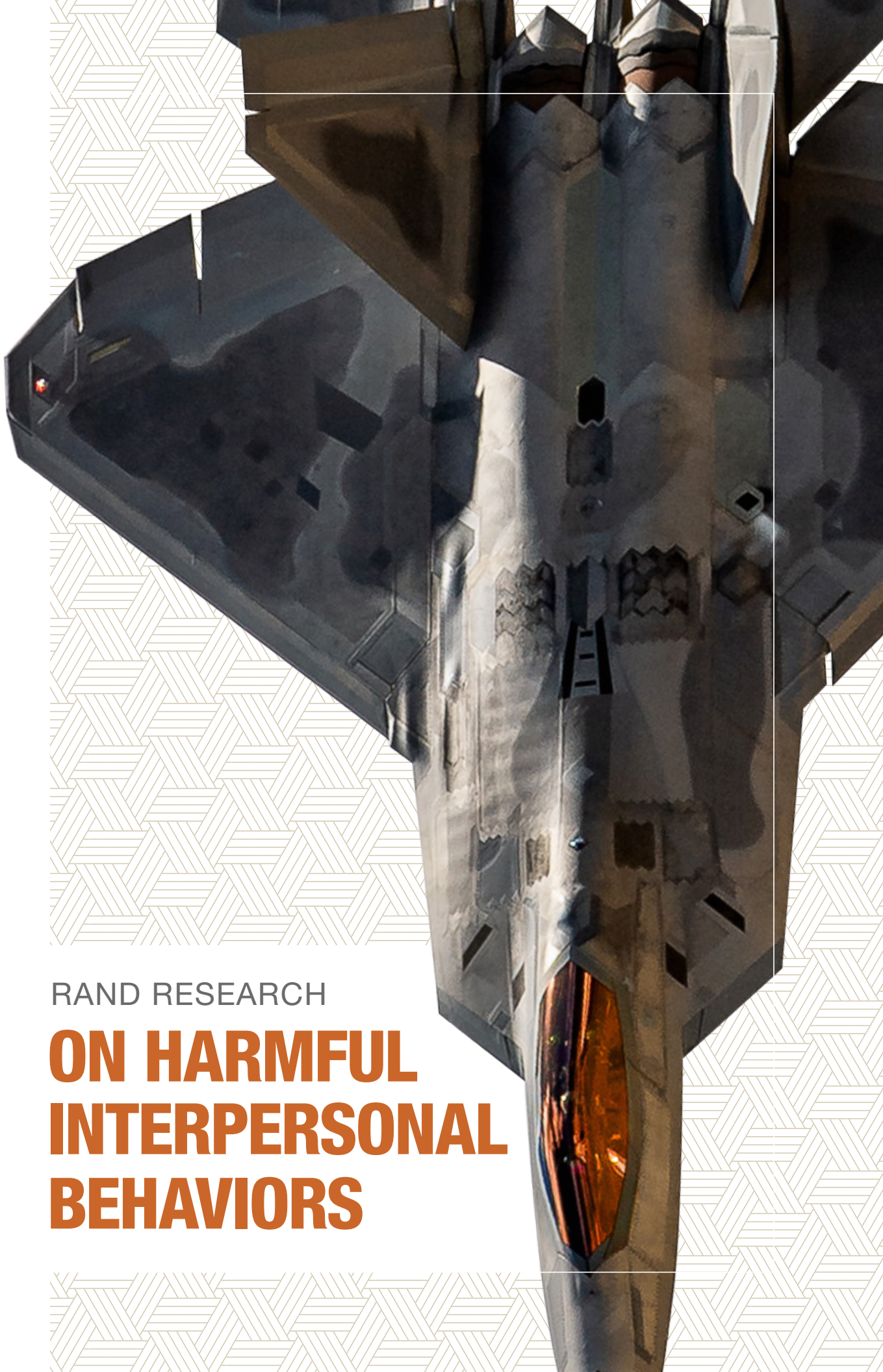




RAND PROJECT AIR FORCE

RAND RESEARCH

ON HARMFUL INTERPERSONAL BEHAVIORS



The U.S. Department of the Air Force (DAF) seeks to prevent harmful interpersonal behaviors among airmen and guardians and keep those who are victims of these behaviors safe.¹ The RAND Corporation has conducted extensive research on these behaviors, generally, and for the DAF and the U.S. Department of Defense (DoD), more specifically. This document provides a concise overview of recent, selected work that RAND has conducted in this area.

