012. The five-item unwanted sexual contact metric was modified for use in a DoD civilian population, as described in the following section.

Prior research by the RAND Corporation suggests that a similar (single-item) unwanted sexual contact metric and the 41-item sexual assault metric produce comparable prevalence estimates (Morral et al., 2015). However, whether the current five-item unwanted sexual contact metric and the 41-item sexual assault metric produce comparable estimates has, to date, not been rigorously tested. Accordingly, this report does not provide statistical comparisons between the work-related unwanted sexual contact estimates generated in the *2021 WGRC* and work-related sexual assault estimates from previous survey years. OPA encourages caution with regard to comparisons between any work-related unwanted sexual contact estimates provided in this report and work-related sexual assault estimates provided in previous survey years.

Differences Between Military and DoD Civilian Employee Metrics

The *2021 WGRC* was modeled on OPA's gender relations surveys among military members and Military Service Academy (MSA) students. Minimal changes were made to adapt the metrics to the DoD civilian employee population, such as substituting military nomenclature with civilian equivalent language (Daniel et al., 2018).

In addition to changes to the nomenclature in the unwanted gender-related behaviors metrics, the calculation of the measurement of unwanted sexual contact also needed to be adapted for DoD civilians. The unwanted sexual contact rates constructed for military surveys measure experiences of unwanted sexual behaviors in the past 12 months regardless of where they occurred or who was involved. To preserve military readiness, it is important for the Department to assess whether all military members who experience unwanted sexual contact receive appropriate support and legal services, even if the experiences were unrelated to the member's military service. Because the nature and terms of work differ between military members and DoD civilian employees, the Department is primarily concerned with assessing unwanted sexual

[2] Since the development of the metrics in 2014, OPA has implemented some modifications in consultation with policy offices and RAND. See Davis et al., 2017, Van Winkle, Rock, & Hurley, 2016, and Breslin et al., 2022 for descriptions on how the metrics have changed over time.

contact experiences among DoD civilian employees with a nexus to the DoD work environment. The *2021 WGRC* past year work-related unwanted sexual contact prevalence rate represents employees who met the criteria for unwanted sexual contact in the past year and identified at least one alleged offender as someone from work.[3] Because of the differences described above, comparisons across unwanted sexual contact rates generated from civilian and military surveys should be made with caution.

Construction of Estimated Past Year Sexual Harassment Rate

In the *2021 WGRC,* sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that impact one's career or create an ineffective or hostile work environment (sexually hostile work environment and/or sexual *quid pro quo*). The *2021 WGRC* assessed DoD civilian employees' self-reported experiences of gender-related behaviors committed by someone from their workplace[4] and the circumstances of those experiences to assess for sexual harassment. OPA used a two-step process to generate estimates of past year sexual harassment following the *2014 RMWS* guidelines.

To be included in the *Estimated Past Year Sexual Harassment Rate*, civilian employees must first indicate experiencing one of the gender-related behaviors in their workplace that aligned with sexual harassment in the past 12 months, and second, indicate "yes" to one of the follow-up items that assessed pervasiveness, severity, or career impact of the behavior. For sexual *quid pro quo* behaviors, they must have also indicated at least one person who did the unwanted behavior was part of their leadership.[5]

Estimated past-year rates for the *2021 WGRC* represent a continuum of behaviors including sexual harassment (sexually hostile work environment and sexual *quid pro quo*) and gender discrimination. The behaviors comprising each type are described below, with details on prevalence rate construction depicted in Figure 1.

The *Estimated Past Year Sexual Harassment Rate* includes two types:

- *Sexually Hostile Work Environment (Q8–Q20 and Q25–Q43)*: Includes unwelcome sexual conduct or comments that interfere with a person's work performance or creates an intimidating, hostile, or offensive work environment. Additionally, these

[3] To assess whether those who indicated experiencing unwanted sexual contact may potentially fall under the DoD purview for support and legal services, the *WGRC* determines the relation of the alleged offender(s) to the civilian employee's work environment. However, only proper investigations can determine whether an alleged offense falls under the purview of the DoD for adjudication.

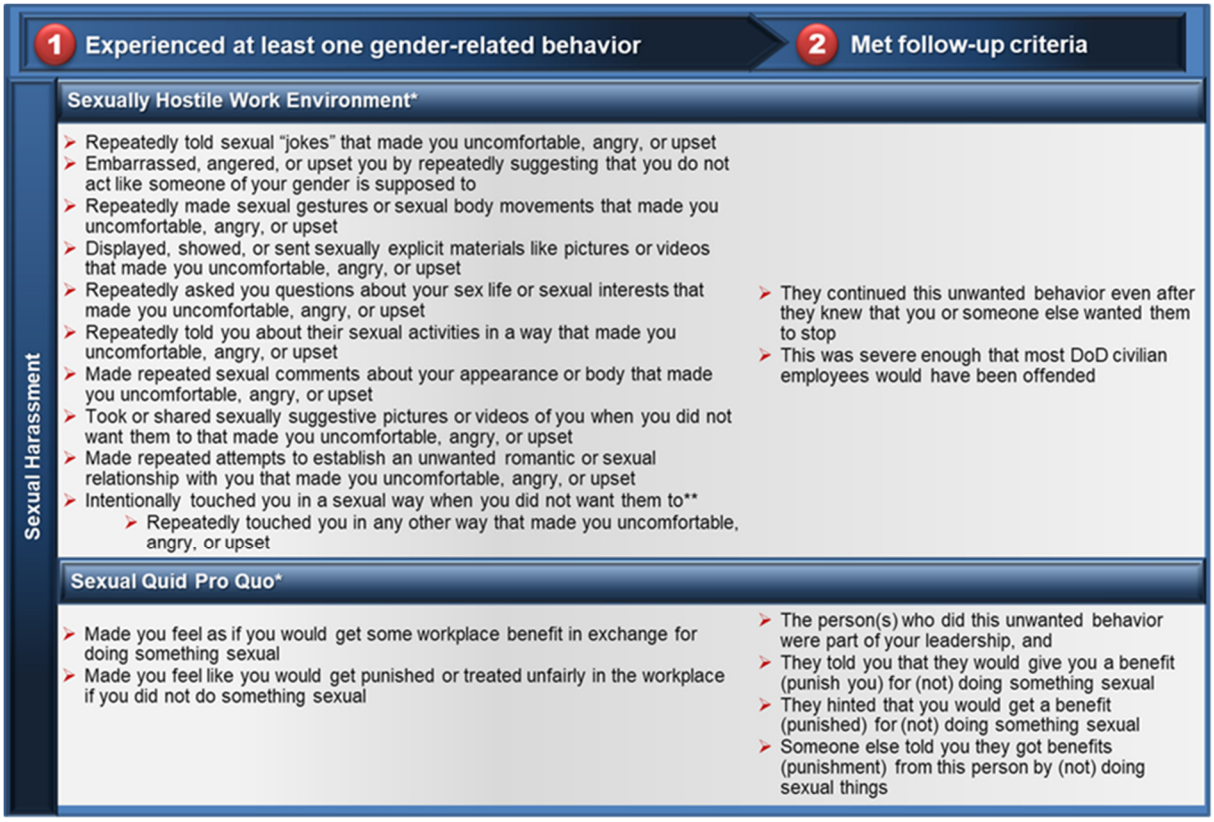
[4] "Someone from work" was defined for respondents as "any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations." Respondents were further instructed to include experiences regardless of where or when they occurred as long as the person who did it was someone from their DoD civilian workplace.

[5] Beginning in 2021, two additional questions were added to the sexual *quid pro quo* metric to more clearly identify the alleged offender as a person with the ability to harm or limit the victim's career. More specifically, DoD civilian employees who experienced behaviors in line with sexual *quid pro quo* were asked if anyone who did the unwanted behavior was part of their leadership.

behaviors have to either continue after the alleged offender knew to stop or were so severe that most DoD civilian employees would have found them offensive to meet the criteria for inclusion in the past year rate.

- *Sexual Quid Pro Quo (Q21–Q22 and Q44–Q47)*: Includes instances of job benefits or losses conditioned on sexual cooperation. Employees must have indicated at least one person who did the unwanted behavior was part of their leadership. Additionally, employees must have indicated having direct evidence of an exchange which changed the terms or conditions of their employment to meet the criteria for inclusion in the past year rate.

Figure 1.
Estimated Past Year Sexual Harassment Rate Construction



*Employees only needed to endorse at least one of the corresponding follow-up criteria to be included in past year rates for sexually hostile work environment. Employees needed to endorse at least one of the corresponding follow-up criteria and have indicated at least one person was part of their leadership to be included in past year rates for sexual *quid pro quo*. Those who met criteria for either sexually hostile work environment or sexual *quid pro quo* are included in the past year sexual harassment rate.
**The item "intentionally touched you in a sexual way when you did not want them to" has no additional follow-up criteria to be included in past year rates. Those who indicated "Yes" to this item did not see the item "repeatedly touched you in any other way that made you uncomfortable, angry, or upset."

Construction of Estimated Past Year Gender Discrimination Rate

Gender discrimination refers to comments and/or behaviors directed at someone because of their gender that result in harm to the employee's career. Questions (Q23–Q24 and Q48–Q51) assessed DoD civilian employees' self-reported experiences of gender-related behaviors committed by someone from their workplace[6] and the circumstances of those experiences to assess for gender discrimination. OPA used a two-step process to generate estimates of past year gender discrimination following the *2014 RMWS* guidelines. To meet criteria for inclusion in the *Estimated Past Year Gender Discrimination Rate*, civilian employees must first indicate experiencing one of the gender-related behaviors in their workplace that aligned with gender discrimination. Second, they must indicate at least one person who did the unwanted behavior was part of their leadership and that they believe this behavior resulted in harm to their career.[7] Figure 2 depicts the steps for constructing the *Estimated Past Year Gender Discrimination Rate*.

Figure 2.
Estimated Past Year Gender Discrimination Rate Construction



Standardizing Sexual Harassment and Gender Discrimination Denominators

Beginning in 2021, OPA modified the calculation of the sexual harassment and gender discrimination prevalence rates to standardize the denominators across the related rates to improve comparability across metrics. The five *2021 WGRC* rates with standardized denominators are: sexually hostile work environment, sexual *quid pro quo*, sexual harassment, gender discrimination, and sexual harassment/gender discrimination.

Respondents who met criteria for inclusion in the sexually hostile work environment, sexual quid pro quo, sexual harassment, gender discrimination, or sexual harassment/gender discrimination

[6] "Someone from work" was defined for respondents as "any person(s) you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations." Respondents were further instructed to include experiences regardless of where or when they occurred as long as the person who did it was someone from their DoD civilian workplace.

[7] Beginning in 2018, two additional questions were added to the gender discrimination metric to more clearly identify the alleged offender as a person with the ability to harm or limit the victim's career. More specifically, DoD civilian employees who experienced behaviors in line with gender discrimination were asked if anyone who did the unwanted behavior was part of their leadership. For 2021 trend analyses, the *2018 WGRC* gender discrimination rate including the leadership criteria was used.

rates were included in the denominator for all sexual harassment and/or gender discrimination rates. To be included in the denominator for each individual rate, respondents had to either endorse "Yes" to at least one item included in the rate or endorse "No" on at least 50% of the items in the rate. This coding is consistent with the coding on previous *WGRC* surveys. In 2021, if a respondent met the criteria to be included in the denominator for at least one sexual harassment/gender discrimination rate, they were included in the denominator for all rates. For example, if a respondent did not endorse "Yes" to any sexual harassment items and did not endorse "No" on at least 50% of the sexual harassment items, they were still included in the standardized denominator for sexual harassment and the other four rates if they met the criteria to be included in the gender discrimination rate (e.g., at least one "Yes" or actively endorsed at least 50% "No" on gender discrimination items). In this situation, the respondent would be categorized as not having experienced sexual harassment. Previously, these respondents would have been missing from the denominator for the sexual harassment rate, even if they were included in the denominator for the gender discrimination rate and the overall sexual harassment/gender discrimination rate. In 2021, respondents who met criteria for inclusion in the denominator for the overall sexual harassment/gender discrimination rate were included in all sexual harassment and/or gender discrimination rates.

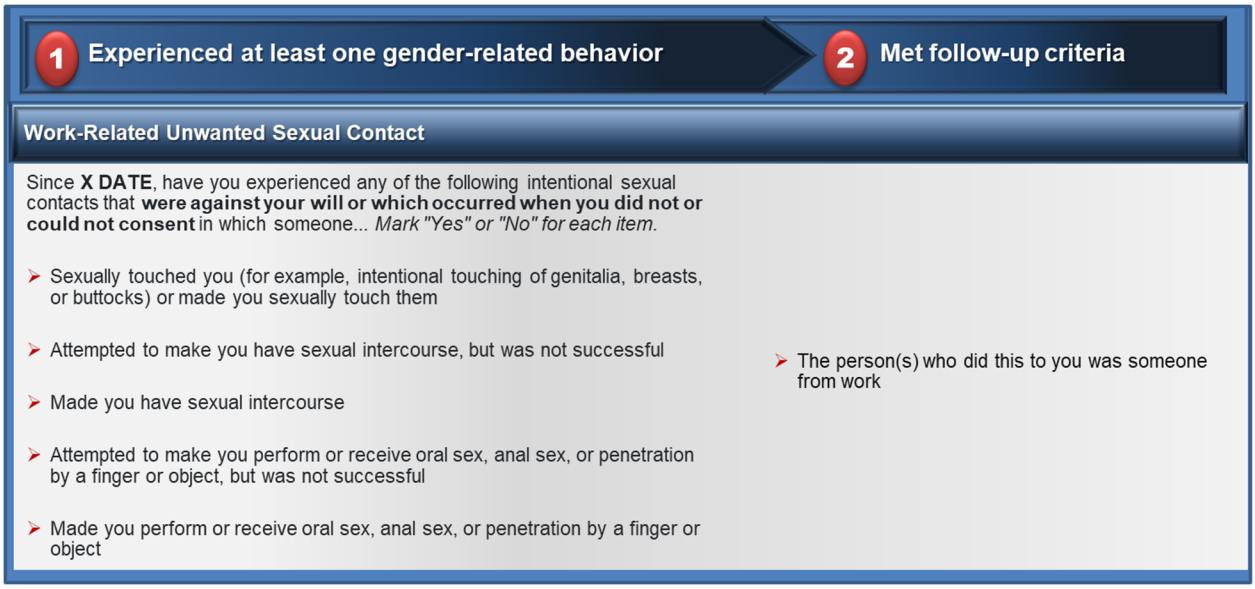
Construction of Estimated Past Year Work-Related Unwanted Sexual Contact Rates

The unwanted sexual contact measure is not designed to provide a crime victimization rate. The unwanted sexual contact measure asks whether respondents have experienced specific behaviors and does not assume the respondent has knowledge of the legal criteria for or definition of sexual assault. The question stem included language regarding the behaviors occurring against the respondent's consent (either when they did not or could not consent) or against their will.[8]

Questions (Q74, Q78) in the *2021 WGRC* assessed whether employees experienced unwanted sexual behaviors allegedly committed by someone from their workplace and the circumstances of those experiences. As shown in Figure 3, the *Estimated Past Year Work-Related Unwanted Sexual Contact Rate* incorporates three elements: (1) the respondent indicates experiencing at least one of the five behaviors consistent with behaviors involved with sexual assault, (2) the behavior was done intentionally, and (3) the behavior was done without the respondent's consent. Respondents must also have confirmed that any behavior they endorsed occurred within the past 12 months and that at least one alleged offender was "someone from work" to be included in the estimated past year rate for work-related unwanted sexual contact. "Someone from work" was defined as any person(s) with whom civilian employees came into contact as part of their DoD civilian job duties regardless of the context surrounding or where the alleged offense(s) occurred, which could include other DoD civilian employees, supervisors, military members, contractors, or any other individuals they come into contact with while performing their DoD civilian job duties. The *Estimated Past Year Work-Related Unwanted Sexual Contact Rate* was derived from items on the *2021 WGRC* depicted in Figure 3.

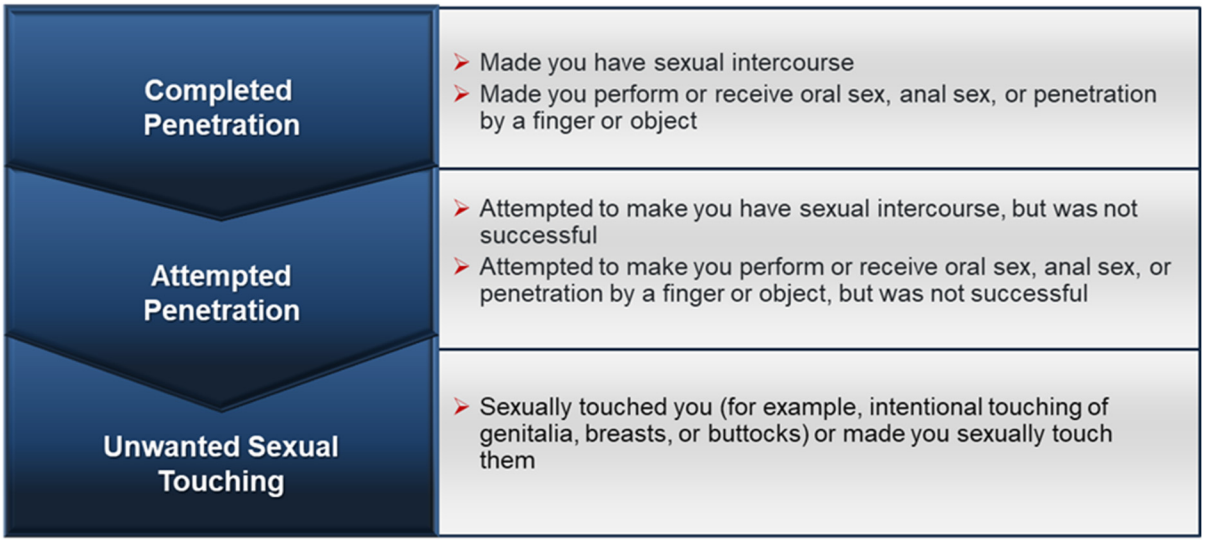
[8] In 2021, the Bureau of Justice Statistics (BJS) began testing a measure of sexual assault that is similar to the DoD's unwanted sexual contact metric for use on future National Crime Victimization Surveys (the NCVS). The NCVS is a nationally representative survey that produces estimates of criminal victimization.

Figure 3.
Estimated Past Year Work-Related Unwanted Sexual Contact Metric



Using the criteria listed in Figure 4, the *2021 WGRC* produced estimated past year prevalence rates for three categories of work-related unwanted sexual contact using a hierarchical system: completed penetration, attempted penetration, and unwanted sexual touching. Penetrative unwanted sexual contact includes respondents who indicated "Yes" to either of the items that assess completed penetration and who met the follow-up criteria that the experience was allegedly committed by someone at work. Attempted penetration includes respondents who were not previously counted as having experienced work-related penetrative unwanted sexual contact, who indicated "Yes" to either of the items that assess attempted penetration, and who met the follow-up criteria that the experience was allegedly committed by someone at work. Non-penetrative sexual contact includes respondents who were not previously counted as work-related penetrative or attempted penetrative unwanted sexual contact, who indicated "Yes" to the behavior assessing unwanted sexual touching, and who met the follow-up criteria that the experience was allegedly committed by someone at work.

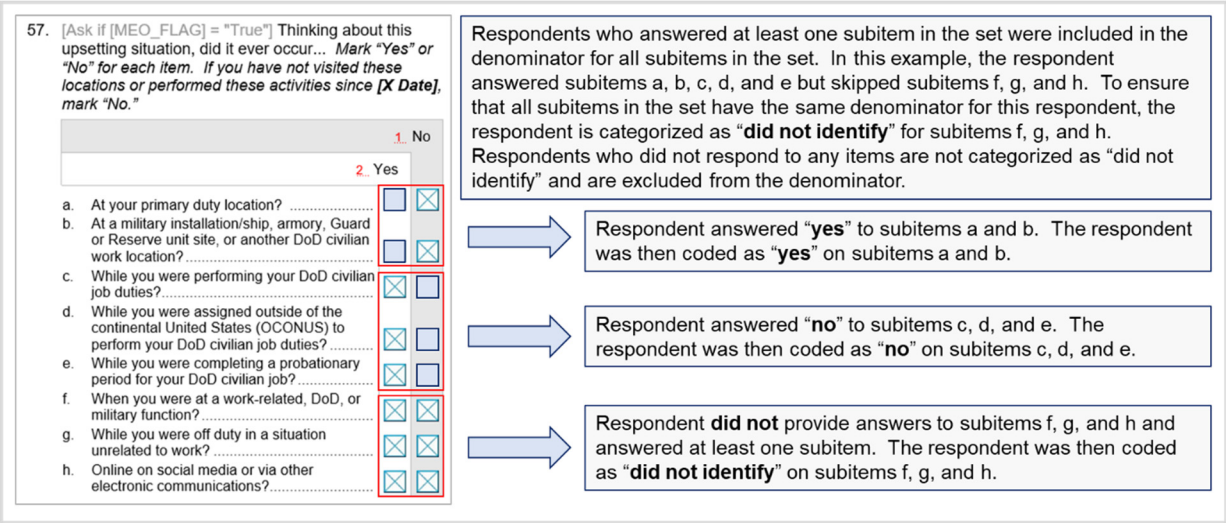
Figure 4.
Hierarchy of Past Year Work-Related Unwanted Sexual Contact Types



Transparent Coding

Before 2014, OPA often applied a rule to "yes/no" grids in which missing responses were "hard coded" as "no" in cases where there was at least one item answered in the question set. This was done based on the assumption that respondents may have approached these measures as checklists (e.g., only marking applicable items). In 2014, the decision was made to move away from this "hard coding" approach. For the *2021 WGRC*, we have applied a transparent coding approach in which respondents who answered at least one subitem in the set were categorized as "did not identify" if they had missing responses on the other subitems in the set. Respondents with missing data on all subitems in a set, however, were considered missing across the set and were not included in the denominator for the set. Transparent coding in this manner ensures that items in a set have the same denominator, and the proportion of "yes" responses remains equivalent to that achieved using hard coding without assigning a "no" response to missing values within a set.

Figure 5.
Example of Transparent Coding



There are two types of transparently coded questions in this report. For the first type, we transparently coded questions with subitem banks that had yes/no response categories. The proportion of respondents answering "yes" on each subitem is calculated based on a denominator including respondents who answered "yes" or "no" or who did not answer the subitem, but provided an answer to at least one other subitem in the question. This type of coding is used in the grouped presentation of answers on Q52–Q53, Q57–Q60, Q81, Q83, Q88–Q92, Q104, Q130, as well as any constructed items created based on these questions. An example of the first type of transparently coded question using Q57 is provided below and depicted in Figure 5.

- In Q57 (a–h), civilian employees who experienced sexual harassment or gender discrimination were asked if they would describe where the upsetting situation occurred. The table for this question shows percentages who answered Yes for each subitem on the same page to allow comparison between the percentages.

The second type of transparently coded questions contained in this report includes constructed items that combine responses across multiple questions with "yes/no/do not know/not applicable" response categories. These constructed items were transparently coded similar to the type of transparent coding discussed above, but also address the "do not know" and "not applicable" response categories as well while striving to meet the goal of having accurate "yes" and "no" responses across the constructed item. In these instances, endorsement of "not applicable" for each item used to create the constructed item would result in the response "not applicable" to the constructed item. The handling of "do not know" depended on the unique combinations of responses across all items used in the constructed item. For example, if a respondent selected "yes" for one item, but selected "do not know" for another in the set, the respondent is categorized as "yes" on the constructed item. If a respondent selected "no" for one item and answered a combination "do not know," "not applicable," and/or missing across the remaining subitems in the set, the respondent was categorized as "did not identify" because we did not have enough information from the respondent to accurately classify him or her as "yes"

or "no." This type of coding was used in constructed items from Q55–Q56 and Q85–Q86. An example of the second type of transparently coded question using Q86 is provided below.

- In Q86 (a–d), civilian employees who indicated experiencing work-related unwanted sexual contact were asked if the person(s) who did this were their team leader(s), supervisor(s), manager(s), and organization leader(s). Since all of these alleged offenders would be part of the civilian employee's leadership team, we constructed a tabulation item to identify the leadership status of the person(s) who allegedly committed the unwanted behavior(s) in the one situation of work-related unwanted sexual contact. The table for this question shows the percentage who answered "yes," "no," "did not identify," and "Not applicable." To construct this item, respondents who indicated "Yes" to any subitem a–d were coded as "yes" and respondents who indicated "no" for all subitems a–d were coded as "no." Additionally, respondents who indicated a mix of "no" and "not applicable" for all subitems a–d were coded as "no." This gave us accurate "yes" and "no" percentages. Next, respondents who indicated "not applicable" across all subitems a–d were coded as "no" on this constructed item. And, finally, respondents who answered a combination of "no," "do not know," "not applicable," and missing values across a–d but had at least one answer on the set of subitems from Q86 (a–d) were coded as "did not identify." Respondents who did not answer any of these subitems from Q86 (a–d) remained missing on this constructed item and were excluded from the percent responding.

For all constructed items from these transparently coded questions, we include a "did not identify" category that includes people who provided a combination of "no" and missing answers across subitems within a set. However, we did not transparently code any questions included in the metrics for prevalence rates because we follow RAND's coding scheme for prevalence rates, which allowed for rates to be generated if respondents completed 50% of the items included into the calculations of each rate.

Combining Information from Multiple Items

Results in this report generally present data for individual survey questions. There are three types of exceptions: results for questions with multiple response options presented in a single table, constructed items from multiple response options, and constructed composite measures.

The first exception is where the results for multiple items are presented in a single set of tables as illustrated in the following example:

- Civilian employees who experienced work-related unwanted sexual contact who did not indicate filing a police report about the one situation were asked to indicate their reasons for not filing a police report (Q105). Because employees were able to select more than one option, the sum across the subitems does not equal 100%.

The second exception is where the results from multiple subitems in a question set are combined to create a new summary item as illustrated in the following example:

- Civilian employees were asked whether they experienced sexual harassment and/or stalking before or after the work-related unwanted sexual contact (Q89). They could have said "yes" to any subitems in the question. A summary variable was then derived to examine the overlap between experiencing sexual harassment and/or stalking before or after the work-related unwanted sexual contact. The response options for this summary variable included "before," "after," "both before and after," "not at all," and "did not identify." These response categories are mutually exclusive; each respondent can only be in one category. In these cases, the response option that depicts the overlap, "both before and after," was created first and the remaining response options created thereafter. This allowed us to categorize civilian employees on the response options "before" or "after" when they provided answers to one item, but not the others. The response option "not at all" contains respondents who indicated "no" to all items. Finally, civilian employees who had a combination of "no" and missing responses on the items were categorized as "did not identify."

The third exception pertains to constructed composite measures (e.g., scales and indices). Individual items in each measure are presented first, followed by tables showing composite measure results in the form of average scale scores. To be included in the composite measure, members generally had to provide an answer for all items in the scale, meaning no items were skipped or left missing.[9] Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided for the scale overall and by gender in the table notes. Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate the scale has high reliability and the items are internally consistent.

- *Positive Workplace Behavior Scale*: This composite measure includes six survey items assessing how well DoD civilian employees' leadership in their unit makes it clear sexual harassment, gender discrimination, and sexual assault have no place in the DoD; promote an organizational climate based on mutual respect and trust; lead by example; correct incidents of sexual harassment; create an environment where victims would feel comfortable reporting; and publicize sexual harassment, gender discrimination, and sexual assault resources (Q113a–f; Davis et al., 2017). The scale ranges from 1 to 5. Higher scores indicate more positive workplace behaviors. The overall Cronbach's alpha = 0.95 (Men = 0.95 and Women = 0.94).

- *Unit Cohesion Scale*: This composite measure includes four survey items on DoD civilian employees' affective ties within a small group that sustain their commitment to each other, their work unit, and their mission (Q114a–d; Siebold & Lindsay, 1999). The scale ranges from 1 to 5. Higher scores indicate a greater degree of perceived unit cohesion. The overall Cronbach's alpha = 0.95 (Men = 0.95 and Women = 0.95).

- *Civility Norms Questionnaire Brief*: This composite measure includes four survey items on DoD civilian employees' agreement that workplace civility norms

[9] For this report, scales were considered complete if the respondent answered 90% of items. The sexual harassment, gender discrimination, and work-related sexual assault metrics required 50% items be answered for the scale to be complete, however, keeping with RAND scoring instructions.

supporting respectful treatment among members are promoted within their work unit (Q114e–h; Walsh et al., 2012). The scale ranges from 1 to 5. Higher scores indicate a greater degree of agreement that one's workgroup promotes norms for civility. The overall Cronbach's alpha = 0.94 (Men = 0.94 and Women = 0.95).

- *Coworker Workplace Hostility Scale (Short Form)*: This composite measure includes six survey items assessing the degree to which DoD civilian employees' coworkers act in an angry or hostile manner toward them (Q115a–f; DMDC, 2012). Examples include instances where coworkers were perceived to take credit for other's work or ideas; gossip/talk about others; and use insults, sarcasm, or gestures to humiliate others. The scale ranges from 1 to 5. Higher scores indicate a greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.89 (Men = 0.89 and Women = 0.89).

- *Work Satisfaction Scale*: This composite measure includes three survey items assessing DoD civilian employees' agreement that their work makes good use of their skills, they like the kind of work they do, and they are satisfied with their job (Q116a–c; OPA, 2018; Ormerod et al., 2001). The scale ranges from 1 to 5. Higher scores indicate a greater degree of satisfaction with work. The overall Cronbach's alpha = 0.88 (Men = 0.89 and Women = 0.87).

- *Supervisor Satisfaction Scale*: This composite measure includes three survey items on DoD civilian employees' level of agreement that their supervisor is trustworthy, equitable, and fair in evaluations (Q117a–c; OPA, 2018; DMDC, 2012). The scale ranges from 1 to 5. Higher scores indicate a greater degree of satisfaction with supervisors. The overall Cronbach's alpha = 0.94 (Men = 0.95 and Women = 0.94).

- *Army Research Institute (ARI) Fair Treatment Scale*: This composite measure includes four survey items on DoD civilian employees' agreement that their immediate supervisor acts in an unbiased and transparent manner in their organizational practices, including providing merit-based awards and equitable access to resources for all members within the unit (Q117d–g; Ratcliff et al., 2018). This is part of the ARI Inclusive Leadership Scale and measures perceptions of fair treatment from immediate supervisors. The scale ranges from 1 to 5. Higher scores indicate a greater degree of perceptions that one's immediate supervisor treats unit members fairly. The overall Cronbach's alpha = 0.96 (Men = 0.96 and Women = 0.96).

- *Inclusion Scale*: This composite measure includes nine survey items assessing the extent to which DoD civilian employees perceive their work unit as inclusive, including supporting unique identities, supporting contributions of each work unit member, fair decision-making processes, and the absence of behaviors that threaten inclusion (Q118 a–i; DEOMI, 2018). The Inclusion Scale was first developed for use on the *2017 Workplace and Equal Opportunity Survey of Active Duty Members* and was constructed from Hall's review of workplace inclusion items on the Defense Equal Opportunity Management Institute's Organizational Climate Survey (DEOCS), v4.1. The scale ranges from 1 to 5. Higher scores indicate greater perception of their

work unit as inclusive. The overall Cronbach's alpha = 0.88 (Men = 0.88 and Women = 0.89).

- *Psychological Climate for Sexual Harassment Scale*: This composite measure includes nine survey items assessing the level of intolerance for sexual harassment in the DoD civilian workplace, including perceptions of accountability for employees engaging in misconduct and accountability for leaders engaging in misconduct. Higher scores indicate greater intolerance for sexual harassment (Q119a–i; Estrada et al., 2011). The *Seriousness/Action Subscale* contains six items and measures perceptions of whether a sexual harassment complaint would be taken seriously (Q119b, c, e, f, h, and i). The *Risk Subscale* contains three items and measures perceptions of risk in filing a sexual harassment complaint (Q1194a, d, and g). Higher scores indicate a greater degree of intolerance of sexual harassment, seriousness and action towards sexual harassment, and lower risk for reporting sexual harassment, respectively. The overall Cronbach's alpha = 0.91 (Men = 0.90 and Women = 0.91) for the *Psychological Climate for Sexual Harassment Scale*, 0.87 (Men = 0.86 and Women = 0.87) for the *Seriousness/Action Subscale*, and 0.81 (Men = 0.79 and Women = 0.84) for the *Risk Subscale*.

- *Resilience Scale*: This composite measure includes six survey items on member's perceptions of their ability to bounce back quickly after hard times, stressful events, when something bad happens, or setbacks (Q134a–f; Smith et al., 2008). The scale ranges from 1 to 5. Higher scores indicate a greater degree of resilience. The overall Cronbach's alpha = 0.89 (Men = 0.90 and Women = 0.88).

Survey Content

The content of the *2021 WGRC* generally aligns with content of the *2018 WGRC,* but contains additional topics of interest. The survey is subdivided into the following topic areas:

1. *Background Information*—Employment status and gender.

2. *Time Reference*—Important key events to provide frame of reference for respondents on the time frame of "12 months prior to taking the survey."

3. *Gender-Related Experiences in the DoD Civilian Workplace*—Experiences of sexual harassment and gender discrimination in the 12 months prior to the survey.

4. *Gender-Related Experiences in the DoD Civilian Workplace With Biggest Effect*—Circumstances surrounding the experience of sexual harassment or gender discrimination in the past 12 months that had the greatest impact on the respondent, including characteristics of person(s) who acted this way; location where it occurred; outcome of the one situation; to whom the one situation was disclosed and resulting actions; satisfaction with the complaint process and outcomes; and reasons for not reporting to leadership or an EEO representative. Employees who indicated experiencing more than one gender-related behavior were instructed to select the one situation in the past 12 months that had the greatest effect on them. In these cases,

the situation selected may or may not have been the one that met criteria for sexual harassment and/or gender discrimination.

5. *Unwanted Experiences*—Experiences of unwanted sexual contact in the 12 months prior to the survey; frequency of experiences; employment status of person(s) who did this, location where it occurred, and verification the event occurred in the 12 months prior to the survey.[10]

6. *Unwanted Experience in the DoD Civilian Workplace With Biggest Effect*—Circumstances surrounding the one situation in the past 12 months that had the greatest impact on the respondent, including characteristics of person(s) who did this; where and when the one situation occurred; experiences of sexual harassment or stalking by person(s) who did this; to whom behaviors were disclosed; resulting actions as a result of disclosing the work-related one situation to leadership and/or an EEO representative; satisfaction with the complaint process and outcomes for those who disclosed the work-related one situation to leadership and/or EEO; reasons for not reporting the work-related one situation to leadership or an EEO representative; and reasons for not reporting to law enforcement. Employees who indicated experiencing more than one gender-related event were instructed to select the one situation in the past 12 months that had the greatest effect on them.

7. *Your DoD Civilian Workplace*—Perceived safety in DoD civilian work environment from experiences of sexual harassment and sexual assault, likelihood the respondent would encourage someone to report or the respondent would report if they experience sexual harassment or sexual assault, efforts of leadership to promote appropriate organizational climate/environment, work unit cohesion, work civility norms supporting respectful treatment, inclusion in the workplace, satisfaction with work, experiences of workplace hostility, and retention intention.

8. *Culture*—Climate for sexual harassment, witnessing gender-related comments or jokes, and intervention when witnessing gender-related comments or jokes.

9. *Personnel Policy and Practices*—Satisfaction with information available related to filing complaints/reporting sexual harassment, gender discrimination, and sexual assault; and knowledge of how to contact organization's EEO representative.

10. *Sexual Harassment/Gender Discrimination Training*—DoD sponsored training received in the past 12 months on sexual harassment/gender discrimination and perceived effectiveness of training received.

11. *Sexual Assault Training*—DoD sponsored training received in the past 12 months on sexual assault and perceived effectiveness of training received.

[10] This item is not included in the tables.

12. *DoD Leadership Training*—DoD sponsored training for leadership received in the past 12 months on sexual harassment, gender discrimination, and sexual assault; and perceived effectiveness of training received.

13. *Well-Being*—Perceptions of the DoD civilian workplace since the COVID-19 pandemic and perceived resiliency.

14. *Additional Background Information*—Race, ethnicity, sexual orientation, gender identity, relationship status, military service status, and how employees heard about the survey.

15. *Taking the Survey*—Comments or concerns not addressed in the survey.

The *2021 WGRC* was administered via the web and used "dynamic text" to ask about the past 12 months. The prior year's date is inserted based on when the respondent started the survey (for example, if the respondent started the survey on November 15, 2021, the prior year date would be November 15, 2020). For ease of reading, the specified time period referenced in these tables is "past 12 months." The web survey instrument is presented in Appendix C.

Survey Methodology

This section describes the scientific methodology used for the *2021 WGRC*, including the statistical design, survey administration, and analytical procedures.

OPA conducts multi-Component surveys that provide policy leaders with assessments of attitudes, opinions, and experiences of the entire population of interest using standard scientific methods. OPA's survey methodology meets and often exceeds industry standards that are used by other government statistical agencies (e.g., the Census Bureau, the U.S. Merit Systems Protection Board, and Bureau of Labor Statistics), private sector survey organizations, and well-known national polling organizations. Additionally, OPA adheres to best practices in survey methodology promoted by the American Association for Public Opinion Research (AAPOR).[11]

Statistical Design

The survey methodology used on *WGR* surveys has remained largely consistent across time, which allows for comparisons across survey administrations. In addition, the scientific methods used by OPA have been validated by independent organizations (e.g., RAND and GAO).[12] The

[11] 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://aapor.org/Best_Practices1/4081.htm#best3). OPA has conducted surveys of the DoD community using these "Best Practices" for over 25 years, tailored as appropriate for the unique design needs of specific surveys.

[12] In 2014, an independent analysis of the methods used for the 2012 WGRA 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" (Morral et al., 2014). In 2010, GAO conducted an evaluation of OPA's methods, and although they found the sampling and weighting procedures aligned with industry standards and were reliable for constructing estimates, they provided recommendations on conducting non-response bias analyses that are not standard products for OPA surveys (GAO-10-751R Human Capital).

2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey: Methodology Report (Lipari et al., 2023) includes frequently asked questions (FAQ) on the methods employed by government and private survey agencies, including OPA, and how these methods control for bias and allow for generalizability to populations.

Consistent with prior years, the *2021 WGRC* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population is consistent with the *2018 WGRC* (Daniel et al., 2020). More details about the complex sampling and weighting approach can be found below and in the *2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey: Statistical Methods Report* (OPA, 2022). The *2021 WGRC* methodology, uses, and interpretations are also described in Lipari et al. (2023).

Sampling Design

The target population for the *2021 WGRC* consisted of DoD appropriated fund (APF) and NAF civilian employees (including Senior Executive Service [SES]) present on the Defense Manpower Data Center's (DMDC) *June 2021 DoD Appropriated Fund Civilian Personnel* and *July 2021 DoD Non-appropriated Fund Civilian Personnel Master Files*. The files included civilian employees from all Military Departments (i.e., Department of the Army, Department of the Navy [including employees working at Marine Corps locations], Department of the Air Force) and DoD Agencies/Field Activities who were 18 years of age or older, were not political appointees, were not current active duty military members,[13] were U.S. citizens, and had been employed for at least five months for APF employees and at least four months for NAF employees.[14] Per DoD regulations, DoD civilian employees who had left the Department after the sample was drawn, but prior to the opening of the survey, were excluded from the survey administration process as they are considered "members of the public" and require additional approvals to include in survey efforts. OPA also excluded civilian employees within its own organization.[15] OPA uses known population characteristics, response rates from prior surveys, and an optimization algorithm for determining sample sizes needed to achieve desired precision levels on key reporting categories (domains). Overall, the sample was designed to ensure that there were enough respondents who could submit completed surveys in order to make generalizations to the entire DoD civilian population. Single-stage, nonproportional stratified random sampling procedures were used to select and invite participants.

At the time of survey fielding, OPA performed an additional check to confirm sample member eligibility. Sample members who were not in the August 2021 DMDC files were identified as no

[13] Active duty members who work part-time as NAF employees in addition to their military duties were excluded from the *2021 WGRC* because they were sampled for the *2021 Workplace and Gender Relations Survey of Active Duty Members* that was conducted at the same time as the *2021 WGRC.* The *2021 WGRC* sampling frame for APF employees included all Reservists.

[14] The APF sampling frame was developed approximately five months prior to fielding the survey. The NAF sampling frame was developed approximately four months prior to fielding the survey. Therefore, the sampling population included APF civilian employees that had at least five months of service and NAF civilian employees that had at least four months of service at the start of survey fielding.

[15] These included DoD civilian employees in the H&R Research Division, Readiness & Retention (R&R) Research Division, and the Joint Advertising Marketing Research & Studies (JAMRS) research groups. Such exclusions minimized privacy concerns across the organizations and avoided potential conflict of interests.

longer eligible to participate in the *2021 WGRC*. There were 10,562 (2.9% unweighted) APF and 4,034 (4.4% unweighted) NAF sample members determined to be no longer eligible for survey participation. Additionally, sample members who indicated via survey responses or communications regarding the survey that they were ineligible to participate were also removed from the survey sample. This resulted in an additional 666 (0.2%) APF and 202 (0.2%) NAF sample members identified as ineligible to participate in the *2021 WGRC*.

Survey Administration

Data were collected via the web between November 15, 2021 and January 24, 2022, for the *2021 WGRC*. The survey administration process began on November 15, 2021 when the survey website opened to sample members and the first OPA e-mail announcement was sent to all sample members. The e-mail announcement explained the purpose of the survey, how the survey information would be used, why participation was important, and opt-out procedures for those who did not wish to participate. Throughout the administration period, five additional reminder e-mail communications were sent to sample members who had not completed nor opted-out of the survey to encourage survey participation. A postal notification was mailed on November 16, 2021 to NAF civilian employees. Postal mailings and e-mails stopped once the sample member submitted their survey or requested to opt-out of receiving additional communications. A copy of the e-mails and postal letter mailed to sampled members can be found in the *2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey: Administration, Datasets, and Codebook* (OPA, 2023).

The survey procedures were reviewed by a DoD Human Subjects Protection Officer as part of the Office for Management and Budget (OMB) and DoD survey approval and licensing process. Additionally, OPA received a Certificate of Confidentiality from the Health Resources and Services Administration (HRSA) at the Department of Health and Human Services to further ensure the protection of respondent survey data. This Certificate was obtained to provide an additional layer of protection to prevent compelled disclosure of information that may identify individual sample members and/or their responses in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

Data Weighting

OPA scientifically weighted the *2021 WGRC* respondent data to be generalizable to the entire DoD civilian employee population. After resolving case dispositions based on eligibility for the survey and completion status, analytical weights were created to account for varying response rates among population subgroups using the industry standard three-stage process. Within this process, statistical adjustments were made to ensure respondents accurately reflect the population characteristics and provide a more rigorous accounting to reduce nonresponse bias in estimates. This ensures that varying response rates of certain population subgroups do not impact the total force estimates and that population totals, proportions, and means derived (as well as other statistics) are representative. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics because of varying response rates among population subgroups.

The three-stage process of weighting consisted of the following steps:

- *Adjustment for selection probability*. Probability samples are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup. Because a census of all eligible NAF civilian employees was conducted, the base weight for all NAF respondents was 1.

- *Adjustment for nonresponse*. Some sampled members do not respond to the survey, which must also be accounted for through weighting. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000. OPA used extreme gradient boosted (XGBoost) decision tree models to predict the probability of known eligibility and completion (Chen, 2016). Details regarding the adjustments and the predictor variables used in the known eligibility and completion XGBoost models can be found in the *2021 WGRC Statistical Methodology Report* (OPA, 2022).

- *Adjustment to known population values*. After the nonresponse adjustments from step two are made to survey data, weighted estimates may differ from known population totals (e.g., number of DoD civilian employees who are appropriated fund). It is standard practice to adjust weighted estimates to known population totals to reduce both the variance and bias in survey estimates in a process called "raking." To accomplish this, OPA performed a final weighting adjustment raking that exactly matched weighted estimates to known population totals for important demographics. For example, suppose the population for the subgroup was 8,500 men and 1,500 women, but the nonresponse-adjusted weighted estimates from the respondents were 7,000 men and 3,000 women. To reduce this possible bias and better align with known population totals, we would adjust the weights by 1.21 for men and 0.5 for women so that the final weights for men and women applied to the survey estimates provide unbiased estimates of the total population of men and women in the subgroup.

Table 1.
2021 WGRC Counts of Respondents and Weighted Response Rates

Response Groups	Total Population	Sample Size	Number of Respondents	Response Rate
Total DoD	856,502	456,432	79,776	20.5%
APF	764,631	364,561	70,324	21.6%
NAF	91,871	91,871	9,452	11.0%
Gender				
Women	313,951	238,850	45,445	21.5%
APF	253,282	178,181	39,357	24.0%
NAF	60,669	60,669	6,088	10.7%
Men	542,551	217,582	34,331	19.9%
APF	511,349	186,380	30,967	20.4%
NAF	31,202	31,202	3,364	11.5%
APF Women				
Army	87,744	60,947	14,045	24.7%
Navy*	61,903	40,429	9,362	24.6%
Air Force	50,797	35,457	6,693	20.6%
DoD Agencies/Activities	52,838	41,348	9,257	25.6%
APF Men				
Army	166,701	64,865	11,338	21.0%
Navy*	162,509	54,341	8,602	19.7%
Air Force	124,212	40,385	5,565	17.7%
DoD Agencies/Activities	57,927	26,789	5,462	26.1%

Note. In this table, civilian employees without valid data on "gender" in administrative records used to draw the sample were coded as "women" in the calculation of response rates. As a result, 39 NAF employees were coded as "women." *Navy includes Marine Corps as well. APF = Appropriated Funds; NAF = Nonappropriated Funds.

Reporting Categories

Results of the *2021 WGRC* are presented by reporting categories within this report. For each section of the report, results are presented in the following order:

- Survey year by gender and civilian employee type.
- Survey year by gender and component for APF.

Definitions for the reporting categories above are:

- Gender: Women and Men.
- Civilian Employee Type: APF and NAF.
- APF Component: Army, Navy/Marine Corps, Air Force, and DoD Agencies and Activities (A&A).

Trend results are included where applicable and are presented in the order outlined above.

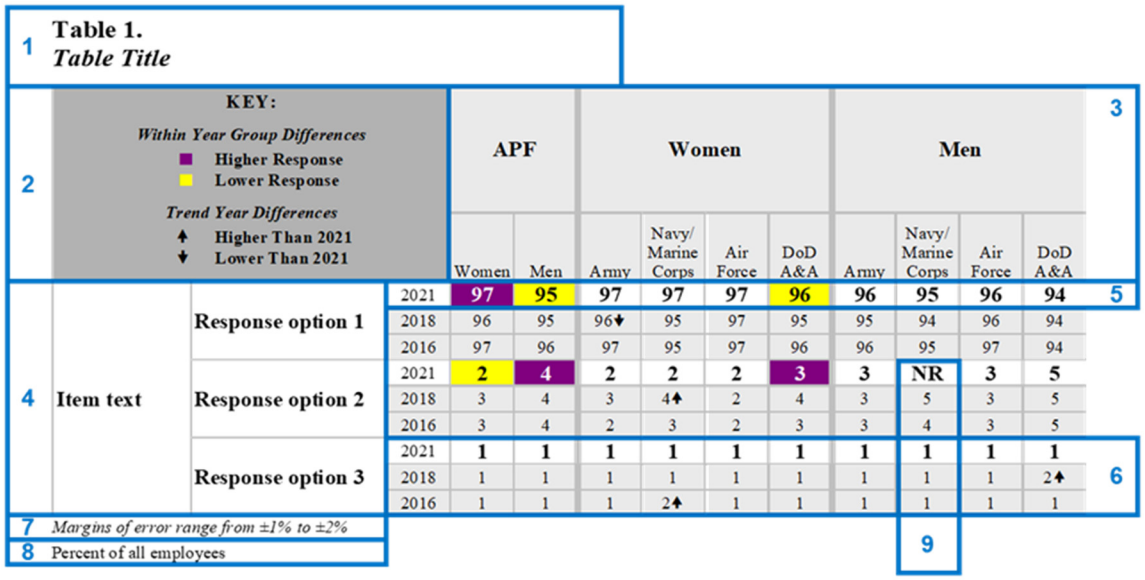
How to Use the Tables

The first set of *2021 WGRC* tables provided in Appendix A depict weighted estimates for DoD civilian women and men as a whole and by civilian employee type (APF and NAF). The second set of tables provided in Appendix B depict weighted estimates for APF women and men by APF Component (Army, Navy/Marine Corps, Air Force, and DoD A&A). Both sets of tables highlight statistically significant comparisons within the current survey year (e.g., comparisons between or within gender categories for the *2021 WGRC*) and statistically significant trend comparisons of the *2021 WGRC* estimates to the *2018 WGRC* estimates. The APF tables also depict statistically significant trend comparisons between 2021 and 2016.

Estimates presented for the *2018 WGRC* may differ from the previously published estimates. Unlike the *2021 WGRC*, the *2018 WGRC* included a paper survey for NAF employees, and the previously published *2018 WGRC* estimates included both the web and paper survey responses. In this report, the *2018 WGRC* estimates reflect only data collected via the web survey; which causes slight differences in the Total DoD and NAF 2018 estimates. The *2018 WGRC* estimates for APF employees were not impacted.

All results provided should be interpreted as estimates of perceptions or experiences of the overall population. By definition, all survey results are subject to error which should be considered when interpreting data. Using Figure 6 below, this section describes the individual elements of tables compiled in this report and explains how to interpret the tables with an example table from the APF analyses which contains both within and between survey year statistical comparisons. All matching data elements, within year statistical comparisons, and between year statistical comparisons described below apply to the DoD tables as well.

Figure 6.
Example APF Table



1 **Table 1.** *Table Title*

2 KEY:
Within Year Group Differences
Higher Response
Lower Response
Trend Year Differences
Higher Than 2021
Lower Than 2021

				APF		Women				Men				3
				Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A	
4	Item text	Response option 1	2021	97	95	97	97	97	96	96	95	96	94	5
			2018	96	95	96▼	95	97	95	95	94	96	94	
			2016	97	96	97	95	97	96	96	95	97	94	
		Response option 2	2021	2	4	2	2	2	3	3	NR	3	5	
			2018	3	4	3	4▲	2	4	3	5	3	5	
			2016	3	4	2	3	2	3	3	4	3	5	
		Response option 3	2021	1	1	1	1	1	1	1	1	1	1	6
			2018	1	1	1	1	1	1	1	1	1	2▲	
			2016	1	1	1	2▲	1	1	1	1	1	1	

7 *Margins of error range from ±1% to ±2%*
8 Percent of all employees
9

Table Elements

Figure 6 above shows a sample data table for APF analyses from the *2021 WGRC* that presents weighted estimates for APF by gender and Component for a sample item from the survey. Details on how to read the tables are provided below:

1. **Table Title**: Describes the results for the question/item presented in the table. The table title identifies the population the table contains weighted estimates for. Tables with "DoD" in the table title depict weighted estimates for DoD workplace overall and by civilian employee type (APF and NAF). Tables with "APF" in the table title depict weighted estimates for APF women and men by component.

2. **Key:** Describes the statistical comparisons being made within the tables. Statistical comparisons are generally made along a single dimension (e.g., gender) at a time using studentized independent samples t-tests. 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 or reporting category. When comparing results across survey years (e.g., 2021 compared to 2018), statistical tests for differences between weighted averages along a single dimension are used. Results are determined significant at an alpha (α) level of 0.01 for within year and trend year analyses.

3. **Reporting Categories:** Denotes the demographic categories displayed in the table. The wide gray lines separate the groupings within a demographic category. In this table, comparisons are made between APF women and men, and then within gender by Component (e.g., Army women are compared to women of all other components).

4. **Question/Item Text and Response Options:** This text identifies what the survey question or item measured is along with their associated labels for the response options. In most cases, these represent the weighted percent of responses for each option on the survey for each reporting category or a collapsed version of the response options for ease of analysis (e.g., "likely" includes survey responses for members who indicated "very likely" and "likely"). Within a set of response options, percentages may not add to 100% due to rounding. When presenting a simple binomial response, such as "Yes" and "No," only the "Yes" percentage is shown and the item text includes an indication of the "Yes" option presented in the table. In these instances, and in instances where respondents were able to select more than one response option, the percentage who marked each item does not sum to 100% across the set. Composite scores are presented as well (e.g., Estimated Past Year Sexual Harassment Rate).

5. **Within Year Comparisons:** Statistically significant comparisons within the survey year are colorized in the 2021 cells. Significance for within year analyses are annotated using colors to denote which reporting category is significantly higher (purple) and lower (yellow). No color indicates the weighted percent for that comparison group did not differ significantly from the weighted average of all other comparison groups along the same dimension.

6. **Between (Trend) Year Comparisons:** Statistically significant comparisons between survey years are denoted in the trend year cells. Results for trend year analyses are annotated with arrows on the trend year estimate to denote whether the trend year estimate is significantly higher (↑) or lower (↓) than the 2021 estimate. No arrow indicates the weighted percent for the trend year estimates did not differ significantly from the 2021 estimates.

7. **Margins of Error:** Ranges of margins of error are presented for all tables. When data are weighted to represent population estimates, margins of error should be calculated to convey the uncertainty or error surrounding the population estimate presented. The margin of error represents the precision of the estimate, and the confidence interval coincides with how confident we are that the interval contains the true population value being estimated 95% of the time. For example, if it is estimated that 55% of respondents selected an answer and the margin of error was ±3, we are 95% confident that the interval 52% to 58% contains the unknown "true" population value being estimated. Due to the weighting strategy employed, conventional formulas for calculating the margin of error may overstate the reliability of the estimate. For the *2021 WGRC,* variance estimates were calculated using SUDAAN® PROC DESCRIPT (Research Triangle Institute, Inc., 2013).[16]

8. **Percent Responding:** Because the results of the *2021 WGRC* are based on weighted data, the reader can assume the results generalize to the entire APF civilian employee population within the margin of error. All tables and figures should be interpreted in light of the population of respondents who were eligible to answer the question and responded, which is referred to as the percent responding. For example, when a table footnote indicates "percent of all employees," that means all respondents were eligible to answer the question and estimates presented represent the total population of APF civilian employees. Similarly, when a table footnote indicates "Percent of employees who indicated experiencing sexual harassment in the past 12 months," this means only respondents who endorsed past year experiences of sexual harassment on earlier questions were eligible to respond to this question so estimates presented only represent the population of APF civilian employees who experienced sexual harassment in the past 12 months.

9. **Special Notations:** Not all tables will contain trend data, so these rows may not be available or, in instances where trend data are not available for a specific trend year, may contain "NA" instead of a percent to note trend results are "not available" for that year. Additionally, it is possible that a specific result is "not reportable" due to low reliability, which is annotated as "NR." Unstable estimates usually occur when only a small number of respondents contribute to the estimate or the estimate is associated with a large amount of error. An "NR" designation protects the

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

Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate.

Unless otherwise specified, the numbers presented are percentages.

Example Table Interpretation

The example table at Figure 6 shows that in 2021, APF women (97%) were significantly more likely to endorse "response option 1" compared to men (95%) as indicated by the purple highlight on "97%" for "response option 1" on the 2021 row. Additionally, APF women (2%) were significantly less likely to endorse "response option 2" compared to men (4%) as indicated by the yellow highlight on "2%" for "response option 2" on the 2021 row. APF women in DoD Agencies and Activities were significantly less likely to endorse "response option 1" (96%) compared to all other APF women as indicated by the yellow highlight on "96%" for "response option 1" on the 2021 row. Furthermore, APF women in DoD Agencies and Activities were significantly more likely to endorse "response option 2" (3%) as indicated by the purple highlight on "3%" for "response option 2" on the 2021 row.

With regards to trend comparisons, APF Army women were significantly more likely to endorse "response option 1" in 2021 (97%) than in 2018 (96%) as indicated by ↓ on "96%" for the 2018 results. APF Navy/Marine Corps women were significantly less likely to endorse "response option 2" in 2021 (2%) than in 2018 (4%) as indicated by ↑ on "4%" for the 2018 results. Additionally, APF Navy/Marine Corps women were significantly less likely to endorse "response option 3" in 2021 (1%) than in 2016 (2%) as indicated by ↑ on "2%" for the 2016 results. Finally, APF DoD Agencies and Activities men were significantly less likely to endorse "response option 3" in 2021 (1%) than in 2018 (2%) as indicated by ↑ on "2%" for the 2018 results.

Conclusion

The purpose of this introduction was to (1) summarize the measurement constructs and survey content, (2) summarize the survey methodology, (3) define the subgroups used in results and trends tables, and (4) provide details on how to use the tables. All uses and interpretations of the *2021 WGRC* data tables that follow should be made in light of the information contained in this introduction. Additionally, the results provided are based on self-reported experiences. The use of these results is limited to data that may inform policy and does not constitute actual knowledge of specific offenses by the Department or its officials. Allegations of sexual harassment, gender discrimination, and sexual assault must be reported and investigated through established channels before allegations may be substantiated.

