



2021 Workplace and Gender Relations Survey of Military Members

Coast Guard Overview Report

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2021 Workplace and Gender Relations Survey of Military Members

Coast Guard Overview Report

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Individuals who contributed to the development and administration of the *2021 WGR* include Dr. Nathan Galbreath (DoD SAPRO) and Mr. Cyrus Salazar, Director of the Office for Diversity Equity and Inclusion (ODEI).

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The lead operations analyst for the *2021 WGR* was Kimberly Hylton (Fors Marsh [FM]), with additional operations support from Alycia White, Mark Petusky, and Surya Sampath and consultation by Margaret Coffey (FM). The operations analysts used OPA's Statistical Analysis Macros to calculate the results presented in this report. The operations team also contributed to the writing and preparation of this report. Amy Sellers and Valerie Waller (Data Recognition Corporation) managed the development and operations of the survey website for the data collection and the distribution of survey materials to the nearly one million sample members.

OPA's Statistical Methods Branch, under the guidance of David McGrath, Branch Chief, is responsible for all statistical aspects of this survey, including sampling, weighting, nonresponse bias analysis, and the implementation of statistical hypothesis testing used in the survey program. Wendy Barboza oversaw all statistical aspects of this *2021 WGR*. Susan Reinhold provided the data processing support.

Executive Summary

Introduction

The US Coast Guard remains committed to preventing and responding to sexual assault, sexual harassment, and gender discrimination within its ranks. Effective prevention and response efforts require a robust system of surveillance for monitoring the estimated prevalence and characteristics of these unwanted behaviors. The Workplace and Gender Relations (WGR) survey series fills this critical role. The following report provides an overview of the results of the *2021 Workplace and Gender Relations Survey (2021 WGR)* for Coast Guard members. The survey provides key insights as to the estimated prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination in the Coast Guard, Service member attitudes and beliefs vis-à-vis these issues, and perceptions of unit climate.

Background and Methodology

The Health & Resilience (H&R) Research Division within the Department of Defense (DoD) Office of People Analytics (OPA) has been conducting the congressionally mandated gender relations survey of Active and Reserve component members of the DoD since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.¹ Past surveys of the Active component were conducted by OPA in 1988, 1995, 2002, 2006, 2010, 2012, 2016, and 2018. Past surveys of the Reserve component were conducted by OPA in 2004, 2008, 2012, 2015, 2017, and 2019. While Coast Guard is not included in the aforementioned policy, the Coast Guard elected to participate in this year's survey efforts.²

The DoD did not conduct the planned survey of the Active component in 2020 due to the COVID-19 pandemic, and a survey of the Reserve component was due in 2021. Accordingly, and consistent with the survey administration updates provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), the *2021 WGR* survey was administered to both the Active and Reserve components simultaneously.

Survey Methodology

Data were collected between December 9, 2021 and March 3, 2022. The survey procedures were reviewed by a DoD Human Research Protection Official as part of the DoD survey approval process. OMB reviewed and cleared the data collection in accordance with the Paperwork Reduction Act (PRA). Additionally, OPA received a Certificate of Confidentiality from the

¹ Title 10 U.S. Code Section 481 is available here <https://www.law.cornell.edu/uscode/text/10/481>.

² The Coast Guard Authorization Act of 2010 mandates reporting of sexual assaults in the Coast Guard (United States 111th Congress, 2010).

National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected.³

The *2021 WGR* was largely modeled off of the *2018 WGR of Active Duty Members (2018 WGRA)* and the *2019 WGR of Reserve Component Members (2019 WGRR)*. However, substantive changes were made to the survey questionnaire in 2021, as part of the OMB survey clearance process, to reduce survey burden. Most notably, the metric used to estimate the prevalence of sexual assault since 2014 (a 41-item measure of specific behaviors, intent, and mechanisms, aligned with the elements of criminal offenses under the Uniform Code of Military Justice [UCMJ] included in the DoD definition of “sexual assault”) was replaced with a five-item measure of unwanted sexual contact, an umbrella term for a range of sex-related behaviors which constitute certain elements of these offenses. The five-item unwanted sexual contact metric used on the *2021 WGR* is the same metric currently used on the *Service Academy Gender Relations Survey (SAGR)* and is similar to the single-item unwanted sexual contact metric used on DoD gender relations surveys from 2006 to 2012. The unwanted sexual contact metric used on the *2021 WGR* does not provide a crime victimization rate but provides information about Service members who experienced sex-related behaviors that would qualify the individual to receive SAPR support services. 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 overall prevalence estimates (Morral et al., 2016). However, whether the current five-item unwanted sexual contact metric and the 41-item sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. OPA also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

The target population for the *2021 WGR* consisted of Active and Selected Reserve⁴ members who were below flag rank and had been in their respective component for, at minimum, approximately 10 months.⁵ A census of the Coast Guard was taken for this survey as they have a small population. OPA sampled a total of 40,282 active duty Coast Guard Service members drawn from the *February 2021 Active Duty Master File (ADMF)* and 6,208 Coast Guard Reserve members drawn from the *March 2021 Reserve Components Common Personnel Data System (RCCPDS) Master File* obtained from DMDC. Chapter 1 of this report provides further details on the sexual harassment and gender discrimination metric revisions.

³ This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

⁴ The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). The Reserve component sampled population specifically included members in the Selected Reserve in Reserve units, Active Guard/Reserve (AGR/FTS/AR,⁴ Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs.

⁵ The sampling frame was developed ten months prior to fielding the survey. Therefore, the sampling population includes those members with at least ten months (approximately) of service at the start of survey fielding.

This overview report focuses on Coast Guard Active and Reserve component members. Surveys were completed by 7,885 active duty Coast Guard members and 641 Coast Guard Reserve members, resulting in a weighted response rate of 21% for active duty Coast Guard and 11% for the Coast Guard Reserves.

OPA scientifically weights the survey data so that findings can be generalized to the full population of Reserve component members. Within this process, statistical adjustments are made so that the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and that it properly adjusts to account for survey nonresponse. OPA weights the data based on an industry-standard process that includes (1) assigning a base weight based on a selection probability, (2) adjusting for nonresponse, which includes eligibility to the survey and completion of the survey, and (3) adjusting for poststratification to known population totals. Further information on this process can be found in chapter 1 and in the *2021 Workplace and Gender Relations Survey: Active Component Statistical Methodology Report (2021 WGRA SMR; OPA, 2022a)* or the *2021 Workplace and Gender Relations Survey: Reserve Component Statistical Methodology Report (2021 WGRR SMR; OPA, 2022b)*. All data, to include the prevalence rates, provided in this report are estimates with an associated margin of error and confidence interval.⁶

All references to “experiences” of unwanted sexual contact, sexual assault, sexual harassment, or gender discrimination in this report are based on behaviors endorsed by respondents’ self-reports. Conclusions as to whether the events reported occurred are beyond the purview of this survey. References to the perpetrator or offender throughout this report should be interpreted as “alleged perpetrator” or “alleged offender” because without knowing the specific outcomes of a particular allegation, the presumption of innocence applies unless there is an investigation that substantiates the allegations and there is an adjudication of guilt.

This executive summary focuses on results among Coast Guard Active component members. Results for Coast Guard Reserve members are provided in Appendix A.

Summary of Top-Line Results

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Unwanted sexual contact refers to a range of sex-related behaviors which constitute elements of offenses prohibited by the UCMJ, including offenses involving penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Coast Guard members were asked to identify unwanted behaviors that occurred in the past 12 months.⁷

⁶ For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range.

⁷ As noted previously in the summary of the survey’s methodology, OPA encourages readers and analysts to use caution with regards to comparisons between any unwanted sexual contact prevalence estimates provided in this report and unwanted sexual contact and sexual assault prevalence estimates provided in previous survey years.

- An estimated 4.3% of Coast Guard women and 0.7% of men in the Active component experienced past year unwanted sexual contact.
- An estimated less than 0.1%⁸ of Coast Guard Reserve component women and 0.8% of men experienced past year unwanted sexual contact.

Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity and Sexual Orientation

Understanding the experiences of Service members who belong to marginalized groups, to include multiply marginalized individuals (e.g., racial/ethnic minority women), is imperative to ensuring that prevention and response systems are effective for those Service members. Accordingly, we present unwanted sexual contact prevalence estimates by race/ethnicity and sexual orientation, for Coast Guard Active component members.

- In the Coast Guard Active component, an estimated 5.3% of racial/ethnic minority women and 3.7% of White women⁹ experienced past year unwanted sexual contact. Among Coast Guard Active component men, an estimated 0.7% of racial/ethnic minority men and 0.7% of White men experienced past year unwanted sexual contact.
- Coast Guard Active component members who identify as lesbian, gay, or bisexual (LGB; 3.2%) were more likely than heterosexual Service members (0.6%) to experience unwanted sexual contact in the past year. The estimated rate of unwanted sexual contact for Coast Guard Active component LGB women (5.4%) was not significantly different than for heterosexual women (3.0%). Likewise, the estimated rate of unwanted sexual contact for Coast Guard Active component LGB men (0.5%) was not significantly different than for heterosexual men (0.3%).

One Situation of Unwanted Sexual Contact with the Biggest Effect

Coast Guard Active component members were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual assault during the past 12 months that was the worst, or most serious, to them. Results for Coast Guard Active component men are not reportable, and therefore, the results below are for women only.

- For Coast Guard Active component women, the worst situation involved either a non-penetrative unwanted sexual contact (40%), attempted penetration (38%), or penetration (22%).
- Among Coast Guard Active component women who experienced unwanted sexual contact in the past year, the worst incident most often involved alleged offender(s) who were all men (91%), all military members (70%), and someone of the same rank and in

⁸ Given the low prevalence of unwanted sexual contact among Coast Guard Reserve women, further examination would be beneficial for any potential insights regarding this finding.

⁹ Throughout this report, references to White Service members include only those individuals identifying on the survey as non-Hispanic.

their unit (29%). Most women identified the alleged offender as someone from work (66%) and one-third (33%) identified the alleged offender as a friend or acquaintance.

- Just under one-quarter (23%) of Coast Guard Active component women were sexually harassed and/or stalked by the same alleged offender before the sexual assault happened and over one-quarter (28%) were sexually harassed and/or stalked by the same alleged offender after the sexual assault happened.
- Overall, 52% of Coast Guard Active component women experienced the worst incident of unwanted sexual contact during a period of transitioning into or out of their unit.
- The vast majority of Coast Guard Active component women (70%) who experienced unwanted sexual contact in the year prior to the survey did not report their worst experience to military authorities. Top reasons for not reporting include thinking it was not serious enough to report (45%) or were worried about potential negative consequences from their military coworkers or peers (45%).

Sex-Based Military Equal Opportunity (MEO) Violations

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. Changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.¹⁰ We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. For the Active component, we refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.” We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report.

- An estimated 18.3% of Coast Guard Active component women and 4.2% of men experienced sexual harassment, both statistically unchanged from 2018.
- An estimated 12.6% of Coast Guard Active component women and 1.0% of men experienced gender discrimination in the past year. The adjusted estimate for past year gender discrimination for women was 14.4% and was statistically unchanged from 2018 when the estimated rate was 12.9%. The same was true for men where the adjusted estimate for gender discrimination was 1.2% and statistically unchanged from 2018 when the estimated rate was 1.5%.

¹⁰ Changes to both the sexual harassment and gender discrimination metrics in 2019 involved adding questions to the sexual *quid pro quo* and gender discrimination metrics to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was implemented in 2019 for the WGR survey of the Reserve component. Accordingly, no adjustments were required in 2021 for the Reserve component survey comparisons to 2019. The change to the sexual harassment metric for the Active component in 2021 did not produce different estimates. For additional discussion regarding the metric changes, see chapter 1 of this report and the 2019 WGRR Overview Report.

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

Understanding the experiences of Service members who belong to marginalized groups, to include multiply marginalized individuals (e.g., racial/ethnic minority women), is imperative to ensuring that prevention and response systems are effective for those Service members. Accordingly, we present prevalence estimates by race/ethnicity and sexual orientation, for Coast Guard Active component members.

- In the Coast Guard Active component, an estimated 19.2% of racial/ethnic minority women and 17.5% of White women experienced past year sexual harassment. An estimated 11.7% of racial/ethnic minority women and 12.7% of White women experienced past year gender discrimination.
- An estimated 4.9% of racial/ethnic minority Coast Guard Active component men and 3.9% of White men experienced past year sexual harassment. An estimated 1.1% of racial/ethnic minority men and 0.9% of White men experienced past year gender discrimination.
- LGB Coast Guard Active component women were significantly more likely than heterosexual women to experience past year sexual harassment (28.4% compared to 15.9%) and gender discrimination (19.6% compared to 10.9%).
- LGB Coast Guard Active component men were significantly more likely than heterosexual men to experience past year sexual harassment (10.9% compared to 3.5%). However, LGB men were significantly less likely than heterosexual men to experience past year gender discrimination (<0.1% compared to 0.8%)

One Situation of Sexual Harassment with the Biggest Effect

Coast Guard Active component members who experienced sexual harassment were asked to reflect upon and describe the characteristics and consequences of “the one situation” of sexual harassment from the past 12 months that was the worst, or most serious, to them.

- For the plurality of Coast Guard Active component women, this situation typically involved repeated sexual jokes (38%), someone repeatedly suggesting they do not act like a woman is supposed to (32%), repeated sexual comments about their appearance or body (29%), or someone repeatedly telling them about their sexual activities (27%).
- For the majority of Coast Guard Active component women, the worst situation of sexual harassment involved alleged offenders who were men (86%), military members (87%), and were a military member of the same rank as them in their unit (42%).
- For the plurality of Coast Guard Active component men, the worst situation involved repeated sexual jokes (36%), someone repeatedly telling them about their sexual activities (29%), or someone repeatedly suggesting they do not act like a man is supposed to (22%).

- As with women, the worst situation of sexual harassment experienced by Coast Guard Active component men typically involved alleged offenders who were men (67%), military members (88%), and were a military member of the same rank as them in their unit (48%).

One Situation of Gender Discrimination with the Biggest Effect

Coast Guard Active component members who experienced gender discrimination were asked to reflect upon and describe the characteristics and consequences of “the one situation” of gender discrimination from the past 12 months that was the worst, or most serious, to them.

- For the plurality of Coast Guard Active component women, this situation typically involved being mistreated, ignored, excluded, or insulted because of their gender (89%) followed by being told their gender is not as good at their job or should be prevented from having that job (50%).
- For the majority of Coast Guard Active component women, the worst situation of gender discrimination involved alleged offenders who were men (85%), military members (87%), and someone else in their chain of command (excluding immediate supervisor, 42%).
- For the plurality of Coast Guard Active component men, this situation typically involved being mistreated, ignored, excluded, or insulted because of their gender (88%) followed by being told their gender is not as good at their job or should be prevented from having that job (47%).
- The worst situation of gender discrimination experienced by Coast Guard Active component men typically involved a mix of male and female alleged offenders (56%), military members (83%), and were some other higher ranking military member not in their unit (40%).

Filing a Complaint of Sexual Harassment or Gender Discrimination

Coast Guard members have multiple options for filing a complaint related to a sexual harassment or gender discrimination violation, including to their chain of command, to the Inspector General (IG), to a local MEO office, or to staff within their unit assigned to receive MEO complaints.

- An estimated 44% of Coast Guard Active component women and 32% of men made a complaint regarding the sexual harassment they experienced.
- For both women and men (40% and 27%, respectively), complaints were most often made to someone in their chain of command, followed by someone in the chain of command of the alleged offender (30% and 23%, respectively). Among those who made a complaint, informal complaints were the most common type of complaint for both women (58%) and men (67%).

- Over half (48%) of Coast Guard Active component women (52%) and 48% of men made a complaint regarding the gender discrimination they experienced.
- For both women and men (48% and 44%, respectively), complaints were most often made to someone in their chain of command, followed by someone in the chain of command of the alleged offender (35% and 32%, respectively) and, among those women and men who made a complaint, they were typically informal (63% and 59%, respectively).

Culture, Climate, and Trust in the Military

Coast Guard Active component members were asked a series of questions to assess their willingness to intervene to prevent unwanted behaviors, and perceptions of workplace climate, sexual assault and sexual harassment in the military. Some of these questions were new to the *2021 WGR* and, thus, the data cannot be compared to prior years for those questions. However, these results offer useful insights regarding the context in which Service members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

- Nearly one-fifth of Coast Guard Active component women (39%) and 22% of men observed at least one situation or inappropriate behavior potentially requiring intervention.
- The vast majority of Coast Guard Active component members who observed at least one situation intervened (94% of women, 89% of men), either during or after the situation, in some way. Over half of women (59%) and men (55%) intervened by speaking up to address the situation, whereas 49% of women and 48% of men intervened by talking to those involved to see if they were okay.
- The majority of Coast Guard Active component members rated their units favorably based on a variety of positive behaviors that they witnessed people in their unit exhibit to a large extent, although all declined compared to 2018. Over two-thirds of women and over three-fourths of men indicated people in their unit refrain from sexist comments and behaviors and encourage bystander intervention. One behavior that decreased the most compared to 2018 was witnessing people in their unit promoting a climate based on mutual respect and trust.
- Coast Guard Active component members were positive in their assessment of their immediate supervisor's actions (77-84% of women and 86-92% of men), although these perceptions decreased since 2018.
- Relatedly, the majority of Coast Guard Active component members rated their immediate supervisors in a positive manner, indicating their immediate supervisor evaluates work performance fairly (79% of women, 85% of men), ensures personnel are treated fairly (76% of women, 86% of men), and trust their supervisor (77% of women, 87% of men).

- Coast Guard Active component women provided significantly less positive assessments of the climate for sexual harassment in their workplace than did men. More specifically, 17% of women compared to significantly fewer men (5%) agreed with the statement that it would be risky to file a sexual harassment complaint in their current military workplace. Women were also significantly less likely than men to agree that they would feel comfortable making a sexual harassment complaint in their workplace (58% of women compared to 74% of men), to agree that penalties against individuals who sexually harass others are strongly enforced (56% of women compared to 77% of men), and to agree that actions in their military workplace are being taken to prevent sexual harassment (70% of women compared to 85% of men).
- The majority of Coast Guard Active component members rarely experienced hostile workplace behaviors. However, women were significantly more likely than men to experience nearly every type of hostile behavior (e.g., coworkers taking credit for their work or ideas or not providing assistance when they need it).
- Finally, Coast Guard Active component member sense of trust in the military system significantly declined in 2021.
 - Approximately two-fifths of women (41%, significantly less than the 58% in 2018) agreed that if they were sexually assaulted the military system would protect their privacy, 52% of women (significantly less than the 68% in 2018) agreed that the system would ensure their safety, and 47% of women (significantly less than the 62% in 2018) agreed that they would be treated with dignity and respect.
 - Nearly two-thirds (63%) of men (significantly less than the 80% in 2018) agreed that if they were sexually assaulted the military system would protect their privacy, 73% of men (significantly less than the 86% in 2018) agreed that the system would ensure their safety, and 70% of men (significantly less than the 84% in 2018) agreed that they would be treated with dignity and respect.

Social Perceptions and Experiences

The 2021 *WGR* included a series of questions to measure the extent of sexism and rape myth acceptance in the Active component (Glick & Fiske, 1996; Payne & Lonsway, 1999; Walfield, 2016). The sexism scale first used in the 2019 *WGRR* is grounded in a theory of ambivalent sexism (Glick & Fiske, 1996) whereby individuals may hold not only negative attitudes toward women (hostile sexism) but also seemingly positive or protective attitudes towards women (benevolent sexism). Rape myth acceptance refers to “attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women” (Lonsway & Fitzgerald, 1994, p. 133). These items were new to the survey for the Active component and, thus, cannot be compared to prior years. Nonetheless, the results are informative in that they offer clues that can support the development of specific interventions as well as a benchmark for future evaluations.

- Overall, Coast Guard Active component men were significantly more likely than women to endorse sexist attitudes, both benevolent and hostile.
- The average score for men (2.7) was significantly higher than for women (1.9; on a scale from 1-5). Overall, the majority of women and men in the Coast Guard Active component disagreed with both benevolent and hostile sexist statements, but a minority of women and men agreed. On average, about one out of five men (19%) and one out of twenty women (5%) agreed with benevolent sexist beliefs. A similar proportion of men (14%) and 5% of women agreed with hostile sexist beliefs.

Conclusion

The results of the 2021 WGR reveal that sexual misconduct, in the form of unwanted sexual contact and sexual harassment, and gender discrimination remain a serious cause for concern within the Coast Guard. Statistical comparisons could not be made to prior years to determine the extent of change in the rate of unwanted sexual contact, however, the prevalence rates of sexual harassment and gender discrimination for women and men in the Active component were statistically unchanged from 2018. The goal is to decrease prevalence of these unwanted behaviors, however, it is notable that the US Coast Guard did not see the increases in prevalence of sexual harassment and gender discrimination among women that were observed in the DoD for Active component women. A similar pattern emerged in 2022 at the Military Service Academies on the Service Academy Gender Relations (SAGR) survey¹¹, where prevalence of unwanted sexual contact and sexual harassment increased at the DoD MSA's, but was statistically unchanged at the US Coast Guard Academy. These findings suggest that differences between DoD and Coast Guard programs and policies should be examined for clues regarding what might underlie these differences.

The substantial number of Coast Guard Active component women victims of unwanted sexual contact who were stalked and/or sexually harassed by the alleged offender before and/or after the unwanted sexual contact is also notable. Although we do not know the details of those experiences—and especially whether they were reported—this finding lends support to prior research characterizing sexual harassment and sexual assault as existing on a continuum of harm. These results also suggest that greater attention to lower level grooming behaviors may offer a critical approach to the prevention of sexual assault. Differences between men and women regarding perceptions of the unit climate portend the reality that women continue to face challenges in the Coast Guard. Finally, the significant and sizable decline in trust in the military system since 2018, which may not only influence reporting decisions for those who experienced unwanted gender-related behaviors but also have broader implications for the health of the Coast Guard.

Among the recommendations of the 2021 Independent Review Commission (IRC) on Sexual Assault in the Military approved by the Secretary was the need to “improve data collection, research, and reporting on sexual harassment and sexual assault to better reflect the experiences of Service members from marginalized populations—including LGBTQ+ Service members, and racial and ethnic minorities.” While prior WGR reports have included estimates of the

¹¹ See Davis, et al. (2022).

prevalence of sexual assault for LGB Service members, the *2021 WGR Coast Guard Overview Report* expands upon previous efforts by providing prevalence estimates for additional minority groups within the DoD. The results of the *2021 WGR* demonstrate the critical importance of disaggregating the data to examine the experiences of racial/ethnic and sexual minority Coast Guard Active component members and to monitor the extent to which existing prevention and response efforts are effective for these members.

Table of Contents

	<u>Page</u>
Executive Summary	iii
Introduction.....	iii
Background and Methodology	iii
Survey Methodology.....	iii
Summary of Top-Line Results.....	v
Estimated Past Year Unwanted Sexual Contact Prevalence Rates	v
Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by	
Race/Ethnicity and Sexual Orientation.....	vi
One Situation of Unwanted Sexual Contact with the Biggest Effect	vi
Sex-Based Military Equal Opportunity (MEO) Violations	vii
Estimated Prior Year Sexual Harassment and Gender Discrimination Prevalence	
Rates by Race/Ethnicity and Sexual Orientation.....	viii
One Situation of Sexual Harassment with the Biggest Effect	viii
One Situation of Gender Discrimination with the Biggest Effect	ix
Filing a Complaint of Sexual Harassment or Gender Discrimination	ix
Culture, Climate, and Trust in the Military.....	x
Social Perceptions and Experiences.....	xi
Conclusion	xii
Chapter 1: Introduction and Methodology	1
Federal Sexual Assault Programs and Policies	2
Coast Guard Sexual Assault Prevention and Response Policy	2
Program Oversight.....	2
Defining Sexual Assault and Unwanted Sexual Contact.....	2
Coast Guard Civil Rights, Sexual Harassment, and Gender Discrimination	
Policies.....	3
Program Oversight.....	3
Defining Sexual Harassment and Gender Discrimination	3
Measurement of Constructs	4
Construction of Estimated Unwanted Sexual Contact Prevalence Rates	4
Sexual Harassment and Gender Discrimination Violations.....	6
Estimated Sexual Harassment and Gender Discrimination Violations.....	6
Negative Outcomes Associated With Reporting Unwanted Sexual Contact.....	8
Construction of Metrics for Negative Outcomes	8
Professional Reprisal (Q104–Q106).....	9
Ostracism (Q107–Q109).....	10
Maltreatment (Q110–Q113).....	11
Retaliation.....	11
Survey Methodology	12
Revisions and Updates to the 2021 WGR	12
2021 WGR Methodology	12
Survey Administration.....	13
Data Weighting	14
Presentation of Results.....	15

Table of Contents (Continued)

	<u>Page</u>
Overview of the Report	17
Survey Content by Chapter	17
Chapter 2: Unwanted Sexual Contact.....	19
Introduction.....	19
Estimated Unwanted Sexual Contact Past Year Prevalence Rates.....	19
Estimated Unwanted Sexual Contact Past Year Prevalence Rate	20
Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity and Sexual Orientation	21
One Situation of Unwanted Sexual Contact with the Biggest Effect.....	23
Reported Demographics of the Alleged Offender(s)	23
Context in Which the Unwanted Sexual Contact Occurred.....	25
Reporting of Unwanted Sexual Contact	26
Estimated Unwanted Sexual Contact Prevalence Prior to or After Joining the Military	27
Chapter 3: Sexual Harassment and Gender Discrimination	29
Introduction.....	29
Estimated Sexual Harassment Past Year Prevalence Rates	29
One Situation of Sexual Harassment with the Biggest Effect.....	30
Most Serious Behavior Experienced in the One Situation.....	30
Demographics of the Alleged Offender(s).....	31
Sexual Harassment Complaints	33
Estimated Gender Discrimination Past Year Prevalence Rates.....	37
One Situation of Gender Discrimination with the Biggest Effect.....	38
Most Serious Behavior Experienced in the One Situation.....	38
Demographics of the Alleged Offender(s).....	39
Gender Discrimination Complaints	41
Estimated Past Year Sexual Harassment and Gender Discrimination Rates by Race/Ethnicity and Sexual Orientation	45
Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity	45
Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation	47
Chapter 4: Culture, Climate, and Trust in the Military	51
Introduction.....	51
Bystander Intervention.....	51
Workplace Climate	52
Responsibility and Intervention	52
Leader Actions and Leader Satisfaction	53
Psychological Climate for Sexual Harassment	55
Workplace Hostility	56
Sexism.....	57

Table of Contents (Continued)

	<u>Page</u>
Trust in the Military System	60
Chapter 5: Conclusion	63
References	67

Appendices

Appendix A. Coast Guard Reserve Component Top-Line Results	71
Appendix B. Frequently Asked Questions	75
Appendix C. Survey Instrument	81
Appendix D. Coast Guard Survey Outreach	117

List of Tables

Table 1. Reported Demographics of the Alleged Offender(s) in the Unwanted Sexual Contact One Situation for Coast Guard Active Component Women	24
Table 2. Reasons for Not Reporting the USC One Situation for Coast Guard Active Component Women	27
Table 3. Demographics of the Alleged Offender(s) in the Sexual Harassment One Situation for Coast Guard Active Component	32
Table 4. Demographics of the Alleged Offender(s) in Gender Discrimination One Situation for Coast Guard Active Component	40
Table 5. Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Coast Guard Reserve Component	74