RESEARCH TOPICS

RAND research on harmful interpersonal behaviors for the DAF and DoD has addressed, among other things,²

- sexual assault and sexual harassment
- hazing and bullying
- domestic abuse
- racial/ethnic harassment and discrimination.

RESEARCH METHODS

RAND staff include more than 600 doctoral-level researchers with diverse areas of expertise. RAND Project AIR FORCE (PAF) draws from this broad research staff to address some of the most-challenging research questions and pressing issues affecting the DAF.

PAF also maintains a core set of researchers who have in-depth knowledge of the DAF, experience conducting research on

harmful interpersonal behaviors, and methodological expertise involving different approaches, including

- program evaluation
- statistical modeling
- survey design, administration, and analysis
- interviews and focus groups
- analysis of archival records
- literature reviews.

IMPACT

PAF maintains a policy-focused approach to research, conducting research to assist the DAF and DoD in developing and modifying policies and practices related to harmful interpersonal behaviors.

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SEXUAL ASSAULT AND SEXUAL HARASSMENT

Preventing and responding to sexual assault and sexual harassment necessitates a detailed understanding of the prevalence of these behaviors, risk factors associated with victimization, and the impact that these behaviors have on both individuals and the U.S. military, overall. RAND has conducted research examining each of these elements.

DAF-SPONSORED RESEARCH

Harmful Interpersonal Behaviors in the Department of the Air Force: Informing Prevention and Response

PE-A908-2, www.rand.org/t/PEA908-1

DAF is committed to helping its members thrive by enhancing well-being and eliminating such harmful behaviors as sexual harassment, sexual assault, racial/ethnic harassment and discrimination, hazing, bullying, and domestic abuse. The authors describe and apply a conceptual model of prevention to harmful interpersonal behaviors in the DAF.

Getting To Outcomes® Operations Guide for U.S. Air Force Community Action Teams

TL-311-AF, www.rand.org/t/TL311

This guide leads the user through the ten steps of Getting To Outcomes (GTO) to assist with the planning, implementation, evaluation, continuous quality improvement, and sustainability of U.S. Air Force Community Action Plans. Each chapter in the guide contains blank tools for that chapter's GTO step and detailed instructions for completing the tools.

Air Force Sexual Assault Situations, Settings, and Offender Behaviors

RR-1589-AF, www.rand.org/t/RR1589

Concern about sexual assault within the U.S. military is ongoing. To assist Air Force prevention and response efforts, this report focuses on providing a better understanding of sexual assaults committed by airmen, including suspect characteristics and behaviors, the suspect's relationship to the victim, victim characteristics, the settings and circumstances of sexual assaults, and behavior and justifications following sexual assaults.

Assessing the Use of Employment Screening for Sexual Assault Prevention

RR-1250-AF, www.rand.org/t/RR1250

This report reviews various employment screening policies and procedures to assess how helpful these might be for Air Force sexual assault prevention efforts. Reviewed measures include self-reporting of behaviors, background checks, and personality tests. The report concludes with specific recommendations for improving existing Air Force procedures.

A Review of the Literature on Sexual Assault Perpetrator Characteristics and Behaviors 2016

RR-1082-AF, www.rand.org/t/RR1082

This report aims to assist the Air Force in its continued efforts to combat sexual assault perpetration within its ranks by examining the existing empirical literature on adult perpetrators of sexual assault against other adults, with a particular focus on research published in 2000 or later. The literature search focused on the current state of scientific knowledge and was not limited to studies focusing on military populations.