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Appendix A.
DoD Civilian Employee Data Tables

DATA DRIVEN SOLUTIONS FOR DECISION MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

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Table 1.
DoD: Experienced Behavior(s) in Line With Sexual Harassment in the Past 12 Months (2021 WGRC Q8–Q22)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Repeatedly told sexual "jokes"	2021	**3.6**	**3.2**	**6.5**	**4.9**	**2.8**	**4.3**	**2.7**	**7.6**	**4.4**
	2018	3.9▲	3.8▲	4.6▼	5.3	3.1	5.3▲	3.1	5.4	2.8
Repeatedly suggested you do not act like someone of your gender is supposed to	2021	**1.9**	**1.8**	**2.8**	**2.3**	**1.6**	**2.2**	**1.6**	**2.8**	**2.7**
	2018	2.2▲	2.2▲	2.9	2.9▲	1.8	2.9▲	1.8	3.0	2.5
Made repeated sexual comments about your appearance or body	2021	**1.9**	**1.6**	**3.7**	**3.4**	**0.9**	**3.1**	**0.9**	**4.8**	**1.6**
	2018	2.0	1.8	3.7	4.0▲	0.8	3.8▲	0.8	5.0	1.1
Repeatedly told you about their sexual activities	2021	**1.7**	**1.5**	**3.4**	**2.3**	**1.4**	**1.9**	**1.4**	**3.8**	**2.6**
	2018	1.8	1.7	2.3	2.4	1.4	2.3▲	1.4	2.9	1.1
Repeatedly asked you questions about your sex life or sexual interests	2021	**1.5**	**1.3**	**3.1**	**2.2**	**1.1**	**1.9**	**1.1**	**3.5**	**2.3**
	2018	1.4	1.2	2.4	2.2	0.9▼	2.0	0.9	2.9	1.5
Repeatedly touched you in ANY other way	2021	**1.2**	**1.1**	**2.6**	**2.2**	**0.7**	**2.0**	**0.6**	**3.2**	**1.2**
	2018	1.6▲	1.5▲	2.4	2.9▲	0.8	2.9▲	0.8	2.9	1.4
Repeatedly made sexual gestures or body movements	2021	**1.2**	**1.1**	**2.3**	**1.6**	**1.0**	**1.4**	**0.9**	**2.5**	**1.8**
	2018	1.3	1.3	1.6	1.8	1.0	1.8▲	1.0	1.9	0.9
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	2021	**0.9**	**0.8**	**2.0**	**2.0**	**0.2**	**1.9**	**0.2**	**2.6**	**0.8**
	2018	1.0	0.9▲	1.9	2.3	0.3	2.3▲	0.3	2.4	0.8
Displayed, showed, or sent you sexually explicit materials like pictures or videos	2021	**0.8**	**0.8**	**1.4**	**1.0**	**0.7**	**0.9**	**0.7**	**1.3**	**1.5**
	2018	1.1▲	1.1▲	0.9	1.2	1.0▲	1.3▲	1.0▲	0.9	1.0
Intentionally touched you in a sexual way when you did not want them to	2021	**0.5**	**0.4**	**1.4**	**0.7**	**0.4**	**0.6**	**0.3**	**1.5**	**1.2**
	2018	0.6	0.5	1.1	1.0▲	0.3	1.0▲	0.3	1.2	0.7
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	2021	**0.3**	**0.3**	**0.6**	**0.5**	**0.2**	**0.5**	**0.2**	**0.6**	**0.7**
	2018	0.3	0.3	0.3	0.4	0.2	0.5	0.2	0.3	0.4
Made you feel like you would get punished in the workplace if you did not do something sexual	2021	**0.2**	**0.2**	**0.5**	**0.4**	**0.2**	**0.4**	**0.1**	**0.5**	**0.4**
	2018	0.3	0.3	0.3	0.4	0.2	0.4	0.2	0.3	0.1
Took or shared sexually suggestive pictures or videos of you when you did not want them to	2021	**0.2**	**0.2**	**0.3**	**0.2**	**0.2**	**0.2**	**0.2**	**0.2**	**0.3**
	2018	0.2	0.2	0.1	0.2	0.2	0.2	0.2	0.1	0.2

Margins of error range from ±0.1% to ±1.8%
Percent of all employees

Table 2.
DoD: Experienced Behavior(s) in Line With Gender Discrimination in the Past 12 Months (2021 WGRC Q23–Q24)

KEY: *Within Year Group Differences* Higher Response Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Mistreated, ignored, excluded, or insulted you because of your gender	2021	**6.1**	**6.0**	**7.5**	**12.8**	**2.3**	**13.7**	**2.1**	**8.7**	**5.2**
	2018	7.8▲	7.7▲	8.5	15.1▲	3.6▲	16.4▲	3.4▲	9.5	6.4
Said that your gender is not as good at your particular job or should be prevented from having job	2021	**2.3**	**2.1**	**3.4**	**4.5**	**1.0**	**4.7**	**0.9**	**3.8**	**2.6**
	2018	3.3▲	3.2▲	4.1	5.8▲	1.8▲	6.2▲	1.7▲	4.4	3.4

Margins of error range from ±0.2% to ±1.8%
Percent of all employees

Table 3.
DoD: Experienced at Least One Problematic Gender-Related Behavior in the Past 12 Months (2021 WGRC Q8–Q24)

KEY: *Within Year Group Differences* Higher Response Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced at least one problematic gender-related behavior in the past 12 months	2021	**10.5**	**10.0**	**14.6**	**17.6**	**6.4**	**17.9**	**6.0**	**16.1**	**11.6**
	2018	13.0▲	12.9▲	14.6	21.1▲	8.4▲	22.2▲	8.3▲	16.2	11.0

Margins of error range from ±0.3% to ±2.3%
Percent of all employees

Table 4.
DoD: Experienced Sexual Harassment Behavior(s) in the Past 12 Months by Someone From Work (2021 WGRC Q8–Q22, Q25–Q47)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Repeatedly told sexual "jokes"	2021	**2.7**	**2.4**	**5.2**	**4.0**	**2.0**	**3.4**	**1.9**	**6.2**	**3.1**
	2018	3.0▲	2.9▲	3.8	4.5	2.2	4.4▲	2.2	4.6	2.1
Made repeated sexual comments about your appearance or body	2021	**1.5**	**1.3**	**3.1**	**2.9**	**0.7**	**2.7**	**0.6**	**4.2**	**1.1**
	2018	1.6	1.5	3.3	3.5▲	0.6	3.2▲	0.6	4.4	0.9
Repeatedly suggested you do not act like someone of your gender is supposed to	2021	**1.4**	**1.4**	**2.2**	**1.9**	**1.1**	**1.9**	**1.1**	**2.3**	**1.9**
	2018	1.7▲	1.6▲	2.2	2.5▲	1.2	2.5▲	1.2	2.3	2.1
Repeatedly told you about their sexual activities	2021	**1.4**	**1.2**	**2.9**	**1.9**	**1.0**	**1.5**	**1.0**	**3.4**	**1.9**
	2018	1.4	1.3	1.9	2.0	1.0	2.0▲	1.0	2.4	0.8
Repeatedly asked you questions about your sex life or sexual interests	2021	**1.2**	**1.0**	**2.6**	**1.9**	**0.8**	**1.6**	**0.7**	**3.1**	**1.7**
	2018	1.1	1.0	2.1	1.9	0.6	1.7	0.6	2.5	1.3
Repeatedly made sexual gestures or body movements	2021	**1.0**	**0.9**	**1.8**	**1.3**	**0.8**	**1.2**	**0.8**	**2.1**	**1.4**
	2018	1.1	1.0	1.4	1.5	0.8	1.5▲	0.8	1.6	0.8
Repeatedly touched you in ANY other way	2021	**0.8**	**0.7**	**1.8**	**1.5**	**0.4**	**1.3**	**0.3**	**2.3**	**0.7**
	2018	1.0▲	0.9▲	1.5	1.9▲	0.5	1.9▲	0.4	1.9	0.8
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	2021	**0.8**	**0.6**	**1.8**	**1.8**	**0.2**	**1.6**	**0.2**	**2.4**	**0.7**
	2018	0.9	0.8▲	1.6	2.0	0.2	2.0▲	0.2	2.1	0.5
Displayed, showed, or sent you sexually explicit materials like pictures or videos	2021	**0.7**	**0.6**	**1.1**	**0.9**	**0.6**	**0.8**	**0.6**	**1.2**	**0.9**
	2018	0.8	0.8▲	0.7	0.9	0.7	1.0▲	0.7	0.6	0.9
Intentionally touched you in a sexual way when you did not want them to	2021	**0.5**	**0.4**	**1.4**	**0.7**	**0.4**	**0.6**	**0.3**	**1.5**	**1.2**
	2018	0.6	0.5	1.1	1.0▲	0.3	1.0▲	0.3	1.2	0.7
Took or shared sexually suggestive pictures or videos of you when you did not want them to	2021	**0.2**	**0.2**	**0.3**	**0.2**	**0.2**	**0.2**	**0.2**	**0.2**	**0.3**
	2018	0.2	0.2	0.1	0.2	0.2	0.2	0.2	0.1	0.2
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	2021	**0.2**	**0.2**	**0.3**	**0.3**	**0.1**	**0.3**	**0.1**	**0.2**	**0.4**
	2018	0.2	0.2	0.2	0.4	0.1	0.4	0.1	0.2	0.2
Made you feel like you would get punished in the workplace if you did not do something sexual	2021	**0.2**	**0.1**	**0.3**	**0.2**	**0.1**	**0.2**	**0.1**	**0.3**	**0.3**
	2018	0.2	0.2	0.1	0.3	0.1	0.3▲	0.1	0.1	0.1

Margins of error range from ±0.1% to ±1.5%
Percent of all employees

Table 5.
DoD: Experienced Gender Discrimination Behavior(s) in the Past 12 Months by Someone From Work (2021 WGRC Q23–Q24, Q48–Q51)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Mistreated, ignored, excluded, or insulted you because of your gender	2021	**3.1**	**3.0**	**4.0**	**6.1**	**1.3**	**6.4**	**1.2**	**4.6**	**2.9**
	2018	3.4▲	3.4▲	3.3	6.5	1.6▲	7.2▲	1.5▲	3.5	2.8
Said that your gender is not as good at your particular job or should be prevented from having job	2021	**1.0**	**1.0**	**1.4**	**2.0**	**0.4**	**2.1**	**0.4**	**1.5**	**1.3**
	2018	1.4▲	1.4▲	1.6	2.6▲	0.7▲	2.8▲	0.6▲	1.7	1.3

Margins of error range from ±0.1% to ±1.2%
Percent of all employees

Table 6.
DoD: Estimated Sexual Harassment/Gender Discrimination Past Year Rates (2021 WGRC Q8–Q51)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sexual Harassment/Gender Discrimination Rate	2021	**6.7**	**6.3**	**10.0**	**11.2**	**4.0**	**11.1**	**3.8**	**11.5**	**7.2**
	2018	7.8▲	7.6▲	9.5	13.1▲	4.7▲	13.6▲	4.7▲	10.9	6.5
Estimated Past Year Sexual Harassment Rate	2021	**4.7**	**4.4**	**8.0**	**7.3**	**3.2**	**6.9**	**3.1**	**9.3**	**5.5**
	2018	5.7▲	5.5▲	7.9	9.2▲	3.7▲	9.2▲	3.6▲	9.3	4.8
Estimated Past Year Sexually Hostile Work Environment Rate	2021	**4.7**	**4.3**	**8.0**	**7.3**	**3.2**	**6.9**	**3.1**	**9.3**	**5.5**
	2018	5.7▲	5.4▲	7.9	9.2▲	3.7▲	9.1▲	3.6▲	9.3	4.7
Estimated Past Year Sexual Quid Pro Quo Rate	2021	**0.2**	**0.2**	**0.4**	**0.4**	**0.2**	**0.3**	**0.1**	**0.4**	**0.4**
	2018	0.3	0.3	0.2	0.4	0.2	0.5	0.1	0.2	0.2
Estimated Past Year Gender Discrimination Rate	2021	**3.2**	**3.1**	**4.2**	**6.3**	**1.4**	**6.6**	**1.3**	**4.7**	**3.1**
	2018	3.5▲	3.5▲	3.5	6.7	1.7▲	7.4▲	1.6▲	3.7	3.1

Margins of error range from ±0.1% to ±1.8%
Percent of all employees

Table 7.
DoD: Combination of Sexual Harassment/Gender Discrimination Behaviors Discussed (2021 WGRC Q8–Q51)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Combination of sexual harassment/gender discrimination behaviors experienced in the past 12 months	Sexually hostile work environment behaviors	3	3	6	5	3	4	2	7	4
	Sexual quid pro quo behaviors	<1	<1	<1	<1	<1	<1	<1	<1	<1
	Gender discrimination behaviors	2	2	2	4	1	4	1	2	2
	Combination of behaviors	1	1	2	2	1	2	1	3	1
	Did not experience behaviors	93	94	90	89	96	89	96	89	93

Margins of error range from ±1% to ±2%
Percent of all employees

Table 8.
DoD: Sexual Harassment One Situation: Behavior(s) Discussed (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Repeatedly told sexual "jokes"	45	44	46	40	51	38	51	46	48
Mistreated, ignored, excluded, or insulted you because of your gender	26	27	24	35	16	39	15	23	28
Made repeated sexual comments about your appearance or body	26	25	30	33	17	34	16	32	22
Repeatedly told you about their sexual activities	24	22	29	21	27	18	27	28	33
Repeatedly suggested you do not act like someone of your gender is supposed to	22	23	18	18	27	20	26	13	34
Repeatedly asked you questions about your sex life or sexual interests	20	20	24	21	20	20	19	24	25
Repeatedly made sexual gestures or body movements	16	16	17	14	19	14	19	16	21
Said that your gender were not as good at your particular job or should be prevented from having job	16	15	19	22	9	23	8	20	18
Repeatedly touched you in ANY other way	15	14	20	20	10	19	10	24	11
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	14	14	15	21	5	24	4	15	14
Displayed, showed, or sent you sexually explicit materials like pictures or videos	12	12	9	8	15	9	15	7	16
Intentionally touched you in a sexual way when you did not want them to	9	8	13	10	8	8	8	13	10
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	5	5	4	5	5	5	5	2	8
Made you feel like you would get punished in the workplace if you did not do something sexual	4	4	4	4	4	4	4	3	6
Took or shared sexually suggestive pictures or videos of you when you did not want them to	4	4	2	2	5	2	6	2	3

Margins of error range from ±1% to ±17%
Percent of employees who experienced sexual harassment in the past 12 months

Table 9.
DoD: Gender Discrimination One Situation: Behavior(s) Discussed (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Mistreated, ignored, excluded, or insulted you because of your gender	93	95	85	93	93	95	94	83	92
Said that your gender were not as good at your particular job or should be prevented from having job	31	30	42	32	30	30	28	42	NR
Repeatedly told sexual "jokes"	16	15	22	14	20	13	20	24	18
Repeatedly suggested you do not act like someone of your gender is supposed to	15	14	19	13	23	12	21	14	NR
Made repeated sexual comments about your appearance or body	12	12	14	12	15	11	14	13	18
Repeatedly told you about their sexual activities	9	9	14	7	17	6	16	13	18
Repeatedly asked you questions about your sex life or sexual interests	9	9	10	7	15	7	15	8	16
Repeatedly made sexual gestures or body movements	7	7	9	5	14	5	14	8	12
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	6	6	7	6	7	6	6	6	NR
Repeatedly touched you in ANY other way	6	5	8	6	3	6	4	9	2
Displayed, showed, or sent you sexually explicit materials like pictures or videos	4	5	4	3	10	3	10	1	12
Intentionally touched you in a sexual way when you did not want them to	4	3	7	3	5	2	5	9	1
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	3	4	3	2	7	2	7	<1	NR
Made you feel like you would get punished in the workplace if you did not do something sexual	3	3	4	2	6	2	5	4	NR
Took or shared sexually suggestive pictures or videos of you when you did not want them to	2	3	1	1	7	1	7	<1	3

Margins of error range from ±1% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months

Table 10.
DoD: Discussed at Least One Sexual Harassment Behavior in the One Situation (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one sexual harassment behavior	62	60	70	54	74	51	74	69	70

Margins of error range from ±2% to ±12%
Percent of employees who experienced sexual harassment and/or gender discrimination in the past 12 months

Table 11.
DoD: Discussed at Least One Gender Discrimination Behavior in the One Situation (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one gender discrimination behavior	**55**	**56**	**50**	**66**	**37**	**70**	**36**	**50**	**51**

Margins of error range from ±2% to ±12%
Percent of employees who experienced sexual harassment and/or gender discrimination in the past 12 months

Table 12.
DoD: Type of Behavior(s) Discussed in the One Situation (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Type of behavior discussed in one situation	**Sexual harassment only**	**44**	**43**	**48**	**33**	**61**	**30**	**63**	**48**	**49**
	Gender discrimination only	**37**	**39**	**29**	**45**	**25**	**49**	**24**	**29**	**30**
	Both	**18**	**17**	**21**	**21**	**13**	**21**	**12**	**21**	**21**
	Did not identify	**1**	**1**	**2**	**1**	**1**	**1**	**1**	**2**	**<1**

Margins of error range from ±1% to ±12%
Percent of employees who experienced sexual harassment and/or gender discrimination in the past 12 months

Table 13.
DoD: Sexual Harassment One Situation: Labeling of Behavior(s) Experienced (2021 WGRC Q53)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Considered any of the behaviors experienced to be sexual harassment	65	64	73	71	58	71	57	74	71
Considered any of the behaviors experienced to be gender discrimination	44	43	45	48	38	50	37	43	53
Considered any of the behaviors experienced to be sexual orientation harassment or discrimination	35	36	32	29	43	29	43	28	47
Considered any of the behaviors experienced to be racial/ethnic harassment or discrimination	32	33	27	26	38	28	38	22	42
Considered any of the behaviors experienced to be gender identity harassment or discrimination	31	31	27	26	36	26	36	24	37
Considered any of the behaviors experienced to be religious harassment or discrimination	20	20	20	15	25	14	25	17	27

Margins of error range from ±2% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 14.
DoD: Gender Discrimination One Situation: Labeling of Behavior(s) Experienced (2021 WGRC Q53)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Considered any of the behaviors experienced to be gender discrimination	83	83	81	84	79	85	78	82	80
Considered any of the behaviors experienced to be racial/ethnic harassment or discrimination	42	41	47	37	57	36	57	43	58
Considered any of the behaviors experienced to be gender identity harassment or discrimination	33	32	37	30	40	29	40	36	39
Considered any of the behaviors experienced to be sexual harassment	27	26	34	27	28	26	28	35	32
Considered any of the behaviors experienced to be sexual orientation harassment or discrimination	26	26	29	23	37	23	36	25	NR
Considered any of the behaviors experienced to be religious harassment or discrimination	17	17	19	14	27	13	27	17	NR

Margins of error range from ±2% to ±18%
Percent of employees who experienced gender discrimination in the past 12 months

Table 15.
DoD: Sexual Harassment One Situation: Gender of Alleged Offender(s) (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Gender of the alleged offender(s)	Men	67	70	56	72	62	75	64	61	38
	Women	11	8	25	11	12	6	10	24	27
	A mix of men and women	22	22	19	18	27	19	26	15	34

Margins of error range from ±2% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 16.
DoD: Gender Discrimination One Situation: Gender of Alleged Offender(s) (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Gender of the alleged offender(s)	Men	59	60	51	72	20	74	19	60	NR
	Women	13	12	22	5	36	4	35	17	40
	A mix of men and women	28	28	27	22	44	22	46	23	37

Margins of error range from ±1% to ±17%
Percent of employees who experienced gender discrimination in the past 12 months

Table 17.
DoD: Sexual Harassment One Situation: At Least One Alleged Offender Was a Man (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a man	89	92	75	89	88	94	90	76	73

Margins of error range from ±2% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 18.
DoD: Gender Discrimination One Situation: At Least One Alleged Offender Was a Man (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a man	**87**	**88**	**78**	**95**	**64**	**96**	**65**	**83**	**60**

Margins of error range from ±1% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 19.
DoD: Sexual Harassment One Situation: At Least One Alleged Offender Was a Woman (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a woman	**33**	**30**	**44**	**28**	**38**	**25**	**36**	**39**	**62**

Margins of error range from ±3% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 20.
DoD: Gender Discrimination One Situation: At Least One Alleged Offender Was a Woman (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a woman	**41**	**40**	**49**	**28**	**80**	**26**	**81**	**40**	**NR**

Margins of error range from ±2% to ±11%
Percent of employees who experienced gender discrimination in the past 12 months

Table 21.
DoD: Sexual Harassment One Situation: Employment Status of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
DoD civilian employee(s)	**88**	**88**	**88**	**86**	**90**	**85**	**90**	**88**	**NR**
Military member(s)	**28**	**30**	**16**	**29**	**25**	**33**	**27**	**18**	**NR**
DoD contractor(s)	**13**	**14**	**5**	**12**	**13**	**14**	**14**	**6**	**3**
Someone else working for the DoD	**11**	**9**	**17**	**11**	**10**	**9**	**9**	**17**	**20**
Someone else not listed above with whom you come into contact as part of your duties	**7**	**6**	**11**	**7**	**7**	**5**	**7**	**12**	**6**

Margins of error range from ±2% to ±17%
Percent of employees who experienced sexual harassment in the past 12 months

Table 22.
DoD: Gender Discrimination One Situation: Employment Status of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
DoD civilian employee(s)	**89**	**89**	**88**	**88**	**91**	**88**	**92**	**88**	**NR**
Military member(s)	**35**	**37**	**21**	**36**	**31**	**39**	**33**	**24**	**NR**
DoD contractor(s)	**11**	**12**	**8**	**12**	**10**	**12**	**11**	**10**	**4**
Someone else working for the DoD	**10**	**9**	**15**	**9**	**13**	**8**	**14**	**18**	**7**
Someone else not listed above with whom you come into contact as part of your duties	**7**	**7**	**10**	**6**	**11**	**5**	**11**	**11**	**8**

Margins of error range from ±2% to ±12%
Percent of employees who experienced gender discrimination in the past 12 months

Table 23.
DoD: Sexual Harassment One Situation: DoD Affiliation of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was affiliated with the DoD	**98**	**98**	**95**	**98**	**98**	**99**	**98**	**95**	**96**

Margins of error range from ±1% to ±11%
Percent of employees who experienced sexual harassment in the past 12 months

Table 24.
DoD: Gender Discrimination One Situation: DoD Affiliation of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was affiliated with the DoD	**99**	**99**	**97**	**99**	**99**	**>99**	**99**	**97**	**NR**

Margins of error range from ±1% to ±6%
Percent of employees who experienced gender discrimination in the past 12 months

Table 25.
DoD: Sexual Harassment One Situation: Supervisory Status of Alleged Offender(s) (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Another coworker with whom you have no supervisory relationships	**69**	**71**	**61**	**72**	**66**	**74**	**68**	**66**	**45**
Your supervisor(s)	**30**	**31**	**29**	**29**	**32**	**30**	**31**	**27**	**33**
Your team leader(s)	**24**	**24**	**24**	**23**	**25**	**22**	**25**	**23**	**26**
Your manager(s)	**22**	**21**	**29**	**22**	**23**	**20**	**22**	**29**	**29**
Your organization's leader(s)	**20**	**21**	**15**	**19**	**21**	**21**	**21**	**14**	**17**
Someone you manage(d)	**7**	**7**	**7**	**6**	**8**	**6**	**9**	**7**	**6**

Margins of error range from ±2% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 26.
DoD: Gender Discrimination One Situation: Supervisory Status of Alleged Offender(s) (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your supervisor(s)	**55**	**55**	**50**	**55**	**53**	**56**	**55**	**52**	**43**
Another coworker with whom you have no supervisory relationships	**49**	**51**	**36**	**51**	**43**	**53**	**45**	**39**	**25**
Your organization's leader(s)	**48**	**49**	**42**	**46**	**55**	**47**	**56**	**40**	**NR**
Your manager(s)	**47**	**46**	**56**	**44**	**56**	**42**	**56**	**57**	**NR**
Your team leader(s)	**34**	**34**	**36**	**33**	**38**	**33**	**39**	**37**	**34**
Someone you manage(d)	**9**	**9**	**6**	**9**	**10**	**9**	**11**	**7**	**4**

Margins of error range from ±2% to ±17%
Percent of employees who experienced gender discrimination in the past 12 months

Table 27.
DoD: Sexual Harassment One Situation: Alleged Offender(s) Was in Leadership (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was part of leadership	**49**	**49**	**52**	**49**	**50**	**48**	**50**	**50**	**56**

Margins of error range from ±3% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 28.
DoD: Gender Discrimination One Situation: Alleged Offender(s) Was in Leadership (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was part of leadership	**85**	**86**	**82**	**84**	**89**	**85**	**89**	**81**	**NR**

Margins of error range from ±2% to ±11%
Percent of employees who experienced gender discrimination in the past 12 months

Table 29.
DoD: Sexual Harassment One Situation: Context of Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
While you were performing your DoD civilian job duties	93	93	95	94	92	93	92	96	91
At your primary duty location	89	89	90	89	89	89	89	90	89
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	52	54	46	52	53	53	55	48	38
When you were at a work-related, DoD, or military function	35	36	30	32	38	34	38	27	40
While you were completing a probationary period for your DoD civilian job	24	26	15	23	25	27	25	12	26
Online on social media or via other electronic communications	14	15	9	16	12	18	13	10	6
While you were off duty in a situation unrelated to work	13	14	9	15	12	16	12	10	4
While you were assigned OCONUS to perform your DoD civilian job duties	9	8	9	9	8	10	7	8	14

Margins of error range from ±2% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 30.
DoD: Gender Discrimination One Situation: Context of Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
While you were performing your DoD civilian job duties	95	95	95	96	94	96	94	96	93
At your primary duty location	91	91	89	90	92	90	92	89	91
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	51	51	49	52	48	53	47	48	NR
When you were at a work-related, DoD, or military function	38	39	32	35	46	36	47	31	34
While you were completing a probationary period for your DoD civilian job	19	19	17	18	22	19	21	14	NR
Online on social media or via other electronic communications	11	11	8	10	14	10	14	5	NR
While you were assigned OCONUS to perform your DoD civilian job duties	9	9	12	9	9	9	8	12	14
While you were off duty in a situation unrelated to work	9	9	5	8	12	8	13	6	4

Margins of error range from ±1% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 31.
DoD: Sexual Harassment One Situation: Type of Context for Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Context in which the one situation occurred	Context associated with the DoD	78	77	83	76	80	75	79	80	91
	Context not associated with the DoD	1	1	<1	1	1	1	1	<1	NR
	In both contexts	20	21	15	22	17	24	18	17	8
	Did not identify	1	1	2	1	1	<1	1	2	1

Margins of error range from ±1% to ±8%
Percent of employees who experienced sexual harassment in the past 12 months

Table 32.
DoD: Gender Discrimination One Situation: Type of Context for Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Context in which the one situation occurred	Context associated with the DoD	84	83	87	85	79	85	78	88	NR
	Context not associated with the DoD	<1	<1	<1	<1	<1	<1	<1	<1	<1
	In both contexts	15	16	12	13	20	14	21	10	NR
	Did not identify	1	1	2	1	1	1	1	2	NR

Margins of error range from ±1% to ±9%
Percent of employees who experienced gender discrimination in the past 12 months

Table 33.
DoD: Sexual Harassment One Situation: Behavior(s) Occurred in a DoD Context (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Behavior(s) occurred in a DoD context	98	98	98	98	98	99	98	98	99

Margins of error range from ±1% to ±7%
Percent of employees who experienced sexual harassment in the past 12 months

Table 34.
DoD: Gender Discrimination One Situation: Behavior(s) Occurred in a DoD Context (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Behavior(s) occurred in a DoD context	99	99	98	99	99	99	99	98	NR

Margins of error range from ±1% to ±9%
Percent of employees who experienced gender discrimination in the past 12 months

Table 35.
DoD: Sexual Harassment One Situation: Unofficial Disclosure (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your coworker(s)	**65**	**64**	**69**	**68**	**61**	**67**	**60**	**69**	**71**
The person(s) involved	**45**	**46**	**39**	**45**	**45**	**46**	**47**	**41**	**33**
A counselor or medical/mental health provider	**18**	**19**	**16**	**23**	**13**	**25**	**13**	**16**	**15**
Legal counsel (for example, a lawyer)	**6**	**7**	**4**	**6**	**6**	**8**	**6**	**3**	**6**
An Employee Assistance Program (EAP) counselor	**6**	**6**	**4**	**6**	**6**	**7**	**6**	**3**	**7**
An Ombudsman	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**<1**

Margins of error range from ±1% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 36.
DoD: Gender Discrimination One Situation: Unofficial Disclosure (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your coworker(s)	**70**	**71**	**67**	**70**	**70**	**71**	**70**	**67**	**69**
The person(s) involved	**41**	**41**	**39**	**41**	**41**	**41**	**42**	**41**	**36**
A counselor or medical/mental health provider	**27**	**28**	**23**	**28**	**25**	**29**	**26**	**23**	**NR**
Legal counsel (for example, a lawyer)	**11**	**12**	**8**	**10**	**14**	**10**	**15**	**7**	**10**
An Employee Assistance Program (EAP) counselor	**9**	**9**	**5**	**7**	**12**	**8**	**13**	**5**	**4**
An Ombudsman	**2**	**2**	**1**	**1**	**4**	**1**	**5**	**1**	**1**

Margins of error range from ±1% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months

Table 37.
DoD: Sexual Harassment One Situation: Unofficially Disclosed to at Least One Person (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Disclosed to at least one person unofficially	**79**	**78**	**82**	**83**	**74**	**84**	**73**	**83**	**82**

Margins of error range from ±2% to ±11%
Percent of employees who experienced sexual harassment in the past 12 months

Table 38.
DoD: Gender Discrimination One Situation: Unofficially Disclosed to at Least One Person (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Disclosed to at least one person unofficially	**83**	**83**	**82**	**83**	**81**	**84**	**81**	**82**	**83**

Margins of error range from ±2% to ±12%
Percent of employees who experienced gender discrimination in the past 12 months

Table 39.
DoD: Sexual Harassment One Situation: Unofficially Disclosed to Professionals (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Disclosed unofficially to at least one professional	**23**	**24**	**21**	**28**	**18**	**30**	**17**	**21**	**22**

Margins of error range from ±3% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 40.
DoD: Gender Discrimination One Situation: Unofficially Disclosed to Professionals (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Disclosed unofficially to at least one professional	**34**	**35**	**31**	**34**	**35**	**35**	**35**	**31**	**NR**

Margins of error range from ±2% to ±10%
Percent of employees who experienced gender discrimination in the past 12 months

Table 41.
DoD: Sexual Harassment One Situation: Filed Complaint/Grievance/Report With Officials (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your leadership	**34**	**31**	**48**	**38**	**28**	**36**	**26**	**46**	**53**
An EEO representative	**9**	**10**	**8**	**11**	**8**	**12**	**7**	**7**	**10**
Human Resources	**8**	**7**	**14**	**9**	**7**	**7**	**7**	**16**	**9**
Your union or bargaining unit representative	**6**	**7**	**1**	**6**	**7**	**7**	**8**	**1**	**2**
DoD Office of Inspector General	**4**	**4**	**5**	**5**	**4**	**4**	**4**	**6**	**1**
Office of Special Counsel	**2**	**2**	**1**	**1**	**2**	**1**	**3**	**1**	**<1**

Margins of error range from ±1% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 42.
DoD: Gender Discrimination One Situation: Filed Complaint/Grievance/Report With Officials (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your leadership	**41**	**39**	**50**	**41**	**39**	**40**	**36**	**47**	**60**
An EEO representative	**16**	**16**	**16**	**16**	**17**	**16**	**18**	**18**	**10**
Human Resources	**12**	**10**	**20**	**12**	**12**	**9**	**13**	**24**	**8**
Your union or bargaining unit representative	**11**	**12**	**8**	**10**	**15**	**10**	**16**	**9**	**6**
DoD Office of Inspector General	**6**	**6**	**9**	**6**	**7**	**5**	**8**	**11**	**1**
Office of Special Counsel	**2**	**2**	**1**	**2**	**4**	**2**	**4**	**2**	**1**

Margins of error range from ±1% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 43.
DoD: Sexual Harassment One Situation: Filed Report With at Least One Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed complaint/grievance/report with at least one official	**37**	**34**	**51**	**41**	**32**	**38**	**30**	**50**	**55**

Margins of error range from ±3% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 44.
DoD: Gender Discrimination One Situation: Filed Report With at Least One Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed complaint/grievance/report with at least one official	**46**	**44**	**55**	**46**	**45**	**45**	**43**	**53**	**62**

Margins of error range from ±2% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 45.
DoD: Sexual Harassment One Situation: Filed Report/Complaint to Leadership/EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported the upsetting situation to leadership and/or EEO representative	**Reported to leadership**	**26**	**22**	**41**	**29**	**22**	**25**	**20**	**39**	**45**
	Reported to EEO	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**<1**	**NR**
	Reported to both	**8**	**8**	**7**	**10**	**6**	**11**	**6**	**7**	**NR**
	No to both	**65**	**68**	**51**	**60**	**70**	**63**	**73**	**53**	**45**
	Did not identify	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**NR**

Margins of error range from ±1% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months

Table 46.
DoD: Gender Discrimination One Situation: Filed Report/Complaint to Leadership/EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported the upsetting situation to leadership and/or EEO representative	Reported to leadership	27	25	36	27	24	27	20	32	NR
	Reported to EEO	2	2	2	2	2	2	2	3	1
	Reported to both	14	14	14	14	15	13	16	15	9
	No to both	57	58	47	56	58	57	61	50	38
	Did not identify	<1	<1	<1	<1	1	<1	1	<1	<1

Margins of error range from ±1% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 47.
DoD: Sexual Harassment One Situation: Filed With Leadership and/or EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed report/complaint about the upsetting situation to leadership and/or EEO representative	35	32	49	39	30	37	27	46	55

Margins of error range from ±3% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 48.
DoD: Gender Discrimination One Situation: Filed With Leadership and/or EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed report/complaint about the upsetting situation to leadership and/or EEO representative	43	41	52	43	41	42	38	50	61

Margins of error range from ±2% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 49.
DoD: Sexual Harassment One Situation: Reported to a DoD Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported the upsetting situation to at least one DoD official	**36**	**33**	**51**	**41**	**30**	**38**	**28**	**50**	**55**

Margins of error range from ±3% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 50.
DoD: Gender Discrimination One Situation: Reported to a DoD Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported the upsetting situation to at least one DoD official	**45**	**43**	**54**	**45**	**43**	**44**	**40**	**52**	**62**

Margins of error range from ±2% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months

Table 51.
DoD: Sexual Harassment One Situation: Level of Leadership That Received the Report (2021 WGRC Q60)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your supervisor(s)	**81**	**84**	**73**	**78**	**87**	**82**	**87**	**68**	**NR**
Your manager(s)	**56**	**51**	**72**	**58**	**52**	**51**	**50**	**76**	**NR**
Your team leader(s)	**51**	**50**	**53**	**49**	**53**	**49**	**52**	**51**	**NR**
Your organization's leader(s)	**43**	**47**	**32**	**46**	**38**	**51**	**41**	**36**	**22**
Other leader(s)	**30**	**33**	**21**	**31**	**28**	**35**	**31**	**24**	**13**

Margins of error range from ±4% to ±18%
Percent of employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 52.
DoD: Gender Discrimination One Situation: Level of Leadership That Received the Report (2021 WGRC Q60)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your supervisor(s)	**77**	**80**	**64**	**77**	**78**	**80**	**80**	**62**	**NR**
Your manager(s)	**57**	**55**	**63**	**55**	**60**	**53**	**62**	**68**	**NR**
Your organization's leader(s)	**54**	**58**	**37**	**55**	**53**	**57**	**60**	**41**	**NR**
Your team leader(s)	**48**	**49**	**44**	**45**	**57**	**46**	**58**	**39**	**NR**
Other leader(s)	**36**	**39**	**22**	**34**	**40**	**36**	**46**	**25**	**14**

Margins of error range from ±3% to ±17%
Percent of employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 53.
DoD: Sexual Harassment One Situation: Type of Complaint Made About One Situation (2021 WGRC Q61)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Which of the following best describes the current status of your EEO complaint?	**Informal complaint**	**32**	**36**	**7**	**33**	**30**	**38**	**34**	**NR**	**NR**
	Formal complaint	**36**	**35**	**NR**	**33**	**42**	**32**	**38**	**NR**	**NR**
	Not sure	**32**	**29**	**NR**	**34**	**28**	**30**	**28**	**NR**	**NR**

Margins of error range from ±7% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 54.
DoD: Gender Discrimination One Situation: Type of Complaint Made About One Situation (2021 WGRC Q61)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Which of the following best describes the current status of your EEO complaint?	**Informal complaint**	**30**	**34**	**11**	**31**	**27**	**36**	**28**	**9**	**NR**
	Formal complaint	**39**	**38**	**NR**	**36**	**48**	**35**	**46**	**NR**	**NR**
	Not sure	**31**	**28**	**NR**	**33**	**24**	**29**	**26**	**NR**	**NR**

Margins of error range from ±5% to ±14%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 55.
DoD: Sexual Harassment One Situation: Actions After Reporting to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The person you told took no action.	**41**	**41**	**42**	**39**	**44**	**39**	**43**	**39**	**NR**
Someone talked to the person(s) to ask them to change their behavior.	**39**	**40**	**38**	**39**	**39**	**39**	**40**	**39**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**31**	**34**	**20**	**30**	**31**	**35**	**33**	**19**	**NR**
You were encouraged to drop the issue.	**30**	**31**	**28**	**26**	**37**	**26**	**37**	**25**	**NR**
The rules on harassment were explained to everyone in the workplace.	**26**	**27**	**26**	**23**	**32**	**21**	**34**	**27**	**NR**
You were punished for bringing it up.	**23**	**24**	**21**	**20**	**28**	**21**	**28**	**18**	**NR**
The person(s) who acted this way took action against you for reporting to leadership.	**23**	**25**	**15**	**21**	**26**	**23**	**29**	**16**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**21**	**24**	**14**	**19**	**25**	**23**	**25**	**11**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**21**	**21**	**21**	**23**	**18**	**22**	**19**	**25**	**NR**
You were discouraged from filing an EEO complaint.	**18**	**20**	**13**	**14**	**24**	**16**	**25**	**10**	**NR**
The person(s) stopped their upsetting behavior.	**18**	**18**	**18**	**18**	**19**	**18**	**19**	**18**	**NR**
Not sure	**18**	**17**	**20**	**16**	**21**	**16**	**18**	**15**	**NR**
Some other action	**15**	**15**	**14**	**14**	**16**	**16**	**15**	**11**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**13**	**14**	**10**	**12**	**14**	**14**	**13**	**9**	**NR**
There was some official career action taken against the person(s) for their upsetting behavior.	**7**	**7**	**8**	**7**	**8**	**6**	**9**	**10**	**3**

Margins of error range from ±2% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 56.
DoD: Gender Discrimination One Situation: Actions After Reporting to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The person you told took no action.	58	55	69	54	69	52	68	66	NR
You were encouraged to drop the issue.	36	36	37	32	47	32	46	30	NR
You were punished for bringing it up.	35	34	39	32	46	31	43	33	NR
Your coworkers treated you worse, avoided you, or blamed you for the problem.	34	36	29	34	37	35	38	27	NR
The person(s) who acted this way took action against you for reporting to leadership.	32	34	24	29	41	30	46	25	NR
Someone talked to the person(s) to ask them to change their behavior.	29	29	27	29	29	29	30	28	NR
You were discouraged from filing an EEO complaint.	23	22	31	20	34	18	32	26	NR
Some other action	20	19	25	19	21	17	23	30	NR
Not sure	19	18	23	19	19	18	18	NR	NR
An investigation, survey, or other assessment of the workplace was conducted.	17	18	13	15	23	16	25	13	NR
Your work station, schedule, or duties were changed to help you avoid the person(s).	17	17	16	16	18	16	20	17	NR
The rules on harassment were explained to everyone in the workplace.	16	16	19	14	23	13	24	20	NR
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	9	8	14	8	12	7	10	12	NR
The person(s) stopped their upsetting behavior.	9	8	11	8	11	7	12	11	NR
There was some official career action taken against the person(s) for their upsetting behavior.	5	5	6	5	7	4	9	9	1

Margins of error range from ±2% to ±18%
Percent of employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 57.
DoD: Sexual Harassment One Situation: Actions After Report to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Action(s) resulting from reporting the situation to leadership	Positive only	29	28	32	32	24	31	24	35	NR
	Negative only	28	27	31	27	28	25	29	33	NR
	Both positive and negative	35	39	24	33	40	38	42	21	NR
	Neither	8	6	13	7	8	6	5	11	NR

Margins of error range from ±3% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 58.
DoD: Gender Discrimination One Situation: Actions After Report to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Action(s) resulting from reporting the situation to leadership	Positive only	14	14	14	16	9	16	9	17	8
	Negative only	46	44	54	44	49	42	49	56	NR
	Both positive and negative	34	36	27	32	40	34	41	23	NR
	Neither	6	6	5	7	3	8	1	4	NR

Margins of error range from ±2% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 59.
DoD: Sexual Harassment One Situation: Actions After Filing an EEO Complaint (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The person you told took no action.	**53**	**51**	**NR**	**46**	**62**	**43**	**63**	**NR**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**42**	**42**	**NR**	**50**	**31**	**46**	**36**	**NR**	**NR**
You were discouraged from filing/further pursuing an EEO complaint.	**36**	**33**	**NR**	**36**	**36**	**34**	**32**	**NR**	**NR**
The person(s) who acted this way took action against you for filing an EEO complaint.	**31**	**29**	**NR**	**27**	**37**	**24**	**37**	**NR**	**NR**
You were encouraged to drop the issue.	**31**	**27**	**NR**	**29**	**34**	**26**	**30**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**29**	**28**	**NR**	**26**	**32**	**25**	**33**	**NR**	**NR**
You were punished for bringing it up.	**29**	**27**	**NR**	**24**	**36**	**21**	**35**	**NR**	**NR**
The rules on harassment were explained to everyone in the workplace.	**28**	**26**	**NR**	**28**	**27**	**23**	**31**	**NR**	**NR**
Someone talked to the person(s) to ask them to change their behavior.	**26**	**23**	**NR**	**28**	**24**	**20**	**28**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**25**	**20**	**NR**	**27**	**22**	**21**	**19**	**NR**	**NR**
Not sure	**23**	**20**	**NR**	**21**	**27**	**17**	**26**	**NR**	**NR**
Some other action	**19**	**15**	**NR**	**18**	**20**	**14**	**17**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**16**	**14**	**NR**	**19**	**13**	**13**	**15**	**NR**	**NR**
The person(s) stopped their upsetting behavior.	**16**	**14**	**NR**	**16**	**16**	**11**	**18**	**NR**	**NR**
There was some official career action taken against the person(s) for their upsetting behavior.	**15**	**11**	**NR**	**15**	**15**	**10**	**11**	**NR**	**NR**

Margins of error range from ±6% to ±17%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 60.
DoD: Gender Discrimination One Situation: Actions After Filing an EEO Complaint (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The person you told took no action.	**46**	**45**	**NR**	**44**	**51**	**41**	**54**	**NR**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**42**	**42**	**NR**	**43**	**40**	**42**	**42**	**NR**	**NR**
You were punished for bringing it up.	**34**	**34**	**NR**	**29**	**48**	**30**	**45**	**NR**	**NR**
You were discouraged from filing/further pursuing an EEO complaint.	**34**	**32**	**NR**	**30**	**43**	**27**	**45**	**NR**	**NR**
The person(s) who acted this way took action against you for filing an EEO complaint.	**31**	**29**	**NR**	**28**	**38**	**26**	**35**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**30**	**30**	**NR**	**28**	**34**	**28**	**35**	**NR**	**NR**
You were encouraged to drop the issue.	**28**	**27**	**NR**	**24**	**38**	**22**	**40**	**NR**	**NR**
Some other action	**19**	**19**	**NR**	**19**	**20**	**18**	**21**	**NR**	**NR**
Not sure	**19**	**19**	**NR**	**17**	**25**	**16**	**27**	**NR**	**NR**
Someone talked to the person(s) to ask them to change their behavior.	**19**	**17**	**NR**	**18**	**20**	**15**	**21**	**NR**	**NR**
The rules on harassment were explained to everyone in the workplace.	**18**	**17**	**NR**	**19**	**16**	**17**	**16**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**18**	**15**	**NR**	**18**	**17**	**16**	**12**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**12**	**9**	**NR**	**12**	**12**	**8**	**12**	**NR**	**NR**
There was some official career action taken against the person(s) for their upsetting behavior.	**12**	**9**	**NR**	**9**	**19**	**7**	**15**	**NR**	**NR**
The person(s) stopped their upsetting behavior.	**9**	**8**	**NR**	**7**	**14**	**5**	**15**	**NR**	**NR**

Margins of error range from ±3% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 61.
DoD: Sexual Harassment One Situation: Actions After Complaint Filed With EEO (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Action(s) resulting from filing a complaint about the situation with an EEO representative	Positive only	20	21	NR	27	10	27	11	NR	NR
	Negative only	29	29	NR	26	34	28	29	13	NR
	Both positive and negative	45	44	NR	44	48	41	49	NR	NR
	Neither	6	6	2	3	9	3	11	3	NR

Margins of error range from ±4% to ±16%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 62.
DoD: Gender Discrimination One Situation: Actions After Complaint Filed With EEO (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Action(s) resulting from filing a complaint about the situation with an EEO representative	Positive only	16	16	15	18	8	19	8	NR	NR
	Negative only	36	37	NR	35	38	35	40	NR	NR
	Both positive and negative	41	40	NR	39	47	38	44	NR	NR
	Neither	7	8	3	7	7	8	8	3	NR

Margins of error range from ±3% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 63.
DoD: Sexual Harassment One Situation: Satisfaction With Leadership Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
How you were treated by leadership handling your report	Satisfied	25	22	34	28	21	24	20	37	NR
	Neither	24	26	18	20	29	23	30	15	NR
	Dissatisfied	51	52	49	52	50	53	50	48	NR
Degree to which your privacy was/is being protected	Satisfied	22	21	25	22	23	20	23	25	NR
	Neither	31	31	31	33	30	33	29	32	NR
	Dissatisfied	46	47	44	46	47	47	48	43	NR
Availability of information about how to file an EEO complaint	Satisfied	21	23	15	21	21	22	23	16	NR
	Neither	33	30	40	34	31	32	28	38	NR
	Dissatisfied	46	47	45	45	48	45	49	45	NR
Amount of time it took/is taking to resolve your report	Satisfied	21	18	27	20	22	16	21	29	NR
	Neither	27	25	32	29	23	30	19	28	NR
	Dissatisfied	52	56	40	50	55	54	60	43	NR
Availability of information about victim support resources	Satisfied	21	23	13	20	21	23	23	14	NR
	Neither	36	33	43	36	36	34	33	40	NR
	Dissatisfied	44	44	44	44	43	44	44	46	NR
The action taken by leadership handling your situation	Satisfied	19	18	24	23	13	20	14	29	8
	Neither	24	23	27	21	29	20	27	23	NR
	Dissatisfied	57	59	50	56	58	60	59	48	NR
The reporting process overall	Satisfied	15	15	15	16	13	15	14	18	8
	Neither	32	30	38	32	33	31	29	33	NR
	Dissatisfied	53	55	47	52	54	53	57	49	NR
How well you were/are kept informed about the progress of your report	Satisfied	14	14	13	15	13	14	14	15	8
	Neither	31	26	44	32	29	28	23	41	NR
	Dissatisfied	55	60	42	54	59	58	63	44	NR

Margins of error range from ±3% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 64.
DoD: Gender Discrimination One Situation: Satisfaction With Leadership Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Availability of information about how to file an EEO complaint	Satisfied	20	22	11	20	18	22	21	12	8
	Neither	30	29	34	32	23	31	23	NR	NR
	Dissatisfied	50	49	55	48	58	47	56	NR	NR
Availability of information about victim support resources	Satisfied	17	19	10	18	17	19	20	11	6
	Neither	33	33	36	34	29	34	28	NR	NR
	Dissatisfied	49	48	55	48	54	47	52	NR	NR
Degree to which your privacy was/is being protected	Satisfied	13	13	13	13	13	13	11	10	NR
	Neither	32	33	26	35	21	36	22	30	17
	Dissatisfied	55	54	61	52	66	50	66	60	NR
How you were treated by leadership handling your report	Satisfied	13	12	15	15	7	15	5	14	NR
	Neither	19	20	18	20	18	21	16	NR	NR
	Dissatisfied	68	68	67	65	75	65	79	70	NR
Amount of time it took/is taking to resolve your report	Satisfied	10	8	17	10	8	8	7	18	NR
	Neither	26	26	24	28	19	29	17	21	NR
	Dissatisfied	65	66	59	62	72	63	77	61	NR
The action taken by leadership handling your situation	Satisfied	9	8	13	11	5	10	4	14	NR
	Neither	18	18	19	19	15	19	14	20	NR
	Dissatisfied	73	74	68	70	81	71	82	66	NR
How well you were/are kept informed about the progress of your report	Satisfied	7	7	10	8	5	7	5	11	7
	Neither	27	25	35	28	22	29	13	27	NR
	Dissatisfied	66	68	55	64	73	64	83	62	NR
The reporting process overall	Satisfied	7	7	7	8	5	8	5	9	5
	Neither	27	27	31	30	21	30	17	28	NR
	Dissatisfied	65	66	62	63	74	62	78	63	NR

Margins of error range from ±2% to ±18%
Percent of employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 65.
DoD: Sexual Harassment One Situation: Average Satisfaction With Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with aspects of the report to leadership	2.4	2.4	2.5	2.4	2.4	2.4	2.4	2.5	2.5

Margins of error range from ±0.1 to ±0.4
Average of employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 66.
DoD: Gender Discrimination One Situation: Average Satisfaction With Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with aspects of the report to leadership	**2.1**	**2.1**	**2.1**	**2.2**	**2.0**	**2.2**	**1.9**	**2.0**	**2.2**

Margins of error range from ±0.1 to ±0.4
Average of employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 67.
DoD: Sexual Harassment One Situation: Satisfaction With the EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
How you were treated by the EEO representative handling your complaint	**Satisfied**	**34**	**36**	**NR**	**41**	**23**	**46**	**21**	**NR**	**NR**
	Neither	**22**	**24**	**NR**	**17**	**31**	**18**	**35**	**NR**	**NR**
	Dissatisfied	**44**	**40**	**NR**	**42**	**46**	**37**	**44**	**NR**	**NR**
Availability of information about how to file an EEO complaint	**Satisfied**	**30**	**28**	**NR**	**34**	**22**	**36**	**16**	**NR**	**NR**
	Neither	**20**	**23**	**4**	**17**	**25**	**20**	**28**	**4**	**NR**
	Dissatisfied	**50**	**49**	**NR**	**49**	**52**	**45**	**56**	**NR**	**NR**
The action taken by the EEO representative handling your complaint	**Satisfied**	**26**	**27**	**NR**	**31**	**19**	**33**	**16**	**NR**	**NR**
	Neither	**26**	**25**	**NR**	**27**	**24**	**25**	**27**	**NR**	**NR**
	Dissatisfied	**48**	**48**	**NR**	**42**	**57**	**42**	**57**	**NR**	**NR**
Degree to which your privacy was/is being protected	**Satisfied**	**24**	**24**	**NR**	**28**	**18**	**30**	**16**	**NR**	**NR**
	Neither	**26**	**25**	**NR**	**30**	**21**	**28**	**20**	**NR**	**NR**
	Dissatisfied	**49**	**51**	**NR**	**42**	**61**	**42**	**64**	**NR**	**NR**
Availability of information about victim support resources	**Satisfied**	**23**	**23**	**NR**	**29**	**13**	**31**	**10**	**NR**	**NR**
	Neither	**27**	**30**	**NR**	**21**	**37**	**25**	**37**	**5**	**NR**
	Dissatisfied	**49**	**48**	**NR**	**49**	**49**	**45**	**53**	**NR**	**NR**
How well you were/are kept informed about the progress of your complaint	**Satisfied**	**18**	**16**	**NR**	**20**	**14**	**20**	**11**	**NR**	**NR**
	Neither	**22**	**22**	**NR**	**23**	**21**	**21**	**24**	**NR**	**NR**
	Dissatisfied	**60**	**61**	**NR**	**57**	**65**	**59**	**66**	**NR**	**NR**
The complaint process overall	**Satisfied**	**17**	**16**	**NR**	**20**	**13**	**20**	**10**	**NR**	**NR**
	Neither	**25**	**25**	**NR**	**28**	**20**	**26**	**22**	**NR**	**NR**
	Dissatisfied	**58**	**59**	**NR**	**52**	**67**	**54**	**68**	**NR**	**NR**
Amount of time it took/is taking to resolve your complaint	**Satisfied**	**14**	**13**	**NR**	**16**	**11**	**16**	**8**	**NR**	**NR**
	Neither	**24**	**24**	**NR**	**28**	**18**	**27**	**20**	**NR**	**NR**
	Dissatisfied	**61**	**63**	**NR**	**55**	**71**	**57**	**73**	**NR**	**NR**

Margins of error range from ±5% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 68.
DoD: Gender Discrimination One Situation: Satisfaction With the EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
How you were treated by the EEO representative handling your complaint	Satisfied	36	37	NR	39	26	42	23	NR	NR
	Neither	25	27	16	22	32	24	34	15	NR
	Dissatisfied	39	37	NR	39	41	34	43	NR	NR
Availability of information about how to file an EEO complaint	Satisfied	30	30	NR	32	25	34	20	NR	NR
	Neither	25	26	NR	25	25	25	26	NR	NR
	Dissatisfied	45	44	NR	43	51	40	54	NR	NR
Degree to which your privacy was/is being protected	Satisfied	25	25	NR	27	18	29	15	NR	NR
	Neither	30	29	NR	33	25	30	25	NR	NR
	Dissatisfied	45	46	NR	40	57	40	61	NR	NR
The action taken by the EEO representative handling your complaint	Satisfied	25	25	NR	26	20	29	17	15	NR
	Neither	28	28	NR	29	26	28	27	NR	NR
	Dissatisfied	47	47	NR	45	54	43	56	NR	NR
Availability of information about victim support resources	Satisfied	22	21	NR	23	19	24	15	15	NR
	Neither	27	30	9	26	32	29	33	7	NR
	Dissatisfied	51	48	NR	52	50	46	52	78	NR
How well you were/are kept informed about the progress of your complaint	Satisfied	16	15	NR	17	13	18	9	12	NR
	Neither	25	25	NR	27	22	26	23	NR	NR
	Dissatisfied	59	60	NR	56	65	56	69	NR	NR
The complaint process overall	Satisfied	14	12	NR	15	10	15	6	16	NR
	Neither	25	25	NR	25	25	25	26	NR	NR
	Dissatisfied	62	63	NR	60	65	61	68	NR	NR
Amount of time it took/is taking to resolve your complaint	Satisfied	11	10	NR	12	9	12	5	12	NR
	Neither	27	26	NR	27	26	27	26	NR	NR
	Dissatisfied	62	64	NR	61	65	61	69	NR	NR

Margins of error range from ±4% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 69.
DoD: Sexual Harassment One Situation: Average Satisfaction With EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with aspects of the complaint filed with EEO	2.4	2.4	2.5	2.6	2.2	2.6	2.1	2.3	NR

Margins of error range from ±0.2 to ±0.7
Average of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 70.
DoD: Gender Discrimination One Situation: Average Satisfaction With EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with aspects of the complaint filed with EEO	**2.5**	**2.5**	**2.5**	**2.5**	**2.3**	**2.6**	**2.2**	**2.3**	**NR**

Margins of error range from ±0.2 to ±0.5
Average of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 71.
DoD: Sexual Harassment One Situation: Satisfaction With Outcome by Type of Official (2021 WGRC Q67)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your union or bargaining unit representative	**Satisfied**	**29**	**29**	**NR**	**24**	**33**	**24**	**34**	**NR**	**NR**
	Neither	**23**	**23**	**NR**	**33**	**14**	**33**	**13**	**NR**	**NR**
	Dissatisfied	**48**	**48**	**NR**	**43**	**53**	**43**	**NR**	**NR**	**NR**
An EEO representative	**Satisfied**	**25**	**24**	**NR**	**28**	**22**	**28**	**19**	**NR**	**NR**
	Neither	**21**	**22**	**9**	**23**	**18**	**25**	**19**	**NR**	**NR**
	Dissatisfied	**54**	**54**	**NR**	**49**	**60**	**47**	**62**	**NR**	**NR**
Your leadership	**Satisfied**	**21**	**20**	**26**	**24**	**17**	**20**	**19**	**32**	**11**
	Neither	**20**	**18**	**24**	**20**	**19**	**21**	**14**	**17**	**NR**
	Dissatisfied	**59**	**62**	**49**	**56**	**64**	**58**	**67**	**NR**	**NR**
Office of Special Counsel	**Satisfied**	**18**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Human Resources	**Satisfied**	**16**	**11**	**NR**	**17**	**14**	**14**	**9**	**NR**	**NR**
	Neither	**19**	**22**	**11**	**21**	**16**	**26**	**18**	**NR**	**NR**
	Dissatisfied	**65**	**66**	**NR**	**62**	**70**	**60**	**73**	**NR**	**NR**
DoD Office of Inspector General	**Satisfied**	**10**	**9**	**NR**	**13**	**NR**	**14**	**NR**	**NR**	**NR**
	Neither	**9**	**10**	**NR**	**14**	**3**	**19**	**1**	**NR**	**NR**
	Dissatisfied	**81**	**80**	**NR**	**73**	**92**	**67**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±17%
Percent of employees who experienced sexual harassment in the past 12 months and filed a complaint/grievance/report with each respective DoD official

Table 72.
DoD: Gender Discrimination One Situation: Satisfaction With Outcome by Type of Official (2021 WGRC Q67)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your union or bargaining unit representative	Satisfied	31	31	NR	28	NR	27	NR	NR	NR
	Neither	19	20	NR	23	12	24	12	NR	NR
	Dissatisfied	50	49	NR	49	NR	49	NR	NR	NR
An EEO representative	Satisfied	21	20	NR	22	20	23	16	NR	NR
	Neither	27	28	13	27	25	29	26	11	NR
	Dissatisfied	52	51	NR	51	55	48	58	NR	NR
Human Resources	Satisfied	15	15	NR	15	15	15	15	NR	NR
	Neither	17	20	9	18	14	24	11	6	NR
	Dissatisfied	68	65	NR	67	71	61	74	NR	NR
Office of Special Counsel	Satisfied	15	15	NR	15	NR	16	NR	NR	NR
	Neither	18	19	NR	15	NR	18	NR	NR	NR
	Dissatisfied	68	66	NR	70	NR	66	NR	NR	NR
DoD Office of Inspector General	Satisfied	11	13	NR	15	3	19	3	NR	NR
	Neither	10	10	NR	13	4	16	1	NR	NR
	Dissatisfied	79	76	NR	72	93	65	95	NR	NR
Your leadership	Satisfied	9	8	11	11	4	10	3	14	NR
	Neither	17	14	28	19	10	17	7	NR	NR
	Dissatisfied	74	77	61	70	86	73	89	NR	NR

Margins of error range from ±2% to ±18%
Percent of employees who experienced gender discrimination in the past 12 months and filed a complaint/grievance/report with each respective DoD official

Table 73.
DoD: Sexual Harassment One Situation: Status of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Yes	15	15	NR	14	16	16	14	NR	NR
No	14	17	2	12	18	15	20	1	NR
Does not apply; I withdrew my complaint before a determination was made	7	7	5	7	6	7	7	NR	NR
Does not apply; the matter was settled without a determination	11	12	4	11	11	12	13	6	NR
Does not apply; I do not know the outcome of my complaint	27	26	NR	24	32	24	29	NR	NR
Does not apply; it is still in process	26	24	NR	31	16	27	19	NR	NR

Margins of error range from ±4% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 74.
DoD: Gender Discrimination One Situation: Status of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Yes	**15**	**14**	**NR**	**15**	**16**	**15**	**13**	**NR**	**NR**
No	**11**	**12**	**3**	**8**	**18**	**9**	**20**	**2**	**NR**
Does not apply; I withdrew my complaint before a determination was made	**8**	**8**	**4**	**8**	**6**	**9**	**6**	**4**	**NR**
Does not apply; the matter was settled without a determination	**11**	**10**	**NR**	**12**	**8**	**12**	**7**	**NR**	**NR**
Does not apply; I do not know the outcome of my complaint	**25**	**24**	**NR**	**25**	**23**	**24**	**25**	**NR**	**NR**
Does not apply; it is still in process	**31**	**31**	**NR**	**32**	**29**	**31**	**30**	**NR**	**NR**

Margins of error range from ±3% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 75.
DoD: Sexual Harassment One Situation: Knew Final Disposition of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Knowledge of final disposition for the complaint filed with EEO representative	**Final disposition of complaint known**	**30**	**32**	**NR**	**27**	**34**	**30**	**34**	**NR**	**NR**
	Complaint still in process/ disposition unknown	**70**	**68**	**NR**	**73**	**66**	**70**	**66**	**NR**	**NR**

Margins of error range from ±7% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 76.
DoD: Gender Discrimination One Situation: Knew Final Disposition of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Knowledge of final disposition for the complaint filed with EEO representative	**Final disposition of complaint known**	**26**	**27**	**NR**	**23**	**34**	**24**	**33**	**17**	**NR**
	Complaint still in process/ disposition unknown	**74**	**73**	**NR**	**77**	**66**	**76**	**67**	**83**	**NR**

Margins of error range from ±5% to ±17%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 77.
DoD: Sexual Harassment One Situation: Substantiation of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Complaint filed with EEO representative was substantiated	**51**	**47**	**NR**	**54**	**NR**	**52**	**NR**	**NR**	**NR**

Margins of error range from ±13% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months, filed an EEO complaint, and knew complaint outcome

Table 78.
DoD: Gender Discrimination One Situation: Substantiation of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Complaint filed with EEO representative was substantiated	**58**	**54**	**NR**	**64**	**NR**	**61**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±11%
Percent of employees who experienced gender discrimination in the past 12 months, filed an EEO complaint, and knew complaint outcome

Table 79.
DoD: Sexual Harassment One Situation: Reasons for Not Reporting to Leadership (2021 WGRC Q69–Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not think anything would be done.	64	63	70	64	64	62	63	71	NR
You were worried about negative consequences from the person(s) who acted this way.	57	57	59	58	57	57	57	59	62
You wanted to forget about it and move on.	57	56	62	61	52	61	51	60	67
You were worried about negative consequences from your coworkers or peers.	56	56	54	58	53	59	53	55	NR
You were worried about negative consequences from leadership.	52	53	48	51	54	52	54	46	58
You did not trust the process would be fair.	50	48	57	51	48	49	48	58	NR
You thought it might hurt your performance appraisal or your career.	48	48	49	48	48	48	48	48	NR
You did not want more people to know.	42	42	45	48	37	49	35	42	NR
The offensive behavior stopped on its own.	30	30	30	28	31	28	31	30	NR
Some other reason	26	27	23	28	25	29	26	25	16
You asked the person to stop and they did.	22	22	21	20	24	20	24	22	20
You thought you might get in trouble for something else you did.	21	21	24	18	24	17	24	23	27
You did not know with whom to discuss the behavior.	15	15	21	15	16	13	16	21	19

Margins of error range from ±3% to ±17%
Percent of employees who experienced sexual harassment in the past 12 months and did not indicate reporting to leadership

Table 80.
DoD: Gender Discrimination One Situation: Reasons for Not Reporting to Leadership (2021 WGRC Q69–Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not think anything would be done.	83	84	81	83	84	83	85	82	NR
You were worried about negative consequences from leadership.	75	76	68	73	80	74	82	70	NR
You thought it might hurt your performance appraisal or your career.	72	72	69	70	76	70	78	73	NR
You did not trust the process would be fair.	72	72	67	68	81	69	82	65	NR
You were worried about negative consequences from the person(s) who acted this way.	67	68	61	66	70	66	72	63	NR
You were worried about negative consequences from your coworkers or peers.	52	52	51	53	49	53	51	54	35
You wanted to forget about it and move on.	43	42	47	43	43	42	41	45	57
You did not want more people to know.	32	32	29	32	31	33	31	29	31
You thought you might get in trouble for something else you did.	23	22	26	20	28	19	30	28	17
Some other reason	21	20	27	21	22	20	21	26	33
The offensive behavior stopped on its own.	14	13	23	15	13	13	12	23	NR
You did not know with whom to discuss the behavior.	14	13	17	13	16	12	16	17	14
You asked the person to stop and they did.	9	9	11	10	6	10	6	NR	6

Margins of error range from ±2% to ±18%
Percent of employees who experienced gender discrimination in the past 12 months and did not indicate reporting to leadership

Table 81.
DoD: Sexual Harassment One Situation: Reason for Not Reporting to Leadership Among EEO Complainants (2021 WGRC Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not feel comfortable reporting to leadership.	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error cannot be determined
Percent of employees who experienced sexual harassment in the past 12 months and did not indicate reporting to leadership but filed an EEO complaint

Table 82.
DoD: Gender Discrimination One Situation: Reason for Not Reporting to Leadership Among EEO Complainants (2021 WGRC Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not feel comfortable reporting to leadership.	**56**	**57**	**NR**	**61**	**NR**	**63**	**NR**	**NR**	**NR**

Margins of error range from ±12% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months and did not indicate reporting to leadership but filed an EEO complaint

Table 83.
DoD: Sexual Harassment One Situation: Reason for Not Reporting to Leadership or to EEO (2021 WGRC Q69)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You thought it was not serious enough to report.	**43**	**42**	**49**	**42**	**45**	**40**	**45**	**50**	**NR**

Margins of error range from ±4% to ±12%
Percent of employees who experienced sexual harassment in the past 12 months and did not report to leadership and did not indicate filing an EEO complaint

Table 84.
DoD: Gender Discrimination One Situation: Reason for Not Reporting to Leadership or to EEO (2021 WGRC Q69)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You thought it was not serious enough to report.	**29**	**28**	**38**	**31**	**25**	**30**	**23**	**36**	**NR**

Margins of error range from ±3% to ±13%
Percent of employees who experienced gender discrimination in the past 12 months and did not report to leadership and did not indicate filing an EEO complaint

Table 85.
DoD: Sexual Harassment One Situation: Reasons for Not Filing an EEO Complaint (2021 WGRC Q69, Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not think anything would be done.	56	56	57	54	59	54	58	54	66
You wanted to forget about it and move on.	46	46	47	46	46	47	45	44	56
You were worried about negative consequences from the person(s) who acted this way.	44	45	40	46	43	47	43	42	35
You were worried about negative consequences from your coworkers or peers.	43	44	37	45	40	47	41	38	32
You did not trust the process would be fair.	41	42	39	42	41	43	41	38	40
You were worried about negative consequences from leadership.	41	42	37	40	43	42	43	34	44
You thought it was not serious enough to report.	39	39	38	36	42	36	42	38	38
You thought it might hurt your performance appraisal or your career.	38	39	31	37	39	39	39	31	33
You did not want more people to know.	34	36	30	36	33	39	32	26	41
Some other reason	22	24	17	22	22	25	22	15	22
The offensive behavior stopped on its own.	22	23	20	20	25	20	25	20	21
You did not know with whom to file an EEO complaint about the behavior.	22	19	33	22	21	19	20	33	34
You asked the person to stop and they did.	16	17	13	15	18	15	18	13	13
You thought you might get in trouble for something else you did.	15	15	14	14	16	13	16	15	11

Margins of error range from ±2% to ±17%
Percent of employees who experienced sexual harassment in the past 12 months and did not indicate filing an EEO complaint

Table 86.
DoD: Gender Discrimination One Situation: Reasons for Not Filing an EEO Complaint (2021 WGRC Q69, Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not think anything would be done.	73	73	71	72	76	72	77	71	71
You were worried about negative consequences from leadership.	60	62	53	59	65	60	65	50	63
You did not trust the process would be fair.	60	60	59	58	65	57	67	60	NR
You thought it might hurt your performance appraisal or your career.	55	57	44	54	59	56	62	45	NR
You were worried about negative consequences from the person(s) who acted this way.	54	55	53	54	55	54	55	53	NR
You were worried about negative consequences from your coworkers or peers.	43	44	35	43	42	44	44	37	NR
You wanted to forget about it and move on.	36	35	42	36	37	35	35	40	NR
You thought it was not serious enough to report.	28	28	29	29	27	29	26	29	NR
You did not want more people to know.	27	27	30	26	32	26	30	26	NR
You did not know with whom to file an EEO complaint about the behavior.	20	19	28	19	24	18	22	26	NR
Some other reason	18	18	17	18	18	18	17	15	22
You thought you might get in trouble for something else you did.	17	17	17	16	20	16	21	21	8
The offensive behavior stopped on its own.	11	10	12	10	11	10	12	13	10
You asked the person to stop and they did.	8	7	9	8	7	8	7	11	3

Margins of error range from ±2% to ±17%
Percent of employees who experienced gender discrimination in the past 12 months and did not indicate filing an EEO complaint

Table 87.
DoD: Sexual Harassment One Situation: Reasons for Not Filing With EEO After Reporting to Leadership (2021 WGRC Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
No EEO complaint was needed after your report to leadership.	16	16	17	16	16	15	16	18	NR

Margins of error range from ±4% to ±15%
Percent of employees who experienced sexual harassment in the past 12 months and reported to leadership but did not indicate filing an EEO complaint

Table 88.
DoD: Gender Discrimination One Situation: Reasons for Not Filing With EEO After Reporting to Leadership (2021 WGRC Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
No EEO complaint was needed after your report to leadership.	**9**	**10**	**7**	**8**	**14**	**9**	**13**	**1**	**NR**

Margins of error range from ±2% to ±15%
Percent of employees who experienced gender discrimination in the past 12 months and reported to leadership but did not indicate filing an EEO complaint

Table 89.
DoD: Sexual Harassment One Situation: Resolution of One Situation (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The upsetting situation was resolved	**43**	**43**	**42**	**43**	**42**	**43**	**43**	**44**	**33**

Margins of error range from ±3% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months

Table 90.
DoD: Gender Discrimination One Situation: Resolution of One Situation (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The upsetting situation was resolved	**23**	**22**	**29**	**25**	**17**	**24**	**17**	**33**	**17**

Margins of error range from ±2% to ±12%
Percent of employees who experienced gender discrimination in the past 12 months

Table 91.
DoD: Sexual Harassment One Situation: Resolution of One Situation After Filing With an Official (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported to an official and indicated the upsetting situation was resolved	**33**	**34**	**31**	**36**	**29**	**36**	**31**	**36**	**NR**

Margins of error range from ±4% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months and filed a complaint/grievance/report with an official

Table 92.
DoD: Gender Discrimination One Situation: Resolution of One Situation After Filing With an Official (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported to an official and indicated the upsetting situation was resolved	**22**	**21**	**26**	**24**	**16**	**22**	**16**	**30**	**NR**

Margins of error range from ±3% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months and filed a complaint/grievance/report with an official

Table 93.
DoD: Sexual Harassment One Situation: Resolution of One Situation After Report to Leadership (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported to leadership and indicated the upsetting situation was resolved	**34**	**34**	**33**	**37**	**28**	**37**	**30**	**39**	**NR**

Margins of error range from ±4% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 94.
DoD: Gender Discrimination One Situation: Resolution of One Situation After Report to Leadership (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported to leadership and indicated the upsetting situation was resolved	**22**	**21**	**27**	**24**	**16**	**22**	**17**	**32**	**NR**

Margins of error range from ±3% to ±17%
Percent of employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 95.
DoD: Sexual Harassment One Situation: Resolution of One Situation After Filing EEO Complaint (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed complaint with EEO representative and indicated the upsetting situation was resolved	**18**	**20**	**9**	**22**	**13**	**24**	**14**	**NR**	**NR**

Margins of error range from ±6% to ±14%
Percent of employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 96.
DoD: Gender Discrimination One Situation: Resolution of One Situation After Filing EEO Complaint (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed complaint with EEO representative and indicated the upsetting situation was resolved	**13**	**13**	**14**	**15**	**9**	**15**	**9**	**NR**	**NR**

Margins of error range from ±4% to ±16%
Percent of employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 97.
DoD: Estimated Past Year Unwanted Sexual Contact Rates (2021 WGRC Q74)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Unwanted Sexual Contact Rate	**0.7**	**0.6**	**1.5**	**1.1**	**0.4**	**1.0**	**0.4**	**1.8**	**1.0**
Penetrative Unwanted Sexual Contact	**0.1**	**0.1**	**0.3**	**0.2**	**0.1**	**0.2**	**0.1**	**0.4**	**<0.1**
Attempted Penetrative Unwanted Sexual Contact	**0.3**	**0.2**	**0.7**	**0.5**	**0.2**	**0.4**	**0.2**	**0.8**	**0.4**
Non-Penetrative Unwanted Sexual Contact	**0.5**	**0.5**	**1.1**	**0.9**	**0.3**	**0.8**	**0.3**	**1.4**	**0.7**

Margins of error range from ±0.1% to ±1.3%
Percent of all employees

Table 98.
DoD: Number of Unwanted Sexual Contact Experiences in the Past 12 Months (2021 WGRC Q77)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
In the past 12 months, how many separate occasions have you had these unwanted experiences?	1 time	25	25	26	33	13	34	14	NR	NR
	2 times	17	16	NR	17	16	19	12	NR	NR
	3 times	13	13	NR	14	13	12	14	NR	NR
	4 times	7	8	NR	4	11	5	11	NR	NR
	5 or more times	38	39	NR	32	47	30	49	NR	NR

Margins of error range from ±3% to ±18%
Percent of employees who experienced unwanted sexual contact in the past 12 months

Table 99.
DoD: Endorsed More Than One Unwanted Sexual Contact Experience in the Past 12 Months (2021 WGRC Q77)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Had more than one unwanted sexual contact experience in the past 12 months	75	75	74	67	87	66	86	NR	NR

Margins of error range from ±6% to ±18%
Percent of employees who experienced unwanted sexual contact in the past 12 months

Table 100.
DoD: Estimated Work-Related Unwanted Sexual Contact Rates (2021 WGRC Q74, Q78)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Work-Related Unwanted Sexual Contact Rate	0.4	0.4	1.0	0.7	0.3	0.6	0.3	1.0	0.9
Penetrative Unwanted Sexual Contact	0.1	0.1	0.2	0.1	0.1	0.1	0.1	0.2	<0.1
Attempted Penetrative Unwanted Sexual Contact	0.2	0.1	0.3	0.2	0.1	0.2	0.1	0.3	0.3
Non-Penetrative Unwanted Sexual Contact	0.4	0.3	0.9	0.6	0.3	0.5	0.2	1.0	0.7

Margins of error range from ±0.1% to ±1.3%
Percent of all employees

Table 101.
DoD: Unwanted Sexual Contact Behavior(s) Allegedly Involved Someone From Work (2021 WGRC Q78)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Unwanted sexual contact behavior(s) experienced allegedly involved someone from work	**66.8**	**67.0**	**66.1**	**61.3**	**75.5**	**62.0**	**73.6**	**NR**	**NR**