List of Figures

Figure 1. 2021 WGR Unwanted Sexual Contact Prevalence Rate Metric	5
Figure 2. Hierarchy of Estimated Unwanted Sexual Contact Prevalence Rates	6
Figure 3. Sexual Harassment and Gender Discrimination Violation Rate Metrics	8
Figure 4. Professional Reprisal Metric	10
Figure 5. Ostracism Metric	10
Figure 6. Maltreatment Metric	11
Figure 7. Three-Step Weighting Process	15
Figure 8. Estimated Unwanted Sexual Contact Past Year Prevalence Rate	20
Figure 9. Estimated Unwanted Sexual Contact Past Year Prevalence Rates for the Coast Guard Active Component by Paygrade	21
Figure 10. Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity, Coast Guard Active Component	22
Figure 11. Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Sexual Orientation, Coast Guard Active Component	23

Table of Contents (Continued)

	<u>Page</u>
Figure 12. Context in Which the Unwanted Sexual Contact Occurred for Coast Guard Active Component Women.....	26
Figure 13. Estimated Unwanted Sexual Contact Prevalence Rates Prior to and Since Joining the Military.....	28
Figure 14. Estimated Sexual Harassment Past Year Rate for the Coast Guard Active Component.....	30
Figure 15. Response to Sexual Harassment Complaints in the Coast Guard Active Component.....	34
Figure 16. Satisfaction with the Sexual Harassment Complaint Process for the Coast Guard Active Component.....	35
Figure 17. Reasons for Not Filing a Sexual Harassment Complaint for the Coast Guard Active Component.....	36
Figure 18. Estimated Gender Discrimination Past Year Rate for the Coast Guard Active Component.....	38
Figure 19. Response to Gender Discrimination Complaints in the Coast Guard Active Component.....	42
Figure 20. Satisfaction with the Gender Discrimination Complaint Process for the Coast Guard Active Component.....	43
Figure 21. Reasons for Not Filing a Gender Discrimination Complaint for the Coast Guard Active Component.....	44
Figure 22. Estimated Past Year Sexual Harassment Prevalence Rates by Race/Ethnicity, Coast Guard Active Component.....	46
Figure 23. Estimated Past Year Gender Discrimination Prevalence Rates by Race/Ethnicity, Coast Guard Active Component.....	47
Figure 24. Estimated Past Year Sexual Harassment Prevalence Rates by Sexual Orientation, Coast Guard Active Component.....	48
Figure 25. Estimated Past Year Gender Discrimination Prevalence Rates by Sexual Orientation, Coast Guard Active Component.....	49
Figure 26. Bystander Intervention in the Coast Guard Active Component.....	52
Figure 27. Responsibility and Intervention in the Coast Guard Active Component.....	53
Figure 28. Leader Actions to Prevent and Response to Sexual Assault in the Coast Guard Active Component.....	54
Figure 29. Satisfaction with Immediate Supervisor for Coast Guard Active Component.....	55
Figure 30. Psychological Climate for Sexual Harassment in the Coast Guard Active Component.....	56
Figure 31. Workplace Hostility in the Coast Guard Active Component.....	57
Figure 32. Coast Guard Active Component: Ambivalent Sexism Inventory Scores by Gender and Paygrade.....	60
Figure 33. Coast Guard Active Component Members' Trust in the Military System.....	61

Chapter 1: Introduction and Methodology

“We will remain the preeminent fighting force in the world because we strive to take care of our people. Our values and expectations remain at the core of addressing this problem and I have every confidence that our force will get this right.” —Secretary of Defense Lloyd J. Austin III

The Health & Resilience (H&R) Research Division within the Office of People Analytics (OPA)¹² has been conducting the congressionally mandated gender relations survey of Active and Reserve component members of the DoD since 1988 as part of a quadrennial (biennial starting in 2010) cycle of human relations surveys outlined in Title 10 U.S. Code Section 481.¹³ Past surveys of the Active component were conducted by OPA in 1988, 1995, 2002, 2006, 2010, 2012, 2016, and 2018. Past surveys of the Reserve component were conducted by OPA in 2004, 2008, 2012, 2015, 2017, and 2019. While Coast Guard is not included in the aforementioned policy, the Coast Guard elected to participate in this year’s survey efforts.¹⁴

Historically, surveys of the Active and Reserve components occurred in separate years. However, in 2014, the RAND Corporation conducted the *2014 RAND Military Workplace Study (2014 RMWS)* of military members from both the Active and Reserve components simultaneously to provide an independent assessment of unwanted gender-related behaviors in the military. The Department of Defense (DoD) did not conduct the planned survey of the Active component in 2020 due to the COVID-19 pandemic, and a survey of the Reserve component was due in 2021. Accordingly, and consistent with the survey administration updates provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* was administered to both the Active and Reserve components simultaneously.

The principal purpose of the *2021 WGR* is to report estimated prevalence rates of sexual assault, sexual harassment, and gender discrimination among military members; to assess attitudes and

¹² Before 2016, the Health and Resilience (H&R) Research Division resided within the Research Surveys and Statistics Center (RSSC) of the Defense Manpower Data Center (DMDC). In 2016, the Defense Human Resources Activity (DHRA) reorganized and moved all divisions of RSSC under the newly established Office of People Analytics (OPA).

¹³ Throughout this report, we refer to members of the Active and Reserve components. By “Active component,” we mean individuals who are serving on active duty and listed in the Active Duty Master File (ADMF) maintained by the Defense Manpower Data Center (DMDC). The Active component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Active Duty Members*. By “Reserve component,” we mean individuals who serve in the Selected Reserve, to include on active duty, listed in the Reserve Component Personnel Data System (RCCPDS) Master File. The Reserve component population covered in this report is the same population included in previous reports under the title *Workplace and Gender Relations Survey of Reserve Component Members*.

¹⁴ The Coast Guard Authorization Act of 2010 mandates reporting of sexual assaults in the Coast Guard (United States 111th Congress, 2010).

perceptions about personnel programs and policies designed to reduce the occurrence of these unwanted behaviors; and to improve the gender relations climate.

This report presented finding from the *2021 WGR* for the Coast Guard. The *2021 WGR* offers critical insights regarding the prevalence and characteristics of sexual assault, sexual harassment, and gender discrimination, experiences with reporting these types of incidents, and the perceptions of unit culture and climate.

Federal Sexual Assault Programs and Policies

The following sections provide a review of Coast Guard sexual assault, sexual harassment, and gender discrimination policies and programs, the methodology used for the *2021 WGR*, as well as a description of how results of the survey are presented in this report.

Coast Guard Sexual Assault Prevention and Response Policy

Program Oversight

The Coast Guard sexual assault prevention program handles both policy and legal processes.¹⁵ The first sexual assault program started in the investigative service in 2006 and acquired its first dedicated program manager in 2008. Subsequently in 2011, the Coast guard initiated a SAPR Task Force, the scope of which included training and education, policy, and investigations. In 2013, this task force created the Sexual Assault Prevention Council (SAPC), which elevated the program to the level of a cross-directorate, Flag Officer and Senior Executive Service entity. The publication of the Coast Guard's SAPR Policy Manual (COMDTINST M1754.10E) codified the Coast Guard's SAPR definitions and policies. In 2016, the SAPC was broadened further to include other Health Service missions including domestic violence and substance abuse. At that time, the SAPC was renamed the Workforce Wellness and Resiliency Council (WWRC).

Defining Sexual Assault and Unwanted Sexual Contact

The Coast Guard's SAPR Policy Manual (COMDTINST M1754.10E) indicates that sexual assault, harassment, and misconduct are defined by the Uniform Code of Military Justice (UCMJ) Articles 80, 120, 120B, 120C, and 125. These Articles prohibit a range of behaviors including rape (of an adult or child), indecent viewing, recording, or broadcasting, indecent exposure, prostitution, and sodomy.

For the purpose of assessing the prevalence of sexual assault, we used the more precise definition offered by DoD policy: DoDD 6495.01, which defines sexual assault as any “intentional sexual contact characterized by use of force, threats, intimidation, or abuse of authority or when the victim does not or cannot consent” (Department of Defense, 2021). Under this definition, sexual assault includes rape, aggravated sexual contact, abusive sexual contact, forcible sodomy (forced oral or anal sex), or attempts to commit these acts. In Section 522 of the NDAA for FY2006, Congress amended the UCMJ to consolidate and reorganize the array of military sex offenses.

¹⁵ The Coast Guard Academy follows policy and legal processes set forth by the United States Coast Guard.

These revised provisions took effect on October 1, 2007. Article 120, UCMJ, was subsequently amended in FY2012. Additional amendments to the UCMJ were made in FY2016.

The term “unwanted sexual contact” used throughout this report refers to a range of activities prohibited by the UCMJ, including uninvited and unwelcome completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually related areas of the body.¹⁶ The 2021 WGR measures unwanted sexual contact using a comprehensive, behavioral list of items. The resulting prevalence rate provides an estimated proportion of military members who experienced any of these behaviors, referred to as unwanted sexual contact, in the prior year.

Coast Guard Civil Rights, Sexual Harassment, and Gender Discrimination Policies

Program Oversight

The Civil Rights Directorate (CRD) is responsible for enforcing sexual harassment and gender discrimination related policies. Specifically, the CRD “facilitates the Coast Guard EEO/EO effort, enforces all civil rights laws and statutes, and provides guidance to employees and supervisors. When implemented effectively, the Coast Guard civil rights effort ensures a discrimination free work environment, and as such contributes to service readiness” (United States Coast Guard, 2010).

Defining Sexual Harassment and Gender Discrimination

The Coast Guard Civil Rights Manual (COMDTINST M5350.4C, 2010) defines sexual harassment as “unwelcome sexual advances, requests for sexual favors or physical conduct of a sexual nature” (see pg. 2-C.9 for full definition). There is no single, dedicated definition of ‘gender discrimination’ or ‘discrimination’ in the COMDTINST M5350.4C.

As with sexual assault, we have used the DoD definitions of sexual harassment and gender discrimination for our assessments. The DoD military sexual harassment policy was defined in 1995, and revised in 2015, in DoDD 1350.2 as: “A form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment.”

¹⁶ The UCMJ defines the term “sexual contact” within the context of describing rape, sexual assault, and other sexual misconduct. For the purposes of this report, “unwanted” is used to clarify the term “sexual contact.”

Workplace conduct, which for military this may include on or off duty conduct 24 hours a day, to be actionable as ‘abusive work environment’ harassment, need not result in concrete psychological harm to the victim, but rather need only be so severe or pervasive that a reasonable person would perceive, and the victim does perceive, the work environment as hostile or offensive (Department of Defense, 2021).

Gender discrimination is defined in DoDD 1350.2 as “unlawful discrimination” where there is discrimination based on “sex that is not otherwise authorized by law or regulation” (Department of Defense, 2015).

Measurement of Constructs

OPA gender relations surveys have been designed to estimate perceived experiences of gender discrimination, sexual harassment, and sexual assault based on self-reported responses from Service members to provide information on a variety of consequences of gender discrimination and sexual misconduct. Before 2014, OPA gender relations surveys captured experiences of sexual assault using a single-item Unwanted Sexual Contact measure and experiences of sexual harassment were derived from the Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). The SEQ was adapted for a military population (SEQ-DoD) and, beginning in 2002, it was the DoD-approved data collection method for measuring sexual harassment experiences. These measures (the single-item unwanted sexual contact metric and SEQ-DoD) were used on surveys of Active component members conducted in 2006, 2010, and 2012 and on surveys of Reserve component members conducted in 2008 and 2012.

Beginning in 2014, notable revisions were made to the method of measurement for sexual assault, sexual harassment, and gender discrimination to ensure that the metrics continued to reflect definitions set by DoD policy. In 2021, as a result of the review and clearance process set forth by the Office of Management and Budget (OMB), additional changes were made to the method of measuring the prevalence of sexual assault. These changes are explained in greater detail below.

Construction of Estimated Unwanted Sexual Contact Prevalence Rates

As originally developed, the goal of the unwanted sexual contact question was to act as a proxy for sexual assault while balancing the emotional burden to the respondent. The intention of the unwanted sexual contact measure (originally a single item) was not to provide a crime victimization rate but to provide the DoD with information about military members who experienced sex-related behaviors prohibited by the UCMJ that would qualify the individual to receive SAPR support services. The unwanted sexual contact measure identifies the specific behaviors experienced by an individual and does not assume the respondent has knowledge of the UCMJ or its definition of sexual assault. The question stem includes language regarding the behaviors occurring against the respondent’s consent (either when they did not or could not consent) or against their will, including completed and attempted sexual intercourse, oral sex, anal sex, and penetration by an object or finger, as well as unwanted sexual touching.

In 2014, at the request of the Department and members of Congress, the RAND Corporation developed a new measure of sexual assault to more closely align the survey's metric with the legal requirements outlined in the UCMJ. The RAND sexual assault metric was comprised of more than 40 items that, when combined, provided an official estimate of the prevalence of sexual assault in the prior year. The DoD adopted the metric as its official measure for military sexual assault and utilized the RAND sexual assault metric in surveys of the Active and Reserve components from 2015 to 2019. Beginning in 2021, following a review by DoD policy leaders and OMB, a transition was made to a five-item version of the unwanted sexual contact measure to reduce the length and burden of the WGR surveys.¹⁷

As shown in Figure 1, the unwanted sexual contact prevalence rate described in this report was constructed from a survey question (Q73) and incorporates three elements: (1) the member 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 member's consent. The WGR measures the prevalence of unwanted sexual contact *victimization*, meaning that Service members who experience an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian). References to past year unwanted sexual contact prevalence rates in this report all require the members to have indicated that an incident occurred in the prior year. However, the survey also provides the ability to estimate the prevalence of lifetime unwanted sexual contact using a separate question about incidents that may have occurred before the prior year and prior to military service.

Figure 1.

2021 WGR Unwanted Sexual Contact Prevalence Rate Metric

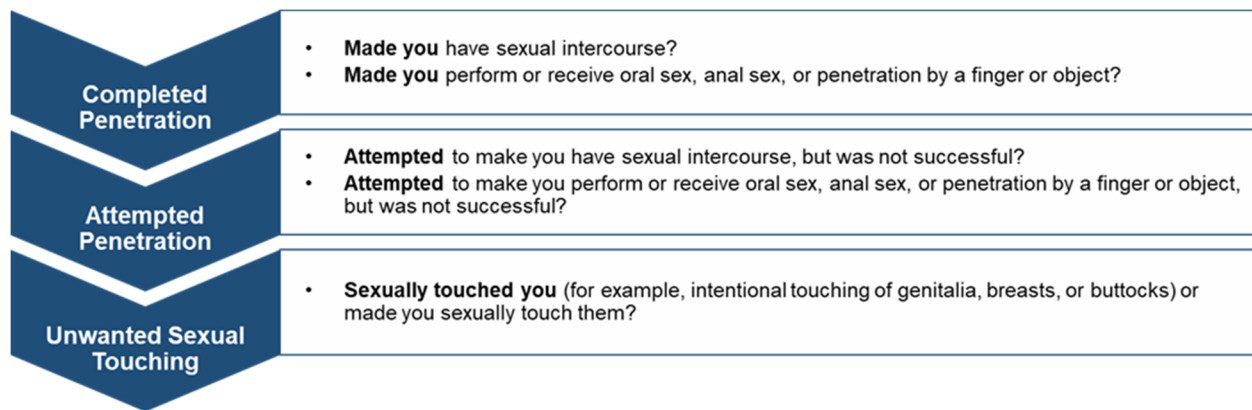
Unwanted Sexual Contact	Since X Date, have you experienced any of the following intentional sexual contacts that were against your will or which occurred when you did not or could not consent in which someone... Mark "Yes" or "No" for each item.
	• Sexually touched you (for example, intentional touching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

Using the criteria listed in Figure 2, the 2021 WGR produced estimated prevalence rates for three categories of unwanted sexual contact using a hierarchical system: completed penetration,

¹⁷ The unwanted sexual contact metric has been used on the DoD's Service Academy Gender Relations Survey (SAGR) since 2005 (since 2016 for the five-item unwanted sexual contact metric specifically). In 2021, the Bureau of Justice Statistics (BJS) was also in the early stages of 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.

attempted penetration, and unwanted sexual touching. Penetrative unwanted sexual contact includes members who indicated “Yes” to either of the items that assess penetration of the vagina, anus, or mouth. Attempted penetration includes members who indicated “Yes” to the item that assesses attempted sexual contact and were not previously counted as having experienced penetrative sexual contact. Non-penetrative sexual contact includes members who indicated “Yes” to the behavior assessing unwanted sexual touching and were not previously counted as penetrative or attempted penetrative unwanted sexual contact.

Figure 2.
Hierarchy of Estimated Unwanted Sexual Contact Prevalence Rates



Sexual Harassment and Gender Discrimination Violations

Estimated Sexual Harassment and Gender Discrimination Violations

In accordance with the 2014 RMWS approach, the 2021 WGR used a two-step process to determine sexual harassment and gender discrimination rates. First, questions were asked about whether members experienced behaviors prohibited by MEO policy by someone from their military workplace and the circumstances of those experiences. Second, the behaviors were categorized into two types of sex-based MEO violations—sexual harassment (defined as either a sexually hostile work environment or sexual *quid pro quo*) and gender discrimination—to produce estimated rates for these two categories.

Two requirements are needed for experiences to be in violation of DoD policy. First, MEO offenses refer to violations specified by DoDI 1020.03 and DoDD 1020.02E and include experiencing either sexual harassment (sexually hostile work environment or sexual *quid pro quo*) and/or gender discriminatory behaviors by someone from their military workplace. The questions related to each of these offenses (Q12–Q55) specifically ask the Service member to identify behaviors done by “someone from work,”¹⁸ defined as “any person you have contact

¹⁸ The full definition provided in the survey reads as follows: “Someone from work” means any person you have contact with as part of your military duties. “Someone from work” could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on or off duty or on or off base. Please include them as long as the person who did them to you was someone from your military work.

with as part of your military duties.” This definition is provided in instruction text. Second, for the experience to be in violation of DoD policy, the member must also indicate “Yes” to one of the follow-up items that assess persistence and severity of the behaviors experienced.

Rates of sexual harassment and gender discrimination were derived from Q12–Q55. The specific behaviors comprising each of these MEO violations are described below, with details on rate construction depicted in Figure 3.

Sexual Harassment (Q12–Q26 and Q29–Q51) includes two categories of behaviors:

1. Sexually Hostile Work Environment (Q12–Q24 and Q29–Q47): Includes unwelcome sexual conduct or comments that interfere with a person’s work performance or creates an intimidating, hostile, or offensive work environment. Additionally, to meet the criteria for inclusion in the rate, these behaviors must either continue after the alleged offender knew to stop or were so severe that most Service members would have found them offensive.
2. Sexual *Quid Pro Quo* (Q25–Q26 and Q48–Q51): Includes instances of job benefits or losses conditioned on sexual cooperation.

Gender Discrimination (Q27–Q28 and Q52–Q55): Includes comments and behaviors directed at someone because of their gender and when these experiences harmed or limited their career.

Changes to the Sexual Harassment and Gender Discrimination Metric. A change to the sexual harassment and gender discrimination metrics implemented on the 2021 WGR for members of the Active component merits further discussion.

Beginning in 2019, two additional questions were added to the sexual *quid pro quo* and gender discrimination metrics to more clearly identify the alleged offender as a person with the ability to harm or limit the victim’s career. More specifically, Service members who experienced behaviors in line with sexual *quid pro quo* (a type of sexual harassment) or gender discrimination were asked if anyone who did the unwanted behavior was in a position of authority or leadership over them. These changes to the sexual *quid pro quo* and gender discrimination metrics were implemented on the 2019 WGR of Reserve component members (2019 WGRR). Accordingly, the estimates for sexual harassment and gender discrimination for Reserve component members in 2021 are directly comparable to estimates from 2019.¹⁹ However, the additions to the sexual *quid pro quo* and gender discrimination metrics are new in 2021 for Active component respondents. For the purposes of statistical comparison between estimates in 2021 and those from 2018 (i.e., to be able to identify statistically significant changes in the prevalence rates), we calculated the sexual harassment and gender discrimination prevalence rates in two ways, with and without the new items. The “official” estimates for sexual harassment and gender discrimination include the new items. All statistical comparisons made within 2021 (e.g., comparisons between women and men) utilize the official estimates. However, all statistical comparisons made to estimates from 2018 for members of the Active component *exclude* the

¹⁹ While the estimates from the 2019 WGRR and 2021 WGR are comparable, caution should be used in making comparisons of the 2021 WGR estimates for the Reserve component to estimates from prior to 2019 (e.g., 2017, 2015, and 2014).

new items. We refer to the estimates generated without the additional items as the “adjusted” estimates.

Figure 3.
Sexual Harassment and Gender Discrimination Violation Rate Metrics

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

*Only required the criteria of being severe enough that most Service members would have been offended

**Did not require any follow-up criteria

***Text in brackets is only shown to Reserve component members

Negative Outcomes Associated With Reporting Unwanted Sexual Contact

The Coast Guard strives to create an environment where members feel comfortable and safe reporting potential sexual assaults, and strives to prevent repercussions (i.e., negative behaviors as a result of reporting sexual assault). Three forms of negative behaviors in response to reporting sexual assault have been outlined in the DoD (and apply to the Coast Guard as well): professional reprisal, ostracism, and other negative behaviors.

Construction of Metrics for Negative Outcomes

OPA worked closely with the Services and DoD stakeholders to design behaviorally based questions to best capture perceptions of a range of outcomes associated with reporting sexual

assault. The resultant bank of questions was designed to measure negative behaviors a member may have experienced as a result of making a report of sexual assault and was first included in the *2015 WGR of Reserve Component Members (2015 WGRR)*. The measures also account for additional motivating factors, as indicated by the member, that are consistent with the prohibited actions of professional reprisal, ostracism, and maltreatment in the UCMJ and the military policies and regulations. The questions provide the Department with perceived experiences of the respondents for each of the different types of possible retaliatory behaviors and, consequently, a broader understanding of the issue. For a full discussion of the development of the retaliation metrics used on the *2021 WGR*, see chapter 1 of the *2018 WGRA Overview Report* (Breslin et al., 2019).

To be included in the retaliation rates, members must indicate experiencing behavior(s) in line with retaliation and must endorse motivating factors consistent with retaliation. Without these motivating factors, behaviors are not classified as retaliation. However, understanding the scope of these negative experiences is still useful for the Department, and as such, estimates for those who experience negative behaviors without the accompanying motivational criteria are also presented in this report.

Professional Reprisal (Q104–Q106). Under the UCMJ, reprisal is defined as “taking or threatening to take an adverse personnel action or withholding or threatening to withhold a favorable personnel action, with respect to a member of the Armed Forces because the member reported a criminal offense.” Reprisal may occur only if the actions in question were taken by leadership with the intent of having a specific detrimental impact on the career or professional activities of the member who reported the crime. The rate of professional reprisal is a summary measure reflecting whether respondents experienced unfavorable actions taken by leadership (or an individual with the authority to affect a personnel decision) as a result of reporting sexual assault (not based on conduct or performance) and met the criteria for elements of proof for an investigation to occur. Figure 4 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 4.
Professional Reprisal Metric

Professional Reprisal	① Experienced at least one behavior from leadership in line with potential professional reprisal • Demoted you or denied you a promotion • Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position • Rated you lower than you deserved on a performance evaluation • Denied you an award you were previously eligible to receive • Reduced your pay or benefits without doing the same to others • Reassigned you to duties that do not match your current grade • Made you perform additional duties that do not match your current grade • Transferred you to a different unit or installation without your request or agreement • Ordered you to one or more command-directed mental health evaluations • Disciplined you or ordered other corrective action • Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress • Some other action that negatively affects, or could negatively affect, your position or career
	② Belief that the leadership actions experienced were ONLY based on their report of sexual assault (i.e., not based on their conduct or performance)
	③ Belief that leadership took action for one of the following reasons: • To get back at you for making a report (unrestricted or restricted) • To discourage you from moving forward with your report • They were mad at you for causing a problem for them

Ostracism (Q107–Q109). Although the interpretation of ostracism varies slightly across the Services, in general, ostracism may occur if retaliatory behaviors were taken either by a member’s military peers, or by leadership for reporting a sexual assault or planning to report a sexual assault. The estimated rate of ostracism is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military peers and/or coworkers to make them feel excluded or ignored and met the legal criteria for an investigation to occur. Figure 5 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 5.
Ostracism Metric

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

Maltreatment (Q110–Q113). For the purposes of this report, the construct of “cruelty, oppression, and maltreatment” are referenced broadly as “maltreatment.”²⁰ The rate of maltreatment is a summary measure reflecting whether, as a result of reporting a sexual assault, respondents experienced negative behaviors from military leadership and/or coworkers that occurred without a valid military purpose and may include physical or psychological force, threats, or abusive or unjustified treatment that results in physical or mental harm and met the legal criteria for an investigation to occur. Figure 6 shows the behaviors and two follow-up criteria required to be included in the rate.

Figure 6.
Maltreatment Metric

Maltreatment	① Experienced at least one behavior from military peers and/or coworkers (including those in their chain of command or DoD civilians) in line with potential maltreatment
	• Made insulting or disrespectful remarks or made jokes at your expense to you in private • Showed or threatened to show private images, photos, or videos of you to others • Bullied you or made intimidating remarks about the assault • Was physically violent with you or threatened to be physically violent • Damaged or threatened to damage your property
	② Belief that at least one individual knew or suspected the respondent made an official sexual assault report (unrestricted or restricted)
	③ Belief that the action was for one of the following reasons: • To discourage you from moving forward with your report or discourage others from reporting • They were trying to abuse or humiliate you
	④ At least one of the military peers and/or coworkers who took these actions were in a position of authority/leadership over you

Retaliation. This is an overall measure reflecting whether respondents experienced either professional reprisal, ostracism, and/or maltreatment by leadership or military peers and/or coworkers for reporting sexual assault. Ultimately, only the results of an investigation (which takes into account all legal aspects, such as the intent of the alleged perpetrator) can determine whether self-reported negative behaviors meet the requirements of prohibited retaliatory behaviors. The estimates presented in this report reflect the members’ perceptions about a negative experience associated with their reporting of sexual assault and not necessarily a reported or legally substantiated incident of retaliation. Rates should not be construed as a legal crime victimization rate due to slight differences across the Services on the definition of behaviors, requirements of retaliation, and the absence of official information regarding an investigation.

²⁰ Maltreatment, as used in this survey, comprises maltreatment in the context of reporting an offense and maltreatment defined under Article 93 of the UCMJ.

Survey Methodology

Revisions and Updates to the 2021 WGR

Prior to each survey administration, OPA, in coordination with the relevant DoD and Service policy offices, reviews the questionnaire content and suggests revisions to the survey to support information requirements. Changes to the WGR surveys are made carefully to maintain the integrity of the overall survey and to retain the ability to measure changes from prior years on questions or metrics of critical interest. The addition or revision of items is done to collect data that better support sexual assault, sexual harassment, and gender discrimination prevention and response programs and policy development by DoD policy offices.

As previously discussed, the 2021 WGR included two revisions related to the unwanted sexual contact, sexual harassment, and gender discrimination measures (see the section in this chapter titled “Measurement of Constructs”). The 2021 WGR also included several items and constructs that are new or revised since the 2018 WGRA and/or 2019 WGR. In 2021, these changes included additional information or context regarding the respondent’s gender identity, sexual harassment and stalking prior to the unwanted sexual contact, and additional items related to social perceptions and well-being.

Up until 2021, the WGR included a single question asking respondents to identify as male or female. OPA then utilized the response to that question as a proxy for gender and reported all estimates for women and men using that response.²¹ Consistent with the promising practices identified by the Federal Interagency Working Group on Improving Measurement of Sexual Orientation and Gender Identity (SOGI), the 2021 WGR measured gender identity using a two-step approach: first, by asking participants to provide their sex on their original birth certificate, and second, by asking participants to provide their current gender identity (male, female, transgender, or none of the these).²² Except where otherwise stated, this overview report presents estimates by gender using the historical approach only.