SEXUAL ASSAULT AND SEXUAL HARASSMENT

DOD-SPONSORED RESEARCH

Gender Differences in Health Among U.S. Service Members: Unwanted Gender-Based Experiences as an Explanatory Factor

RR-A1848-1, www.rand.org/t/RRA1848-1

Women serving in the U.S. military are more likely than men to report mental health problems, including symptoms of depression and posttraumatic stress disorder. Women also experience much higher rates of sexual harassment, gender discrimination, and sexual assault than men. This report examines how experiences of sexual harassment, gender discrimination, and sexual assault among military service members relate to differences in health.

Sexual Harassment and Gender Discrimination in the Active-Component Army: Variation in Most Serious Event Characteristics by Gender and Installation Risk

RR-A1385-1, www.rand.org/t/RRA1385-1

This report describes the most common types of behaviors that occur during active-component soldiers' most serious sexual harassment and gender discrimination experiences, characteristics of (alleged) perpetrators, most common times and places in which these events occur, and differences between high-risk and non-high-risk installations.



Organizational Characteristics Associated with Risk of Sexual Assault and Sexual Harassment in the U.S. Army

RR-A1013-1, www.rand.org/t/RRA1013-1

Researchers extended previous RAND analyses that produced estimates of sexual assault risk and sexual harassment risk across installations and commands. The results of these extended analyses showed considerable variation in the risk of sexual assault and sexual harassment across groups of soldiers, primarily among female soldiers—at installations, commands, and in career fields—and identified characteristics of groups in which risk level was higher.

Sexual Assault and Sexual Harassment in the U.S. Army: Where Cases are Highest and Why

RB-A1013-1, www.rand.org/t/RBA1013-1

This research brief summarizes estimates of sexual assault risk and sexual harassment risk across U.S. Army installations and command, showing variation in these risks across groups of soldiers.

Sexual Assault of Sexual Minorities in the U.S. Military

RR-A1390-1, www.rand.org/t/RRA1390-1

The authors of this report estimate the proportion of all sexually assaulted military service members who identify as lesbian, gay, or bisexual, or who do not indicate they identify as heterosexual. They find that although this group makes up only 12 percent of the active-duty population, it accounted for approximately 43 percent of all sexually assaulted service members in 2018.

Risk Factors for Sexual Assault and Sexual Harassment in the U.S. Military: Findings from the 2014 RAND Military Workplace Study

RR-870/9-OSD, www.rand.org/t/RR870z9

This report describes analyses designed to identify service member and environmental characteristics that are associated with service members' risk of sexual assault or sexual harassment. These analyses draw on data from one of the largest surveys ever conducted on sexual assault and harassment experiences, the 2014 RAND Military Workplace Study.

Healthy Relationship Approaches to Sexual Assault Prevention: Programs and Strategies for Use Within the U.S. Military

RR-4241-OSD, www.rand.org/t/RR4241

DoD and the military services continue to prioritize sexual assault prevention. This guide aims to provide prevention teams and leaders with an overview of a healthy relationship approach to sexual assault prevention, why it could be an effective tool, and strategies for implementing a program as part of their prevention portfolio.

Perceived Retaliation Against Military Sexual Assault Victims

RR-2380-OSD, www.rand.org/t/RR2380

This research documents the characteristics of sexual assault incidents, victims, and perpetrators that increase risk for perceived retaliation against service women who are victims of sexual assault. The authors also explored the relationship between disclosure choices and retaliation and subsequently controlled for disclosure choices when identifying risk factors for retaliation.

SEXUAL ASSAULT AND SEXUAL HARASSMENT

The Relationship Between Sexual Assault and Sexual Harassment in the U.S. Military: Findings from the RAND Military Workplace Study

RR-3162-OSD, www.rand.org/t/RR3162

This report describes analyses designed to identify how the sexual harassment of others in a service member's work environment affects their own risk of being sexually assaulted. These analyses draw on data from the 2014 RAND Military Workplace Study.