Margins of error range from ±5.6% to ±16.7%
Percent of employees who experienced unwanted sexual contact in the past 12 months

Table 102.
DoD: Number of Work-Related Unwanted Sexual Contact Experiences in the Past 12 Months (2021 WGRC Q79)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
In the past 12 months, how many separate occasions have you had these unwanted experiences?	**1 time**	**22**	**23**	**NR**	**27**	**16**	**27**	**17**	**NR**	**NR**
	2 times	**15**	**10**	**NR**	**14**	**17**	**13**	**8**	**NR**	**NR**
	3 times	**13**	**14**	**NR**	**12**	**14**	**12**	**16**	**NR**	**NR**
	4 times	**4**	**6**	**NR**	**6**	**3**	**8**	**3**	**<1**	**<1**
	5 or more times	**45**	**48**	**NR**	**41**	**51**	**40**	**56**	**NR**	**NR**

Margins of error range from ±1% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 103.
DoD: Endorsed More Than One Work-Related Unwanted Sexual Contact Experience in the Past 12 Months (2021 WGRC Q79)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Had more than one work-related unwanted sexual contact experience in the past 12 months	**78**	**77**	**NR**	**73**	**84**	**73**	**83**	**NR**	**NR**

Margins of error range from ±8% to ±13%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 104.
DoD: Relationship to Alleged Offender(s) in Experience(s) of Work-Related Unwanted Sexual Contact (2021 WGRC Q80)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your only connection to the person(s) who did this is your employment with the DoD	**75**	**74**	**NR**	**75**	**75**	**77**	**70**	**NR**	**NR**
A friend or acquaintance	**17**	**17**	**NR**	**20**	**14**	**18**	**16**	**NR**	**NR**
Not sure	**6**	**7**	**3**	**2**	**12**	**1**	**14**	**NR**	**NR**
Your current or former significant other (for example, a boyfriend or girlfriend)	**4**	**4**	**NR**	**6**	**NR**	**6**	**NR**	**NR**	**NR**
Someone else	**4**	**4**	**3**	**2**	**6**	**2**	**6**	**2**	**NR**
Someone you have a child with	**2**	**2**	**NR**	**1**	**3**	**1**	**4**	**<1**	**<1**
Your current or former spouse	**1**	**1**	**NR**	**<1**	**NR**	**<1**	**NR**	**<1**	**<1**
A family member or relative	**1**	**1**	**NR**	**<1**	**NR**	**<1**	**NR**	**<1**	**<1**

Margins of error range from ±1% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 105.
DoD: Alleged Offender Was an Intimate Partner in Experience(s) of Work-Related Unwanted Sexual Contact (2021 WGRC Q80)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was an intimate partner	**5**	**5**	**NR**	**6**	**3**	**6**	**4**	**NR**	**NR**

Margins of error range from ±4% to ±10%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 106.
DoD: Estimated Past Year Intimate Partner Work-Related Unwanted Sexual Contact Rate (2021 WGRC Q80)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Work-related intimate partner unwanted sexual contact rate	**<0.1**	**<0.1**	**<0.1**	**<0.1**	**<0.1**	**<0.1**	**<0.1**	**0.1**	**<0.1**

Margins of error range from ±0.1% to ±0.3%
Percent of all employees

Table 107.
DoD: Context of Experience(s) of Past Year Work-Related Unwanted Sexual Contact (2021 WGRC Q81)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
While you were performing your DoD civilian job duties	**80**	**81**	**NR**	**77**	**84**	**79**	**82**	**NR**	**NR**
At your primary duty location	**78**	**78**	**NR**	**72**	**85**	**73**	**83**	**NR**	**NR**
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	**51**	**53**	**NR**	**46**	**58**	**49**	**56**	**NR**	**NR**

Margins of error range from ±9% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 108.
DoD: DoD Context for Experience(s) of Unwanted Sexual Contact (2021 WGRC Q81)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Work-related unwanted sexual contact in a DoD context out of those who experienced behavior(s)	**85**	**85**	**NR**	**82**	**89**	**83**	**NR**	**NR**	**NR**

Margins of error range from ±9% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 109.
DoD: Past Year Work-Related Unwanted Sexual Contact Occurred in a DoD Context (2021 WGRC Q81)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Work-related unwanted sexual contact occurred in a DoD context	**0.4**	**0.3**	**0.8**	**0.5**	**0.3**	**0.5**	**0.2**	**0.8**	**0.9**

Margins of error range from ±0.1% to ±1.3%
Percent of all employees

Table 110.
DoD: Employment Status of Alleged Offender(s) in Experience(s) of Unwanted Sexual Contact (2021 WGRC Q82)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
DoD civilian employee(s)	**60**	**59**	**NR**	**53**	**70**	**51**	**68**	**NR**	**NR**
Military member(s)	**26**	**31**	**10**	**22**	**33**	**27**	**38**	**11**	**NR**
Someone else working for the DoD	**12**	**12**	**NR**	**11**	**13**	**10**	**15**	**NR**	**NR**
Contractor(s) working for the DoD	**8**	**10**	**<1**	**5**	**13**	**6**	**15**	**<1**	**NR**
Someone else not listed above with whom you come into contact as part of your duties	**8**	**8**	**7**	**6**	**9**	**5**	**11**	**NR**	**1**

Margins of error range from ±2% to ±13%
Percent of employees who experienced unwanted sexual contact in the past 12 months

Table 111.
DoD: DoD Affiliation of Alleged Offender(s) in Experience(s) of Unwanted Sexual Contact (2021 WGRC Q82)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was affiliated with the DoD	**73**	**72**	**78**	**70**	**78**	**69**	**77**	**75**	**NR**

Margins of error range from ±6% to ±18%
Percent of employees who experienced unwanted sexual contact in the past 12 months

Table 112.
DoD: Military Status of Alleged Offender(s) in Experience(s) of Unwanted Sexual Contact (2021 WGRC Q82)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a military member	**25**	**30**	**9**	**21**	**32**	**26**	**36**	**11**	**NR**

Margins of error range from ±7% to ±13%
Percent of employees who experienced unwanted sexual contact in the past 12 months

Table 113.
DoD: Work-Related Unwanted Sexual Contact One Situation: Summary of Type of Behavior(s) Discussed (2021 WGRC Q83)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Type of work-related unwanted sexual contact experience discussed in the one situation	Penetrative unwanted sexual contact	12	10	NR	13	10	10	11	NR	NR
	Attempted penetrative unwanted sexual contact	20	23	NR	17	24	22	24	4	NR
	Non-penetrative unwanted sexual contact	64	62	NR	66	61	64	59	NR	NR

Margins of error range from ±7% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 114.
DoD: Work-Related Unwanted Sexual Contact One Situation: Gender of Alleged Offender(s) (2021 WGRC Q84)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Gender(s) of the alleged offender(s)	All men	66	64	NR	85	44	86	41	NR	NR
	All women	18	18	NR	6	33	4	31	NR	NR
	A mix of men and women	15	18	NR	9	23	9	27	NR	NR
	Not sure	<1	<1	NR	<1	1	<1	1	<1	<1

Margins of error range from ±1% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 115.
DoD: Work-Related Unwanted Sexual Contact One Situation: At Least One Alleged Offender Was a Man (2021 WGRC Q84)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a man	**81**	**82**	**NR**	**94**	**67**	**96**	**68**	**NR**	**NR**

Margins of error range from ±4% to ±14%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 116.
DoD: Work-Related Unwanted Sexual Contact One Situation: At Least One Alleged Offender Was a Woman (2021 WGRC Q84)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was a woman	**33**	**36**	**NR**	**15**	**56**	**14**	**58**	**NR**	**NR**

Margins of error range from ±8% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 117.
DoD: Work-Related Unwanted Sexual Contact One Situation: Employment Status of Alleged Offender(s) (2021 WGRC Q82, Q85)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
DoD civilian employee(s)	**85**	**85**	**NR**	**82**	**89**	**79**	**91**	**NR**	**NR**
Military member(s)	**32**	**41**	**4**	**27**	**39**	**36**	**46**	**3**	**NR**
Someone else working for the DoD	**18**	**21**	**NR**	**14**	**23**	**16**	**27**	**NR**	**NR**
DoD contractor(s)	**13**	**17**	**<1**	**7**	**21**	**10**	**26**	**1**	**NR**
Someone else not listed above with whom you come into contact as part of your duties	**12**	**14**	**NR**	**11**	**15**	**11**	**18**	**NR**	**NR**

Margins of error range from ±2% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 118.
DoD: Work-Related Unwanted Sexual Contact One Situation: DoD Affiliation of Alleged Offender(s) (2021 WGRC Q82, Q85)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was affiliated with the DoD	**97**	**99**	**NR**	**NR**	**95**	**>99**	**98**	**NR**	**NR**

Margins of error range from ±3% to ±11%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 119.
DoD: Work-Related Unwanted Sexual Contact One Situation: Supervisory Status of Alleged Offender(s) (2021 WGRC Q86)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Another coworker with whom you have no supervisory relationships	**65**	**68**	**NR**	**69**	**61**	**65**	**70**	**NR**	**NR**
Your team leader(s)	**31**	**30**	**NR**	**18**	**49**	**16**	**46**	**NR**	**NR**
Your supervisor(s)	**30**	**31**	**NR**	**24**	**37**	**18**	**44**	**NR**	**NR**
Your manager(s)	**20**	**22**	**NR**	**17**	**23**	**17**	**27**	**NR**	**NR**
Your organization's leader(s)	**17**	**22**	**1**	**12**	**24**	**16**	**28**	**1**	**1**
Someone you manage(d)	**10**	**10**	**NR**	**3**	**NR**	**3**	**16**	**NR**	**NR**

Margins of error range from ±4% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 120.
DoD: Work-Related Unwanted Sexual Contact One Situation: Alleged Offender(s) Was in Leadership (2021 WGRC Q86)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was part of leadership	**48**	**47**	**NR**	**41**	**58**	**37**	**58**	**NR**	**NR**

Margins of error range from ±9% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 121.
DoD: Work-Related Unwanted Sexual Contact One Situation: Relationship to Alleged Offender(s) (2021 WGRC Q80, Q87)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your only connection to the person(s) who did this is your employment with the DoD	**75**	**75**	**NR**	**76**	**74**	**79**	**71**	**NR**	**NR**
A friend or acquaintance	**16**	**16**	**NR**	**18**	**14**	**15**	**16**	**NR**	**NR**
Not sure	**7**	**7**	**6**	**2**	**13**	**1**	**14**	**NR**	**NR**
Your current or former significant other (for example, a boyfriend or girlfriend)	**4**	**4**	**NR**	**5**	**NR**	**5**	**NR**	**NR**	**NR**
Someone else	**3**	**3**	**3**	**2**	**4**	**2**	**4**	**2**	**NR**
Someone you have a child with	**2**	**2**	**NR**	**1**	**3**	**1**	**4**	**<1**	**<1**
A family member or relative	**1**	**1**	**NR**	**<1**	**NR**	**<1**	**NR**	**<1**	**<1**
Your current or former spouse	**1**	**1**	**NR**	**<1**	**NR**	**<1**	**NR**	**<1**	**<1**

Margins of error range from ±1% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 122.
DoD: Work-Related Unwanted Sexual Contact One Situation: Alleged Offender Was an Intimate Partner (2021 WGRC Q80, Q87)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At least one alleged offender was an intimate partner	**4**	**5**	**NR**	**5**	**3**	**6**	**4**	**NR**	**NR**

Margins of error range from ±4% to ±10%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 123.
DoD: Work-Related Unwanted Sexual Contact One Situation: Context of Behavior(s) Experienced (2021 WGRC Q81, Q88)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
At your primary duty location	82	82	NR	73	92	74	91	NR	NR
While you were performing your DoD civilian job duties	82	83	NR	74	92	75	91	NR	NR
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	56	56	NR	50	64	49	64	NR	NR
When you were at a work-related, DoD, or military function	31	35	NR	23	41	27	43	NR	NR
While you were completing a probationary period for your DoD civilian job	27	30	NR	21	35	29	31	NR	NR
While you were off duty in a situation unrelated to work	26	28	NR	28	25	28	29	NR	NR
While you were assigned OCONUS to perform your DoD civilian job duties	10	12	3	8	13	10	15	2	NR

Margins of error range from ±5% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 124.
DoD: Work-Related Unwanted Sexual Contact One Situation: Type of Context for Behavior(s) Experienced (2021 WGRC Q81, Q88)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Context in which the one situation occurred	Context associated with the DoD	73	71	NR	72	75	72	70	NR	NR
	Context not associated with the DoD	7	5	NR	12	NR	7	NR	NR	NR
	In both contexts	19	24	3	16	23	20	28	5	NR
	Did not identify	1	1	NR	<1	1	1	1	<1	<1

Margins of error range from ±1% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 125.
DoD: Work-Related Unwanted Sexual Contact One Situation: Behavior(s) Occurred in a DoD Context (2021 WGRC Q81, Q88)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Behavior(s) occurred in a DoD context	**92**	**94**	**NR**	**88**	**98**	**92**	**97**	**NR**	**NR**

Margins of error range from ±4% to ±12%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 126.
DoD: Work-Related Unwanted Sexual Contact One Situation: Timing of Harassing Behaviors (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Person(s) sexually harassed you before the situation	**52**	**48**	**NR**	**62**	**39**	**57**	**37**	**NR**	**NR**
Person(s) stalked you before the situation	**29**	**28**	**NR**	**29**	**29**	**26**	**30**	**NR**	**NR**
Person(s) sexually harassed you after the situation	**44**	**42**	**NR**	**43**	**46**	**38**	**46**	**NR**	**NR**
Person(s) stalked you after the situation	**25**	**25**	**NR**	**21**	**31**	**20**	**31**	**NR**	**NR**

Margins of error range from ±8% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 127.
DoD: Work-Related Unwanted Sexual Contact One Situation: Summary of Timing of Harassing Behaviors (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced sexual harassment and/or stalking before and/or after the one situation	**Before**	**17**	**15**	**NR**	**25**	**7**	**21**	**8**	**NR**	**NR**
	After	**7**	**9**	**2**	**7**	**8**	**9**	**9**	**1**	**NR**
	Both before and after	**43**	**39**	**NR**	**43**	**43**	**38**	**40**	**NR**	**NR**
	Not at all	**33**	**37**	**NR**	**26**	**43**	**32**	**43**	**NR**	**NR**
	Did not identify	**<1**	**<1**	**1**	**<1**	**NR**	**<1**	**<1**	**1**	**NR**

Margins of error range from ±1% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 128.
DoD: Work-Related Unwanted Sexual Contact One Situation: Collapsed Summary of Timing of Harassing (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced sexual harassment and/or stalking before and/or after	**67**	**63**	**NR**	**74**	**57**	**68**	**57**	**NR**	**NR**

Margins of error range from ±9% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 129.
DoD: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed Before and/or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced sexual harassment before and/or after the one situation	**Before**	**19**	**16**	**NR**	**28**	**7**	**24**	**7**	**NR**	**NR**
	After	**11**	**11**	**NR**	**8**	**14**	**6**	**16**	**NR**	**NR**
	Both before and after	**34**	**31**	**NR**	**35**	**32**	**32**	**30**	**NR**	**NR**
	Not at all	**37**	**42**	**NR**	**29**	**46**	**37**	**46**	**NR**	**NR**
	Did not identify	**<1**	**<1**	**1**	**<1**	**1**	**<1**	**1**	**1**	**NR**

Margins of error range from ±2% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 130.
DoD: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed Before or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced sexual harassment before and/or after	**63**	**58**	**NR**	**70**	**53**	**63**	**53**	**NR**	**NR**

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 131.
DoD: Work-Related Unwanted Sexual Contact One Situation: Stalked Before and/or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced stalking before and/or after the one situation	Before	8	7	NR	13	2	12	3	NR	NR
	After	5	5	4	5	4	6	3	2	NR
	Both before and after	21	20	NR	16	27	14	28	NR	NR
	Not at all	66	67	NR	66	66	68	66	NR	NR
	Did not identify	<1	<1	NR	1	NR	1	NR	<1	<1

Margins of error range from ±1% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 132.
DoD: Work-Related Unwanted Sexual Contact One Situation: Stalked Before or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced stalking before and/or after	34	33	NR	34	34	32	34	NR	NR

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 133.
DoD: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed/Stalked Before (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced sexual harassment and/or stalking before the one situation	60	54	NR	68	49	59	48	NR	NR

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 134.
DoD: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed/Stalked After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced sexual harassment and/or stalking after the one situation	**50**	**48**	**NR**	**49**	**51**	**47**	**49**	**NR**	**NR**

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 135.
DoD: Work-Related Unwanted Sexual Contact One Situation: Unofficial Disclosure (2021 WGRC Q90)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your coworkers	**61**	**64**	**NR**	**60**	**63**	**58**	**69**	**NR**	**NR**
A counselor or medical/mental health provider	**24**	**23**	**NR**	**25**	**23**	**26**	**19**	**NR**	**NR**
Legal counsel (for example, a lawyer)	**11**	**12**	**NR**	**7**	**15**	**10**	**14**	**NR**	**NR**
A DoD Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA)	**10**	**11**	**NR**	**7**	**15**	**8**	**13**	**3**	**NR**
An Employee Assistance Program (EAP) counselor	**8**	**8**	**NR**	**4**	**13**	**5**	**12**	**2**	**NR**
Any other DoD representative (for example, Family Advocacy Program)	**7**	**8**	**2**	**2**	**13**	**3**	**15**	**1**	**NR**
A DoD Safe Helpline representative	**5**	**6**	**1**	**2**	**8**	**2**	**9**	**NR**	**NR**
An Ombudsman	**4**	**5**	**NR**	**1**	**7**	**1**	**9**	**<1**	**<1**
A DoD Victim/Witness Assistance Program (VWAP) representative	**3**	**4**	**NR**	**<1**	**8**	**<1**	**9**	**<1**	**<1**

Margins of error range from ±1% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 136.
DoD: Work-Related Unwanted Sexual Contact One Situation: Unofficially Disclosed to at Least One Person (2021 WGRC Q90)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Disclosed to at least one person unofficially	**71**	**73**	**NR**	**71**	**71**	**70**	**75**	**NR**	**NR**

Margins of error range from ±9% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past

Table 137.
DoD: Work-Related Unwanted Sexual Contact One Situation: Disclosed to SAPR Professional(s) (2021 WGRC Q90)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Disclosed to at least one SAPR professional	**11**	**11**	**NR**	**7**	**15**	**9**	**13**	**3**	**NR**

Margins of error range from ±5% to ±14%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 138.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed Complaint/Grievance/ Report With Officials (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your leadership	**36**	**34**	**NR**	**32**	**40**	**29**	**40**	**NR**	**NR**
An EEO representative	**13**	**14**	**NR**	**10**	**17**	**13**	**17**	**2**	**NR**
Human Resources	**12**	**11**	**NR**	**12**	**12**	**9**	**13**	**NR**	**NR**
DoD Office of Inspector General	**8**	**8**	**NR**	**5**	**10**	**4**	**12**	**NR**	**NR**
Your union or bargaining unit representative	**7**	**9**	**NR**	**4**	**11**	**6**	**13**	**<1**	**<1**
Office of Special Counsel	**5**	**7**	**1**	**2**	**10**	**2**	**12**	**NR**	**NR**

Margins of error range from ±1% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 139.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed Report With at Least One Official (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed complaint/grievance/report with at least one official	**40**	**39**	**NR**	**38**	**43**	**37**	**42**	**NR**	**NR**

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 140.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed Report/Complaint to Leadership/EEO (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported the one situation to leadership and/or EEO representative	Reported to leadership	26	24	NR	27	25	23	26	NR	NR
	Reported to EEO	3	4	NR	4	2	6	3	<1	<1
	Reported to both leadership and EEO	10	10	NR	5	15	6	14	2	NR
	Neither	60	61	NR	63	57	65	57	NR	NR
	Did not identify	1	1	NR	<1	1	<1	1	<1	<1

Margins of error range from ±1% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 141.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed With Leadership and/or EEO (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed report/complaint about the one situation to leadership and/or EEO representative	39	38	NR	36	43	35	42	NR	NR

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 142.
DoD: Work-Related Unwanted Sexual Contact One Situation: Reported to a DoD Official (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Reported the one situation to at least one DoD official	40	39	NR	37	43	35	42	NR	NR

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 143.
DoD: Work-Related Unwanted Sexual Contact One Situation: Level of Leadership That Received the Report (2021 WGRC Q92)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your supervisor(s)	**83**	**84**	**NR**	**74**	**NR**	**80**	**NR**	**NR**	**NR**
Your team leader(s)	**69**	**65**	**NR**	**NR**	**NR**	**47**	**NR**	**NR**	**NR**
Your manager(s)	**66**	**60**	**NR**	**NR**	**NR**	**47**	**NR**	**NR**	**NR**
Your organization's leader(s)	**40**	**50**	**NR**	**41**	**NR**	**54**	**NR**	**NR**	**NR**
Other leader(s)	**31**	**30**	**NR**	**NR**	**NR**	**27**	**NR**	**NR**	**NR**

Margins of error range from ±12% to ±18%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 144.
DoD: Work-Related Unwanted Sexual Contact One Situation: Type of Complaint Made About One Situation (2021 WGRC Q93)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Which of the following best describes the current status of your EEO complaint?	**Informal complaint**	**16**	**19**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Formal complaint	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Not sure	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±16% to ±18%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 145.
DoD: Work-Related Unwanted Sexual Contact One Situation: Actions After Reporting to Leadership (2021 WGRC Q94–Q95)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The person you told took no action.	**59**	**56**	**NR**	**NR**	**NR**	**43**	**NR**	**NR**	**NR**
You were encouraged to drop the issue.	**46**	**38**	**NR**	**NR**	**NR**	**26**	**NR**	**NR**	**NR**
You were punished for bringing it up.	**35**	**39**	**NR**	**15**	**NR**	**19**	**NR**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the event.	**33**	**35**	**NR**	**22**	**NR**	**28**	**NR**	**NR**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**31**	**27**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were discouraged from filing an EEO complaint or contacting law enforcement.	**27**	**24**	**NR**	**11**	**NR**	**15**	**NR**	**NR**	**NR**
The person(s) who did this took action against you for reporting to leadership.	**26**	**27**	**NR**	**12**	**NR**	**16**	**NR**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**24**	**22**	**NR**	**20**	**NR**	**20**	**NR**	**NR**	**NR**
Not sure	**24**	**24**	**NR**	**6**	**NR**	**5**	**NR**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**21**	**22**	**NR**	**15**	**NR**	**NR**	**NR**	**NR**	**NR**
Some other action	**20**	**21**	**NR**	**5**	**NR**	**7**	**NR**	**NR**	**NR**
There was some official career action taken against the person(s).	**19**	**16**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The rules on assault were explained to everyone in the workplace.	**18**	**15**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The person you told referred you to law enforcement.	**14**	**12**	**NR**	**4**	**NR**	**5**	**NR**	**NR**	**NR**
Legal action was taken against the person(s).	**14**	**12**	**NR**	**3**	**NR**	**4**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±18%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 146.
DoD: Work-Related Unwanted Sexual Contact One Situation: Actions After Report to Leadership (2021 WGRC Q94–Q95)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Action(s) resulting from reporting the situation to leadership	**Positive only**	**17**	**16**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Negative only	**45**	**51**	**NR**	**32**	**NR**	**41**	**NR**	**NR**	**NR**
	Both positive and negative	**30**	**24**	**NR**	**NR**	**NR**	**20**	**NR**	**NR**	**NR**
	Neither	**7**	**NR**	**NR**	**5**	**NR**	**4**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 147.
DoD: Work-Related Unwanted Sexual Contact One Situation: Actions After Filing an EEO Complaint (2021 WGRC Q94, Q96)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
The person you told took no action.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
The person you told referred you to law enforcement.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
The rules on assault were explained to everyone in the workplace.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
An investigation, survey, or other assessment of the workplace was conducted.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
There was some official career action taken against the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
Legal action was taken against the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
You were encouraged to drop the issue.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
You were discouraged from filing/further pursuing an EEO complaint or contacting law enforcement.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
The person(s) who did this took action against you for filing an EEO complaint.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
Your coworkers treated you worse, avoided you, or blamed you for the event.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
You were punished for bringing it up.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
Not sure	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**
Some other action	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**

Margins of error cannot be determined
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 148.
DoD: Work-Related Unwanted Sexual Contact One Situation: Actions After Complaint Filed With EEO (2021 WGRC Q94, Q96)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Action(s) resulting from filing a complaint about the situation with an EEO representative	Positive only	NR	NR	NR	NR	NR	NR	NR	NR	NA
	Negative only	NR	NR	NR	NR	NR	NR	NR	NR	NA
	Both positive and negative	NR	NR	NR	NR	NR	NR	NR	NR	NA
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NA

Margins of error cannot be determined
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 149.
DoD: Work-Related Unwanted Sexual Contact One Situation: Satisfaction With Leadership Reporting Process (2021 WGRC Q97)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Availability of information about victim support resources	Satisfied	24	21	NR	24	NR	30	NR	NR	NR
	Neither	16	15	NR	26	NR	NR	NR	NR	NR
	Dissatisfied	61	64	NR	NR	NR	43	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	20	16	NR	22	NR	27	NR	NR	NR
	Neither	15	17	NR	24	NR	NR	NR	NR	NR
	Dissatisfied	65	66	NR	NR	NR	41	NR	NR	NR
Availability of information about how to file an EEO complaint	Satisfied	20	15	NR	16	NR	17	NR	NR	NR
	Neither	18	20	NR	31	NR	NR	NR	NR	NR
	Dissatisfied	62	64	NR	NR	NR	45	NR	NR	NR
How you were treated by leadership handling your report	Satisfied	17	12	NR	16	NR	15	NR	NR	NR
	Neither	17	18	NR	28	NR	33	NR	NR	NR
	Dissatisfied	66	71	NR	NR	NR	NR	NR	NR	NR
The reporting process overall	Satisfied	14	9	NR	14	NR	14	NR	NR	NR
	Neither	13	12	NR	21	NR	NR	NR	NR	NR
	Dissatisfied	72	79	NR	NR	NR	65	NR	NR	NR
The action taken by leadership handling your situation	Satisfied	14	9	NR	14	NR	14	NR	NR	NR
	Neither	10	10	NR	19	NR	NR	NR	NR	NR
	Dissatisfied	76	81	NR	67	NR	63	NR	NR	NR
Amount of time it took/is taking to resolve your report	Satisfied	13	6	NR	NR	NR	8	NR	NR	NR
	Neither	17	14	NR	28	NR	24	NR	NR	NR
	Dissatisfied	70	80	NR	NR	NR	68	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	12	6	NR	NR	NR	7	NR	NR	NR
	Neither	14	16	NR	26	NR	37	NR	NR	NR
	Dissatisfied	75	78	NR	65	NR	NR	NR	NR	NR

Margins of error range from ±9% to ±18%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 150.
DoD: Work-Related Unwanted Sexual Contact One Situation: Average Satisfaction With Reporting Process (2021 WGRC Q97)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with aspects of reporting to leadership	2.1	1.9	NR	2.4	1.9	2.3	1.6	NR	NR

Margins of error range from ±0.3 to ±0.7
Average of employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 151.
DoD: Work-Related Unwanted Sexual Contact One Situation: Satisfaction With the EEO Complaint Process (2021 WGRC Q98)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Availability of information about how to file an EEO complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	5	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about victim support resources	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
How you were treated by the EEO representative handling your complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
The action taken by the EEO representative handling your complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	4	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
Amount of time it took/is taking to resolve your complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	8	6	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
How well you were/are kept informed about the progress of your complaint	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
The complaint process overall	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	5	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±10% to ±11%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 152.
DoD: Work-Related Unwanted Sexual Contact One Situation: Average Satisfaction With EEO Complaint Process (2021 WGRC Q98)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with aspects of the complaint filed with EEO	2.6	2.3	NR	2.2	NR	2.1	NR	NR	NR

Margins of error range from ±0.6 to ±0.8
Average of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 153.
DoD: Work-Related Unwanted Sexual Contact One Situation: Satisfaction With Outcome by Type of Official (2021 WGRC Q99)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your leadership	Satisfied	10	10	NR	12	NR	12	NR	NR	NR
	Neither	12	15	NR	18	NR	NR	NR	NR	NR
	Dissatisfied	77	75	NR	69	NR	NR	NR	NR	NR
Your union or bargaining unit representative	Satisfied	<1	<1	NA	<1	NR	<1	NR	NA	NA
	Neither	NR	NR	NA	NR	NR	NR	NR	NA	NA
	Dissatisfied	NR	NR	NA	NR	NR	NR	NR	NA	NA
An EEO representative	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
Human Resources	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR
DoD Office of Inspector General	Satisfied	NR	NR	NR	NR	NR	NR	NR	NA	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NA	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NA	NR
Office of Special Counsel	Satisfied	NR	NR	NR	NR	NR	NR	NR	NR	NA
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NA
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NA

Margins of error range from ±1% to ±18%
Percent of employees who experienced work-related unwanted sexual contact and filed a complaint/grievance/report with each respective DoD official

Table 154.
DoD: Work-Related Unwanted Sexual Contact One Situation: Status of EEO Complaint (2021 WGRC Q100)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Yes	NR	NR	NR	NR	NR	NR	NR	NR	NR
No	9	NR	NR	NR	NR	NR	NR	NR	NR
Does not apply; I withdrew my complaint before a determination was made	NR	NR	NR	NR	NR	NR	NR	NR	NR
Does not apply; the matter was settled without a determination	NR	NR	NR	NR	NR	NR	NR	NR	NR
Does not apply; I do not know the outcome of my complaint	NR	NR	NR	NR	NR	NR	NR	NR	NR
Does not apply; it is still in process	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error do not exceed ±14%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 155.
DoD: Work-Related Unwanted Sexual Contact One Situation: Substantiation of EEO Complaint (2021 WGRC Q100)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Complaint filed with EEO representative was substantiated	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months, filed an EEO complaint, and knew complaint outcome

Table 156.
DoD: Work-Related Unwanted Sexual Contact One Situation: Knew Final Disposition of EEO Complaint (2021 WGRC Q100)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Knowledge of final disposition for the complaint filed with EEO representative	**Final disposition of complaint known**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Complaint still in process/ disposition unknown	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 157.
DoD: Work-Related Unwanted Sexual Contact One Situation: Reasons for Not Reporting to Leadership (2021 WGRC Q101–Q102)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not want more people to know.	59	59	NR	73	NR	69	NR	NR	NR
You wanted to forget about it and move on.	57	61	NR	68	NR	71	NR	NR	NR
You were worried about negative consequences from your coworkers or peers.	55	53	NR	69	NR	62	NR	NR	NR
You did not think anything would be done.	49	44	NR	66	NR	58	NR	NR	NR
You were worried about negative consequences from the person(s) who did this to you.	48	50	NR	56	NR	56	NR	NR	NR
You did not think your discussion with leadership would be kept private.	44	38	NR	60	NR	51	NR	NR	NR
You were worried about negative consequences from leadership.	42	49	NR	49	NR	60	NR	NR	NR
You thought it might hurt your performance appraisal or your career.	39	42	NR	48	NR	53	NR	NR	NR
You did not trust the process would be fair.	34	37	NR	37	NR	40	NR	NR	NR
Some other reason	27	30	NR	31	20	34	24	NR	NR
You did not know you could report the event to leadership.	20	15	NR	NR	NR	NR	NR	NR	NR
You thought you might get in trouble for something else you did.	15	12	NR	20	6	16	7	NR	NR
You did not know with whom to report the event.	11	8	NR	NR	2	12	2	NR	NR

Margins of error range from ±6% to ±18%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and who did not indicate reporting to leadership

Table 158.
DoD: Work-Related Unwanted Sexual Contact One Situation: EEO Filers' Reason for Not Reporting to Leaders (2021 WGRC Q102)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not feel comfortable discussing the event with leadership.	NR	NR	NA	NR	NR	NR	NR	NA	NA

Margins of error cannot be determined
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and who did not indicate reporting to leadership but filed an EEO complaint

Table 159.
DoD: Work-Related Unwanted Sexual Contact One Situation: Reason for Not Reporting to Leadership or to EEO (2021 WGRC Q101)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You thought it was not serious enough to report to leadership.	**36**	**35**	**NR**	**36**	**NR**	**40**	**NR**	**NR**	**NR**

Margins of error range from ±13% to ±16%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and did not report to leadership and did not indicate filing an EEO complaint

Table 160.
DoD: Work-Related Unwanted Sexual Contact One Situation: Reasons for Not Filing an EEO Complaint (2021 WGRC Q101, Q103)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You did not want more people to know.	**55**	**55**	**NR**	**61**	**NR**	**58**	**NR**	**NR**	**NR**
You wanted to forget about it and move on.	**54**	**56**	**NR**	**60**	**NR**	**59**	**NR**	**NR**	**NR**
You were worried about negative consequences from your coworkers or peers.	**47**	**52**	**NR**	**49**	**NR**	**54**	**NR**	**NR**	**NR**
You did not think anything would be done.	**47**	**45**	**NR**	**54**	**NR**	**50**	**NR**	**NR**	**NR**
You were worried about negative consequences from the person(s) who did this to you.	**43**	**51**	**12**	**44**	**NR**	**56**	**NR**	**NR**	**NR**
You were worried about negative consequences from leadership.	**42**	**50**	**NR**	**40**	**NR**	**52**	**NR**	**NR**	**NR**
You did not think your complaint would be kept private.	**42**	**40**	**NR**	**48**	**NR**	**45**	**NR**	**NR**	**NR**
You thought it might hurt your performance appraisal or your career.	**41**	**45**	**NR**	**42**	**NR**	**47**	**NR**	**NR**	**NR**
You did not trust the process would be fair.	**36**	**38**	**NR**	**34**	**NR**	**35**	**NR**	**NR**	**NR**
You thought it was not serious enough to file a complaint with EEO.	**28**	**30**	**NR**	**27**	**NR**	**36**	**22**	**4**	**NR**
You did not know with whom to report the event or how to file an EEO complaint.	**25**	**18**	**NR**	**32**	**17**	**18**	**19**	**NR**	**NR**
You did not know you could file a complaint about the event with EEO.	**23**	**17**	**NR**	**32**	**10**	**21**	**NR**	**NR**	**NR**
Some other reason	**21**	**26**	**3**	**21**	**22**	**28**	**25**	**4**	**NR**
You thought you might get in trouble for something else you did.	**14**	**12**	**NR**	**14**	**14**	**9**	**16**	**NR**	**NR**

Margins of error range from ±6% to ±18%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and did not indicate filing an EEO complaint

Table 161.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed Police Report (2021 WGRC Q104)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed with local civilian law enforcement agency	**5**	**6**	**5**	**4**	**8**	**4**	**7**	**2**	**NR**
Filed with local military law enforcement or criminal investigative organization	**5**	**6**	**3**	**5**	**5**	**5**	**6**	**4**	**NR**

Margins of error range from ±5% to ±13%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 162.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed a Police Report - Civilian or Military (2021 WGRC Q104)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed a police report to a local civilian and/or military law enforcement	**7**	**8**	**5**	**6**	**8**	**7**	**8**	**4**	**NR**

Margins of error range from ±5% to ±13%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 163.
DoD: Work-Related Unwanted Sexual Contact One Situation: Filed Report With Official and/or Police (2021 WGRC Q91, Q104)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Filed complaint/grievance/report with at least one official and/or law enforcement	**41**	**39**	**NR**	**38**	**44**	**37**	**42**	**NR**	**NR**

Margins of error range from ±9% to ±15%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months

Table 164.
DoD: Work-Related Unwanted Sexual Contact One Situation: Reasons for Not Filing a Police Report (2021 WGRC Q105)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You wanted to forget about it and move on.	57	60	NR	61	NR	61	59	NR	NR
You did not want more people to know.	49	54	NR	55	40	61	NR	NR	NR
You did not think anything would be done.	47	42	NR	61	27	52	31	NR	NR
You thought it might hurt your career.	46	47	NR	46	NR	47	NR	NR	NR
You were worried about negative consequences from the person(s) who did this to you.	44	44	NR	49	37	50	38	NR	NR
You thought you might be labeled as a troublemaker.	43	44	NR	49	35	47	41	NR	NR
You thought it was not serious enough to report.	40	40	NR	40	NR	47	31	NR	NR
You did not trust the process would be fair.	32	35	NR	35	27	40	31	NR	NR
Some other reason	19	24	4	18	21	24	24	5	NR
You did not know how to report the event.	17	8	NR	22	9	5	11	NR	NR
You thought you might get in trouble for something else you did.	15	11	NR	19	9	12	11	NR	NR

Margins of error range from ±5% to ±17%
Percent of employees who experienced work-related unwanted sexual contact in the past 12 months and did not indicate filing a report with civilian or military law enforcement

Table 165.
DoD: Retention Intention (2021 WGRC Q109)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Likelihood to stay with your DoD organization	Likely	2021	75	75	70	73	76	73	76	70	71
		2018	81▲	82▲	79▲	79▲	83▲	79▲	83▲	79▲	79▲
	Neither	2021	12	12	15	13	12	12	12	14	16
		2018	10▼	10▼	11▼	11▼	9▼	11▼	9▼	12	11▼
	Unlikely	2021	13	13	15	15	12	14	12	16	13
		2018	9▼	9▼	10▼	10▼	8▼	10▼	8▼	9▼	10▼

Margins of error range from ±1% to ±3%
Percent of all employees

Table 166.
DoD: Demographics of Immediate Supervisor Compared to Civilian Employee (2021 WGRC Q110)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Same gender	Yes	65	65	65	45	76	40	77	70	55
	No	34	34	34	54	22	60	21	29	44
	Not sure	1	1	2	1	2	1	2	2	2
Same race/ethnicity	Yes	52	53	39	47	54	49	55	39	40
	No	42	40	54	47	38	46	37	54	55
	Not sure	7	7	6	6	7	5	8	7	6

Margins of error range from ±1% to ±3%
Percent of all employees

Table 167.
DoD: Perceived Safety from Sexual Harassment/Assault (2021 WGRC Q111)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Extent you feel safe from being sexually assaulted at your primary duty location	**Safe**	2021	**94**	**95**	**89**	**92**	**95**	**93**	**96**	**87**	**92**
		2018	96▲	96▲	92▲	94▲	97▲	95▲	97▲	90	95
	Neither	2021	**4**	**4**	**7**	**6**	**3**	**5**	**3**	**8**	**5**
		2018	3▼	3▼	6	5▼	2▼	4▼	2▼	7	3
	Unsafe	2021	**2**	**2**	**4**	**3**	**2**	**2**	**1**	**5**	**3**
		2018	1▼	1▼	3▼	1▼	1▼	1▼	1▼	3▼	2
Extent you feel safe from being sexually harassed at your primary duty station	**Safe**	2021	**93**	**93**	**87**	**89**	**94**	**90**	**95**	**85**	**91**
		2018	94▲	95▲	90▲	91▲	96▲	92▲	96▲	89▲	94▲
	Neither	2021	**5**	**5**	**8**	**7**	**4**	**7**	**4**	**9**	**5**
		2018	4▼	4▼	6	6▼	3▼	6▼	3▼	7	3
	Unsafe	2021	**3**	**2**	**5**	**4**	**2**	**3**	**2**	**6**	**4**
		2018	2▼	1▼	4▼	2▼	1▼	2▼	1▼	4	3
Extent you feel safe from being sexually assaulted while on work travel/ temporary assignments	**Safe**	2021	**92**	**93**	**87**	**86**	**95**	**87**	**95**	**85**	**92**
		2018	94▲	94▲	90	89▲	97▲	89▲	97▲	88	94
	Neither	2021	**6**	**6**	**8**	**11**	**4**	**11**	**4**	**10**	**5**
		2018	5▼	4▼	8	9▼	3▼	9▼	3▼	10	4
	Unsafe	2021	**2**	**2**	**4**	**3**	**1**	**2**	**1**	**5**	**3**
		2018	1▼	1▼	2▼	2▼	1▼	2▼	1▼	2▼	2
Extent you feel safe from being sexually harassed while on work travel/ temporary assignments	**Safe**	2021	**91**	**92**	**86**	**85**	**95**	**85**	**95**	**84**	**91**
		2018	93▲	94▲	90▲	88▲	96▲	88▲	96▲	87	94▲
	Neither	2021	**6**	**6**	**9**	**11**	**4**	**11**	**4**	**10**	**6**
		2018	5▼	5▼	8	10▼	3▼	10▼	3▼	10	4
	Unsafe	2021	**2**	**2**	**5**	**4**	**1**	**3**	**1**	**6**	**3**
		2018	1▼	1▼	2▼	2▼	1▼	2▼	1▼	2▼	2

Margins of error range from ±1% to ±3%
Percent of all employees

Table 168.
DoD: Average Perceived Safety From Sexual Harassment/Assault (2021 WGRC Q111)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average perceived safety from sexual assault	2021	**4.7**	**4.7**	**4.5**	**4.5**	**4.8**	**4.5**	**4.8**	**4.4**	**4.6**
	2018	4.7▲	4.7▲	4.6▲	4.6▲	4.8▲	4.6▲	4.8▲	4.5▲	4.7▲
Average overall perceived safety from sexual harassment/assault	2021	**4.7**	**4.7**	**4.5**	**4.5**	**4.8**	**4.5**	**4.8**	**4.4**	**4.6**
	2018	4.7▲	4.7▲	4.6▲	4.6▲	4.8▲	4.6▲	4.8▲	4.5▲	4.7▲
Average perceived safety from sexual harassment	2021	**4.6**	**4.7**	**4.5**	**4.5**	**4.7**	**4.5**	**4.7**	**4.4**	**4.6**
	2018	4.7▲	4.7▲	4.6▲	4.5▲	4.8▲	4.5▲	4.8▲	4.5▲	4.7

Margins of error do not exceed ±0.1
Average of all employees

Table 169.
DoD: Likelihood to Encourage Someone Who Experiences Sexual Harassment/Assault to Come Forward (2021 WGRC Q112)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You would encourage someone who has experienced sexual assault to report it.	Likely	2021	**96**	**96**	**96**	**96**	**96**	**96**	**96**	**96**	**96**
		2018	96▼	96▼	95	95▼	96	95▼	96	95	96
	Neither	2021	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**
		2018	3	3	3	3	3	3▲	3	3	3
	Unlikely	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**
		2018	1▲	1▲	2	1▲	1▲	1	1▲	2	1
You would encourage someone who has experienced sexual assault to seek counseling.	Likely	2021	**96**	**96**	**95**	**96**	**95**	**97**	**95**	**95**	**94**
		2018	95▼	95▼	95	96▼	95	96▼	95	95	94
	Neither	2021	**3**	**3**	**4**	**3**	**4**	**2**	**4**	**4**	**4**
		2018	4	4▲	4	3▲	4	3▲	4	3	5
	Unlikely	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▲	1▲	2	1	1▲	1▲	1▲	2	2
You would encourage someone who has experienced sexual harassment to tell a supervisor.	Likely	2021	**94**	**94**	**94**	**93**	**95**	**93**	**95**	**94**	**94**
		2018	94	94	94	93	95	93	95	94	95
	Neither	2021	**4**	**4**	**4**	**4**	**4**	**4**	**4**	**4**	**4**
		2018	4	4	4	5▲	4	5▲	4	4	4
	Unlikely	2021	**2**	**2**	**3**	**3**	**2**	**3**	**2**	**3**	**2**
		2018	2	2	2	3	2	3	2	2	2
You would report a sexual assault if it happened to you.	Likely	2021	**92**	**92**	**92**	**92**	**92**	**91**	**92**	**92**	**91**
		2018	92	92	91	91	92	91	92	90	92
	Neither	2021	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**
		2018	5	5	5	5	5	5	5	5	5
	Unlikely	2021	**3**	**3**	**4**	**3**	**3**	**4**	**3**	**3**	**4**
		2018	3	3	4	4	3	4	3	4	3
You would tell a supervisor about sexual harassment if it happened to you.	Likely	2021	**88**	**88**	**88**	**86**	**89**	**85**	**89**	**89**	**88**
		2018	87	87	89	85	89	85	89	88	90
	Neither	2021	**7**	**7**	**6**	**7**	**7**	**8**	**7**	**6**	**8**
		2018	7	7	6	8	7	8	7	6	6
	Unlikely	2021	**5**	**5**	**5**	**7**	**5**	**7**	**5**	**6**	**4**
		2018	5	5	5	7	4	7	4	6	3

Margins of error range from ±1% to ±3%
Percent of all employees

Table 170.
DoD: Average Likelihood to Encourage Others or Come Forward if Experienced Sexual Harassment/Assault (2021 WGRC Q112)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average likelihood would encourage someone to come forward if experienced harassment/assault	2021	**4.8**	**4.8**	**4.7**	**4.8**	**4.8**	**4.8**	**4.8**	**4.7**	**4.7**
	2018	4.7▼	4.7▼	4.7	4.7▼	4.7▼	4.7▼	4.7▼	4.7	4.7
Average likelihood to encourage others or come forward if experienced sexual harassment/assault	2021	**4.7**	**4.7**	**4.7**	**4.7**	**4.7**	**4.7**	**4.7**	**4.7**	**4.7**
	2018	4.7▼	4.7▼	4.7	4.6▼	4.7▼	4.6▼	4.7▼	4.7	4.7
Average likelihood would come forward if experienced sexual harassment/assault	2021	**4.6**	**4.6**	**4.6**	**4.5**	**4.6**	**4.5**	**4.6**	**4.6**	**4.6**
	2018	4.6▼	4.6▼	4.6	4.5▼	4.6▼	4.5▼	4.6▼	4.6	4.6

Margins of error do not exceed ±0.1
Average of all employees

Table 171.
DoD: Positive Gender Relations Leadership Behaviors (2021 WGRC Q113)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Leads by example by refraining from sexist comments and behaviors	**Well**	2021	**89**	**89**	**87**	**87**	**90**	**87**	**90**	**86**	**88**
		2018	89	89	89▲	87	91	86	91	89	90
	Neither	2021	**7**	**7**	**9**	**9**	**7**	**9**	**7**	**10**	**8**
		2018	7	7	8	9	6	9	6	8	8
	Poorly	2021	**3**	**3**	**4**	**4**	**3**	**4**	**3**	**4**	**4**
		2018	3▼	3	3	4	3	4	3	3	3
Makes it clear that sexual harassment/ gender discrimination/ sexual assault have no place in the DoD	**Well**	2021	**88**	**88**	**85**	**84**	**90**	**84**	**91**	**84**	**87**
		2018	89▲	90▲	88▲	85▲	92▲	85▲	92▲	86	90
	Neither	2021	**9**	**9**	**12**	**12**	**7**	**12**	**7**	**12**	**10**
		2018	8▼	8▼	9▼	11▼	6▼	11▼	6▼	10	7
	Poorly	2021	**3**	**3**	**4**	**4**	**2**	**5**	**2**	**4**	**3**
		2018	3▼	3▼	3	4▼	2▼	4▼	2▼	3	3
Creates environment where victims feel comfortable reporting	**Well**	2021	**83**	**84**	**81**	**78**	**87**	**77**	**87**	**79**	**85**
		2018	85▲	85▲	84▲	80▲	88▲	79▲	88▲	83▲	87
	Neither	2021	**12**	**11**	**13**	**15**	**10**	**15**	**10**	**15**	**10**
		2018	11▼	11▼	11	14▼	9	15	9	12	10
	Poorly	2021	**5**	**5**	**6**	**7**	**4**	**7**	**4**	**6**	**5**
		2018	4▼	4▼	4	6▼	3▼	6▼	3▼	5	3
Promotes an organizational climate based on mutual respect and trust	**Well**	2021	**83**	**84**	**80**	**79**	**86**	**79**	**86**	**78**	**83**
		2018	87▲	87▲	85▲	82▲	89▲	82▲	89▲	84▲	87▲
	Neither	2021	**9**	**9**	**11**	**11**	**8**	**11**	**8**	**12**	**9**
		2018	8▼	8▼	9▼	10▼	7▼	10	7▼	9▼	8
	Poorly	2021	**8**	**8**	**9**	**10**	**6**	**10**	**6**	**10**	**7**
		2018	5▼	5▼	6▼	8▼	4▼	8▼	4▼	7▼	5
Publicizes sexual harassment/gender discrimination/sexual assault resources	**Well**	2021	**82**	**82**	**81**	**77**	**85**	**77**	**85**	**79**	**85**
		2018	84▲	84▲	84▲	80▲	86▲	79▲	86▲	83▲	86
	Neither	2021	**13**	**13**	**14**	**16**	**12**	**17**	**12**	**15**	**11**
		2018	12▼	12▼	12	15▼	11▼	15▼	11▼	13	11
	Poorly	2021	**5**	**4**	**5**	**6**	**3**	**7**	**3**	**6**	**4**
		2018	4▼	4▼	4	6▼	3▼	6▼	3▼	4	3
Catches and immediately corrects incidents of sexual harassment	**Well**	2021	**80**	**80**	**79**	**74**	**83**	**74**	**83**	**78**	**81**
		2018	81▲	81▲	81	76▲	84▲	75▲	84▲	80	83
	Neither	2021	**16**	**16**	**16**	**20**	**13**	**20**	**13**	**17**	**14**
		2018	14▼	14▼	15	18▼	12▼	19▼	12▼	15	13
	Poorly	2021	**5**	**4**	**5**	**6**	**4**	**6**	**4**	**5**	**5**
		2018	4	4	4	6	3	6	3	5	4

Margins of error range from ±1% to ±3%
Percent of all employees

Table 172.
DoD: Positive Workplace Behavior Scale (2021 WGRC Q113)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Positive Gender Relations Leadership Behaviors Scale score	2021	**4.4**	**4.4**	**4.4**	**4.3**	**4.5**	**4.3**	**4.5**	**4.3**	**4.4**
	2018	4.5▲	4.5▲	4.4▲	4.3▲	4.5▲	4.3▲	4.5▲	4.4▲	4.5

Margins of error do not exceed ±0.1
Average of all employees

Table 173.
DoD: Perceptions of Work Unit Cohesion (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Members in your work unit pull together to get the job done.	**Agree**	**85**	**86**	**81**	**82**	**87**	**83**	**87**	**80**	**84**
	Neither	**9**	**9**	**12**	**11**	**8**	**10**	**8**	**13**	**10**
	Disagree	**5**	**5**	**7**	**7**	**5**	**7**	**5**	**7**	**6**
Members in your work unit work well together as a team.	**Agree**	**82**	**82**	**77**	**78**	**84**	**78**	**84**	**75**	**81**
	Neither	**11**	**11**	**14**	**13**	**10**	**12**	**10**	**14**	**12**
	Disagree	**7**	**7**	**9**	**10**	**6**	**9**	**6**	**11**	**7**
Members in your work unit really care about each other.	**Agree**	**79**	**79**	**75**	**75**	**81**	**75**	**81**	**74**	**78**
	Neither	**13**	**13**	**15**	**15**	**13**	**15**	**12**	**15**	**15**
	Disagree	**8**	**8**	**10**	**10**	**7**	**10**	**7**	**11**	**7**
Members in your work unit trust each other.	**Agree**	**73**	**74**	**68**	**67**	**77**	**67**	**77**	**65**	**74**
	Neither	**16**	**16**	**19**	**19**	**15**	**19**	**15**	**20**	**17**
	Disagree	**10**	**10**	**13**	**14**	**8**	**14**	**8**	**15**	**9**

Margins of error range from ±1% to ±3%
Percent of all employees

Table 174.
DoD: Perceptions of Work Unit Norms for Civility (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Respectful treatment is the norm in your unit.	Agree	81	81	76	75	84	76	84	73	82
	Neither	11	11	14	14	10	13	10	15	11
	Disagree	8	8	10	11	7	11	7	12	8
Your coworkers make sure everyone in your unit is treated with respect.	Agree	77	77	73	71	81	71	81	70	78
	Neither	14	14	17	17	13	17	13	17	15
	Disagree	9	9	11	12	7	12	7	12	7
Rude behavior is not accepted by your coworkers.	Agree	76	76	74	71	79	71	79	72	80
	Neither	14	14	14	15	13	15	13	14	14
	Disagree	10	10	12	14	7	14	7	14	6
Angry outbursts are not tolerated by anyone in your unit.	Agree	73	73	74	68	75	67	75	71	78
	Neither	17	17	16	18	16	18	16	16	15
	Disagree	11	11	11	14	9	15	9	13	7

Margins of error range from ±1% to ±3%
Percent of all employees

Table 175.
DoD: Work Unit Cohesion Scale (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Unit Cohesion Scale score	4.1	4.2	4.0	4.0	4.2	4.0	4.2	4.0	4.1

Margins of error do not exceed ±0.1
Average of all employees

Table 176.
DoD: Civility Norms Scale (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Civility Norms Scale score	4.1	4.1	4.0	3.9	4.2	3.9	4.2	3.9	4.2

Margins of error do not exceed ±0.1
Average of all employees

Table 177.
DoD: Experienced Behavior(s) in Line With Workplace Hostility From Coworkers in the Past 12 Months (2021 WGRC Q115)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Did not provide information or assistance when you needed it	2021	**41**	**40**	**48**	**49**	**36**	**48**	**36**	**51**	**42**
	2018	41	40	48	47▼	37	47▼	37▲	50	42
Gossiped/talked about you	2021	**38**	**37**	**48**	**46**	**33**	**45**	**33**	**53**	**40**
	2018	42▲	41▲	51	52▲	37▲	51▲	37▲	54	44
Took credit for work or ideas that were yours	2021	**30**	**30**	**34**	**35**	**27**	**35**	**27**	**37**	**27**
	2018	31▲	31▲	33	36	28	36▲	28	35	28
Were excessively harsh in their criticism of your work performance	2021	**22**	**21**	**30**	**26**	**19**	**25**	**19**	**33**	**23**
	2018	22	21▲	28	27	19	26▲	19	31	23
Yelled when they were angry with you	2021	**18**	**17**	**24**	**21**	**17**	**19**	**16**	**27**	**19**
	2018	19▲	19▲	24	22▲	18▲	21▲	18▲	26	20
Used insults, sarcasm, or gestures to humiliate you	2021	**18**	**17**	**22**	**21**	**16**	**20**	**16**	**25**	**17**
	2018	18▲	18▲	22	22	17	21▲	16▲	24	18

Margins of error range from ±1% to ±4%
Percent of all employees

Table 178.
DoD: Frequency of Workplace Hostility Behavior(s) Experienced From Coworkers in the Past 12 Months (2021 WGRC Q115)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Gossiped/talked about you	Often/Very often	2021	10	9	15	13	8	12	8	16	11
		2018	9▼	8▼	14	12	7▼	12	6▼	16	10
	Sometimes/ Once or twice	2021	28	28	34	33	26	33	25	36	29
		2018	34▲	33▲	37▲	39▲	30▲	39▲	30▲	39	33
	Never	2021	62	63	52	54	67	55	67	47	60
		2018	58▼	59▼	49	48▼	63▼	49▼	63▼	46	56
Did not provide information or assistance when you needed it	Often/Very often	2021	8	8	11	11	7	10	7	12	9
		2018	6▼	6▼	9	9▼	5▼	8▼	5▼	10	7
	Sometimes/ Once or twice	2021	32	32	37	38	29	38	29	39	33
		2018	35▲	34▲	39	39	32▲	38	32▲	40	35
	Never	2021	59	60	52	51	64	52	64	49	58
		2018	59	60	52	53▲	63	53▲	63▼	50	58
Took credit for work or ideas that were yours	Often/Very often	2021	7	7	9	8	6	8	6	10	7
		2018	5▼	5▼	6▼	7▼	4▼	7▼	4▼	7▼	5
	Sometimes/ Once or twice	2021	23	23	25	27	21	27	21	27	20
		2018	26▲	26▲	27	29▲	24▲	29▲	24▲	29	23
	Never	2021	70	70	66	65	73	65	73	63	73
		2018	69▼	69▼	67	64	72	64▼	72	65	72
Were excessively harsh in their criticism of your work performance	Often/Very often	2021	5	4	8	6	4	6	4	9	6
		2018	4▼	3▼	6▼	5▼	3▼	5▼	3▼	7▼	5
	Sometimes/ Once or twice	2021	17	16	21	20	15	19	15	23	18
		2018	18▲	18▲	23	21▲	17▲	21▲	16▲	25	18
	Never	2021	78	79	70	74	81	75	81	67	77
		2018	78	79▼	72	73	81	74▼	81	69	77
Used insults, sarcasm, or gestures to humiliate you	Often/Very often	2021	4	4	6	6	4	5	3	7	4
		2018	3▼	3▼	4▼	4▼	3▼	4▼	3▼	4▼	3
	Sometimes/ Once or twice	2021	13	13	16	15	12	15	12	18	13
		2018	15▲	15▲	18	17▲	14▲	17▲	14▲	20	15
	Never	2021	82	83	78	79	84	80	84	75	83
		2018	82▼	82▼	78	78	83	79▼	84▼	76	82
Yelled when they were angry with you	Often/Very often	2021	3	3	5	4	3	3	2	6	4
		2018	2▼	2▼	3▼	3▼	2▼	3▼	2▼	3▼	3
	Sometimes/ Once or twice	2021	15	15	19	17	14	16	14	21	15
		2018	17▲	17▲	21	19▲	16▲	18▲	16▲	23	17
	Never	2021	82	83	76	79	83	81	84	73	81
		2018	81▼	81▼	76	78▼	82▼	79▼	82▼	74	80

Margins of error range from ±1% to ±4%
Percent of all employees

Table 179.
DoD: Experienced at Least One Workplace Hostility Behavior From Coworkers in the Past 12 Months (2021 WGRC Q115)

KEY: *Within Year Group Differences* Higher Response Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Experienced at least one workplace hostility behavior from coworkers in the past 12 months	2021	**57**	**56**	**65**	**64**	**52**	**63**	**52**	**68**	**57**
	2018	58▲	57▲	64	65	54▲	65▲	54▲	67	58

Margins of error range from ±1% to ±4%
Percent of all employees

Table 180.
DoD: Coworker Workplace Hostility Scale (2021 WGRC Q115)

KEY: *Within Year Group Differences* Higher Response Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Coworker Workplace Hostility Scale score	2021	**1.5**	**1.5**	**1.7**	**1.6**	**1.4**	**1.6**	**1.4**	**1.8**	**1.5**
	2018	1.5▼	1.5▼	1.6▼	1.6▼	1.4▼	1.6▼	1.4▼	1.7▼	1.5

Margins of error do not exceed ±0.1
Average of all employees

Table 181.
DoD: Agreement With Statements About the Workplace (2021 WGRC Q116)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
You like the kind of work you do.	Agree	2021	83	83	84	84	83	83	83	85	81
		2018	85▲	85▲	86	85▲	85▲	85▲	85▲	87	84
	Neither	2021	11	11	11	11	11	11	11	11	13
		2018	11	11	10	11	11	11	11	10	11
	Disagree	2021	6	6	5	5	6	6	6	4	6
		2018	5▼	5▼	4	4▼	5▼	5▼	5▼	3	4
Your work makes good use of your skills.	Agree	2021	80	80	79	79	80	79	80	79	78
		2018	81▲	81▲	80	81▲	81	81▲	81	79	80
	Neither	2021	10	10	12	11	10	10	10	12	12
		2018	11	10	12	11	11	10	10	12	12
	Disagree	2021	10	10	9	10	10	11	10	9	10
		2018	9▼	9▼	9	9▼	9▼	9▼	9▼	9	8
You are satisfied with your job as a whole.	Agree	2021	74	74	71	72	75	72	75	71	72
		2018	79▲	79▲	75▲	77▲	80▲	78▲	80▲	75▲	75
	Neither	2021	14	14	16	15	14	15	13	16	16
		2018	13▼	12▼	16	14▼	12▼	13▼	12▼	16	17
	Disagree	2021	12	12	13	13	12	13	12	13	12
		2018	8▼	8▼	9▼	9▼	8▼	9▼	8▼	9▼	8▼

Margins of error range from ±1% to ±3%
Percent of all employees

Table 182.
DoD: Workplace Satisfaction Scale (2021 WGRC Q116)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Workplace Satisfaction Scale score	2021	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1	4.1
	2018	4.2▲	4.2▲	4.2▲	4.2▲	4.2▲	4.2▲	4.2▲	4.2▲	4.2

Margins of error do not exceed ±0.1
Average of all employees

Table 183.
DoD: Agreement With Statements About Immediate Supervisor (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Evaluates your work performance fairly	Agree	81	82	76	77	84	78	84	73	82
	Neither	11	10	12	13	9	12	9	14	10
	Disagree	8	8	12	10	7	9	7	13	8
Fosters your trust	Agree	81	81	75	76	83	77	83	73	81
	Neither	10	10	14	12	9	12	9	15	12
	Disagree	9	9	11	12	7	12	7	12	8
Ensures that all assigned personnel are treated fairly	Agree	78	79	71	72	82	72	82	68	79
	Neither	11	11	13	13	9	13	9	14	11
	Disagree	11	11	15	15	9	14	9	18	10

Margins of error range from ±1% to ±3%
Percent of all employees

Table 184.
DoD: Agreement With Statements About Immediate Supervisor's Fair Treatment (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Addresses all unit members in the same way to avoid perceptions of preferential treatment	Agree	77	78	69	71	81	72	81	65	77
	Neither	12	11	14	14	10	14	10	16	12
	Disagree	11	10	16	15	9	14	8	19	11
Avoids showing favoritism when assigning tasks	Agree	75	76	67	68	79	69	79	63	75
	Neither	13	13	16	16	12	16	12	17	13
	Disagree	12	11	17	16	9	15	9	20	11
Enforces standards equally across all unit members	Agree	75	76	68	68	79	69	79	65	75
	Neither	12	12	14	14	11	14	11	15	12
	Disagree	13	13	18	17	11	16	11	20	13
Ensures unit members are disciplined in the same manner	Agree	70	70	64	62	74	62	74	61	70
	Neither	19	19	19	23	17	24	17	19	18
	Disagree	11	11	17	15	9	14	9	20	12

Margins of error range from ±1% to ±3%
Percent of all employees

Table 185.
DoD: Supervisor Satisfaction Scale (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Supervisor Satisfaction Scale score	**4.2**	**4.2**	**4.0**	**4.0**	**4.3**	**4.1**	**4.3**	**3.9**	**4.2**

Margins of error do not exceed ±0.1
Average of all employees

Table 186.
DoD: Supervisor Fair Treatment Scale (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Supervisor Fair Treatment Scale score	**4.1**	**4.1**	**3.8**	**3.9**	**4.2**	**3.9**	**4.2**	**3.7**	**4.1**

Margins of error do not exceed ±0.1
Average of all employees

Table 187.
DoD: Agreement With Statements About Inclusion in the Workplace (2021 WGRC Q118)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Members are treated as valued members of the team without losing their unique identities.	Agree	80	81	74	75	83	76	83	71	80
	Neither	12	12	15	14	11	14	11	16	13
	Disagree	8	8	11	11	7	10	6	13	7
Within my work unit, I am encouraged to offer ideas on how to improve operations.	Agree	79	79	72	75	81	76	81	70	75
	Neither	12	12	17	15	11	14	11	17	16
	Disagree	9	9	11	11	8	11	8	12	9
I believe I can use my leadership to address concerns about discrimination without fear.	Agree	75	76	68	68	79	69	79	65	73
	Neither	13	13	17	17	12	16	11	18	15
	Disagree	11	11	15	15	9	15	9	17	11
Members in my work unit are empowered to make work-related decisions on their own.	Agree	75	75	67	69	78	70	78	64	72
	Neither	15	14	20	18	13	17	13	21	18
	Disagree	11	10	13	13	9	13	9	15	10
The decision-making processes that impact my work unit are fair.	Agree	69	70	63	62	73	63	73	59	69
	Neither	18	17	21	21	16	21	15	22	18
	Disagree	14	13	17	17	12	16	12	19	12
Outcomes are fairly distributed among members of my unit.	Agree	67	68	60	61	71	61	71	57	66
	Neither	17	17	20	20	16	20	16	20	20
	Disagree	15	15	19	19	13	19	13	22	14
I feel excluded by my work unit because I am different.	Agree	16	15	18	16	15	15	15	18	18
	Neither	14	13	17	15	13	15	12	18	16
	Disagree	71	72	65	69	72	70	72	64	67
Sexist slurs, comments, and/or jokes are used in my work unit.	Agree	10	10	11	9	10	8	10	11	11
	Neither	9	9	11	10	9	10	9	12	11
	Disagree	81	81	78	81	81	82	81	77	79
Racial slurs, comments, and/or jokes are used in my work unit.	Agree	10	9	13	9	10	8	10	13	12
	Neither	9	9	11	10	9	9	8	12	10
	Disagree	81	82	76	81	81	83	82	75	78

Margins of error range from ±1% to ±3%
Percent of all employees

Table 188.
DoD: Workplace Inclusion Scale (2021 WGRC Q118)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Workplace Inclusion Scale score	4.0	4.0	3.8	3.8	4.1	3.9	4.1	3.7	4.0