2021 WGR Methodology

This section describes the scientific methodology used for the 2021 WGR, including the statistical design, survey administration, and analytical procedures. A copy of the 2021 WGR long form survey instruments is provided in Appendix C.²³

OPA conducts cross-Service surveys that provide leadership 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 government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. OPA adheres to the survey

²¹ Data for individuals who failed to respond to the gender question were imputed from administrative records.

²² Respondents have the option to skip any question they prefer not to answer. In these cases, data are imputed (i.e., filled-in) using administrative data where possible.

²³ OPA developed and administered a single long form (i.e., web) survey for the Active and Reserve components that utilized injected text and skip logic to ensure that respondents only received the question and question text appropriate to them.

methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).

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 the Government Accountability Office [GAO]). Appendix B contains 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 WGR* employed stratified random sampling to select the survey sample. The methodology used for weighting the respondents to the population is consistent with the *2018 WGRA* and *2019 WGRR*. More details about the complex sampling and weighting approach can be found below and in the *2021 WGRA SMR* (OPA, 2022a) or the *2021 WGRR SMR* (OPA, 2022b).

The target population for the *2021 WGR* consisted of Active and Selected Reserve²⁴ members who were below flag rank and had been in their respective component for, at minimum, approximately 10 months.²⁵ A census of the Coast Guard was taken for this survey as they have a small population. OPA sampled a total of 40,282 active duty Coast Guard Service members drawn from the *February 2021 Active Duty Master File (ADMF)* and 6,208 Coast Guard Reserve members drawn from the *March 2021 Reserve Components Common Personnel Data System (RCCPDS) Master File* obtained from DMDC.

Survey Administration

Data were collected between December 9, 2021 and March 3, 2022. The survey was administered for Coast Guard members using a web based (long form) survey instrument. The survey website opened on December 7, 2021 and e-mail announcements were sent to members on December 9, 2021. Throughout the administration period, up to an additional six e-mails were sent to encourage survey participation. E-mails stopped once the member submitted their survey or requested to opt out of receiving additional communications. Appendix D includes copies of the e-mails sent to sampled members.

The survey procedures were reviewed by a DoD Human Research Protection Official as part of the DoD survey approval process. OMB reviewed and cleared the data collection in accordance with the Paperwork Reduction Act (PRA). Additionally, OPA received a Certificate of Confidentiality from the National Institutes of Health (NIH) at the Department of Health and Human Services (HHS) to ensure respondent data were protected. This Certificate of Confidentiality means that OPA cannot, without consent of the participant, disclose information

²⁴ The “Selected Reserve” refers to one of three subcategories of the Ready Reserve (the other two are the Individual Ready Reserve [IRR] and the Inactive National Guard [ING]). The Reserve component sampled population specifically included members in the Selected Reserve in Reserve units, Active Guard/Reserve (AGR/FTS/AR,²⁴ Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs.

²⁵ The sampling frame was developed ten months prior to fielding the survey. Therefore, the sampling population includes those members with at least ten months (approximately) of service at the start of survey fielding.

that may identify study participants in any federal, state, or local civil, criminal, administrative, legislative, or other proceedings.

Data Weighting

OPA scientifically weighted the *2021 WGR* respondents to be generalizable to the Active or Reserve component populations using the generalized boosted modeling (GBM) approach. Within this process, statistical adjustments are made to ensure the sample accurately reflects the characteristics of the population from which it is drawn and provides a more rigorous accounting to reduce nonresponse bias in estimates. For this effort, this process ensured that oversampling within any one subgroup did not result in overrepresentation in the Active or Reserve component estimates.

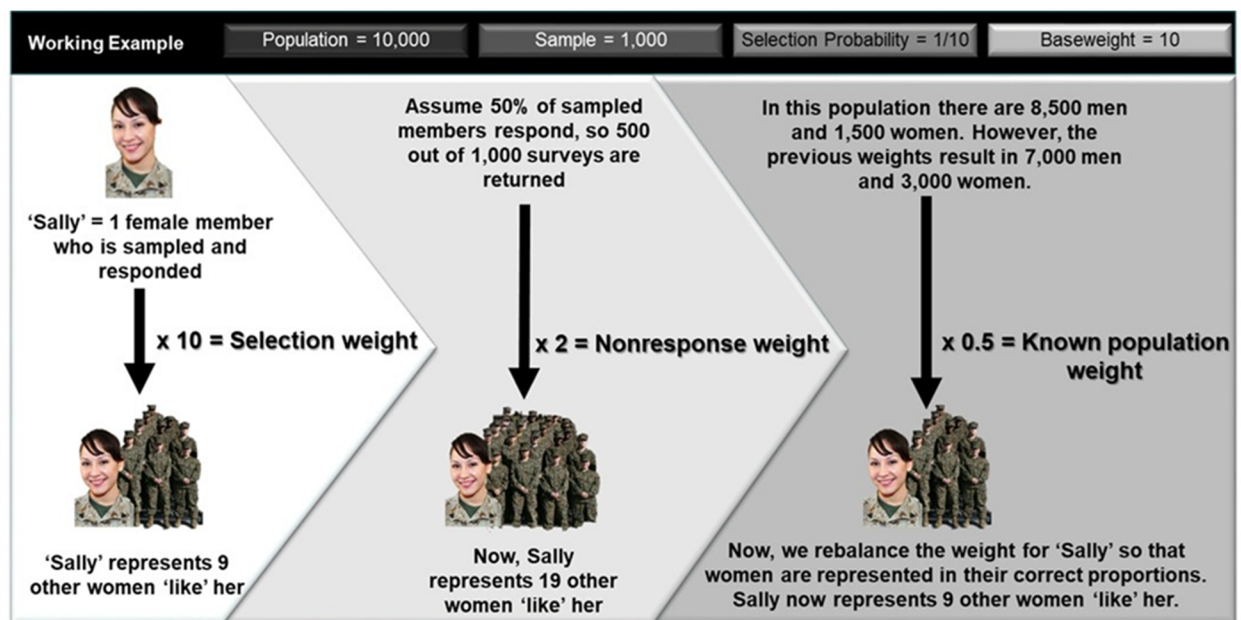
For the *2021 WGR*, OPA mirrored a modeling process used by RAND in the *2014 RMWS* (Morral, Gore, & Schell, 2014) and Westat in the *2015 Workplace and Gender Relations Survey of Reserve Component Members (2015 WGRR)*. This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics.

The process of weighting for the *2021 WGR* was completed separately for each component (Active and Reserve) and consists of the following three steps (described below) and a working example is depicted in Figure 7:

1. Adjustment for selection probability. Probability samples, such as the sample for this survey, 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, then one in every 10th 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.
2. Adjustment for nonresponse. First, OPA adjusted the sampling weights for nonresponse to account for cases of unknown eligibility. OPA then adjusted the known eligibility-adjusted weights to account for known eligible sample members who returned an incomplete questionnaire, refused the survey, or returned a blank questionnaire. Finally, OPA used Extreme Gradient Boosting (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 WGRA SMR* (OPA, 2022a) or the *2021 WGRR SMR* (OPA, 2022b).
3. Adjustment to known population values. After the nonresponse adjustments from step two, weighted estimates will differ from known population totals (e.g., number of members in the Army Active component). It is standard practice to adjust the weighted estimates to the known population totals to reduce both the variance and

bias in survey estimates. Therefore, OPA performed a final weighting adjustment called raking, which exactly matches weighted estimates and 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 would be 24.3 and 10, providing unbiased estimates of the total and of women and men in the subgroup.

Figure 7.
Three-Step Weighting Process



Note: In practice, "Sally" would represent a member among the 185 subgroups constructed in the sampling process (e.g., Active component Army, female, E4, minority, single w/ child).

Surveys were completed by 7,885 active duty Coast Guard members and 641 Coast Guard Reserve members, resulting in a weighted response rate of 21% for active duty Coast Guard and 11% for the Coast Guard Reserves.

Presentation of Results

Results of the 2021 WGR are presented in this overview report by survey year, gender, and Coast Guard component (Active or Reserve).

Definitions for the reporting categories are provided below:

- **Active component:** Includes members of the Coast Guard.

- Reserve component: Includes members of the Selected Reserve serving in the Coast Guard Reserve.
- Survey year: The current survey year (2021) reflects the year in which the survey opened. The comparison survey year is 2018 for the Active component and 2019 for the Reserve component.
- Gender: Men or Women.²⁶

Only statistically significant comparisons are discussed in this report. Two types of comparisons are made in the *2021 WGR*: between survey years (comparisons to the *2018 WGRA* or the *2019 WGRR*) and within the current survey year. Within survey year comparisons are generally made along a single dimension (e.g., gender) at a time. For these comparisons, the responses for one group are compared to the weighted average of the responses of all other groups in that dimension. The results of comparisons generalize to the population (Active or Reserve component members) because they are based on weighted estimates.

Unless otherwise specified, the numbers presented are percentages. Ranges of margins of error are shown when more than one estimate is displayed in a table or figure. For OPA surveys, we use a rigorous 95% confidence interval standard, which indicates we are 95% confident that the true value falls within the confidence interval range. For example, if a weighted estimate for a specific survey question is 55% (i.e., 55% of Coast Guard members agree with a statement) and the margin of error was ± 3 , which means we are 95% confident that the interval 52% to 58% contains the unknown “true” population value being estimated. Because the results of the *2021 WGR* are weighted, the reader can assume the results generalize to the full Coast Guard Active or Reserve component population within the margin of error.

The annotation “NR” indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An “NR” presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Some estimates in this report might be so small as to appear to approach a value of 0. In those cases, an estimate of less than 1 (e.g., “<1”) is displayed.

²⁶ Except where otherwise stated, gender throughout this report is based on responses to the historical sex question where “male” or “female” were the only response options. However, the *2021 WGR* included new questions to allow Service members to specify their gender identity (to include transgender Service members). See the section titled Revisions and Updates on the *2021 WGR* for additional discussion regarding those questions.

Overview of the Report

The overview report is not an exhaustive summary of all data points in the survey. Rather, it provides an overview of the top-line estimates related to unwanted sexual contact, sexual harassment, and gender discrimination and supporting data related to the characteristics of these experiences, reporting, and perceived retaliation. The complete listing of the results, by question, of the *2021 WGR* are also available in the *2021 Workplace and Gender Relations Survey: Active Component Results and Trends Report* (OPA, 2022c) and the *2021 Workplace and Gender Relations Survey: Reserve Component Results and Trends Report* (OPA, 2022d).

Survey Content by Chapter

- Chapter 2 covers Coast Guard Active component estimated past-year prevalence rates of sexual assault, sexual assault experiences since entering the military, sexual assault experiences before entering the military, the characteristics of unwanted events experienced, and members' attitudes regarding and experiences with reporting sexual assault to military authorities.
- Chapter 3 covers Coast Guard Active component experiences of sex-based Military Equal Opportunity (MEO) violations in the past 12 months. Included are estimated rates for sexual harassment and gender discrimination and characteristics of these incidents.
- Chapter 4 summarizes Coast Guard Active component members' perceptions of workplace culture, including bystander intervention, unit climate, and leadership. The chapter also covers members' trust in the military system.
- Chapter 5 focuses on the Coast Guard Reserve component and presented the estimated prevalence rates of unwanted sexual contact, sexual harassment, and gender discrimination in the prior year, as well as members' perceptions of workplace culture, including bystander intervention, unit climate, leadership, and trust in the military system.
- Chapter 6 provides a summary of key findings in the *2021 WGR* for Coast Guard. The chapter concludes with a review of the ways in which the results can inform future policy and program efforts and recommendations for future research.

Chapter 2: Unwanted Sexual Contact

Introduction

This chapter presents the estimated prevalence of unwanted sexual contact among Coast Guard Active component members. This chapter also describes the characteristics of the one worst experience of unwanted sexual contact and describes members' experiences with and attitudes regarding their experience to military authorities.

Data in this chapter are presented for Coast Guard Active component women and men when available.²⁷ When data are not reportable for men, only results for women are discussed. When notable, we also call attention to differences within and between certain groups (e.g., men and women). We denote whether the differences are statistically significant. The term “statistical significance” refers to our confidence that the differences we observe did not occur by chance and are “true” differences. We use a threshold of 99% ($p < .01$) throughout this report. In other words, where we state that a difference is statistically significant, we mean that we are 99% confident that the difference did not occur by chance and the estimates are truly different. We do not conduct statistical testing to compare differences between the unwanted sexual contact prevalence estimates, or the estimates regarding the characteristics of these incidents (e.g., the proportion of those who experienced unwanted sexual contact who filed a report), to sexual assault prevalence estimates or characteristics of sexual assault from prior years. While the unwanted sexual contact measure included in the *2021 WGR* is a proxy for sexual assault, the metric is substantively different from the RAND sexual assault metric.²⁸ Accordingly, we caution readers and analysts against making comparisons between the 2021 unwanted sexual contact estimates and estimates from prior years as well.

Estimated Unwanted Sexual Contact Past Year Prevalence Rates

Unwanted sexual contact described throughout this chapter refer to a range of sex-related behaviors which constitute elements of offenses prohibited by the Uniform Code of Military Justice (UCMJ), including offenses involving penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object).

²⁷ Except where otherwise stated, gender throughout this report is based on responses to the historical sex question where “male” or “female” were the only response options. The *2021 WGR* included new questions to allow Service members to specify their gender identity. See the section titled Revisions and Updates on the *2021 WGR* for additional discussion regarding those questions. The *2021 WGR Overview Report* will present some results by gender identity. A more detailed description of the results by gender identity will follow in a separate report.

²⁸ In 2014, RAND tested whether the single-item unwanted sexual contact metric and the RAND sexual assault metric are statistically comparable and found, at the top line, that these metrics are comparable. However, neither RAND nor OPA have tested whether the five-item unwanted sexual contact metric and the RAND SA metric are statistically comparable. We were unable to do so as part of the *2021 WGR* due to timeline constraints. Future research could test whether these metrics are statistically comparable.

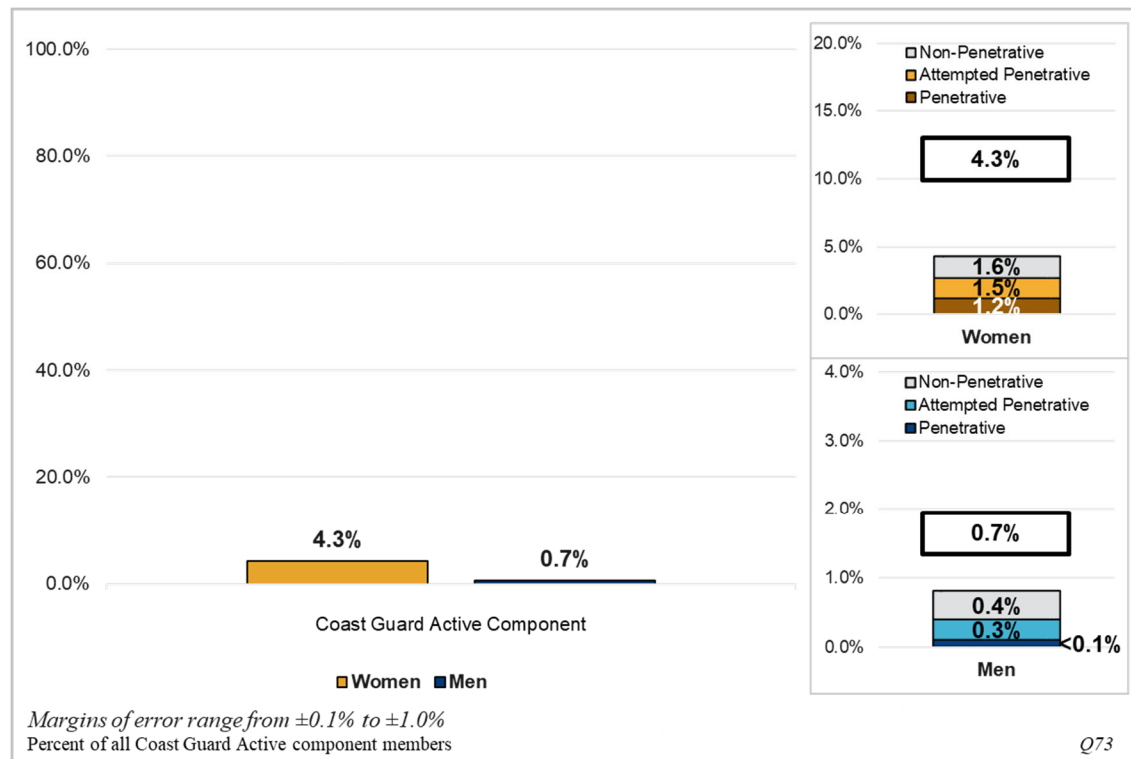
The WGR estimates the number of unwanted sexual contact victims, meaning that Service members who experience an unwanted behavior are included in the estimated unwanted sexual contact rate regardless of the status of the alleged offender (i.e., military member or civilian).²⁹ See chapter 1 for further details on rate construction.

Estimated Unwanted Sexual Contact Past Year Prevalence Rate

In 2021, 4.3% of Coast Guard Active component women (an estimated 273 Service members) and 0.7% of Coast Guard Active component men (an estimated 233 Service members) experienced unwanted sexual contact in the prior 12 months (Figure 8).

Figure 8.

Estimated Unwanted Sexual Contact Past Year Prevalence Rate



Estimated unwanted sexual contact prevalence rates vary by the type of behavior: penetrative, attempted penetrative, or non-penetrative. These categories are mutually exclusive and created hierarchically, with penetrative sexual assaults assigned first and non-penetrative incidents (i.e., touching) assigned last, so that members who indicate experiencing multiple types of unwanted sexual contact are only categorized once. For Coast Guard Active component women, 1.6% of unwanted sexual contacts in the past year were non-penetrative, 1.5% were attempted

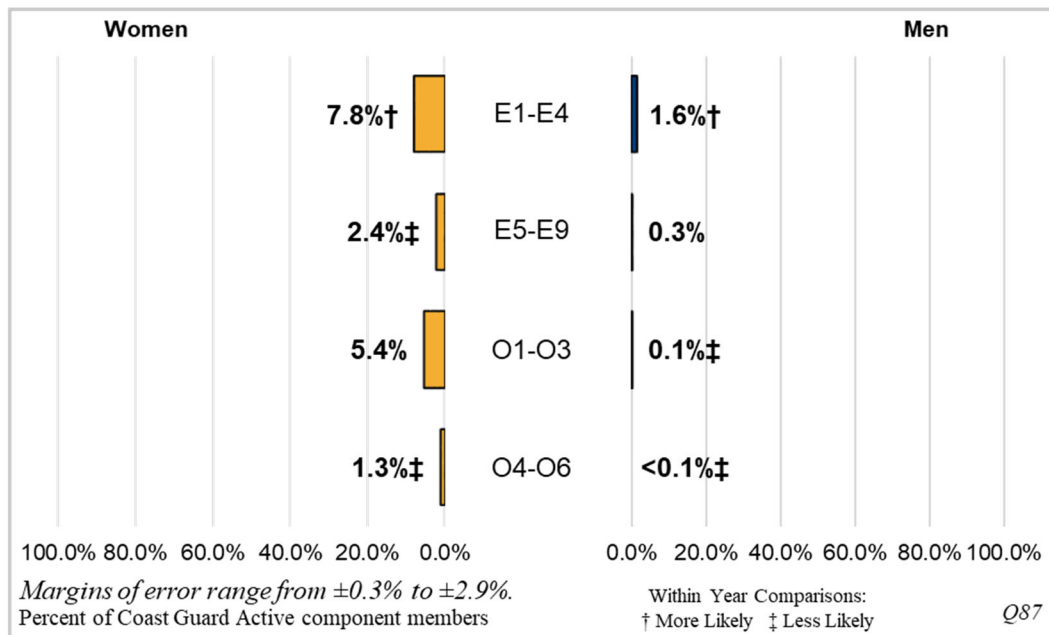
²⁹ All references to “experiences” of unwanted sexual contact in this report are based on behaviors endorsed by respondents’ self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so findings can be generalized to the full population of Active component members.

penetrations, and 1.2% were penetrative. For Coast Guard Active component men, 0.4% were non-penetrative, 0.3% were attempted penetrations, and less than 0.1% were penetrative.

A closer analysis of unwanted sexual contact rates for the Coast Guard Active component by paygrade revealed that the highest prevalence rates of unwanted sexual contact were among junior enlisted women (7.8%) and junior enlisted men (1.6%; Figure 9).

Figure 9.

Estimated Unwanted Sexual Contact Past Year Prevalence Rates for the Coast Guard Active Component by Paygrade



Estimated Prior Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity and Sexual Orientation

In addition to identifying the gender-related experiences that Service members may have in the military, the Department's prevention and response efforts will benefit from understanding the impact of other aspects of Service member's identities on their experiences. For example, prior research suggests that racial/ethnic minority women may experience greater risk for sexual violence because of their status as both racial/ethnic minorities and women in the military (Buchanan et al., 2008). Likewise, prior studies reveal that sexual minority Service members experience sexual misconduct at higher rates than their heterosexual counterparts (Trump-Steele et al., 2021; Morral et al., 2021).

Figure 10 presents the estimated prevalence of past year unwanted sexual contact by race/ethnicity for Coast Guard Active component members. Overall, there were no significant differences between racial/ethnic minority Coast Guard Active component members and non-

Hispanic White members.³⁰ Among Coast Guard Active component men, however, Asian men were less likely than men of other race/ethnicities to experience unwanted sexual contact in the past year.

Figure 10.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Race/Ethnicity, Coast Guard Active Component

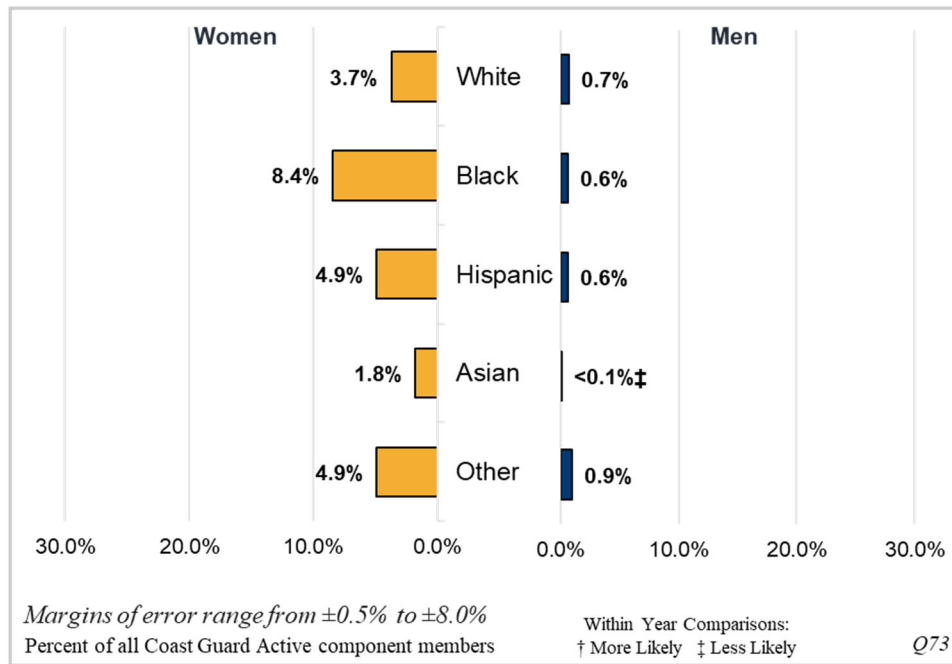
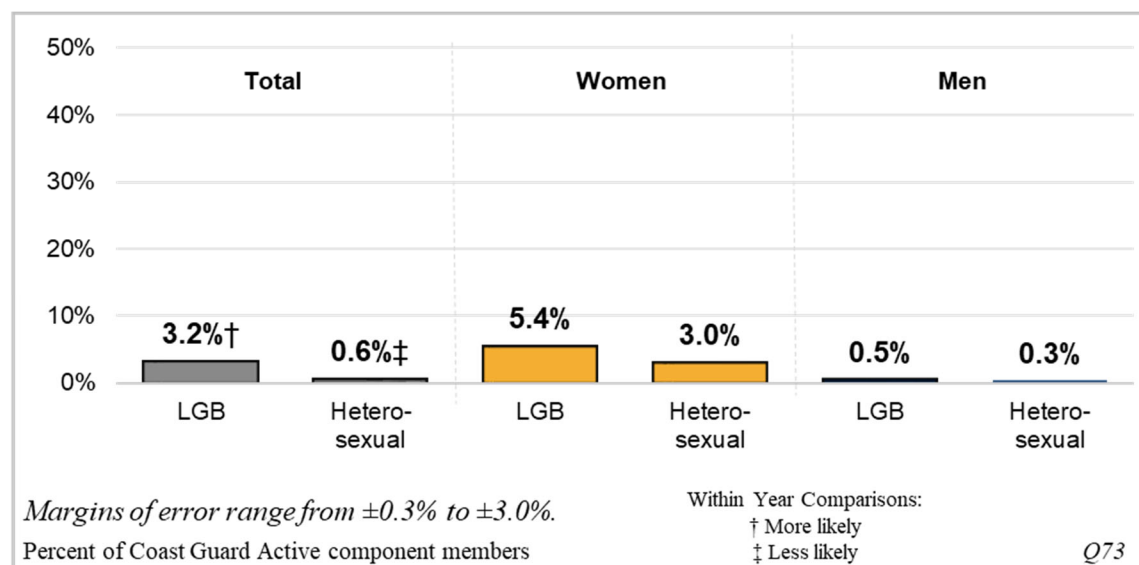


Figure 11 displays the estimated prevalence of past year unwanted sexual contact by sexual orientation for Coast Guard Active component members. Overall, Coast Guard Active component members who identify as lesbian, gay, or bisexual (LGB; 3.2%) were more likely than heterosexual Service members (0.6%) to experience unwanted sexual contact in the past year. The estimated rate of unwanted sexual contact for Coast Guard Active component LGB women (5.4%) was not significantly different than for heterosexual women (3.0%). Likewise, the estimated rate of unwanted sexual contact for Coast Guard Active component LGB men (0.5%) was not significantly different than for heterosexual men (0.3%).

³⁰ While estimates among women by race/ethnicity seem to suggest significant differences, the results were not statistically significant given high margins of error.

Figure 11.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates by Sexual Orientation, Coast Guard Active Component



One Situation of Unwanted Sexual Contact with the Biggest Effect

Coast Guard members were asked to reflect on and describe the characteristics and consequences of the “one situation” of unwanted sexual contact that was the worst, or most serious, to them. For Coast Guard Active component women, the worst situation involved either a non-penetrative unwanted sexual contact (40%), attempted penetration (38%), or penetration (22%). Results for Coast Guard Active component men are not reportable, and therefore, the results in this section focus on results among women only.

Reported Demographics of the Alleged Offender(s)

Among Coast Guard Active component women who experienced unwanted sexual contact in the past year, the worst incident most often involved alleged offender(s) who were all men (91%), all military members (70%), and someone of the same rank and in their unit (29%). Most women identified the alleged offender as someone from work (66%) and one-third (33%) identified the alleged offender as a friend or acquaintance (Table 1).