Effects of Sexual Assault and Sexual Harassment on Separation from the U.S. Military: Findings from the 2014 RAND Military Workplace Study

RR-870/10-OSD, www.rand.org/t/RR870z10

This report describes analyses, using data from the 2014 RAND Military Workplace Study, designed to assess the effects of sexual assault and sexual harassment on service members' decisions to separate from the military. Among other findings, this study demonstrates that more than 8,000 separations over a 28-month period (4 percent of all separations) were associated with sexual assault or harassment experiences.

Measures of Performance and Effectiveness for the Marine Corps' Sexual Assault Prevention Programs

RR-2220-USMC, www.rand.org/t/RR2220

To assist the U.S. Marine Corps in evaluating its sexual assault prevention programs, the authors of this report identify and develop measures of performance and measures of effectiveness with which to assess the programs. The research team created a logic model framework to guide evaluations and mapped program goals to measures that assess the degree to which each outcome has been achieved.

Sexual Assault and Sexual Harassment in the U.S. Military, Vol. 5: Estimates for Installation- and Command-Level Risk of Sexual Assault and Sexual Harassment from the 2014 RAND Military Workplace Study

RR-870/7-OSD, www.rand.org/t/RR870z7

The DoD Sexual Assault Prevention and Response Office asked RAND to conduct an assessment of the rates of sexual assault, sexual harassment, and gender discrimination in the U.S. military. This volume presents survey estimates of how risk of sexual assault and sexual harassment varies across military installations and major commands using data from the 2014 RAND Military Workplace Study.

Needs of Male Sexual Assault Victims in the U.S. Armed Forces

RR-2167-OSD, www.rand.org/t/RR2167

This report reviews previous research on sexual assault against men and describes results from RAND researchers' interviews with military service providers and civilian experts. These interviews addressed victim needs, reporting, resources, public perceptions, outreach, and service provider training. The report concludes with recommendations for improving support to male sexual assault victims in the U.S. military.

Targeting Alcohol Misuse: A Promising Strategy for Reducing Military Sexual Assaults?

RR-538-OSD, www.rand.org/t/RR538

Sexual assaults in the U.S. military have not declined despite the implementation of universal prevention programs. Alcohol misuse is also a greater problem among service members than among their civilian counterparts. A review of the civilian research provides some guidance for implementing and evaluating efforts to reduce alcohol misuse as part of a larger strategy to reduce the incidence of sexual assault in the military.



HAZING AND BULLYING

Hazing and bullying behaviors subjugate service members to abusive and harmful treatment that has no clear operational purpose and can, in fact, harm readiness. RAND has conducted several studies to assist with gaining a better understanding of these behaviors and addressing them among service members.

DAF-SPONSORED RESEARCH

A Survey System to Assess Abuse and Misconduct Toward Air Force Students in Occupational Specialty Training

RR-2692-AF, www.rand.org/t/RR2692

This report provides recommendations for how the Air Force’s survey system for monitoring abuse and misconduct in Basic Military Training can best be adapted for use in technical training and flying training environments. The report also provides background on the training environments, revisions to tailor the survey content for these environments, survey pretest results, strategies to promote participation, and recommendations for future use.

An Integrated Survey System for Addressing Abuse and Misconduct Toward Air Force Trainees During Basic Military Training

RR-964-AF, www.rand.org/t/RR964

The U.S. Air Force’s Air Education and Training Command asked RAND to develop an integrated survey system to help address abuse and misconduct by military training instructors (MTIs) toward trainees during Basic Military Training. RAND developed two complementary surveys, one for trainees and one for MTIs. The report also includes recommendations about survey administration, reporting the results, and tracking and monitoring abuse and misconduct.

DOD-SPONSORED RESEARCH

Survey Instrument to Assess the Prevalence of Hazing and Bullying in the Active-Duty U.S. Military

RR-A1246-1, www.rand.org/t/RRA1246-1

In 2016, RAND was asked to develop a survey instrument to measure the incidence of hazing and bullying in the active-duty U.S. military. The instrument needed to align with evolving definitions of hazing and bullying and feature a limited number of survey items to reduce survey fatigue. In this report, the authors describe the development and design of the survey instrument.