Margins of error do not exceed ±0.1
Average of all employees

Table 189.
DoD: Psychological Climate for Sexual Harassment (2021 WGRC Q119)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sexual harassment is not tolerated.	**Agree**	2021	**87**	**88**	**85**	**83**	**90**	**83**	**90**	**83**	**88**
		2018	82▼	82▼	80▼	78▼	84▼	78▼	84▼	79▼	82▼
	Neither	2021	**9**	**9**	**10**	**12**	**7**	**12**	**7**	**11**	**8**
		2018	11▲	11▲	11	14▲	9▲	15▲	9▲	12	10
	Disagree	2021	**4**	**4**	**5**	**5**	**3**	**5**	**3**	**6**	**4**
		2018	7▲	7▲	8▲	8▲	7▲	8▲	7▲	9▲	8▲
Actions are being taken to prevent sexual harassment.	**Agree**	2021	**76**	**77**	**71**	**69**	**80**	**69**	**80**	**69**	**76**
		2018	76	77	71	70	80	70▲	80	68	77
	Neither	2021	**19**	**19**	**22**	**25**	**16**	**25**	**15**	**25**	**19**
		2018	17▼	17▼	22	23▼	14▼	23▼	14▼	24	17
	Disagree	2021	**5**	**5**	**6**	**6**	**4**	**6**	**4**	**7**	**5**
		2018	6▲	6▲	7	7	6▲	7▲	6▲	8	6
I would feel comfortable reporting a sexual harassment complaint.	**Agree**	2021	**74**	**74**	**73**	**69**	**77**	**68**	**77**	**72**	**76**
		2018	71▼	71▼	70▼	66▼	74▼	65▼	74▼	68	74
	Neither	2021	**14**	**14**	**14**	**16**	**13**	**16**	**13**	**15**	**13**
		2018	16▲	16▲	16	18▲	14▲	19▲	14▲	17	14
	Disagree	2021	**12**	**12**	**12**	**15**	**10**	**16**	**10**	**13**	**11**
		2018	13▲	13▲	14	16	12▲	16	12▲	15	12
A sexual harassment complaint would be thoroughly investigated.	**Agree**	2021	**73**	**74**	**71**	**69**	**76**	**69**	**76**	**69**	**75**
		2018	72▼	72▼	69	67▼	74▼	67▼	74▼	67	73
	Neither	2021	**16**	**16**	**17**	**19**	**14**	**19**	**14**	**18**	**14**
		2018	16	15	18	20	13	20	13▼	19	16
	Disagree	2021	**11**	**10**	**12**	**12**	**10**	**12**	**10**	**13**	**11**
		2018	13▲	13▲	13	13▲	12▲	13▲	12▲	14	11
Penalties against individuals who sexually harass others at work are strongly enforced.	**Agree**	2021	**58**	**58**	**59**	**50**	**63**	**49**	**63**	**56**	**63**
		2018	58	58	59	50	62	48	62	56	64
	Neither	2021	**33**	**33**	**31**	**39**	**30**	**41**	**30**	**33**	**27**
		2018	32▼	32▼	31	38▼	29	40▼	29	32	28
	Disagree	2021	**8**	**8**	**11**	**10**	**7**	**10**	**7**	**11**	**10**
		2018	10▲	10▲	11	12▲	9▲	12▲	9▲	12	8
I would be afraid to file a sexual harassment complaint.	**Agree**	2021	**11**	**11**	**13**	**14**	**9**	**14**	**9**	**14**	**11**
		2018	9▼	9▼	10▼	13	7▼	14	7▼	11	7▼
	Neither	2021	**13**	**13**	**13**	**15**	**12**	**16**	**12**	**13**	**13**
		2018	14▲	14▲	15	17▲	13▲	17▲	13▲	16	12
	Disagree	2021	**76**	**76**	**74**	**71**	**79**	**70**	**79**	**73**	**76**
		2018	77	77	75	70	80	70	80	73	81▲

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
It would be risky for me to file a sexual harassment complaint.	Agree	2021	10	10	10	13	8	13	8	11	10
		2018	11▲	11▲	11	15▲	8	15▲	8	13	9
	Neither	2021	14	14	16	16	13	16	13	16	14
		2018	17▲	17▲	18	20▲	16▲	20▲	16▲	18	17
	Disagree	2021	76	76	74	71	79	71	79	73	76
		2018	72▼	72▼	71▼	66▼	76▼	65▼	76▼	69▼	75
A sexual harassment complaint would not be taken seriously.	Agree	2021	10	9	12	11	9	11	9	12	11
		2018	11▲	11▲	11	12▲	10▲	12▲	10▲	12	9
	Neither	2021	13	13	14	15	11	16	11	15	12
		2018	13	13	15	16▲	11	17▲	11	15	14
	Disagree	2021	78	78	74	74	80	74	80	73	77
		2018	76▼	76▼	74	71▼	79▼	71▼	79▼	72	77
Individuals who sexually harass others get away with it.	Agree	2021	9	8	11	11	7	10	7	12	9
		2018	9	9	11	12▲	7	12▲	7	11	9
	Neither	2021	21	21	22	27	18	28	18	23	20
		2018	25▲	25▲	26▲	32▲	22▲	32▲	22▲	27▲	23
	Disagree	2021	70	70	67	62	74	62	74	65	71
		2018	66▼	66▼	63▼	57▼	71▼	56▼	71▼	62	67

Margins of error range from ±1% to ±3%
Percent of all employees

Table 190.
DoD: Psychological Climate for Sexual Harassment Scale Scores (2021 WGRC Q119)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Psychological Climate for Sexual Harassment Seriousness/Action Subscale score	2021	4.1	4.1	4.0	3.9	4.2	3.9	4.2	4.0	4.1
	2018	4.0▼	4.0▼	3.9▼	3.8▼	4.1▼	3.8▼	4.1▼	3.9	4.1
Average Psychological Climate for Sexual Harassment Scale score	2021	4.1	4.1	4.0	3.9	4.2	3.9	4.2	4.0	4.1
	2018	4.0▼	4.0▼	4.0▼	3.8▼	4.1▼	3.8▼	4.1▼	3.9	4.1
Average Psychological Climate for Sexual Harassment Risk Subscale score	2021	4.1	4.1	4.0	3.9	4.2	3.9	4.2	4.0	4.1
	2018	4.0▼	4.0▼	4.0	3.8▼	4.1▼	3.8▼	4.1▼	3.9	4.1

Margins of error do not exceed ±0.1
Average of all employees

Table 191.
DoD: Witnessed Gender-Related Comments/Jokes in the Past 12 Months (2021 WGRC Q120)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
0 times	89	89	87	86	90	86	90	86	88
1 time	2	2	2	3	2	3	2	3	2
2 times	2	2	3	3	2	3	2	3	3
3 times	1	1	1	2	1	2	1	1	1
4 times	1	1	1	1	<1	1	<1	1	1
5 or more times	5	4	6	6	4	6	4	6	5

Margins of error range from ±1% to ±3%
Percent of all employees

Table 192.
DoD: Gender-Related Comments/Jokes in the Past 12 Months (2021 WGRC Q120)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Witnessed someone from work "cross the line" with gender-related comments and jokes at least once	11	11	13	14	10	14	10	14	12

Margins of error range from ±1% to ±3%
Percent of all employees

Table 193.
DoD: Type of Third-Party Intervention Used When Witnessed Gender-Related Comments/ Jokes in Past 12 Months (2021 WGRC Q121)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
I checked on the victim.	75	74	86	79	72	77	71	88	80
I said something to the person(s) who made the comments/jokes.	71	71	71	71	71	71	71	71	73
I intervened in some other way.	65	65	70	65	65	64	65	70	70
I sought help from leadership.	38	36	54	41	36	37	35	56	48
I sought help from an EEO, Human Resources, or Union Representative, or some other official.	19	18	26	18	19	17	18	24	29

Margins of error range from ±2% to ±11%
Percent of employees who indicated witnessing someone from work "cross the line" with gender-related comments/jokes in the past 12 months

Table 194.
DoD: Intervened in at Least One Way When Witnessed Gender-Related Comments/Jokes in Past 12 Months (2021 WGRC Q121)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Intervened in at least one way	**88**	**87**	**93**	**90**	**86**	**89**	**86**	**94**	**93**

Margins of error range from ±1% to ±6%
Percent of employees who indicated witnessing someone from work "cross the line" with gender-related comments/jokes in the past 12 months

Table 195.
DoD: Intervened When Witnessed Gender-Related Comments/Jokes by Getting Help From Someone Else (2021 WGRC Q121)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Intervened by getting help from someone else	**41**	**39**	**56**	**44**	**39**	**41**	**38**	**58**	**53**

Margins of error range from ±2% to ±10%
Percent of employees who indicated witnessing someone from work "cross the line" with gender-related comments/jokes in the past 12 months

Table 196.
DoD: Satisfaction With Available Information About Reporting Unwanted Gender-Related Behaviors (2021 WGRC Q122)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Information on how to report a sexual assault	**Satisfied**	2021	**78**	**79**	**75**	**73**	**81**	**73**	**81**	**72**	**81**
		2018	83▲	83▲	81▲	79▲	85▲	78▲	86▲	79▲	85
	Neither	2021	**18**	**17**	**19**	**20**	**16**	**21**	**16**	**20**	**16**
		2018	14▼	14▼	15▼	17▼	13▼	17▼	13▼	17▼	13
	Dissatisfied	2021	**4**	**4**	**6**	**6**	**3**	**6**	**3**	**8**	**3**
		2018	3▼	3▼	4▼	4▼	2▼	4▼	2▼	5▼	2
Information on how to file a complaint of sexual harassment	**Satisfied**	2021	**77**	**77**	**74**	**72**	**80**	**72**	**80**	**71**	**80**
		2018	82▲	82▲	80▲	77▲	85▲	77▲	85▲	78▲	84▲
	Neither	2021	**18**	**18**	**19**	**21**	**17**	**21**	**17**	**21**	**17**
		2018	15▼	15▼	16▼	18▼	13▼	18▼	13▼	17	14
	Dissatisfied	2021	**5**	**4**	**6**	**7**	**3**	**7**	**3**	**8**	**3**
		2018	3▼	3▼	4▼	5▼	2▼	5▼	2▼	5▼	2
Information on how to file a complaint of gender discrimination	**Satisfied**	2021	**74**	**75**	**72**	**68**	**78**	**68**	**78**	**69**	**78**
		2018	79▲	80▲	78▲	74▲	83▲	73▲	83▲	76▲	81
	Neither	2021	**20**	**20**	**20**	**23**	**18**	**23**	**18**	**22**	**18**
		2018	16▼	16▼	17▼	20▼	15▼	20▼	15▼	18	15
	Dissatisfied	2021	**6**	**6**	**8**	**9**	**4**	**9**	**4**	**10**	**4**
		2018	4▼	4▼	5▼	7▼	3▼	7▼	3▼	6▼	4

Margins of error range from ±1% to ±3%
Percent of all employees

Table 197.
DoD: Average Satisfaction With Available Information (2021 WGRC Q122)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average satisfaction with available information on complaint process	2021	**4.1**	**4.1**	**4.0**	**4.0**	**4.2**	**4.0**	**4.2**	**4.0**	**4.2**
	2018	4.2▲	4.2▲	4.2▲	4.1▲	4.3▲	4.1▲	4.3▲	4.2▲	4.3▲

Margins of error do not exceed ±0.1
Average of all employees

Table 198.
DoD: Knowledge on How to Contact an EEO Representative (2021 WGRC Q123)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Knowledge on how to contact your organization's EEO representative	2021	**82**	**83**	**76**	**77**	**85**	**78**	**85**	**73**	**80**
	2018	86▲	87▲	81▲	83▲	88▲	84▲	88▲	79▲	86▲

Margins of error range from ±1% to ±3%
Percent of all employees

Table 199.
DoD: Received Training on Sexual Harassment/Gender Discrimination in the Past 12 Months (2021 WGRC Q124)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Received training on sexual harassment and/or gender discrimination in the past 12 months	2021	**90**	**91**	**87**	**88**	**92**	**88**	**92**	**87**	**88**
	2018	94▲	94▲	90▲	91▲	95▲	91▲	95▲	89	91

Margins of error range from ±1% to ±3%
Percent of all employees

Table 200.
DoD: Sexual Harassment/Gender Discrimination Training Received Conveyed Relevant Information (2021 WGRC Q125)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Provided a good understanding of actions considered sexual harassment and gender discrimination	**Agree**	2021	**93**	**93**	**93**	**92**	**93**	**92**	**93**	**92**	**94**
		2018	93	93	94	93	94	93	94	93	95
	Neither	2021	**6**	**6**	**6**	**6**	**6**	**6**	**6**	**6**	**5**
		2018	6	6	5	6	5	6	5	6	4
	Disagree	2021	**1**	**1**	**1**	**2**	**1**	**2**	**1**	**2**	**1**
		2018	1▼	1▼	1	1	1▼	1	1	1	<1
Explained options available for complaints if sexual harassment or gender discrimination occurs	**Agree**	2021	**92**	**92**	**91**	**90**	**93**	**90**	**93**	**91**	**93**
		2018	92	92	92	91	93	91	93	91	94
	Neither	2021	**7**	**7**	**7**	**7**	**6**	**7**	**6**	**8**	**6**
		2018	6	6	7	7	6	7	6	7	5
	Disagree	2021	**1**	**1**	**2**	**2**	**1**	**2**	**1**	**2**	**1**
		2018	1▼	1▼	1	2	1▼	2	1	2	1
Explained DoD role in handling sexual harassment and gender discrimination complaints	**Agree**	2021	**91**	**91**	**90**	**89**	**92**	**89**	**92**	**90**	**91**
		2018	92▲	92▲	91	90	93▲	90▲	93▲	89	93
	Neither	2021	**7**	**7**	**8**	**8**	**7**	**8**	**7**	**8**	**8**
		2018	7	7	8	8	6	8	6	9	6
	Disagree	2021	**2**	**2**	**2**	**2**	**1**	**2**	**1**	**3**	**1**
		2018	1▼	1▼	2	2▼	1▼	2▼	1▼	2	1
Identified the points of contact for complaints of sexual harassment or gender discrimination	**Agree**	2021	**90**	**90**	**90**	**88**	**91**	**88**	**91**	**88**	**93**
		2018	91▲	92▲	90	90▲	92▲	90▲	92▲	89	92
	Neither	2021	**8**	**8**	**8**	**9**	**7**	**9**	**7**	**9**	**6**
		2018	7▼	7▼	8	8▼	7	8▼	7	9	7
	Disagree	2021	**2**	**2**	**2**	**3**	**1**	**3**	**1**	**3**	**1**
		2018	1▼	1▼	2	2▼	1▼	2▼	1▼	2	1
Taught how to intervene when you witness a situation involving a coworker (bystander intervention)	**Agree**	2021	**89**	**90**	**88**	**88**	**90**	**88**	**90**	**87**	**89**
		2018	91▲	91▲	88	89▲	91▲	90▲	91▲	87	91
	Neither	2021	**8**	**8**	**9**	**9**	**8**	**9**	**8**	**10**	**8**
		2018	8	8	9	9	7	8▼	7	10	7
	Disagree	2021	**2**	**2**	**3**	**3**	**2**	**3**	**2**	**3**	**3**
		2018	2▼	2▼	3	2▼	1▼	2▼	1▼	3	2
Takes into consideration the unique needs and experiences of DoD civilian employees	**Agree**	2021	**81**	**81**	**83**	**78**	**83**	**77**	**83**	**82**	**85**
		2018	84▲	84▲	85	81▲	86▲	80▲	86▲	84	87
	Neither	2021	**14**	**14**	**13**	**16**	**13**	**16**	**13**	**13**	**12**
		2018	12▼	12▼	12	14▼	11▼	15▼	11▼	12	10
	Disagree	2021	**5**	**5**	**4**	**6**	**4**	**7**	**4**	**5**	**3**
		2018	4▼	4▼	3	5▼	3▼	5▼	3▼	4	3

Margins of error range from ±1% to ±3%
Percent of employees who indicated receiving sexual harassment and/or gender discrimination training in the past 12 months

Table 201.
DoD: Average Sexual Harassment/Gender Discrimination Training Relevancy Rating (2021 WGRC Q125)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average rating of content relevancy for sexual harassment/gender discrimination training received	2021	**4.4**	**4.4**	**4.4**	**4.3**	**4.4**	**4.3**	**4.4**	**4.4**	**4.4**
	2018	4.4▲	4.4▲	4.4▲	4.4▲	4.5▲	4.3▲	4.5▲	4.4	4.5▲

Margins of error do not exceed ±0.1
Average of employees who indicated receiving SH|GD training in the past 12 months

Table 202.
DoD: Received Training on Sexual Assault in the Past 12 Months (2021 WGRC Q126)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Received training on sexual assault in the past 12 months	2021	**89**	**89**	**82**	**85**	**91**	**86**	**91**	**81**	**84**
	2018	91▲	92▲	86▲	88▲	93▲	88▲	94▲	85▲	86

Margins of error range from ±1% to ±3%
Percent of all employees

Table 203.
DoD: Sexual Assault Training Received Conveyed Relevant Information (2021 WGRC Q127)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Provided a good understanding of what actions are considered sexual assault	**Agree**	2021	**95**	**95**	**95**	**95**	**95**	**95**	**95**	**95**	**96**
		2018	95	95	95	95	95	95	95	94	97
	Neither	2021	**4**	**4**	**4**	**4**	**5**	**4**	**5**	**5**	**4**
		2018	4	4	4	4	4	4	4	5	3
	Disagree	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▼	1▼	1	1	1	1▼	1▼	1	1
Explained the resources available to victims	**Agree**	2021	**94**	**94**	**94**	**94**	**94**	**93**	**94**	**94**	**94**
		2018	94	94	94	93	94	94	94	93	96
	Neither	2021	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**6**
		2018	5	5	5	6	5	5	5	6	4
	Disagree	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▼	1▼	1	1▼	1	1▼	1	1	1
Explained the reporting options available within the DoD community if a sexual assault occurs	**Agree**	2021	**94**	**94**	**93**	**93**	**94**	**93**	**94**	**93**	**94**
		2018	94	94	94	93	94	93	94	93	95
	Neither	2021	**5**	**5**	**6**	**6**	**5**	**6**	**5**	**6**	**5**
		2018	5	5	6	6	5	6	5	7	4
	Disagree	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▼	1▼	1	1	1▼	1	1▼	1	1
Explained the reporting options available to DoD civilian employees assaulted by someone from work	**Agree**	2021	**93**	**93**	**93**	**91**	**93**	**91**	**93**	**92**	**94**
		2018	93	93	93	92	94	92	94	91	95
	Neither	2021	**6**	**6**	**6**	**7**	**6**	**7**	**6**	**6**	**5**
		2018	6	6	6	6	5	6	5	7	4
	Disagree	2021	**1**	**1**	**1**	**2**	**1**	**2**	**1**	**2**	**1**
		2018	1▼	1▼	1	2	1▼	2	1▼	1	1
Explained how sexual assault can affect all members of the DoD community, including civilians	**Agree**	2021	**93**	**93**	**92**	**91**	**93**	**91**	**93**	**92**	**94**
		2018	93▲	93▲	93	92▲	94▲	92▲	94▲	92	95
	Neither	2021	**6**	**6**	**6**	**7**	**6**	**7**	**6**	**7**	**5**
		2018	6	6	6	6	5	6▼	5	7	4
	Disagree	2021	**1**	**1**	**2**	**2**	**1**	**2**	**1**	**2**	**1**
		2018	1▼	1▼	1	2▼	1▼	2▼	1▼	1	1
Takes into consideration the unique needs and experiences of DoD civilian employees	**Agree**	2021	**84**	**84**	**86**	**82**	**85**	**81**	**85**	**85**	**87**
		2018	86▲	86▲	87	84▲	88▲	83▲	87▲	86	90
	Neither	2021	**12**	**12**	**11**	**13**	**11**	**13**	**11**	**11**	**11**
		2018	10▼	11▼	9	12▼	10▼	12▼	10▼	10	7▼
	Disagree	2021	**4**	**4**	**3**	**5**	**3**	**6**	**3**	**4**	**2**
		2018	3▼	3▼	3	4▼	3▼	5▼	3▼	4	2

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

Percent of employees who indicated receiving sexual assault training in the past 12 months

Table 204.
DoD: Average Sexual Assault Training Relevancy Rating (2021 WGRC Q127)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average rating of content relevancy for sexual assault training received	2021	**4.4**	**4.4**	**4.4**	**4.4**	**4.5**	**4.4**	**4.5**	**4.4**	**4.5**
	2018	4.5▲	4.5▲	4.5▲	4.4▲	4.5▲	4.4▲	4.5▲	4.5	4.6▲

Margins of error do not exceed ±0.1
Average of employees who indicated receiving sexual assault training in the past 12 months

Table 205.
DoD: Supervisory Status (2021 WGRC Q128)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Supervisory status	**Non-supervisor**	2021	**66**	**66**	**61**	**71**	**63**	**73**	**63**	**63**	**58**
		2018	67▲	68▲	60	72▲	64	74▲	64	61	58
	Team leader	2021	**14**	**14**	**13**	**12**	**15**	**12**	**15**	**14**	**11**
		2018	14	14	14	12	15	11▼	15	16	11
	Supervisor	2021	**14**	**14**	**14**	**11**	**15**	**11**	**15**	**13**	**16**
		2018	13▼	13▼	14	11	14▼	11	14▼	13	16
	Manager	2021	**6**	**5**	**10**	**5**	**6**	**4**	**6**	**9**	**13**
		2018	6	5	11	5	6	4	6	9	14
	Executive	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1	1	1	<1	1	<1	1	1	1

Margins of error range from ±1% to ±3%
Percent of all employees

Table 206.
DoD: Supervisory Status is Supervisor or Above (2021 WGRC Q128)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Supervisory status is supervisor or above	2021	**20**	**19**	**25**	**17**	**22**	**15**	**21**	**23**	**31**
	2018	20	19	26	16	21	15	21	23	31

Margins of error range from ±1% to ±3%
Percent of all employees

Table 207.
DoD: DoD Leadership Training Received Prepared Supervisors for EEO Issues and Complaints (2021 WGRC Q129)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Responding to reports of sexual harassment	Agree	87	88	84	79	90	79	90	79	90
	Neither	8	7	11	11	6	10	6	13	8
	Disagree	4	4	3	6	2	7	3	4	1
	Does not apply; My training did not cover this	2	2	3	3	1	3	1	4	1
Responding to reports of sexual assault	Agree	87	88	83	80	90	80	90	78	89
	Neither	8	7	11	11	6	10	6	13	8
	Disagree	4	4	3	6	3	7	3	4	2
	Does not apply; My training did not cover this	2	2	3	3	1	3	1	5	1
Providing support to employees who make complaints	Agree	87	87	84	79	90	79	90	80	89
	Neither	8	7	10	11	6	10	6	11	8
	Disagree	4	4	3	7	3	7	3	4	2
	Does not apply; My training did not cover this	2	2	3	3	1	3	1	4	1

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Responding to reports of gender discrimination	**Agree**	**85**	**86**	**82**	**76**	**89**	**76**	**89**	**78**	**89**
	Neither	**9**	**8**	**11**	**12**	**7**	**12**	**7**	**13**	**8**
	Disagree	**4**	**4**	**4**	**8**	**3**	**9**	**3**	**5**	**2**
	Does not apply; My training did not cover this	**2**	**2**	**3**	**4**	**1**	**4**	**1**	**5**	**1**
Helping an employee through the EEO complaint process	**Agree**	**82**	**82**	**76**	**73**	**85**	**73**	**86**	**73**	**81**
	Neither	**11**	**10**	**14**	**14**	**9**	**14**	**9**	**15**	**13**
	Disagree	**6**	**6**	**6**	**9**	**4**	**10**	**4**	**8**	**4**
	Does not apply; My training did not cover this	**2**	**2**	**4**	**4**	**1**	**3**	**1**	**5**	**2**
Handling retaliation against employees who report unwanted gender-related behaviors in the workplace	**Agree**	**81**	**82**	**76**	**71**	**85**	**70**	**86**	**72**	**82**
	Neither	**10**	**10**	**12**	**14**	**9**	**15**	**9**	**14**	**10**
	Disagree	**6**	**6**	**6**	**10**	**4**	**11**	**4**	**8**	**4**
	Does not apply; My training did not cover this	**3**	**2**	**5**	**4**	**2**	**4**	**2**	**6**	**4**

Margins of error range from ±1% to ±5%
Percent of employees who identified as a supervisor, manager, or executive

Table 208.
DoD: Reports Received From Employees on Unwanted Gender-Related Experiences in the DoD Workplace (2021 WGRC Q130)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sexual harassment	**10**	**10**	**10**	**9**	**10**	**9**	**10**	**9**	**11**
Sex discrimination	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**5**	**4**
Sexual assault	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**4**

Margins of error range from ±1% to ±4%
Percent of employees who identified as a supervisor, manager, or executive

Table 209.
DoD: Received an Employee Report of Unwanted Gender-Related Experiences in the DoD Workplace (2021 WGRC Q130)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Received an employee report of workplace sexual harassment/assault or gender discrimination	**12**	**12**	**12**	**11**	**12**	**11**	**12**	**12**	**12**

Margins of error range from ±1% to ±4%
Percent of employees who identified as a supervisor, manager, or executive

Table 210.
DoD: Confidence in Responding to Employee Reports of Unwanted Gender-Related Behaviors (2021 WGRC Q131)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sexual harassment	**98**	**97**	**98**	**98**	**97**	**98**	**97**	**98**	**98**
Sexual assault	**97**	**97**	**NR**	**95**	**97**	**98**	**97**	**NR**	**NR**
Sex discrimination	**96**	**96**	**91**	**92**	**97**	**93**	**97**	**NR**	**97**

Margins of error range from ±2% to ±13%
Percent of employees who identified as a supervisor, manager, or executive and indicated receiving a report of each unwanted gender-related behavior

Table 211.
DoD: Joined DoD Civilian Workplace During COVID-19 (2021 WGRC Q132)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Joined during COVID-19	**Marked**	**11**	**10**	**20**	**13**	**10**	**12**	**9**	**21**	**17**
	Not marked	**89**	**90**	**80**	**87**	**90**	**88**	**91**	**79**	**83**

Margins of error range from ±1% to ±3%
Percent of all employees

Table 212.
DoD: Changes in the DoD Civilian Workplace During COVID-19 (2021 WGRC Q132)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Telework or remote work arrangements	Increased since COVID-19	67	71	30	67	67	74	69	31	28
	About the same as before COVID-19	27	24	57	26	27	20	26	55	61
	Decreased since COVID-19	6	6	13	8	6	6	5	14	11
Virtual synchronous interactions with coworkers and leaders	Increased since COVID-19	65	69	35	66	65	72	67	37	30
	About the same as before COVID-19	29	27	56	27	30	23	29	52	61
	Decreased since COVID-19	5	5	10	6	5	5	4	11	9
Your work hours	Increased since COVID-19	18	18	15	19	17	20	18	14	15
	About the same as before COVID-19	79	80	73	77	80	78	80	73	74
	Decreased since COVID-19	3	2	12	4	3	2	2	13	11
Your use of leave	Increased since COVID-19	17	17	17	17	17	17	17	19	14
	About the same as before COVID-19	65	65	68	61	68	60	68	65	73
	Decreased since COVID-19	18	18	15	22	15	23	15	16	13
Number of days physically in the office	Increased since COVID-19	5	5	8	6	5	5	5	8	9
	About the same as before COVID-19	50	48	72	46	52	41	51	71	73
	Decreased since COVID-19	45	47	20	49	43	54	44	21	19

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
In-person interactions with coworkers and leaders	**Increased since COVID-19**	**3**	**3**	**6**	**4**	**3**	**4**	**3**	**6**	**5**
	About the same as before COVID-19	**37**	**34**	**59**	**34**	**38**	**30**	**37**	**57**	**61**
	Decreased since COVID-19	**60**	**62**	**36**	**61**	**59**	**66**	**60**	**37**	**33**

Margins of error range from ±1% to ±4%
Percent of employees who were DoD civilian employees prior to covid-19

Table 213.
DoD: Changes in Workplace Experiences During COVID-19 (2021 WGRC Q133)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your ability to complete your work	Better since COVID-19	16	16	10	20	13	22	14	11	7
	About the same as before COVID-19	72	71	78	70	73	68	73	77	80
	Worse since COVID-19	12	12	12	10	14	10	14	12	12
Your relationship with your immediate supervisor	Better since COVID-19	8	8	9	10	8	10	8	10	8
	About the same as before COVID-19	82	82	82	81	83	81	83	80	85
	Worse since COVID-19	9	9	9	10	9	10	9	10	8
Your relationship with your coworkers	Better since COVID-19	6	6	8	8	6	7	5	9	6
	About the same as before COVID-19	82	82	83	81	82	80	82	81	86
	Worse since COVID-19	12	12	9	12	12	12	12	9	8
Your opportunities	Better since COVID-19	4	4	5	5	3	5	3	6	3
	About the same as before COVID-19	79	79	78	79	79	79	79	77	80
	Worse since COVID-19	17	17	18	16	18	16	18	18	17
The overall gender relations in your work unit	Better since COVID-19	3	3	3	4	3	4	3	3	3
	About the same as before COVID-19	94	94	93	93	95	93	95	92	95
	Worse since COVID-19	3	3	4	3	2	3	2	4	2

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Your treatment based on your gender	Better since COVID-19	2	2	3	3	1	2	1	3	2
	About the same as before COVID-19	93	93	92	94	93	94	93	92	92
	Worse since COVID-19	5	5	5	4	6	4	6	5	6

Margins of error range from ±1% to ±3%
Percent of employees who were DoD civilian employees prior to covid-19

Table 214.
DoD: Perceived Resilience (2021 WGRC Q134)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
I tend to bounce back quickly after hard times.	Agree	79	79	75	76	81	76	81	74	77
	Neither	15	15	19	17	14	17	14	19	18
	Disagree	6	6	6	7	5	7	5	7	5
It does not take me long to recover from a stressful event.	Agree	68	68	63	62	71	63	71	60	70
	Neither	21	21	24	24	19	24	19	27	20
	Disagree	11	11	13	13	10	13	10	14	11
I usually come through difficult times with little trouble.	Agree	65	65	58	59	68	60	68	55	63
	Neither	25	25	29	28	23	27	23	30	26
	Disagree	10	10	13	13	9	12	9	15	11
I have a hard time making it through stressful events.	Agree	14	13	18	16	12	15	12	20	14
	Neither	21	21	26	23	21	22	20	26	26
	Disagree	65	66	57	61	67	62	67	54	60
It is hard for me to snap back when something bad happens.	Agree	12	11	16	14	11	13	10	19	12
	Neither	22	21	26	24	20	23	20	26	26
	Disagree	66	67	58	62	69	63	69	56	62
I tend to take a long time to get over set-backs in my life.	Agree	10	9	12	10	9	9	9	13	12
	Neither	23	22	27	24	22	23	22	29	25
	Disagree	68	69	60	66	69	67	69	58	63

Margins of error range from ±1% to ±4%
Percent of all employees

Table 215.
DoD: Resilience Scale (2021 WGRC Q134)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Average Resilience Scale score	**3.8**	**3.8**	**3.7**	**3.7**	**3.9**	**3.7**	**3.9**	**3.6**	**3.8**

Margins of error do not exceed ±0.1
Average of all employees

Table 216.
DoD: Current Relationship Status (2021 WGRC Q135)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
What is your current relationship status?	**Married**	**67**	**68**	**54**	**58**	**72**	**58**	**73**	**55**	**52**
	Living with a romantic partner	**7**	**7**	**8**	**8**	**6**	**7**	**6**	**8**	**7**
	Non-cohabitating committed romantic relationship	**5**	**5**	**7**	**6**	**4**	**6**	**4**	**8**	**6**
	Single	**17**	**16**	**25**	**22**	**14**	**22**	**13**	**23**	**28**
	Other or prefer not to say	**5**	**5**	**6**	**6**	**4**	**6**	**4**	**6**	**6**

Margins of error range from ±1% to ±4%
Percent of all employees

Table 217.
DoD: Married or Cohabitating With Romantic Partner (2021 WGRC Q135)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Currently married or cohabitating with a romantic partner	**73**	**75**	**62**	**65**	**78**	**66**	**79**	**63**	**59**

Margins of error range from ±1% to ±4%
Percent of all employees

Table 218.
DoD: Currently in a Romantic Relationship (2021 WGRC Q135)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Currently in a romantic relationship	**78**	**80**	**69**	**71**	**83**	**71**	**83**	**71**	**66**

Margins of error range from ±1% to ±4%
Percent of all employees

Table 219.
DoD: DoD Civilian Employee Race/Ethnicity (2021 WGRC Q137)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
White	2021	**61**	**63**	**43**	**53**	**65**	**56**	**66**	**41**	**46**
	2018	63▲	65▲	51▲	56▲	68▲	57	68▲	51▲	52▲
Black	2021	**16**	**15**	**20**	**21**	**13**	**21**	**12**	**21**	**18**
	2018	15▼	15▼	18	20	12▼	21	11▼	18▼	20
Hispanic	2021	**11**	**10**	**17**	**12**	**10**	**10**	**10**	**18**	**15**
	2018	10▼	10▼	16	11	10▼	10	9	18	14
Asian	2021	**6**	**6**	**12**	**8**	**6**	**6**	**6**	**12**	**10**
	2018	6▼	6	6▼	6▼	5▼	6	5	6▼	6▼
Two or more races	2021	**4**	**4**	**6**	**5**	**4**	**4**	**4**	**5**	**7**
	2018	4	4	6	5	4	4	4	6	6
Native Hawaiian/Pacific Islander	2021	**1**	**1**	**2**	**1**	**1**	**1**	**1**	**2**	**3**
	2018	1	1	2	1	1	1	1	2	1
American Indian/Alaska Native	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**<1**
	2018	1	1	1	1	1	1	1	<1	1

Margins of error range from ±1% to ±4%
Percent of all employees

Table 220.
DoD: DoD Civilian Employee Racial/Ethnic Identity (2021 WGRC Q137)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
DoD civilian employee race/ethnicity	**Non-Hispanic White**	2021	**61**	**63**	**43**	**53**	**65**	**56**	**66**	**41**	**46**
		2018	63▲	65▲	51▲	56▲	68▲	57	68▲	51▲	52▲
	Racial/Ethnic Minority	2021	**39**	**37**	**57**	**47**	**35**	**44**	**34**	**59**	**54**
		2018	37▼	35▼	49▼	44▼	32▼	43	32▼	49▼	48▼

Margins of error range from ±1% to ±4%
Percent of all employees

Table 221.
DoD: Military Service Status (2021 WGRC Q138)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
What is your military service status?	**No prior military service**	2021	**52**	**49**	**82**	**75**	**39**	**71**	**38**	**93**	**60**
		2018	51▼	48▼	80	76▲	37▼	72▲	36▼	93	53▼
	Currently in National Guard or Reserve	2021	**8**	**9**	**<1**	**4**	**10**	**5**	**10**	**<1**	**<1**
		2018	9▲	9▲	<1	4	11▲	5	12▲	<1	<1
	Retired	2021	**22**	**24**	**9**	**8**	**30**	**9**	**31**	**2**	**23**
		2018	24▲	25▲	10	8	32▲	9	33▲	2	27
	Separated or discharged	2021	**18**	**19**	**9**	**13**	**20**	**15**	**20**	**5**	**17**
		2018	17▼	18▼	10	12▼	19	14▼	19▼	6	20

Margins of error range from ±1% to ±4%
Percent of all employees

Table 222.
DoD: Current or Prior Military Service (2021 WGRC Q138)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Current or prior military service member	2021	**48**	**51**	**18**	**25**	**61**	**29**	**62**	**7**	**40**
	2018	49▲	52▲	20	24▼	63▲	28▼	64▲	7	47▲

Margins of error range from ±1% to ±4%
Percent of all employees

Table 223.
DoD: Sexual Orientation (2021 WGRC Q139)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Do you consider yourself to be…	**Heterosexual or straight**	2021	**89**	**89**	**82**	**86**	**90**	**87**	**91**	**80**	**84**
		2018	91▲	92▲	87▲	89▲	93▲	90▲	93▲	86▲	90▲
	Gay or lesbian	2021	**2**	**2**	**3**	**2**	**2**	**2**	**1**	**2**	**4**
		2018	1▼	1▼	2	2▼	1▼	2▼	1	2	3
	Bisexual	2021	**2**	**2**	**4**	**3**	**1**	**3**	**1**	**5**	**4**
		2018	1▼	1▼	3▼	2▼	1▼	2▼	1▼	3	2
	Something else	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**	**1**
		2018	1	1	1	1	1	1▼	1	1	1
	Prefer not to answer	2021	**7**	**6**	**10**	**8**	**6**	**7**	**6**	**11**	**8**
		2018	5▼	5▼	7▼	7▼	5▼	6▼	5▼	8▼	5▼

Margins of error range from ±1% to ±3%
Percent of all employees

Table 224.
DoD: Sexual Minority Status (2021 WGRC Q139)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sexual minority status	Heterosexual or straight	2021	89	89	82	86	90	87	91	80	84
		2018	91▲	92▲	87▲	89▲	93▲	90▲	93▲	86▲	90▲
	Sexual minority	2021	5	4	8	6	4	6	3	9	8
		2018	3▼	3▼	6▼	4▼	3▼	4▼	3▼	6▼	6
	Prefer not to answer	2021	7	6	10	8	6	7	6	11	8
		2018	5▼	5▼	7▼	7▼	5▼	6▼	5▼	8▼	5▼

Margins of error range from ±1% to ±3%
Percent of all employees

Table 225.
DoD: Sexual Orientation Status (2021 WGRC Q139)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			Total			DoD		APF		NAF	
			DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sexual orientation status	Heterosexual or straight	2021	95	96	91	93	96	94	97	90	91
		2018	97▲	97▲	94▲	95▲	97▲	96▲	97▲	93▲	94
	Sexual minority	2021	5	4	9	7	4	6	3	10	9
		2018	3▼	3▼	6▼	5▼	3▼	4▼	3▼	7▼	6

Margins of error range from ±1% to ±3%
Percent of all employees

Table 226.
DoD: Sex Assigned at Birth (2021 WGRC Q140)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Sex assigned at birth on original birth certificate	Male	64	67	34	<1	>99	<1	>99	<1	>99
	Female	36	33	66	>99	<1	>99	<1	>99	<1

Margins of error range from ±1% to ±2%
Percent of all employees

Table 227.
DoD: Current Gender Identity (2021 WGRC Q141)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Current gender identity	Male	63	66	34	<1	99	<1	99	<1	98
	Female	36	33	64	99	<1	99	<1	98	<1
	Transgender	<1	<1	<1	<1	<1	<1	<1	<1	<1
	None of these	1	1	1	1	1	1	1	2	1

Margins of error range from ±1% to ±2%
Percent of all employees

Table 228.
DoD: Gender Identity Status (2021 WGRC Q141)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Gender identity status	Cisgender male	63	66	34	<1	98	<1	98	<1	98
	Cisgender female	36	32	64	98	<1	98	<1	98	<1
	Transgender	<1	<1	<1	<1	<1	<1	<1	<1	1
	None of these	1	1	1	1	1	1	1	2	1
	Did not identify	<1	<1	<1	<1	<1	<1	<1	<1	<1

Margins of error range from ±1% to ±2%
Percent of all employees

Table 229.
DoD: Gender Minority Status (2021 WGRC Q141)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Gender minority status	Cisgender male	63	66	34	<1	99	<1	99	<1	98
	Cisgender female	36	33	64	98	<1	99	<1	98	<1
	Gender minority	1	1	2	1	1	1	1	2	2

Margins of error range from ±1% to ±2%
Percent of all employees

Table 230.
DoD: Method of Communication That Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
E-mail from survey administrator	**86**	**90**	**50**	**83**	**88**	**91**	**90**	**50**	**49**
E-mail from your leadership	**12**	**13**	**9**	**11**	**13**	**12**	**13**	**8**	**10**
Postal letter	**5**	**<1**	**51**	**9**	**3**	**<1**	**<1**	**51**	**52**
Other	**1**	**1**	**2**	**1**	**1**	**1**	**1**	**2**	**1**
Verbally from your leadership	**1**	**1**	**2**	**1**	**1**	**1**	**1**	**2**	**2**
Friend or peer	**<1**	**<1**	**1**	**<1**	**<1**	**<1**	**<1**	**<1**	**1**
Social media	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**
News article	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**

Margins of error range from ±1% to ±3%
Percent of all employees

Table 231.
DoD: Leadership Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Heard about the survey through leadership	**13**	**13**	**10**	**12**	**14**	**12**	**14**	**9**	**11**

Margins of error range from ±1% to ±3%
Percent of all employees

Table 232.
DoD: OPA Communications Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	Total			DoD		APF		NAF	
	DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Heard about the survey through OPA communications	**91**	**90**	**93**	**91**	**90**	**91**	**90**	**93**	**94**

Margins of error range from ±1% to ±2%
Percent of all employees

Table 233.
DoD: Combination of Communication Methods That Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		Total			DoD		APF		NAF	
		DoD	APF	NAF	Women	Men	Women	Men	Women	Men
Heard about the survey through OPA communications and/or leaders	Heard from OPA	86	86	89	87	85	87	85	89	88
	Heard from leaders	8	8	5	7	8	8	9	5	5
	Heard from both	5	5	5	4	5	4	5	4	6
	Heard through other means	1	1	2	1	1	1	1	2	1

Margins of error range from ±1% to ±3%
Percent of all employees

Appendix B. Appropriated Fund Civilian Employee Data Tables

DATA DRIVEN SOLUTIONS FOR DECISION MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

Appropriated Fund Civilian Employee Data Tables

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Table 1.
APF: Experienced Behavior(s) in Line With Sexual Harassment in the Past 12 Months (2021 WGRC Q8–Q22)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Repeatedly told sexual "jokes"	2021	**4.3**	**2.7**	**4.1**	**5.0**	**5.0**	**3.4**	**2.2**	**3.0**	**2.9**	**2.8**
	2018	5.3▲	3.1	5.6▲	5.5	5.5	4.4▲	2.9▲	3.5	3.2	2.7
	2016	5.5▲	3.3▲	5.8▲	5.8	5.5	4.7▲	3.4▲	3.3	3.4	2.8
Made repeated sexual comments about your appearance or body	2021	**3.1**	**0.9**	**3.1**	**3.8**	**3.1**	**2.5**	**0.9**	**0.7**	**0.9**	**1.2**
	2018	3.8▲	0.8	3.7	3.8	4.2▲	3.6▲	0.8	0.9	0.8	1.0
	2016	4.0▲	0.9	4.1▲	4.1	3.6	4.1▲	1.0	0.9	0.8	0.9
Repeatedly suggested you do not act like someone of your gender is supposed to	2021	**2.2**	**1.6**	**2.0**	**2.6**	**2.6**	**1.9**	**1.4**	**1.5**	**1.7**	**1.8**
	2018	2.9▲	1.8	2.9▲	3.3	3.1	2.4	1.8	1.7	1.9	1.9
	2016	2.8▲	2.1▲	2.9▲	3.0	2.6	2.3	2.2▲	2.3▲	1.9	2.0
Repeatedly touched you in ANY other way	2021	**2.0**	**0.6**	**2.1**	**2.5**	**1.8**	**1.6**	**0.5**	**0.6**	**0.6**	**0.9**
	2018	2.9▲	0.8	2.7▲	3.2	3.0▲	2.5▲	0.7	0.7	0.7	1.3
	2016	3.1▲	0.9▲	2.9▲	3.3▲	3.0▲	3.2▲	0.8▲	1.0▲	0.8	0.9
Repeatedly told you about their sexual activities	2021	**1.9**	**1.4**	**2.1**	**2.0**	**2.2**	**1.3**	**1.0**	**1.4**	**1.7**	**1.5**
	2018	2.3▲	1.4	2.3	2.4	2.3	2.2▲	1.4	1.5	1.4	1.4
	2016	2.4▲	1.6▲	2.5	2.4	2.3	2.4▲	1.6▲	1.8	1.5	1.3
Repeatedly asked you questions about your sex life or sexual interests	2021	**1.9**	**1.1**	**2.1**	**2.1**	**1.9**	**1.4**	**0.8**	**1.1**	**1.4**	**1.0**
	2018	2.0	0.9	1.9	2.1	2.3	1.8	0.7	0.9	0.8	1.3
	2016	2.2▲	1.0	2.3	2.1	2.0	2.3▲	1.0	1.2	0.9	1.0
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	2021	**1.9**	**0.2**	**1.9**	**2.0**	**1.9**	**1.7**	**0.2**	**0.2**	**0.2**	**0.3**
	2018	2.3▲	0.3	2.2	2.4	2.2	2.6▲	0.2	0.2	0.2	0.6
	2016	2.4▲	0.3	2.4▲	2.5	2.2	2.7▲	0.3	0.3	0.2	0.3
Repeatedly made sexual gestures or body movements	2021	**1.4**	**0.9**	**1.5**	**1.6**	**1.2**	**1.1**	**0.7**	**0.9**	**1.0**	**1.2**
	2018	1.8▲	1.0	2.0▲	1.6	1.8▲	1.4	1.0	1.0	1.0	1.1
	2016	1.9▲	1.3▲	2.2▲	1.9	1.8▲	1.7▲	1.5▲	1.3	1.1	1.0
Displayed, showed, or sent you sexually explicit materials like pictures or videos	2021	**0.9**	**0.7**	**1.0**	**1.0**	**1.1**	**0.7**	**0.5**	**0.7**	**0.9**	**0.8**
	2018	1.3▲	1.0▲	1.4▲	1.3	1.5	0.9	1.0▲	0.9	1.2	0.7
	2016	1.3▲	1.0▲	1.3▲	1.3	1.4	0.9	1.0▲	1.0	1.0	0.7
Intentionally touched you in a sexual way when you did not want them to	2021	**0.6**	**0.3**	**0.6**	**0.7**	**0.6**	**0.4**	**0.2**	**0.3**	**0.4**	**0.4**
	2018	1.0▲	0.3	1.1▲	0.8	0.8	0.9▲	0.3	0.3	0.3	0.4
	2016	1.0▲	0.4	1.0▲	0.9	0.9	1.2▲	0.3	0.5▲	0.3	0.3
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	2021	**0.5**	**0.2**	**0.5**	**0.5**	**0.5**	**0.5**	**0.1**	**0.1**	**0.2**	**0.3**
	2018	0.5	0.2	0.5	0.4	0.5	0.5	0.1	0.2	0.1	0.2
	2016	0.5	0.2	0.5	0.6	0.4	0.5	0.2	0.2	0.2	0.2

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Made you feel like you would get punished in the workplace if you did not do something sexual	2021	**0.4**	**0.1**	**0.4**	**0.3**	**0.4**	**0.3**	**0.1**	**0.1**	**0.2**	**0.2**
	2018	0.4	0.2	0.4	0.4	0.5	0.4	0.2	0.2	0.2	0.2
	2016	0.4	0.2	0.5	0.4	0.4	0.4	0.2	0.2	0.2	0.2
Took or shared sexually suggestive pictures or videos of you when you did not want them to	2021	**0.2**	**0.2**	**0.2**	**0.2**	**0.2**	**0.1**	**0.2**	**0.1**	**0.3**	**0.3**
	2018	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.3	0.3
	2016	0.3	0.2	0.3	0.3	0.3	0.3	0.3	0.2	0.2	0.1

Margins of error range from ±0.1% to ±0.7%
Percent of all APF employees

Table 2.
APF: Experienced Behavior(s) in Line With Gender Discrimination in the Past 12 Months (2021 WGRC Q23–Q24)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Mistreated, ignored, excluded, or insulted you because of your gender	2021	**13.7**	**2.1**	**13.2**	**15.9**	**15.8**	**10.7**	**1.7**	**2.1**	**2.2**	**2.6**
	2018	16.4▲	3.4▲	16.0▲	18.8▲	17.4	13.3▲	3.6▲	3.0▲	3.0▲	5.0▲
	2016	16.4▲	3.6▲	16.5▲	18.5▲	16.5	13.8▲	3.7▲	3.5▲	3.0▲	4.7▲
Said that your gender is not as good at your particular job or should be prevented from having job	2021	**4.7**	**0.9**	**4.2**	**6.2**	**5.3**	**3.4**	**0.7**	**1.0**	**0.7**	**1.2**
	2018	6.2▲	1.7▲	5.8▲	7.7▲	6.8▲	4.3▲	1.8▲	1.6▲	1.4▲	2.4▲
	2016	6.3▲	1.8▲	6.3▲	7.3▲	6.7▲	4.8▲	1.9▲	1.8▲	1.5▲	2.1▲

Margins of error range from ±0.1% to ±1.0%
Percent of all APF employees

Table 3.
APF: Experienced at Least One Problematic Gender-Related Behavior in the Past 12 Months (2021 WGRC Q8–Q24)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced at least one problematic gender-related behavior in the past 12 months	2021	**17.9**	**6.0**	**17.4**	**20.3**	**20.4**	**14.4**	**5.2**	**6.6**	**6.2**	**6.4**
	2018	22.2▲	8.3▲	22.0▲	24.4▲	23.0▲	19.2▲	8.3▲	8.1▲	7.8▲	9.9▲
	2016	22.6▲	9.1▲	22.9▲	24.6▲	22.4▲	19.9▲	9.5▲	9.3▲	8.4▲	9.3▲

Margins of error range from ±0.2% to ±1.1%
Percent of all APF employees

Table 4.
APF: Experienced Sexual Harassment Behavior(s) in the Past 12 Months by Someone From Work (2021 WGRC Q8–Q22, Q25–Q47)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Repeatedly told sexual "jokes"	2021	**3.4**	**1.9**	**3.4**	**3.8**	**4.2**	**2.5**	**1.6**	**2.1**	**2.0**	**1.9**
	2018	4.4▲	2.2	4.8▲	4.4	4.5	3.7▲	2.1	2.4	2.2	1.9
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Made repeated sexual comments about your appearance or body	2021	**2.7**	**0.6**	**2.6**	**3.2**	**2.7**	**2.2**	**0.7**	**0.5**	**0.7**	**0.8**
	2018	3.2▲	0.6	3.1	3.2	3.7▲	3.1▲	0.6	0.6	0.5	0.7
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Repeatedly suggested you do not act like someone of your gender is supposed to	2021	**1.9**	**1.1**	**1.7**	**2.2**	**2.3**	**1.4**	**0.9**	**1.2**	**1.2**	**1.1**
	2018	2.5▲	1.2	2.5▲	2.8	2.8	2.0▲	1.2	1.1	1.3	1.3
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	2021	**1.6**	**0.2**	**1.6**	**1.9**	**1.8**	**1.3**	**0.1**	**0.1**	**0.2**	**0.2**
	2018	2.0▲	0.2	1.9	1.9	1.9	2.1▲	0.2	0.2	0.1	0.5
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Repeatedly asked you questions about your sex life or sexual interests	2021	**1.6**	**0.7**	**1.7**	**1.8**	**1.6**	**1.1**	**0.6**	**0.6**	**1.1**	**0.8**
	2018	1.7	0.6	1.6	1.7	2.0	1.6	0.4	0.7	0.5▼	1.0
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Repeatedly told you about their sexual activities	2021	**1.5**	**1.0**	**1.7**	**1.7**	**1.8**	**1.0**	**0.7**	**1.0**	**1.3**	**1.1**
	2018	2.0▲	1.0	2.0	2.0	2.1	1.7▲	1.0	1.0	1.0	1.1
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Repeatedly touched you in ANY other way	2021	**1.3**	**0.3**	**1.3**	**1.7**	**1.1**	**1.2**	**0.3**	**0.3**	**0.3**	**0.6**
	2018	1.9▲	0.4	1.8▲	2.1	2.0▲	1.8▲	0.4	0.4	0.3	0.7
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Repeatedly made sexual gestures or body movements	2021	**1.2**	**0.8**	**1.3**	**1.4**	**1.1**	**0.9**	**0.6**	**0.8**	**0.8**	**0.9**
	2018	1.5▲	0.8	1.8▲	1.3	1.4	1.3	0.8	0.8	0.8	0.8
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Displayed, showed, or sent you sexually explicit materials like pictures or videos	2021	**0.8**	**0.6**	**0.8**	**0.9**	**0.9**	**0.5**	**0.4**	**0.6**	**0.7**	**0.7**
	2018	1.0▲	0.7	1.1	0.9	1.3	0.7	0.8▲	0.6	0.7	0.6
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Intentionally touched you in a sexual way when you did not want them to	2021	**0.6**	**0.3**	**0.6**	**0.7**	**0.6**	**0.4**	**0.2**	**0.3**	**0.4**	**0.4**
	2018	1.0▲	0.3	1.1▲	0.8	0.8	0.9▲	0.3	0.3	0.3	0.4
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	2021	**0.3**	**0.1**	**0.3**	**0.3**	**0.2**	**0.3**	**0.1**	**0.1**	**0.2**	**0.2**
	2018	0.4	0.1	0.4	0.3	0.4	0.4	0.1	0.1	0.1	0.2
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

KEY: *Within Year Group Differences* Higher Response Lower Response *Trend Year Differences* Higher Than 2021 Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Made you feel like you would get punished in the workplace if you did not do something sexual	2021	**0.2**	**0.1**	**0.2**	**0.1**	**0.2**	**0.2**	**0.1**	**0.1**	**0.1**	**0.2**
	2018	0.3▲	0.1	0.3	0.3	0.5▲	0.2	0.1	0.2	0.1	0.2
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Took or shared sexually suggestive pictures or videos of you when you did not want them to	2021	**0.2**	**0.2**	**0.2**	**0.2**	**0.2**	**0.1**	**0.2**	**0.1**	**0.3**	**0.3**
	2018	0.2	0.2	0.2	0.2	0.3	0.2	0.1	0.2	0.1	0.2
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±0.1% to ±0.7%
Percent of all APF employees

Table 5.
APF: Experienced Gender Discrimination Behavior(s) in the Past 12 Months by Someone From Work (2021 WGRC Q23–Q24, Q48–Q51)

KEY: *Within Year Group Differences* Higher Response Lower Response *Trend Year Differences* Higher Than 2021 Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Mistreated, ignored, excluded, or insulted you because of your gender	2021	**6.4**	**1.2**	**6.3**	**7.1**	**7.1**	**5.3**	**1.0**	**1.2**	**1.5**	**1.4**
	2018	7.2▲	1.5▲	7.1	7.9	7.7	5.9	1.6▲	1.1	1.4	2.5▲
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Said that your gender is not as good at your particular job or should be prevented from having job	2021	**2.1**	**0.4**	**2.1**	**2.5**	**2.4**	**1.6**	**0.2**	**0.4**	**0.3**	**0.6**
	2018	2.8▲	0.6▲	2.8▲	3.4▲	3.1	2.0	0.7▲	0.4	0.6	1.0
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±0.1% to ±0.7%
Percent of all APF employees

Table 6.
APF: Estimated Sexual Harassment/Gender Discrimination Past Year Rates (2021 WGRC Q8–Q51)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sexual Harassment/Gender Discrimination Rate	2021	**11.1**	**3.8**	**11.0**	**12.6**	**12.2**	**9.0**	**3.2**	**4.2**	**4.0**	**4.2**
	2018	13.6▲	4.7▲	13.8▲	14.3▲	14.0▲	11.9▲	4.6▲	4.5	4.4	5.7▲
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Estimated Past Year Sexual Harassment Rate	2021	**6.9**	**3.1**	**6.8**	**7.9**	**7.5**	**5.4**	**2.5**	**3.4**	**3.2**	**3.4**
	2018	9.2▲	3.6▲	9.4▲	9.5▲	9.3▲	8.3▲	3.5▲	3.7	3.4	4.0
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Estimated Past Year Sexually Hostile Work Environment Rate	2021	**6.9**	**3.1**	**6.8**	**7.9**	**7.5**	**5.4**	**2.5**	**3.4**	**3.2**	**3.4**
	2018	9.1▲	3.6▲	9.4▲	9.4▲	9.3▲	8.3▲	3.5▲	3.7	3.4	4.0
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Estimated Past Year Sexual Quid Pro Quo Rate	2021	**0.3**	**0.1**	**0.4**	**0.3**	**0.3**	**0.4**	**0.1**	**0.1**	**0.2**	**0.2**
	2018	0.5	0.1	0.5	0.5	0.6	0.4	0.1	0.2	0.1	0.2
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Estimated Past Year Gender Discrimination Rate	2021	**6.6**	**1.3**	**6.5**	**7.4**	**7.4**	**5.5**	**1.0**	**1.3**	**1.6**	**1.5**
	2018	7.4▲	1.6▲	7.4▲	8.3	8.0	6.0	1.7▲	1.2	1.4	2.7▲
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±0.1% to ±0.9%
Percent of all APF employees

Table 7.
APF: Combination of Sexual Harassment/Gender Discrimination Behaviors Discussed (2021 WGRC Q8–Q51)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Combination of sexual harassment/gender discrimination behaviors experienced in the past 12 months	Sexually hostile work environment behaviors	4	2	4	5	5	4	2	3	2	3
	Sexual quid pro quo behaviors	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1
	Gender discrimination behaviors	4	1	4	5	5	4	1	1	1	1
	Combination of behaviors	2	1	2	3	3	2	<1	1	1	1
	Did not experience behaviors	89	96	89	87	88	91	97	96	96	96

Margins of error do not exceed ±1%
Percent of all APF employees

Table 8.
APF: Sexual Harassment One Situation: Behavior(s) Discussed (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Mistreated, ignored, excluded, or insulted you because of your gender	**39**	**15**	**37**	**38**	**40**	**41**	**10**	**12**	**18**	**22**
Repeatedly told sexual "jokes"	**38**	**51**	**39**	**35**	**38**	**38**	**52**	**49**	**56**	**47**
Made repeated sexual comments about your appearance or body	**34**	**16**	**36**	**31**	**30**	**37**	**17**	**13**	**18**	**17**
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	**24**	**4**	**23**	**23**	**21**	**26**	**5**	**3**	**4**	**8**
Said that your gender were not as good at your particular job or should be prevented from having job	**23**	**8**	**20**	**22**	**27**	**25**	**6**	**7**	**9**	**10**
Repeatedly asked you questions about your sex life or sexual interests	**20**	**19**	**23**	**21**	**18**	**18**	**19**	**17**	**22**	**19**
Repeatedly suggested you do not act like someone of your gender is supposed to	**20**	**26**	**17**	**17**	**28**	**20**	**30**	**21**	**33**	**21**
Repeatedly touched you in ANY other way	**19**	**10**	**20**	**19**	**15**	**23**	**10**	**9**	**5**	**16**
Repeatedly told you about their sexual activities	**18**	**27**	**20**	**17**	**18**	**18**	**25**	**22**	**33**	**27**
Repeatedly made sexual gestures or body movements	**14**	**19**	**15**	**13**	**11**	**15**	**17**	**15**	**24**	**20**
Displayed, showed, or sent you sexually explicit materials like pictures or videos	**9**	**15**	**9**	**10**	**8**	**9**	**16**	**11**	**20**	**15**
Intentionally touched you in a sexual way when you did not want them to	**8**	**8**	**8**	**10**	**8**	**8**	**7**	**7**	**8**	**9**
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	**5**	**5**	**5**	**5**	**5**	**5**	**3**	**4**	**6**	**7**
Made you feel like you would get punished in the workplace if you did not do something sexual	**4**	**4**	**5**	**3**	**4**	**5**	**2**	**2**	**6**	**5**
Took or shared sexually suggestive pictures or videos of you when you did not want them to	**2**	**6**	**2**	**2**	**2**	**2**	**5**	**2**	**8**	**10**

Margins of error range from ±1% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 9.
APF: Gender Discrimination One Situation: Behavior(s) Discussed (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Mistreated, ignored, excluded, or insulted you because of your gender	95	94	96	94	94	96	91	95	97	91
Said that your gender were not as good at your particular job or should be prevented from having job	30	28	29	30	33	30	29	27	24	32
Repeatedly told sexual "jokes"	13	20	14	9	13	14	16	16	28	18
Repeatedly suggested you do not act like someone of your gender is supposed to	12	21	11	11	17	11	21	17	22	24
Made repeated sexual comments about your appearance or body	11	14	12	10	11	13	10	10	22	15
Repeatedly asked you questions about your sex life or sexual interests	7	15	8	6	7	7	10	14	20	16
Made repeated attempts to establish an unwanted romantic or sexual relationship with you	6	6	6	5	5	9	7	3	6	8
Repeatedly told you about their sexual activities	6	16	7	4	6	7	13	13	25	15
Repeatedly touched you in ANY other way	6	4	6	5	5	8	4	NR	2	10
Repeatedly made sexual gestures or body movements	5	14	6	2	4	6	10	12	24	11
Displayed, showed, or sent you sexually explicit materials like pictures or videos	3	10	3	2	3	4	8	4	20	6
Made you feel as if you would get some workplace benefit in exchange for doing something sexual	2	7	2	2	2	3	5	5	9	7
Intentionally touched you in a sexual way when you did not want them to	2	5	3	2	2	2	5	4	8	3
Made you feel like you would get punished in the workplace if you did not do something sexual	2	5	3	1	2	3	4	2	9	6
Took or shared sexually suggestive pictures or videos of you when you did not want them to	1	7	1	<1	1	1	6	3	13	8

Margins of error range from ±1% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 10.
APF: Discussed at Least One Sexual Harassment Behavior in the One Situation (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one sexual harassment behavior	**51**	**74**	**51**	**50**	**50**	**50**	**75**	**76**	**73**	**72**

Margins of error range from ±2% to ±8%
Percent of APF employees who experienced sexual harassment and/or gender discrimination in the past 12 months

Table 11.
APF: Discussed at Least One Gender Discrimination Behavior in the One Situation (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one gender discrimination behavior	**70**	**36**	**68**	**70**	**71**	**71**	**33**	**33**	**39**	**43**

Margins of error range from ±2% to ±9%
Percent of APF employees who experienced sexual harassment and/or gender discrimination in the past 12 months

Table 12.
APF: Type of Behavior(s) Discussed in the One Situation (2021 WGRC Q52)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Type of behavior discussed in one situation	**Sexual harassment only**	**30**	**63**	**31**	**30**	**28**	**29**	**66**	**66**	**60**	**55**
	Gender discrimination only	**49**	**24**	**48**	**49**	**50**	**49**	**24**	**23**	**25**	**26**
	Both	**21**	**12**	**20**	**21**	**22**	**22**	**9**	**10**	**13**	**17**
	Did not identify	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**2**	**1**	**2**

Margins of error range from ±1% to ±9%
Percent of APF employees who experienced sexual harassment and/or gender discrimination in the past 12 months

Table 13.
APF: Sexual Harassment One Situation: Labeling of Behavior(s) Experienced (2021 WGRC Q53)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Considered any of the behaviors experienced to be sexual harassment	**71**	**57**	**73**	**67**	**66**	**76**	**63**	**51**	**57**	**57**
Considered any of the behaviors experienced to be gender discrimination	**50**	**37**	**48**	**44**	**55**	**54**	**38**	**31**	**40**	**40**
Considered any of the behaviors experienced to be sexual orientation harassment or discrimination	**29**	**43**	**32**	**23**	**29**	**31**	**43**	**43**	**45**	**40**
Considered any of the behaviors experienced to be racial/ethnic harassment or discrimination	**28**	**38**	**29**	**22**	**24**	**36**	**32**	**35**	**42**	**45**
Considered any of the behaviors experienced to be gender identity harassment or discrimination	**26**	**36**	**26**	**23**	**28**	**30**	**35**	**37**	**37**	**38**
Considered any of the behaviors experienced to be religious harassment or discrimination	**14**	**25**	**15**	**12**	**13**	**19**	**25**	**20**	**29**	**28**

Margins of error range from ±2% to ±11%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 14.
APF: Gender Discrimination One Situation: Labeling of Behavior(s) Experienced (2021 WGRC Q53)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Considered any of the behaviors experienced to be gender discrimination	**85**	**78**	**84**	**84**	**87**	**85**	**79**	**76**	**80**	**80**
Considered any of the behaviors experienced to be racial/ethnic harassment or discrimination	**36**	**57**	**39**	**29**	**32**	**43**	**52**	**47**	**66**	**62**
Considered any of the behaviors experienced to be gender identity harassment or discrimination	**29**	**40**	**30**	**25**	**29**	**34**	**34**	**44**	**37**	**47**
Considered any of the behaviors experienced to be sexual harassment	**26**	**28**	**27**	**23**	**24**	**30**	**17**	**28**	**34**	**30**
Considered any of the behaviors experienced to be sexual orientation harassment or discrimination	**23**	**36**	**23**	**19**	**23**	**27**	**24**	**37**	**39**	**43**
Considered any of the behaviors experienced to be religious harassment or discrimination	**13**	**27**	**14**	**11**	**12**	**18**	**17**	**25**	**37**	**27**

Margins of error range from ±2% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 15.
APF: Sexual Harassment One Situation: Gender of Alleged Offender(s) (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Gender of the alleged offender(s)	Men	75	64	70	84	77	71	67	68	64	52
	Women	6	10	7	6	5	7	9	8	9	17
	A mix of men and women	19	26	23	11	18	22	24	24	28	31

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 16.
APF: Gender Discrimination One Situation: Gender of Alleged Offender(s) (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Gender of the alleged offender(s)	Men	74	19	72	78	75	72	16	22	15	26
	Women	4	35	4	2	3	5	40	32	28	42
	A mix of men and women	22	46	24	20	22	23	44	46	57	32

Margins of error range from ±1% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 17.
APF: Sexual Harassment One Situation: At Least One Alleged Offender Was a Man (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a man	94	90	93	94	95	93	91	92	91	83

Margins of error range from ±2% to ±8%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 18.
APF: Gender Discrimination One Situation: At Least One Alleged Offender Was a Man (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a man	**96**	**65**	**96**	**98**	**97**	**95**	**60**	**68**	**72**	**58**

Margins of error range from ±1% to ±12%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 19.
APF: Sexual Harassment One Situation: At Least One Alleged Offender Was a Woman (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a woman	**25**	**36**	**30**	**16**	**23**	**29**	**33**	**32**	**36**	**48**

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 20.
APF: Gender Discrimination One Situation: At Least One Alleged Offender Was a Woman (2021 WGRC Q54)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a woman	**26**	**81**	**28**	**22**	**25**	**28**	**84**	**78**	**85**	**74**

Margins of error range from ±2% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 21.
APF: Sexual Harassment One Situation: Employment Status of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
DoD civilian employee(s)	**85**	**90**	**82**	**89**	**81**	**91**	**89**	**93**	**88**	**90**
Military member(s)	**33**	**27**	**42**	**23**	**45**	**18**	**36**	**21**	**31**	**19**
DoD contractor(s)	**14**	**14**	**12**	**16**	**14**	**14**	**15**	**17**	**9**	**16**
Someone else working for the DoD	**9**	**9**	**8**	**11**	**6**	**12**	**7**	**9**	**8**	**15**
Someone else not listed above with whom you come into contact as part of your duties	**5**	**7**	**5**	**6**	**4**	**7**	**6**	**5**	**5**	**16**