Table 1.***Reported Demographics of the Alleged Offender(s) in the Unwanted Sexual Contact One Situation for Coast Guard Active Component Women***

Gender of Offender(s)	2021
All men	91%
All women	6%
A mix of men and women	3%
Not sure	<1%
Offender(s) Military Affiliation	
All were military members	70%
Some were military members, but not all	14%
None were military	13%
Not sure	4%
Status of Offender(s)	
Military member of the same rank as them <u>in their unit</u>	29%
Some other higher ranking military member <u>in their unit</u>	25%
None of those listed	24%
Subordinate(s) or someone you manage as part of your military duties	13%
Military member of the same rank as them <u>not</u> in their unit	12%
Someone else in their chain of command (excluding immediate supervisor)	8%
Some other higher ranking military member <u>not</u> in their unit	7%
Not sure	4%
Immediate military supervisor	2%
DoD/Government civilian(s) working for the military	2%
Contractor(s) working for the military	1%
Relationship to Offender(s)	
Someone from work	66%
A friend or acquaintance	33%
A stranger	12%
A person they were casually intimate with, but not in an exclusive relationship with	10%
Current or former spouse	4%
Someone they met on a dating application or website	4%
None of those listed	3%
Someone they have a child with	1%
A family member or relative	<1%
Not sure	1%
Current or former significant other (e.g., a boyfriend or girlfriend)	NR

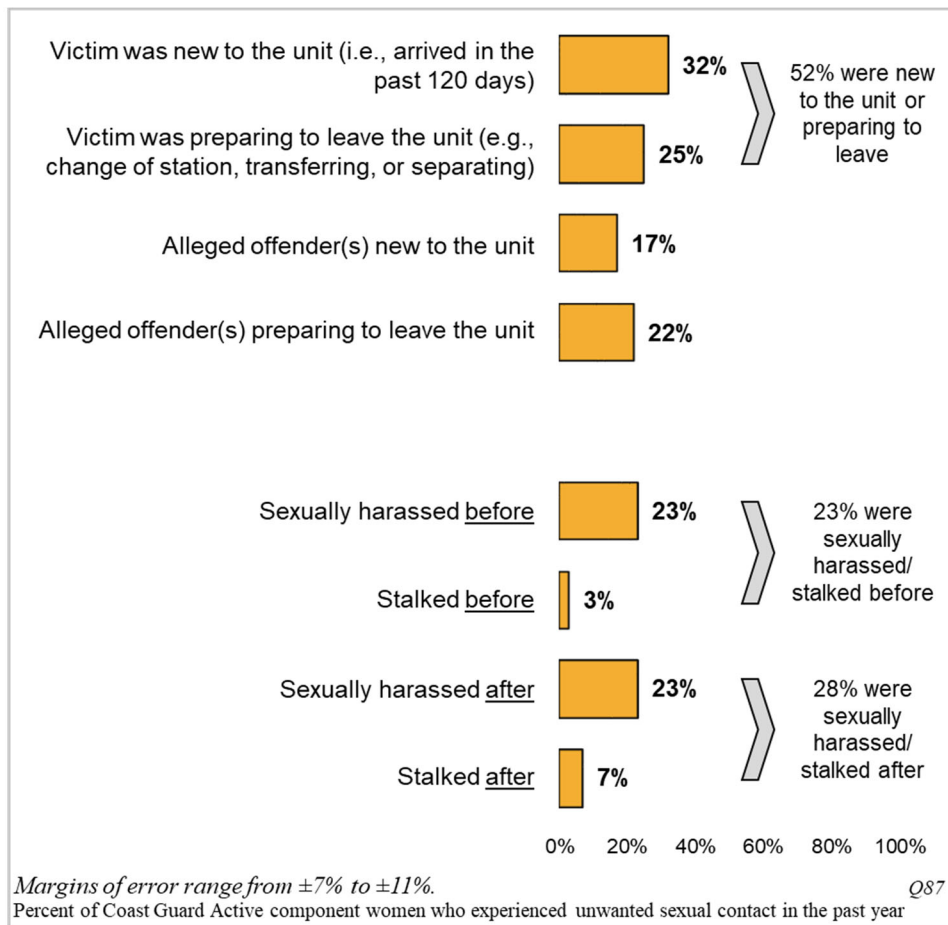
Margins of error do not exceed ±12%

Note. Percent of Coast Guard Active component women who experienced USC in the past year
NR = Not reportable

Context in Which the Unwanted Sexual Contact Occurred

The ability to identify risk factors associated with sexual misconduct in the military is a key factor to effective prevention efforts. One known risk factor for a variety of harmful or violent events are particular points in time when Service members may be more vulnerable, such as when they are new to a unit or preparing to leave a unit. The *2021 WGR* asked Service members to identify whether the worst incident of unwanted sexual contact they experienced occurred during one of these time periods. Roughly one-third of Coast Guard Active component women (32%) experienced their worst incident of unwanted sexual contact within 120 days of arriving to their unit, while one-quarter (25%) of women identified their worst experience happening when they were preparing to leave the unit (Figure 12). Overall, 52% of women experienced the worst incident of unwanted sexual contact during a period of transitioning into or out of their unit.

Notably, a sizable proportion of women were sexually harassed (23%) and/or stalked (3%) by the same alleged offender before the unwanted sexual contact happened (Figure 12).

Figure 12.***Context in Which the Unwanted Sexual Contact Occurred for Coast Guard Active Component Women*****Reporting of Unwanted Sexual Contact**

There are two types of sexual assault reporting options to Service members: Restricted reports allow victims to get information, collect evidence, and receive medical treatment and counseling without starting an official investigation of the assault, whereas unrestricted reports start an official investigation in addition to providing the services available in restricted reporting. The vast majority of Coast Guard Active component women (70%) who experienced unwanted sexual contact in the year prior to the survey did not report their worst experience to military authorities. There were a number of reasons Coast Guard Active component women gave for *not* reporting the unwanted sexual contact (Table 2). Just under half of women chose not to report because they thought it was not serious enough to report (45%) or were worried about potential negative consequences from their military coworkers or peers (45%). Other top reasons for not reporting were they did not trust that the process would be fair (40%), some other reason (38%), and/or they thought it might hurt their performance evaluation or fitness report (36%).

Table 2.***Reasons for Not Reporting the USC One Situation for Coast Guard Active Component Women***

	2021
Thought it was not serious enough to report	45%
Worried about potential negative consequences from coworkers or peers	45%
Did not trust the process would be fair	40%
Some other reason	38%
Thought it might hurt their performance evaluation or fitness report	36%
Did not think their report would be kept confidential	35%
Worried about potential negative consequences from the person(s) who did it	35%
Did not think anything would be done	34%
Worried about potential negative consequences from military supervisor/someone in chain of command	25%
Thought they might get in trouble for something else they did	25%

Margins of error range from $\pm 12\%$ to $\pm 14\%$

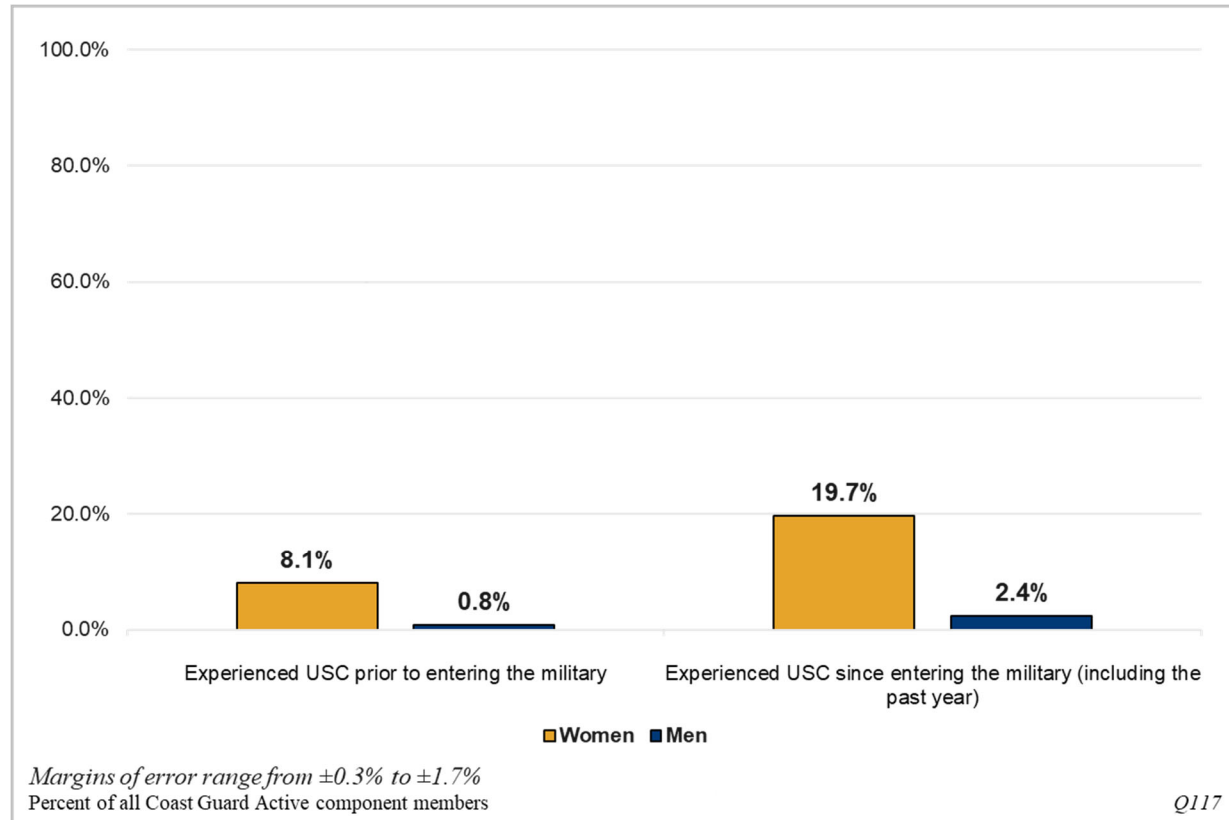
Note. Percent of Coast Guard Active component women who experienced USC in the past year and did not make an official report.

Estimated Unwanted Sexual Contact Prevalence Prior to or After Joining the Military

In order to provide adequate resources to support survivors of unwanted sexual contact, it is also necessary to monitor prevalence rates of unwanted sexual contact prior to and after joining the military. To construct these rates, Service members were asked to think about events that occurred more than 12 months before the survey and then asked if they occurred before or after they joined the military.

Overall, an estimated 8.1% of Coast Guard Active component women and 0.8% of men experienced unwanted sexual contact prior to joining the military (Figure 13). Additionally, 19.7% of women and 2.4% of men experienced unwanted sexual contact since joining the military, including in the past year.

Figure 13.
Estimated Unwanted Sexual Contact Prevalence Rates Prior to and Since Joining the Military



Chapter 3: Sexual Harassment and Gender Discrimination

Introduction

To estimate past year sexual harassment and gender discrimination rates, Service members were asked about whether they experienced behaviors prohibited by Military Equal Opportunity (MEO) policy by someone from their military workplace and the circumstances of those experiences.³¹ This chapter provides the estimated rates for sexual harassment and gender discrimination. The characteristics of each of these upsetting situations and Service members' experiences with the complaint process are summarized for each violation separately. In other words, the report characterizes the attributes of incidents of sexual harassment and gender discrimination separately. Beginning in 2019, the Office of People Analytics (OPA) revised the sexual quid pro quo and gender discrimination metrics to identify the alleged offender more clearly as a person with the ability to harm or limit the victim's career. For the purposes of statistical comparison to estimates from 2018 (i.e., to be able to identify statistically significant changes in the prevalence rates), we calculated the sexual harassment and gender discrimination prevalence rates in two ways, with and without the new items. While we present the official estimates for sexual harassment or gender discrimination (utilizing the additional questions), all statistical comparisons to prior years are made using the same metric used in prior years. For more discussion on the changes to the sexual harassment and gender discrimination metric see chapter 1 of this overview report or the *2019 WGRR Overview Report*.

Estimated Sexual Harassment Past Year Prevalence Rates

Sexual harassment comprises two behaviors: a sexually hostile work environment and sexual quid pro quo. A sexually hostile work environment includes unwelcome sexual conduct or comments that interfere with a person's work performance; creates an intimidating, hostile, or offensive work environment; or where the conduct is a condition of a person's job, pay, or career, and the behaviors must have continued after the alleged offender knew to stop or were so severe that most Service members would have found them offensive. Sexual quid pro quo includes instances of job benefits or losses conditioned on sexual cooperation. The estimated past year sexual harassment rate includes experiences of either of these behaviors. To be included in the sexual harassment rate, Service members' experiences had to involve a person the member had contact with as part of their military duties. This is in contrast to the measure for unwanted sexual contact which does not include a requirement as to the context in which the sexual contact occurred.

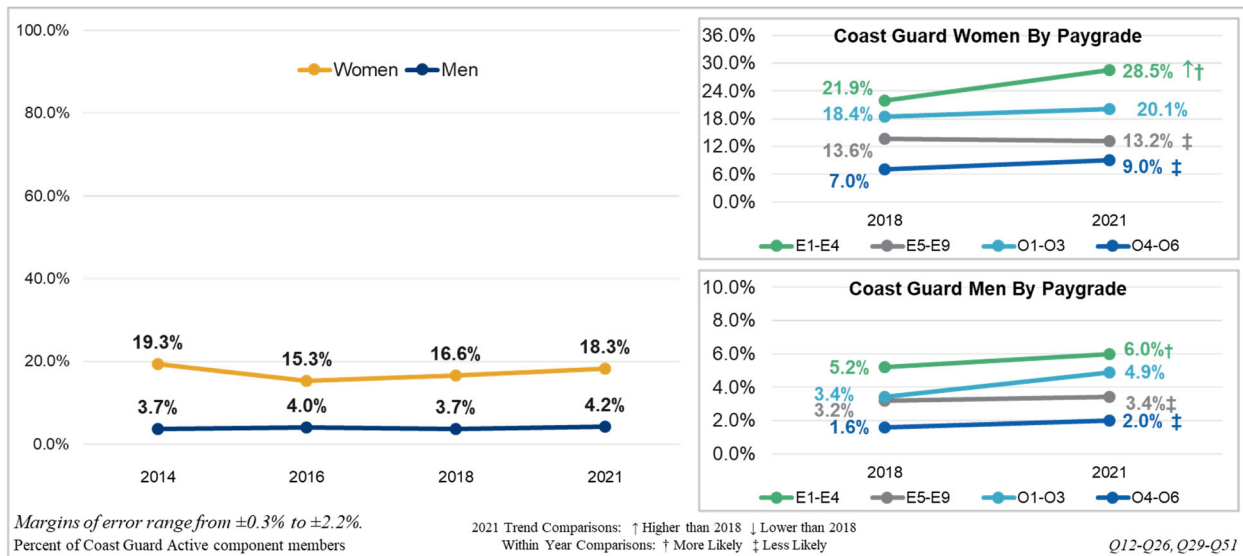
Overall, an estimated 18.3% of Coast Guard Active component women and 4.2% of men experienced sexual harassment, both unchanged from 2018. When examining by paygrade, differences were round in the prevalence of sexual harassment. Junior enlisted women (28.5%)

³¹ All references to "experiences" of sexual harassment or gender discrimination in this report are based on behaviors endorsed by respondents' self-reports; therefore, conclusions on whether the events reported occurred are beyond the purview of this survey. OPA scientifically weights the survey data so that findings can be generalized to the full population of Coast Guard Active component members.

and men (6.0%) were more likely to experience sexual harassment compared to members in other paygrades, while senior enlisted women and men (13.3% and 3.4%, respectively) and senior officer women and men (9.4% and 2.0%, respectively) were less likely. Rates among junior enlisted women increased significantly since 2018.

Figure 14.

Estimated Sexual Harassment Past Year Rate for the Coast Guard Active Component



One Situation of Sexual Harassment with the Biggest Effect

Most Serious Behavior Experienced in the One Situation

Coast Guard Service members were asked to reflect upon and describe the characteristics and consequences of the one sexual harassment—“the one situation”—that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

Of those who experienced sexual harassment, for Coast Guard Active component women, this situation typically involved repeated sexual jokes (38%), someone repeatedly suggesting they do not act like a woman is supposed to (32%), repeated sexual comments about their appearance or body (29%), or someone repeatedly telling them about their sexual activities (27%). For Coast Guard Active component men, the worst situation typically involved repeated sexual jokes (36%), someone repeatedly telling them about their sexual activities (29%), or someone repeatedly suggesting they do not act like a man is supposed to (22%).

Notably, for both men and women, “the one situation” was rarely an isolated incident. Instead, the sexual harassment typically occurred over time. The vast majority of Coast Guard Active component women (78%) and men (72%) to experience the situation more than once over a period of time. For the plurality of women (39%), the situation lasted over a period of a few months, while for men the situation typically was a one-time occurrence or lasted over a period of a few months (both 28%).

Demographics of the Alleged Offender(s)

As shown in Table 3, Coast Guard Active component women were almost equally likely to describe the sexual harassment they experienced as involving one or more than one alleged offender (42% and 58%, respectively). For the majority of women, the alleged offender(s) involved men (86%) who were military members (87%). Further, over one-fifth of women (42%) indicated the alleged offender(s) were a military member of the same rank as them in their unit, while one-third involved some other higher ranking military member in their unit and 32% involved their immediate supervisor.

Men were about equally likely to describe the sexual harassment they experienced as involving one or more than one alleged offender (49% and 51%, respectively). The sexual harassment that men experienced typically involved alleged offenders who were men (67%), military members (88%). Like women, the alleged offender(s) were often a military member of the same rank as them in their unit (48%) or some other higher ranking military member in their unit (30%).

Table 3.***Demographics of the Alleged Offender(s) in the Sexual Harassment One Situation for Coast Guard Active Component***

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	CG Women		CG Men	
Gender of Alleged Offender(s)	2018	2021	2018	2021
All men	72%	86%↑	69%	67%
All women	6%	3%	8%	16%↑
A mix of men and women	23%	11%↓	23%	16%
Number of Alleged Offender(s)				
One person	48%	42%	48%	49%
More than one person	52%	58%	52%	51%
Alleged Offender(s) Military Affiliation				
All were military members	82%	87%	90%	88%
Some were military members, but not all	11%	7%	6%	5%
None were military	6%	4%	3%	5%
Not sure	1%	3%	2%	3%
Status of Alleged Offender(s)				
Military member of the same rank as them <u>in their unit</u>	NA	42%	NA	48%
Some other higher ranking military member <u>in their unit</u>	NA	33%	NA	30%
Immediate military supervisor	30%	32%	24%	18%↓
Someone else in their chain of command (excluding immediate supervisor)	29%	30%	22%	16%↓
Subordinate(s) or someone you manage as part of your military duties	19%	24%	18%	17%
Military member of the same rank as them <u>not</u> in their unit	NA	11%	NA	7%
DoD/Government civilian(s) working for the military	12%	10%	6%	7%
Some other higher ranking military member <u>not</u> in their unit	NA	9%	NA	8%
Not sure	9%	6%	7%	7%
Contractor(s) working for the military	4%	6%	4%	4%
None of those listed	NA	3%	NA	2%

Margins of error range from ±2% to ±8%

Percent of Coast Guard Active component members who experienced sexual harassment in the past year.

NA = Not applicable, item new in 2021

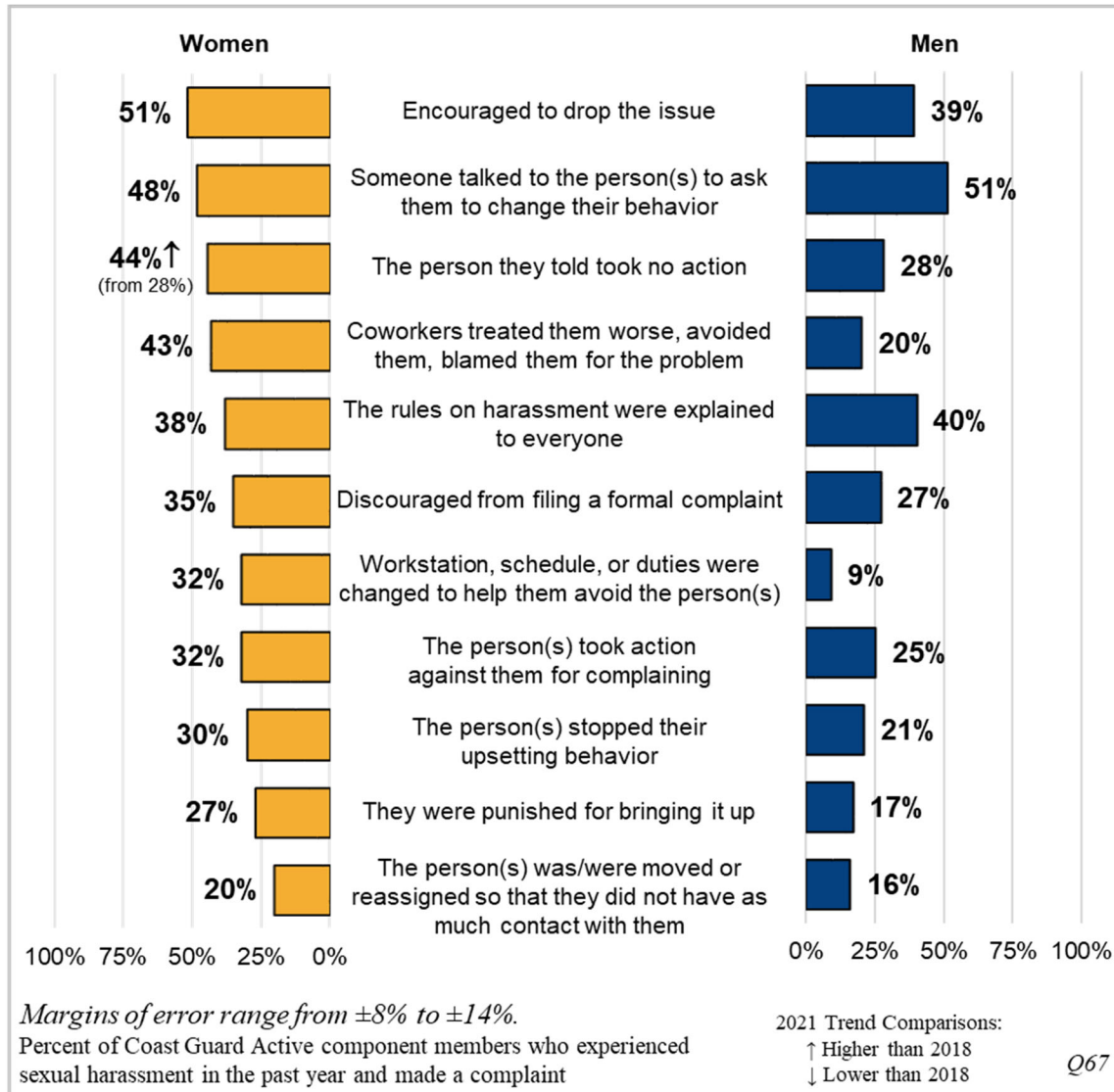
Notably, when asked if there were any military members present at the time of the upsetting situation who could have stepped in to help, 78% of women and 79% of men indicated that someone else was present, however just 30% of women and 31% of men indicated that someone stepped in to help.

Sexual Harassment Complaints

An estimated 44% of Coast Guard Active component women and 32% of men made a complaint to any military individual(s) or organization(s) regarding the worst situation of sexual harassment they experienced. For both women and men (40% and 27%, respectively), complaints were most often made to someone in their chain of command, followed by someone in the chain of command of the alleged offender (30% and 23%, respectively). Members of the military have several options regarding the type of complaint they may make, including an anonymous, informal, or formal complaint. Over half of Coast Guard Active component women (58%) and two-thirds of men (67%) filed an informal complaint.

Members who filed a sexual harassment complaint were asked about what actions were taken in response to their complaint (Figure 15). For women, the top actions taken were they were encouraged to drop the issue (51%), someone talked to the person(s) to ask them to change their behavior (48%), and/or the person they told took no action (44%, an increase from 28% in 2018). For men, the top actions taken were someone talked to the person(s) to ask them to change their behavior (51%), the rules on harassment were explained to everyone (40%), and/or were encouraged to drop the issue (39%).