Hazing Prevention and Response: Training for Military Leaders

TL-240-RC, www.rand.org/t/TL240

This instructor guide provides content for leading Hazing Prevention and Response: Training for Military Leaders, an adaptable, interactive class to help with hazing prevention and response efforts. The class defines hazing, gives examples of hazing in a military context, and summarizes several hazing misconceptions. It also describes hazing-related policies and discusses strategies for leaders to help prevent and respond effectively to hazing.

Hazing in the U.S. Armed Forces: Recommendations for Hazing Prevention Policy and Practice

RR-941-OSD, www.rand.org/t/RR941

This report documents research focused on helping the Department of Defense build a more-systematic approach to hazing prevention and response. The report documents theory and research on the root causes of hazing and findings and recommendations regarding how best to define hazing, practices to prevent and respond to incidents of hazing, and how the armed forces can improve the tracking of hazing incidents.

Commander's Guide to Hazing Prevention

TL-168-OSD, www.rand.org/t/TL168

This tool provides a short overview of hazing for military commanders and was derived from research documented in Hazing in the U.S. Armed Forces: Recommendations for Hazing Prevention Policy and Practice, by Kirsten M. Keller, Miriam Matthews, Kimberly Curry Hall, William Marcellino, Jacqueline A. Mauro, and Nelson Lim, RR-941-OSD, RAND Corporation, 2015.

DOMESTIC ABUSE

Various stressors associated with military life might contribute to the risk of domestic abuse among service members. Although recent research on this topic has not been requested by the DAF, RAND has conducted research considering prevention of and response to domestic abuse among service members, broadly, and non-DoD civilians.

DOD-SPONSORED RESEARCH

Availability of Family Violence Services for Military Service Members and Their Families

RR-3019-OSD, www.rand.org/t/RR3019

At the request of the Under Secretary of Defense for Personnel and Readiness, RAND conducted a multimethod study to review current resources available to military-affiliated victims and perpetrators of domestic abuse, describe the barriers to utilization, document the challenges faced by military service providers working to prevent and respond to domestic abuse, and provide recommendations to improve services.

Approaches to Making Military-Civilian Domestic Violence Collaborations Work: Lessons Learned from Two Case Studies

IP-254/1-1-RC, www.rand.org/t/IP254z1-1

To prevent and respond to domestic violence by or against service members, the U.S. military hopes to form and strengthen collaborative relationships between installations and neighboring communities. The authors present findings from two case studies of military-civilian collaboration and offer suggestions for forming and strengthening these relationships.

DOMESTIC ABUSE

DOD-EXTERNAL RESEARCH

Helping Kids and Families Cope with Violence: Safe Start Promising Approaches

RB-9954, www.rand.org/t/RB9954

Safe Start Promising Approaches is a large-scale initiative intended to test how effectively interventions in community settings can help children deal with the effects of exposure to violence. The evaluation used experimental or quasi-experimental designs to examine whether Safe Start interventions led to child and caregiver improvements in a variety of outcomes, with each site selecting one outcome as primary, depending on the goal of its intervention.

Primary Care Providers with More Experience and Stronger Self-Efficacy Beliefs Regarding Women Veterans Screen More Frequently for Interpersonal Violence

EP-67297, www.rand.org/t/EP67297

Military sexual trauma (MST) and/or intimate partner violence (IPV) are common experiences in the growing group of women veterans using the Veterans Health Administration health care system. And even though MST screening is closely monitored at the facility level, little is known about individual primary care provider behavior with regard to screening women for MST and IPV.

RACIAL/ETHNIC HARASSMENT AND

DAF and DoD leaders are working to ensure their workforces better reflect the racial and ethnic makeup of society. Racial/ethnic harassment and discrimination can hinder these efforts. RAND has led several projects examining these issues in the DAF and DoD.

DAF-SPONSORED RESEARCH

How Effective Are Blinding Concepts and Practices to Promote Equity in the Department of the Air Force?