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 22.
APF: Gender Discrimination One Situation: Employment Status of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
DoD civilian employee(s)	**88**	**92**	**83**	**93**	**85**	**92**	**93**	**95**	**84**	**96**
Military member(s)	**39**	**33**	**49**	**29**	**48**	**23**	**39**	**29**	**46**	**17**
DoD contractor(s)	**12**	**11**	**10**	**14**	**12**	**13**	**11**	**13**	**10**	**9**
Someone else working for the DoD	**8**	**14**	**6**	**7**	**7**	**11**	**14**	**16**	**11**	**16**
Someone else not listed above with whom you come into contact as part of your duties	**5**	**11**	**5**	**5**	**2**	**7**	**11**	**9**	**9**	**18**

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 23.
APF: Sexual Harassment One Situation: DoD Affiliation of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was affiliated with the DoD	**99**	**98**	**99**	**99**	**98**	**98**	**97**	**99**	**99**	**96**

Margins of error range from ±1% to ±5%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 24.
APF: Gender Discrimination One Situation: DoD Affiliation of Alleged Offender(s) (2021 WGRC Q55)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was affiliated with the DoD	**>99**	**99**	**>99**	**>99**	**>99**	**99**	**98**	**NR**	**NR**	**NR**

Margins of error range from ±1% to ±5%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 25.
APF: Sexual Harassment One Situation: Supervisory Status of Alleged Offender(s) (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Another coworker with whom you have no supervisory relationships	**74**	**68**	**73**	**74**	**79**	**72**	**68**	**67**	**73**	**63**
Your supervisor(s)	**30**	**31**	**33**	**25**	**32**	**28**	**34**	**26**	**38**	**28**
Your team leader(s)	**22**	**25**	**21**	**20**	**27**	**24**	**30**	**20**	**21**	**34**
Your organization's leader(s)	**21**	**21**	**23**	**19**	**20**	**21**	**26**	**13**	**29**	**18**
Your manager(s)	**20**	**22**	**20**	**17**	**22**	**20**	**23**	**17**	**26**	**23**
Someone you manage(d)	**6**	**9**	**5**	**6**	**6**	**8**	**8**	**7**	**9**	**12**

Margins of error range from ±2% to ±11%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 26.
APF: Gender Discrimination One Situation: Supervisory Status of Alleged Offender(s) (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your supervisor(s)	**56**	**55**	**55**	**50**	**61**	**58**	**51**	**57**	**59**	**52**
Another coworker with whom you have no supervisory relationships	**53**	**45**	**52**	**57**	**54**	**48**	**44**	**32**	**50**	**58**
Your organization's leader(s)	**47**	**56**	**51**	**43**	**46**	**48**	**54**	**55**	**62**	**50**
Your manager(s)	**42**	**56**	**40**	**41**	**43**	**46**	**47**	**59**	**61**	**55**
Your team leader(s)	**33**	**39**	**30**	**30**	**36**	**36**	**31**	**38**	**47**	**36**
Someone you manage(d)	**9**	**11**	**8**	**9**	**11**	**9**	**11**	**11**	**8**	**12**

Margins of error range from ±2% to ±14%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 27.
APF: Sexual Harassment One Situation: Alleged Offender(s) Was in Leadership (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was part of leadership	**48**	**50**	**49**	**45**	**48**	**50**	**51**	**42**	**55**	**53**

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 28.
APF: Gender Discrimination One Situation: Alleged Offender(s) Was in Leadership (2021 WGRC Q56)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was part of leadership	**85**	**89**	**87**	**80**	**85**	**86**	**87**	**91**	**90**	**89**

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 29.
APF: Sexual Harassment One Situation: Context of Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
While you were performing your DoD civilian job duties	**93**	**92**	**94**	**94**	**92**	**93**	**95**	**96**	**88**	**89**
At your primary duty location	**89**	**89**	**86**	**90**	**93**	**86**	**84**	**90**	**93**	**87**
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	**53**	**55**	**60**	**48**	**58**	**42**	**57**	**53**	**58**	**52**
When you were at a work-related, DoD, or military function	**34**	**38**	**39**	**28**	**32**	**34**	**46**	**30**	**39**	**41**
While you were completing a probationary period for your DoD civilian job	**27**	**25**	**29**	**27**	**29**	**20**	**27**	**21**	**26**	**28**
Online on social media or via other electronic communications	**18**	**13**	**16**	**20**	**19**	**16**	**9**	**12**	**15**	**15**
While you were off duty in a situation unrelated to work	**16**	**12**	**15**	**17**	**20**	**15**	**12**	**9**	**13**	**18**
While you were assigned OCONUS to perform your DoD civilian job duties	**10**	**7**	**9**	**10**	**9**	**11**	**11**	**5**	**5**	**8**

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 30.
APF: Gender Discrimination One Situation: Context of Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
While you were performing your DoD civilian job duties	96	94	96	96	95	96	95	96	89	NR
At your primary duty location	90	92	89	91	94	89	90	95	92	91
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	53	47	58	45	61	44	46	36	59	47
When you were at a work-related, DoD, or military function	36	47	40	30	36	34	48	42	53	48
While you were completing a probationary period for your DoD civilian job	19	21	21	18	20	15	24	18	21	22
Online on social media or via other electronic communications	10	14	11	9	11	10	12	12	16	16
While you were assigned OCONUS to perform your DoD civilian job duties	9	8	10	7	7	12	13	7	3	10
While you were off duty in a situation unrelated to work	8	13	8	6	10	8	16	12	13	12

Margins of error range from ±1% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 31.
APF: Sexual Harassment One Situation: Type of Context for Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Context in which the one situation occurred	Context associated with the DoD	75	79	77	73	71	76	83	81	78	74
	Context not associated with the DoD	1	1	1	1	1	2	1	1	1	2
	In both contexts	24	18	22	26	27	21	15	16	21	23
	Did not identify	<1	1	<1	<1	1	1	2	2	1	1

Margins of error range from ±1% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 32.
APF: Gender Discrimination One Situation: Type of Context for Behavior(s) Experienced (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Context in which the one situation occurred	Context associated with the DoD	85	78	85	87	83	85	78	80	76	77
	Context not associated with the DoD	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1
	In both contexts	14	21	14	12	16	14	20	17	24	22
	Did not identify	1	1	1	1	1	1	2	NR	1	1

Margins of error range from ±1% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 33.
APF: Sexual Harassment One Situation: Behavior(s) Occurred in a DoD Context (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Behavior(s) occurred in a DoD context	99	98	99	99	98	98	98	97	98	98

Margins of error range from ±1% to ±5%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 34.
APF: Gender Discrimination One Situation: Behavior(s) Occurred in a DoD Context (2021 WGRC Q57)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Behavior(s) occurred in a DoD context	99	99	99	99	99	99	98	NR	99	99

Margins of error range from ±1% to ±7%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 35.
APF: Sexual Harassment One Situation: Unofficial Disclosure (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your coworker(s)	**67**	**60**	68	68	70	63	64	59	61	56
The person(s) involved	46	47	46	44	47	48	50	48	39	49
A counselor or medical/mental health provider	**25**	**13**	29	23	25	23	12	**6**	18	19
Legal counsel (for example, a lawyer)	8	6	8	7	7	8	4	5	9	9
An Employee Assistance Program (EAP) counselor	7	6	7	7	6	7	5	5	7	7
An Ombudsman	1	1	2	1	1	1	1	1	2	2

Margins of error range from ±1% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 36.
APF: Gender Discrimination One Situation: Unofficial Disclosure (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your coworker(s)	71	70	70	72	71	71	74	65	73	68
The person(s) involved	41	42	41	40	41	44	42	37	51	38
A counselor or medical/mental health provider	29	26	**33**	**24**	28	29	24	**16**	27	38
Legal counsel (for example, a lawyer)	10	15	10	8	8	16	13	10	21	16
An Employee Assistance Program (EAP) counselor	**8**	**13**	9	7	6	9	14	11	19	10
An Ombudsman	1	5	2	1	2	2	3	4	8	4

Margins of error range from ±1% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 37.
APF: Sexual Harassment One Situation: Unofficially Disclosed to at Least One Person (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Disclosed to at least one person unofficially	**84**	**73**	86	82	83	84	73	74	71	74

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 38.
APF: Gender Discrimination One Situation: Unofficially Disclosed to at Least One Person (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Disclosed to at least one person unofficially	**84**	**81**	**85**	**82**	**84**	**83**	**81**	**77**	**84**	**82**

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 39.
APF: Sexual Harassment One Situation: Unofficially Disclosed to Professionals (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Disclosed unofficially to at least one professional	**30**	**17**	**33**	**30**	**27**	**26**	**17**	**11**	**21**	**25**

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 40.
APF: Gender Discrimination One Situation: Unofficially Disclosed to Professionals (2021 WGRC Q58)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Disclosed unofficially to at least one professional	**35**	**35**	**39**	**31**	**33**	**37**	**33**	**26**	**37**	**48**

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 41.
APF: Sexual Harassment One Situation: Filed Complaint/Grievance/Report With Officials (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your leadership	**36**	**26**	**37**	**35**	**36**	**34**	**28**	**24**	**24**	**30**
An EEO representative	**12**	**7**	**15**	**9**	**10**	**11**	**8**	**5**	**5**	**14**
Human Resources	**7**	**7**	**7**	**10**	**4**	**7**	**5**	**7**	**6**	**9**
Your union or bargaining unit representative	**7**	**8**	**8**	**6**	**5**	**9**	**7**	**5**	**5**	**16**
DoD Office of Inspector General	**4**	**4**	**3**	**4**	**8**	**3**	**3**	**3**	**4**	**9**
Office of Special Counsel	**1**	**3**	**1**	**1**	**3**	**1**	**3**	**3**	**2**	**3**

Margins of error range from ±1% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 42.
APF: Gender Discrimination One Situation: Filed Complaint/Grievance/Report With Officials (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your leadership	**40**	**36**	**43**	**38**	**37**	**42**	**32**	**33**	**41**	**38**
An EEO representative	**16**	**18**	**17**	**12**	**13**	**20**	**20**	**14**	**19**	**20**
Your union or bargaining unit representative	**10**	**16**	**9**	**9**	**8**	**18**	**11**	**11**	**22**	**21**
Human Resources	**9**	**13**	**10**	**11**	**6**	**9**	**11**	**9**	**16**	**14**
DoD Office of Inspector General	**5**	**8**	**5**	**3**	**8**	**5**	**6**	**6**	**9**	**12**
Office of Special Counsel	**2**	**4**	**1**	**1**	**2**	**3**	**5**	**4**	**4**	**4**

Margins of error range from ±1% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 43.
APF: Sexual Harassment One Situation: Filed Report With at Least One Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed complaint/grievance/report with at least one official	**38**	**30**	**40**	**36**	**38**	**37**	**31**	**27**	**26**	**39**

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 44.
APF: Gender Discrimination One Situation: Filed Report With at Least One Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed complaint/grievance/report with at least one official	**45**	**43**	**48**	**41**	**41**	**48**	**38**	**35**	**51**	**48**

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 45.
APF: Sexual Harassment One Situation: Filed Report/Complaint to Leadership/EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported the upsetting situation to leadership and/or EEO representative	**Reported to leadership**	**25**	**20**	**23**	**26**	**28**	**25**	**22**	**20**	**19**	**17**
	Reported to EEO	**1**	**1**	**1**	**1**	**2**	**1**	**2**	**1**	**1**	**1**
	Reported to both	**11**	**6**	**14**	**9**	**8**	**10**	**6**	**4**	**4**	**13**
	No to both	**63**	**73**	**62**	**64**	**62**	**64**	**70**	**74**	**76**	**70**
	Did not identify	**<1**	**<1**	**<1**	**1**	**<1**	**<1**	**<1**	**1**	**<1**	**<1**

Margins of error range from ±1% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 46.
APF: Gender Discrimination One Situation: Filed Report/Complaint to Leadership/EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported the upsetting situation to leadership and/or EEO representative	Reported to leadership	27	20	28	26	27	25	15	20	25	20
	Reported to EEO	2	2	2	1	3	3	4	1	3	1
	Reported to both	13	16	15	11	10	17	16	13	16	18
	No to both	57	61	55	61	60	55	63	65	56	61
	Did not identify	<1	1	<1	<1	<1	1	2	1	NR	NR

Margins of error range from ±1% to ±14%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 47.
APF: Sexual Harassment One Situation: Filed With Leadership and/or EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed report/complaint about the upsetting situation to leadership and/or EEO representative	37	27	38	35	38	35	30	25	24	30

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 48.
APF: Gender Discrimination One Situation: Filed With Leadership and/or EEO (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed report/complaint about the upsetting situation to leadership and/or EEO representative	42	38	45	39	40	45	35	34	44	39

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 49.
APF: Sexual Harassment One Situation: Reported to a DoD Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported the upsetting situation to at least one DoD official	**38**	**28**	**39**	**36**	**38**	**36**	**30**	**25**	**26**	**33**

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 50.
APF: Gender Discrimination One Situation: Reported to a DoD Official (2021 WGRC Q59)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported the upsetting situation to at least one DoD official	**44**	**40**	**47**	**40**	**41**	**46**	**36**	**34**	**46**	**45**

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 51.
APF: Sexual Harassment One Situation: Level of Leadership That Received the Report (2021 WGRC Q60)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your supervisor(s)	**82**	**87**	**84**	**80**	**82**	**84**	**86**	**99**	**77**	**80**
Your manager(s)	**51**	**50**	**53**	**51**	**50**	**48**	**56**	**NR**	**NR**	**NR**
Your organization's leader(s)	**51**	**41**	**57**	**44**	**56**	**40**	**44**	**35**	**NR**	**NR**
Your team leader(s)	**49**	**52**	**48**	**52**	**51**	**45**	**44**	**NR**	**NR**	**NR**
Other leader(s)	**35**	**31**	**39**	**33**	**39**	**23**	**28**	**24**	**NR**	**NR**

Margins of error range from ±4% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 52.
APF: Gender Discrimination One Situation: Level of Leadership That Received the Report (2021 WGRC Q60)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your supervisor(s)	**80**	**80**	**79**	**80**	**81**	**81**	**77**	**NR**	**NR**	**82**
Your organization's leader(s)	**57**	**60**	**61**	**52**	**66**	**49**	**71**	**NR**	**NR**	**NR**
Your manager(s)	**53**	**62**	**51**	**53**	**59**	**50**	**63**	**NR**	**NR**	**NR**
Your team leader(s)	**46**	**58**	**39**	**51**	**52**	**49**	**NR**	**NR**	**NR**	**NR**
Other leader(s)	**36**	**46**	**40**	**33**	**38**	**31**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 53.
APF: Sexual Harassment One Situation: Type of Complaint Made About One Situation (2021 WGRC Q61)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Which of the following best describes the current status of your EEO complaint?	**Informal complaint**	**38**	**34**	**36**	**29**	**NR**	**55**	**NR**	**NR**	**NR**	**NR**
	Formal complaint	**32**	**38**	**32**	**25**	**NR**	**35**	**NR**	**NR**	**NR**	**NR**
	Not sure	**30**	**28**	**32**	**NR**	**26**	**10**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 54.
APF: Gender Discrimination One Situation: Type of Complaint Made About One Situation (2021 WGRC Q61)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Which of the following best describes the current status of your EEO complaint?	**Informal complaint**	**36**	**28**	**37**	**35**	**36**	**34**	**NR**	**NR**	**NR**	**NR**
	Formal complaint	**35**	**46**	**34**	**30**	**45**	**35**	**NR**	**NR**	**NR**	**NR**
	Not sure	**29**	**26**	**29**	**35**	**19**	**NR**	**NR**	**NR**	**NR**	**10**

Margins of error range from ±6% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 55.
APF: Sexual Harassment One Situation: Actions After Reporting to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Someone talked to the person(s) to ask them to change their behavior.	**39**	**40**	**40**	**41**	**41**	**33**	**44**	**32**	**NR**	**NR**
The person you told took no action.	**39**	**43**	**40**	**33**	**38**	**47**	**37**	**36**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**35**	**33**	**35**	**37**	**36**	**30**	**44**	**23**	**NR**	**NR**
You were encouraged to drop the issue.	**26**	**37**	**31**	**20**	**27**	**25**	**24**	**30**	**NR**	**NR**
The person(s) who acted this way took action against you for reporting to leadership.	**23**	**29**	**27**	**19**	**29**	**15**	**34**	**17**	**NR**	**29**
An investigation, survey, or other assessment of the workplace was conducted.	**23**	**25**	**23**	**20**	**21**	**29**	**22**	**25**	**20**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**22**	**19**	**21**	**25**	**24**	**15**	**20**	**18**	**19**	**NR**
The rules on harassment were explained to everyone in the workplace.	**21**	**34**	**24**	**16**	**25**	**18**	**38**	**31**	**NR**	**NR**
You were punished for bringing it up.	**21**	**28**	**23**	**19**	**22**	**18**	**23**	**25**	**NR**	**NR**
The person(s) stopped their upsetting behavior.	**18**	**19**	**15**	**23**	**20**	**14**	**23**	**19**	**15**	**15**
Not sure	**16**	**18**	**17**	**17**	**18**	**12**	**13**	**23**	**NR**	**NR**
You were discouraged from filing an EEO complaint.	**16**	**25**	**20**	**10**	**17**	**16**	**16**	**23**	**27**	**NR**
Some other action	**16**	**15**	**19**	**17**	**12**	**13**	**11**	**11**	**22**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**14**	**13**	**13**	**16**	**14**	**11**	**21**	**7**	**17**	**8**
There was some official career action taken against the person(s) for their upsetting behavior.	**6**	**9**	**6**	**4**	**8**	**4**	**9**	**6**	**15**	**8**

Margins of error range from ±2% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 56.
APF: Gender Discrimination One Situation: Actions After Reporting to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
The person you told took no action.	**52**	**68**	**55**	**44**	**55**	**51**	**72**	**NR**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**35**	**38**	**31**	**35**	**38**	**39**	**NR**	**NR**	**NR**	**NR**
You were encouraged to drop the issue.	**32**	**46**	**32**	**31**	**34**	**33**	**NR**	**NR**	**NR**	**NR**
You were punished for bringing it up.	**31**	**43**	**31**	**28**	**33**	**35**	**NR**	**NR**	**NR**	**NR**
The person(s) who acted this way took action against you for reporting to leadership.	**30**	**46**	**31**	**25**	**38**	**27**	**NR**	**NR**	**NR**	**NR**
Someone talked to the person(s) to ask them to change their behavior.	**29**	**30**	**26**	**34**	**30**	**29**	**NR**	**NR**	**NR**	**NR**
You were discouraged from filing an EEO complaint.	**18**	**32**	**19**	**16**	**18**	**20**	**NR**	**30**	**NR**	**NR**
Not sure	**18**	**18**	**19**	**20**	**17**	**15**	**6**	**NR**	**NR**	**NR**
Some other action	**17**	**23**	**19**	**19**	**16**	**14**	**25**	**NR**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**16**	**20**	**17**	**16**	**17**	**15**	**NR**	**NR**	**14**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**16**	**25**	**17**	**15**	**13**	**17**	**NR**	**NR**	**NR**	**NR**
The rules on harassment were explained to everyone in the workplace.	**13**	**24**	**13**	**11**	**15**	**13**	**NR**	**NR**	**NR**	**NR**
The person(s) stopped their upsetting behavior.	**7**	**12**	**7**	**8**	**5**	**8**	**NR**	**NR**	**NR**	**4**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**7**	**10**	**7**	**9**	**8**	**5**	**NR**	**NR**	**NR**	**9**
There was some official career action taken against the person(s) for their upsetting behavior.	**4**	**9**	**3**	**3**	**5**	**4**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±2% to ±18%
Percent of APF employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 57.
APF: Sexual Harassment One Situation: Actions After Report to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Action(s) resulting from reporting the situation to leadership	Positive only	31	24	27	38	34	27	16	32	29	NR
	Negative only	25	29	26	21	25	28	19	28	NR	NR
	Both positive and negative	38	42	40	35	36	38	55	32	NR	NR
	Neither	6	5	7	5	5	7	10	8	NR	NR

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 58.
APF: Gender Discrimination One Situation: Actions After Report to Leadership (2021 WGRC Q62–Q63)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Action(s) resulting from reporting the situation to leadership	Positive only	16	9	14	21	15	14	NR	NR	NR	NR
	Negative only	42	49	43	36	41	49	NR	NR	NR	NR
	Both positive and negative	34	41	34	33	38	32	NR	NR	NR	NR
	Neither	8	1	10	10	6	5	NR	NR	NR	NR

Margins of error range from ±2% to ±10%
Percent of APF employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 59.
APF: Sexual Harassment One Situation: Actions After Filing an EEO Complaint (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
An investigation, survey, or other assessment of the workplace was conducted.	**46**	**36**	**43**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The person you told took no action.	**43**	**63**	**50**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were discouraged from filing/ further pursuing an EEO complaint.	**34**	**32**	**40**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were encouraged to drop the issue.	**26**	**30**	**30**	**11**	**27**	**NR**	**NR**	**NR**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**25**	**33**	**23**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The person(s) who acted this way took action against you for filing an EEO complaint.	**24**	**37**	**21**	**16**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The rules on harassment were explained to everyone in the workplace.	**23**	**31**	**24**	**18**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**21**	**19**	**28**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were punished for bringing it up.	**21**	**35**	**22**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone talked to the person(s) to ask them to change their behavior.	**20**	**28**	**29**	**9**	**12**	**21**	**NR**	**NR**	**NR**	**NR**
Not sure	**17**	**26**	**19**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Some other action	**14**	**17**	**15**	**17**	**8**	**NR**	**NR**	**NR**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**13**	**15**	**20**	**5**	**4**	**NR**	**NR**	**NR**	**NR**	**NR**
The person(s) stopped their upsetting behavior.	**11**	**18**	**9**	**10**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
There was some official career action taken against the person(s) for their upsetting behavior.	**10**	**11**	**11**	**7**	**9**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 60.
APF: Gender Discrimination One Situation: Actions After Filing an EEO Complaint (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
An investigation, survey, or other assessment of the workplace was conducted.	**42**	**42**	**46**	**46**	**46**	**31**	**NR**	**NR**	**NR**	**NR**
The person you told took no action.	**41**	**54**	**48**	**46**	**29**	**37**	**NR**	**NR**	**NR**	**NR**
You were punished for bringing it up.	**30**	**45**	**24**	**28**	**29**	**NR**	**NR**	**NR**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the problem.	**28**	**35**	**24**	**24**	**27**	**NR**	**NR**	**NR**	**NR**	**NR**
You were discouraged from filing/ further pursuing an EEO complaint.	**27**	**45**	**29**	**16**	**32**	**26**	**NR**	**NR**	**NR**	**NR**
The person(s) who acted this way took action against you for filing an EEO complaint.	**26**	**35**	**21**	**25**	**36**	**26**	**NR**	**NR**	**NR**	**NR**
You were encouraged to drop the issue.	**22**	**40**	**27**	**16**	**20**	**22**	**NR**	**NR**	**NR**	**NR**
Some other action	**18**	**21**	**19**	**21**	**20**	**12**	**NR**	**NR**	**NR**	**NR**
The rules on harassment were explained to everyone in the workplace.	**17**	**16**	**22**	**14**	**10**	**16**	**NR**	**NR**	**NR**	**8**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**16**	**12**	**18**	**14**	**15**	**15**	**NR**	**NR**	**NR**	**NR**
Not sure	**16**	**27**	**17**	**7**	**23**	**14**	**NR**	**NR**	**NR**	**NR**
Someone talked to the person(s) to ask them to change their behavior.	**15**	**21**	**20**	**13**	**7**	**15**	**NR**	**NR**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**8**	**12**	**10**	**8**	**8**	**4**	**5**	**NR**	**NR**	**NR**
There was some official career action taken against the person(s) for their upsetting behavior.	**7**	**15**	**10**	**4**	**6**	**6**	**7**	**NR**	**NR**	**NR**
The person(s) stopped their upsetting behavior.	**5**	**15**	**5**	**8**	**4**	**5**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±3% to ±16%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 61.
APF: Sexual Harassment One Situation: Actions After Complaint Filed With EEO (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Action(s) resulting from filing a complaint about the situation with an EEO representative	Positive only	27	11	26	NR	NR	14	NR	NR	NR	5
	Negative only	28	29	35	NR	20	NR	NR	NR	NR	NR
	Both positive and negative	41	49	36	NR	NR	NR	NR	NR	NR	NR
	Neither	3	11	2	3	NR	NR	NR	NR	NR	NR

Margins of error range from ±5% to ±17%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 62.
APF: Gender Discrimination One Situation: Actions After Complaint Filed With EEO (2021 WGRC Q62, Q64)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Action(s) resulting from filing a complaint about the situation with an EEO representative	Positive only	19	8	21	22	24	10	NR	NR	NR	6
	Negative only	35	40	31	33	29	NR	NR	NR	NR	NR
	Both positive and negative	38	44	38	42	34	38	NR	NR	NR	NR
	Neither	8	8	10	3	13	5	NR	NR	NR	NR

Margins of error range from ±4% to ±16%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 63.
APF: Sexual Harassment One Situation: Satisfaction With Leadership Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
How you were treated by leadership handling your report	Satisfied	24	20	23	28	26	18	28	20	20	10
	Neither	23	30	22	21	21	29	22	40	NR	NR
	Dissatisfied	53	50	55	51	53	54	NR	40	NR	NR
Availability of information about victim support resources	Satisfied	23	23	24	27	23	15	24	28	14	26
	Neither	34	33	30	35	33	40	29	37	NR	26
	Dissatisfied	44	44	47	39	44	45	47	36	NR	NR
Availability of information about how to file an EEO complaint	Satisfied	22	23	25	28	20	14	28	21	22	22
	Neither	32	28	32	30	26	44	23	36	NR	25
	Dissatisfied	45	49	43	42	55	42	NR	43	NR	NR
Degree to which your privacy was/is being protected	Satisfied	20	23	19	20	26	16	27	19	NR	9
	Neither	33	29	29	38	25	42	32	37	12	NR
	Dissatisfied	47	48	51	43	49	41	42	44	NR	NR
The action taken by leadership handling your situation	Satisfied	20	14	18	24	25	14	18	13	18	5
	Neither	20	27	22	19	17	21	NR	38	NR	NR
	Dissatisfied	60	59	60	57	58	65	58	NR	NR	NR
Amount of time it took/ is taking to resolve your report	Satisfied	16	21	14	22	19	11	NR	21	NR	NR
	Neither	30	19	30	29	25	38	17	36	NR	15
	Dissatisfied	54	60	57	49	56	51	60	44	NR	NR
The reporting process overall	Satisfied	15	14	13	17	22	11	NR	9	NR	7
	Neither	31	29	30	35	22	38	25	NR	16	NR
	Dissatisfied	53	57	57	48	56	51	54	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	14	14	11	18	21	7	NR	7	NR	5
	Neither	28	23	31	24	20	36	23	41	10	13
	Dissatisfied	58	63	57	58	59	57	56	NR	NR	82

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 64.
APF: Gender Discrimination One Situation: Satisfaction With Leadership Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Availability of information about how to file an EEO complaint	Satisfied	22	21	26	24	19	16	27	NR	13	NR
	Neither	31	23	30	32	28	35	18	NR	NR	20
	Dissatisfied	47	56	44	44	53	50	NR	NR	NR	NR
Availability of information about victim support resources	Satisfied	19	20	19	20	20	15	21	NR	NR	NR
	Neither	34	28	32	36	34	35	20	NR	NR	18
	Dissatisfied	47	52	49	44	46	50	59	NR	NR	NR
How you were treated by leadership handling your report	Satisfied	15	5	15	16	15	12	9	NR	4	7
	Neither	21	16	19	23	20	22	NR	NR	7	NR
	Dissatisfied	65	79	66	62	64	67	82	NR	89	NR
Degree to which your privacy was/is being protected	Satisfied	13	11	14	15	15	8	25	NR	6	5
	Neither	36	22	31	44	33	39	15	NR	NR	NR
	Dissatisfied	50	66	54	41	53	53	60	NR	NR	NR
The action taken by leadership handling your situation	Satisfied	10	4	9	12	11	9	NR	NR	7	1
	Neither	19	14	19	21	19	17	NR	NR	NR	NR
	Dissatisfied	71	82	73	67	70	75	NR	NR	NR	NR
Amount of time it took/ is taking to resolve your report	Satisfied	8	7	8	11	9	5	NR	NR	7	NR
	Neither	29	17	27	33	26	30	14	NR	NR	6
	Dissatisfied	63	77	65	56	64	65	81	NR	NR	NR
The reporting process overall	Satisfied	8	5	8	8	10	5	NR	NR	4	1
	Neither	30	17	30	33	27	28	16	NR	NR	NR
	Dissatisfied	62	78	62	59	63	66	79	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	7	5	7	8	10	5	NR	NR	4	1
	Neither	29	13	28	30	28	28	7	NR	NR	7
	Dissatisfied	64	83	65	62	62	67	80	NR	NR	92

Margins of error range from ±2% to ±18%
Percent of APF employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 65.
APF: Sexual Harassment One Situation: Average Satisfaction With Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with aspects of the report to leadership	2.4	2.4	2.3	2.5	2.4	2.3	2.5	2.5	2.3	2.0

Margins of error range from ±0.1 to ±0.5
Average of APF employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 66.
APF: Gender Discrimination One Situation: Average Satisfaction With Reporting Process (2021 WGRC Q65)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with aspects of the report to leadership	**2.2**	**1.9**	**2.2**	**2.3**	**2.2**	**2.1**	**1.9**	**2.0**	**1.8**	**1.9**

Margins of error range from ±0.1 to ±0.4
Average of APF employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 67.
APF: Sexual Harassment One Situation: Satisfaction With the EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
How you were treated by the EEO representative handling your complaint	**Satisfied**	**46**	**21**	**38**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**3**
	Neither	**18**	**35**	**21**	**NR**	**12**	**16**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**37**	**44**	**41**	**NR**	**31**	**NR**	**NR**	**NR**	**NR**	**NR**
Availability of information about how to file an EEO complaint	**Satisfied**	**36**	**16**	**28**	**NR**	**NR**	**33**	**NR**	**NR**	**NR**	**3**
	Neither	**20**	**28**	**23**	**NR**	**11**	**13**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**45**	**56**	**49**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The action taken by the EEO representative handling your complaint	**Satisfied**	**33**	**16**	**25**	**35**	**NR**	**35**	**NR**	**NR**	**NR**	**NR**
	Neither	**25**	**27**	**29**	**NR**	**NR**	**20**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**42**	**57**	**47**	**NR**	**37**	**NR**	**NR**	**NR**	**NR**	**NR**
Availability of information about victim support resources	**Satisfied**	**31**	**10**	**27**	**NR**	**NR**	**20**	**NR**	**NR**	**NR**	**NR**
	Neither	**25**	**37**	**26**	**NR**	**19**	**26**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**45**	**53**	**46**	**NR**	**36**	**NR**	**NR**	**NR**	**NR**	**NR**
Degree to which your privacy was/is being protected	**Satisfied**	**30**	**16**	**23**	**NR**	**NR**	**27**	**NR**	**NR**	**NR**	**NR**
	Neither	**28**	**20**	**31**	**NR**	**23**	**29**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**42**	**64**	**46**	**NR**	**31**	**NR**	**NR**	**NR**	**NR**	**NR**
The complaint process overall	**Satisfied**	**20**	**10**	**17**	**21**	**NR**	**22**	**NR**	**NR**	**NR**	**NR**
	Neither	**26**	**22**	**23**	**NR**	**NR**	**27**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**54**	**68**	**60**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
How well you were/are kept informed about the progress of your complaint	**Satisfied**	**20**	**11**	**15**	**23**	**NR**	**22**	**NR**	**NR**	**NR**	**5**
	Neither	**21**	**24**	**22**	**NR**	**NR**	**24**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**59**	**66**	**63**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Amount of time it took/ is taking to resolve your complaint	**Satisfied**	**16**	**8**	**14**	**21**	**NR**	**15**	**NR**	**NR**	**NR**	**NR**
	Neither	**27**	**20**	**26**	**NR**	**22**	**30**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**57**	**73**	**60**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 68.
APF: Gender Discrimination One Situation: Satisfaction With the EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
How you were treated by the EEO representative handling your complaint	Satisfied	42	23	41	49	51	32	NR	NR	NR	NR
	Neither	24	34	17	17	17	NR	NR	NR	NR	NR
	Dissatisfied	34	43	41	34	31	26	NR	NR	NR	NR
Availability of information about how to file an EEO complaint	Satisfied	34	20	35	36	39	29	NR	NR	NR	NR
	Neither	25	26	20	27	18	NR	NR	NR	NR	NR
	Dissatisfied	40	54	45	37	43	34	NR	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	29	15	24	27	33	NR	NR	NR	NR	NR
	Neither	30	25	31	31	28	32	NR	NR	NR	8
	Dissatisfied	40	61	45	42	40	33	NR	NR	NR	NR
The action taken by the EEO representative handling your complaint	Satisfied	29	17	24	39	40	19	NR	NR	NR	NR
	Neither	28	27	26	19	18	NR	NR	NR	NR	NR
	Dissatisfied	43	56	49	42	42	37	NR	NR	NR	NR
Availability of information about victim support resources	Satisfied	24	15	25	28	32	13	NR	NR	NR	NR
	Neither	29	33	23	27	23	NR	NR	NR	NR	NR
	Dissatisfied	46	52	52	45	45	41	NR	NR	NR	NR
How well you were/are kept informed about the progress of your complaint	Satisfied	18	9	17	20	23	15	NR	NR	NR	5
	Neither	26	23	20	24	22	NR	NR	NR	NR	10
	Dissatisfied	56	69	63	56	55	NR	NR	NR	NR	85
The complaint process overall	Satisfied	15	6	15	15	16	13	NR	NR	NR	NR
	Neither	25	26	21	31	31	20	NR	NR	NR	NR
	Dissatisfied	61	68	64	54	53	67	NR	NR	NR	NR
Amount of time it took/ is taking to resolve your complaint	Satisfied	12	5	13	14	14	7	NR	NR	NR	NR
	Neither	27	26	26	30	24	27	NR	NR	NR	10
	Dissatisfied	61	69	61	55	62	66	NR	NR	NR	88

Margins of error range from ±4% to ±16%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 69.
APF: Sexual Harassment One Situation: Average Satisfaction With EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with aspects of the complaint filed with EEO	2.6	2.1	2.5	2.9	2.9	2.6	2.2	NR	NR	1.9

Margins of error range from ±0.2 to ±0.6
Average of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 70.
APF: Gender Discrimination One Situation: Average Satisfaction With EEO Complaint Process (2021 WGRC Q66)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with aspects of the complaint filed with EEO	**2.6**	**2.2**	**2.5**	**2.7**	**2.6**	**2.5**	**2.5**	**2.0**	**NR**	**2.0**

Margins of error range from ±0.2 to ±0.6
Average of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 71.
APF: Sexual Harassment One Situation: Satisfaction With Outcome by Type of Official (2021 WGRC Q67)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
An EEO representative	**Satisfied**	**28**	**19**	**22**	**NR**	**NR**	**22**	**NR**	**NR**	**NR**	**4**
	Neither	**25**	**19**	**23**	**17**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**47**	**62**	**55**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your union or bargaining unit representative	**Satisfied**	**24**	**34**	**16**	**NR**	**NR**	**20**	**NR**	**NR**	**NR**	**NR**
	Neither	**33**	**13**	**29**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**43**	**NR**	**55**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your leadership	**Satisfied**	**20**	**19**	**20**	**22**	**27**	**13**	**NR**	**11**	**19**	**11**
	Neither	**21**	**14**	**19**	**21**	**18**	**28**	**NR**	**22**	**6**	**NR**
	Dissatisfied	**58**	**67**	**61**	**57**	**54**	**59**	**NR**	**67**	**75**	**NR**
Human Resources	**Satisfied**	**14**	**9**	**8**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Neither	**26**	**18**	**21**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**60**	**73**	**71**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
DoD Office of Inspector General	**Satisfied**	**14**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Neither	**19**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**67**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Office of Special Counsel	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed a complaint/grievance/report with each respective DoD official

Table 72.
APF: Gender Discrimination One Situation: Satisfaction With Outcome by Type of Official (2021 WGRC Q67)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your union or bargaining unit representative	Satisfied	27	NR	22	34	NR	20	NR	NR	NR	NR
	Neither	24	12	20	NR	NR	26	NR	NR	NR	NR
	Dissatisfied	49	NR	58	NR	NR	NR	NR	NR	NR	NR
An EEO representative	Satisfied	23	16	20	33	29	15	NR	NR	NR	NR
	Neither	29	26	29	17	20	NR	NR	NR	NR	NR
	Dissatisfied	48	58	51	50	51	42	NR	NR	NR	NR
DoD Office of Inspector General	Satisfied	19	3	12	NR	23	NR	NR	NR	NR	NR
	Neither	16	1	25	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	65	95	63	NR	NR	NR	NR	NR	NR	NR
Office of Special Counsel	Satisfied	16	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	18	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	66	NR	NR	NR	NR	NR	NR	NR	NR	NR
Human Resources	Satisfied	15	15	15	15	23	11	NR	NR	NR	NR
	Neither	24	11	23	22	27	26	NR	NR	NR	NR
	Dissatisfied	61	74	61	63	NR	63	NR	NR	NR	NR
Your leadership	Satisfied	10	3	12	9	11	8	NR	NR	NR	3
	Neither	17	7	14	19	17	19	6	NR	NR	8
	Dissatisfied	73	89	75	72	72	73	90	NR	NR	89

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed a complaint/grievance/report with each respective DoD official

Table 73.
APF: Sexual Harassment One Situation: Status of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Yes	16	14	17	14	23	6	NR	NR	NR	1
No	15	20	17	NR	17	22	NR	NR	NR	NR
Does not apply; I withdrew my complaint before a determination was made	7	7	4	NR	NR	NR	NR	NR	NR	NR
Does not apply; the matter was settled without a determination	12	13	11	NR	NR	NR	NR	NR	NR	7
Does not apply; I do not know the outcome of my complaint	24	29	35	18	5	22	NR	NR	NR	NR
Does not apply; it is still in process	27	19	16	NR	NR	38	NR	NR	NR	NR

Margins of error range from ±5% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 74.
APF: Gender Discrimination One Situation: Status of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Yes	**15**	**13**	**19**	**12**	**12**	**13**	**NR**	**NR**	**NR**	**NR**
No	**9**	**20**	**13**	**3**	**10**	**9**	**NR**	**NR**	**NR**	**NR**
Does not apply; I withdrew my complaint before a determination was made	**9**	**6**	**8**	**10**	**5**	**15**	**NR**	**NR**	**NR**	**NR**
Does not apply; the matter was settled without a determination	**12**	**7**	**10**	**15**	**15**	**7**	**NR**	**NR**	**NR**	**NR**
Does not apply; I do not know the outcome of my complaint	**24**	**25**	**24**	**21**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**
Does not apply; it is still in process	**31**	**30**	**26**	**39**	**46**	**21**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±16%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 75.
APF: Sexual Harassment One Situation: Knew Final Disposition of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Knowledge of final disposition for the complaint filed with EEO representative	**Final disposition of complaint known**	**30**	**34**	**34**	**16**	**NR**	**28**	**NR**	**NR**	**NR**	**NR**
	Complaint still in process/ disposition unknown	**70**	**66**	**66**	**84**	**NR**	**72**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±16%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 76.
APF: Gender Discrimination One Situation: Knew Final Disposition of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Knowledge of final disposition for the complaint filed with EEO representative	**Final disposition of complaint known**	**24**	**33**	**32**	**15**	**22**	**22**	**NR**	**NR**	**NR**	**NR**
	Complaint still in process/ disposition unknown	**76**	**67**	**68**	**85**	**78**	**78**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±5% to ±14%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 77.
APF: Sexual Harassment One Situation: Substantiation of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Complaint filed with EEO representative was substantiated	**52**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error do not exceed ±14%
Percent of APF employees who experienced sexual harassment in the past 12 months, filed an EEO complaint, and knew complaint outcome

Table 78.
APF: Gender Discrimination One Situation: Substantiation of EEO Complaint (2021 WGRC Q68)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Complaint filed with EEO representative was substantiated	**61**	**NR**	**60**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±11% to ±17%
Percent of APF employees who experienced gender discrimination in the past 12 months, filed an EEO complaint, and knew complaint outcome

Table 79.
APF: Sexual Harassment One Situation: Reasons for Not Reporting to Leadership (2021 WGRC Q69–Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not think anything would be done.	62	63	62	59	63	68	65	59	67	66
You wanted to forget about it and move on.	61	51	60	63	60	60	49	47	59	52
You were worried about negative consequences from your coworkers or peers.	59	53	58	62	58	59	55	52	53	52
You were worried about negative consequences from the person(s) who acted this way.	57	57	58	59	55	56	61	47	58	67
You were worried about negative consequences from leadership.	52	54	51	50	54	54	55	48	54	61
You did not want more people to know.	49	35	46	51	51	52	33	36	31	45
You did not trust the process would be fair.	49	48	50	41	50	58	54	40	49	52
You thought it might hurt your performance appraisal or your career.	48	48	48	48	49	47	52	44	44	57
Some other reason	29	26	28	31	28	28	28	25	24	27
The offensive behavior stopped on its own.	28	31	30	28	20	33	26	35	30	34
You asked the person to stop and they did.	20	24	22	17	15	26	22	29	17	30
You thought you might get in trouble for something else you did.	17	24	20	15	17	15	34	17	20	30
You did not know with whom to discuss the behavior.	13	16	14	10	13	15	14	13	18	24

Margins of error range from ±3% to ±14%
Percent of APF employees who experienced sexual harassment in the past 12 months and did not indicate reporting to leadership

Table 80.
APF: Gender Discrimination One Situation: Reasons for Not Reporting to Leadership (2021 WGRC Q69–Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not think anything would be done.	**83**	**85**	**84**	**80**	**82**	**88**	**91**	**85**	**76**	**87**
You were worried about negative consequences from leadership.	**74**	**82**	**75**	**69**	**73**	**80**	**74**	**83**	**89**	**82**
You thought it might hurt your performance appraisal or your career.	**70**	**78**	**69**	**68**	**70**	**73**	**81**	**81**	**71**	**77**
You did not trust the process would be fair.	**69**	**82**	**70**	**64**	**65**	**77**	**79**	**84**	**78**	**87**
You were worried about negative consequences from the person(s) who acted this way.	**66**	**72**	**67**	**61**	**67**	**70**	**69**	**72**	**71**	**78**
You were worried about negative consequences from your coworkers or peers.	**53**	**51**	**54**	**54**	**50**	**53**	**51**	**49**	**NR**	**55**
You wanted to forget about it and move on.	**42**	**41**	**44**	**43**	**42**	**39**	**47**	**46**	**30**	**42**
You did not want more people to know.	**33**	**31**	**34**	**32**	**33**	**32**	**37**	**26**	**35**	**24**
Some other reason	**20**	**21**	**19**	**22**	**20**	**17**	**16**	**19**	**28**	**23**
You thought you might get in trouble for something else you did.	**19**	**30**	**19**	**19**	**18**	**20**	**35**	**31**	**28**	**22**
The offensive behavior stopped on its own.	**13**	**12**	**15**	**14**	**9**	**13**	**12**	**8**	**14**	**17**
You did not know with whom to discuss the behavior.	**12**	**16**	**13**	**10**	**14**	**11**	**22**	**12**	**18**	**14**
You asked the person to stop and they did.	**10**	**6**	**11**	**11**	**8**	**8**	**7**	**4**	**5**	**10**

Margins of error range from ±2% to ±18%
Percent of APF employees who experienced gender discrimination in the past 12 months and did not indicate reporting to leadership

Table 81.
APF: Sexual Harassment One Situation: Reason for Not Reporting to Leadership Among EEO Complainants (2021 WGRC Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not feel comfortable reporting to leadership.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of APF employees who experienced sexual harassment in the past 12 months and did not indicate reporting to leadership but filed an EEO complaint

Table 82.
APF: Gender Discrimination One Situation: Reason for Not Reporting to Leadership Among EEO Complainants (2021 WGRC Q70)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not feel comfortable reporting to leadership.	**63**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error do not exceed ±12%
Percent of APF employees who experienced gender discrimination in the past 12 months and did not indicate reporting to leadership but filed an EEO complaint

Table 83.
APF: Sexual Harassment One Situation: Reason for Not Reporting to Leadership or to EEO (2021 WGRC Q69)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You thought it was not serious enough to report.	**40**	**45**	**39**	**38**	**43**	**40**	**48**	**49**	**34**	**45**

Margins of error range from ±4% to ±13%
Percent of APF employees who experienced sexual harassment in the past 12 months and did not report to leadership and did not indicate filing an EEO complaint

Table 84.
APF: Gender Discrimination One Situation: Reason for Not Reporting to Leadership or to EEO (2021 WGRC Q69)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You thought it was not serious enough to report.	**30**	**23**	**28**	**31**	**34**	**28**	**34**	**18**	**20**	**22**

Margins of error range from ±3% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months and did not report to leadership and did not indicate filing an EEO complaint

Table 85.
APF: Sexual Harassment One Situation: Reasons for Not Filing an EEO Complaint (2021 WGRC Q69, Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not think anything would be done.	54	58	55	51	51	58	55	56	62	60
You were worried about negative consequences from the person(s) who acted this way.	47	43	47	51	44	47	50	36	42	53
You were worried about negative consequences from your coworkers or peers.	47	41	45	50	46	48	44	38	39	49
You wanted to forget about it and move on.	47	45	48	50	44	43	44	42	50	46
You did not trust the process would be fair.	43	41	44	38	43	46	49	35	42	42
You were worried about negative consequences from leadership.	42	43	42	41	41	44	48	37	42	49
You thought it might hurt your performance appraisal or your career.	39	39	38	42	38	40	43	35	37	47
You did not want more people to know.	39	32	40	41	35	40	31	28	35	36
You thought it was not serious enough to report.	36	42	35	35	36	37	46	44	37	42
Some other reason	25	22	24	27	26	23	23	23	21	21
The offensive behavior stopped on its own.	20	25	22	20	13	22	25	30	17	30
You did not know with whom to file an EEO complaint about the behavior.	19	20	18	15	23	19	21	17	22	23
You asked the person to stop and they did.	15	18	17	16	9	18	20	23	8	22
You thought you might get in trouble for something else you did.	13	16	14	13	15	12	27	8	13	24

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced sexual harassment in the past 12 months and did not indicate filing an EEO complaint

Table 86.
APF: Gender Discrimination One Situation: Reasons for Not Filing an EEO Complaint (2021 WGRC Q69, Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not think anything would be done.	72	77	74	73	66	74	83	81	70	74
You were worried about negative consequences from leadership.	60	65	60	59	58	65	71	69	66	54
You did not trust the process would be fair.	57	67	60	56	54	58	71	67	70	59
You thought it might hurt your performance appraisal or your career.	56	62	55	56	57	56	70	59	59	59
You were worried about negative consequences from the person(s) who acted this way.	54	55	56	52	56	54	66	48	52	56
You were worried about negative consequences from your coworkers or peers.	44	44	44	44	45	44	51	39	42	48
You wanted to forget about it and move on.	35	35	35	36	37	34	46	37	23	36
You thought it was not serious enough to report.	29	26	27	29	33	28	31	22	23	29
You did not want more people to know.	26	30	25	26	27	25	34	26	35	28
Some other reason	18	17	17	20	20	15	14	14	21	19
You did not know with whom to file an EEO complaint about the behavior.	18	22	17	17	21	18	25	17	21	27
You thought you might get in trouble for something else you did.	16	21	15	16	15	16	32	14	22	20
The offensive behavior stopped on its own.	10	12	12	10	7	11	13	13	7	14
You asked the person to stop and they did.	8	7	8	8	7	6	12	8	NR	7

Margins of error range from ±2% to ±16%
Percent of APF employees who experienced gender discrimination in the past 12 months and did not indicate filing an EEO complaint

Table 87.
APF: Sexual Harassment One Situation: Reasons for Not Filing With EEO After Reporting to Leadership (2021 WGRC Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
No EEO complaint was needed after your report to leadership.	15	16	14	16	18	13	18	13	NR	NR

Margins of error range from ±4% to ±17%
Percent of APF employees who experienced sexual harassment in the past 12 months and reported to leadership but did not indicate filing an EEO complaint

Table 88.
APF: Gender Discrimination One Situation: Reasons for Not Filing With EEO After Reporting to Leadership (2021 WGRC Q71)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
No EEO complaint was needed after your report to leadership.	**9**	**13**	**8**	**10**	**11**	**9**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±3% to ±15%
Percent of APF employees who experienced gender discrimination in the past 12 months and reported to leadership but did not indicate filing an EEO complaint

Table 89.
APF: Sexual Harassment One Situation: Resolution of One Situation (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
The upsetting situation was resolved	**43**	**43**	**44**	**50**	**37**	**41**	**42**	**48**	**39**	**39**

Margins of error range from ±3% to ±10%
Percent of APF employees who experienced sexual harassment in the past 12 months

Table 90.
APF: Gender Discrimination One Situation: Resolution of One Situation (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
The upsetting situation was resolved	**24**	**17**	**24**	**26**	**23**	**23**	**14**	**18**	**21**	**14**

Margins of error range from ±2% to ±13%
Percent of APF employees who experienced gender discrimination in the past 12 months

Table 91.
APF: Sexual Harassment One Situation: Resolution of One Situation After Filing With an Official (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported to an official and indicated the upsetting situation was resolved	**36**	**31**	**36**	**44**	**33**	**29**	**36**	**32**	**33**	**21**

Margins of error range from ±4% to ±18%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed a complaint/grievance/report with an official

Table 92.
APF: Gender Discrimination One Situation: Resolution of One Situation After Filing With an Official (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported to an official and indicated the upsetting situation was resolved	**22**	**16**	**20**	**24**	**22**	**23**	**NR**	**19**	**NR**	**7**

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed a complaint/grievance/report with an official

Table 93.
APF: Sexual Harassment One Situation: Resolution of One Situation After Report to Leadership (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported to leadership and indicated the upsetting situation was resolved	**37**	**30**	**37**	**45**	**33**	**30**	**37**	**28**	**NR**	**20**

Margins of error range from ±4% to ±17%
Percent of APF employees who experienced sexual harassment in the past 12 months and reported to leadership

Table 94.
APF: Gender Discrimination One Situation: Resolution of One Situation After Report to Leadership (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported to leadership and indicated the upsetting situation was resolved	**22**	**17**	**20**	**25**	**23**	**23**	**3**	**NR**	**NR**	**9**

Margins of error range from ±3% to ±14%
Percent of APF employees who experienced gender discrimination in the past 12 months and reported to leadership

Table 95.
APF: Sexual Harassment One Situation: Resolution of One Situation After Filing EEO Complaint (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed complaint with EEO representative and indicated the upsetting situation was resolved	**24**	**14**	**26**	**25**	**NR**	**12**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±16%
Percent of APF employees who experienced sexual harassment in the past 12 months and filed an EEO complaint

Table 96.
APF: Gender Discrimination One Situation: Resolution of One Situation After Filing EEO Complaint (2021 WGRC Q72)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed complaint with EEO representative and indicated the upsetting situation was resolved	**15**	**9**	**15**	**12**	**16**	**16**	**4**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±11%
Percent of APF employees who experienced gender discrimination in the past 12 months and filed an EEO complaint

Table 97.
APF: Estimated Past Year Unwanted Sexual Contact Rates (2021 WGRC Q74)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Unwanted Sexual Contact Rate	**1.0**	**0.4**	**0.9**	**1.2**	**1.1**	**0.7**	**0.2**	**0.3**	**0.4**	**0.6**
Penetrative Unwanted Sexual Contact	**0.2**	**0.1**	**0.1**	**0.3**	**0.2**	**<0.1**	**<0.1**	**0.1**	**0.1**	**0.2**
Attempted Penetrative Unwanted Sexual Contact	**0.4**	**0.2**	**0.3**	**0.6**	**0.5**	**0.2**	**0.1**	**0.1**	**0.2**	**0.3**
Non-Penetrative Unwanted Sexual Contact	**0.8**	**0.3**	**0.8**	**1.0**	**0.9**	**0.6**	**0.2**	**0.3**	**0.3**	**0.6**

Margins of error range from ±0.1% to ±0.5%
Percent of all APF employees

Table 98.
APF: Number of Unwanted Sexual Contact Experiences in the Past 12 Months (2021 WGRC Q77)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
In the past 12 months, how many separate occasions have you had these unwanted experiences?	**1 time**	**34**	**14**	**17**	**50**	**35**	**36**	**NR**	**NR**	**NR**	**NR**
	2 times	**19**	**12**	**24**	**16**	**20**	**11**	**NR**	**7**	**NR**	**NR**
	3 times	**12**	**14**	**18**	**6**	**9**	**14**	**NR**	**NR**	**NR**	**NR**
	4 times	**5**	**11**	**5**	**2**	**6**	**NR**	**NR**	**NR**	**NR**	**NR**
	5 or more times	**30**	**49**	**36**	**26**	**30**	**28**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±17%
Percent of APF employees who experienced unwanted sexual contact in the past 12 months

Table 99.
APF: Endorsed More Than One Unwanted Sexual Contact Experience in the Past 12 Months (2021 WGRC Q77)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Had more than one unwanted sexual contact experience in the past 12 months	**66**	**86**	**83**	**50**	**65**	**64**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±17%
Percent of APF employees who experienced unwanted sexual contact in the past 12 months

Table 100.
APF: Estimated Work-Related Unwanted Sexual Contact Rates (2021 WGRC Q74, Q78)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Work-Related Unwanted Sexual Contact Rate	**0.6**	**0.3**	**0.6**	**0.8**	**0.6**	**0.3**	**0.2**	**0.3**	**0.3**	**0.5**
Penetrative Unwanted Sexual Contact	**0.1**	**0.1**	**<0.1**	**0.2**	**<0.1**	**<0.1**	**<0.1**	**0.1**	**0.1**	**0.1**
Attempted Penetrative Unwanted Sexual Contact	**0.2**	**0.1**	**0.2**	**0.4**	**0.2**	**0.1**	**<0.1**	**0.1**	**0.2**	**0.3**
Non-Penetrative Unwanted Sexual Contact	**0.5**	**0.2**	**0.5**	**0.7**	**0.5**	**0.3**	**0.2**	**0.2**	**0.2**	**0.4**

Margins of error range from ±0.1% to ±0.6%
Percent of all APF employees

Table 101.
APF: Unwanted Sexual Contact Behavior(s) Allegedly Involved Someone From Work (2021 WGRC Q78)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Unwanted sexual contact behavior(s) experienced allegedly involved someone from work	**62.0**	**73.6**	**68.5**	**68.6**	**51.1**	**51.9**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6.2% to ±15.0%
Percent of APF employees who experienced unwanted sexual contact in the past 12 months

Table 102.
APF: Number of Work-Related Unwanted Sexual Contact Experiences in the Past 12 Months (2021 WGRC Q79)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
In the past 12 months, how many separate occasions have you had these unwanted experiences?	**1 time**	**27**	**17**	**7**	**NR**	**28**	**NR**	**NR**	**NR**	**NR**	**NR**
	2 times	**13**	**8**	**18**	**10**	**14**	**5**	**NR**	**NR**	**NR**	**NR**
	3 times	**12**	**16**	**21**	**7**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	4 times	**8**	**3**	**6**	**5**	**7**	**NR**	**NR**	**NR**	**NR**	**NR**
	5 or more times	**40**	**56**	**47**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 103.
APF: Endorsed More Than One Work-Related Unwanted Sexual Contact Experience in the Past 12 Months (2021 WGRC Q79)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Had more than one work-related unwanted sexual contact experience in the past 12 months	**73**	**83**	**93**	**NR**	**72**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 104.
APF: Relationship to Alleged Offender(s) in Experience(s) of Work-Related Unwanted Sexual Contact (2021 WGRC Q80)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your only connection to the person(s) who did this is your employment with the DoD	**77**	**70**	**81**	**72**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
A friend or acquaintance	**18**	**16**	**16**	**17**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your current or former significant other (for example, a boyfriend or girlfriend)	**6**	**NR**	**6**	**6**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone else	**2**	**6**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Not sure	**1**	**14**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone you have a child with	**1**	**4**	**NR**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your current or former spouse	**<1**	**NR**	**NR**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
A family member or relative	**<1**	**NR**	**<1**	**<1**	**<1**	**<1**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±1% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 105.
APF: Alleged Offender Was an Intimate Partner in Experience(s) of Work-Related Unwanted Sexual Contact (2021 WGRC Q80)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was an intimate partner	**6**	**4**	**6**	**8**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±10%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 106.
APF: Estimated Past Year Intimate Partner Work-Related Unwanted Sexual Contact Rate (2021 WGRC Q80)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Work-related intimate partner unwanted sexual contact rate	**<0.1**	**<0.1**	**<0.1**	**0.1**	**<0.1**	**<0.1**	**<0.1**	**<0.1**	**<0.1**	**<0.1**

Margins of error range from ±0.1% to ±0.3%
Percent of all APF employees

Table 107.
APF: Context of Experience(s) of Past Year Work-Related Unwanted Sexual Contact (2021 WGRC Q81)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
While you were performing your DoD civilian job duties	**79**	**82**	**94**	**NR**	**74**	**NR**	**NR**	**NR**	**NR**	**NR**
At your primary duty location	**73**	**83**	**85**	**NR**	**78**	**NR**	**NR**	**NR**	**NR**	**NR**
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	**49**	**56**	**67**	**27**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 108.
APF: DoD Context for Experience(s) of Unwanted Sexual Contact (2021 WGRC Q81)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Work-related unwanted sexual contact in a DoD context out of those who experienced behavior(s)	**83**	**NR**	**96**	**NR**	**80**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 109.
APF: Past Year Work-Related Unwanted Sexual Contact Occurred in a DoD Context (2021 WGRC Q81)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Work-related unwanted sexual contact occurred in a DoD context	**0.5**	**0.2**	**0.6**	**0.6**	**0.4**	**0.3**	**0.1**	**0.2**	**0.3**	**0.3**

Margins of error range from ±0.1% to ±0.3%
Percent of all APF employees

Table 110.
APF: Employment Status of Alleged Offender(s) in Experience(s) of Unwanted Sexual Contact (2021 WGRC Q82)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
DoD civilian employee(s)	**51**	**68**	**59**	**47**	**44**	**56**	**NR**	**NR**	**NR**	**NR**
Military member(s)	**27**	**38**	**35**	**NR**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone else working for the DoD	**10**	**15**	**14**	**13**	**3**	**3**	**NR**	**NR**	**NR**	**7**
Contractor(s) working for the DoD	**6**	**15**	**9**	**5**	**6**	**3**	**NR**	**NR**	**NR**	**NR**
Someone else not listed above with whom you come into contact as part of your duties	**5**	**11**	**9**	**5**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±5% to ±16%
Percent of APF employees who experienced unwanted sexual contact in the past 12 months

Table 111.
APF: DoD Affiliation of Alleged Offender(s) in Experience(s) of Unwanted Sexual Contact (2021 WGRC Q82)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was affiliated with the DoD	**69**	**77**	**77**	**77**	**52**	**59**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±16%
Percent of APF employees who experienced unwanted sexual contact in the past 12 months

Table 112.
APF: Military Status of Alleged Offender(s) in Experience(s) of Unwanted Sexual Contact (2021 WGRC Q82)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a military member	**26**	**36**	**34**	**NR**	**20**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±14%
Percent of APF employees who experienced unwanted sexual contact in the past 12 months

Table 113.
APF: Work-Related Unwanted Sexual Contact One Situation: Summary of Type of Behavior(s) Discussed (2021 WGRC Q83)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Type of work-related unwanted sexual contact experience discussed in the one situation	Penetrative unwanted sexual contact	10	11	5	NR	4	NR	NR	NR	NR	NR
	Attempted penetrative unwanted sexual contact	22	24	22	NR	18	NR	NR	NR	NR	NR
	Non-penetrative unwanted sexual contact	64	59	65	NR	78	NR	NR	NR	NR	NR

Margins of error range from ±7% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 114.
APF: Work-Related Unwanted Sexual Contact One Situation: Gender of Alleged Offender(s) (2021 WGRC Q84)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Gender(s) of the alleged offender(s)	All men	86	41	79	NR	85	NR	NR	NR	NR	NR
	All women	4	31	6	4	NR	NR	NR	NR	NR	NR
	A mix of men and women	9	27	NR	NR	NR	5	NR	NR	NR	NR
	Not sure	<1	1	<1	<1	<1	<1	NR	NR	NR	NR

Margins of error range from ±1% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 115.
APF: Work-Related Unwanted Sexual Contact One Situation: At Least One Alleged Offender Was a Man (2021 WGRC Q84)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a man	**96**	**68**	**94**	**96**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±14%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 116.
APF: Work-Related Unwanted Sexual Contact One Situation: At Least One Alleged Offender Was a Woman (2021 WGRC Q84)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was a woman	**14**	**58**	**21**	**NR**	**15**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 117.
APF: Work-Related Unwanted Sexual Contact One Situation: Employment Status of Alleged Offender(s) (2021 WGRC Q82, Q85)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
DoD civilian employee(s)	**79**	**91**	**81**	**NR**	**85**	**NR**	**NR**	**NR**	**NR**	**NR**
Military member(s)	**36**	**46**	**40**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone else working for the DoD	**16**	**27**	**20**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone else not listed above with whom you come into contact as part of your duties	**11**	**18**	**NR**	**NR**	**5**	**NR**	**NR**	**NR**	**NR**	**NR**
DoD contractor(s)	**10**	**26**	**12**	**8**	**11**	**5**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 118.
APF: Work-Related Unwanted Sexual Contact One Situation: DoD Affiliation of Alleged Offender(s) (2021 WGRC Q82, Q85)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was affiliated with the DoD	**>99**	**98**	**99**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±3% to ±7%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 119.
APF: Work-Related Unwanted Sexual Contact One Situation: Supervisory Status of Alleged Offender(s) (2021 WGRC Q86)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Another coworker with whom you have no supervisory relationships	**65**	**70**	**67**	**NR**	**NR**	**82**	**NR**	**NR**	**NR**	**NR**
Your supervisor(s)	**18**	**44**	**21**	**5**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your manager(s)	**17**	**27**	**24**	**NR**	**18**	**NR**	**NR**	**NR**	**NR**	**NR**
Your team leader(s)	**16**	**46**	**17**	**4**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your organization's leader(s)	**16**	**28**	**18**	**NR**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone you manage(d)	**3**	**16**	**1**	**NR**	**5**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 120.
APF: Work-Related Unwanted Sexual Contact One Situation: Alleged Offender(s) Was in Leadership (2021 WGRC Q86)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was part of leadership	**37**	**58**	**44**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 121.
APF: Work-Related Unwanted Sexual Contact One Situation: Relationship to Alleged Offender(s) (2021 WGRC Q80, Q87)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your only connection to the person(s) who did this is your employment with the DoD	**79**	**71**	**81**	**73**	**83**	**NR**	**NR**	**NR**	**NR**	**NR**
A friend or acquaintance	**15**	**16**	**14**	**16**	**17**	**NR**	**NR**	**NR**	**NR**	**NR**
Your current or former significant other (for example, a boyfriend or girlfriend)	**5**	**NR**	**4**	**6**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone else	**2**	**4**	**4**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Not sure	**1**	**14**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Someone you have a child with	**1**	**4**	**NR**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
A family member or relative	**<1**	**NR**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your current or former spouse	**<1**	**NR**	**NR**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±2% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 122.
APF: Work-Related Unwanted Sexual Contact One Situation: Alleged Offender Was an Intimate Partner (2021 WGRC Q80, Q87)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
At least one alleged offender was an intimate partner	**6**	**4**	**4**	**8**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±10%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 123.
APF: Work-Related Unwanted Sexual Contact One Situation: Context of Behavior(s) Experienced (2021 WGRC Q81, Q88)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
While you were performing your DoD civilian job duties	**75**	**91**	**90**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
At your primary duty location	**74**	**91**	**84**	**NR**	**81**	**NR**	**NR**	**NR**	**NR**	**NR**
At a military installation/ship, armory, Guard or Reserve unit site, another DoD civilian location	**49**	**64**	**72**	**26**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
While you were completing a probationary period for your DoD civilian job	**29**	**31**	**24**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
While you were off duty in a situation unrelated to work	**28**	**29**	**29**	**28**	**NR**	**12**	**NR**	**NR**	**NR**	**NR**
When you were at a work-related, DoD, or military function	**27**	**43**	**24**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
While you were assigned OCONUS to perform your DoD civilian job duties	**10**	**15**	**6**	**13**	**9**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±7% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 124.
APF: Work-Related Unwanted Sexual Contact One Situation: Type of Context for Behavior(s) Experienced (2021 WGRC Q81, Q88)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Context in which the one situation occurred	**Context associated with the DoD**	**72**	**70**	**71**	**70**	**NR**	**88**	**NR**	**NR**	**NR**	**NR**
	Context not associated with the DoD	**7**	**NR**	**4**	**11**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**
	In both contexts	**20**	**28**	**25**	**17**	**25**	**9**	**NR**	**NR**	**NR**	**NR**
	Did not identify	**1**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 125.
APF: Work-Related Unwanted Sexual Contact One Situation: Behavior(s) Occurred in a DoD Context (2021 WGRC Q81, Q88)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Behavior(s) occurred in a DoD context	**92**	**97**	**96**	**88**	**88**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±5% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 126.
APF: Work-Related Unwanted Sexual Contact One Situation: Timing of Harassing Behaviors (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Person(s) sexually harassed you before the situation	**57**	**37**	**62**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Person(s) stalked you before the situation	**26**	**30**	**18**	**NR**	**20**	**NR**	**NR**	**NR**	**NR**	**NR**
Person(s) sexually harassed you after the situation	**38**	**46**	**41**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Person(s) stalked you after the situation	**20**	**31**	**17**	**NR**	**13**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±8% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 127.
APF: Work-Related Unwanted Sexual Contact One Situation: Summary of Timing of Harassing Behaviors (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced sexual harassment and/or stalking before and/or after the one situation	**Before**	**21**	**8**	**23**	**NR**	**17**	**NR**	**NR**	**NR**	**NR**	**3**
	After	**9**	**9**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Both before and after	**38**	**40**	**43**	**NR**	**33**	**NR**	**NR**	**NR**	**NR**	**NR**
	Not at all	**32**	**43**	**32**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Did not identify	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**	**<1**