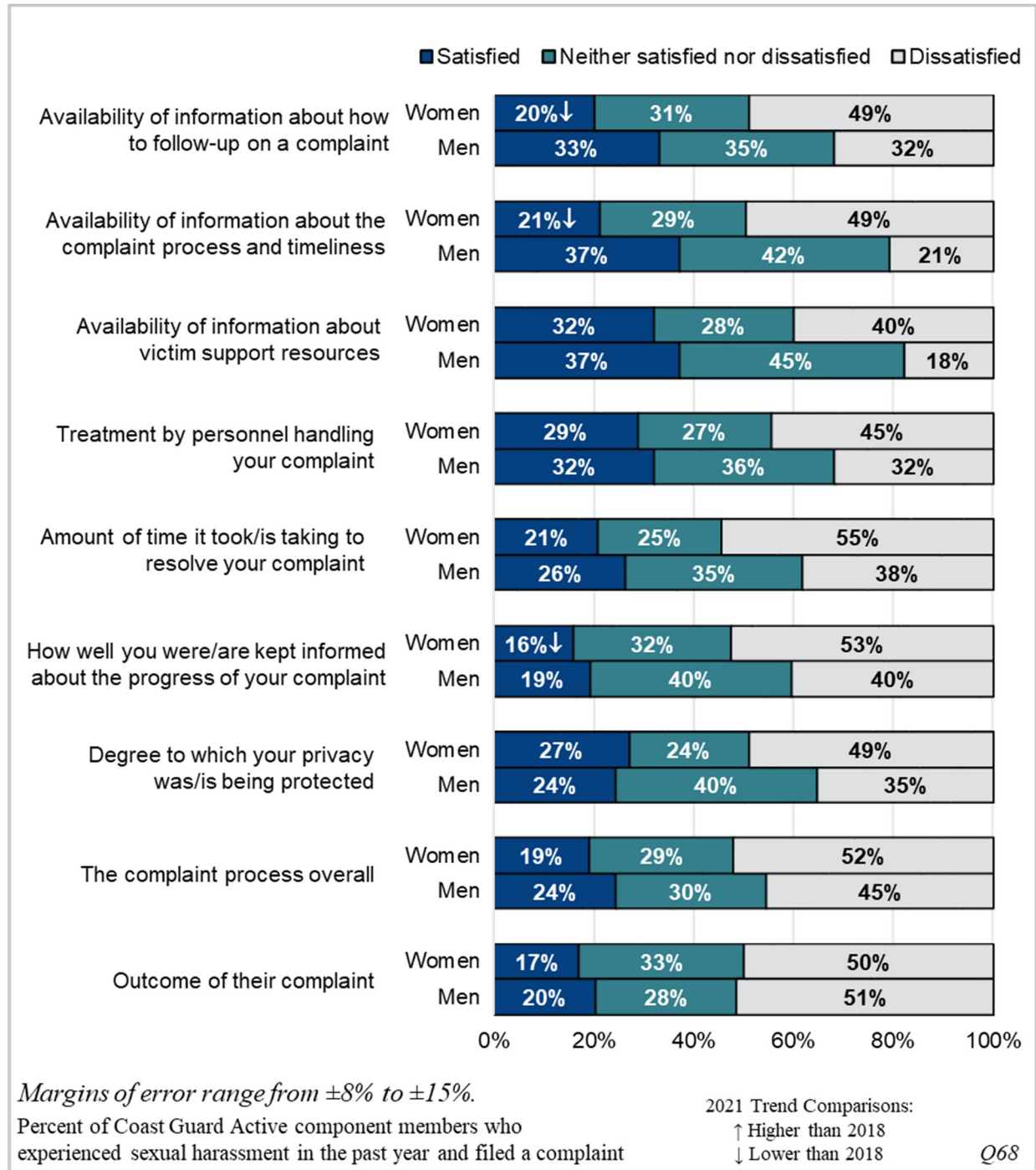
Figure 15.
Response to Sexual Harassment Complaints in the Coast Guard Active Component



As shown in Figure 16, the aspects of the complaint process that women expressed the most satisfaction with included availability of information about victim support resources (32%), the treatment by personnel handling their complaint (29%), and the degree to which their privacy was/is being protected (27%). Among men, they were most satisfied with the availability of information about the complaint process and timeliness (37%), the availability of information about victim support services (37%), and the availability of information about how to follow-up on a complaint (33%). While satisfaction with the complaint process remained unchanged for men compared to 2018, decreases in satisfaction were found for women with regard to the availability of information about how to follow-up on a complaint (20% down from 35% in 2018), availability of information about the complaint process and timeliness (21% down from 35%), and how well they were kept informed about the progress of their complaint (16% down from 30%). Overall, women and men were more likely to express dissatisfaction with the

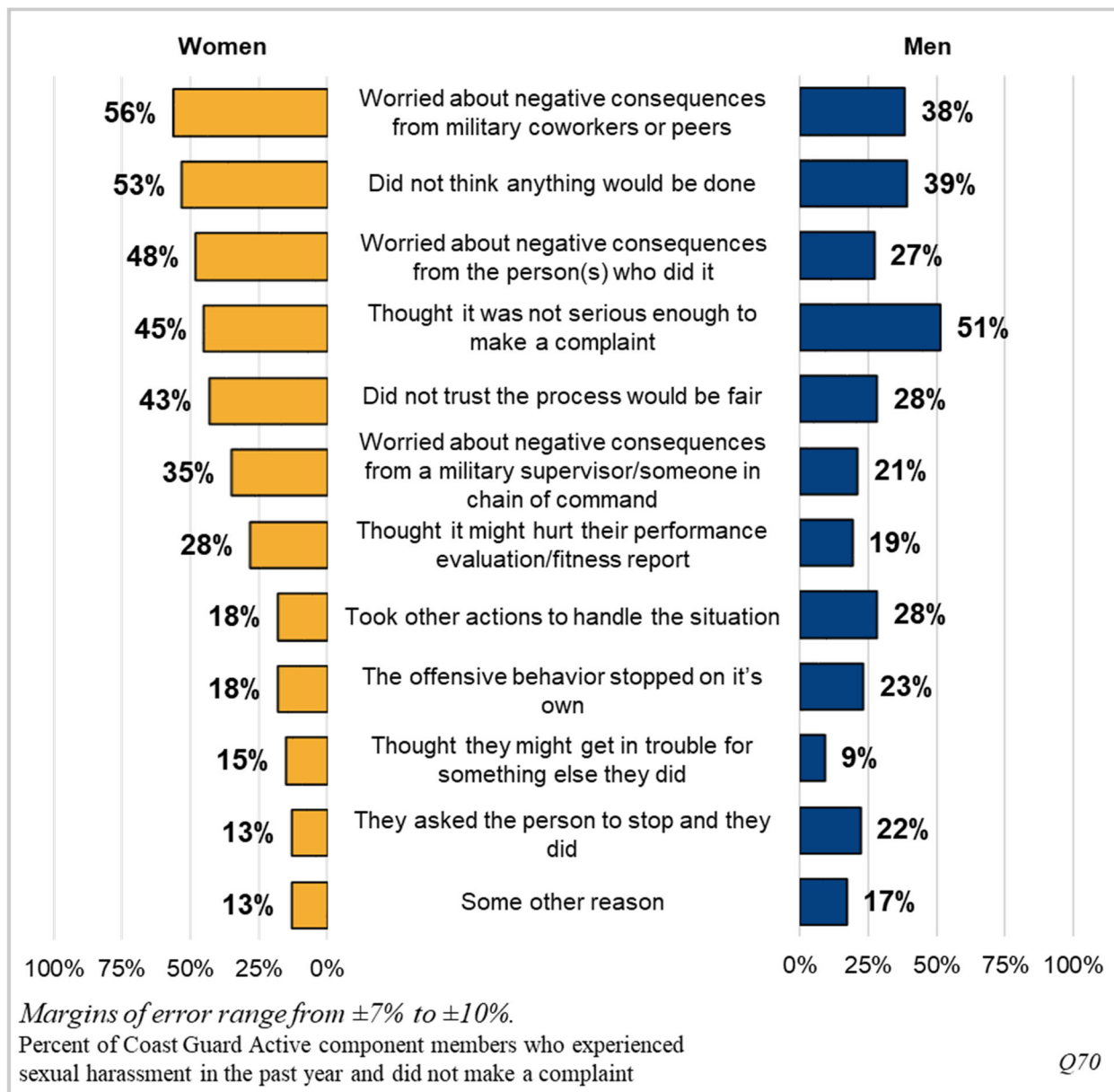
outcome of their complaint (50% and 51%, respectively) than satisfaction (17% and 20%, respectively).

Figure 16.
Satisfaction with the Sexual Harassment Complaint Process for the Coast Guard Active Component



Finally, members were also able to provide reasons as to why they chose *not* to file a sexual harassment complaint (Figure 17). The top reasons among Coast Guard Active component women included being worried about negative consequences from military coworkers or peers (56%), they did not think anything would be done (53%), and/or were worried about negative consequences from the person(s) who did it. For men, the main reason for not filing a complaint was that they thought it was not serious enough (51%), followed by not thinking anything would be done (39%) and/or were worried about negative consequences from military coworkers or peers (38%).

Figure 17.
Reasons for Not Filing a Sexual Harassment Complaint for the Coast Guard Active Component



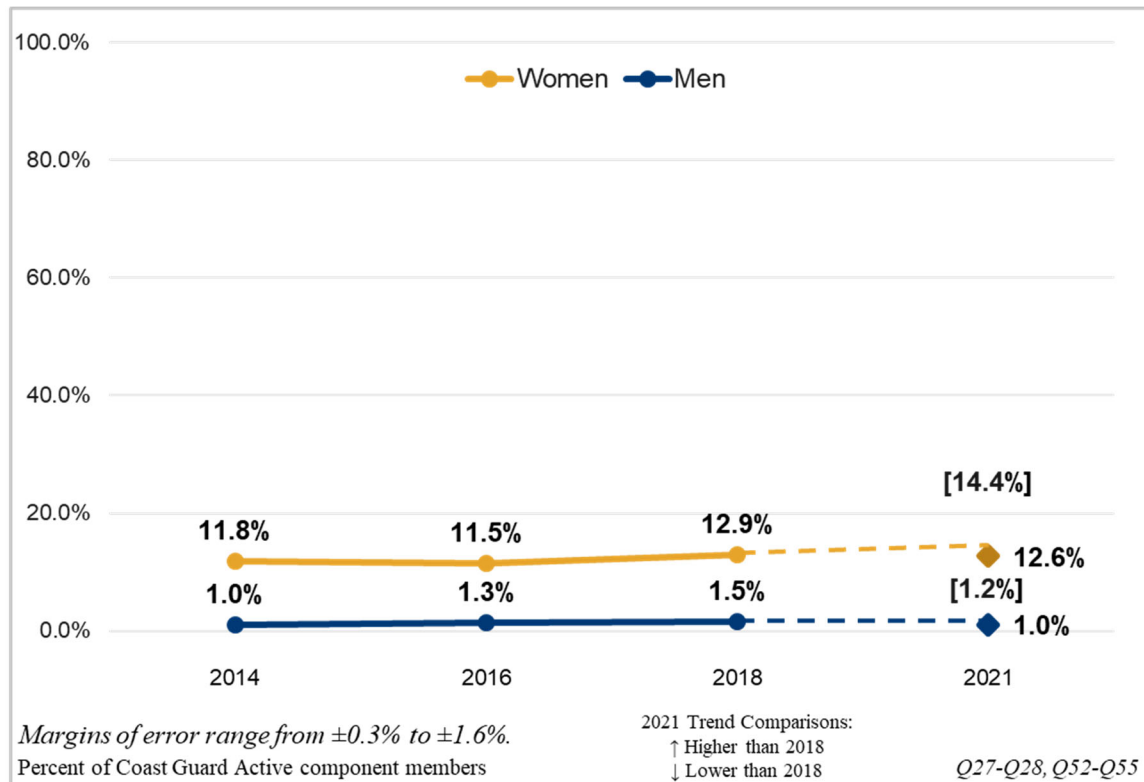
Estimated Gender Discrimination Past Year Prevalence Rates

The gender discrimination rate includes members who experienced behaviors or comments directed at them because of their gender in the prior 12 months. To be included in the rate, the specified behaviors needed to meet the DoD legal criteria for gender discrimination and, more specifically, Service members' experiences had to involve a person the member had contact with as part of their military duties.

As described in chapter 1, changes were made to the survey questionnaire beginning in 2019 that impact gender discrimination estimates presented in this report for the Active component only.³² We report the “official” gender discrimination estimates using the newly revised metric but make statistical comparisons to 2018 using the same version of the metric used in 2018. We refer to the estimate used to make statistical comparisons to 2018 as the “adjusted estimate.”

Overall, an estimated 12.6% of Coast Guard Active component women and 1.0% of men experienced gender discrimination in the past year. The adjusted estimate for past year gender discrimination for women was 14.4% and statistically unchanged from 2018 when the estimated rate was 12.9%. The same was true for men where the adjusted estimate for gender discrimination was 1.2% and statistically unchanged from 2018 when the estimated rate was 1.5%.

³² The changes to the discrimination metric involved adding questions to identify the alleged offender(s) more clearly as a person in a position of leadership or authority. The metric change was first implemented in 2019 for the WGR survey of the Reserve component. For additional discussion regarding the metric change, see chapter 1 of this report and the *2019 WGR Overview Report*.

Figure 18.***Estimated Gender Discrimination Past Year Rate for the Coast Guard Active Component***

Note. The dotted lines reflect the adjusted prevalence estimates used to make comparisons between 2018 and 2021. The official 2021 prevalence estimates (12.6% for women and 1.0% for men) using the updated gender discrimination metric are also shown.

One Situation of Gender Discrimination with the Biggest Effect

Most Serious Behavior Experienced in the One Situation

Coast Guard Service members were asked to reflect upon and describe the characteristics and consequences of the one gender discrimination—“the one situation”—that was the worst, or most serious, to them. This section of the chapter focuses on those experiences.

Of those who experienced gender discrimination, the vast majority of Coast Guard Active component women (89%) and men (88%) indicated this situation typically involved being mistreated, ignored, excluded, or insulted because of their gender, followed by being told their gender is not as good at their job or should be prevented from having that job (50% of women and 47% of men).

Notably, for both men and women, “the one situation” was rarely an isolated incident. Instead, the gender discrimination typically occurred over time. The vast majority of Coast Guard Active component women (82%) and men (78%) experienced the situation more than once over a period of time. For the plurality of women, the situation lasted over a period of a few months (37%), while for men the situation typically lasted for a year or more (52%).

Demographics of the Alleged Offender(s)

As shown in Table 4, Coast Guard Active component women were almost equally likely to describe the gender discrimination they experienced as involving one or more than one alleged offender (42% and 58%, respectively). For the majority of women, the alleged offender(s) involved men (85%) who were military members (87%). Further, over one-fifth of women (42%) indicated the alleged offender(s) were someone else in their chain of command (excluding immediate supervisor), while over-one fifth involved their immediate supervisor (41%), and one-fifth were a military member of the same rank as them in their unit (40%).

Men were about equally likely to describe the gender discrimination they experienced as involving one or more than one alleged offender (49% and 51%, respectively). The gender discrimination that men experienced typically involved a mix of male and female alleged offenders (56%), military members (83%). The alleged offender(s) were often some other higher ranking military member not in their unit (40%) or some other higher ranking military member in their unit (39%).

Table 4.

Demographics of the Alleged Offender(s) in Gender Discrimination One Situation for Coast Guard Active Component

Trend Comparisons: ↑ Higher than 2018 ↓ Lower than 2018	CG Women		CG Men	
Gender of Alleged Offender(s)	2018	2021	2018	2021
All men	76%	85%↑	16%	11%
All women	3%	1%↓	35%	33%
A mix of men and women	21%	14%↓	49%	56%
Number of Alleged Offender(s)				
One person	35%	31%	34%	26%
More than one person	65%	69%	66%	74%
Alleged Offender(s) Military Affiliation				
All were military members	78%	87%↑	78%	83%
Some were military members, but not all	16%	10%↓	17%	14%
None were military	5%	2%↓	3%	2%
Not sure	<1%	1%	3%	1%
Status of Alleged Offender(s)				
Someone else in their chain of command (excluding immediate supervisor)	41%	42%	47%	38%
Immediate military supervisor	42%	41%	35%	24%
Military member of the same rank as them <u>in their unit</u>	NA	40%	NA	23%
Some other higher ranking military member <u>in their unit</u>	NA	40%	NA	39%
Subordinate(s) or someone you manage as part of your military duties	20%	23%	15%	11%
Military member of the same rank as them <u>not</u> in their unit	NA	12%	NA	10%
DoD/Government civilian(s) working for the military	14%	12%	17%	19%
Some other higher ranking military member <u>not</u> in their unit	NA	10%	NA	40%
Not sure	7%	4%	16%	6%↓
Contractor(s) working for the military	4%	5%	5%	2%
None of those listed	NA	2%	NA	1%

Margins of error range from $\pm 1\%$ to $\pm 12\%$

Percent of Coast Guard Active component members who experienced gender discrimination in the past year.

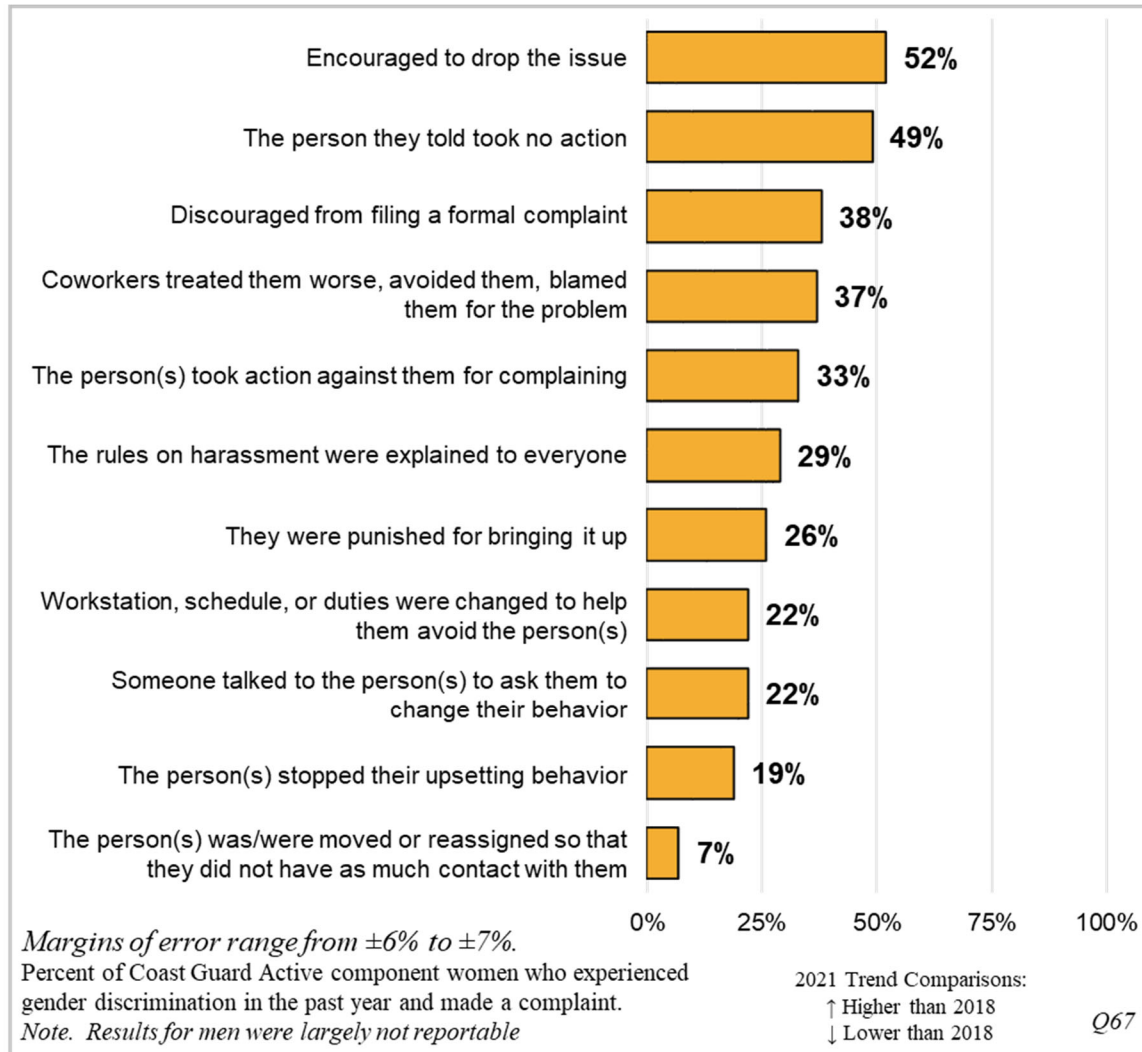
NA = Not applicable, item new in 2021

Notably, when asked if there were any military members present at the time of the upsetting situation who could have stepped in to help, 78% of women and 79% of men indicated that someone else was present, however just 30% of women and 31% of men indicated that someone stepped in to help.

Gender Discrimination Complaints

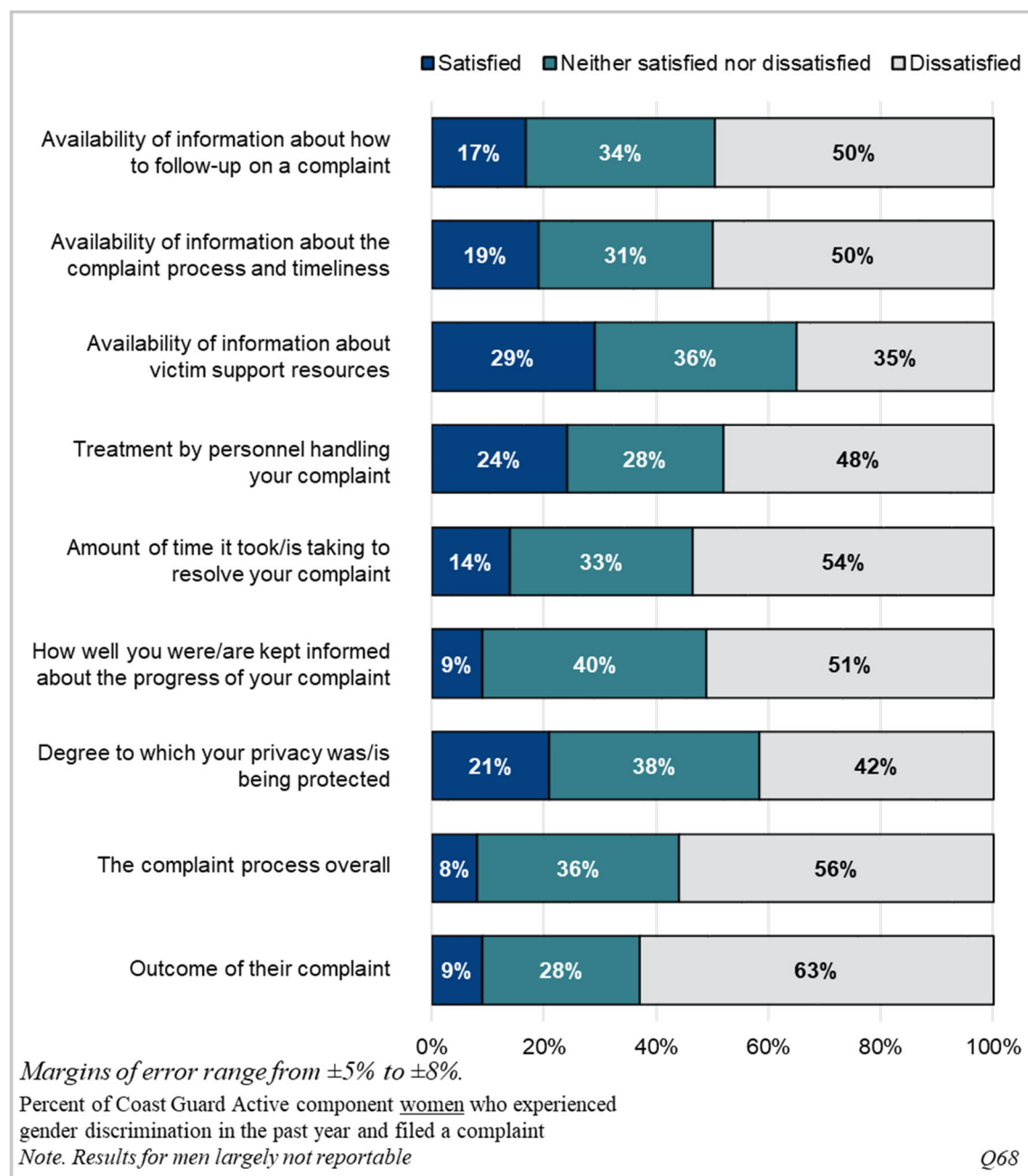
An estimated 52% of Coast Guard Active component women and 47% of men made a complaint to any military individual(s) or organization(s) regarding the worst situation of gender discrimination they experienced. For both women and men (48% and 44%, respectively), complaints were most often made to someone in their chain of command, followed by someone in the chain of command of the alleged offender (35% and 32%, respectively). Members of the military have several options regarding the type of complaint they may make, including an anonymous, informal, or formal complaint. Nearly two-thirds of Coast Guard Active component women (63%) and over half of men (59%) filed an informal complaint.

Members who filed a gender discrimination complaint were asked about what actions were taken in response to their complaint (Figure 19). For women, the top actions taken were they were encouraged to drop the issue (52%), the person they told took no action (49%), and/or they were discouraged from filing a formal complaint (38%). Results for men were largely not reportable.

Figure 19.***Response to Gender Discrimination Complaints in the Coast Guard Active Component***

As shown in Figure 20, the aspects of the complaint process that women expressed the most satisfaction with included availability of information about victim support resources (29%), the treatment by personnel handling their complaint (24%), and the degree to which their privacy was/is being protected (21%). However, women were most *dissatisfied* in the outcome of their complaint (63%), the complaint process overall (56%), and/or the amount of time it took/is taking to resolve their complaint (54%). Results for men were largely not reportable.

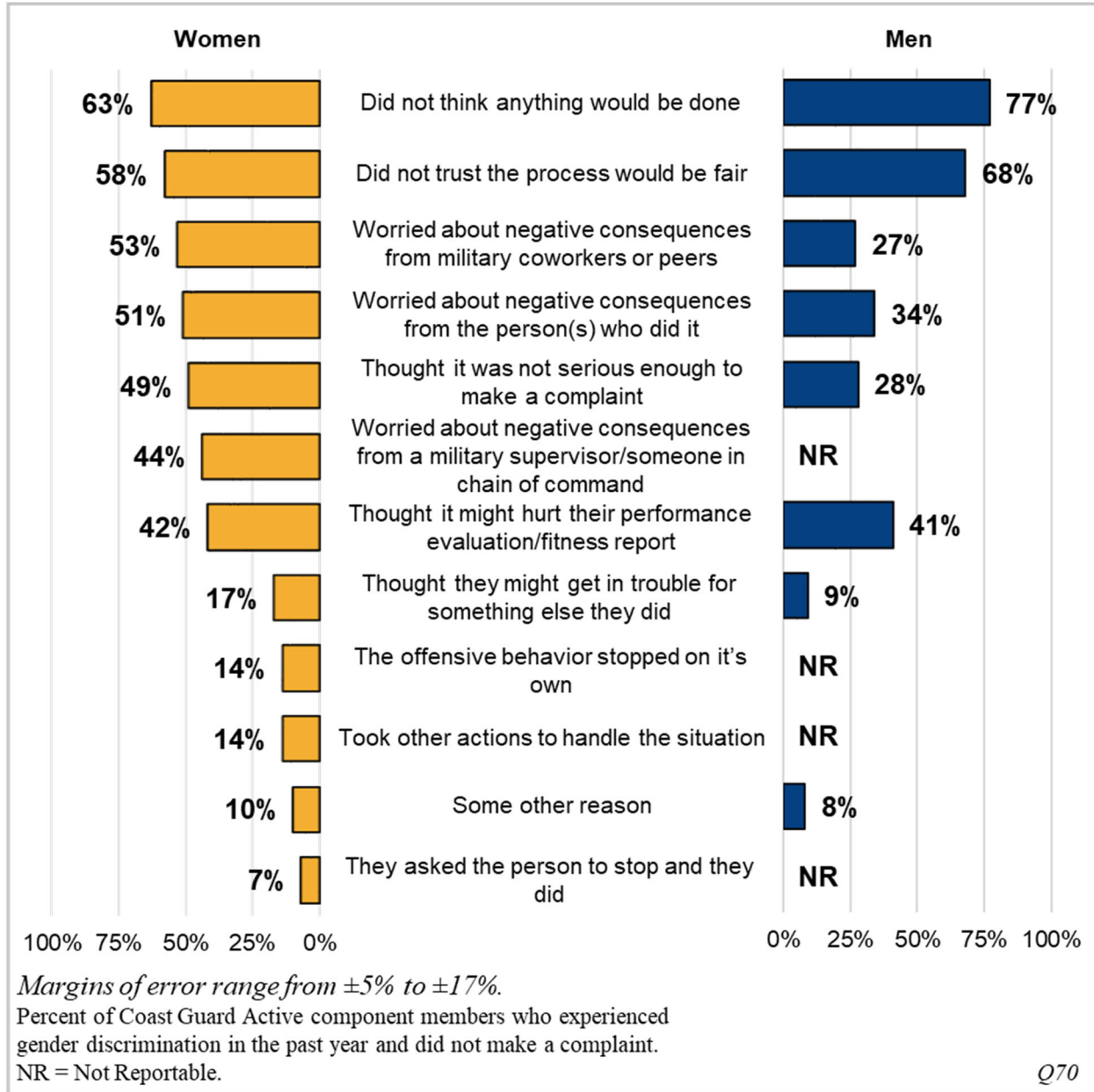
Figure 20.
Satisfaction with the Gender Discrimination Complaint Process for the Coast Guard Active Component



Finally, members were also able to provide reasons as to why they chose *not* to file a gender discrimination complaint (Figure 21). The top reasons among Coast Guard Active component women included they did not think anything would be done (63%), did not trust that the process would be fair (58%), and/or being worried about negative consequences from military coworkers or peers (56%). For men, the main reasons for not filing a complaint included they did not think

anything would be done (77%), did not trust that the process would be fair (68%), and/or thought it might hurt their performance evaluation or fitness report (41%).

Figure 21.
Reasons for Not Filing a Gender Discrimination Complaint for the Coast Guard Active Component



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

The following sections summarize the experiences of racial/ethnic, sexual, and gender minority Service members with sexual harassment and gender discrimination in the Active component. While sexual harassment and gender discrimination may be influenced by biases and attitudes related to gender, a more critical motivating factor is power and social status. Individuals may harass those whose presence they perceive as posing a threat to their dominant social status to maintain control and the benefits associated with their social status (Berdahl, 2007; Breslin et al., 2022). While gender (i.e., being a man) in the military context is one clear source of power and status, race/ethnicity, sexual orientation, and gender identity provide other sources as well. Risk for experiencing sexual harassment or gender discrimination may be further enhanced by the multiply marginalized status of some individuals (e.g., lesbian or bisexual women). Accordingly, monitoring the prevalence of sexual harassment and gender discrimination for these minority groups is imperative to assess their risk and to ensure that prevention and response efforts are effective for these groups.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Race/Ethnicity

An estimated 19.2% of racial/ethnic minority Coast Guard Active component women and 17.6% of White women experienced sexual harassment; 11.7% of racial/ethnic minority women and 12.7% of White women experienced gender discrimination. An estimated 4.9% of racial/ethnic minority Coast Guard Active component men and 3.9% of White men experienced sexual harassment; 1.1% of racial/ethnic minority men and 0.9% of White men experienced gender discrimination (Figure 22 and Figure 23).