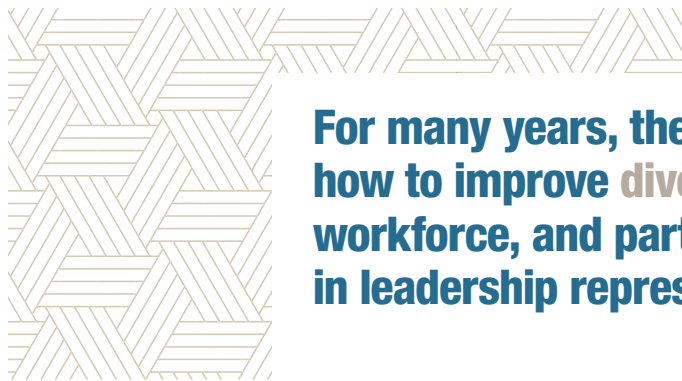
PE-A909-2, www.rand.org/t/PEA909-2

In this Perspective, the authors discuss the scholarly literature on the efficacy of blinding strategies. They also examine how these insights apply in the context of DAF goals, other approaches that should be explored, and steps the DAF should take to better advance its goal of a more-equitable and inclusive workforce.

Perspectives on Diversity, Equity, and Inclusion in the Department of the Air Force

PE-A909-1, www.rand.org/t/PEA909-1

This Perspective summarizes organizational, managerial, and procedural insights that PAF has provided to DAF leaders in recent years on critical diversity and personnel challenges facing the department. Also, it highlights areas of new focus that DAF leaders might want to consider as they develop and hone diversity, equity, and inclusion policies, practices, and procedures to meet pressing demands.



For many years, the DAF has taken steps to assess how to improve diversity, equity, and inclusion in its workforce, and particularly to increase diversity in leadership representation.

DISCRIMINATION

Understanding Demographic Differences in Undergraduate Pilot Training Attrition

RR-1936-AF, www.rand.org/t/RR1936

This report looks at demographic differences in U.S. Air Force Undergraduate Pilot Training completion. It presents potential challenges that women and racial and ethnic minorities might face in entering and completing the training, as well as demographic differences in attrition rates, reasons for attrition, and an analysis of whether certain individual characteristics account for differential rates of attrition.

DOD-SPONSORED RESEARCH

Survey for Assessing Racial/Ethnic Harassment and Discrimination in the U.S. Military

RR-A1246-2, www.rand.org/t/RRA1246-2

DoD aims to estimate the percentage of service members who experienced racial or ethnic harassment or discrimination. The authors of this report provide information on a survey instrument that RAND researchers designed to help DoD obtain those estimates. The report describes the instrument-development process, the instrument itself, and recommendations to support its use.

Assessing the Potential for Racial Bias in the Security Clearance Process

RR-A1201-1-v2, www.rand.org/t/RRA1201-1-v2

In this exploratory report, the authors consider the security clearance process through the lens of racial justice. They identify areas where bias might create a barrier for Black Americans seeking positions or career advancement in U.S. departments and agencies with a national security mission. The authors describe societal factors (financial, drug-related, and criminal) and human judgment factors (affinity bias, confirmation bias, and statistical discrimination) as they relate to the security clearance process, and how they might contribute to racial bias. The authors then recommend areas for improvement and further exploration in transparency, training, and awareness of bias.

The Behavioral Health of Minority Active Duty Service Members

RR-4247-OSD, www.rand.org/t/RR4247

DoD desires to understand whether the behavioral health disparities seen in the civilian population also exist in the military, because this knowledge is important to helping DoD target its efforts to address the needs of service members and improve force readiness. The authors used data from the 2015 Health Related Behaviors Survey, the 2015 National Survey on Drug Use and Health, the 2015 and 2016 Behavioral Risk Factor Surveillance System, and the 2015 National Health and Nutrition Examination Survey to assess behavioral health outcomes, including mental health (e.g., depression, suicide behaviors, posttraumatic stress disorder) and substance use (e.g., problematic alcohol use, tobacco use) conditions.