Margins of error range from ±1% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 128.
APF: Work-Related Unwanted Sexual Contact One Situation: Collapsed Summary of Timing of Harassing (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced sexual harassment and/or stalking before and/or after	**68**	**57**	**68**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±9% to ±15%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 129.
APF: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed Before and/or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced sexual harassment before and/ or after the one situation	**Before**	**24**	**7**	**22**	**NR**	**19**	**NR**	**NR**	**NR**	**NR**	**1**
	After	**6**	**16**	**1**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Both before and after	**32**	**30**	**40**	**NR**	**27**	**NR**	**NR**	**NR**	**NR**	**NR**
	Not at all	**37**	**46**	**37**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Did not identify	**<1**	**1**	**<1**	**<1**	**<1**	**<1**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±1% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 130.
APF: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed Before or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced sexual harassment before and/or after	**63**	**53**	**63**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±15%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 131.
APF: Work-Related Unwanted Sexual Contact One Situation: Stalked Before and/or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced stalking before and/or after the one situation	Before	12	3	7	NR	NR	NR	NR	NR	NR	NR
	After	6	3	6	NR	NR	NR	NR	NR	NR	NR
	Both before and after	14	28	11	15	10	NR	NR	NR	NR	NR
	Not at all	68	66	76	NR	73	NR	NR	NR	NR	NR
	Did not identify	1	NR	NR	NR	NR	NR	<1	<1	<1	<1

Margins of error range from ±1% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 132.
APF: Work-Related Unwanted Sexual Contact One Situation: Stalked Before or After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced stalking before and/or after	32	34	24	NR	23	NR	NR	NR	NR	NR

Margins of error range from ±11% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 133.
APF: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed/Stalked Before (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced sexual harassment and/or stalking before the one situation	59	48	66	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±10% to ±15%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 134.
APF: Work-Related Unwanted Sexual Contact One Situation: Sexually Harassed/Stalked After (2021 WGRC Q89)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced sexual harassment and/or stalking after the one situation	**47**	**49**	**45**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±15%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 135.
APF: Work-Related Unwanted Sexual Contact One Situation: Unofficial Disclosure (2021 WGRC Q90)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your coworkers	**58**	**69**	**51**	**NR**	**70**	**NR**	**NR**	**NR**	**NR**	**NR**
A counselor or medical/mental health provider	**26**	**19**	**29**	**NR**	**NR**	**17**	**NR**	**NR**	**NR**	**NR**
Legal counsel (for example, a lawyer)	**10**	**14**	**NR**	**NR**	**11**	**NR**	**NR**	**NR**	**NR**	**NR**
A DoD Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA)	**8**	**13**	**12**	**4**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
An Employee Assistance Program (EAP) counselor	**5**	**12**	**4**	**5**	**5**	**NR**	**NR**	**NR**	**NR**	**NR**
Any other DoD representative (for example, Family Advocacy Program)	**3**	**15**	**1**	**NR**	**6**	**NR**	**NR**	**NR**	**NR**	**NR**
A DoD Safe Helpline representative	**2**	**9**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
An Ombudsman	**1**	**9**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
A DoD Victim/Witness Assistance Program (VWAP) representative	**<1**	**9**	**<1**	**<1**	**<1**	**<1**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±1% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 136.
APF: Work-Related Unwanted Sexual Contact One Situation: Unofficially Disclosed to at Least One Person (2021 WGRC Q90)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Disclosed to at least one person unofficially	**70**	**75**	**76**	**NR**	**75**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±11% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past

Table 137.
APF: Work-Related Unwanted Sexual Contact One Situation: Disclosed to SAPR Professional(s) (2021 WGRC Q90)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Disclosed to at least one SAPR professional	**9**	**13**	**13**	**4**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±14%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 138.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed Complaint/Grievance/ Report With Officials (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your leadership	**29**	**40**	**28**	**21**	**31**	**NR**	**NR**	**NR**	**NR**	**NR**
An EEO representative	**13**	**17**	**19**	**6**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Human Resources	**9**	**13**	**5**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your union or bargaining unit representative	**6**	**13**	**8**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
DoD Office of Inspector General	**4**	**12**	**NR**	**NR**	**9**	**NR**	**NR**	**NR**	**NR**	**NR**
Office of Special Counsel	**2**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±4% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 139.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed Report With at Least One Official (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed complaint/grievance/report with at least one official	**37**	**42**	**42**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 140.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed Report/Complaint to Leadership/EEO (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported the one situation to leadership and/or EEO representative	Reported to leadership	23	26	21	14	24	NR	NR	NR	NR	NR
	Reported to EEO	6	3	NR	NR	NR	NR	NR	NR	NR	NR
	Reported to both leadership and EEO	6	14	7	6	7	NR	NR	NR	NR	NR
	Neither	65	57	60	78	NR	NR	NR	NR	NR	NR
	Did not identify	<1	1	NR	1	NR	NR	NR	NR	NR	NR

Margins of error range from ±3% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 141.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed With Leadership and/or EEO (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed report/complaint about the one situation to leadership and/or EEO representative	35	42	40	21	NR	NR	NR	NR	NR	NR

Margins of error range from ±10% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 142.
APF: Work-Related Unwanted Sexual Contact One Situation: Reported to a DoD Official (2021 WGRC Q91)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Reported the one situation to at least one DoD official	**35**	**42**	**40**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 143.
APF: Work-Related Unwanted Sexual Contact One Situation: Level of Leadership That Received the Report (2021 WGRC Q92)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your supervisor(s)	**80**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your organization's leader(s)	**54**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your team leader(s)	**47**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your manager(s)	**47**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Other leader(s)	**27**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±14% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 144.
APF: Work-Related Unwanted Sexual Contact One Situation: Type of Complaint Made About One Situation (2021 WGRC Q93)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Which of the following best describes the current status of your EEO complaint?	**Informal complaint**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Formal complaint	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Not sure	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 145.
APF: Work-Related Unwanted Sexual Contact One Situation: Actions After Reporting to Leadership (2021 WGRC Q94–Q95)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
The person you told took no action.	**43**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the event.	**28**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were encouraged to drop the issue.	**26**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**20**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were punished for bringing it up.	**19**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The person(s) who did this took action against you for reporting to leadership.	**16**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were discouraged from filing an EEO complaint or contacting law enforcement.	**15**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Some other action	**7**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Not sure	**5**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The person you told referred you to law enforcement.	**5**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Legal action was taken against the person(s).	**4**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The rules on assault were explained to everyone in the workplace.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
There was some official career action taken against the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±9% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 146.
APF: Work-Related Unwanted Sexual Contact One Situation: Actions After Report to Leadership (2021 WGRC Q94–Q95)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Action(s) resulting from reporting the situation to leadership	**Positive only**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**<1**	**<1**
	Negative only	**41**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Both positive and negative	**20**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Neither	**4**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±1% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 147.
APF: Work-Related Unwanted Sexual Contact One Situation: Actions After Filing an EEO Complaint (2021 WGRC Q94, Q96)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
The person you told took no action.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
The person you told referred you to law enforcement.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
The rules on assault were explained to everyone in the workplace.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
An investigation, survey, or other assessment of the workplace was conducted.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Your work station, schedule, or duties were changed to help you avoid the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
The person(s) was/were moved or reassigned so that you did not have as much contact with them.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
There was some official career action taken against the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Legal action was taken against the person(s).	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
You were encouraged to drop the issue.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
You were discouraged from filing/ further pursuing an EEO complaint or contacting law enforcement.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
The person(s) who did this took action against you for filing an EEO complaint.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Your coworkers treated you worse, avoided you, or blamed you for the event.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
You were punished for bringing it up.	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Not sure	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Some other action	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 148.
APF: Work-Related Unwanted Sexual Contact One Situation: Actions After Complaint Filed With EEO (2021 WGRC Q94, Q96)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Action(s) resulting from filing a complaint about the situation with an EEO representative	**Positive only**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Negative only	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Both positive and negative	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 149.
APF: Work-Related Unwanted Sexual Contact One Situation: Satisfaction With Leadership Reporting Process (2021 WGRC Q97)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Availability of information about victim support resources	Satisfied	30	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	43	NR	NR	NR	NR	NR	NR	NR	NR	NR
Degree to which your privacy was/is being protected	Satisfied	27	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	41	NR	NR	NR	NR	NR	NR	NR	NR	NR
Availability of information about how to file an EEO complaint	Satisfied	17	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	45	NR	NR	NR	NR	NR	NR	NR	NR	NR
How you were treated by leadership handling your report	Satisfied	15	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	33	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
The reporting process overall	Satisfied	14	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	65	NR	NR	NR	NR	NR	NR	NR	NR	NR
The action taken by leadership handling your situation	Satisfied	14	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	NR	NR	NR	NR	NR	NR	NR	<1	<1	<1
	Dissatisfied	63	NR	NR	NR	NR	NR	NR	NR	NR	NR
Amount of time it took/ is taking to resolve your report	Satisfied	8	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	24	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Dissatisfied	68	NR	NR	NR	NR	NR	NR	NR	NR	NR
How well you were/are kept informed about the progress of your report	Satisfied	7	NR	NR	NR	NR	NR	NR	NR	NR	NR
	Neither	37	NR	NR	NR	NR	NR	NR	<1	<1	<1
	Dissatisfied	NR	NR	NR	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±1% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 150.
APF: Work-Related Unwanted Sexual Contact One Situation: Average Satisfaction With Reporting Process (2021 WGRC Q97)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with aspects of reporting to leadership	2.3	1.6	2.3	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±0.3 to ±0.5
Average of APF employees who experienced work-related unwanted sexual contact in the past 12 months and reported to leadership

Table 151.
APF: Work-Related Unwanted Sexual Contact One Situation: Satisfaction With the EEO Complaint Process (2021 WGRC Q98)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Availability of information about how to file an EEO complaint	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Availability of information about victim support resources	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
How you were treated by the EEO representative handling your complaint	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
The action taken by the EEO representative handling your complaint	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Amount of time it took/ is taking to resolve your complaint	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
How well you were/are kept informed about the progress of your complaint	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Degree to which your privacy was/is being protected	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
The complaint process overall	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 152.
APF: Work-Related Unwanted Sexual Contact One Situation: Average Satisfaction With EEO Complaint Process (2021 WGRC Q98)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with aspects of the complaint filed with EEO	**2.1**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**

Margins of error do not exceed ±0.6
Average of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 153.
APF: Work-Related Unwanted Sexual Contact One Situation: Satisfaction With Outcome by Type of Official (2021 WGRC Q99)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your leadership	**Satisfied**	**12**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Your union or bargaining unit representative	**Satisfied**	**<1**	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NR**	**NA**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NR**	**NA**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NR**	**NA**	**NR**
An EEO representative	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Human Resources	**Satisfied**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NR**
	Neither	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NR**
	Dissatisfied	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NR**
DoD Office of Inspector General	**Satisfied**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**
	Neither	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**
	Dissatisfied	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**
Office of Special Counsel	**Satisfied**	**NR**	**NR**	**NA**	**NA**	**NR**	**NR**	**NA**	**NR**	**NA**	**NA**
	Neither	**NR**	**NR**	**NA**	**NA**	**NR**	**NR**	**NA**	**NR**	**NA**	**NA**
	Dissatisfied	**NR**	**NR**	**NA**	**NA**	**NR**	**NR**	**NA**	**NR**	**NA**	**NA**

Margins of error range from ±1% to ±13%
Percent of APF employees who experienced work-related unwanted sexual contact and filed a complaint/grievance/report with each respective DoD official

Table 154.
APF: Work-Related Unwanted Sexual Contact One Situation: Status of EEO Complaint (2021 WGRC Q100)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Yes	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
No	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Does not apply; I withdrew my complaint before a determination was made	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Does not apply; the matter was settled without a determination	**NR**	**NR**	**<1**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Does not apply; I do not know the outcome of my complaint	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
Does not apply; it is still in process	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**

Margins of error do not exceed ±1%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 155.
APF: Work-Related Unwanted Sexual Contact One Situation: Substantiation of EEO Complaint (2021 WGRC Q100)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Complaint filed with EEO representative was substantiated	**NR**	**NR**	**NR**	**NA**	**NR**	**NA**	**NA**	**NR**	**NA**	**NA**

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months, filed an EEO complaint, and knew complaint outcome

Table 156.
APF: Work-Related Unwanted Sexual Contact One Situation: Knew Final Disposition of EEO Complaint (2021 WGRC Q100)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Knowledge of final disposition for the complaint filed with EEO representative	**Final disposition of complaint known**	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**
	Complaint still in process/ disposition unknown	**NR**	**NR**	**NR**	**NR**	**NR**	**NA**	**NR**	**NR**	**NR**	**NR**

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and filed an EEO complaint

Table 157.
APF: Work-Related Unwanted Sexual Contact One Situation: Reasons for Not Reporting to Leadership (2021 WGRC Q101–Q102)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You wanted to forget about it and move on.	71	NR	NR	NR	NR	NR	NR	NR	NR	NR
You did not want more people to know.	69	NR	68	NR	NR	NR	NR	NR	NR	NR
You were worried about negative consequences from your coworkers or peers.	62	NR	62	NR	NR	NR	NR	NR	NR	NR
You were worried about negative consequences from leadership.	60	NR	NR	NR	NR	NR	NR	NR	NR	NR
You did not think anything would be done.	58	NR	NR	NR	NR	NR	NR	NR	NR	NR
You were worried about negative consequences from the person(s) who did this to you.	56	NR	NR	NR	NR	NR	NR	NR	NR	NR
You thought it might hurt your performance appraisal or your career.	53	NR	NR	NR	NR	NR	NR	NR	NR	NR
You did not think your discussion with leadership would be kept private.	51	NR	NR	NR	NR	NR	NR	NR	NR	NR
You did not trust the process would be fair.	40	NR	NR	NR	NR	NR	NR	NR	NR	NR
Some other reason	34	24	33	NR	NR	NR	NR	NR	NR	NR
You thought you might get in trouble for something else you did.	16	7	21	NR	NR	NR	NR	NR	NR	NR
You did not know with whom to report the event.	12	2	9	NR	NR	NR	NR	NR	NR	NR
You did not know you could report the event to leadership.	NR	NR	11	NR	NR	NR	NR	NR	NR	NR

Margins of error range from ±7% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and who did not indicate reporting to leadership

Table 158.
APF: Work-Related Unwanted Sexual Contact One Situation: EEO Filers' Reason for Not Reporting to Leaders (2021 WGRC Q102)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You did not feel comfortable discussing the event with leadership.	NR	NR	NR	NA	NA	NA	NR	NR	NA	NA

Margins of error cannot be determined
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and who did not indicate reporting to leadership but filed an EEO complaint

Table 159.
APF: Work-Related Unwanted Sexual Contact One Situation: Reason for Not Reporting to Leadership or to EEO (2021 WGRC Q101)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You thought it was not serious enough to report to leadership.	**40**	**NR**	**27**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±15% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and did not report to leadership and did not indicate filing an EEO complaint

Table 160.
APF: Work-Related Unwanted Sexual Contact One Situation: Reasons for Not Filing an EEO Complaint (2021 WGRC Q101, Q103)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You wanted to forget about it and move on.	**59**	**NR**	**61**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not want more people to know.	**58**	**NR**	**54**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were worried about negative consequences from the person(s) who did this to you.	**56**	**NR**	**48**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were worried about negative consequences from your coworkers or peers.	**54**	**NR**	**48**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were worried about negative consequences from leadership.	**52**	**NR**	**41**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not think anything would be done.	**50**	**NR**	**40**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You thought it might hurt your performance appraisal or your career.	**47**	**NR**	**32**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not think your complaint would be kept private.	**45**	**NR**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You thought it was not serious enough to file a complaint with EEO.	**36**	**22**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not trust the process would be fair.	**35**	**NR**	**33**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Some other reason	**28**	**25**	**20**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not know you could file a complaint about the event with EEO.	**21**	**NR**	**6**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not know with whom to report the event or how to file an EEO complaint.	**18**	**19**	**20**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You thought you might get in trouble for something else you did.	**9**	**16**	**13**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and did not indicate filing an EEO complaint

Table 161.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed Police Report (2021 WGRC Q104)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed with local military law enforcement or criminal investigative organization	**5**	**6**	**NR**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Filed with local civilian law enforcement agency	**4**	**7**	**10**	**1**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±16%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 162.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed a Police Report - Civilian or Military (2021 WGRC Q104)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed a police report to a local civilian and/or military law enforcement	**7**	**8**	**11**	**2**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±6% to ±15%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 163.
APF: Work-Related Unwanted Sexual Contact One Situation: Filed Report With Official and/or Police (2021 WGRC Q91, Q104)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Filed complaint/grievance/report with at least one official and/or law enforcement	**37**	**42**	**42**	**22**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±10% to ±17%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months

Table 164.
APF: Work-Related Unwanted Sexual Contact One Situation: Reasons for Not Filing a Police Report (2021 WGRC Q105)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You wanted to forget about it and move on.	**61**	**59**	**59**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not want more people to know.	**61**	**NR**	**62**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not think anything would be done.	**52**	**31**	**45**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You were worried about negative consequences from the person(s) who did this to you.	**50**	**38**	**50**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You thought it might hurt your career.	**47**	**NR**	**44**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You thought you might be labeled as a troublemaker.	**47**	**41**	**52**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You thought it was not serious enough to report.	**47**	**31**	**37**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not trust the process would be fair.	**40**	**31**	**38**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
Some other reason	**24**	**24**	**21**	**NR**	**NR**	**19**	**NR**	**NR**	**NR**	**NR**
You thought you might get in trouble for something else you did.	**12**	**11**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**
You did not know how to report the event.	**5**	**11**	**8**	**3**	**NR**	**NR**	**NR**	**NR**	**NR**	**NR**

Margins of error range from ±5% to ±18%
Percent of APF employees who experienced work-related unwanted sexual contact in the past 12 months and did not indicate filing a report with civilian or military law enforcement

Table 165.
APF: Retention Intention (2021 WGRC Q109)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Likelihood to stay with your DoD organization	Likely	2021	73	76	73	73	73	75	77	76	76	75
		2018	79▲	83▲	78▲	79▲	79▲	80▲	83▲	85▲	83▲	82▲
		2016	73	76	72	73	72	76	76	77	76	76
	Neither	2021	12	12	12	13	12	12	11	13	11	13
		2018	11▼	9▼	11▼	11▼	10▼	11▼	9▼	9▼	9▼	10▼
		2016	13	12	13	13	13▲	12	12▲	12	12	12
	Unlikely	2021	14	12	15	14	15	13	12	11	13	12
		2018	10▼	8▼	11▼	10▼	11▼	9▼	8▼	7▼	8▼	8▼
		2016	14	12	15	14	15	12	12	11	12	12

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 166.
APF: Demographics of Immediate Supervisor Compared to Civilian Employee (2021 WGRC Q110)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Same gender	Yes	40	77	42	36	35	45	77	79	80	70
	No	60	21	58	64	65	55	21	19	18	28
	Not sure	1	2	1	<1	1	1	2	2	2	2
Same race/ethnicity	Yes	49	55	49	49	50	46	57	53	59	49
	No	46	37	46	45	44	48	36	38	34	43
	Not sure	5	8	5	6	5	6	6	9	8	8

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 167.
APF: Perceived Safety from Sexual Harassment/Assault (2021 WGRC Q111)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Extent you feel safe from being sexually assaulted at your primary duty location	Safe	2021	93	96	93	93	93	92	96	96	96	94
		2018	95▲	97▲	95▲	95▲	95▲	94▲	97▲	97▲	98▲	96▲
		2016	95▲	98▲	95▲	95▲	96▲	95▲	98▲	98▲	98▲	98▲
	Neither	2021	5	3	5	5	5	5	3	3	3	3
		2018	4▼	2▼	4▼	4▼	4	5	2	2	2▼	2▼
		2016	4▼	2▼	4▼	4	4▼	4▼	2▼	2▼	1▼	2▼
	Unsafe	2021	2	1	2	2	2	2	1	1	1	2
		2018	1▼	1▼	1▼	1▼	1▼	2▼	1▼	1▼	1▼	1▼
		2016	1▼	<1▼	1▼	1▼	1▼	1▼	<1▼	<1▼	<1▼	<1▼
Extent you feel safe from being sexually harassed at your primary duty station	Safe	2021	90	95	90	90	90	90	95	95	95	93
		2018	92▲	96▲	92▲	91▲	93▲	92▲	96▲	96▲	97▲	96▲
		2016	92▲	97▲	92▲	91▲	93▲	92▲	97▲	97▲	97▲	97▲
	Neither	2021	7	4	6	7	7	7	3	4	3	4
		2018	6▼	3▼	6	6	5▼	6▼	3	3▼	2▼	2▼
		2016	6	3▼	6	7	5▼	6	3▼	3▼	2▼	3▼
	Unsafe	2021	3	2	3	4	3	4	2	2	1	3
		2018	2▼	1▼	2▼	3▼	2▼	2▼	1▼	1▼	1▼	2▼
		2016	2▼	1▼	2▼	2▼	2▼	2▼	1▼	1▼	1▼	1▼
Extent you feel safe from being sexually assaulted while on work travel/temporary assignments	Safe	2021	87	95	86	87	87	87	96	95	96	94
		2018	89▲	97▲	89▲	89▲	90▲	90▲	97▲	97▲	97▲	96▲
		2016	88▲	97▲	88▲	88▲	89▲	88	97▲	97▲	98▲	97▲
	Neither	2021	11	4	11	11	11	10	3	4	3	4
		2018	9▼	3▼	9▼	9▼	9▼	9▼	3	2▼	2▼	3▼
		2016	10▼	2▼	10	10	9▼	10	2▼	3▼	2▼	2▼
	Unsafe	2021	2	1	2	2	3	2	1	1	1	2
		2018	2▼	1▼	2	2	2▼	2	1▼	1▼	1	1▼
		2016	2▼	<1▼	2▼	2▼	2▼	1▼	<1▼	<1▼	<1▼	<1▼
Extent you feel safe from being sexually harassed while on work travel/temporary assignments	Safe	2021	85	95	85	85	86	86	95	94	95	93
		2018	88▲	96▲	88▲	87▲	88▲	89▲	96▲	96▲	97▲	96▲
		2016	87▲	97▲	87▲	87▲	88▲	88▲	97▲	96▲	97▲	97▲
	Neither	2021	11	4	11	12	11	11	4	4	4	5
		2018	10▼	3▼	10▼	11	10	9▼	3	3▼	3▼	3▼
		2016	11	3▼	11	11	10	11	3▼	3▼	3▼	3▼
	Unsafe	2021	3	1	3	4	4	3	1	1	1	2
		2018	2▼	1▼	2▼	3▼	2▼	2▼	1	1▼	1	1▼
		2016	2▼	<1▼	2▼	2▼	2▼	2▼	<1▼	<1▼	<1▼	<1▼

Margins of error do not exceed ±1%
Percent of all APF employees

Table 168.
APF: Average Perceived Safety From Sexual Harassment/Assault (2021 WGRC Q111)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ↑ Higher Than 2021 ↓ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average perceived safety from sexual assault	2021	**4.5**	**4.8**	**4.5**	**4.5**	**4.6**	**4.6**	**4.8**	**4.8**	**4.8**	**4.7**
	2018	4.6↑	4.8↑	4.6↑	4.6↑	4.6↑	4.6↑	4.8	4.8↑	4.8↑	4.8↑
	2016	4.6↑	4.8↑	4.6↑	4.6↑	4.6↑	4.6↑	4.8↑	4.8↑	4.9↑	4.8↑
Average overall perceived safety from sexual harassment/assault	2021	**4.5**	**4.8**	**4.5**	**4.5**	**4.5**	**4.5**	**4.8**	**4.8**	**4.8**	**4.7**
	2018	4.6↑	4.8↑	4.6↑	4.5↑	4.6↑	4.6↑	4.8	4.8↑	4.8↑	4.8↑
	2016	4.6↑	4.8↑	4.5↑	4.5↑	4.6↑	4.6↑	4.8↑	4.8↑	4.8↑	4.8↑
Average perceived safety from sexual harassment	2021	**4.5**	**4.7**	**4.5**	**4.5**	**4.5**	**4.5**	**4.8**	**4.7**	**4.8**	**4.7**
	2018	4.5↑	4.8↑	4.5↑	4.5↑	4.6↑	4.5↑	4.8	4.8↑	4.8↑	4.8↑
	2016	3.9↓	4.0↓	3.9↓	3.9↓	3.9↓	3.9↓	3.9↓	4.0↓	4.0↓	4.0↓

Margins of error do not exceed ±0.1
Average of all APF employees

Table 169.
APF: Likelihood to Encourage Someone Who Experiences Sexual Harassment/Assault to Come Forward (2021 WGRC Q112)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You would encourage someone who has experienced sexual assault to seek counseling.	Likely	2021	97	95	97	97	97	96	96	95	96	94
		2018	96▼	95	96▼	95▼	97	95	95	94	96	94
		2016	97	96	97	96▼	97	96	96	95	97	94
	Neither	2021	2	4	2	2	2	3	3	4	3	5
		2018	3▲	4	3▲	4▲	2	4	3	5	3	5
		2016	3▲	4	2	3▲	2	3	3	4	3	5
	Unlikely	2021	1	1	1	1	1	1	1	1	1	1
		2018	1▲	1▲	1	1	1	1	1▲	1	1	2
		2016	1	1	1	1	1	1	1	1	1	1
You would encourage someone who has experienced sexual assault to report it.	Likely	2021	96	96	96	96	95	96	96	97	97	95
		2018	95▼	96	95▼	95▼	95	96	96	96	96	96
		2016	96▲	97▲	96	96	96▲	96	97	97	97	96▲
	Neither	2021	3	3	3	3	4	3	3	3	3	3
		2018	3▲	3	4▲	3	3	3	3	3	3	3
		2016	3	2▼	3	3	3▼	3	2	2	2	3
	Unlikely	2021	1	1	1	1	1	1	1	1	1	1
		2018	1	1▲	1	1	2	1	1▲	1	1	1
		2016	1▼	1	1	1	1▼	1	1	1	1	1▼
You would encourage someone who has experienced sexual harassment to tell a supervisor.	Likely	2021	93	95	94	93	92	93	95	95	95	94
		2018	93	95	93▼	92	92	93	94	94	95	95
		2016	93	95	94	93	93▲	93	95	95	95	95
	Neither	2021	4	4	4	4	5	4	3	3	3	4
		2018	5▲	4	5▲	5	5	4	4	4	4	3
		2016	4	4	4	5	4	5	3	4	3	4
	Unlikely	2021	3	2	3	3	3	3	2	2	2	2
		2018	3	2	3	3	3	3	2	2	2	2
		2016	2▼	1▼	2▼	2	2▼	2▼	1	1	1▼	1▼
You would report a sexual assault if it happened to you.	Likely	2021	91	92	92	91	89	92	93	93	92	92
		2018	91	92	91	91	90	92	93	92	92	92
		2016	92	92	92	91	90	93	93	92	91	92
	Neither	2021	5	5	5	5	6	5	5	5	5	6
		2018	5	5	5▲	5	6	5	5	5	5	5
		2016	5	5	5	5	6	5	5	5	5	5
	Unlikely	2021	4	3	3	4	4	3	2	2	3	3
		2018	4	3	3	3	5	3	3	3	3	3
		2016	3	3	3	3	4	3	3	2	3	2

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You would tell a supervisor about sexual harassment if it happened to you.	**Likely**	2021	**85**	**89**	**86**	**85**	**82**	**87**	**90**	**89**	**88**	**89**
		2018	85	89	86	84	83	87	89	88	89	89
		2016	84	88▼	85	84	83	86	89	87▼	88	88
	Neither	2021	**8**	**7**	**7**	**8**	**10**	**7**	**6**	**7**	**7**	**7**
		2018	8	7	8▲	9	8▼	7	6	8▲	7	7
		2016	8▲	7▲	8▲	9	9	8▲	7	8▲	7	7
	Unlikely	2021	**7**	**5**	**7**	**7**	**9**	**7**	**4**	**4**	**5**	**4**
		2018	7	4	6▼	7	9	6	4	5	4	4
		2016	7	4	7	7	8	6	4	5	5	4

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 170.
APF: Average Likelihood to Encourage Others or Come Forward if Experienced Sexual Harassment/Assault (2021 WGRC Q112)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average likelihood would encourage someone to come forward if experienced harassment/assault	2021	**4.8**	**4.8**	**4.8**	**4.7**	**4.7**	**4.8**	**4.8**	**4.8**	**4.8**	**4.7**
	2018	4.7▼	4.7▼	4.7▼	4.7▼	4.7▼	4.7▼	4.7▼	4.7▼	4.7▼	4.7
	2016	4.7▼	4.7▼	4.7▼	4.7▼	4.7	4.7▼	4.8▼	4.7▼	4.8▼	4.7
Average likelihood to encourage others or come forward if experienced sexual harassment/ assault	2021	**4.7**	**4.7**	**4.7**	**4.7**	**4.6**	**4.7**	**4.7**	**4.7**	**4.7**	**4.7**
	2018	4.6▼	4.7▼	4.6▼	4.6▼	4.6	4.7▼	4.7▼	4.7▼	4.7▼	4.7
	2016	4.6▼	4.7▼	4.6▼	4.6▼	4.6	4.6▼	4.7▼	4.7▼	4.7▼	4.7
Average likelihood would come forward if experienced sexual harassment/assault	2021	**4.5**	**4.6**	**4.5**	**4.5**	**4.4**	**4.6**	**4.6**	**4.6**	**4.6**	**4.6**
	2018	4.5▼	4.6▼	4.5▼	4.5▼	4.4	4.6	4.6▼	4.6▼	4.6	4.6
	2016	4.5▼	4.6▼	4.5▼	4.5▼	4.4	4.5▼	4.6▼	4.6▼	4.5▼	4.6

Margins of error do not exceed ±0.1
Average of all APF employees

Table 171.
APF: Positive Gender Relations Leadership Behaviors (2021 WGRC Q113)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Leads by example by refraining from sexist comments and behaviors	Well	2021	87	90	87	86	87	87	91	90	90	90
		2018	86	91	87	85	88	86	90	90	92▲	91
		2016	86▼	91	86	85	89	85▼	90▼	90	92▲	90
	Neither	2021	9	7	9	9	8	9	6	7	6	8
		2018	9	6	9	10	8	10▲	7	7	5	7
		2016	9▲	7	9	10	8	10▲	7	7	6	7
	Poorly	2021	4	3	4	4	5	4	3	3	3	3
		2018	4	3	4	4	4	4	3	3	2▼	3
		2016	4	3	5	5	4▼	4	3	3	2▼	3
Makes it clear that sexual harassment/ gender discrimination/ sexual assault have no place in the DoD	Well	2021	84	91	85	83	85	81	92	91	91	88
		2018	85▲	92▲	87▲	84	87▲	81	92	92	94▲	89
		2016	85▲	92▲	87▲	84	89▲	79	92	92▲	94▲	88
	Neither	2021	12	7	11	13	10	14	6	7	7	9
		2018	11▼	6▼	9▼	12	9▼	14	6	6	5▼	8
		2016	11▼	6▼	9▼	12	8▼	15	6	6	5▼	9
	Poorly	2021	5	2	4	4	5	5	2	2	3	3
		2018	4▼	2▼	4	4	4	5	2	2	1▼	3
		2016	4▼	2▼	4	4	3▼	5	2	2	2▼	3
Promotes an organizational climate based on mutual respect and trust	Well	2021	79	86	79	79	79	79	87	86	86	85
		2018	82▲	89▲	82▲	81▲	84▲	81▲	89▲	88▲	91▲	88▲
		2016	82▲	89▲	82▲	81▲	85▲	81▲	89▲	89▲	90▲	87▲
	Neither	2021	11	8	11	11	11	11	7	8	7	8
		2018	10	7▼	10	11	9	11	7	7	6▼	7
		2016	11	7▼	10	11	9▼	12	7	7▼	6	8
	Poorly	2021	10	6	11	9	10	10	6	6	7	7
		2018	8▼	4▼	8▼	8▼	7▼	8▼	4▼	4▼	4▼	5▼
		2016	7▼	4▼	8▼	7▼	7▼	8▼	4▼	4▼	4▼	5▼
Creates environment where victims feel comfortable reporting	Well	2021	77	87	78	76	78	77	88	86	87	85
		2018	79▲	88▲	80▲	78	81▲	77	88	87	90▲	88▲
		2016	79▲	88▲	79	78	81▲	76	88	87	89▲	86
	Neither	2021	15	10	15	16	14	16	8	10	9	11
		2018	15	9	14	16	13	16	9	10	8	9▼
		2016	15	9	14	16	13	17	9	10	8	11
	Poorly	2021	7	4	7	8	8	7	3	4	4	4
		2018	6▼	3▼	6▼	7▼	6▼	6	3	3	2▼	3▼
		2016	6▼	3▼	7	6▼	6▼	7	3	3▼	3▼	4

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Publicizes sexual harassment/gender discrimination/ sexual assault resources	**Well**	2021	**77**	**85**	**79**	**76**	**78**	**73**	**87**	**84**	**85**	**81**
		2018	79▲	86▲	82▲	77	82▲	72	88	84	90▲	82
		2016	79▲	87▲	82▲	79▲	83▲	72	88	86▲	89▲	82
	Neither	2021	**17**	**12**	**15**	**17**	**16**	**19**	**10**	**12**	**11**	**15**
		2018	15▼	11▼	13▼	17	13▼	19	10	12	8▼	13
		2016	15▼	10▼	13▼	16▼	12▼	20	9	11	8▼	14
	Poorly	2021	**7**	**3**	**6**	**7**	**7**	**7**	**3**	**4**	**4**	**4**
		2018	6▼	3▼	5▼	6	5▼	8	3	3	2▼	4
		2016	6▼	3▼	5	6▼	5▼	8	3	3	2▼	5
Catches and immediately corrects incidents of sexual harassment	**Well**	2021	**74**	**83**	**75**	**72**	**75**	**72**	**85**	**82**	**83**	**81**
		2018	75▲	84▲	77▲	74	77▲	73	85	83	86▲	84▲
		2016	75▲	84▲	76▲	73	78▲	72	85	83	86▲	82
	Neither	2021	**20**	**13**	**19**	**21**	**19**	**22**	**12**	**14**	**13**	**15**
		2018	19▼	12▼	18▼	20	17▼	21	12	14	10▼	13
		2016	19▼	12▼	17▼	20	16▼	22	12	14	11▼	14
	Poorly	2021	**6**	**4**	**6**	**6**	**6**	**5**	**3**	**4**	**4**	**4**
		2018	6	3	6	6	6	6	3	4	3	3
		2016	6	4	6▲	6	5▼	6	4▲	4	3	4

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 172.
APF: Positive Workplace Behavior Scale (2021 WGRC Q113)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Positive Gender Relations Leadership Behaviors Scale score	2021	**4.3**	**4.5**	**4.3**	**4.3**	**4.3**	**4.3**	**4.6**	**4.5**	**4.5**	**4.5**
	2018	4.3▲	4.5▲	4.4▲	4.3	4.4▲	4.3	4.6	4.5	4.6▲	4.5
	2016	4.3▲	4.5	4.3▲	4.3	4.4▲	4.3	4.5▼	4.5	4.6▲	4.5

Margins of error do not exceed ±0.1
Average of all APF employees

Table 173.
APF: Perceptions of Work Unit Cohesion (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Members in your work unit pull together to get the job done.	Agree	83	87	82	85	83	83	87	88	87	85
	Neither	10	8	11	10	11	10	8	8	8	10
	Disagree	7	5	7	6	7	7	5	4	5	5
Members in your work unit work well together as a team.	Agree	78	84	77	80	78	78	84	85	84	82
	Neither	12	10	13	12	12	12	10	10	10	11
	Disagree	9	6	10	8	9	10	6	5	6	7
Members in your work unit really care about each other.	Agree	75	81	74	76	76	74	81	82	81	79
	Neither	15	12	15	15	14	15	12	13	12	13
	Disagree	10	7	11	9	10	10	7	5	7	8
Members in your work unit trust each other.	Agree	67	77	66	70	68	67	77	79	76	75
	Neither	19	15	19	18	18	19	14	14	15	15
	Disagree	14	8	15	12	14	14	8	7	9	10

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 174.
APF: Perceptions of Work Unit Norms for Civility (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Respectful treatment is the norm in your unit.	Agree	76	84	74	78	76	76	84	85	83	83
	Neither	13	10	14	13	13	13	9	10	10	9
	Disagree	11	7	12	9	11	11	6	5	8	8
Rude behavior is not accepted by your coworkers.	Agree	71	79	70	71	72	71	80	78	79	79
	Neither	15	13	15	16	14	16	13	14	13	13
	Disagree	14	7	15	13	14	13	7	8	8	8
Your coworkers make sure everyone in your unit is treated with respect.	Agree	71	81	69	72	71	71	81	82	79	80
	Neither	17	13	17	17	16	17	12	13	13	12
	Disagree	12	7	13	11	13	12	7	6	8	8
Angry outbursts are not tolerated by anyone in your unit.	Agree	67	75	66	67	68	69	76	74	75	76
	Neither	18	16	18	19	18	17	16	17	16	15
	Disagree	15	9	16	14	14	14	8	9	9	9

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 175.
APF: Work Unit Cohesion Scale (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Unit Cohesion Scale score	**4.0**	**4.2**	**4.0**	**4.1**	**4.0**	**4.0**	**4.2**	**4.2**	**4.2**	**4.2**

Margins of error do not exceed ±0.1
Average of all APF employees

Table 176.
APF: Civility Norms Scale (2021 WGRC Q114)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Civility Norms Scale score	**3.9**	**4.2**	**3.9**	**3.9**	**3.9**	**3.9**	**4.2**	**4.2**	**4.2**	**4.2**

Margins of error do not exceed ±0.1
Average of all APF employees

Table 177.
APF: Experienced Behavior(s) in Line With Workplace Hostility From Coworkers in the Past 12 Months (2021 WGRC Q115)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Did not provide information or assistance when you needed it	2021	**48**	**36**	**49**	**48**	**48**	**46**	**35**	**36**	**34**	**37**
	2018	47▼	37▲	48	47	48	44▼	37	39▲	34	37
	2016	46▼	36	48	46▼	45▼	45	36	37	34	35
Gossiped/talked about you	2021	**45**	**33**	**47**	**43**	**46**	**43**	**32**	**33**	**33**	**34**
	2018	51▲	37▲	53▲	50▲	50▲	50▲	37▲	38▲	35▲	36
	2016	54▲	39▲	56▲	53▲	52▲	53▲	40▲	39▲	37▲	38▲
Took credit for work or ideas that were yours	2021	**35**	**27**	**35**	**34**	**37**	**33**	**27**	**26**	**27**	**29**
	2018	36▲	28	37▲	36	38	33	29▲	29▲	27	26▼
	2016	36▲	28	38▲	35	36	34	29▲	28	27	26▼
Were excessively harsh in their criticism of your work performance	2021	**25**	**19**	**26**	**23**	**24**	**25**	**18**	**19**	**18**	**20**
	2018	26▲	19	27	25	25	24	20▲	20	17	19
	2016	26▲	19▲	27▲	25▲	25	25	20▲	20	18	19
Used insults, sarcasm, or gestures to humiliate you	2021	**20**	**16**	**21**	**19**	**20**	**20**	**15**	**15**	**16**	**17**
	2018	21▲	16▲	22▲	21▲	21	20	16▲	18▲	16	15
	2016	22▲	18▲	24▲	21▲	21	21	18▲	18▲	17	15
Yelled when they were angry with you	2021	**19**	**16**	**21**	**18**	**18**	**19**	**16**	**17**	**16**	**17**
	2018	21▲	18▲	23▲	20▲	20▲	19	18▲	19▲	16	15
	2016	21▲	18▲	23▲	21▲	19▲	20	19▲	19▲	16	16

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 178.
APF: Frequency of Workplace Hostility Behavior(s) Experienced From Coworkers in the Past 12 Months (2021 WGRC Q115)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Gossiped/talked about you	Often/Very often	2021	12	8	13	11	12	12	8	6	8	9
		2018	12	6▼	13	11	11	12	7▼	6	6▼	7▼
		2016	13	7	15▲	12	12	11	8	6	7▼	7▼
	Sometimes/ Once or twice	2021	33	25	34	32	34	31	25	27	24	25
		2018	39▲	30▲	40▲	40▲	39▲	38▲	30▲	32▲	29▲	29▲
		2016	41▲	32▲	42▲	41▲	41▲	42▲	32▲	33▲	30▲	31▲
	Never	2021	55	67	53	57	54	57	68	67	67	66
		2018	49▼	63▼	47▼	50▼	50▼	50▼	63▼	62▼	65▼	64
		2016	46▼	61▼	44▼	47▼	48▼	47▼	60▼	61▼	63▼	62▼
Did not provide information or assistance when you needed it	Often/Very often	2021	10	7	11	9	10	10	7	6	7	8
		2018	8▼	5▼	9▼	8▼	9▼	8▼	5▼	4▼	4▼	6▼
		2016	8▼	5▼	9▼	7▼	8▼	8▼	5▼	4▼	4▼	5▼
	Sometimes/ Once or twice	2021	38	29	38	39	38	37	29	30	27	29
		2018	38	32▲	39	39	39	36	32▲	34▲	30	32▲
		2016	38	31▲	39	39	38	37	31▲	32▲	30▲	31
	Never	2021	52	64	51	52	52	54	65	64	66	63
		2018	53▲	63▼	52	53	52	56▲	63	61▼	66	63
		2016	54▲	64	52	54▲	55▲	55	64	63	66	65
Took credit for work or ideas that were yours	Often/Very often	2021	8	6	8	7	9	8	6	5	6	7
		2018	7▼	4▼	7	6▼	7	6▼	5	4▼	4▼	4▼
		2016	6▼	4▼	7▼	5▼	6▼	6▼	5	4▼	4▼	4▼
	Sometimes/ Once or twice	2021	27	21	27	26	28	26	21	21	21	22
		2018	29▲	24▲	29▲	30▲	31▲	27▲	24▲	25▲	23▲	22
		2016	30▲	24▲	30▲	29▲	30▲	28▲	24▲	24▲	23▲	22
	Never	2021	65	73	65	66	63	67	73	74	73	71
		2018	64▼	72	63▼	64	62	67	71▼	71▼	73	74▲
		2016	64▼	72	62▼	65	64	66	71▼	72	73	74▲
Were excessively harsh in their criticism of your work performance	Often/Very often	2021	6	4	6	5	6	6	4	3	4	5
		2018	5▼	3▼	5	4	5▼	5▼	3	2	2▼	3▼
		2016	5▼	3▼	6	4	5▼	4▼	3▼	3	3▼	3▼
	Sometimes/ Once or twice	2021	19	15	20	19	18	19	15	16	14	15
		2018	21▲	16▲	22▲	21▲	20▲	20	17▲	17▲	15	16
		2016	21▲	17▲	22▲	21▲	21▲	21	17▲	17▲	16▲	16
	Never	2021	75	81	74	77	76	75	82	81	82	80
		2018	74▼	81	73	75	75	76	80▼	80	83	81
		2016	74▼	81▼	73▼	75▼	75	75	80▼	80	82	81

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Used insults, sarcasm, or gestures to humiliate you	**Often/Very often**	2021	**5**	**3**	**6**	**4**	**6**	**5**	**3**	**3**	**4**	**5**
		2018	4▼	3▼	5▼	4	4▼	4▼	3	3	2▼	3▼
		2016	4▼	2▼	5▼	3▼	4▼	4▼	3	2	2▼	2▼
	Sometimes/ Once or twice	2021	**15**	**12**	**15**	**14**	**14**	**15**	**12**	**13**	**12**	**12**
		2018	17▲	14▲	17▲	17▲	17▲	16	14▲	15▲	14	12
		2016	18▲	15▲	19▲	18▲	17▲	17▲	16▲	16▲	15▲	13
	Never	2021	**80**	**84**	**79**	**81**	**80**	**80**	**85**	**85**	**84**	**83**
		2018	79▼	84▼	78▼	79▼	79	80	84▼	82▼	84	85
		2016	78▼	82▼	76▼	79▼	79	79	82▼	82▼	83	85
Yelled when they were angry with you	**Often/Very often**	2021	**3**	**2**	**4**	**3**	**3**	**3**	**2**	**2**	**3**	**3**
		2018	3▼	2▼	3	3	3▼	3	2	2	1▼	2▼
		2016	3▼	2▼	3	2▼	3▼	3▼	2	2	1▼	2▼
	Sometimes/ Once or twice	2021	**16**	**14**	**17**	**15**	**14**	**16**	**14**	**15**	**13**	**14**
		2018	18▲	16▲	20▲	18▲	18▲	17	16▲	18▲	14	14
		2016	18▲	16▲	20▲	18▲	17▲	18▲	17▲	17▲	15▲	14
	Never	2021	**81**	**84**	**79**	**82**	**82**	**81**	**84**	**83**	**84**	**83**
		2018	79▼	82▼	77▼	80▼	80▼	81	82▼	81▼	84	85
		2016	79▼	82▼	77▼	79▼	81▼	80	81▼	81▼	84	84

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 179.
APF: Experienced at Least One Workplace Hostility Behavior From Coworkers in the Past 12 Months (2021 WGRC Q115)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Experienced at least one workplace hostility behavior from coworkers in the past 12 months	2021	**63**	**52**	**65**	**63**	**64**	**61**	**51**	**53**	**50**	**53**
	2018	65▲	54▲	67▲	65	65	63	54▲	56▲	51	53
	2016	67▲	55▲	69▲	66▲	65	66▲	55▲	56▲	53▲	53

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 180.
APF: Coworker Workplace Hostility Scale (2021 WGRC Q115)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Coworker Workplace Hostility Scale score	2021	**1.6**	**1.4**	**1.6**	**1.6**	**1.6**	**1.6**	**1.4**	**1.4**	**1.4**	**1.5**
	2018	1.6▼	1.4▼	1.6	1.6	1.6	1.6▼	1.4	1.4	1.4▼	1.4▼
	2016	1.6▼	1.4▼	1.6	1.6	1.6▼	1.6	1.4	1.4	1.4▼	1.4▼

Margins of error do not exceed ±0.1
Average of all APF employees

Table 181.
APF: Agreement With Statements About the Workplace (2021 WGRC Q116)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
You like the kind of work you do.	**Agree**	2021	**83**	**83**	**84**	**81**	**82**	**84**	**84**	**82**	**83**	**81**
		2018	85▲	85▲	86▲	83▲	84	84	86▲	85▲	85▲	82
		2016	84▲	85▲	86▲	83▲	84▲	83	86▲	85▲	85▲	83
	Neither	2021	**11**	**11**	**11**	**13**	**12**	**10**	**10**	**12**	**11**	**12**
		2018	11	11	10	12	11	11	10	11	10	12
		2016	11	10▼	10	12	11	12▲	10	11	10	12
	Disagree	2021	**6**	**6**	**5**	**6**	**6**	**5**	**6**	**6**	**6**	**6**
		2018	5▼	5▼	4▼	5▼	5	5	4▼	4▼	5▼	6
		2016	5▼	5▼	4▼	5▼	5▼	5	4▼	5▼	5▼	6
Your work makes good use of your skills.	**Agree**	2021	**79**	**80**	**79**	**79**	**79**	**80**	**81**	**80**	**80**	**78**
		2018	81▲	81	81▲	80	81▲	82	82	80	80	79
		2016	80▲	81▲	81▲	80	80	80	82	81	81▲	79
	Neither	2021	**10**	**10**	**10**	**11**	**10**	**10**	**10**	**10**	**10**	**11**
		2018	10	10	10	11	10	10	9	11	11	11
		2016	10	10	10	11	10	11	10	11	10	11
	Disagree	2021	**11**	**10**	**11**	**10**	**11**	**10**	**9**	**10**	**11**	**10**
		2018	9▼	9▼	9▼	9	9▼	9	9	9	9▼	11
		2016	9▼	9▼	9▼	9	9▼	9	8▼	8▼	8▼	10
You are satisfied with your job as a whole.	**Agree**	2021	**72**	**75**	**73**	**70**	**72**	**74**	**77**	**74**	**74**	**74**
		2018	78▲	80▲	78▲	77▲	78▲	79▲	81▲	81▲	80▲	79▲
		2016	77▲	80▲	77▲	76▲	78▲	78▲	80▲	80▲	80▲	79▲
	Neither	2021	**15**	**13**	**14**	**16**	**14**	**14**	**12**	**14**	**14**	**15**
		2018	13▼	12▼	13	14▼	13	13	12	12▼	12▼	13
		2016	14▼	12▼	13	15	13	13	12	12▼	12▼	12▼
	Disagree	2021	**13**	**12**	**13**	**14**	**14**	**12**	**11**	**12**	**13**	**11**
		2018	9▼	8▼	9▼	9▼	9▼	8▼	8▼	8▼	8▼	9▼
		2016	9▼	8▼	10▼	10▼	9▼	9▼	8▼	8▼	8▼	9▼

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 182.
APF: Workplace Satisfaction Scale (2021 WGRC Q116)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ↑ Higher Than 2021 ↓ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Workplace Satisfaction Scale score	2021	**4.1**	**4.1**	**4.1**	**4.0**	**4.1**	**4.1**	**4.2**	**4.1**	**4.1**	**4.1**
	2018	4.2↑	4.2↑	4.2↑	4.1↑	4.2↑	4.2↑	4.2↑	4.2↑	4.2↑	4.1
	2016	4.2↑	4.2↑	4.2↑	4.1↑	4.2↑	4.2↑	4.2↑	4.2↑	4.2↑	4.2↑

Margins of error do not exceed ±0.1
Average of all APF employees

Table 183.
APF: Agreement With Statements About Immediate Supervisor (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Evaluates your work performance fairly	**Agree**	**78**	**84**	**77**	**79**	**78**	**79**	**84**	**85**	**83**	**83**
	Neither	**12**	**9**	**13**	**13**	**12**	**12**	**9**	**9**	**10**	**9**
	Disagree	**9**	**7**	**10**	**8**	**9**	**10**	**7**	**6**	**7**	**8**
Fosters your trust	**Agree**	**77**	**83**	**75**	**78**	**77**	**77**	**84**	**85**	**82**	**82**
	Neither	**12**	**9**	**12**	**11**	**11**	**12**	**9**	**9**	**9**	**10**
	Disagree	**12**	**7**	**13**	**11**	**11**	**11**	**7**	**7**	**9**	**8**
Ensures that all assigned personnel are treated fairly	**Agree**	**72**	**82**	**70**	**74**	**74**	**73**	**82**	**83**	**81**	**81**
	Neither	**13**	**9**	**14**	**13**	**12**	**13**	**9**	**10**	**9**	**10**
	Disagree	**14**	**9**	**16**	**13**	**14**	**14**	**9**	**7**	**10**	**9**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 184.
APF: Agreement With Statements About Immediate Supervisor's Fair Treatment (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Addresses all unit members in the same way to avoid perceptions of preferential treatment	Agree	72	81	70	73	73	72	81	82	81	80
	Neither	14	10	14	14	13	14	10	10	9	10
	Disagree	14	8	15	13	14	14	8	7	9	9
Avoids showing favoritism when assigning tasks	Agree	69	79	67	71	71	69	79	80	79	78
	Neither	16	12	17	16	15	16	11	12	11	12
	Disagree	15	9	16	14	14	14	9	8	10	10
Enforces standards equally across all unit members	Agree	69	79	67	71	70	70	78	80	79	78
	Neither	14	11	15	14	14	14	11	11	10	11
	Disagree	16	11	18	15	16	16	11	10	11	11
Ensures unit members are disciplined in the same manner	Agree	62	74	60	64	63	61	74	75	75	73
	Neither	24	17	24	24	24	25	16	17	15	18
	Disagree	14	9	16	12	13	14	9	8	10	9

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 185.
APF: Supervisor Satisfaction Scale (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Supervisor Satisfaction Scale score	4.1	4.3	4.0	4.1	4.1	4.1	4.3	4.3	4.3	4.3

Margins of error do not exceed ±0.1
Average of all APF employees

Table 186.
APF: Supervisor Fair Treatment Scale (2021 WGRC Q117)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Supervisor Fair Treatment Scale score	3.9	4.2	3.8	3.9	3.9	3.9	4.2	4.2	4.2	4.2

Margins of error do not exceed ±0.1
Average of all APF employees

Table 187.
APF: Agreement With Statements About Inclusion in the Workplace (2021 WGRC Q118)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Members are treated as valued members of the team without losing their unique identities.	**Agree**	**76**	**83**	**74**	**78**	77	76	83	84	83	**81**
	Neither	**14**	**11**	14	14	**13**	14	11	11	10	12
	Disagree	**10**	**6**	**12**	**9**	11	10	6	**6**	7	7
Within my work unit, I am encouraged to offer ideas on how to improve operations.	**Agree**	**76**	**81**	**74**	**77**	76	76	81	**82**	81	80
	Neither	**14**	**11**	14	13	13	14	11	11	11	11
	Disagree	**11**	**8**	**11**	**10**	11	10	8	**7**	9	**9**
Members in my work unit are empowered to make work-related decisions on their own.	**Agree**	**70**	**78**	**68**	**73**	**72**	70	78	79	78	**76**
	Neither	**17**	**13**	**18**	**16**	**15**	17	13	13	13	14
	Disagree	**13**	**9**	**14**	**11**	13	13	9	**8**	10	10
I believe I can use my leadership to address concerns about discrimination without fear.	**Agree**	**69**	**79**	68	69	**71**	68	**80**	80	79	**77**
	Neither	**16**	**11**	16	17	**15**	**18**	11	12	10	**13**
	Disagree	**15**	**9**	**16**	14	15	14	9	9	10	10
The decision-making processes that impact my work unit are fair.	**Agree**	**63**	**73**	**62**	**65**	64	63	73	73	73	71
	Neither	**21**	**15**	21	20	20	21	16	15	15	16
	Disagree	**16**	**12**	**17**	16	16	16	11	11	12	13
Outcomes are fairly distributed among members of my unit.	**Agree**	**61**	**71**	**59**	**64**	61	62	71	**73**	70	69
	Neither	**20**	**16**	21	20	19	20	16	16	15	16
	Disagree	**19**	**13**	**20**	**16**	20	18	13	**12**	14	**15**
I feel excluded by my work unit because I am different.	**Agree**	15	15	15	16	16	15	15	**14**	**17**	15
	Neither	**15**	**12**	15	15	14	15	12	12	12	13
	Disagree	**70**	**72**	70	70	70	70	73	**74**	71	72
Sexist slurs, comments, and/or jokes are used in my work unit.	**Agree**	**8**	**10**	9	9	8	**8**	10	10	10	10
	Neither	10	9	10	10	9	9	9	10	9	9
	Disagree	**82**	**81**	82	81	82	83	81	80	81	81
Racial slurs, comments, and/or jokes are used in my work unit.	**Agree**	**8**	**10**	9	8	8	8	10	10	10	10
	Neither	9	8	9	9	8	9	8	9	8	9
	Disagree	**83**	**82**	82	83	84	83	82	81	82	81

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 188.
APF: Workplace Inclusion Scale (2021 WGRC Q118)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Workplace Inclusion Scale score	**3.9**	**4.1**	**3.8**	**3.9**	3.9	3.9	4.1	4.1	4.1	**4.0**

Margins of error do not exceed ±0.1
Average of all APF employees

Table 189.
APF: Psychological Climate for Sexual Harassment (2021 WGRC Q119)

KEY:

Within Year Group Differences
- **Higher Response**
- **Lower Response**

Trend Year Differences
- **Higher Than 2021**
- **Lower Than 2021**

			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sexual harassment is not tolerated.	**Agree**	2021	**83**	**90**	**83**	**83**	**84**	**82**	**90**	**90**	**90**	**88**
		2018	78↓	84↓	78↓	77↓	79↓	76↓	83↓	85↓	85↓	84↓
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**12**	**7**	**12**	**12**	**12**	**14**	**7**	**7**	**7**	**8**
		2018	15↑	9↑	14↑	15↑	13	17↑	9↑	8	8	10
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**5**	**3**	**5**	**5**	**4**	**5**	**3**	**3**	**3**	**3**
		2018	8↑	7↑	8↑	7↑	7↑	7↑	8↑	7↑	7↑	7↑
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
A sexual harassment complaint would be thoroughly investigated.	**Agree**	2021	**69**	**76**	**69**	**70**	**70**	**68**	**77**	**76**	**76**	**73**
		2018	67↓	74↓	68	67↓	68	65↓	75↓	74↓	75	73
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**19**	**14**	**19**	**19**	**19**	**20**	**13**	**14**	**14**	**17**
		2018	20	13↓	19	20	19	22	12	14	13	15↓
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**12**	**10**	**12**	**11**	**12**	**12**	**9**	**10**	**10**	**10**
		2018	13↑	12↑	13↑	13	13	13	13↑	12↑	12↑	12↑
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Actions are being taken to prevent sexual harassment.	**Agree**	2021	**69**	**80**	**71**	**68**	**71**	**65**	**82**	**80**	**81**	**77**
		2018	70↑	80	73	69	74↑	63	80↓	80	83	76
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**25**	**15**	**23**	**26**	**23**	**29**	**14**	**16**	**14**	**19**
		2018	23↓	14↓	21↓	25	19↓	29	14	15	12↓	18
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**6**	**4**	**6**	**6**	**6**	**7**	**4**	**4**	**5**	**5**
		2018	7↑	6↑	6	7	7	8↑	6↑	5↑	5	6↑
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
I would feel comfortable reporting a sexual harassment complaint.	**Agree**	2021	**68**	**77**	**69**	**67**	**67**	**69**	**78**	**77**	**77**	**75**
		2018	65↓	74↓	66↓	64↓	64↓	66↓	74↓	74↓	74↓	73
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**16**	**13**	**16**	**17**	**16**	**16**	**13**	**13**	**13**	**14**
		2018	19↑	14↑	18↑	20↑	19↑	18↑	14↑	14	14	15
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**16**	**10**	**15**	**16**	**17**	**15**	**10**	**10**	**10**	**11**
		2018	16	12↑	16	17	17	16	12↑	12↑	12	12
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ↑ Higher Than 2021 ↓ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Penalties against individuals who sexually harass others at work are strongly enforced.	**Agree**	2021	**49**	**63**	**49**	**48**	**50**	**48**	**64**	**62**	**64**	**61**
		2018	48	62	50	47	49	47	63	61	64	60
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**41**	**30**	**40**	**42**	**40**	**42**	**29**	**31**	**28**	**32**
		2018	40↓	29	38↓	42	38	42	27	31	27	31
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**10**	**7**	**10**	**10**	**11**	**10**	**7**	**7**	**8**	**7**
		2018	12↑	9↑	12↑	11	13↑	11↑	10↑	8↑	9↑	9
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
I would be afraid to file a sexual harassment complaint.	**Agree**	2021	**14**	**9**	**13**	**15**	**15**	**14**	**9**	**9**	**9**	**10**
		2018	14	7↓	13	14	15	13	6↓	6↓	7↓	8
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**16**	**12**	**16**	**16**	**15**	**15**	**11**	**11**	**12**	**13**
		2018	17↑	13↑	16	18↑	16	16	13↑	13↑	13	13
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**70**	**79**	**71**	**69**	**70**	**71**	**80**	**80**	**80**	**77**
		2018	70	80	71	68	69	71	81	80	80	79
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
It would be risky for me to file a sexual harassment complaint.	**Agree**	2021	**13**	**8**	**12**	**14**	**14**	**13**	**7**	**8**	**8**	**9**
		2018	15↑	8	15↑	15	16↑	16↑	8	9	8	10
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**16**	**13**	**16**	**16**	**16**	**17**	**13**	**12**	**13**	**15**
		2018	20↑	16↑	19↑	21↑	19↑	21↑	15↑	16↑	15↑	17
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**71**	**79**	**71**	**70**	**70**	**70**	**80**	**80**	**79**	**77**
		2018	65↓	76↓	66↓	64↓	66↓	64↓	77↓	75↓	77↓	73↓
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
A sexual harassment complaint would not be taken seriously.	**Agree**	2021	**11**	**9**	**11**	**11**	**10**	**11**	**8**	**8**	**8**	**11**
		2018	12↑	10↑	13↑	11	12↑	13↑	10↑	10	10	11
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**16**	**11**	**15**	**15**	**15**	**17**	**11**	**11**	**10**	**13**
		2018	17↑	11	16	17↑	16	18	11	11	10	12
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**74**	**80**	**74**	**74**	**75**	**72**	**81**	**81**	**81**	**77**
		2018	71↓	79↓	71↓	71↓	72↓	69↓	79↓	79	80	77
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ↑ Higher Than 2021 ↓ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Individuals who sexually harass others get away with it.	**Agree**	2021	**10**	**7**	**11**	**10**	**10**	**10**	**7**	**7**	**7**	**8**
		2018	12↑	7	12↑	12	12↑	12↑	7	7	6	8
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**28**	**18**	**28**	**27**	**27**	**29**	**17**	**18**	**18**	**20**
		2018	32↑	22↑	32↑	33↑	31↑	35↑	21↑	22↑	21↑	23↑
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**62**	**74**	**62**	**62**	**63**	**61**	**75**	**75**	**75**	**72**
		2018	56↓	71↓	56↓	55↓	57↓	54↓	72↓	70↓	73↓	69↓
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 190.
APF: Psychological Climate for Sexual Harassment Scale Scores (2021 WGRC Q119)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ↑ Higher Than 2021 ↓ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Psychological Climate for Sexual Harassment Seriousness/ Action Subscale score	2021	**3.9**	**4.2**	**3.9**	**3.9**	**4.0**	**3.9**	**4.2**	**4.2**	**4.2**	**4.1**
	2018	3.8↓	4.1↓	3.8↓	3.8↓	3.9↓	3.8↓	4.1↓	4.1↓	4.1↓	4.0↓
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Average Psychological Climate for Sexual Harassment Scale score	2021	**3.9**	**4.2**	**3.9**	**3.9**	**3.9**	**3.9**	**4.2**	**4.2**	**4.2**	**4.1**
	2018	3.8↓	4.1↓	3.8↓	3.8↓	3.8↓	3.8↓	4.1↓	4.1↓	4.1↓	4.0↓
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Average Psychological Climate for Sexual Harassment Risk Subscale score	2021	**3.9**	**4.2**	**3.9**	**3.9**	**3.9**	**3.9**	**4.2**	**4.2**	**4.2**	**4.1**
	2018	3.8↓	4.1↓	3.8↓	3.8↓	3.8↓	3.8↓	4.1↓	4.1↓	4.1↓	4.1↓
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error do not exceed ±0.1
Average of all APF employees

Table 191.
APF: Witnessed Gender-Related Comments/Jokes in the Past 12 Months (2021 WGRC Q120)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
0 times	**86**	**90**	**86**	**85**	**84**	**89**	**92**	**89**	**90**	**92**
1 time	**3**	**2**	**3**	**3**	**3**	**2**	**2**	**2**	**2**	**2**
2 times	**3**	**2**	**3**	**3**	**4**	**3**	**2**	**2**	**2**	**1**
3 times	**2**	**1**	**2**	**2**	**2**	**2**	**1**	**1**	**1**	**1**
4 times	**1**	**<1**	**1**	**1**	**1**	**1**	**<1**	**<1**	**<1**	**<1**
5 or more times	**6**	**4**	**5**	**7**	**6**	**4**	**3**	**4**	**5**	**4**

Margins of error do not exceed ±1%
Percent of all APF employees

Table 192.
APF: Gender-Related Comments/Jokes in the Past 12 Months (2021 WGRC Q120)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Witnessed someone from work "cross the line" with gender-related comments and jokes at least once	**14**	**10**	**14**	**15**	**16**	**11**	**8**	**11**	**10**	**8**

Margins of error do not exceed ±1%
Percent of all APF employees

Table 193.
APF: Type of Third-Party Intervention Used When Witnessed Gender-Related Comments/ Jokes in Past 12 Months (2021 WGRC Q121)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
I checked on the victim.	**77**	**71**	**78**	**74**	**78**	**79**	**75**	**70**	**68**	**71**
I said something to the person(s) who made the comments/jokes.	**71**	**71**	**71**	**69**	**72**	**70**	**70**	**73**	**70**	**71**
I intervened in some other way.	**64**	**65**	**66**	**62**	**66**	**63**	**67**	**64**	**63**	**67**
I sought help from leadership.	**37**	**35**	**40**	**33**	**35**	**40**	**38**	**34**	**30**	**41**
I sought help from an EEO, Human Resources, or Union Representative, or some other official.	**17**	**18**	**22**	**11**	**15**	**18**	**20**	**16**	**16**	**24**

Margins of error range from ±2% to ±6%
Percent of APF employees who indicated witnessing someone from work "cross the line" with gender-related comments/jokes in the past 12 months

Table 194.
APF: Intervened in at Least One Way When Witnessed Gender-Related Comments/Jokes in Past 12 Months (2021 WGRC Q121)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Intervened in at least one way	**89**	**86**	**90**	**87**	**89**	**90**	**86**	**86**	**84**	**87**

Margins of error range from ±1% to ±5%
Percent of APF employees who indicated witnessing someone from work "cross the line" with gender-related comments/jokes in the past 12 months

Table 195.
APF: Intervened When Witnessed Gender-Related Comments/Jokes by Getting Help From Someone Else (2021 WGRC Q121)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Intervened by getting help from someone else	**41**	**38**	**44**	**36**	**38**	**44**	**41**	**37**	**33**	**43**

Margins of error range from ±2% to ±6%
Percent of APF employees who indicated witnessing someone from work "cross the line" with gender-related comments/jokes in the past 12 months