Figure 22.
Estimated Past Year Sexual Harassment Prevalence Rates by Race/Ethnicity, Coast Guard Active Component

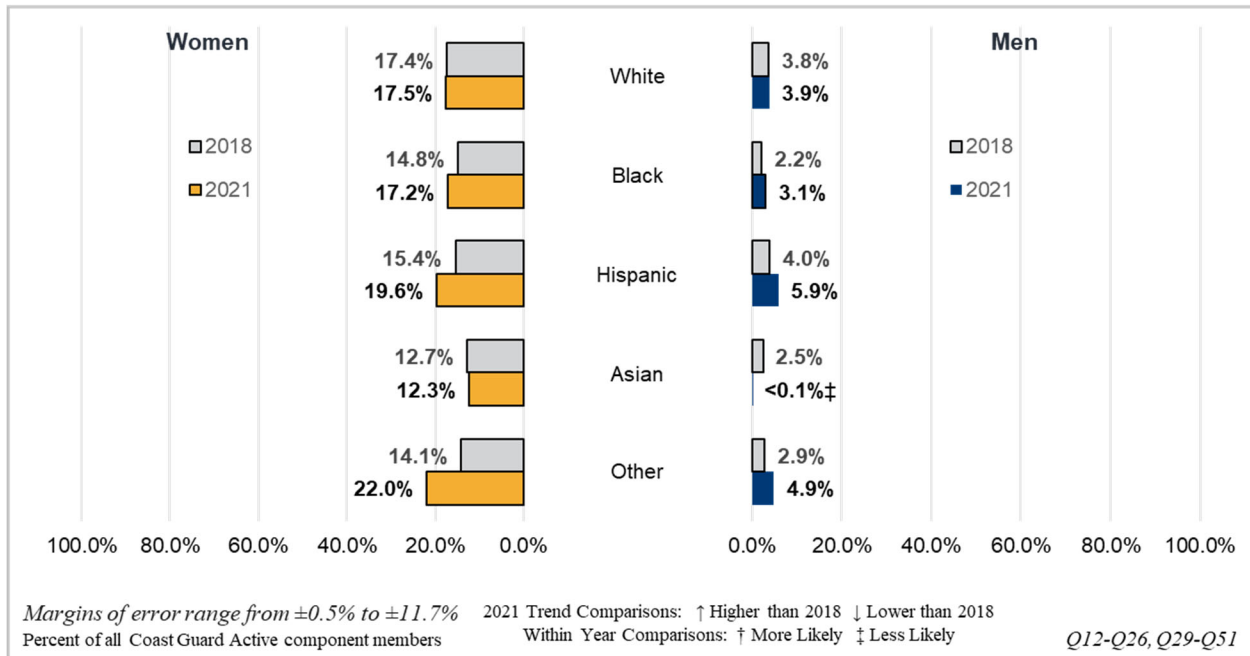
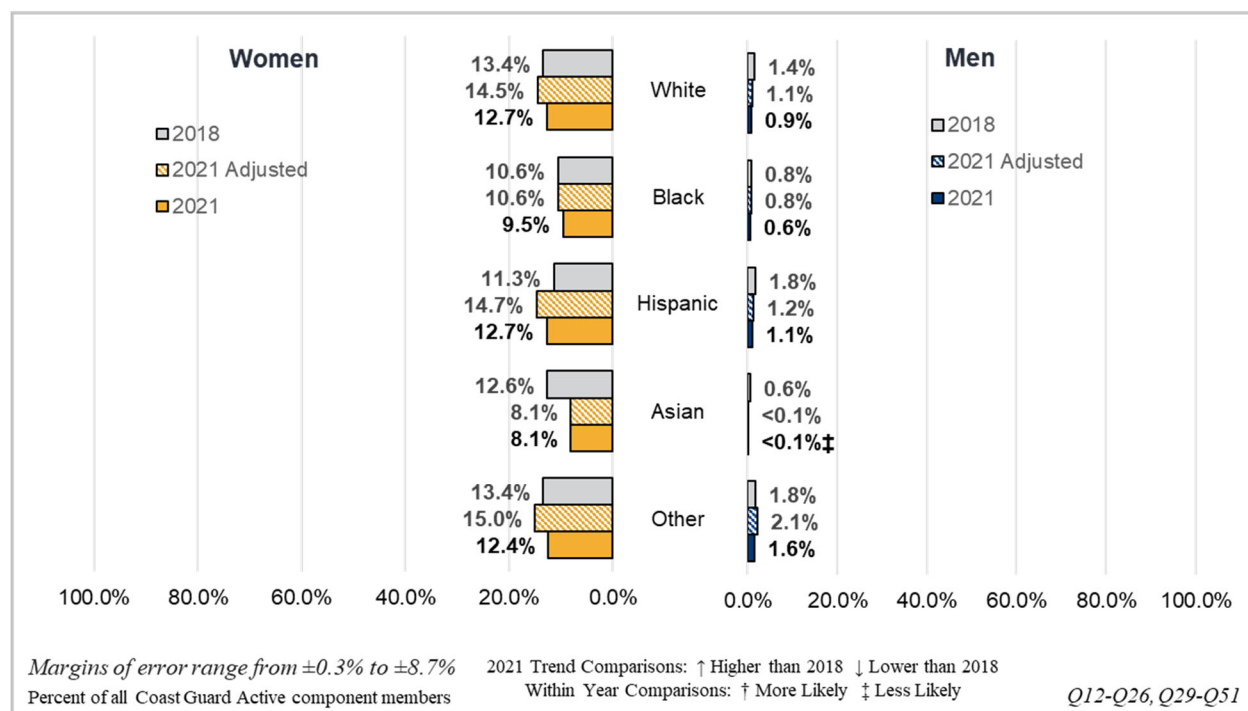


Figure 23.***Estimated Past Year Gender Discrimination Prevalence Rates by Race/Ethnicity, Coast Guard Active Component***

Note. The hashed bars reflect the adjusted prevalence estimates used to make comparisons between 2018 and 2021. The official 2021 prevalence estimates (using the updated gender discrimination metric) are shown as the solid gold and blue bars. Within year comparisons are made using the official estimates for 2021.

Sexual Harassment and Gender Discrimination Prevalence Estimates by Sexual Orientation

To gain a better understanding of the risk of sexual harassment and gender discrimination specific to military members identifying as LGB, the 2021 WGR asked Service members to identify their sexual orientation.

An estimated 20.5% of LGB Coast Guard Active component Service members experienced sexual harassment in the prior year, reflecting a significant increase of the estimated prevalence of sexual harassment for LGB Service members since 2018 (13.1%; Figure 24). LGB Coast Guard Active component women were significantly more likely than heterosexual women to experience past year sexual harassment (28.4% compared to 15.9%). Likewise, LGB men were significantly more likely than heterosexual men to experience past year sexual harassment (10.9% compared to 3.5%).

LGB Coast Guard Active component Service members were significantly more likely than heterosexual members to experience past year gender discrimination (Figure 25). An estimated 10.8% of LGB Coast Guard Active component Service members experienced gender discrimination compared to an estimated 2.1% of heterosexual Service members. The estimated prevalence rate for gender discrimination increased for LGB Service members in 2021 (using the

adjusted prevalence estimate of 11.9%) compared to 2018 (when the estimate was 4.4%) but was statistically unchanged for heterosexual Service members. LGB Coast Guard Active component women were significantly more likely than heterosexual women to experience past year gender discrimination (19.6% compared to 10.9%). However, LGB men were significantly less likely than heterosexual men to experience past year gender discrimination (<0.1% compared to 0.8%).

Figure 24.

Estimated Past Year Sexual Harassment Prevalence Rates by Sexual Orientation, Coast Guard Active Component

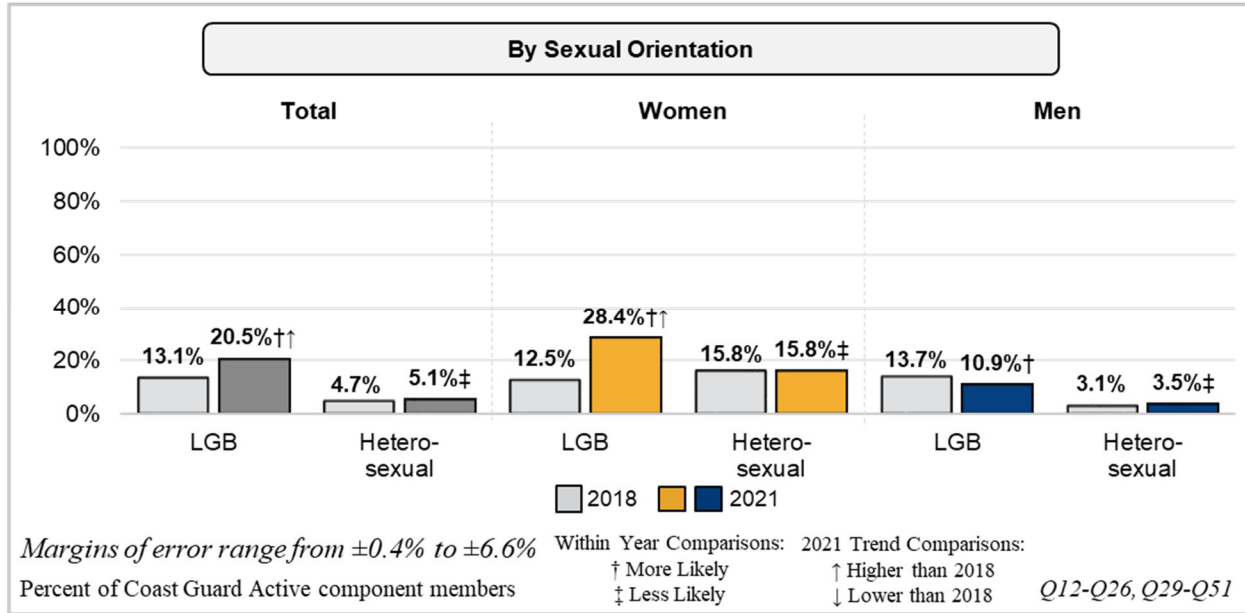
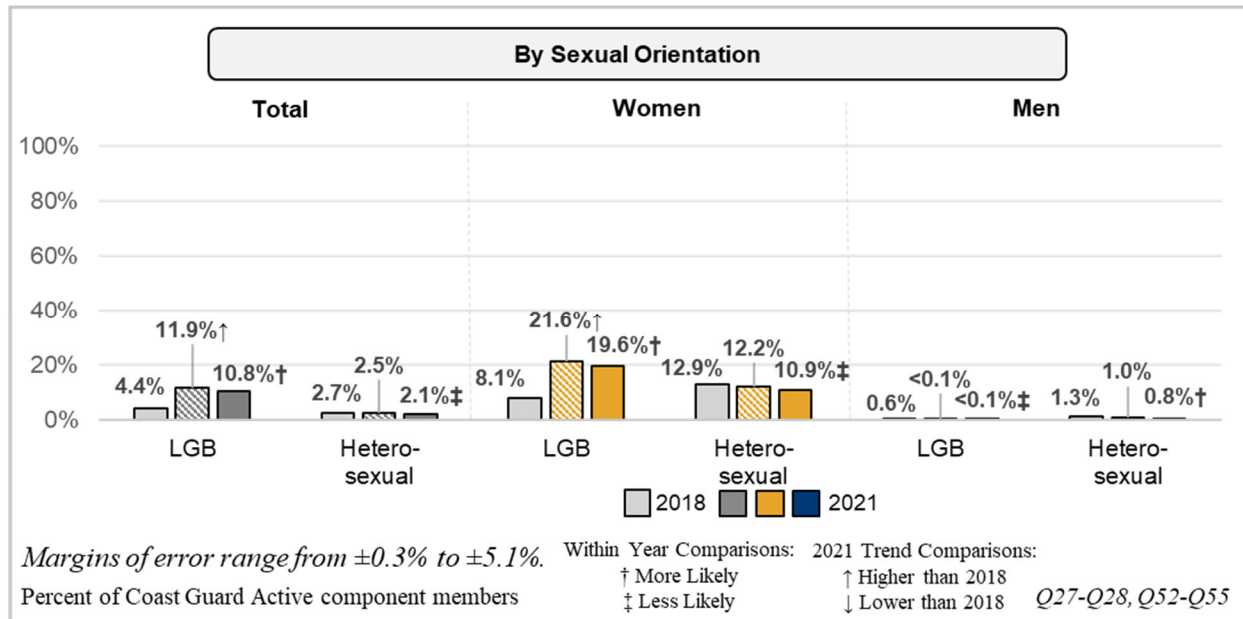


Figure 25.***Estimated Past Year Gender Discrimination Prevalence Rates by Sexual Orientation, Coast Guard Active Component***

Note. The hashed bars reflect the adjusted prevalence estimates used to make comparisons between 2018 and 2021. The official 2021 prevalence estimates (using the updated gender discrimination metric) are shown as solid bars. Within year comparisons are made using the official estimates for 2021.

Chapter 4: Culture, Climate, and Trust in the Military

Introduction

Although estimating the rate of sexual assault, sexual harassment, and gender discrimination was the primary focus of the *2021 WGR*, assessing related individual behaviors, perceptions, and characteristics of the military workplace is also critical to prevention and response efforts. Prior research demonstrates that accounting for environmental or contextual factors related to sexual harassment and sexual assault is not only necessary but critical to decreasing the risk of both perpetration and victimization (Harned et al., 2002; Tharp et al., 2013; Walsh et al., 2014). Among these factors, it is important to consider both individual behaviors (e.g., excessive alcohol use) and organizational norms (Abbey et al., 2014; Cleveland et al., 2019; Walsh et al., 2014).

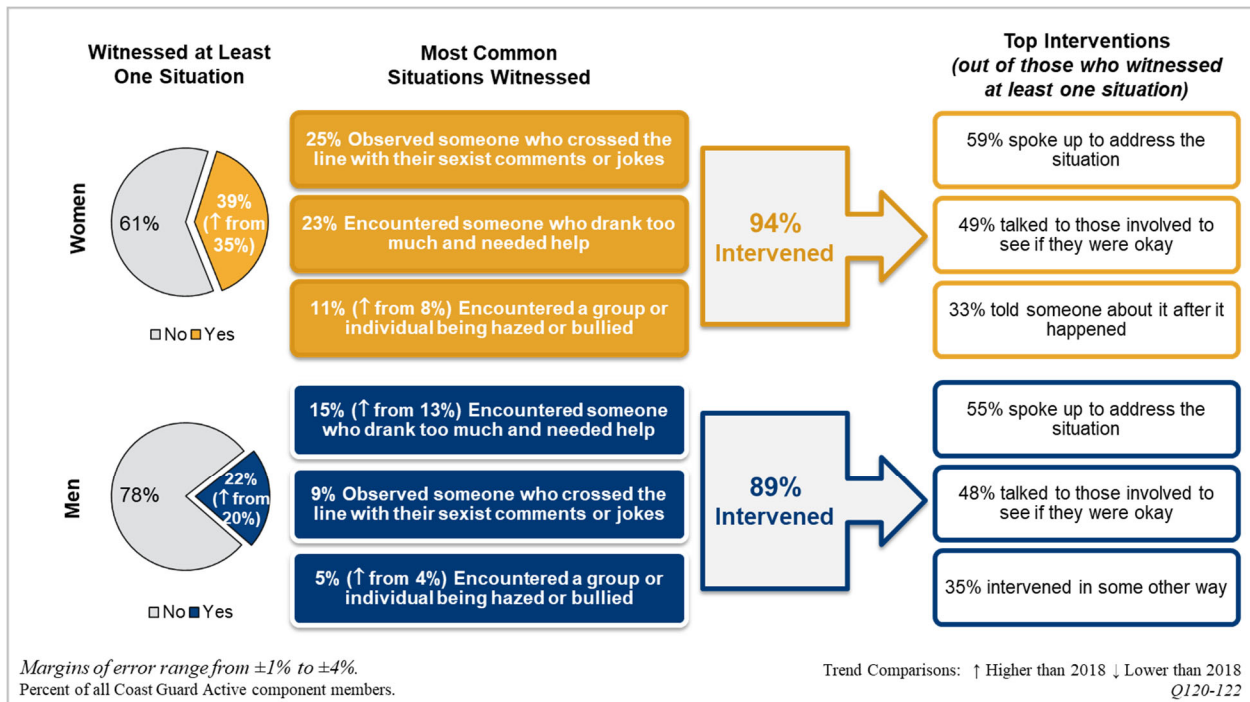
This chapter presents the results of a series of questions included in the *2021 WGR* to assess the willingness by Service members to intervene to prevent unwanted behaviors, workplace climate, and perceptions of sexual assault and sexual harassment in the military. Some of these questions were new to the *2021 WGR* and, thus, the data cannot be compared to prior years for those questions. However, these results offer useful insights regarding the context in which Service members operate and may help to inform the design and evaluation of future interventions for the prevention of or response to sexual assault, sexual harassment, and gender discrimination.

Bystander Intervention

Bystander intervention is among the most widely recognized approaches for preventing sexual violence. As such, the military's training program includes content geared toward encouraging bystander intervention, to include providing Service members with the tools for considering how best to intervene in different scenarios. However, in order to intervene, Service members must be alert to the presence of inappropriate behaviors. Identifying what types of behaviors Service members observe and how they respond may help to not only assess the effectiveness of existing training on bystander intervention but also to improve that training. To this end, the *2021 WGR* asked Service members to identify whether they had witnessed a range of behaviors in the prior 12 months and, if so, how they responded.

In 2021, 39% of Coast Guard Active component women and 22% of men witnessed at least one potentially risky situation, which increased compared to 2018 (Figure 26). The most common situations witnessed were observing someone who crossed the line with their sexist comments or jokes, encountering someone who drank too much and needed help, and encountering an individual being bullied. The vast majority of women and men intervened when they witnessed one of these situations and most often spoke up to address the situation or talked to those involved to see if they were okay.

Figure 26.
Bystander Intervention in the Coast Guard Active Component



Workplace Climate

Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). More specifically, evidence suggests that a positive organizational climate is related to a decreased risk of sexual harassment (Bergman et al. 2002; Walsh et al., 2014). Leader attitudes and behaviors in particular may serve as either a risk or protective factor for sexual assault in the military (Sadler et al., 2017; Sadler et al., 2018). Moreover, perceptions by Service members of the equal opportunity climate are also directly related to other outcomes that are important to the DoD, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010).

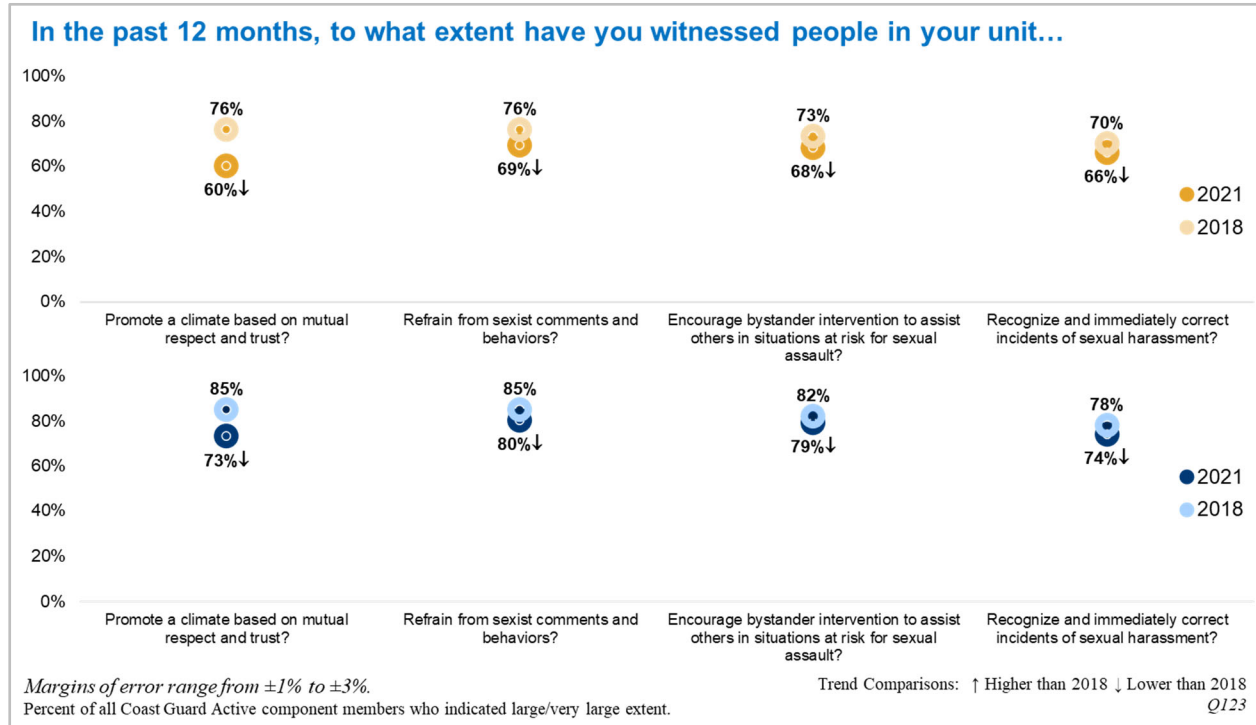
In 2021, Service members were asked to assess their unit's climate; specifically, the extent of responsibility displayed by unit members for prevention and intervention vis-à-vis sexual assault; the level of leadership shown by their immediate supervisor to promote a positive and healthy workplace; the level of intolerance for sexual harassment; and the extent of workplace hostility displayed by coworkers and leaders. The following sections detail the results of Service members' responses to each of these topics in turn.

Responsibility and Intervention

The majority of Coast Guard Active component members rated their units favorably based on a variety of positive behaviors that they witnessed people in their unit exhibit to a large extent,

although all declined compared to 2018 (Figure 27). However, over two-thirds of women and over three-fourths of men indicated people in their unit refrain from sexist comments and behaviors and encourage bystander intervention. One behavior that decreased the most compared to 2018 was witnessing people in their unit promoting a climate based on mutual respect and trust.

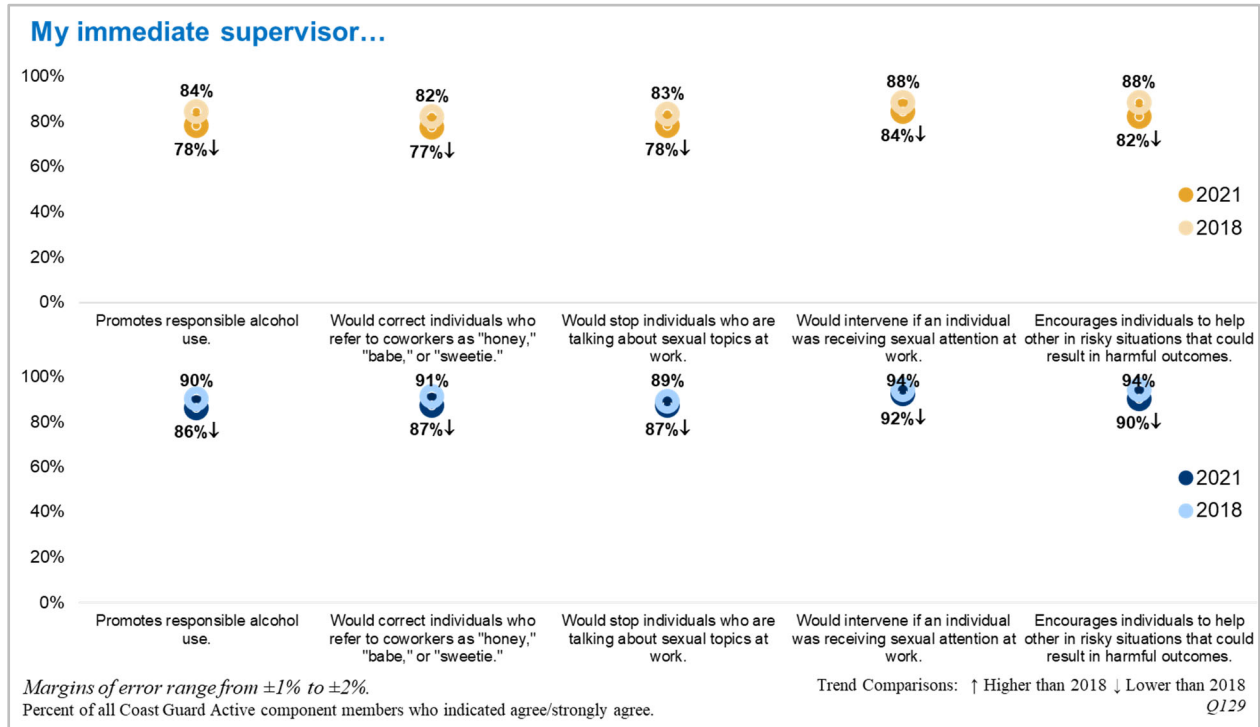
Figure 27.
Responsibility and Intervention in the Coast Guard Active Component



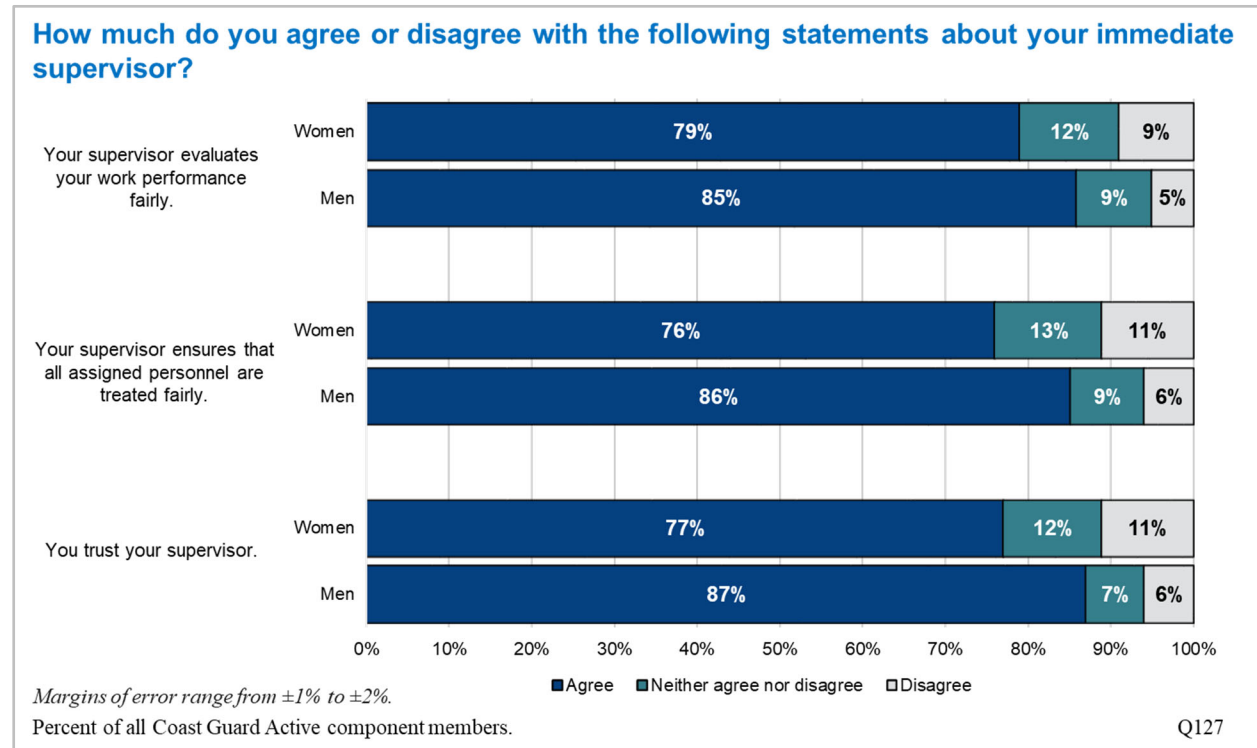
Leader Actions and Leader Satisfaction

Service members were asked to assess how well their immediate supervisor demonstrated appropriate behavior and demonstrated leadership with regard to preventing and/or responding to inappropriate behaviors. Overall, Coast Guard Active component members were positive in their assessment of their immediate supervisor's actions, although these perceptions decreased since 2018 (Figure 28).