Unequal Opportunity: Barriers to Employment in the Department of Defense Civilian Workforce

RB-10017-OSD, www.rand.org/t/RB10017

To draw on RAND's expertise in conducting barrier analyses, the Office of Diversity Management and Equal Opportunity within the Office of the Secretary of Defense asked RAND to conduct a systematic assessment of two groups of interest to DoD: Hispanics and people with targeted disabilities. The researchers' assessments showed underrepresentation in the civilian DoD workforce for both groups. Using analysis of relevant quantitative data, interviews with and a survey of hiring managers and supervisors, and interviews with other experts, the team identified employment barriers and actions that DoD can take to address them. This brief summarizes the results.

WORKING WITH US

WHAT WE DELIVER

PAF's studies and analyses are tailored to the needs of the sponsor. Generally, PAF provides

- continuous interaction with PAF subject-matter experts throughout the project
- accessible, timely, and policy-focused reports that address senior leader concerns and recommend courses of action
- descriptive, transparent, and rigorous supporting materials that describe the project's methodology and support the project's conclusions
- as appropriate, additional outreach materials to help socialize the work to other interested stakeholders, such as the DAF, DoD, Congress, or the public.

SPONSOR IDENTIFICATION

All PAF research projects must be sponsored by a U.S. Air Force general officer (GO) or member of the senior executive service (SES). Most sponsors assign one or more action officers (AOs) to manage the technical and administrative aspects of their PAF projects.

LINES OF FUNDING

DAF organizations can initiate a PAF research project in two ways:

1. **Centrally Funded** (also referred to as “core projects”). Air Force Studies, Analyses, and Assessments (SAF/SA; formerly HAF/A9) employs a rigorous, iterative, GO/SES voting process to select projects for inclusion in its annual research plan. This process accounts for about 70 percent of the projects that PAF will conduct during

a fiscal year. Funding for these projects is part of a line item in the congressional budget and is awarded through the competitive selection process. Project topics are submitted in January and the research plan is approved by a steering group consisting of three- and four-star GOs between June and July. Maintaining a balance of projects across the DAF and the four PAF programs is key to this selection process.

2. **Sponsor Funded** (also referred to as “add-on projects” because they are add-ons to the core research agenda). This process accounts for about 30 percent of the projects that PAF will conduct during a fiscal year. Funding for these projects comes directly from the organization requesting the research and does not require a competitive selection process because the requesting organization is paying for the research (and not competing with others). DAF sponsors may initiate a PAF add-on research project at any time of the year by requesting the work, submitting required documentation, and transmitting organizational funds. Ideas and requests for PAF add-on projects may originate from a variety of circumstances (e.g., continuation of prior PAF work or new challenges). To initiate the process, a sponsor or AO typically contacts the appropriate PAF program director or subject-matter expert. The timeline of add-on projects is flexible.

PAF also supports DAF organizations in many informal ways. To request any of the Workforce, Development, and Health (WDH) or RAND research reports highlighted here or to discuss pressing DAF challenges, contact the director of PAF's WDH program at www.rand.org/paf/about/pafmanagement.

NOTES

¹Interpersonal Violence Task Force, *Interpersonal Violence in the Air Force: Findings of the Interpersonal Violence Task Force*, U.S. Department of the Air Force, 2021.

²These behaviors are conceptualized using U.S. Department of Defense definitions (DoD Instruction [DoDI] 1020.03, *Harassment Prevention and Response in the Armed Forces*, U.S. Department of Defense, 2020; DoDI 6400.06, *DoD Coordinated Community Response to Domestic Abuse Involving DoD Military and Certain Affiliated Personnel*, U.S. Department of Defense, 2021; DoDI 6495.02, Vol. 1, *Sexual Assault Prevention and Response: Program Procedures*, U.S. Department of Defense, 2021).

RAND Project AIR FORCE (PAF), a division of the RAND Corporation, is the Department of the Air Force's (DAF's) federally funded research and development center for studies and analyses, supporting both the United States Air Force and the United States Space Force. PAF provides the DAF with independent analyses of policy alternatives affecting the development, employment, combat readiness, and support of current and future air, space, and cyber forces. Research is conducted in four programs: Strategy and Doctrine; Force Modernization and Employment; Resource Management; and Workforce, Development, and Health.

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www.rand.org/t/CPA2660-1