Table 196.
APF: Satisfaction With Available Information About Reporting Unwanted Gender-Related Behaviors (2021 WGRC Q122)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Information on how to report a sexual assault	**Satisfied**	2021	**73**	**81**	**78**	**72**	**76**	**66**	**85**	**80**	**82**	**76**
		2018	78▲	86▲	83▲	77▲	81▲	69▲	89▲	84▲	87▲	80▲
		2016	83▲	89▲	87▲	84▲	87▲	73▲	91▲	89▲	91▲	82▲
	Neither	2021	**21**	**16**	**17**	**22**	**18**	**26**	**13**	**17**	**15**	**20**
		2018	17▼	13▼	14▼	19▼	15▼	24▼	10▼	14▼	12▼	17▼
		2016	13▼	9▼	10▼	13▼	11▼	21▼	8▼	10▼	8▼	15▼
	Dissatisfied	2021	**6**	**3**	**5**	**6**	**6**	**8**	**2**	**3**	**3**	**4**
		2018	4▼	2▼	3▼	4▼	4▼	7	1▼	2▼	1▼	4
		2016	3▼	1▼	3▼	3▼	2▼	6▼	1▼	1▼	1▼	3▼
Information on how to file a complaint of sexual harassment	**Satisfied**	2021	**72**	**80**	**77**	**70**	**73**	**65**	**84**	**78**	**81**	**75**
		2018	77▲	85▲	82▲	76▲	79▲	68▲	88▲	83▲	86▲	79▲
		2016	83▲	89▲	87▲	83▲	85▲	73▲	91▲	88▲	90▲	82▲
	Neither	2021	**21**	**17**	**18**	**22**	**20**	**27**	**13**	**18**	**16**	**21**
		2018	18▼	13▼	15▼	19▼	16▼	25▼	11▼	15▼	13▼	18▼
		2016	14▼	10▼	10▼	14▼	12▼	21▼	8▼	10▼	9▼	15▼
	Dissatisfied	2021	**7**	**3**	**5**	**7**	**7**	**8**	**2**	**3**	**3**	**4**
		2018	5▼	2▼	3▼	5▼	5▼	7	2▼	2▼	2▼	4
		2016	4▼	1▼	3▼	3▼	3▼	6▼	1▼	1▼	1▼	3▼
Information on how to file a complaint of gender discrimination	**Satisfied**	2021	**68**	**78**	**72**	**66**	**67**	**62**	**83**	**77**	**78**	**74**
		2018	73▲	83▲	78▲	71▲	74▲	66▲	86▲	80▲	84▲	78▲
		2016	79▲	87▲	83▲	79▲	80▲	71▲	89▲	86▲	88▲	81▲
	Neither	2021	**23**	**18**	**20**	**25**	**22**	**28**	**15**	**20**	**18**	**22**
		2018	20▼	15▼	17▼	21▼	19▼	25▼	12▼	17▼	14▼	18▼
		2016	15▼	11▼	12▼	16▼	14▼	21▼	9▼	11▼	10▼	16▼
	Dissatisfied	2021	**9**	**4**	**8**	**10**	**11**	**10**	**3**	**4**	**4**	**5**
		2018	7▼	3▼	5▼	8▼	7▼	9	2▼	3	2▼	4
		2016	6▼	2▼	5▼	5▼	6▼	8▼	2▼	2▼	2▼	3▼

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 197.
APF: Average Satisfaction With Available Information (2021 WGRC Q122)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average satisfaction with available information on complaint process	2021	**4.0**	**4.2**	**4.0**	**3.9**	**4.0**	**3.8**	**4.3**	**4.2**	**4.2**	**4.1**
	2018	4.1▲	4.3▲	4.2▲	4.0▲	4.1▲	3.9▲	4.4▲	4.2▲	4.3▲	4.2▲
	2016	4.2▲	4.5▲	4.3▲	4.2▲	4.3▲	4.0▲	4.5▲	4.4▲	4.5▲	4.3▲

Margins of error do not exceed ±0.1
Average of all APF employees

Table 198.
APF: Knowledge on How to Contact an EEO Representative (2021 WGRC Q123)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Knowledge on how to contact your organization's EEO representative	2021	**78**	**85**	**85**	**77**	**73**	**75**	**90**	**83**	**82**	**82**
	2018	84▲	88▲	89▲	82▲	81▲	78▲	93▲	85	87▲	85▲
	2016	86▲	90▲	90▲	85▲	84▲	81▲	93▲	89▲	89▲	87▲

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 199.
APF: Received Training on Sexual Harassment/Gender Discrimination in the Past 12 Months (2021 WGRC Q124)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Received training on sexual harassment and/or gender discrimination in the past 12 months	2021	**88**	**92**	**92**	**93**	**85**	**81**	**94**	**95**	**89**	**88**
	2018	91▲	95▲	95▲	96▲	93▲	78▼	96▲	97▲	96▲	87
	2016	92▲	96▲	95▲	96▲	94▲	77▼	97▲	97▲	97▲	86▼

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 200.
APF: Sexual Harassment/Gender Discrimination Training Received Conveyed Relevant Information (2021 WGRC Q125)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Provided a good understanding of actions considered sexual harassment and gender discrimination	**Agree**	2021	**92**	**93**	**93**	**92**	**91**	**92**	**93**	**94**	**92**	**93**
		2018	93	94	93	93	91	92	94	94	93	93
		2016	94▲	95▲	95▲	95▲	93▲	93	95▲	96▲	95▲	95▲
	Neither	2021	**6**	**6**	**5**	**6**	**6**	**7**	**6**	**5**	**6**	**6**
		2018	6	5	6	6	6	7	5	5	6	6
		2016	5▼	4▼	4▼	4▼	5▼	6	4▼	4▼	4▼	4▼
	Disagree	2021	**2**	**1**	**2**	**2**	**2**	**1**	**1**	**1**	**2**	**1**
		2018	1	1	1	1	2	1	1	1	1	1
		2016	1▼	1▼	1	1▼	2▼	1	1	1	1	1
Explained options available for complaints if sexual harassment or gender discrimination occurs	**Agree**	2021	**90**	**93**	**92**	**90**	**90**	**89**	**93**	**93**	**92**	**92**
		2018	91	93	92	90	89	89	94	93	93	91
		2016	92▲	95▲	93▲	93▲	92▲	89	95▲	95▲	94▲	93▲
	Neither	2021	**7**	**6**	**6**	**8**	**7**	**9**	**6**	**6**	**6**	**7**
		2018	7	6	6	8	7	9	5	6	6	8
		2016	6▼	4▼	5▼	6▼	6▼	9	4▼	4▼	5▼	6
	Disagree	2021	**2**	**1**	**2**	**2**	**3**	**2**	**1**	**1**	**1**	**1**
		2018	2	1	1	2	3	2	1	1	1	1
		2016	2▼	1▼	2	1▼	2▼	2	1	1	1	1
Explained DoD role in handling sexual harassment and gender discrimination complaints	**Agree**	2021	**89**	**92**	**91**	**89**	**88**	**88**	**93**	**92**	**91**	**91**
		2018	90▲	93▲	92	90	89	88	93	93	92	91
		2016	92▲	94▲	93▲	93▲	91▲	89	95▲	95▲	94▲	93▲
	Neither	2021	**8**	**7**	**7**	**9**	**9**	**10**	**6**	**6**	**7**	**7**
		2018	8	6	7	8	8	10	6	6	6	8
		2016	6▼	5▼	5▼	6▼	7▼	9	4▼	4▼	5▼	6▼
	Disagree	2021	**2**	**1**	**2**	**3**	**3**	**2**	**1**	**1**	**2**	**1**
		2018	2▼	1▼	1▼	2▼	3	2	1	1▼	1	1
		2016	2▼	1▼	2	1▼	2	2	1	1▼	1	1
Identified the points of contact for complaints of sexual harassment or gender discrimination	**Agree**	2021	**88**	**91**	**90**	**86**	**88**	**86**	**93**	**90**	**91**	**90**
		2018	90▲	92▲	92▲	88▲	89	87	94▲	91	93	90
		2016	92▲	94▲	93▲	92▲	92▲	89▲	95▲	94▲	94▲	93▲
	Neither	2021	**9**	**7**	**7**	**11**	**9**	**11**	**6**	**8**	**7**	**8**
		2018	8▼	7	7	10	8▼	11	5	7	7	8
		2016	6▼	5▼	5▼	7▼	6▼	9▼	4▼	5▼	5▼	6▼
	Disagree	2021	**3**	**1**	**2**	**3**	**3**	**3**	**1**	**2**	**1**	**2**
		2018	2▼	1▼	1▼	2▼	3	2	1	1	1▼	2
		2016	2▼	1▼	2▼	2▼	2▼	2	1	1▼	1	1

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Taught how to intervene when you witness a situation involving a coworker (bystander intervention)	**Agree**	2021	**88**	**90**	**90**	**88**	**88**	**86**	**91**	**90**	**90**	**89**
		2018	90▲	91▲	91▲	90▲	92▲	83▼	92	91	93▲	87▼
		2016	92▲	93▲	93▲	93▲	93▲	84▼	94▲	93▲	94▲	89
	Neither	2021	**9**	**8**	**8**	**9**	**9**	**11**	**7**	**8**	**7**	**9**
		2018	8▼	7	7	8	6▼	13▲	7	8	6▼	10
		2016	7▼	5▼	5▼	6▼	5▼	12	5▼	6▼	5▼	9
	Disagree	2021	**3**	**2**	**3**	**3**	**3**	**3**	**2**	**2**	**2**	**2**
		2018	2▼	1▼	2▼	2▼	2▼	4▲	1	1▼	1▼	2
		2016	2▼	1▼	1▼	1▼	2▼	4▲	1▼	1▼	1▼	2
Takes into consideration the unique needs and experiences of DoD civilian employees	**Agree**	2021	**77**	**83**	**79**	**74**	**75**	**79**	**85**	**81**	**81**	**84**
		2018	80▲	86▲	83▲	79▲	78▲	78	87▲	85▲	85▲	85
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**16**	**13**	**15**	**18**	**16**	**17**	**11**	**14**	**14**	**13**
		2018	15▼	11▼	12▼	16	15	18	10▼	12▼	11▼	12
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**7**	**4**	**7**	**8**	**9**	**4**	**4**	**4**	**5**	**3**
		2018	5▼	3▼	5▼	5▼	8	4	3	3▼	4	2
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±2%
Percent of APF employees who indicated receiving sexual harassment and/or gender discrimination training in the past 12 months

Table 201.
APF: Average Sexual Harassment/Gender Discrimination Training Relevancy Rating (2021 WGRC Q125)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average rating of content relevancy for sexual harassment/ gender discrimination training received	2021	**4.3**	**4.4**	**4.3**	**4.3**	**4.3**	**4.3**	**4.5**	**4.4**	**4.4**	**4.4**
	2018	4.3▲	4.5▲	4.4▲	4.3▲	4.3▲	4.3	4.5	4.4▲	4.4	4.4
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error do not exceed ±0.1
Average of APF employees who indicated receiving SH|GD training in the past 12 months

Table 202.
APF: Received Training on Sexual Assault in the Past 12 Months (2021 WGRC Q126)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Received training on sexual assault in the past 12 months	2021	**86**	**91**	**91**	**92**	**85**	**73**	**94**	**94**	**89**	**83**
	2018	88▲	94▲	94▲	95▲	93▲	66▼	95▲	96▲	96▲	81▼
	2016	89▲	94▲	95▲	95▲	95▲	64▼	96▲	97▲	97▲	77▼

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 203.
APF: Sexual Assault Training Received Conveyed Relevant Information (2021 WGRC Q127)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Provided a good understanding of what actions are considered sexual assault	**Agree**	2021	**95**	**95**	**95**	**95**	**95**	**94**	**95**	**95**	**94**	**94**
		2018	95	95	96	96▲	94	94	95	96	94	95
		2016	96▲	96▲	97▲	97▲	96▲	94	97▲	97▲	96▲	96▲
	Neither	2021	**4**	**5**	**4**	**4**	**4**	**5**	**4**	**4**	**5**	**5**
		2018	4	4	4	4	5	6	4	4	5	5
		2016	3▼	3▼	3▼	3▼	3	5	3▼	3▼	4▼	4▼
	Disagree	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▼	1▼	<1▼	<1	1	1	<1	<1	1	<1
		2016	1▼	1▼	<1▼	<1▼	1	1	<1	<1	1	<1
Explained the resources available to victims	**Agree**	2021	**93**	**94**	**94**	**93**	**94**	**93**	**95**	**94**	**94**	**93**
		2018	94	94	95	94	94	91	95	94	94	93
		2016	95▲	96▲	96▲	95▲	95▲	92	96▲	96▲	96▲	95▲
	Neither	2021	**5**	**5**	**5**	**6**	**5**	**6**	**5**	**5**	**5**	**6**
		2018	5	5	5	6	5	8▲	5	5	5	7
		2016	4▼	4▼	4▼	4▼	4▼	7	3▼	3▼	4▼	5
	Disagree	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▼	1	1▼	1	1	1	1	1	1	1
		2016	1▼	1▼	1▼	1▼	1	2▲	<1	1	1	1
Explained the reporting options available within the DoD community if a sexual assault occurs	**Agree**	2021	**93**	**94**	**94**	**92**	**94**	**92**	**94**	**94**	**94**	**93**
		2018	93	94	94	93	94	91	95	94	94	93
		2016	95▲	96▲	96▲	95▲	95▲	91	96▲	96▲	95▲	95▲
	Neither	2021	**6**	**5**	**5**	**7**	**5**	**7**	**5**	**5**	**5**	**6**
		2018	6	5	5	6	5	8	5	5	5	7
		2016	4▼	4▼	4▼	4▼	4▼	7	3▼	3▼	4▼	5
	Disagree	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1	1▼	1▼	1	1	1	<1	1	1	1
		2016	1	1▼	1▼	1▼	1	2▲	1	1	1	1
Explained the reporting options available to DoD civilian employees assaulted by someone from work	**Agree**	2021	**91**	**93**	**93**	**90**	**90**	**92**	**94**	**93**	**93**	**93**
		2018	92	94	93	92▲	90	91	94	94	93	92
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**7**	**6**	**6**	**8**	**7**	**7**	**5**	**6**	**6**	**6**
		2018	6	5	5	6▼	7	8	5	5	6	7
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**2**	**1**	**2**	**2**	**3**	**1**	**1**	**1**	**2**	**1**
		2018	2	1▼	2	2	4	1	1	1	1	1
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Explained how sexual assault can affect all members of the DoD community, including civilians	**Agree**	2021	**91**	**93**	**92**	**90**	**90**	**91**	**94**	**94**	**93**	**93**
		2018	92▲	94▲	94▲	92▲	91	91	94	94	94	92
		2016	95▲	96▲	96▲	95▲	94▲	92	96▲	96▲	95▲	95▲
	Neither	2021	**7**	**6**	**6**	**7**	**7**	**7**	**5**	**5**	**6**	**6**
		2018	6▼	5	5▼	6	6	8	5	5	6	7
		2016	4▼	3▼	3▼	4▼	4▼	6	3▼	3▼	4▼	5▼
	Disagree	2021	**2**	**1**	**2**	**2**	**3**	**1**	**1**	**1**	**2**	**1**
		2018	2▼	1▼	1▼	2▼	3	1	1	1	1▼	1
		2016	1▼	1▼	1▼	1▼	2▼	2	1	1	1▼	1▼
Takes into consideration the unique needs and experiences of DoD civilian employees	**Agree**	2021	**81**	**85**	**82**	**78**	**79**	**84**	**87**	**84**	**84**	**87**
		2018	83▲	87▲	85▲	82▲	80	84	89▲	87▲	86▲	88
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Neither	2021	**13**	**11**	**12**	**15**	**13**	**13**	**10**	**12**	**12**	**10**
		2018	12▼	10▼	10▼	14▼	13	14	8▼	11▼	11	11
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
	Disagree	2021	**6**	**3**	**5**	**6**	**8**	**3**	**3**	**3**	**4**	**3**
		2018	5▼	3▼	4▼	4▼	7	3	3	2▼	3	2▼
		2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error range from ±1% to ±2%
Percent of APF employees who indicated receiving sexual assault training in the past 12 months

Table 204.
APF: Average Sexual Assault Training Relevancy Rating (2021 WGRC Q127)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average rating of content relevancy for sexual assault training received	2021	**4.4**	**4.5**	**4.4**	**4.3**	**4.4**	**4.4**	**4.5**	**4.5**	**4.5**	**4.5**
	2018	4.4▲	4.5▲	4.5▲	4.4▲	4.4	4.4	4.5	4.5▲	4.5	4.5
	2016	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA

Margins of error do not exceed ±0.1
Average of APF employees who indicated receiving sexual assault training in the past 12 months

Table 205.
APF: Supervisory Status (2021 WGRC Q128)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Supervisory status	Non-supervisor	2021	73	63	74	71	70	75	64	61	61	68
		2018	74▲	64	76▲	73	72	76	66	63	61	69
		2016	76▲	66▲	77▲	74▲	73▲	78▲	67▲	65▲	63▲	71▲
	Team leader	2021	12	15	11	14	13	11	14	19	15	13
		2018	11▼	15	10	13	11	10	14	18	15	12
		2016	10▼	13▼	10▼	12▼	9▼	9▼	12▼	15▼	13▼	10▼
	Supervisor	2021	11	15	12	11	12	10	16	13	17	13
		2018	11	14▼	11	10	12	9	15	12	17	12
		2016	10▼	14▼	10▼	10▼	11	9▼	14▼	12	17	12
	Manager	2021	4	6	3	4	5	4	6	6	7	6
		2018	4	6	3	4	5	4	5	6	6	7
		2016	4	6	3	4	5	4	6	7	7	6
	Executive	2021	1	1	<1	<1	1	1	1	<1	<1	1
		2018	<1	1	<1	<1	1	<1	1	1	1	1
		2016	<1	1▲	<1	<1	1	1	1	1	1▲	1▲

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 206.
APF: Supervisory Status is Supervisor or Above (2021 WGRC Q128)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Supervisory status is supervisor or above	2021	15	21	15	15	17	14	22	20	24	19
	2018	15	21	14	15	17	14	21	19	24	20
	2016	14▼	21	13▼	14▼	17	13	21▼	19	24	19

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 207.
APF: DoD Leadership Training Received Prepared Supervisors for EEO Issues and Complaints (2021 WGRC Q129)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Responding to reports of sexual assault	Agree	80	90	82	80	81	75	92	90	91	86
	Neither	10	6	9	10	10	13	5	6	6	7
	Disagree	7	3	6	7	6	8	2	2	2	3
	Does not apply; My training did not cover this	3	1	3	3	3	3	1	1	1	3
Responding to reports of sexual harassment	Agree	79	90	81	80	80	76	92	90	91	87
	Neither	10	6	9	10	10	13	5	6	6	7
	Disagree	7	3	6	7	7	8	2	2	3	3
	Does not apply; My training did not cover this	3	1	3	3	3	4	1	1	1	3
Providing support to employees who make complaints	Agree	79	90	80	80	80	76	91	89	90	86
	Neither	10	6	10	9	10	12	6	7	6	8
	Disagree	7	3	7	8	7	8	3	3	3	3
	Does not apply; My training did not cover this	3	1	3	3	2	3	1	1	1	3

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Responding to reports of gender discrimination	**Agree**	**76**	**89**	**78**	**76**	**75**	**73**	**91**	**89**	**89**	**85**
	Neither	**12**	**7**	**11**	**12**	**12**	**14**	**6**	**7**	**7**	**8**
	Disagree	**9**	**3**	**8**	**9**	**10**	**9**	**3**	**3**	**3**	**3**
	Does not apply; My training did not cover this	**4**	**1**	**3**	**3**	**3**	**5**	**1**	**1**	**1**	**3**
Helping an employee through the EEO complaint process	**Agree**	**73**	**86**	**76**	**75**	**71**	**70**	**88**	**84**	**85**	**82**
	Neither	**14**	**9**	**13**	**12**	**14**	**16**	**7**	**10**	**9**	**10**
	Disagree	**10**	**4**	**8**	**10**	**12**	**10**	**4**	**4**	**4**	**5**
	Does not apply; My training did not cover this	**3**	**1**	**3**	**3**	**3**	**4**	**1**	**1**	**1**	**3**
Handling retaliation against employees who report unwanted gender-related behaviors in the workplace	**Agree**	**70**	**86**	**73**	**70**	**69**	**69**	**88**	**85**	**87**	**81**
	Neither	**15**	**9**	**14**	**15**	**15**	**16**	**8**	**10**	**8**	**10**
	Disagree	**11**	**4**	**10**	**12**	**12**	**11**	**3**	**4**	**4**	**5**
	Does not apply; My training did not cover this	**4**	**2**	**4**	**4**	**4**	**4**	**1**	**2**	**2**	**3**

Margins of error range from ±1% to ±4%
Percent of APF employees who identified as a supervisor, manager, or executive

Table 208.
APF: Reports Received From Employees on Unwanted Gender-Related Experiences in the DoD Workplace (2021 WGRC Q130)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sexual harassment	**9**	**10**	**9**	**11**	**8**	**9**	**10**	**10**	**9**	**10**
Sex discrimination	**5**	**5**	**5**	**6**	**4**	**5**	**5**	**5**	**4**	**6**
Sexual assault	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**3**	**4**	**4**

Margins of error range from ±1% to ±3%
Percent of APF employees who identified as a supervisor, manager, or executive

Table 209.
APF: Received an Employee Report of Unwanted Gender-Related Experiences in the DoD Workplace (2021 WGRC Q130)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Received an employee report of workplace sexual harassment/assault or gender discrimination	**11**	**12**	**11**	**13**	**10**	**11**	**12**	**11**	**11**	**13**

Margins of error range from ±1% to ±3%
Percent of APF employees who identified as a supervisor, manager, or executive

Table 210.
APF: Confidence in Responding to Employee Reports of Unwanted Gender-Related Behaviors (2021 WGRC Q131)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sexual assault	**98**	**97**	**NR**	**98**	**NR**	**95**	**96**	**NR**	**95**	**NR**
Sexual harassment	**98**	**97**	**97**	**99**	**97**	**99**	**98**	**99**	**94**	**97**
Sex discrimination	**93**	**97**	**90**	**97**	**90**	**94**	**NR**	**NR**	**92**	**99**

Margins of error range from ±2% to ±13%
Percent of APF employees who identified as a supervisor, manager, or executive and indicated receiving a report of each unwanted gender-related behavior

Table 211.
APF: Joined DoD Civilian Workplace During COVID-19 (2021 WGRC Q132)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Joined during COVID-19	**Marked**	**12**	**9**	**12**	**11**	**13**	**10**	**10**	**8**	**10**	**8**
	Not marked	**88**	**91**	**88**	**89**	**87**	**90**	**90**	**92**	**90**	**92**

Margins of error do not exceed ±1%
Percent of all APF employees

Table 212.
APF: Changes in the DoD Civilian Workplace During COVID-19 (2021 WGRC Q132)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Telework or remote work arrangements	Increased since COVID-19	74	69	70	78	74	76	67	73	65	72
	About the same as before COVID-19	20	26	23	17	20	19	27	22	29	23
	Decreased since COVID-19	6	5	8	5	7	6	6	5	6	5
Virtual synchronous interactions with coworkers and leaders	Increased since COVID-19	72	67	71	74	71	73	68	69	62	66
	About the same as before COVID-19	23	29	24	21	23	22	28	27	33	28
	Decreased since COVID-19	5	4	6	4	6	5	4	4	5	5
Your work hours	Increased since COVID-19	20	18	18	21	19	22	16	18	16	21
	About the same as before COVID-19	78	80	80	77	80	76	82	79	82	77
	Decreased since COVID-19	2	2	2	2	1	2	2	2	2	2
Your use of leave	Increased since COVID-19	17	17	18	15	16	17	17	17	18	16
	About the same as before COVID-19	60	68	61	58	62	60	69	66	68	67
	Decreased since COVID-19	23	15	20	27	22	24	14	17	14	17
Number of days physically in the office	Increased since COVID-19	5	5	5	5	5	5	5	5	5	5
	About the same as before COVID-19	41	51	47	35	45	34	54	49	57	41
	Decreased since COVID-19	54	44	48	60	50	61	41	46	38	54

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
In-person interactions with coworkers and leaders	**Increased since COVID-19**	**4**	**3**	**4**	**3**	**4**	**4**	**3**	**3**	**3**	**3**
	About the same as before COVID-19	**30**	**37**	**34**	**27**	**33**	**25**	**39**	**35**	**41**	**30**
	Decreased since COVID-19	**66**	**60**	**62**	**70**	**63**	**71**	**58**	**62**	**56**	**67**

Margins of error range from ±1% to ±2%
Percent of APF employees who were DoD civilian employees prior to covid-19

Table 213.
APF: Changes in Workplace Experiences During COVID-19 (2021 WGRC Q133)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your ability to complete your work	Better since COVID-19	22	14	20	24	20	24	13	14	11	19
	About the same as before COVID-19	68	73	71	66	71	66	75	72	74	69
	Worse since COVID-19	10	14	10	10	9	10	12	14	15	13
Your relationship with your immediate supervisor	Better since COVID-19	10	8	9	10	9	11	7	8	7	9
	About the same as before COVID-19	81	83	81	80	80	80	84	84	83	82
	Worse since COVID-19	10	9	10	10	10	9	9	8	10	9
Your relationship with your coworkers	Better since COVID-19	7	5	7	8	7	8	5	5	5	7
	About the same as before COVID-19	80	82	81	79	81	80	83	83	82	81
	Worse since COVID-19	12	12	11	13	13	12	12	12	13	13
Your opportunities	Better since COVID-19	5	3	5	6	4	6	3	3	2	4
	About the same as before COVID-19	79	79	78	78	81	80	79	79	79	77
	Worse since COVID-19	16	18	17	16	15	14	18	17	19	18
The overall gender relations in your work unit	Better since COVID-19	4	3	4	4	3	4	3	2	3	5
	About the same as before COVID-19	93	95	93	93	93	93	95	95	94	93
	Worse since COVID-19	3	2	3	3	4	3	2	2	3	2

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Your treatment based on your gender	**Better since COVID-19**	**2**	**1**	**3**	**3**	**2**	**2**	**1**	**1**	**1**	**2**
	About the same as before COVID-19	**94**	**93**	**94**	**93**	**94**	**94**	**93**	**93**	**92**	**92**
	Worse since COVID-19	**4**	**6**	**4**	**4**	**4**	**3**	**5**	**6**	**6**	**6**

Margins of error range from ±1% to ±2%
Percent of APF employees who were DoD civilian employees prior to covid-19

Table 214.
APF: Perceived Resilience (2021 WGRC Q134)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
I tend to bounce back quickly after hard times.	**Agree**	**76**	**81**	**76**	**75**	**78**	**75**	**82**	**80**	**82**	**80**
	Neither	**17**	**14**	**16**	**18**	**15**	**17**	**14**	**15**	**13**	**15**
	Disagree	**7**	**5**	**7**	**7**	**7**	**7**	**5**	**5**	**4**	**5**
It does not take me long to recover from a stressful event.	**Agree**	**63**	**71**	**63**	**62**	**64**	**63**	**71**	**70**	**72**	**70**
	Neither	**24**	**19**	**24**	**25**	**23**	**24**	**19**	**20**	**18**	**20**
	Disagree	**13**	**10**	**13**	**13**	**14**	**13**	**10**	**10**	**10**	**11**
I usually come through difficult times with little trouble.	**Agree**	**60**	**68**	**60**	**61**	**62**	**59**	**68**	**67**	**69**	**67**
	Neither	**27**	**23**	**27**	**27**	**26**	**28**	**23**	**24**	**22**	**24**
	Disagree	**12**	**9**	**13**	**12**	**12**	**13**	**9**	**9**	**9**	**9**
I have a hard time making it through stressful events.	**Agree**	**15**	**12**	**15**	**15**	**14**	**16**	**12**	**12**	**11**	**14**
	Neither	**22**	**20**	**22**	**23**	**22**	**23**	**20**	**21**	**20**	**20**
	Disagree	**62**	**67**	**62**	**62**	**64**	**61**	**67**	**67**	**69**	**66**
It is hard for me to snap back when something bad happens.	**Agree**	**13**	**10**	**13**	**13**	**13**	**14**	**11**	**10**	**10**	**11**
	Neither	**23**	**20**	**23**	**23**	**22**	**24**	**20**	**21**	**19**	**22**
	Disagree	**63**	**69**	**63**	**63**	**65**	**62**	**70**	**69**	**71**	**67**
I tend to take a long time to get over set-backs in my life.	**Agree**	**9**	**9**	**10**	**9**	**9**	**9**	**9**	**9**	**9**	**10**
	Neither	**23**	**22**	**23**	**24**	**23**	**24**	**22**	**22**	**20**	**23**
	Disagree	**67**	**69**	**67**	**68**	**68**	**67**	**69**	**69**	**71**	**68**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 215.
APF: Resilience Scale (2021 WGRC Q134)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Average Resilience Scale score	**3.7**	**3.9**	**3.7**	**3.7**	**3.7**	**3.7**	**3.9**	**3.9**	**3.9**	**3.8**

Margins of error do not exceed ±0.1
Average of all APF employees

Table 216.
APF: Current Relationship Status (2021 WGRC Q135)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
What is your current relationship status?	**Married**	**58**	**73**	**59**	**57**	**61**	**56**	**75**	**71**	**73**	**71**
	Living with a romantic partner	**7**	**6**	**7**	**9**	**7**	**7**	**6**	**7**	**6**	**6**
	Non-cohabitating committed romantic relationship	**6**	**4**	**6**	**6**	**5**	**6**	**4**	**4**	**4**	**5**
	Single	**22**	**13**	**22**	**21**	**22**	**23**	**11**	**14**	**13**	**14**
	Other or prefer not to say	**6**	**4**	**7**	**7**	**5**	**7**	**4**	**4**	**4**	**4**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 217.
APF: Married or Cohabitating With Romantic Partner (2021 WGRC Q135)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Currently married or cohabitating with a romantic partner	**66**	**79**	**66**	**66**	**68**	**64**	**81**	**78**	**79**	**77**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 218.
APF: Currently in a Romantic Relationship (2021 WGRC Q135)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Currently in a romantic relationship	**71**	**83**	**71**	**72**	**73**	**69**	**85**	**82**	**83**	**82**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 219.
APF: DoD Civilian Employee Race/Ethnicity (2021 WGRC Q137)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
White	2021	**56**	**66**	**56**	**58**	**60**	**53**	**68**	**64**	**72**	**60**
	2018	57	68▲	55	58	63▲	53	68	68▲	73	63▲
	2016	58▲	68▲	55	60▲	63▲	56▲	66▼	68▲	73▲	64▲
Black	2021	**21**	**12**	**22**	**17**	**17**	**25**	**13**	**11**	**9**	**17**
	2018	21	11▼	23	17	16	26	13	10▼	9	17
	2016	21	12	24▲	17	17	25	15▲	11	10	17
Hispanic	2021	**10**	**10**	**11**	**9**	**11**	**10**	**10**	**10**	**10**	**10**
	2018	10	9	11	9	11	9	11	8▼	9	9
	2016	10▼	9▼	11	8	10	9	11	8▼	8▼	9▼
Asian	2021	**6**	**6**	**6**	**10**	**4**	**6**	**4**	**8**	**3**	**6**
	2018	6	5	6	10	4	6	4	8	3	5
	2016	5▼	5▼	5▼	8▼	4	5▼	3▼	8	3	5▼
Two or more races	2021	**4**	**4**	**4**	**5**	**5**	**4**	**4**	**5**	**4**	**4**
	2018	4	4	4	4	5	4	4	4	4	4
	2016	4▼	4	4	4	4▼	4	3	4	4	4
Native Hawaiian/Pacific Islander	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
	2018	1	1	1	2	1	1	1	1	1	1
	2016	1	1	1	2	1	1	1	1	1	1
American Indian/Alaska Native	2021	**1**	**1**	**1**	**1**	**1**	**<1**	**1**	**1**	**1**	**1**
	2018	1	1	1	1	1	<1	1	1	1	1
	2016	1	1	1▲	<1	1	1	1▲	1	1	1

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 220.
APF: DoD Civilian Employee Racial/Ethnic Identity (2021 WGRC Q137)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
DoD civilian employee race/ ethnicity	Non-Hispanic White	2021	56	66	56	58	60	53	68	64	72	60
		2018	57	68▲	55	58	63▲	53	68	68▲	73	63▲
		2016	58▲	68▲	55	60▲	63▲	56▲	66▼	68▲	73▲	64▲
	Racial/Ethnic Minority	2021	44	34	44	42	40	47	32	36	28	40
		2018	43	32▼	45	42	37▼	47	32	32▼	27	37▼
		2016	42▼	32▼	45	40▼	37▼	44▼	34▲	32▼	27▼	36▼

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 221.
APF: Military Service Status (2021 WGRC Q138)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
What is your military service status?	No prior military service	2021	71	38	66	76	63	80	33	47	29	45
		2018	72▲	36▼	69▲	78▲	62	81	32	47	26▼	42▼
		2016	70▼	31▼	65	76	61▼	79	26▼	42▼	22▼	38▼
	Currently in National Guard or Reserve	2021	5	10	7	1	9	2	16	2	18	5
		2018	5	12▲	6	1	10▲	1	15	2	23▲	4
		2016	5▲	14▲	7	1	11▲	2	18▲	3▲	25▲	4
	Retired	2021	9	31	9	8	13	6	31	29	35	26
		2018	9	33▲	9	8	15	6	34▲	30	36	30▲
		2016	9	34▲	10	8	13	6	35▲	32▲	36	32▲
	Separated or discharged	2021	15	20	17	15	15	13	20	21	18	24
		2018	14▼	19▼	15▼	13▼	13▼	11	19	21	15▼	24
		2016	16▲	21	18▲	15	15	13	21	23▲	17	26

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 222.
APF: Current or Prior Military Service (2021 WGRC Q138)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Current or prior military service member	2021	**29**	**62**	**34**	**24**	**37**	**20**	**67**	**53**	**71**	**55**
	2018	28▼	64▲	31▼	22▼	38	19	68	53	74▲	58▲
	2016	30▲	69▲	35	24	39▲	21	74▲	58▲	78▲	62▲

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 223.
APF: Sexual Orientation (2021 WGRC Q139)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Do you consider yourself to be…	**Heterosexual or straight**	2021	**87**	**91**	**87**	**86**	**87**	**87**	**91**	**90**	**91**	**90**
		2018	90▲	93▲	90▲	90▲	90▲	90▲	93▲	93▲	93▲	91
		2016	90▲	93▲	90▲	89▲	91▲	90▲	93▲	92▲	93▲	92▲
	Gay or lesbian	2021	**2**	**1**	**2**	**2**	**2**	**2**	**1**	**2**	**1**	**2**
		2018	2▼	1	2	2	2	2	1	1	1	2
		2016	2▼	1▼	2	2▼	2▼	2▼	1▼	1▼	1	2
	Bisexual	2021	**3**	**1**	**3**	**3**	**3**	**3**	**1**	**1**	**1**	**1**
		2018	2▼	1▼	2▼	2▼	2▼	1▼	1▼	1▼	1	1
		2016	1▼	1▼	1▼	1▼	1▼	1▼	1▼	1▼	1▼	1
	Something else	2021	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**
		2018	1▼	1	1	1	1	1	1	1	1	1
		2016	<1▼	1	<1▼	1▼	1▼	<1▼	<1	1	<1	<1
	Prefer not to answer	2021	**7**	**6**	**8**	**7**	**6**	**7**	**6**	**6**	**6**	**6**
		2018	6▼	5▼	6▼	6▼	6	7	4▼	5▼	4▼	5
		2016	7▼	5▼	7▼	7	6	7	5▼	5	5▼	5

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 224.
APF: Sexual Minority Status (2021 WGRC Q139)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sexual minority status	Heterosexual or straight	2021	87	91	87	86	87	87	91	90	91	90
		2018	90▲	93▲	90▲	90▲	90▲	90▲	93▲	93▲	93▲	91
		2016	90▲	93▲	90▲	89▲	91▲	90▲	93▲	92▲	93▲	92▲
	Sexual minority	2021	6	3	6	7	6	5	3	4	3	4
		2018	4▼	3▼	4▼	4▼	4▼	4▼	2▼	3▼	2▼	4
		2016	3▼	2▼	3▼	4▼	3▼	3▼	2▼	2▼	2▼	3
	Prefer not to answer	2021	7	6	8	7	6	7	6	6	6	6
		2018	6▼	5▼	6▼	6▼	6	7	4▼	5▼	4▼	5
		2016	7▼	5▼	7▼	7	6	7	5▼	5	5▼	5

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 225.
APF: Sexual Orientation Status (2021 WGRC Q139)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response *Trend Year Differences* ▲ Higher Than 2021 ▼ Lower Than 2021			APF		Women				Men			
			Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sexual orientation status	Heterosexual or straight	2021	94	97	94	93	93	94	97	96	97	96
		2018	96▲	97▲	96▲	95▲	96▲	96▲	98▲	97▲	98▲	96
		2016	96▲	98▲	97▲	96▲	97▲	96▲	98▲	98▲	98▲	97
	Sexual minority	2021	6	3	6	7	7	6	3	4	3	4
		2018	4▼	3▼	4▼	5▼	4▼	4▼	2▼	3▼	2▼	4
		2016	4▼	2▼	3▼	4▼	3▼	4▼	2▼	2▼	2▼	3

Margins of error do not exceed ±1%
Percent of all APF employees

Table 226.
APF: Sex Assigned at Birth (2021 WGRC Q140)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Sex assigned at birth on original birth certificate	Male	<1	>99	<1	1	<1	<1	>99	>99	>99	>99
	Female	>99	<1	>99	99	>99	>99	<1	<1	<1	<1

Margins of error do not exceed ±1%
Percent of all APF employees

Table 227.
APF: Current Gender Identity (2021 WGRC Q141)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Current gender identity	Male	<1	99	<1	<1	<1	<1	99	99	99	99
	Female	99	<1	99	99	99	99	<1	<1	<1	<1
	Transgender	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1
	None of these	1	1	1	1	1	1	1	1	1	1

Margins of error do not exceed ±1%
Percent of all APF employees

Table 228.
APF: Gender Identity Status (2021 WGRC Q141)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Gender identity status	Cisgender male	<1	98	<1	<1	<1	<1	98	98	98	98
	Cisgender female	98	<1	98	98	98	98	<1	<1	<1	<1
	Transgender	<1	<1	<1	1	<1	<1	<1	<1	<1	<1
	None of these	1	1	1	1	1	1	1	1	1	1
	Did not identify	<1	<1	<1	<1	<1	<1	<1	1	1	<1

Margins of error do not exceed ±1%
Percent of all APF employees

Table 229.
APF: Gender Minority Status (2021 WGRC Q141)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Gender minority status	Cisgender male	<1	99	<1	<1	<1	<1	99	99	98	99
	Cisgender female	99	<1	99	98	99	99	<1	<1	<1	<1
	Gender minority	1	1	1	2	1	1	1	1	2	1

Margins of error do not exceed ±1%
Percent of all APF employees

Table 230.
APF: Method of Communication That Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
E-mail from survey administrator	91	90	91	90	93	89	91	89	92	88
E-mail from your leadership	12	13	12	13	8	14	12	15	10	18
Other	1	1	1	1	1	1	1	1	1	2
Verbally from your leadership	1	1	1	1	1	1	1	1	1	2
Friend or peer	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1
Postal letter	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1
News article	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1
Social media	<1	<1	<1	<1	<1	<1	<1	<1	<1	<1

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 231.
APF: Leadership Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Heard about the survey through leadership	12	14	12	13	8	15	13	15	10	18

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 232.
APF: OPA Communications Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response	APF		Women				Men			
	Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Heard about the survey through OPA communications	**91**	**90**	**91**	**90**	**93**	**89**	**91**	**89**	**92**	**88**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Table 233.
APF: Combination of Communication Methods That Alerted DoD Civilian Employee to This Survey (2021 WGRC Q142)

KEY: *Within Year Group Differences* ■ Higher Response ■ Lower Response		APF		Women				Men			
		Women	Men	Army	Navy/ Marine Corps	Air Force	DoD A&A	Army	Navy/ Marine Corps	Air Force	DoD A&A
Heard about the survey through OPA communications and/or leaders	**Heard from OPA**	**87**	**85**	**87**	**85**	**91**	**84**	**86**	**84**	**88**	**80**
	Heard from leaders	**8**	**9**	**8**	**9**	**6**	**10**	**8**	**10**	**7**	**11**
	Heard from both	**4**	**5**	**4**	**5**	**3**	**5**	**5**	**5**	**3**	**7**
	Heard through other means	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**	**1**

Margins of error range from ±1% to ±2%
Percent of all APF employees

Appendix C.
Web Survey Instrument

DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

OFFICE OF PEOPLE ANALYTICS

2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey

Survey Instrument



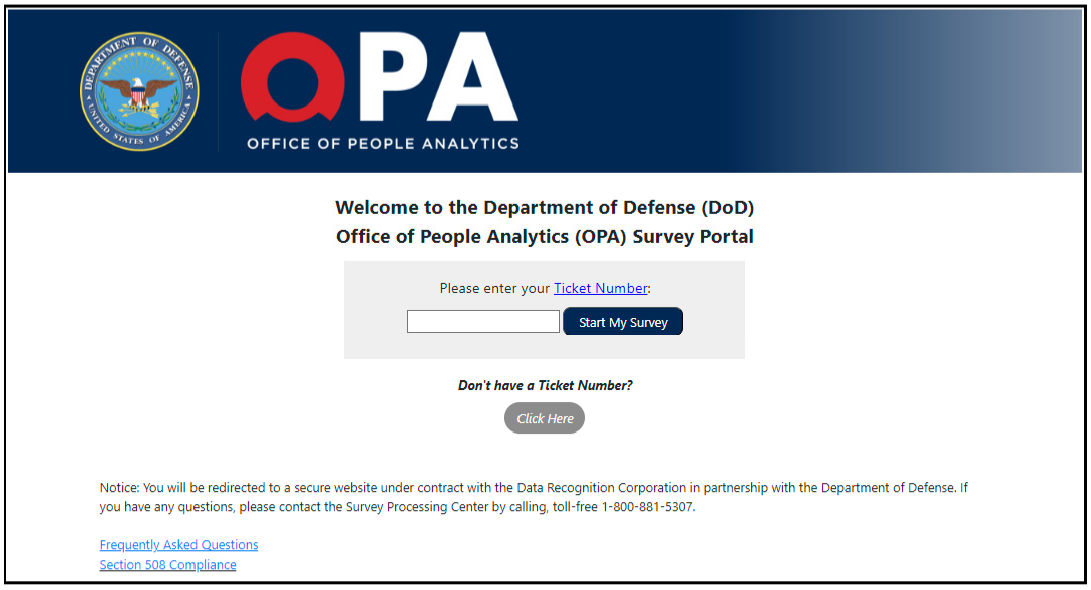
2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey

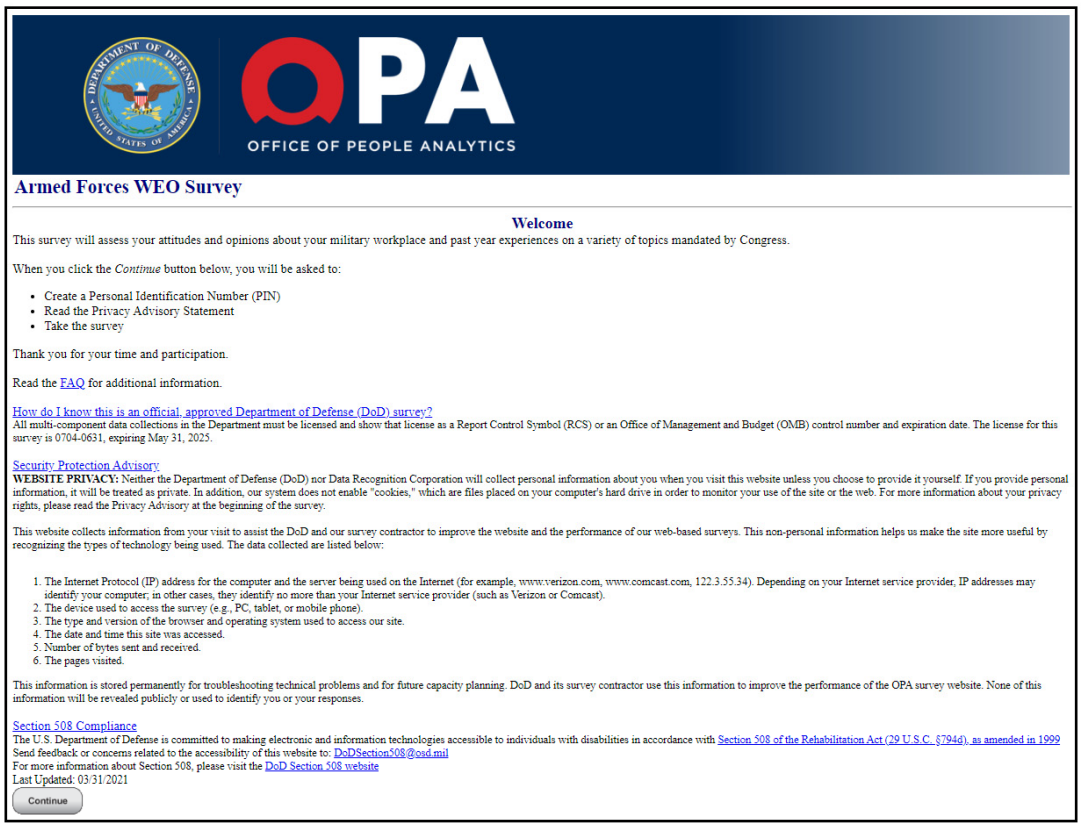
Survey Instrument

DATA DRIVEN SOLUTIONS FOR DECISION MAKERS

OPA
OFFICE OF PEOPLE ANALYTICS

2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey





OFFICE OF PEOPLE ANALYTICS

Armed Forces WEO Survey

Welcome

This survey will assess your attitudes and opinions about your military workplace and past year experiences on a variety of topics mandated by Congress.

When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Advisory Statement
- Take the survey

Thank you for your time and participation.

Read the FAQ for additional information.

How do I know this is an official, approved Department of Defense (DoD) survey?
All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is 0704-0631, expiring May 31, 2025.

Security Protection Advisory
WEBSITE PRIVACY: Neither the Department of Defense (DoD) nor Data Recognition Corporation will collect personal information about you when you visit this website unless you choose to provide it yourself. If you provide personal information, it will be treated as private. In addition, our system does not enable "cookies," which are files placed on your computer's hard drive in order to monitor your use of the site or the web. For more information about your privacy rights, please read the Privacy Advisory at the beginning of the survey.

This website collects information from your visit to assist the DoD and our survey contractor to improve the website and the performance of our web-based surveys. This non-personal information helps us make the site more useful by recognizing the types of technology being used. The data collected are listed below:

1. The Internet Protocol (IP) address for the computer and the server being used on the Internet (for example, www.verizon.com, www.comcast.com, 122.3.55.34). Depending on your Internet service provider, IP addresses may identify your computer; in other cases, they identify no more than your Internet service provider (such as Verizon or Comcast).
2. The device used to access the survey (e.g., PC, tablet, or mobile phone).
3. The type and version of the browser and operating system used to access our site.
4. The date and time this site was accessed.
5. Number of bytes sent and received.
6. The pages visited.

This information is stored permanently for troubleshooting technical problems and for future capacity planning. DoD and its survey contractor use this information to improve the performance of the OPA survey website. None of this information will be revealed publicly or used to identify you or your responses.

Section 508 Compliance
The U.S. Department of Defense is committed to making electronic and information technologies accessible to individuals with disabilities in accordance with Section 508 of the Rehabilitation Act (29 U.S.C. §794d), as amended in 1999
Send feedback or concerns related to the accessibility of this website to: DoDSection508@osd.mil
For more information about Section 508, please visit the DoD Section 508 website
Last Updated: 03/31/2021

Continue

PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION

The public reporting burden for this collection of information, OMB Control Number: 0704-0614, is estimated to average 30 minutes per response, including the time for reviewing the instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this 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 (OMB Control Number: 0704-0614). 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.

Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow the Department of Defense (DoD) to better analyze all responses among varying demographic groups. Responding to this survey is voluntary and you may decline or skip over any questions you do not wish to answer. The survey is confidential. The Office of People Analytics (OPA) has also received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records. Most people can complete the survey in 30 minutes. There is no penalty to you if you choose not to respond. However, maximum participation is encouraged so the data will be complete and representative.

10 USC Sections 136, 2358, 481a and Section 1073 of the National Defense Authorization Act (NDAA) of Fiscal Year (FY) 2015, authorize the Department of Defense to conduct this survey. Information collected in this survey will be used to research a variety of topics, including unwanted gender-related behaviors, workplace climate, training, and policy effectiveness. This information will assist in the formulation of policies which may be needed to improve programs and services for military members and their families. Reports will be provided to the Department of Defense (DoD), Congress, each DoD Agency and Military Department, and the Joint Chiefs of Staff.

Some findings may be published by OPA, in professional journals, or presented at scientific conferences. Your responses could be used in future research. Results from these surveys will be posted on the web: https://www.opa.mil Additionally, ODEI posts results from this particular survey effort on the following website: https://diversity.defense.gov/Documents

Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research. In no case will individual identifiable survey responses be reported. In addition, OPA has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records.

The data collection procedures are not expected to involve any risk or discomfort to you. Survey data may be shared with DoD researchers or organizations outside the DoD who are conducting research on DoD personnel. In many cases, these researchers will be provided with a dataset containing limited demographic information (for example, Component, gender, pay grade groupings). OPA performs a disclosure avoidance analysis to reduce the risk of there being a combination of demographic variables which can single out an individual. In some instances and only with sponsor approval, OPA may make available datasets with additional demographic variables to a small number of approved researchers. There is some risk individuals might be identified on these datasets; however, OPA implements several procedures to protect the data. The datasets will only be available in a secure environment where they cannot be downloaded or transferred. Statistical analyses can only be performed after review and approval to ensure identifying information is not released. Access to these datasets will only be allowed on a need-to-know basis with an approved data sharing agreement in place. Researchers approved for access to these datasets must adhere to strict procedures, including - but not limited to - data sharing agreements, secure transfers of data, destruction of files upon completion of research, and authorization to reuse data. In addition, receipt and use of these datasets must adhere to all DoD information assurance, security, and other data use policies.

If you answer any items in such a way that you indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

- If you believe you have experienced sexual harassment, or are a person who wishes to prevent or respond to it, you may want to contact your organization's Equal Employment Opportunity representative. If you are unsure how to contact your organization's EEO representative, please click here for a list of EEO contact information by organization. You will need Adobe Acrobat Reader to open this file. If you do not have Adobe Acrobat Reader, you can download it for free by clicking here.
- If you believe you have experienced sexual assault, you may want to contact available support service listed below.
    - To reach professionals trained to provide support to sexual assault survivors, you may call the free 24/7 hotline numbers or visit the websites for these resources:

  - DoD Safe Helpline: 1-877-995-5247 toll free within the United States, or download the Safe Helpline mobile application to use Voice over IP (VoIP) technology from anywhere in the world, or on the web at https://www.safehelpline.org
  - RAINN National Sexual Assault Helpline: 1-800-656-HOPE (4673) or on the web at https://www.rainn.org/get-help/national-sexual-assault-hotline

- If you experienced distress while taking this survey, you may want to contact these additional support services listed below.
  - To reach professionals trained to provide mental health referral and crisis intervention services, you may call the free 24/7 hotline numbers or visit the websites for these resources:
    - SAMHSA National Helpline: 1-800-662-HELP (4357) or on the web at http://www.samhsa.gov/find-help/national-helpline
    - National Suicide Prevention Lifeline: 1-800-273-TALK (8255) or on the web at https://www.suicidepreventionlifeline.org
  - You may also contact your organization's Employee Assistance Program for free, confidential counseling and referral services.

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to dodhra.WGRC-survey@mail.mil or calling, 1-800-881-5307. If you have concerns about your rights as a research participant, please contact the OUSD(P&R) Research Regulatory Oversight Office at 703-681-1568/703-681-6665 or e-mail DHA.R2O2.PR@mail.mil

Informed consent is indicated by clicking the *Continue* button and answering the survey questions. Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to December 31, 2021. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

Please print this page for your records.

Click the *Continue* button if you agree to take the survey.

HOW TO CONTACT US

If you have questions or concerns about this survey, you have two ways to contact the Survey Operations Center:

- **Call**: 1-800-881-5307
- **E-mail**: dodhra.WGRC-survey@mail.mil

FREQUENTLY ASKED QUESTIONS

How do I know this is an official, approved DoD survey?

- All multi-component data collections in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is 0704-0614, expiring 09/30/2024.

What is the Office of People Analytics (OPA)?

- The Office of People Analytics (OPA) contains several research divisions that conduct Joint-Service surveys including the Status of Forces Surveys, QuickCompass Surveys, Workplace and Gender Relations Surveys, and Workplace and Equal Opportunity Surveys for the DoD. OPA was formerly a part of Defense Manpower Data Center (DMDC) but transitioned to its own organization in October 2016.

What is the Center for Health and Resilience Research?

- The Center for Health and Resilience Research is a DoD personnel research program that includes paper and web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable DoD to regularly assess the attitudes and opinions of the DoD community, including active duty and Reserve component members as well as DoD civilian employees, on the full range of health and well-being issues.

How do I know this is an official, approved DoD survey?

- The *2021 WGRC* is an official DoD survey sponsored by the DoD Office for Diversity, Equity, and Inclusion (ODEI).

- The survey has gone through approvals at all levels of DoD leadership, including Service leadership coordination, and has been reviewed and approved by the DoD Privacy office and DoD Human Research Protections Program. The survey is also licensed by the Washington Headquarters Service (WHS).
- All multi-component data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) or an Office of Management and Budget (OMB) control number and expiration date. The license for this survey is 0704-0614, expiring 09/30/2024.

Has there ever been a survey like this for the DoD civilian workforce?

- Yes. The first survey of this nature was administered to civilian employees in 2016 per Congressional requirement. Prior to this initial administration, only military populations have received Workplace and Gender Relations (WGR) surveys from the Department. In 2015, Congress extended the WGR survey requirement to DoD civilian employees to understand the gender relations climate for all DoD employees. This ensures the Department is designing policies that benefit both military and civilian employees in combatting sexual harassment, gender discrimination, and sexual assault.

How did you pick me?

- OPA uses industry-standard scientific procedures to select a stratified random sample of civilian employees who are over the age of 18, U.S. citizens, in a pay status, and not political appointees. This ensures results received are representative of the DoD civilian employee population.

Why should I participate?

- Your responses on this survey ***make a difference***.
- This is the third survey of its kind to be administered to DoD civilian employees. Your participation is crucial to assess trends over time.
- This is your chance to be heard on issues that directly affect you, including policies and practices regarding general workplace respect issues as well as sexual harassment, and other gender-related issues.
- As policies and resources may be informed by the results of this survey, it is important to hear from all DoD civilian employees, regardless of their experiences, in order to understand the experiences of the DoD civilian workforce.

Do I have to answer all questions?

- This survey is voluntary, and therefore, it is not necessary to answer every question. We ask that you answer as many as you feel comfortable answering.

Why does the survey ask for demographic information?

- OPA reports overall results, as well as by other characteristics, such as gender, Component, racial/ethnic minority status, etc. To complete these analyses, we must also ask for demographic information from respondents. Analyzing results in this way provides DoD leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Your answers to any demographic items are strictly used for this purpose and will not be used to identify individual respondents. As with all questions on this survey, your responses are confidential. This survey has also received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Why does the survey ask personal questions?

- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the survey, your responses are confidential. This survey has also received a federal "Certificate of Confidentiality" that provides OPA with additional protection against any attempt to subpoena confidential survey records.

Why is it important for every DoD civilian employee included in the sample to log in and participate in the survey?

- It is very important that we hear from as many DoD civilian employees as possible who were selected to participate in the survey. Results from the *2021 WGRC* will provide information on DoD civilian employees' experiences of unwanted gender-related behaviors such as sexual harassment, gender discrimination, and sexual assault. It is important to hear from all employees who are part of the sample, whether or not they experienced unwanted gender-related behaviors, in order to understand the experiences of the full workforce. Results may inform prevention and response efforts to enable the Department to reduce and hopefully eliminate these types of offenses across the DoD civilian workforce.

Do I have to participate in the survey since it is Congressionally-mandated?

- No. The Department is required to conduct this survey, but your participation is completely voluntary. You may choose not to participate and can opt out of the survey at any time. You may also skip over any questions you do not wish to answer.
- If you do not wish to participate or receive additional reminders about this survey, you may opt out by e-mailing OPA's Survey Processing Center at dodhra.WGRC-survey@mail.mil or calling toll-free at 1-800-881-5307. You must provide your ticket number to do so.

What does the Department hope to learn from the survey?

- The results from this survey will allow the Department to continue to assess the prevalence of unwanted gender-related behaviors in the DoD civilian workforce similar to rates derived for the military population. This may inform future prevention and response efforts. In addition, results will also allow the Department to more fully understand the workplace experiences of DoD civilian employees.

Can you compare the number of sexual assaults reported in the DoD civilian workforce to the number reported by military members? Is the percentage higher or lower?

- OPA uses industry-standard scientific weighting and estimation methods so that, given the metrics for assessing these experiences are consistent between populations, the Department is able to compare estimated rates among the DoD civilian employees, Reserve, National Guard, and active duty military populations within statistical limitations (e.g., margins of error and known variance among populations). It is critical for the Department to conduct Workplace and Gender Relations surveys with DoD civilian employees as well to develop an understanding of their experiences in order to ensure those who do experience these behaviors have access to resources and assistance as necessary, which may differ from the needs of military members.

Does the survey ask about experiences outside of DoD civilian job duties?

- The survey addresses DoD civilian experiences of gender-related behaviors in and outside of the DoD civilian workplace in order to understand the full scope of the issues and how the Department can best support all DoD civilian employees.

Will my answers be kept private?

- All data will be reported in the aggregate and no individual data will be reported. We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, please be aware of the environment in which you take the survey (e.g., take the survey when no one else can see your computer screen, take care to not leave the survey site on your computer screen unattended).
- Survey responses received are confidential. OPA has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records.
- However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, OPA may notify an office in your area for appropriate action.

Why do you use my contact information to invite me to participate in this survey? Isn't this survey supposed to be anonymous?

- This survey is "confidential," not "anonymous." In confidential surveys conducted by OPA, the identifying information of respondents is only used by government and contractor staff engaged in, and for purposes of, survey research (e.g., selecting, contacting, and tracking the participation of respondents).
- Individual survey responses received by OPA are kept in separate files from the personally identifiable information of respondents used to solicit survey participation and OPA only tracks survey responses back to individual respondents if a respondent indicates potential harm to self or others in survey responses or communications about the survey. Otherwise, survey responses are not tracked back to individual participants by OPA and survey results are reported in the aggregate so that no individual respondents can be identified.
- OPA's use of the word "confidential" is similar to its routine use in privacy statements within the health professions to denote that the information collected can potentially identify the individual respondent, but this information will not be shared with others unless compelled by law or written consent.

What is a "Certificate of Confidentiality?"

- A "Certificate of Confidentiality" is an additional privacy assurance provided by the Department of Health and Human Services that the identifiable information and responses of a research project's respondents will be protected from compelled disclosure in administrative, legislative, or other investigative proceedings (e.g., protection from a subpoena).

- Section 301(d) of the Public Health Service Act (42 USC 214(d)) authorizes the Secretary of Health and Human Services to provide these Certificates to qualifying biomedical and behavioral research of a sensitive nature.
- While the Certificate protects against involuntary or forced disclosures of information (e.g., a subpoena) that could identify survey respondents, it does not limit voluntary disclosure of this information in matters such as child abuse or a respondent's threatened violence to self or others.

When do you expect the results of the survey to be available?

- OPA posts survey results on the following website: https://www.opa.mil
- Additionally, ODEI posts results from this particular survey effort on the following website: https://diversity.defense.gov/Documents/

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to December 31, 2021 by sending an e-mail to dodhra.WGRC-survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.
- Unless withdrawn, partially completed survey data may be used after that date.

BACKGROUND INFORMATION

Thank you for agreeing to participate in this important study.

Please answer each question thoughtfully and truthfully. This will allow us to provide an accurate picture of the different experiences of today's DoD civilian employees. If you prefer not to answer a specific question for any reason, just leave it blank.

Some of the questions in this survey will be personal. For your privacy, you may want to take this survey where other people won't see your screen.

When the questions in this survey say "**DoD civilian**," please interpret this to mean employment as a civilian employee of any military Service or component within the Department of Defense. "**DoD civilian**" does NOT include military members or contractors working for the Department.

Definitions provided in this survey are limited to this survey.

1. For which DoD component did you work as a DoD civilian employee on November 15, 2021? *If you are a Non-Appropriated Fund (NAF) employee, select the Department with which you most interact while performing your duties.*
   - ☒ Army
   - ☒ Navy (including Marine Corps)
   - ☒ Air Force (including Space Force)
   - ☒ DoD Office, Agency, or Field Activity (for example, the Defense Logistics Agency, Pentagon, or the Office of the Secretary of Defense)
   - ☒ None, you were retired or had left

2. Are you...?
   - ☒ Male
   - ☒ Female

TIME REFERENCE

Most of this survey asks about experiences that have happened within the past 12 months. When answering these questions, please do NOT include any events that occurred before **[Day_of_Week], [X Date]**.

Please try to think of any important events in your life that occurred near **[X Date]** such as birthdays, weddings, or family activities. These events can help you remember which things happened before **[X Date]** and which happened after as you answer the rest of the survey questions.

The following questions will help you think about your life one year ago.

3. Are your job responsibilities, tasks, and/or projects the same as they were on **[X Date]**?
   - ☒ Yes
   - ☒ No
   - ☒ Do not remember

4. Were you on vacation or leave on **[X Date]**?
   - ☒ Yes
   - ☒ No
   - ☒ Do not remember

5. Were you married or dating someone on **[X Date]**?
   - ☒ Yes
   - ☒ No
   - ☒ Do not remember

6. The first part of this survey asks about experiences that happened while you were working as a DoD civilian employee. Please only include experiences that are related to your DoD civilian employment.

GENDER-RELATED EXPERIENCES IN THE DOD CIVILIAN WORKPLACE

7. In this section, you will be asked about several things that **someone from work** might have done to you that were upsetting or offensive, and that happened AFTER **[X Date]**.

   When the questions say "**someone from work**," please include **any person(s)** you have contact with as part of your DoD civilian job duties. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military Service member, or a contractor working for the DoD. They could be in your organization or in other organizations.

   These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

   Responding to these questions will **NOT** result in a complaint about your experiences to the Department. Reporting resources are provided to you at the end of this survey should you want to file a complaint about any unwanted experiences or seek additional assistance.

   Remember, all the information you share will be kept confidential.

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

8. Since **[X Date]**, did someone from work repeatedly tell sexual "jokes" **that made you uncomfortable, angry, or upset**?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

9. Since **[X Date]**, did someone from work embarrass, anger, or upset you by repeatedly suggesting that you do not act like someone of your gender is supposed to? *For example, by calling you a fag or gay, a dyke or butch.*

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

10. Since **[X Date]**, did someone from work repeatedly make sexual gestures or sexual body movements (for example, thrusting their pelvis or grabbing their crotch) that made you uncomfortable, angry, or upset?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

11. Since **[X Date]**, did someone from work display, show, or send sexually explicit materials like pictures or videos that made you uncomfortable, angry, or upset? *Do not include materials you may have received as part of your professional duties (for example, as a criminal investigator).*

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

12. Since **[X Date]**, did someone from work repeatedly tell you about their sexual activities in a way that made you uncomfortable, angry, or upset?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

13. Since **[X Date]**, did someone from work repeatedly ask you questions about your sex life or sexual interests that made you uncomfortable, angry, or upset?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

14. Since **[X Date]**, did someone from work make repeated sexual comments about your appearance or body that made you uncomfortable, angry, or upset?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

15. Since **[X Date]**, did someone from work either **take or share** sexually suggestive pictures or videos of you when you did not want them to?

☒ Yes
☒ No

16. [Ask if Q15 = "Yes"] Did this make you uncomfortable, angry, or upset?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

17. Since **[X Date]**, did someone from work make **repeated** attempts to establish an **unwanted** romantic or sexual relationship with you? *These could range from repeatedly asking you out on a date to asking you for sex or a "hookup."*

☒ Yes
☒ No

18. [Ask if Q17 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

19. Since **[X Date]**, did someone from work intentionally touch you in **a sexual way** when you did not want them to? *This could include touching your genitals, breasts, buttocks, or touching you with their genitals anywhere on your body.*

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

20. [Ask if Q19 <> "Yes"] Since **[X Date]**, did someone from work repeatedly touch you in **any other 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.*

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

21. Since **[X Date]**, has someone from work made you feel as if you would get some **workplace benefit** in exchange for doing something sexual? *For example, they might hint that they would give you a good performance appraisal, a better work assignment, or better treatment at work 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

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

22. Since **[X Date]**, has someone from work made you feel like you would get **punished or treated unfairly in the workplace** if you did **NOT** do something sexual? *For example, they hinted that they would give you a bad performance appraisal, a bad work assignment, or bad treatment at work 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

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

23. Since **[X Date]**, did you hear someone from work say that your gender is **NOT** as good at your particular job, or that your gender should be prevented from having your job?

☒ Yes
☒ No

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations. These things may have occurred outside of work hours or away from your primary duty location. Please include them as long as the person who did them to you was someone from your **DoD civilian workplace**.

24. Since **[X Date]**, do you think someone from work mistreated, ignored, excluded, or insulted you because of your gender?

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you uncomfortable, angry, or upset by repeatedly **telling sexual "jokes."**

25. [Ask if Q8 = "Yes"] Did they **continue** this unwanted behavior even **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

26. [Ask if Q8 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by these jokes if they had heard them? *If you are not sure, choose the best answer.*

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you embarrassed, angry, or upset by repeatedly **suggesting that you do not act like someone of your gender is supposed to**. For example, by calling you a fag or gay, a dyke or butch.

27. [Ask if Q9 = "Yes"] Did they **continue** this unwanted behavior even **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. [Ask if Q9 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if someone had said these things to them? *If you are not sure, choose the best answer.*

- ☒ Yes
- ☒ No

You indicated that, after **[X Date]**, someone from work made you uncomfortable, angry, or upset by repeatedly **making sexual gestures or sexual body movements**.