Figure 28.
Leader Actions to Prevent and Response to Sexual Assault in the Coast Guard Active Component

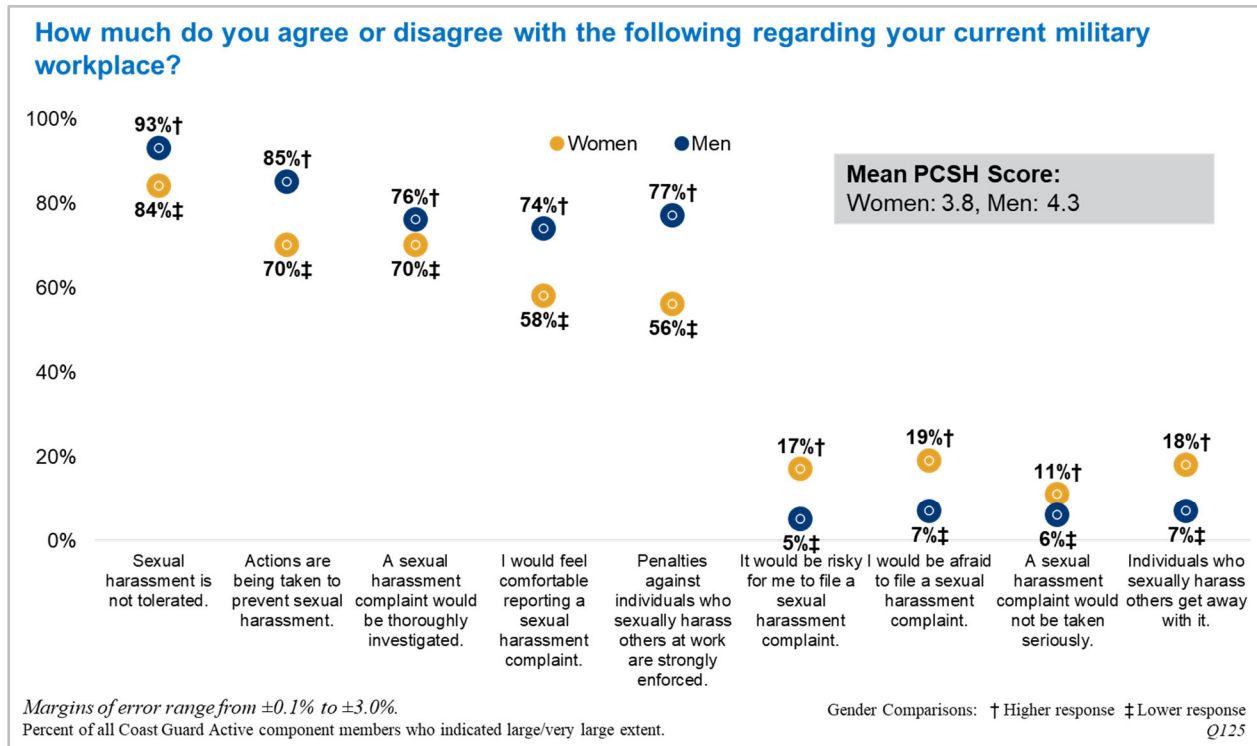


Relatedly, the vast majority of Coast Guard Active component members rated their immediate supervisors in a positive manner (Figure 29), indicating their immediate supervisor evaluates work performance fairly, ensures personnel are treated fairly, and trust their supervisor.

Figure 29.***Satisfaction with Immediate Supervisor for Coast Guard Active Component*****Psychological Climate for Sexual Harassment**

The psychological climate for sexual harassment is a nine-item scale that assesses the level of intolerance for sexual harassment in the workplace (Estrada et al. 2011). Service members were asked to rate their military workplace with regard to how seriously peers and leaders in their unit perceive sexual harassment as an issue and how risky it is for Service members in the unit to speak up about sexual harassment. Responses were provided on a five-point scale ranging from *strongly disagree* (1) to *strongly agree* (5) with a higher score indicating a workplace climate intolerant of sexual harassment.

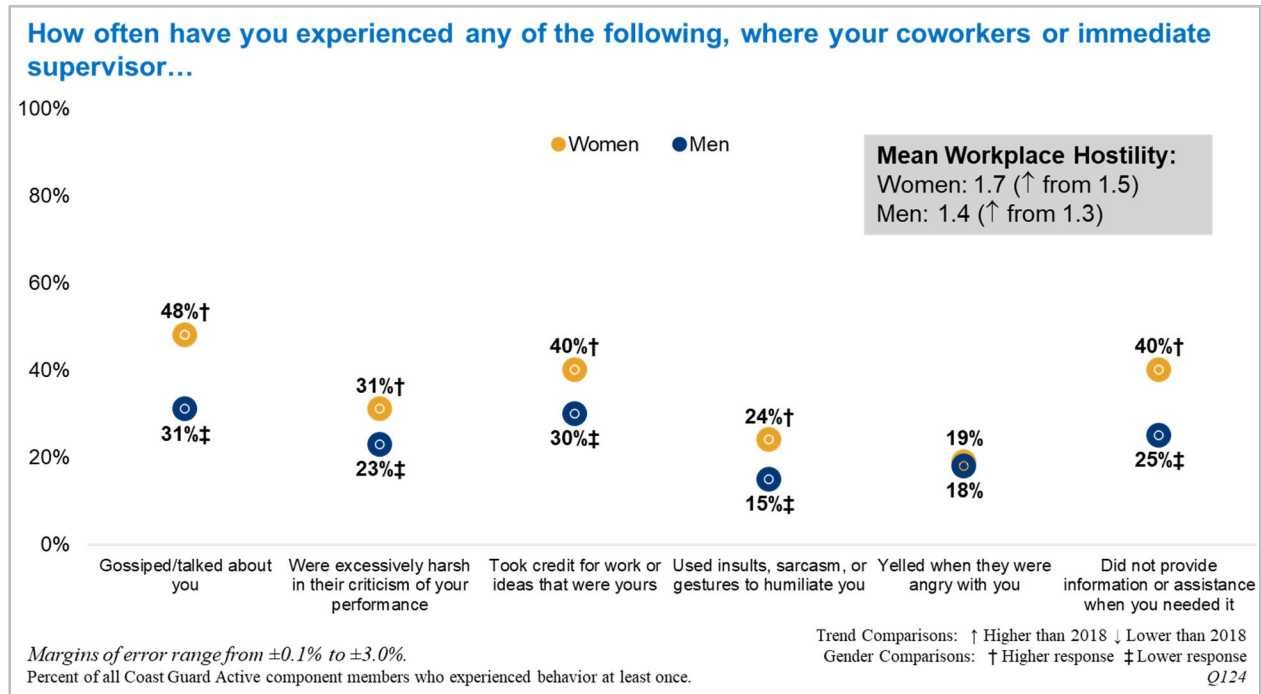
The average score for the psychological climate for sexual harassment was 3.8 for women and 4.3 for men, suggesting an overall positive assessment of the military workplace by Coast Guard Active component members. However, women provided significantly less positive assessments of the climate for sexual harassment than did men. More specifically, 17% of women compared to significantly fewer men (5%) agreed with the statement that it would be risky to file a sexual harassment complaint in their current military workplace. Women were also significantly less likely than men to agree that they would feel comfortable making a sexual harassment complaint in their workplace (58% of women compared to 74% of men), less likely to agree that penalties against individuals who sexually harass other are strongly enforced (56% of women compared to 77% of men), and significantly less likely to agree that actions in their military workplace are being taken to prevent sexual harassment (70% of women compared to 85% of men).

Figure 30.***Psychological Climate for Sexual Harassment in the Coast Guard Active Component*****Workplace Hostility**

Workplace hostility refers to the degree to which individuals in the workplace act in an angry or hostile manner toward others in the workplace. Workplace hostility encompasses behaviors such as interfering with a member's work performance, not providing assistance when needed, or using insults, sarcasm, or gestures to humiliate the member. For the 2021 WGR, Service members were able to provide assessments regarding the frequency of experiencing behaviors consistent with workplace hostility and directed at them by their military coworkers or their immediate supervisor. Response options ranged from *never* (1) to *very often* (5), with higher scores indicating a more hostile workplace.

For women in the Coast Guard Active component, the average workplace hostility score was 1.7 (an increase from 1.5 in 2018) and was 1.4 for men (also increased from 1.3 in 2018). These scores suggest the vast majority of Coast Guard Active component members rarely or never experienced workplace hostility in 2021. However, women were significantly more likely than men to experience nearly every behavior (Figure 31). Among the hostile behaviors that women were more likely to experience than men were not being provided information or assistance when needed (40% of women compared to 25% of men) and being gossiped or talked about (48% of women compared to 31% of men).

Figure 31.
Workplace Hostility in the Coast Guard Active Component



Sexism

While a focus on factors contributing to risk for sexual violence victimization is useful in terms of prevention, the ability to measure factors that might contribute to risk for perpetration has been an enduring gap in military research. Indeed, the 2021 Independent Review Commission on Sexual Assault in the Military called for the need for the DoD to urgently take steps to undertake research regarding risk factors for perpetration to inform efforts to prevent perpetration (IRC, 2021). To this end, the 2021 WGR for the Active component included a measure for sexism, the Ambivalent Sexism Inventory, as one widely studied risk factor for perpetration of sexual violence.

The Ambivalent Sexism Inventory used on the 2021 WGR provides a unique approach to understanding sexism in the military by not only measuring the extent to which Service members endorse sexist beliefs but also allowing for the ability to distinguish between two types of sexist beliefs (hostile and benevolent) that Service members may endorse (Glick & Fiske, 1996). Hostile sexism refers to the negative attitudes that individuals have towards women and includes the more clearly antagonistic beliefs that we more traditionally associate with sexism. However, as the scale name suggests, ambivalent sexism also recognizes the seemingly positive or protective attitudes individuals may have towards women and characterizes these as a form of benevolent sexism. Both forms of sexism, hostile and benevolent, emphasize women's subordinate status to men and advance a limited and restrictive set of norms related to men's and women's roles. However, the pervasiveness of benevolent sexism, combined with its seemingly harmless and even affectionate nature, may present an equally important or perhaps even greater

challenge to women than hostile sexism. Individuals high in benevolent sexism may appear chivalrous and respectful towards women they perceive as needing and deserving of their protection. Indeed, research has shown that higher levels of benevolent sexism may even influence *more* bystander intervention in certain settings or with certain victims (Leone et al., 2020). However, women who fail to adhere to norms associated with their gender (for example, by serving in the military or serving in specific occupations or roles within the military) may elicit a strong negative reaction from individuals who endorse hostile or benevolent forms of sexism. Accordingly, scholars have called for greater attention to both forms of sexism and more research related to the implications of benevolent sexism in particular (Lee, Glick, and Fiske, 2010).

Although the use of the Ambivalent Sexism Inventory (Glick & Fiske, 1996) to measure sexist attitudes among civilian populations is widespread,³³ there have been relatively few applications of ambivalent sexism in the military and none that were generalizable to the full Active component population. However, prior research suggests that benevolent and hostile sexism are related to several important outcomes related to sexual violence victimization and perpetration, including labeling an unwanted experience as sexual assault (LeMaire et al., 2016), others' reactions to sexual harassment (Law & McCarthy, 2017), the likelihood of engaging in sexual harassment (Begany & Milburn, 2002), and men's rape proclivity (Durán, Megías, & Moya, 2018; Masser et al., 2006; Thomae & Viki, 2013).

Importantly, research suggests that beyond focusing on the role of individual sexist beliefs as a risk factor for perpetration of sexual violence, shifting norms related to sexism may also provide a critical approach to prevention of sexual harassment and sexual assault. Individuals who endorse sexist attitudes themselves may be emboldened by the sense that their beliefs are widely accepted or may be so outspoken in their beliefs so as to create the (false) perception that their sexist attitudes are widely endorsed (Do & Samuels, 2021). A recent study focused on the relationship between sexism and sexual harassment among military members concluded that experiencing harassment was more influenced by perceptions of tolerance for sexism than any other aspect of organizational climate (Harris, McDonald, & Sparks, 2017). Accordingly, interventions that reduce individual sexist attitudes and misinformation regarding peer or organizational norms may contribute to reducing the prevalence of sexual misconduct.

The 2019 WGR survey of Reserve component members (*2019 WGR*) is the first known large-scale use of the Ambivalent Sexism Inventory to measure sexism among military members in a generalizable manner. The *2021 WGR* deployed the same shortened version of the Ambivalent Sexism Inventory (Rollero et al., 2014) used on the *2019 WGR* but limited to Active component members. The scale is comprised of 12 items (six items each for benevolent and hostile sexism) measured on a six-point scale ranging from strongly disagree (1) to strongly agree (6). To construct the hostile sexism and benevolent sexism scores, responses to the hostile and benevolent sexism items were averaged separately, with a higher score indicating more sexist attitudes. Consistent with prior research and the *2019 WGR*, the 12 sexism items loaded onto two factors in accordance with hostile and benevolent sexism. The Cronbach's alpha

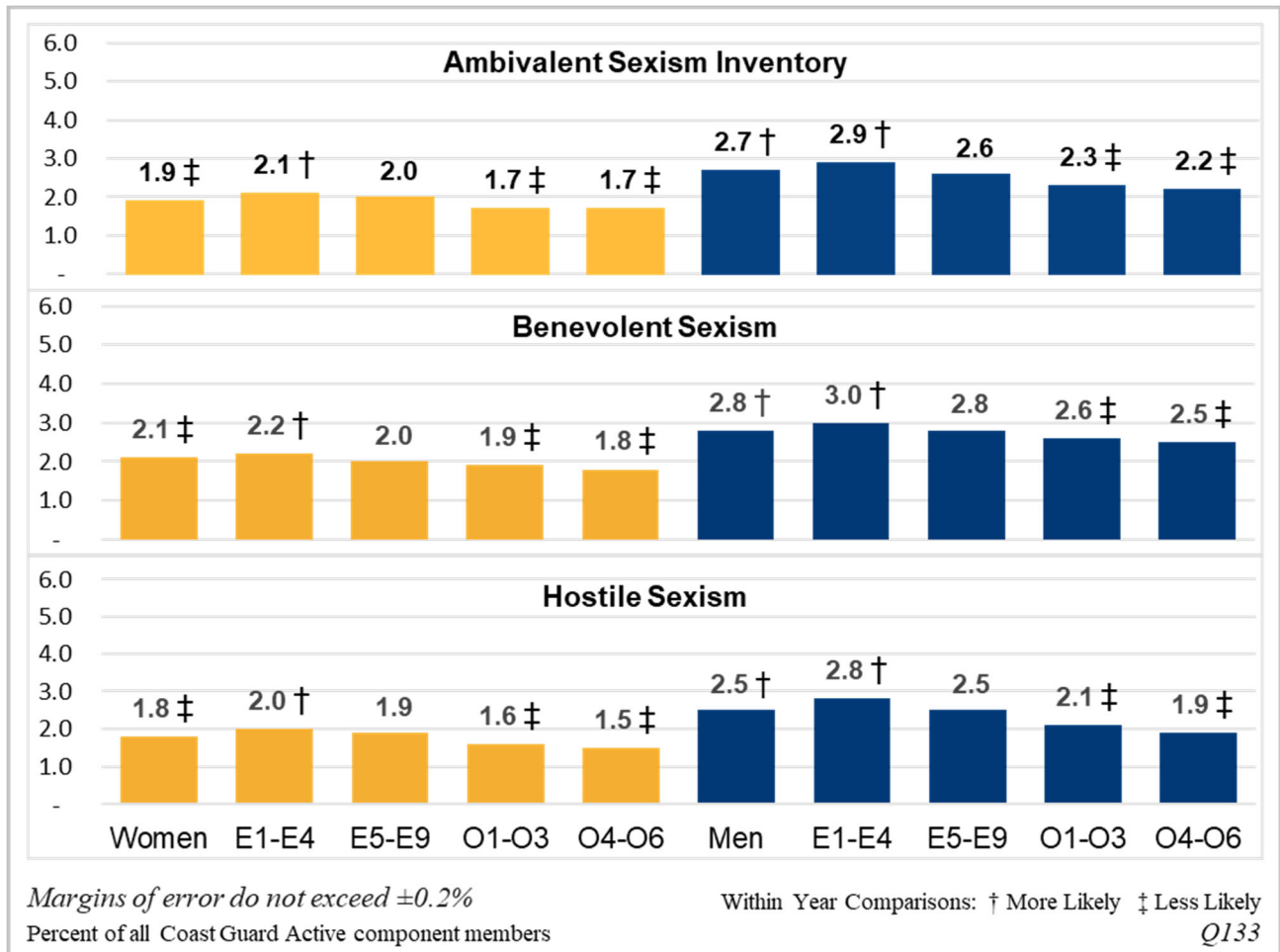
³³ Though numerous civilian studies have leveraged the ASI, these studies have been correlational in nature and have used samples of specific subsets of the population (for example, college students). To our knowledge, no study has leveraged the ASI to generate generalizable estimates of benevolent and/or hostile sexism for the American public.

reliability statistic for the Ambivalent Sexism Inventory overall was 0.89 and the reliability statistic for each subscale was 0.90 for hostile sexism and 0.83 for benevolent sexism.

The overall sexism scores for Coast Guard Active component women were significantly lower than for men (1.9 and 2.7, respectively). Likewise, the scores for benevolent and hostile sexism for women (2.1 and 1.8, respectively) were significantly lower than for men (2.8 and 2.5, respectively). Overall, women and men in the Coast Guard Active component disagreed with both benevolent and hostile sexist beliefs, but the results demonstrate that a sizable proportion of women and men agreed. On average, about one out of five men (19%) and one out of twenty women (5%) agreed with benevolent sexist beliefs. Meanwhile, on average, a similar proportion of men (14%) and 5% of women agreed with hostile sexist beliefs.

Junior enlisted men (those in paygrade categories E1 to E4) were significantly more likely than other men to endorse both benevolent and hostile sexist beliefs (with an average score of 3.0 and 2.8, respectively) and the same was true for junior enlisted women compared to other women (with an average score of 2.2 and 2.0, respectively; Figure 32).

Figure 32.
Coast Guard Active Component: Ambivalent Sexism Inventory Scores by Gender and Paygrade



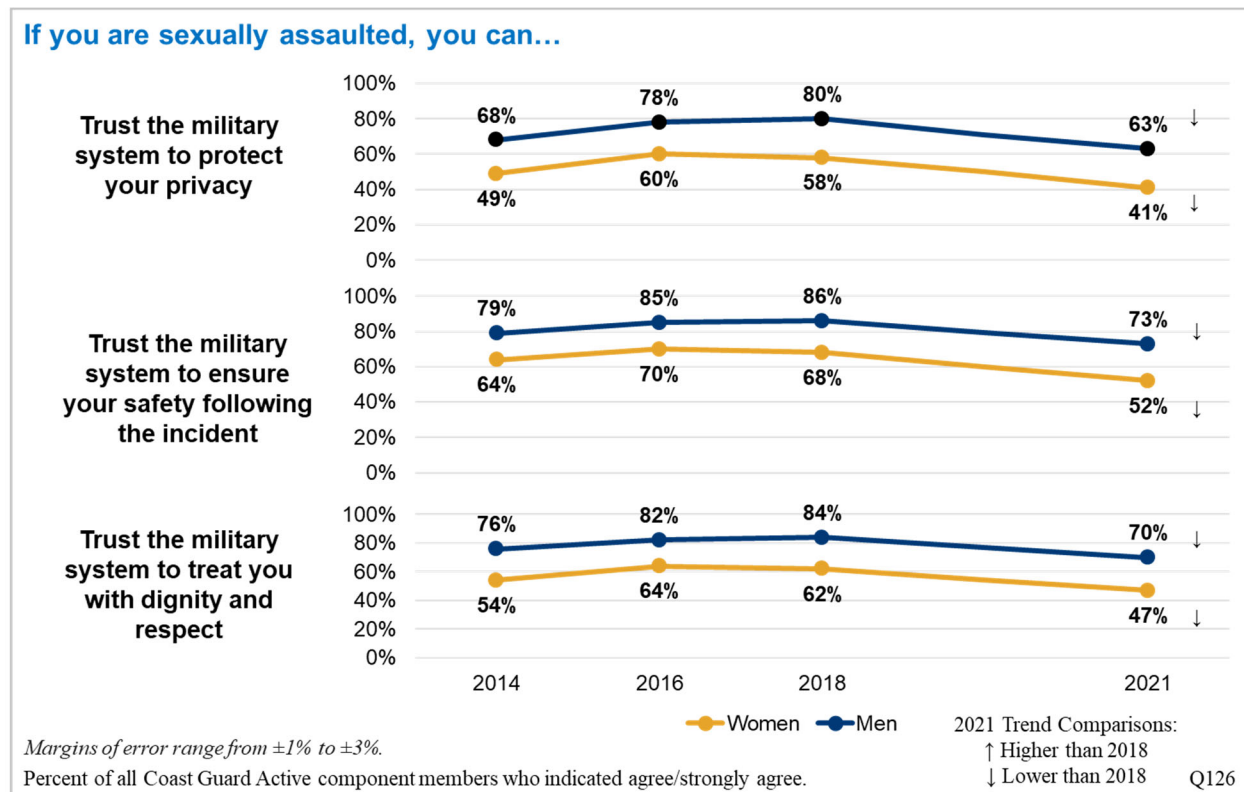
Trust in the Military System

Trust—in leaders and the military system—is paramount to the response framework for sexual assault. Service members who believe that they can rely on their leadership and the military’s system of justice to treat them fairly—with dignity and respect—may be more likely to report unwanted experiences. Moreover, prior research suggests that the perception of procedural justice (a fair process) may be more influential, in terms of a victim’s willingness to report future incidents, than the actual outcome of the process (Tyler, 2004; Nix et al., 2015). The same may be true for others who observe the victim’s positive or negative reporting experience.

Overall, Coast Guard Active component members expressed a great deal of trust in the military system (Figure 33). However, there were significant and sizable decreases in the extent of trust since 2018 and significant differences in the perceptions of women versus men. Approximately two-fifths of women (41%, significantly less than the 58% in 2018) agreed that if they were sexually assaulted the military system would protect their privacy, 52% of women (significantly

less than the 68% in 2018) agreed that the system would ensure their safety, and 47% of women (significantly less than the 62% in 2018) agreed that they would be treated with dignity and respect. Meanwhile, 63% of men (significantly less than the 80% in 2018) agreed that if they were sexually assaulted the military system would protect their privacy, 73% of men (significantly less than the 86% in 2018) agreed that the system would ensure their safety, and 70% of men (significantly less than the 84% in 2018) agreed that they would be treated with dignity and respect.

Figure 33.
Coast Guard Active Component Members' Trust in the Military System



Chapter 5: Conclusion

The Workplace and Gender Relations (WGR) survey fulfills a critical surveillance function for the US Coast Guard by providing the ability to assess the progress of efforts to prevent and better respond to unwanted sexual contact, sexual harassment, and gender discrimination. The results of the 2021 Workplace and Gender Relations Survey of Military Members (2021 WGR) reveal that substantial work remains to be done. Indeed, despite the inability to make comparisons to prior years in the prevalence of unwanted sexual contact, the stability in the rates of sexual harassment and gender discrimination for Coast Guard Active component members reflect the enduring challenges. We conclude this report by presenting a summary of the key insights below.

Key Insights

The results of the 2021 WGR provide the following key insights:

1. **An estimated 506 Coast Guard Active component members experienced past year unwanted sexual contact.**³⁴ A key limitation of the transition to the unwanted sexual contact measure in 2021 is the inability to make statistical comparisons to sexual assault prevalence estimates from prior years. However, the unwanted sexual contact measure provides a proxy for sexual assault by identifying individuals who have experienced sex-related behaviors which constitute elements of offenses prohibited by the Uniform Code of Military Justice (UCMJ) and for which they are eligible to receive Sexual Assault Prevention and Response (SAPR) support services while balancing the burden to the respondent by using far fewer questions and less invasive content than the previous sexual assault metric. As the Office of People Analytics (OPA) continues to take steps to address concerns regarding declining response rates across nearly all of the DoD's large-scale surveys, reducing the length of key metrics will be important. While there has been a great deal of interest in making comparisons between the prevalence estimates for military members and members of the general public, such comparisons have been impossible because of substantial differences in the metrics and methodologies for collecting these data.³⁵ However, the Bureau of Justice Statistics (BJS) is currently testing a new behaviorally informed and self-administered metric that is more consistent with the DoD's unwanted sexual contact metric.³⁶ Further review is necessary to determine whether the changes to the BJS metric may make comparisons between military members and the general public feasible in the future. Ultimately, a key feature

³⁴ The number of Service members who experienced past year unwanted sexual contact is an estimate with an associated margin of error. The true estimate for the Active component falls between 33,815 and 37,993. The true estimate for the Reserve component falls between 10,393 and 13,280.

³⁵ For one exception, see the National Intimate Partner and Sexual Violence Survey (NISVS) conducted by the Centers for Disease Control and Prevention (CDC).

³⁶ For example, see the Methodological Research to Support the National Crime Victimization Survey: Self-Report Data on Rape and Sexual Assault—Pilot Test available at <https://www.ojp.gov/ncjrs/virtuallibrary/abstracts/methodological-research-support-national-crime-victimization-survey>.

of the WGR surveys is to monitor change over time and the 2023 WGR will allow for trend comparisons to 2021.

2. **Estimated rates of misconduct highly correlated with sexual assault remained stable for Coast Guard Active component members suggesting that sexual assault prevalence was likely consistent with 2018.** Decades of research point to the relationship between sexual harassment, gender discriminatory behaviors, and sexual assault. Accordingly, the stability since 2018 in the prevalence of these behaviors for Coast Guard Active component members suggests that the gender relations climate in the military has not improved, but did not worsen as it did in the DoD. Identifying the circumstances that contributed to these outcomes may be beneficial for identifying potential shortcomings or opportunities to apply the lessons learned.
3. **Periods of transition, particularly the first 120 days in a unit, may present a critical window for prevention of unwanted sexual contact.** It has long been recognized that periods of transition pose a threat to individual readiness. Accordingly, it may come as no surprise that Coast Guard Active component women may also face a heightened risk for experiencing unwanted sexual contact during those periods. Indeed, over half (52%) of women in the Active component experienced their worst incident of unwanted sexual contact within 120 days of arriving to, or transitioning out of, their unit. Identifying these windows of time can also provide an immediate target area for prevention.
4. **The 2021 WGR highlights the enduring challenge related to reporting of unwanted sexual contact in the military.** As in prior years, the majority of women in the Coast Guard Active component did not report their worst incident of unwanted sexual contact they experienced in the year prior to the survey. Nearly half of women did not report because they thought it was not serious enough to report or were worried about potential negative consequences from their military coworkers or peers. These results highlight that women still don't think their experience met the threshold for them to report it and also point to fears about the personal and professional consequences of reporting for victims of sexual violence.
5. **The 2021 WGR provides additional evidence regarding the relationship between sexual harassment, stalking, and unwanted sexual contact as well as additional insights to inform prevention and response.** While prior research clearly demonstrates that environments conducive to sexual harassment may be associated with higher risk for sexual assault, establishing the direct connection between incidence of sexual harassment and assault has been more difficult to measure. Consistent with prior years, the *2021 WGR* reveals a substantial proportion of Coast Guard Active component women who experienced unwanted sexual contact were sexually harassed and/or stalked by the same alleged offender. These results suggest the continued need to address and adequately respond to lower-level behaviors such as sexual harassment and stalking to potentially prevent unwanted sexual contact or sexual assault.
6. **While prior WGR reports have included estimates of the prevalence of sexual assault and sexual harassment for lesbian, gay, or bisexual (LGB) DoD members, the *2021 WGR Coast Guard Overview Report* includes prevalence estimates for**

additional minority groups for the first time. Among the recommendations of the 2021 IRC approved by the Department was the need to “improve data collection, research, and reporting on sexual harassment and sexual assault to better reflect the experiences of Service members from marginalized populations—including LGBTQ+ Service members, and racial and ethnic minorities.” Importantly, we found significant differences in the prevalence of unwanted sexual contact, sexual harassment, and gender discrimination associated with the sexual orientation of Service members. The results demonstrate the critical importance of disaggregating the data to examine the experiences of racial/ethnic and sexual minority Coast Guard Active component members and to monitor the extent to which existing prevention and response efforts are effective for these members.