29. [Ask if Q10 = "Yes"] Did they **continue** this unwanted behavior even **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

30. [Ask if Q10 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by these gestures? *If you are not sure, choose the best answer.*

- ☒ Yes
- ☒ No

You indicated that, after **[X Date]**, someone from work made you embarrassed, angry, or upset by **displaying, showing, or sending sexually explicit materials** like pictures or videos.

31. [Ask if Q11 = "Yes"] Did they **continue** this unwanted behavior even **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

32. [Ask if Q11 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by seeing these sexually explicit materials? *If you are not sure, choose the best answer.*

- ☒ Yes
- ☒ No

You indicated that, after **[X Date]**, someone from work made you uncomfortable, angry, or upset by repeatedly **telling you about their sexual activities**.

33. [Ask if Q12 = "Yes"] Did they **continue** this unwanted behavior even **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

34. [Ask if Q12 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by hearing about these sexual activities? *If you are not sure, choose the best answer.*

- ☒ Yes
- ☒ No

You indicated that, after **[X Date]**, someone from work made you embarrassed, angry, or upset by **asking you questions about your sex life or sexual interests**.

35. [Ask if Q13 = "Yes"] Did they **continue** this unwanted behavior even **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

36. [Ask if Q13 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if they had been asked these questions? *If you are not sure, choose the best answer.*

- ☒ Yes
- ☒ No

You indicated that, after **[X Date]**, someone from work made you uncomfortable, angry, or upset by making repeated **sexual comments about your appearance or body**.

37. [Ask if Q14 = "Yes"] Did they **continue** this unwanted behavior even **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

38. [Ask if Q14 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if these remarks had been directed to them? *If you are not sure, choose the best answer.*

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you embarrassed, angry, or upset by **taking or sharing sexually suggestive pictures or videos of you** when you did not want them to.

39. [Ask if Q15 = "Yes" and Q16 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** if it happened to them? *If you are not sure, choose the best answer.*

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you uncomfortable, angry, or upset by making repeated **attempts to establish an unwanted romantic or sexual relationship with you**.

40. [Ask if Q17 = "Yes" and Q18 = "Yes"] Did they **continue** this unwanted behavior even **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

41. [Ask if Q17 = "Yes" and Q18 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by these unwanted attempts? *If you are not sure, choose the best answer.*

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you uncomfortable, angry, or upset by **touching you unnecessarily**.

42. [Ask if (Q19 <> "Yes") and Q20 = "Yes"] Did they **continue** this unwanted behavior even **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

43. [Ask if (Q19 <> "Yes") and Q20 = "Yes"] Do you think this was ever severe enough that **most DoD civilian employees** would have been **offended** by this unnecessary touching? *If you are not sure, choose the best answer.*

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you feel as if you would get some **workplace benefit** in exchange for doing something sexual.

44. [Ask if Q21 = "Yes"] What led you to believe that you would get a **workplace benefit** if you agreed to do something sexual? *Mark "Yes" or "No" for each item.*

	Yes	No
a. They told you that they would give you a reward or benefit for doing something sexual	☒	☒
b. They hinted that you would get a reward or benefit for doing something sexual. For example, they reminded you about your performance appraisal about the same time that they expressed sexual interest	☒	☒
c. Someone else told you they got benefits from this person by doing sexual things	☒	☒

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

45. [Ask if Q21 = "Yes"] Was at least one person who acted this way part of your leadership?

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work made you feel as if you would get **punished or treated unfairly in the workplace** if you did **not** do something sexual.

46. [Ask if Q22 = "Yes"] What led you to believe that you would get **punished or treated unfairly** in the workplace 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 that you would be punished or treated unfairly if you did not do something sexual. For example, they reminded you about your performance appraisal 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	☒	☒

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

47. [Ask if Q22 = "Yes"] Was at least one person who acted this way part of your leadership?

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work said that **your gender is not as good** at your particular job, or that **your gender should be prevented** from having your job.

48. [Ask if Q23 = "Yes"] Do you think their beliefs about your gender ever **harmed or limited** your career? *For example, did they hurt your performance appraisal, affect your chances of promotion, or limit your opportunities for professional development?*

☒ Yes
☒ No

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

49. [Ask if Q23 = "Yes"] Was at least one person who said this part of your leadership?

☒ Yes
☒ No

You indicated that, after **[X Date]**, someone from work **mistreated, ignored, excluded, or insulted you** because of your gender.

50. [Ask if Q24 = "Yes"] Do you think this treatment ever **harmed or limited** your career? *For example, did it hurt your performance appraisal, affect your chances of promotion, or limit your opportunities for professional development?*

☒ Yes
☒ No

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

51. [Ask if Q24 = "Yes"] Was at least one person who acted this way part of your leadership?

☒ Yes
☒ No

GENDER-RELATED EXPERIENCES IN THE DOD CIVILIAN WORKPLACE WITH BIGGEST EFFECT

Based on your answers earlier, it appears that at least one person you worked with in the last 12 months acted in a way that created an upsetting or offensive work environment. The following questions ask about the upsetting situation involving someone from work that had the **biggest effect on you**. Before you continue, please choose the one upsetting situation involving someone from work since **[X Date]** that you consider to be the worst or most serious.

52. [Ask if [MEO_FLAG] = "True" and MATCHING BEHAVIOR = "Yes"] Which of the following experiences happened during the upsetting situation you chose as the worst or most serious? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Repeatedly told sexual jokes	☒	☒
b. Repeatedly suggested that you do not act like someone of your gender is supposed to	☒	☒
c. Repeatedly made sexual gestures or sexual body movements	☒	☒
d. Displayed, showed you, or sent you sexually explicit materials like pictures or videos	☒	☒
e. Repeatedly told you about their sexual activities	☒	☒
f. Repeatedly asked you questions about your sex life or sexual interests	☒	☒
g. Made repeated sexual comments about your appearance or body	☒	☒
h. Took or shared sexually suggestive pictures or videos of you when you did not want them to	☒	☒
i. Made repeated attempts to establish an unwanted romantic or sexual relationship with you	☒	☒
j. Touched you in **a sexual way**	☒	☒
k. Touched you in **any way other than sexually** that made you uncomfortable, angry, or upset	☒	☒
l. Made you feel like you would get some workplace benefit in exchange for doing something sexual	☒	☒
m. Made you feel like you would get punished or treated unfairly if you refused to do something sexual	☒	☒
n. Said that your gender is not as good at your job, or that your gender should be prevented from having your job	☒	☒
o. Mistreated, ignored, or insulted you because of your gender	☒	☒

53. [Ask if [MEO_FLAG] = "True"] Would you consider this upsetting situation to be... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexual harassment?	☒	☒
b. Sex discrimination?	☒	☒
c. Racial/Ethnic harassment or discrimination?	☒	☒
d. Sexual orientation harassment or discrimination?	☒	☒
e. Gender identity harassment or discrimination?	☒	☒
f. Religious harassment or discrimination?	☒	☒

54. [Ask if [MEO_FLAG] = "True"] Was/Were the person(s) who acted this way...

☒ All men?
☒ All women?
☒ A mix of men and women?

55. [Ask if [MEO_FLAG] = "True"] Was/Were any of the person(s) who acted this way... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. DoD civilian employee(s)?	☒	☒	☒	☒
b. Military member(s)?	☒	☒	☒	☒
c. DoD contractor(s)?	☒	☒	☒	☒
d. Someone else working for the DoD?	☒	☒	☒	☒
e. Someone else not listed above with whom you come into contact as part of your DoD civilian job duties?	☒	☒	☒	☒

"**Team leaders**" are those who provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.

"**Supervisors**" are first-line supervisors typically responsible for employees' performance appraisals and leave approval.

"**Managers**" are those in management positions who typically supervise/manage one or more supervisors.

"**Organization leaders**" are the heads of departments/ agencies and their immediate leadership team responsible for directing the policies and priorities of the department/agency. This includes any other leader in your organization who is not your direct supervisor or manager (for example, Senior Executive Service [SES] or equivalent, political appointees, military officers, or other supervisors/managers within your organization).

"**Someone you manage(d)**" is any employee over which you serve(d) as a supervisor, team leader, and/or organization leader.

56. [Ask if [MEO_FLAG] = "True"] Was/Were any of the person(s) who acted this way... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. Your team leader(s)?	☒	☒	☒	☒
b. Your supervisor(s)?	☒	☒	☒	☒
c. Your manager(s)?	☒	☒	☒	☒
d. Your organization's leader(s)?	☒	☒	☒	☒
e. Someone you manage(d)?	☒	☒	☒	☒
f. Another coworker with whom you have no supervisory relationships?	☒	☒	☒	☒

57. [Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, did it ever occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since* ***[X Date]****, mark "No."*

	Yes	No
a. At your primary duty location?	☒	☒
b. At a military installation/ship, armory, Guard or Reserve unit site, or another DoD civilian work location?	☒	☒
c. While you were performing your DoD civilian job duties?	☒	☒
d. While you were assigned outside of the continental United States (OCONUS) to perform your DoD civilian job duties?	☒	☒
e. While you were completing a probationary period for your DoD civilian job?	☒	☒

	No	Yes
f. When you were at a work-related, DoD, or military function?	☒	☒
g. While you were off duty in a situation unrelated to work?	☒	☒
h. Online on social media or via other electronic communications?	☒	☒

58. [Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, did you discuss it with... *Mark "Yes" or "No" for each item. If you do not have access to the individual(s), mark "No."*

	No	Yes
a. The person(s) involved?	☒	☒
b. Your coworker(s)?	☒	☒
c. A counselor or medical/mental health provider?	☒	☒
d. An Employee Assistance Program (EAP) counselor?	☒	☒
e. An Ombudsman?	☒	☒
f. Legal counsel (for example, a lawyer)?	☒	☒

For the purposes of this survey, the following definitions apply:

"**Complaint/grievance/report**" refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"**Human Resources**" refers to any employee who works in a Human Resources department within the DoD that can intake and investigate grievances on prohibited personnel practices.

"**Union or Bargaining Unit representative**" refers to a representative authorized by a duly recognized labor union who works on behalf of a DoD employee that can take complaints/grievances/reports and represent the employee in any ongoing investigations.

"**DoD Office of Inspector General**" refers to a separate, impartial DoD office that can intake and investigate grievances on behalf of DoD employees.

"**Office of Special Counsel**" refers to a separate, impartial federal entity that can take and investigate complaints/ grievances/reports on behalf of federal employees.

59. [Ask if [MEO_FLAG] = "True"] Did you make a complaint/grievance/report, either orally or in writing, to address this upsetting situation to any of the following individuals or organizations? *Mark "Yes" or "No" for each item. If you do not have access to the resource, mark "No."*

	No	Yes
a. Your leadership	☒	☒
b. An EEO representative	☒	☒
c. Human Resources	☒	☒
d. Your union or bargaining unit representative	☒	☒
e. DoD Office of Inspector General	☒	☒
f. Office of Special Counsel	☒	☒

"**Team leaders**" are those who provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.

"**Supervisors**" are first-line supervisors typically responsible for employees' performance appraisals and leave approval.

"**Managers**" are those in management positions who typically supervise/manage one or more supervisors.

"**Organization leaders**" are the heads of departments/ agencies and their immediate leadership team responsible for directing the policies and priorities of the department/agency. This includes any other leader in your organization who is not your direct supervisor or manager (for example, Senior Executive Service [SES] or equivalent, political appointees, military officers, or other supervisors/managers within your organization).

60. [Ask if [MEO_FLAG] = "True" and Q59 a = "Yes"] Did you report this upsetting situation to any of the following levels of leadership? *Mark "Yes" or "No" for each item. If you do not have access to the individual(s), mark "No."*

	Yes	No
a. Your team leader(s)	☒	☒
b. Your supervisor(s)	☒	☒
c. Your manager(s)	☒	☒
d. Your organization's leader(s)	☒	☒
e. Some other leader(s) not listed above	☒	☒

There are two types of complaints that can be filed with EEO Representatives:

- **Informal complaints** or "precomplaints" are initial allegations submitted either verbally or in writing to an EEO representative. The EEO representative takes information about the complaint, advises employees of their rights and responsibilities, and gives the involved parties the opportunity to resolve the complaint through EEO counseling or Alternative Dispute Resolution (ADR).
- **Formal complaints** are allegations submitted in writing to an EEO representative that trigger an investigation into complaints that were not resolved during the informal or "precomplaint" EEO process. At this stage, employees must file a signed statement documenting the complaint and requesting corrective action.

61. [Ask if [MEO_FLAG] = "True" and Q59 b = "Yes"] Which of the following best describes the current status of your EEO complaint? *Mark one.*

☒ Informal complaint
☒ Formal complaint
☒ Not sure

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62. [Ask if [MEO_FLAG] = "True" and Q59 a = "Yes" and Q59 b = "Yes"] What actions were taken in response to your report **to leadership** AND your complaint filed **with an EEO representative** about the upsetting situation? *For both columns, mark all that apply.*

	Action in response to report to leadership	Action in response to complaint filed with EEO
a. The person you told took no action	☒	☒
b. The rules on harassment were explained to everyone in the workplace	☒	☒
c. An investigation, survey, or other assessment of the workplace was conducted	☒	☒
d. Someone talked to the person(s) to ask them to change their behavior	☒	☒
e. Your work station, schedule, or duties were changed to help you avoid the person(s)	☒	☒
f. The person(s) who acted this way was/were moved or reassigned so that you did not have as much contact with them	☒	☒
g. There was some official career action taken against the person(s) for their upsetting behavior	☒	☒
h. The person(s) stopped their upsetting behavior	☒	☒
i. You were encouraged to drop the issue	☒	☒
j. You were discouraged from filing/further pursuing an EEO complaint	☒	☒
k. The person(s) who acted this way took action against you for reporting/filing an EEO complaint. For example, their upsetting behavior became worse or they threatened you	☒	☒
l. Your coworkers treated you worse, avoided you, or blamed you for the problem	☒	☒
m. You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job	☒	☒
n. Not sure	☒	☒
o. Some other action	☒	☒

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

63. [Ask if [MEO_FLAG] = "True" and Q59 a = "Yes" and Q59 b <> "Yes"] What actions were taken in response to **your report to leadership** about the upsetting situation? *Mark all that apply.*

- ☒ The person you told took no action.
- ☒ The rules on harassment were explained to everyone in the workplace.
- ☒ An investigation, survey, or other assessment of the workplace was conducted.
- ☒ Someone talked to the person(s) to ask them to change their behavior.
- ☒ Your work station, schedule, or duties were changed to help you avoid the person(s).
- ☒ The person(s) who acted this way was/were moved or reassigned so that you did not have as much contact with them.
- ☒ There was some official career action taken against the person(s) for their upsetting behavior.
- ☒ The person(s) stopped their upsetting behavior.
- ☒ You were encouraged to drop the issue.
- ☒ You were discouraged from filing an EEO complaint.
- ☒ The person(s) who acted this way took action against you for reporting to leadership. For example, their upsetting behavior became worse or they threatened you.
- ☒ Your coworkers treated you worse, avoided you, or blamed you for the problem.
- ☒ You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- ☒ Not sure.
- ☒ Some other action.

[Ask if [MEO_FLAG] = "True" and ((Q59 a = "Yes" and Q59 b = "Yes" and Q62 a1 = "Marked") or (Q59 a = "Yes" and Q59 b <> "Yes" and Q63 a = "Marked"))] You indicated the leader you told took no action. Please describe what led you to believe your leader did not take action after your report? Please do not enter personally identifiable information (for example, names, addresses).

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"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

64. [Ask if [MEO_FLAG] = "True" and Q59 a <> "Yes" and Q59 b = "Yes"] What actions were taken in response to **your complaint filed with the EEO representative** about the upsetting situation? *Mark all that apply.*

- ☒ The person you told took no action.
- ☒ The rules on harassment were explained to everyone in the workplace.
- ☒ An investigation, survey, or other assessment of the workplace was conducted.
- ☒ Someone talked to the person(s) to ask them to change their behavior.
- ☒ Your work station, schedule, or duties were changed to help you avoid the person(s).
- ☒ The person(s) who acted this way was/were moved or reassigned so that you did not have as much contact with them.
- ☒ There was some official career action taken against the person(s) for their upsetting behavior.
- ☒ The person(s) stopped their upsetting behavior.
- ☒ You were encouraged to drop the issue.
- ☒ You were discouraged from filing/further pursuing an EEO complaint.
- ☒ The person(s) who acted this way took action against you for filing an EEO complaint. For example, their upsetting behavior became worse or they threatened you.
- ☒ Your coworkers treated you worse, avoided you, or blamed you for the problem.
- ☒ You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- ☒ Not sure.
- ☒ Some other action.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

65. [Ask if [MEO_FLAG] = "True" and Q59 a = "Yes"] How satisfied or dissatisfied are you with the following aspects of how **your report to leadership** was handled? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint	☒	☒	☒	☒	☒
b. Availability of information about victim support resources	☒	☒	☒	☒	☒
c. How you were treated by leadership handling your report	☒	☒	☒	☒	☒
d. The action taken by leadership handling your situation	☒	☒	☒	☒	☒
e. Amount of time it took/is taking to resolve your report	☒	☒	☒	☒	☒
f. How well you were/are kept informed about the progress of your report	☒	☒	☒	☒	☒
g. Degree to which your privacy was/is being protected	☒	☒	☒	☒	☒
h. The reporting process overall	☒	☒	☒	☒	☒

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66. [Ask if [MEO_FLAG] = "True" and Q59 b = "Yes"] How satisfied or dissatisfied are you with the following aspects of how **the complaint filed with the EEO representative** was handled? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint	☒	☒	☒	☒	☒
b. Availability of information about victim support resources	☒	☒	☒	☒	☒
c. How you were treated by the EEO representative handling your complaint	☒	☒	☒	☒	☒
d. The action taken by the EEO representative handling your complaint	☒	☒	☒	☒	☒
e. Amount of time it took/is taking to resolve your complaint	☒	☒	☒	☒	☒
f. How well you were/are kept informed about the progress of your complaint	☒	☒	☒	☒	☒
g. Degree to which your privacy was/is being protected	☒	☒	☒	☒	☒
h. The complaint process overall	☒	☒	☒	☒	☒

"**Complaint/grievance/report**" refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

67. [Ask if [MEO_FLAG] = "True" and Q59 MATCHING ITEM = "Yes"] How satisfied or dissatisfied are you with the outcome of your **complaint/grievance/report** to the following individuals or organizations? *Mark one answer for each item.*

	Does not apply; I do not know the outcome	Does not apply; it is still in process	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your leadership	☒	☒	☒	☒	☒	☒	☒
b. An EEO representative	☒	☒	☒	☒	☒	☒	☒
c. Human Resources	☒	☒	☒	☒	☒	☒	☒
d. Your union or bargaining unit representative	☒	☒	☒	☒	☒	☒	☒
e. DoD Office of Inspector General	☒	☒	☒	☒	☒	☒	☒
f. Office of Special Counsel	☒	☒	☒	☒	☒	☒	☒

68. [Ask if [MEO_FLAG] = "True" and Q59 b = "Yes"] Was your EEO complaint found to be substantiated? *Mark one.*

- ☒ Yes
- ☒ No
- ☒ Does not apply; I withdrew my complaint before a determination was made
- ☒ Does not apply; the matter was settled without a determination
- ☒ Does not apply; I do not know the outcome of my complaint
- ☒ Does not apply; it is still in process

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69. [Ask if [MEO_FLAG] = "True" and Q59 a <> "Yes" and Q59 b <> "Yes" and (Q59 a <> Not answered or Q59 b <> Not answered or Q59 c <> Not answered or Q59 d <> Not answered or Q59 e <> Not answered or Q59 f <> Not answered)] What were your reasons for **NOT** reporting **to leadership** AND **NOT** filing a complaint w**ith an EEO representative**? *For both columns, mark all that apply.*

	Reason for NOT reporting to leadership	Reason for NOT filing complaint with EEO
a.	The offensive behavior stopped on its own	☒
b.	You asked the person to stop and they did	☒
c.	You thought it was not serious enough to report	☒
d.	You did not want more people to know	☒
e.	You did not know with whom to report the behavior or how to file an EEO complaint	☒
f.	You wanted to forget about it and move on	☒
g.	You did not think anything would be done	☒
h.	You did not trust the process would be fair	☒
i.	You thought you might get in trouble for something else you did	☒
j.	You thought it might hurt your performance appraisal or your career	☒
k.	You were worried about negative consequences from the person(s) who acted this way	☒
l.	You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker)	☒
m.	You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker)	☒
n.	Some other reason	☒

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

70. [Ask if [MEO_FLAG] = "True" and Q59 a <> "Yes" and Q59 b = "Yes"] What were your reasons for **NOT** reporting to **leadership**? *Mark all that apply.*

- ☒ The offensive behavior stopped on its own.
- ☒ You asked the person to stop and they did.
- ☒ You did not feel comfortable reporting to leadership.
- ☒ You did not want more people to know.
- ☒ You did not know with whom to discuss the behavior.
- ☒ You wanted to forget about it and move on.
- ☒ You did not think anything would be done.
- ☒ You did not trust the process would be fair.
- ☒ You thought you might get in trouble for something else you did.
- ☒ You thought it might hurt your performance appraisal or your career.
- ☒ You were worried about negative consequences from the person(s) who acted this way.
- ☒ You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- ☒ You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- ☒ Some other reason.

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

71. [Ask if [MEO_FLAG] = "True" and Q59 a = "Yes" and Q59 b <> "Yes"] What were your reasons for **NOT** filing a complaint **with an EEO representative**? *Mark all that apply.*

- ☒ No EEO complaint was needed after your report to leadership.
- ☒ You thought it was not serious enough to file an EEO complaint.
- ☒ The offensive behavior stopped on its own.
- ☒ You asked the person to stop and they did.
- ☒ You did not want more people to know.
- ☒ You did not know with whom to file an EEO complaint about the behavior.
- ☒ You wanted to forget about it and move on.
- ☒ You did not think anything would be done.
- ☒ You did not trust the process would be fair.
- ☒ You thought you might get in trouble for something else you did.
- ☒ You thought it might hurt your performance appraisal or your career.
- ☒ You were worried about negative consequences from the person(s) who acted this way.
- ☒ You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- ☒ You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- ☒ Some other reason.

72. [Ask if [MEO_FLAG] = "True"] Was this upsetting situation resolved?

- ☒ Yes
- ☒ No

UNWANTED EXPERIENCES

73. Please read the following special instructions before continuing the survey.

Questions in this next section ask about unwanted experiences of an abusive, humiliating, or sexual nature. These types of unwanted experiences 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 anyone.

When answering these questions, **please include experiences no matter who did it to you or where it happened**. It could be done to you by a male or female; another DoD civilian employee; a contractor or military member; someone you knew or a stranger; at work, on official work travel, or outside of work.

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

Responding to these questions will **NOT** result in a formal complaint about your experiences to the Department or a report to law enforcement. Reporting resources are provided to you at the end of this survey should you want to file a complaint about any unwanted experiences or seek additional assistance.

The following questions will ask you about events that happened AFTER **[X Date]**.

Remember, all the information you share will be kept confidential.

74. 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?	☒	☒
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?	☒	☒

75. [Ask if [USCFLAG] = "True"] 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?	☒	☒

76. [Ask if [USCFLAG] = "True"] 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 authorities?	☒	☒
c. Do 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?	☒	☒

77. [Ask if [USCFLAG] = "True"] Thinking about the past 12 months, please give your best estimate of how many **separate occasions** you had these unwanted experiences.

☐☐☐ Occasion(s)

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations.

Please select "Yes" even if the event occurred outside of work hours or away from your primary duty location if the person(s) who did this to you was someone you had contact with as part of your **DoD civilian job duties**.

78. [Ask if [USCFLAG] = "True"] At the time of the event(s), was/were any of the person(s) who did this to you **someone from work**?

☒ Yes
☒ No

Thank you for answering the questions thus far. Remember that your answers are confidential. Based on your answers, you indicated that you had at least one unwanted experience at work since **[X Date]**.

79. [Ask if [USCFLAG] = "True" and Q77 > 1 and Q78 = "Yes"] Thinking about the past 12 months, please give your best estimate of how many **separate occasions** you had these unwanted experiences by **someone from work**.

☐☐☐ Occasion(s)

80. [Ask if [USCFLAG] = "True" and Q78 = "Yes"] At the time of the event(s), was/were the person(s) who did this to you... *Mark all that apply.*

☒ Your current or former spouse?
☒ Someone you have a child with?
☒ Your current or former significant other (for example, a boyfriend or girlfriend)?
☒ A friend or acquaintance?
☒ A family member or relative?
☒ Someone else?
☒ Not sure
☒ Your only connection to the person(s) who did this is your employment with the DoD

81. [Ask if [USCFLAG] = "True" and Q78 = "Yes"] Did any of the unwanted events occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since **[X Date]**, mark "No."*

	Yes	No
a. At your primary duty location?	☒	☒
b. At a military installation/ship, armory, Guard or Reserve unit site, or another DoD civilian work location?	☒	☒
c. While you were performing your DoD civilian job duties?	☒	☒

82. [Ask if [USCFLAG] = "True"] At the time of the event(s), was/were any of the person(s) who did this to you... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. DoD civilian employee(s)?	☒	☒	☒	☒
b. Military member(s)?	☒	☒	☒	☒
c. Contractor(s) working for the DoD?	☒	☒	☒	☒
d. Someone else working for the DoD?	☒	☒	☒	☒
e. Someone else not listed above with whom you come into contact as part of your DoD civilian job duties?	☒	☒	☒	☒

UNWANTED EXPERIENCE IN THE DOD CIVILIAN WORKPLACE WITH BIGGEST EFFECT

You indicated you experienced at least one event involving someone from work in the past 12 months. The following questions ask about the unwanted event involving someone from work that had the **biggest effect on you**. Before you continue, please choose the one unwanted event involving someone from work since **[X Date]** that you consider to be the worst or most serious.

83. [Ask if [USCWFLAG] = "True" and Q74 MATCHING BEHAVIOR = "Yes" and Q77 > 1 and Q79 > 1 and [USCCOUNT] > 1] Which of the following experiences happened during the event involving someone from work 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	☒	☒

The items that follow will ask for additional information about the unwanted event that had the **biggest effect on you**. Please focus on the one unwanted event that you consider to be the worst or most serious.

84. [Ask if [USCWFLAG] = "True"] Was/Were the person(s) who did this to you...

- ☒ All men?
- ☒ All women?
- ☒ A mix of men and women?
- ☒ Not sure

85. [Ask if [USCWFLAG] = "True" and ((Q77 > 1 and Q79 > 1) or Q82 MATCHING ITEM = Not answered)] At the time of the event, was/were any of the person(s) who did this to you... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. DoD civilian employee(s)?	☒	☒	☒	☒
b. Military member(s)?	☒	☒	☒	☒
c. DoD contractor(s)?	☒	☒	☒	☒
d. Someone else working for the DoD?	☒	☒	☒	☒
e. Someone else not listed above with whom you come into contact as part of your DoD civilian job duties?	☒	☒	☒	☒

"**Team leaders**" are those who provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.

"**Supervisors**" are first-line supervisors typically responsible for employees' performance appraisals and leave approval.

"**Managers**" are those in management positions who typically supervise/manage one or more supervisors.

"**Organization leaders**" are the heads of departments/ agencies and their immediate leadership team responsible for directing the policies and priorities of the department/agency. This includes any other leader in your organization who is not your direct supervisor or manager (for example, Senior Executive Service [SES] or equivalent, political appointees, military officers, or other supervisors/managers within your organization).

"**Someone you manage(d)**" is any employee over which you serve(d) as a supervisor, team leader, and/or organization leader.

86. [Ask if [USCWFLAG] = "True"] Was/Were the person(s) who did this to you... *Mark one answer for each item.*

	Yes	No	Do not know	Not applicable
a. Your team leader(s)?	☒	☒	☒	☒
b. Your supervisor(s)?	☒	☒	☒	☒
c. Your manager(s)?	☒	☒	☒	☒
d. Your organization's leader(s)?	☒	☒	☒	☒
e. Someone you manage(d)?	☒	☒	☒	☒
f. Another coworker with whom you have no supervisory relationships?	☒	☒	☒	☒

87. [Ask if [USCWFLAG] = "True" and ((Q77 > 1 and Q79 > 1) or (Q80 a = "Not marked" and Q80 b = "Not marked" and Q80 c = "Not marked" and Q80 d = "Not marked" and Q80 e = "Not marked" and Q80 f = "Not marked" and Q80 g = "Not marked" and Q80 h = "Not marked"))] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*

- ☒ Your current or former spouse?
- ☒ Someone you have a child with?
- ☒ Your current or former significant other (for example, a boyfriend or girlfriend)?
- ☒ A friend or acquaintance?
- ☒ A family member or relative?
- ☒ Someone else?
- ☒ Not sure
- ☒ Your only connection to the person(s) who did this is your employment with the DoD

88. [Ask if [USCWFLAG] = "True" and ((Q77 > 1 and Q79 > 1) or Q81 MATCHING ITEM = Not answered)] Did the unwanted event occur... *Mark "Yes" or "No" for each item. If you have not visited these locations or performed these activities since* ***[X Date]****, mark "No."*

	Yes	No
a. At your primary duty location?	☒	☒
b. At a military installation/ship, armory, Guard or Reserve unit site, or another DoD civilian work location?	☒	☒
c. While you were performing your DoD civilian job duties?	☒	☒
d. While you were assigned outside of the continental United States (OCONUS) to perform your DoD civilian job duties?	☒	☒
e. While you were completing a probationary period for your DoD civilian job?	☒	☒
f. When you were at a work-related, DoD, or military function?	☒	☒
g. While you were off duty in a situation unrelated to work?	☒	☒

89. [Ask if [USCWFLAG] = "True"] Did the person(s) who did this to you... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexually harass you **before** the situation?	☒	☒
b. Stalk you **before** the situation?	☒	☒
c. Sexually harass you **after** the situation?	☒	☒
d. Stalk you **after** the situation?	☒	☒

90. [Ask if [USCWFLAG] = "True"] Thinking about this unwanted event, did you discuss it with... *Mark "Yes" or "No" for each item. If you do not have access to the resource, mark "No."*

	Yes	No
a. Your coworker(s)?	☒	☒
b. A counselor or medical/mental health provider?	☒	☒
c. An Employee Assistance Program (EAP) counselor?	☒	☒
d. An Ombudsman?	☒	☒
e. A DoD Sexual Assault Response Coordinator (SARC) or Victim Advocate (VA)?	☒	☒
f. A DoD Safe Helpline (1-877-995-5247) representative?	☒	☒
g. A DoD Victim/Witness Assistance Program (VWAP) representative?	☒	☒
h. Any other DoD representative (for example, Family Advocacy Program)?	☒	☒
i. Legal counsel (for example, a lawyer)?	☒	☒

2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey

For the purposes of this survey, the following definitions apply:

"**Complaint/grievance/report**" refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"**Human Resources**" refers to any employee who works in a Human Resources department within the DoD that can intake and investigate grievances on prohibited personnel practices.

"**Union or Bargaining Unit representative**" refers to a representative authorized by a duly recognized labor union who works on behalf of a DoD employee that can take complaints/grievances/reports and represent the employee in any ongoing investigations.

"**DoD Office of Inspector General**" refers to a separate, impartial DoD office that can intake and investigate grievances on behalf of DoD employees.

"**Office of Special Counsel**" refers to a separate, impartial federal entity that can take and investigate complaints/ grievances/reports on behalf of federal employees.

91. [Ask if [USCWFLAG] = "True"] Did you make a complaint/grievance/report, either orally or in writing, about the unwanted event to any of the following individuals or organizations? *Mark "Yes" or "No" for each item. If you do not have access to the resource, mark "No."*

	Yes	No
a. Your leadership	☒	☒
b. An EEO representative	☒	☒
c. Human Resources	☒	☒
d. Your union or bargaining unit representative	☒	☒
e. DoD Office of Inspector General	☒	☒
f. Office of Special Counsel	☒	☒

"**Team leaders**" are those who provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals.

"**Supervisors**" are first-line supervisors typically responsible for employees' performance appraisals and leave approval.

"**Managers**" are those in management positions who typically supervise/manage one or more supervisors.

"**Organization leaders**" are the heads of departments/ agencies and their immediate leadership team responsible for directing the policies and priorities of the department/agency. This includes any other leader in your organization who is not your direct supervisor or manager (for example, Senior Executive Service [SES] or equivalent, political appointees, military officers, or other supervisors/managers within your organization).

92. [Ask if [USCWFLAG] = "True" and Q91 a = "Yes"] Did you report this unwanted event to any of the following levels of leadership? *Mark "Yes" or "No" for each item. If you do not have access to the individual(s), mark "No."*

	Yes	No
a. Your team leader(s)	☒	☒
b. Your supervisor(s)	☒	☒
c. Your manager(s)	☒	☒
d. Your organization's leader(s)	☒	☒
e. Some other leader(s) not listed above	☒	☒

There are two types of complaints that can be filed with EEO Representatives:

- **Informal complaints** or "precomplaints" are initial allegations submitted either verbally or in writing to an EEO representative. The EEO representative takes information about the complaint, advises employees of their rights and responsibilities, and gives the involved parties the opportunity to resolve the complaint through EEO counseling or Alternative Dispute Resolution (ADR).
- **Formal complaints** are allegations submitted in writing to an EEO representative that trigger an investigation into complaints that were not resolved during the informal or "precomplaint" EEO process. At this stage, employees must file a signed statement documenting the complaint and requesting corrective action.

93. [Ask if [USCWFLAG] = "True" and Q91 b = "Yes"] Which of the following best describes the current status of your EEO complaint? *Mark one.*

☒ Informal complaint
☒ Formal complaint
☒ Not sure

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"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

94. [Ask if [USCWFLAG] = "True" and (Q91 a = "Yes" and Q91 b = "Yes")] What actions were taken in response to your report to **leadership** AND your complaint filed **with an EEO representative** about the unwanted event? *For both columns, mark all that apply.*

	Action in response to complaint filed with EEO	Action in response to report to leadership
a. The person you told took no action	☒	☒
b. The person you told referred you to law enforcement	☒	☒
c. The rules on assault were explained to everyone in the workplace	☒	☒
d. An investigation, survey, or other assessment of the workplace was conducted	☒	☒
e. Your work station, schedule, or duties were changed to help you avoid the person(s)	☒	☒
f. The person(s) who did this was/were moved or reassigned so that you did not have as much contact with them	☒	☒
g. There was some **official career action** taken against the person(s)	☒	☒
h. **Legal action** (for example, a protective order, criminal charges, or civil suit) was taken against the person(s)	☒	☒
i. You were encouraged to drop the issue	☒	☒
j. You were discouraged from filing/further pursuing an EEO complaint or contacting law enforcement	☒	☒
k. The person(s) who did this took action against you for reporting/filing an EEO complaint. For example, their behavior became worse or they threatened you	☒	☒
l. Your coworkers treated you worse, avoided you, or blamed you for the event	☒	☒
m. You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job	☒	☒
n. Not sure	☒	☒
o. Some other action	☒	☒

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

95. [Ask if [USCWFLAG] = "True" and (Q91 a = "Yes" and Q91 b <> "Yes")] What actions were taken in response to your report to **leadership** about the unwanted event? *Mark all that apply.*

- ☒ The person you told took no action.
- ☒ The person you told referred you to law enforcement.
- ☒ The rules on assault were explained to everyone in the workplace.
- ☒ An investigation, survey, or other assessment of the workplace was conducted.
- ☒ Your work station, schedule, or duties were changed to help you avoid the person(s).
- ☒ The person(s) who did this was/were moved or reassigned so that you did not have as much contact with them.
- ☒ There was some **official career action** taken against the person(s).
- ☒ **Legal action** (for example, a protective order, criminal charges, or civil suit) was taken against the person(s).
- ☒ You were encouraged to drop the issue.
- ☒ You were discouraged from filing an EEO complaint or contacting law enforcement.
- ☒ The person(s) who did this took action against you for reporting to leadership. For example, their behavior became worse or they threatened you.
- ☒ Your coworkers treated you worse, avoided you, or blamed you for the event.
- ☒ You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- ☒ Not sure.
- ☒ Some other action.

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

96. [Ask if [USCWFLAG] = "True" and (Q91 a <> "Yes" and Q91 b = "Yes")] What actions were taken in response to your **complaint filed with the EEO representative** about the unwanted event? *Mark all that apply.*

- ☒ The person you told took no action.
- ☒ The person you told referred you to law enforcement.
- ☒ The rules on assault were explained to everyone in the workplace.
- ☒ An investigation, survey, or other assessment of the workplace was conducted.
- ☒ Your work station, schedule, or duties were changed to help you avoid the person(s).
- ☒ The person(s) who did this was/were moved or reassigned so that you did not have as much contact with them.
- ☒ There was some **official career action** taken against the person(s).
- ☒ **Legal action** (for example, a protective order, criminal charges, or civil suit) was taken against the person(s).
- ☒ You were encouraged to drop the issue.
- ☒ You were discouraged from filing/further pursuing an EEO complaint or contacting law enforcement.
- ☒ The person(s) who did this took action against you for filing an EEO complaint. For example, their behavior became worse or they threatened you.
- ☒ Your coworkers treated you worse, avoided you, or blamed you for the event.
- ☒ You were punished for bringing it up. For example, loss of privileges, denied promotion/training, reassigned to a less favorable job.
- ☒ Not sure.
- ☒ Some other action.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

97. [Ask if [USCWFLAG] = "True" and Q91 a = "Yes"] How satisfied or dissatisfied are you with the following aspects of how **your report to leadership** was handled? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint	☒	☒	☒	☒	☒
b. Availability of information about victim support resources	☒	☒	☒	☒	☒
c. How you were treated by leadership handling your report	☒	☒	☒	☒	☒
d. The action taken by leadership handling your situation	☒	☒	☒	☒	☒
e. Amount of time it took/is taking to resolve your report	☒	☒	☒	☒	☒
f. How well you were/are kept informed about the progress of your report	☒	☒	☒	☒	☒
g. Degree to which your privacy was/is being protected	☒	☒	☒	☒	☒
h. The reporting process overall	☒	☒	☒	☒	☒

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

98. [Ask if [USCWFLAG] = "True" and Q91 b = "Yes"] How satisfied or dissatisfied are you with the following aspects of how **the complaint filed with the EEO representative** was handled? *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to file an EEO complaint	☒	☒	☒	☒	☒

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
b. Availability of information about victim support resources	☒	☒	☒	☒	☒
c. How you were treated by the EEO representative handling your complaint	☒	☒	☒	☒	☒
d. The action taken by the EEO representative handling your complaint	☒	☒	☒	☒	☒
e. Amount of time it took/is taking to resolve your complaint	☒	☒	☒	☒	☒
f. How well you were/are kept informed about the progress of your complaint	☒	☒	☒	☒	☒
g. Degree to which your privacy was/is being protected	☒	☒	☒	☒	☒
h. The complaint process overall	☒	☒	☒	☒	☒

"**Complaint/grievance/report**" refers to disclosures to specific personnel that trigger investigations into experiences that may constitute prohibited personnel practices, including Equal Employment Opportunity (EEO) violations.

99. [Ask if [USCWFLAG] = "True" and Q91 MATCHING ITEM = "Yes"] How satisfied or dissatisfied are you with the outcome of your **complaint/grievance/report** to the following individuals or organizations? *Mark one answer for each item.*

	Does not apply; I do not know the outcome	Does not apply; it is still in process	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Your leadership	☒	☒	☒	☒	☒	☒	☒
b. An EEO representative	☒	☒	☒	☒	☒	☒	☒
c. Human Resources	☒	☒	☒	☒	☒	☒	☒
d. Your union or bargaining unit representative	☒	☒	☒	☒	☒	☒	☒
e. DoD Office of Inspector General	☒	☒	☒	☒	☒	☒	☒
f. Office of Special Counsel	☒	☒	☒	☒	☒	☒	☒

100. [Ask if [USCWFLAG] = "True" and Q91 b = "Yes"] Was your EEO complaint found to be substantiated? *Mark one.*

- ☒ Yes
- ☒ No
- ☒ Does not apply; I withdrew my complaint before a determination was made
- ☒ Does not apply; the matter was settled without a determination
- ☒ Does not apply; I do not know the outcome of my complaint
- ☒ Does not apply; it is still in process

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101. [Ask if [USCWFLAG] = "True" and Q91 a <> "Yes" and Q91 b <> "Yes" and (Q91 a <> Not answered or Q91 b <> Not answered or Q91 c <> Not answered or Q91 d <> Not answered or Q91 e <> Not answered or Q91 f <> Not answered)] What were your reasons for **NOT** reporting to **leadership** AND **NOT** filing a complaint **with an EEO representative**? *For both columns, mark all that apply.*

	Reason for NOT reporting to leadership	Reason for NOT filing complaint with EEO
a. You did not know you could report/file an EEO complaint about this event with leadership/EEO	☒	☒
b. You did not know with whom to report the event or how to file an EEO complaint	☒	☒
c. You thought it was not serious enough to report	☒	☒
d. You did not think your report to leadership/ EEO representative would be kept private	☒	☒
e. You did not want more people to know	☒	☒
f. You wanted to forget about it and move on	☒	☒

	Reason for NOT filing complaint with EEO	Reason for NOT reporting to leadership
g.	You did not think anything would be done	☒
h.	You did not trust the process would be fair	☒
i.	You thought you might get in trouble for something else you did	☒
j.	You thought it might hurt your performance appraisal or your career	☒
k.	You were worried about negative consequences from the person(s) who did this to you	☒
l.	You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker)	☒
m.	You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker)	☒
n.	Some other reason	☒

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

102. [Ask if [USCWFLAG] = "True" and Q91 a <> "Yes" and Q91 b = "Yes"] What were your reasons for **NOT** reporting to **leadership**? *Mark all that apply.*

- ☒ You did not know you could report the event to leadership.
- ☒ You did not know with whom to report the event.
- ☒ You did not feel comfortable discussing the event with leadership.
- ☒ You did not think your discussion with leadership would be kept private.
- ☒ You did not want more people to know.
- ☒ You wanted to forget about it and move on.
- ☒ You did not think anything would be done.
- ☒ You did not trust the process would be fair.
- ☒ You thought you might get in trouble for something else you did.
- ☒ You thought it might hurt your performance appraisal or your career.
- ☒ You were worried about negative consequences from the person(s) who did this to you.
- ☒ You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- ☒ You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- ☒ Some other reason

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

103. [Ask if [USCWFLAG] = "True" and Q91 a = "Yes" and Q91 b <> "Yes"] What were your reasons for **NOT** filing a complaint **with an EEO representative**? *Mark all that apply.*

- ☒ You did not know you could file a complaint about the event with EEO.
- ☒ You did not know with whom to report the event or how to file an EEO complaint.
- ☒ You thought it was not serious enough to file a complaint with EEO.
- ☒ You did not think your complaint would be kept private.
- ☒ You did not want more people to know.
- ☒ You wanted to forget about it and move on.
- ☒ You did not think anything would be done.
- ☒ You did not trust the process would be fair.
- ☒ You thought you might get in trouble for something else you did.
- ☒ You thought it might hurt your performance appraisal or your career.
- ☒ You were worried about negative consequences from the person(s) who did this to you.
- ☒ You were worried about negative consequences from leadership (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- ☒ You were worried about negative consequences from your coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- ☒ Some other reason

104. [Ask if [USCWFLAG] = "True"] Thinking about this unwanted event, did you file a police report with... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Your local **civilian law enforcement agency**?	☒	☒
b. Your local **military law enforcement or criminal investigative organization**?	☒	☒

105. [Ask if [USCWFLAG] = "True" and ((Q104 a = "No" and Q104 b <> "Yes") or (Q104 a <> "Yes" and Q104 b = "No"))] What were your reasons for **NOT** filing a police report about the unwanted event w**ith a law enforcement agency**? *Mark all that apply.*

- ☒ You thought it was not serious enough to report.
- ☒ You did not want more people to know.
- ☒ You wanted to forget about it and move on.
- ☒ You did not know how to report the event.
- ☒ You did not think anything would be done.
- ☒ You did not trust the process would be fair.
- ☒ You thought you might get in trouble for something else you did.
- ☒ You thought you might be labeled as a troublemaker.
- ☒ You thought it might hurt your career.
- ☒ You were worried about negative consequences from the person(s) who did this to you.
- ☒ Some other reason

UNWANTED EXPERIENCES

106. [Ask if [USCFLAG] = "True" and Q74 MATCHING ITEM = "Yes"] Earlier in the survey you indicated that you experienced at least one unwanted event in which someone...

Sexually touched you 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.

It can be difficult to remember the exact date when events occurred. In this study, it is important to know which events happened in the last 12 months, and which events happened earlier.

107. [Ask if [USCFLAG] = "True"] Thinking about when the most recent event occurred, how certain are you that it occurred in the last 12 months? If the event occurred over a long time, think about whether it has happened since **[X Date]**.

- ☒ Definitely occurred SINCE **[X Date]**
- ☒ Not sure if it occurred BEFORE or AFTER **[X Date]**
- ☒ Definitely occurred BEFORE **[X Date]**

108. [Ask if [USCFLAG] = "True"] What was the date of your MOST RECENT unwanted event like this?

a. Month

2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey

b. Year

YOUR DOD CIVILIAN WORKPLACE

109. Suppose that you have to decide whether to continue to work for your organization. If you had to make this decision, how likely is it you would choose to stay?

- ☒ Very likely
- ☒ Likely
- ☒ Neither likely nor unlikely
- ☒ Unlikely
- ☒ Very unlikely

Race/Ethnicity refers to such terms for people as American Indian/Alaska Native, Asian, Black/African American, Hispanic, Native Hawaiian/Pacific Islander, and White. A person can belong to one or more racial/ethnic groups.

110. Is your immediate supervisor... *Mark one answer for each item.*

	Not sure	No	Yes
a. The same gender as you?	☒	☒	☒
b. The same race/ethnicity as you?	☒	☒	☒

111. How safe or unsafe do you feel from each of the following? *Mark one answer for each item. If you do not perform official work travel or temporary assignment, please mark "Does not apply."*

	Does not apply	Very unsafe	Unsafe	Neither safe nor unsafe	Safe	Very safe
a. Being **sexually harassed** at your primary duty location	☒	☒	☒	☒	☒	☒
b. Being **sexually assaulted** at your primary duty location	☒	☒	☒	☒	☒	☒
c. Being **sexually harassed** while on official work travel or temporary assignments	☒	☒	☒	☒	☒	☒
d. Being **sexually assaulted** while on official work travel or temporary assignments	☒	☒	☒	☒	☒	☒

112. How likely would you be to... *Mark one answer for each item.*

	Very unlikely	Unlikely	Neither likely nor unlikely	Likely	Very likely
a. Encourage someone who has experienced **sexual harassment** to tell a supervisor?	☒	☒	☒	☒	☒
b. Encourage someone who has experienced **sexual assault** to seek counseling?	☒	☒	☒	☒	☒
c. Encourage someone who has experienced **sexual assault** to report it?	☒	☒	☒	☒	☒
d. Tell a supervisor about **sexual harassment** if it happened to you?	☒	☒	☒	☒	☒
e. Report a **sexual assault** if it happened to you?	☒	☒	☒	☒	☒

"**Work unit**" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

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113. Please indicate how well your work unit **leadership**... *Mark one answer for each item.*

	Very poorly	Poorly	Neither well nor poorly	Well	Very well
a. Makes it clear that sexual harassment, gender discrimination, and sexual assault have no place in the DoD	☒	☒	☒	☒	☒
b. Promotes an organizational climate based on mutual respect and trust	☒	☒	☒	☒	☒
c. Leads by example by refraining from sexist comments and behaviors	☒	☒	☒	☒	☒
d. Catches and immediately corrects incidents of sexual harassment. For example, inappropriate jokes, comments, and behaviors	☒	☒	☒	☒	☒
e. Creates an environment where victims would feel comfortable reporting sexual harassment, gender discrimination, or sexual assault	☒	☒	☒	☒	☒
f. Publicizes sexual harassment, gender discrimination, and sexual assault resources (for example, EEO representative contact information, awareness posters, sexual assault hotline number)	☒	☒	☒	☒	☒

"**Work unit**" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

114. How much do you agree or disagree with the following statements about your **work unit**? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members in your work unit really care about each other	☒	☒	☒	☒	☒
b. Members in your work unit work well together as a team	☒	☒	☒	☒	☒
c. Members in your work unit pull together to get the job done	☒	☒	☒	☒	☒
d. Members in your work unit trust each other	☒	☒	☒	☒	☒
e. Rude behavior is not accepted by your coworkers	☒	☒	☒	☒	☒
f. Angry outbursts are not tolerated by anyone in your unit	☒	☒	☒	☒	☒
g. Respectful treatment is the norm in your unit	☒	☒	☒	☒	☒
h. Your coworkers make sure everyone in your unit is treated with respect	☒	☒	☒	☒	☒

115. During the past 12 months, how often have you experienced any of the following behaviors where your **coworkers**... *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 work 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?	☒	☒	☒	☒	☒

	Very often	Often	Sometimes	Once or twice	Never
f. Yelled when they were angry with you?	☒	☒	☒	☒	☒

"**Work unit**" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

116. How much do you agree or disagree with the following statements about the work you do in your **work unit**? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work makes good use of your skills	☒	☒	☒	☒	☒
b. You like the kind of work you do	☒	☒	☒	☒	☒
c. You are satisfied with your job as a whole	☒	☒	☒	☒	☒

117. How much do you agree or disagree that the action describes your **immediate supervisor**? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Fosters your trust	☒	☒	☒	☒	☒
b. Ensures that all assigned personnel are treated fairly	☒	☒	☒	☒	☒
c. Evaluates your work performance fairly	☒	☒	☒	☒	☒
d. Enforces standards equally across all unit members	☒	☒	☒	☒	☒
e. Avoids showing favoritism when assigning tasks	☒	☒	☒	☒	☒
f. Addresses all unit members in the same way to avoid perceptions of preferential treatment	☒	☒	☒	☒	☒
g. Ensures unit members are disciplined in the same manner	☒	☒	☒	☒	☒

"**Work unit**" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

118. How much do you agree or disagree with the following statements about diversity in your **work unit**? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Members are treated as valued members of the team without losing their unique identities	☒	☒	☒	☒	☒
b. I feel excluded by my work unit because I am different	☒	☒	☒	☒	☒
c. Within my work unit, I am encouraged to offer ideas on how to improve operations	☒	☒	☒	☒	☒
d. Members in my work unit are empowered to make work-related decisions on their own	☒	☒	☒	☒	☒
e. Outcomes (for example, training opportunities, awards, recognition) are fairly distributed among members of my unit	☒	☒	☒	☒	☒
f. The decision-making processes that impact my work unit are fair	☒	☒	☒	☒	☒
g. Racial slurs, comments, and/or jokes are used in my work unit	☒	☒	☒	☒	☒
h. Sexist slurs, comments, and/or jokes are used in my work unit	☒	☒	☒	☒	☒
i. I believe I can use my leadership to address concerns about discrimination without fear of retaliation or reprisal	☒	☒	☒	☒	☒

CULTURE

"**Work unit**" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

119. How much do you agree or disagree with the following statements regarding your current **work unit**? *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	☒	☒	☒	☒	☒
e. Sexual harassment is not tolerated	☒	☒	☒	☒	☒
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 at work are strongly enforced	☒	☒	☒	☒	☒
i. Actions are being taken to prevent sexual harassment	☒	☒	☒	☒	☒

"**Someone from work**" includes **any person(s)** you have contact with **as part of your DoD civilian job duties**. "Someone from work" could be another DoD civilian employee, a supervisor, someone above or below you in pay grade/category, a military member, or a contractor. They could be in your organization or in other organizations.

120. In the past 12 months, about how many times did you witness someone from work "cross the line" with gender-related comments or jokes? *If you did not witness the behavior, then enter "0."*

☐☐☐ Time(s)

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

"**EEO representative**" refers to employees working for an EEO office on behalf of the DoD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

"**Human Resources**" refers to any employee who works in a Human Resources department within the DoD that can intake and investigate grievances on prohibited personnel practices.

"**Union or Bargaining Unit representative**" refers to a representative authorized by a duly recognized labor union who works on behalf of a DoD employee that can take complaints/grievances/reports and represent the employee in any ongoing investigations.

121. [Ask if Q120 > 0] How often did you take the following actions when you witnessed someone from work "cross the line" with gender-related comments or jokes? *Mark one answer for each item.*

	None of the time	Some of the time	About half of the time	Most of the time	Every time
a. I checked on the victim	☒	☒	☒	☒	☒
b. I said something to the person(s) who made the comments or jokes	☒	☒	☒	☒	☒
c. I sought help from leadership	☒	☒	☒	☒	☒
d. I sought help from an EEO representative, Human Resources Representative, Union Representative, or some other official tasked with enforcing EEO policies	☒	☒	☒	☒	☒
e. I intervened in some other way	☒	☒	☒	☒	☒

PERSONNEL POLICY AND PRACTICES

122. How satisfied or dissatisfied have you been with the availability of information on… *Mark one answer for each item.*

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. How to file a complaint of **sexual harassment**?	☒	☒	☒	☒	☒

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
b. How to file a complaint of **gender discrimination**?	☒	☒	☒	☒	☒
c. How to report a **sexual assault**?	☒	☒	☒	☒	☒

"**EEO representative**" refers to employees working for an EEO office on behalf of the DOD tasked with enforcing EEO regulations. These employees provide counseling and investigate EEO complaints.

123. Do you know how to contact the EEO representative for your organization?

☒ Yes
☒ No

SEXUAL HARASSMENT/GENDER DISCRIMINATION TRAINING

124. Have you had any DoD sponsored training during the **past 12 months** on topics related to **sexual harassment and/or gender discrimination**?

☒ Yes
☒ No

125. [Ask if Q124 = "Yes"] My DoD sponsored sexual harassment and/or gender discrimination training... *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual harassment and gender discrimination	☒	☒	☒	☒	☒
b. Teaches how to intervene when you witness a situation involving a coworker (bystander intervention)	☒	☒	☒	☒	☒
c. Explains the role of the DoD in handling sexual harassment and gender discrimination complaints	☒	☒	☒	☒	☒
d. Explains the reporting options available to DoD civilian employees if sexual harassment or gender discrimination occurs	☒	☒	☒	☒	☒
e. Identifies the points of contact for complaints of sexual harassment or gender discrimination (for example, supervisor, EEO representative)	☒	☒	☒	☒	☒
f. Takes into consideration the unique needs and experiences of DoD civilian employees	☒	☒	☒	☒	☒

SEXUAL ASSAULT TRAINING

126. Have you had any DoD sponsored training during the **past 12 months** on topics related to **sexual assault**?

☒ Yes
☒ No

127. [Ask if Q126 = "Yes"] My DoD sponsored sexual assault training... *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what actions are considered sexual assault	☒	☒	☒	☒	☒
b. Explains the resources available to victims (for example, Safe Helpline)	☒	☒	☒	☒	☒
c. Explains the reporting options available within the DoD community if a sexual assault occurs	☒	☒	☒	☒	☒
d. Explains the reporting options available to DoD civilian employees who are sexually assaulted by someone from work	☒	☒	☒	☒	☒

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
e. Explains how sexual assault can affect all members of the DoD community, including civilians	☒	☒	☒	☒	☒
f. Takes into consideration the unique needs and experiences of DoD civilian employees	☒	☒	☒	☒	☒

DOD LEADERSHIP TRAINING

A "**non-supervisor**" is an employee with no supervisory responsibilities.

A "**team leader**" provides employees with day-to-day guidance in work projects, but does not have supervisory responsibilities or conduct performance appraisals.

A "**supervisor**" serves as a first-line supervisor who is typically responsible for employees' performance appraisals and leave approval.

A "**manager**" is an employee in a management position who typically supervises/manages one or more supervisors.

An "**executive**" is a member of the Senior Executive Service (SES) or equivalent.

128. What is your supervisory status? *Mark one.*

- ☒ Non-supervisor
- ☒ Team leader
- ☒ Supervisor
- ☒ Manager
- ☒ Executive

129. [Ask if Q128 = "Supervisor" or Q128 = "Manager" or Q128 = "Executive"] Do you agree or disagree that DoD training you have received as a leader has prepared you for… *Mark one answer for each item.*

	Does not apply/My training did not cover this	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Providing support to employees who make complaints	☒	☒	☒	☒	☒	☒
b. Responding to reports of sexual harassment	☒	☒	☒	☒	☒	☒
c. Responding to reports of gender discrimination	☒	☒	☒	☒	☒	☒
d. Responding to reports of sexual assault	☒	☒	☒	☒	☒	☒
e. Helping an employee through the EEO complaint process	☒	☒	☒	☒	☒	☒
f. Handling retaliation against employees who report unwanted gender-related behaviors in the workplace	☒	☒	☒	☒	☒	☒

130. [Ask if Q128 = "Supervisor" or Q128 = "Manager" or Q128 = "Executive"] Have you ever received a report for any of the following experiences within the DoD civilian workplace from one of your employees? *Mark "Yes" or "No" for each item.*

	No	Yes
a. Sexual harassment	☒	☒
b. Sex discrimination	☒	☒
c. Sexual assault	☒	☒

131. [Ask if (Q128 = "Supervisor" or Q128 = "Manager" or Q128 = "Executive") and Q130 MATCHING ITEM = "Yes"] Please rate your level of confidence in responding to the report you received about… *Mark one answer for each item.*

	Not at all confident	Slightly confident	Moderately confident	Very confident	Completely confident
a. Sexual harassment	☒	☒	☒	☒	☒
b. Sex discrimination	☒	☒	☒	☒	☒
c. Sexual assault	☒	☒	☒	☒	☒

WELL-BEING

If you joined during COVID-19, please check the "Not applicable" check box.

☒ Not applicable

132. As a result of COVID-19, have the following increased or decreased in your DoD civilian workplace? *Mark one answer for each item. If an item did not apply to you prior to COVID-19, please select "About the same as before COVID-19."*

	Decreased since COVID-19	About the same as before COVID-19	Increased since COVID-19
a. In-person interactions with coworkers and leaders	☒	☒	☒
b. Telework or remote work arrangements	☒	☒	☒
c. Virtual synchronous interactions with coworkers and leaders (for example, phone calls, conference calls, video conferencing)	☒	☒	☒
d. Your work hours	☒	☒	☒
e. Number of days physically in the office	☒	☒	☒
f. Your use of leave (for example, sick leave, annual leave, administrative leave)	☒	☒	☒

"**Work unit**" is a DoD civilian employee's immediate work unit headed by the employee's direct supervisor.

133. [Ask if COVID_NA = "Not marked"] In your opinion, have the following become better or worse in your DoD civilian workplace since COVID-19? *Mark one answer for each item.*

	Worse since COVID-19	About the same as before COVID-19	Better since COVID-19
a. Your treatment as a [man][woman]	☒	☒	☒
b. Your opportunities (for example, assignments, awards, training opportunities, promotions)	☒	☒	☒
c. Your relationship with your coworkers	☒	☒	☒
d. Your relationship with your immediate supervisor	☒	☒	☒
e. Your ability to complete your work	☒	☒	☒
f. The overall gender relations in your work unit	☒	☒	☒

134. How much do you agree or disagree with the following statements? *Mark one answer for each item.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. I tend to bounce back quickly after hard times	☒	☒	☒	☒	☒
b. I have a hard time making it through stressful events	☒	☒	☒	☒	☒
c. It does not take me long to recover from a stressful event	☒	☒	☒	☒	☒
d. It is hard for me to snap back when something bad happens	☒	☒	☒	☒	☒
e. I usually come through difficult times with little trouble	☒	☒	☒	☒	☒
f. I tend to take a long time to get over set-backs in my life	☒	☒	☒	☒	☒

ADDITIONAL BACKGROUND 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.

Remember, all the information you share will be kept confidential.

135. What is your current relationship status? *Mark one.*

☒ Married
☒ Living with a romantic partner (for example, boyfriend or girlfriend)
☒ In a committed romantic relationship, but not living together
☒ Divorced and not currently in a relationship
☒ Widowed and not currently in a relationship
☒ Never married and not currently in a relationship
☒ Other or prefer not to say

136. Are you Spanish/Hispanic/Latino?

☒ No, not Spanish/Hispanic/Latino
☒ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

137. 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

138. What is your military service status? *Mark one.*

- ☒ No prior military service
- ☒ Currently in National Guard or Reserve
- ☒ Retired
- ☒ Separated or discharged

139. Do you consider yourself to be... *Mark one.*

- ☒ Heterosexual or straight?
- ☒ Gay or lesbian?
- ☒ Bisexual?
- ☒ Something else?
- ☒ Prefer not to answer

140. What sex were you assigned at birth, on your original birth certificate? *Mark one.*

- ☒ Male
- ☒ Female

141. Do you currently describe yourself as male, female, or transgender? *Mark one.*

- ☒ Male
- ☒ Female
- ☒ Transgender
- ☒ None of these

"**Leadership**" refers to individuals who perform a leadership role within your organization at any level, including team leaders, supervisors, managers, and organization leaders.

142. How did you hear about this survey? *Mark all that apply.*

- ☒ Postal letter
- ☒ E-mail from survey administrator
- ☒ E-mail from your leadership
- ☒ Verbally from your leadership
- ☒ Social media
- ☒ News article
- ☒ Friend or peer
- ☒ Other

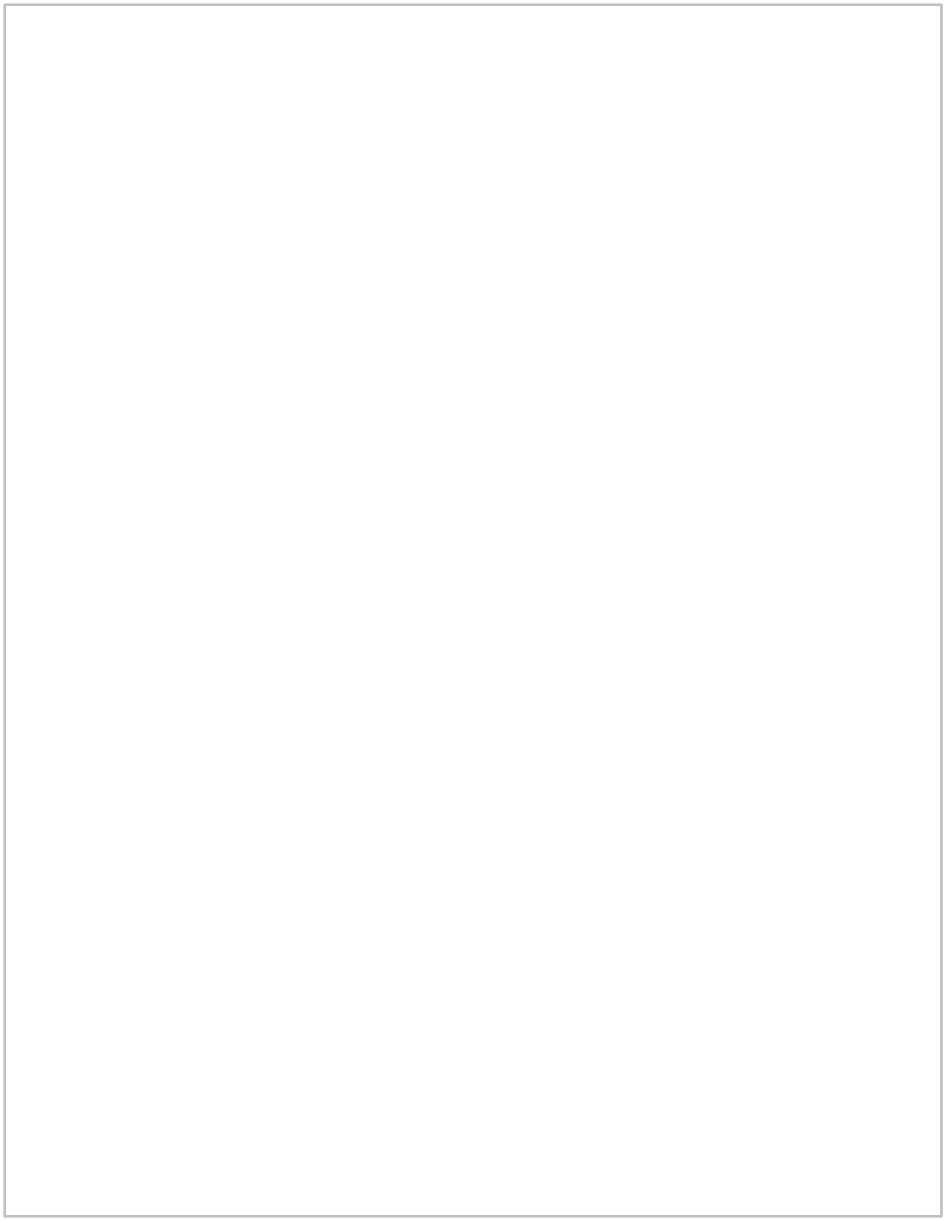
[Ask if Q142 = "Other"] Please specify the other ways you heard about this survey. Please do not include any personally identifiable information (for example, names, addresses).

TAKING THE SURVEY

143. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Please do not enter personally identifiable information (for example, names, addresses). Your feedback is useful and appreciated.

144. [Ask if Q1 = "None, you were retired or had left"] Based on your answer to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the "Previous" button and check your answer.

To submit your answer click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail dodhra.WGRC-survey@mail.mil.




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Approved for public release, distribution unlimited.

13. SUPPLEMENTARY NOTES

14. ABSTRACT

This report contains results and trends from the 2021 Department of Defense Civilian Employee Workplace and Gender Relations Survey (2018 WGRC) conducted from November 15, 2021 through January 24, 2022. The 2021 WGRC is the third assessment of gender relations in the DoD civilian workplace conducted in response to the Congressional mandate outlined in Title 10 USC §481a and it is the second assessment to include nonappropriated funds (NAF) civilian employees. The WGRC continues a line of sexual assault and sexual harassment research in the military dating back to 1988.

15. SUBJECT TERMS

Sexual Assault, Sexual Harassment, Gender Discrimination

16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT	18. NUMBER OF PAGES	19a. NAME OF RESPONSIBLE PERSON
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