7. **Women were more likely to experience unhealthy climates.** Prior research has demonstrated the influence of workplace climate on not only the perpetration of sexual assault or sexual harassment but also on victim reporting decisions and recovery (Buchanan et al., 2014; Sadler et al., 2017; Sadler et al., 2018; Willness et al., 2007). Moreover, perceptions by Coast Guard Active component members of the equal opportunity climate are also directly related to other outcomes that are important to the Coast Guard, including unit cohesion, job satisfaction, and organizational commitment (Estrada et al., 2011; Walsh et al., 2010). The 2021 WGR revealed significant differences between men and women regarding perceptions of the unit climate. These differences portend the reality that many women continue to face challenges in the Coast Guard. Differences between women and men regarding the level of tolerance for sexual harassment in particular demonstrates the ways in which these specific unwanted gender-related behaviors are able to persist. Estrada and colleagues (2011) suggest that serving in a unit with a poor climate with regard to sexual harassment may be as detrimental to the wellbeing of Service members as experiencing sexual harassment itself. Serving in an unhealthy climate may erode members’ trust in their peers, in their leadership, and in the Coast Guard.
8. **Trust in the system is declining.** Trust—in leaders and the military system—is paramount to the Coast Guard’s response framework for sexual assault. However, Coast Guard component members’ sense of trust in the system significantly declined in 2021. More specifically, Coast Guard Active component members were less likely to trust that if they were sexually assaulted the military system would protect their privacy, ensure their safety, or treat them with dignity and respect. The significant and sizable decline in trust in the system may be among the most important barriers to reporting sexual assault. However, the decline in trust in the system may also reflect a broader issue—and one with real implications for retention—that merits further attention and research.
9. **The vast majority of Active component members reject rape-supportive myths.** The results of the 2021 WGR for Coast Guard Active component members also reveal an overall low level of rape myth acceptance in the Coast Guard. These data challenge assumptions or stereotypes about a culture in which rape-supportive beliefs are rampant. On the contrary, the results suggest that the vast majority of Coast Guard Active component members reject rape-supportive myths. It is important to note that aggregate estimates, focusing on the Coast Guard Active component overall, may mask important

differences within subgroups (e.g., specific units or occupations). For example, junior enlisted men and women were significantly more likely to accept rape myths than higher ranking men and women, suggesting that an intervention focused on these newer members may be beneficial. Future research should explore such differences in order to better support the evaluation and development of sexual assault prevention policies and programs.

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Appendix A. Coast Guard Reserve Component Top-Line Results

**DATA
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DECISION
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Coast Guard Reserve Component Top-Line Results

This appendix presents the top-line results from the *2021 Workplace and Gender Relations Survey of Military Members (2021 WGR)* for individuals serving in the Coast Guard's Reserve component.³⁷ Table 5 presents all prevalence estimates by gender, race/ethnicity and sexual orientation. Within year (i.e., 2021) comparisons are made by group. Differences noted by gender compare women to men. Differences noted by race/ethnicity compare (for example) non-Hispanic White women to all other women. Differences noted by sexual orientation compare LGB Service members to Heterosexual Service members. However, estimates for LGB women and LGB men are compared to estimates for Heterosexual women and Heterosexual men, respectively. The annotation "NR" indicates that a specific result is not reportable due to low reliability. Estimates of low reliability are not presented based on criteria defined in terms of nominal number of respondents (less than 5), effective number of respondents (less than 15), or relative standard error (greater than 0.225). Effective number of respondents takes into account the finite population correction (fpc) and variability in weights. An "NR" presentation protects the Department, and the reader, from drawing incorrect conclusions or potentially presenting inaccurate findings due to instability of the estimate. Unstable estimates usually occur when only a small number of respondents contribute to the estimate. Caution should be taken when interpreting significant differences when an estimate is not reportable (NR). Although the result of the statistical comparison is sound, the instability of at least one of the estimates makes it difficult to specify the magnitude of the difference.

Estimated Past Year Unwanted Sexual Contact Prevalence Rates

Substantive changes were made to the survey questionnaire in 2021 as part of the Office of Management and Budget (OMB) survey clearance process conduct in accordance with the Paperwork Reduction Act. Most notably, the metric used to estimate the prevalence of sexual assault (the 41-item RAND sexual assault metric used on WGR surveys of the Active and Reserve components since 2014) was replaced with a five-item unwanted sexual contact metric currently used on the Service Academy Gender Relations (SAGR) survey and similar to the single-item unwanted sexual contact metric used on previous Department of Defense (DoD) gender relations surveys. Whether the current five-item metric and the RAND sexual assault metric produce comparable estimates has not been rigorously tested (i.e., using a randomized controlled trial). Accordingly, this report does not provide statistical comparisons between the unwanted sexual contact estimates generated in the *2021 WGR* and sexual assault estimates from previous survey years. The Office of People Analytics (OPA) also encourages readers and analysts to use caution with regard to comparisons between any unwanted sexual contact estimates provided in this report and sexual assault or unwanted sexual contact estimates provided in previous survey years. For further discussion regarding the metric changes over the years, see chapter 1 of this report.

³⁷ The term "Reserve Component" refers collectively to the seven individual Reserve components of the Armed Forces: the Army National Guard (ARN), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USCMR), the Air National Guard (ANG), the Air Force Reserve (USAFR), and the Coast Guard Reserve (USCGR).

Unwanted sexual contact refers to a range of behaviors prohibited by the Uniform Code of Military Justice (UCMJ) and include penetrative sexual assault (completed intercourse, sodomy [oral or anal sex], and penetration by an object), non-penetrative sexual assault (unwanted touching of genitalia), and attempted penetrative sexual assault (attempted sexual intercourse, sodomy [oral or anal sex], and penetration by an object). Service members were asked to identify unwanted behaviors that occurred in the past 12 months.

In 2021, the past year unwanted sexual contact rate for women in the Coast Guard's Reserve component was less than 0.1% (Table 5). The past year unwanted sexual contact rate for men was 0.8%.

Table 5.

Estimated Past Year Unwanted Sexual Contact, Sexual Harassment, and Gender Discrimination Prevalence Rates, Coast Guard Reserve Component

	Unwanted Sexual Contact	Sexual Harassment	Gender Discrimination
	2021	2021	2021
Women	<0.1%	8.6%†	11.3%†
Non-Hispanic White	<0.1%	9.8%	12.4%
Total Minority	<0.1%	7.1%	9.0%
Men	0.8%	1.7%‡	0.4%‡
Non-Hispanic White	1.1%	2.4%	0.5%
Total Minority	<0.1%	<0.1%	0.3%
LGB	NR	11.2%	NR
Women	<0.1%	NR	NR
Men	NR	NR	NR
Heterosexual	0.6%	2.1%	1.1%
Women	<0.1%	3.8%	6.9%
Men	0.7%	1.9%	0.3%

*Difference with prior survey year is significant at $p < .01$

NR = Not Reportable

† More likely; ‡ Less likely

Estimated Past Year Sexual Harassment and Gender Discrimination Prevalence Rates

Sex-based Military Equal Opportunity (MEO) violations include behaviors in line with either sexual harassment or gender discrimination. We further describe the metrics used to construct the sexual harassment and gender discrimination estimates in chapter 1 of this report. In 2021, the past year sexual harassment prevalence rate for women in the Coast Guard's Reserve component was 8.6% and the past year prevalence rate for gender discrimination was 11.3%. In 2021, the past year sexual harassment prevalence rate for men was 1.7% and the prevalence rate for past year gender discrimination was 0.4%.

Appendix B. Frequently Asked Questions

**DATA
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Frequently Asked Questions

The Office of People Analytics (OPA) has been conducting surveys of gender issues for the active duty military since 1988. OPA uses scientific, state-of-the-art statistical techniques to draw conclusions from random, representative samples of the active duty populations. To construct estimates for the *2021 Workplace and Gender Relations Survey of Military Members* (*2021 WGR*), OPA used complex sampling and weighting procedures to ensure accuracy of estimates to the full population of interest (Active component or Reserve component). This approach, though widely accepted as the standard method to construct generalizable estimates, is often misunderstood. The following details provide answers to some common questions about our methodology as a whole and the *2021 WGR* specifically.

❖ What was the population of interest for the 2021 WGR?

- The target population for the Active component consisted of members from the Army, Navy, Marine Corps, Air Force (including the Space Force), and the Coast Guard. Sampled military members were below flag rank and had been in the Active component for at least ten months.
- The target population for the Reserve component consisted of members from the Selected Reserve in Reserve Units, Active Guard/Reserve (AGR/FTS/AR, Title 10 and 32), or Individual Mobilization Augmentee (IMA) programs from the Army Reserve, Army National Guard, Navy Reserve, Marine Corps Reserve, Air Force Reserve, the Air National Guard, and the Coast Guard Reserve. Sampled military members were below flag rank and had been in the Reserve component for at least nine months.
- Historically, the survey of the Active and Reserve component are conducted in opposite years. However, due to the COVID-19 pandemic response, the 2020 survey of the Active component (*2020 WGRA*) was postponed. Accordingly, and consistent with authorizations provided by the fiscal year 2021 National Defense Authorization Act (FY 21 NDAA), both the Active and Reserve component surveys occurred in 2021.
- The weighted total response rate for the *2021 WGR* was 14.5%, inclusive of the Coast Guard. The weighted response rate for the Department of Defense (DoD) Active component was 13.0% and 13.7% for the DoD Reserve component.

❖ The 2021 WGR uses “sampling” and “weighting.” Why are these methods used and what do they do?

- Simply stated, sampling and weighting allows for data, based on a sample, to be accurately generalized up to the total population. In the case of the *2021 WGR*, this allows OPA to generalize to the full population of Active or Reserve component members that meet the criteria listed above.
- In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by gender and component (e.g., all male Army Reserve personnel in one group, all female Army

Reserve personnel in another). Members are chosen at random within each group so that all eligible military members have an equal chance of selection to participate in the survey. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses (approximately 500) from small groups to provide reliable estimates for population subgroups.

- OPA scientifically weights the data so findings can be generalized to the full population of interest (Active component or Reserve component members). Within this process, statistical adjustments are made to ensure the sample more accurately reflects the characteristics of the population from which it was drawn. This ensures that the oversampling within any one subgroup does not result in overrepresentation in the total force estimates, and also properly adjusts to account for survey nonresponse.
- This methodology meets industry standards used by government statistical agencies, including the Census Bureau, Bureau of Labor Statistics, National Agricultural Statistical Service, National Center for Health Statistics, and National Center for Education Statistics. In addition, private survey firms including RAND, Westat, and RTI use this methodology, as do well-known polling firms such as Gallup, Pew, and Roper.

❖ **Are survey estimates valid with only a 13% weighted response rate for the Active component or 13.7% weighted response rate for the Reserve component?**

- The overall response rates (13% and 13.7% for the DoD Active and Reserve components, respectively), though lower than the *2018 WGRA* response rate of 17% and *2019 WGRR* response rate of 14%, are consistent with recent large-scale military surveys. OPA's access to administrative record data support a rigorous sampling and weighting process that provide for the reliability of the estimates despite the lower response rate.
- OPA uses accurate administrative records (e.g., demographic data) for the Reserve component population both at the sample design stage as well as during the statistical weighting process to account for survey nonresponse and poststratification to known key variables or characteristics. Prior OPA surveys provide empirical results showing how response rates vary by many characteristics (e.g., paygrade and Service). OPA uses this information to accurately estimate the optimum sample sizes needed to obtain sufficient numbers of respondents within key reporting groups (e.g., Army Reserve, women). After the survey is complete, OPA makes statistical weighting adjustments so that each subgroup (e.g., Army Reserve, E1–E3, and women) contributes toward the survey estimates proportional to the known size of the subgroup.
- In addition, OPA routinely conducts “Nonresponse Bias Analyses” on the Gender Relations surveys. This type of analyses measures whether respondents to the survey are fundamentally different from nonresponders on a variety of dimensions. If differences are found, this may be an indication that there is bias in the estimates produced. The 2021 WGR nonresponse bias analyses are included in the 2021 WGRA SMR (OPA, 2022a) and the 2021 WGRR SMR (OPA, 2022b).

❖ **Is 13% a common response rate for other military or civilian surveys?**

- Response rates of less than 30% are not uncommon for surveys that use similar sampling and weighting procedures. Many civilian surveys often do not have the same knowledge about the composition of the total population in order to generalize results to the full population via sampling and weighting. Therefore, these surveys often require much higher response rates in order to construct accurate estimates. For this reason, it is difficult to compare civilian survey response rates to OPA survey response rates. However, many of the large-scale surveys conducted by DoD or civilian survey agencies rely on similar sampling and weighting procedures as OPA to obtain accurate and generalizable findings with response rates lower than 30% (see Q5). Of note, OPA has a further advantage over these surveys by maintaining the administrative record data (e.g., demographic data) on the full population. These data, rarely available to survey organizations administering surveys in the civilian sector, are used to reduce bias associated with the weighted estimates and increase the precision and accuracy of estimates.
- ❖ **Can you give some examples of other studies with similar response rates that were used by DoD to understand military populations and inform policy?**
 - The *2018 Health Related Behaviors Survey (2018 HRBS)* conducted by the RAND Corporation had an overall weighted response rate of 9.6% (for the Active and Reserve components combined). The HRBS is the DoD's official survey for describing the overall health and well-being of military members.
- ❖ **What about surveys that study the total U.S. population? How do they compare?**
 - Surveys of sensitive topics and rare events rely on similar methodology and response rates to project estimates to the total U.S. adult population. For example, the *2010 National Intimate Partner and Sexual Violence Survey (NISVS)*, conducted by the Centers for Disease Control and Prevention (CDC), calculated population estimates on a variety of sensitive measures based on about 18,000 interviews, reflecting a weighted response rate of between 28% to 34%.

Appendix C. Survey Instrument

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2021 Workplace and Gender Relations Survey of Military Members

Survey Instrument

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2021 Workplace and Gender Relations Survey of Military Members



OFFICE OF PEOPLE ANALYTICS

**Welcome to the Department of Defense (DoD)
Office of People Analytics (OPA) Survey Portal**

Please enter your [Ticket Number](#):

Don't have a Ticket Number?

Notice: You will be redirected to a secure website under contract with the Data Recognition Corporation in partnership with the Department of Defense. If you have any questions, please contact the Survey Processing Center by calling, toll-free 1-800-881-5307.

[Frequently Asked Questions](#)
[Section 508 Compliance](#)

2021 Workplace and Gender Relations Survey of Military Members




OFFICE OF PEOPLE ANALYTICS

Workplace and Gender Relations Survey of Military Members

Welcome

This survey will assess your views about gender relations in your military workplace and your experiences in the past year with 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 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 OMB license for this survey is 0704-0615, expiring 03/31/2022.

[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 improve the website and the performance of our web-based surveys. This non-personal information helps to 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 \(29 U.S.C. 1794d\) as amended in 1997](#).

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

[Frequently Asked Questions / How to Contact Us](#)

2021 Workplace and Gender Relations Survey of Military Members

AGENCY DISCLOSURE NOTICE (ADN)

The public reporting burden for this collection of information, OMB Control Number: 0704-0615, 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 (DoD), Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil (OMB Control Number: 0704-0615). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

PRIVACY ADVISORY

Participants were identified for the full or abbreviated version of this survey via a process of random selection. These research conditions pose no harm to participants. Your name and contact information have been used only for the distribution of this survey. Your responses to the demographic questions will allow DoD to better analyze all responses among varying demographic groups. Responding to this survey is voluntary. The survey is confidential and your individual responses will not be released to anyone. Therefore, any responses you provide regarding experiences of unwanted gender-related behaviors will not impact your reporting options. The Office of People Analytics (OPA) has received a federal "Certificate of Confidentiality" that provides additional protection against any attempt to subpoena confidential survey records. 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. This survey assesses the respondent's perspective regarding experiences of sexual harassment, gender discrimination, and sexual assault. Any reference to a perpetrator is not intended to convey guilt or innocence of any person.

ADDITIONAL INFORMATION

10 USC Sections 136, 481, 1782, 2358, 14 USC 1, and Section 570 of the FY13 NDAA, authorize the DoD to conduct this survey. Results will be provided to the DoD, each Military Department, and Members of Congress. Results from these surveys will be posted on the web: <https://www.opa.mil>

The data collection procedures are not expected to involve any risk or discomfort to you. OPA uses well-established, scientific procedures to randomly select a sample representing the Defense community based on combinations of demographic characteristics (for example, Service and gender). In order to increase efficiency and to improve the user experience for future OPA surveys, participants identified for this survey were randomly assigned to receive different types of recruitment materials. Some individuals were also randomly assigned to receive both an online and paper version of the survey. These research conditions pose no harm to participants.

In no case will individual identifiable survey responses be reported. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, survey research.

The government and its contractors have a number of policies and procedures to ensure the survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses.

Your responses could be used in future research. 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, Service/component and gender). 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. 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.

Some findings may be published by the Office of People Analytics (OPA) or in professional journals, or presented at scientific conferences.

2021 Workplace and Gender Relations Survey of Military Members

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.

A respondent who experienced sexual harassment or sexual assault may experience discomfort and/or other emotions while completing the survey. Contact information is provided below for those who experience such discomfort.

- **If you are a victim of sexual assault, or a person who wishes to prevent or respond to this crime**, you may want to contact a Sexual Assault Response Coordinator (SARC) or a Victim Advocate (VA).
 - To reach the DoD Safe Helpline 24/7 for restricted/unrestricted reporting and established DoD Sexual Assault Services, call a hotline number:
 - Toll-Free: 1-877-995-5247
 - DSN: 877-995-5247
 - Other: 202-540-5962
 - Worldwide: <https://www.safehelpline.org/> or www.sapr.mil/
- **If you are a victim of sexual harassment, or a person who wishes to prevent or respond to it**, you may want to contact your Service's local sexual harassment or equal opportunity office.
 - To reach a hotline for your Service, call:
 - Army: 1-877-995-5247
 - Navy: 1-800-253-0931
 - Marine Corps: 1-703-784-9371
 - Air Force: 1-888-231-4058
 - Space Force: 1-888-231-4058
 - Coast Guard: 1-888-992-7387

If you experience any difficulties while taking the survey, please contact the Survey Processing Center by sending an e-mail to wgr-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.R202.PR@mail.mil

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to March 3, 2022. Please include in the e-mail or phone message your name and Ticket Number. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* 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: wgr-survey@mail.mil

FREQUENTLY ASKED QUESTIONS

What is the Health & Resilience (H&R) Program?

- The Health & Resilience (H&R) Division within the Office of People Analytics (OPA) is a DoD personnel program that features 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 on the full range of personnel issues.

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 0704-0615, expiring 03/31/2022.

How did you pick me?

- OPA uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., Service, gender).
- This year, Service members who are not part of the randomly selected sample may still elect to participate in an abbreviated version of the survey. The abbreviated survey takes less than five minutes to complete.

2021 Workplace and Gender Relations Survey of Military Members

Why should I participate?

- This is your chance to be heard on issues that directly affect you and your unit, including policies and practices regarding unit culture, unit climate, and gender-related issues.
- Your responses on this survey *make a difference*.

What is wgr-survey@mail.mil?

- The official e-mail address for communicating with military members about the survey. The "wgr" is short for Workplace and Gender Relations Survey.

Why am I being asked to use the web?

- Web administration enables us to collect and share the results faster.

Why are you using a .net instead of a .mil domain to field your survey?

- The survey is administered by our contractor, Data Recognition Corporation, an experienced survey operations company. The survey collection tool starts on a .mil site within DoD. Once you enter your ticket number, you are redirected to our contractor's site which uses a .net domain. This allows everyone to access the survey, even from a non-government computer.

Do I have to answer all questions?

- No, it is not necessary to answer every question. Within the survey screen, you have three control buttons: *Next*, *Previous*, and *Save and Return Later*. Use these buttons to navigate through the survey or skip questions. Use *Save and Return Later* to give yourself flexibility to complete the survey at a convenient time. When you return to the survey website, enter your Ticket Number to get to the place in the survey where you had stopped.

Why does the survey ask personal questions?

- OPA reports overall results, as well as results by certain characteristics, such as Service, gender, or race/ethnicity. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices.

Will my answers be kept private?

- Your response will be kept private to the extent permitted by law.
- If you answer any items in such a way that you indicate distress or being upset, 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.
- 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, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

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.

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 March 3, 2022 by sending an e-mail to wgr-survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name and Ticket Number.

Will I ever see the results of the survey?

- OPA posts survey results on the following website: <https://www.opa.mil>

2021 Workplace and Gender Relations Survey of Military Members

GLOSSARY

Term	Description
OPA	The Office of People Analytics (OPA) was established in 2016 to develop cutting-edge analytical methods and solutions for more effective personnel management in the Department of Defense (DoD). OPA's divisions comprise experts in various fields such as statistics, psychology, applied social science, information technology, and marketing outreach.
[Ask if....]	All [Ask if] text refers to the survey skip logic. Any question that has this text will only be shown to those who meet the criteria within the brackets based on their previous responses. Any question that does not have [Ask if] text was seen by all respondents.
Day of Week	The web survey was programmed to display the current day of the week for each individual participant based on when they first accessed the survey.
X Date	The web survey was programmed to display the current date minus one year to accurately reflect the previous 12 months for each individual participant based on when they first accessed the survey.
[workplace][military workplace]	The web survey used dynamic text tailored to each respondent based on the population. The first bracket contains the text shown to members in the Active component and the second bracket contains the text shown to members in the Reserve component.
MEO_FLAG	Flag created from positive endorsement of at least one of the following questions, including meeting [Ask if] criteria to see these questions: Q23, Q29, Q30, Q31, Q32, Q33, Q34, Q35, Q36, Q37, Q38, Q39, Q40, Q41, Q42, Q43, Q44, Q45, Q46, Q47, Q48a, Q48b, Q48c, Q49, Q50a, Q50b, Q50c, Q51, Q52, Q53, Q54, or Q55. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered sexual harassment or gender discrimination.
USCFLAG	Flag created from positive endorsement of at least one of the following items: Q73a, Q73b, Q73c, Q73d, or Q73e. Endorsement of at least one of these items indicates meeting the survey's criteria to be considered unwanted sexual contact.
USCCOUNT	Flag created from positive endorsement of at least one of the following items to denote how many different behaviors were endorsed: Q73a, Q73b, Q73c, Q73d, or Q73e.
USCRPTFLAG	Flag created from positive endorsement of at least one of the following questions to denote an unwanted event reported to a military authority: Q89 or Q90.

2021 Workplace and Gender Relations Survey of Military Members

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 military members. 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.

1. Were you [on active duty][a member of the National Guard or a Reserve component] on **December 6, 2021**?
☒ Yes
☒ No, I was separated or retired
2. Are you...?
☒ Male
☒ Female
3. [Ask if [POPFLG] = "Active Duty"] In the past 12 months, have you been deployed longer than 30 consecutive days?
☒ Yes, currently deployed
☒ Yes, deployed in the past 12 months, but not currently deployed
☒ No
4. [Ask if [POPFLG] = "Active Duty" and (Q3 = "Yes, currently deployed" or Q3 = "Yes, deployed in the past 12 months, but not currently deployed")] Where are/were you deployed?
☒ CONUS
☒ OCONUS
5. What is your current relationship status? *Mark one.*
☒ Married
☒ Living with a romantic partner (for example, a 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

ACTIVATION STATUS

In this survey, the term "activation" refers to the involuntary or voluntary call to active duty in support of a contingency of a National Guard/Reserve component member under Title 10 for Full Mobilization, Voluntary Active Duty, Partial Mobilization, or Presidential Callup, National Guard members on Full-Time National Guard Duty in a Title 32 status providing operational support, or National Guard members on State Active Duty. **It does NOT apply to members on full-time active duty (Active Guard Reserve [AGR], Full-Time Support [FTS], or Active Reserve [AR]), members performing inactive duty for training (IDT), or members performing annual training.**

6. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] In the past 12 months, have you been... Mark "Yes" or "No" for each item. Please include activations that started more than 12 months ago and continued into the past 12 months.

	Yes	No
a. Federally activated (in a Title 10 status)? If you have been Active Guard Reserve (AGR), Full-Time Support (FTS), or Active Reserve (AR) for the past 12 months, select "No."	☒	☒
b. Activated in a Title 32 status?	☒	☒
c. Activated for State Active Duty?	☒	☒

YOUR MILITARY WORKPLACE

7. [Ask if [POPFLG] = "Active Duty"] Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?
☒ Very likely
☒ Likely
☒ Neither likely nor unlikely
☒ Unlikely
☒ Very unlikely

2021 Workplace and Gender Relations Survey of Military Members

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.

8. Do you currently live in the same house or building that you did on [X Date]?
 - ☒ Yes
 - ☒ No
 - ☒ Do not remember
9. Are you the same rank today that you were on [X Date]?
 - ☒ Yes
 - ☒ No
 - ☒ Do not remember
10. Were you married or dating someone on [X Date]?
 - ☒ Yes
 - ☒ No
 - ☒ Do not remember

11. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] The next part of this survey asks about experiences that happened while you were on **military duty**, including National Guard or Reserve duty such as weekend drills, annual training, and any period in which you were on active duty. Do not include experiences that happened in your non-military job.

GENDER-RELATED EXPERIENCES IN THE MILITARY

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 **military duties**. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units.

These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your **military work**.

Remember, all the information you share will be kept confidential.

12. Since [X Date], did someone from work repeatedly tell sexual "jokes" that made you uncomfortable, angry, or upset?
 - ☒ Yes
 - ☒ No

"Someone from work" means **any person(s)** you have contact with as part of your **military duties**. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your **military work**.

13. 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

2021 Workplace and Gender Relations Survey of Military Members

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

14. 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

15. 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

16. 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

17. 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

18. 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

19. 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

20. [Ask if Q19 = "Yes"] Did this make you uncomfortable, angry, or upset?

☒ Yes
☒ No

2021 Workplace and Gender Relations Survey of Military Members

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21. 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

22. [Ask if Q21 = "Yes"] Did these attempts make you uncomfortable, angry, or upset?

☒ Yes
☒ No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

23. 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

24. [Ask if Q23 = "No response" or Q23 = "No"] 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 or routine uniform adjustments.*

☒ Yes
☒ No

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

25. Since [X Date], has someone from work made you feel as if you would get some [workplace][military workplace] benefit in exchange for doing something sexual? *For example, they hinted that they would give you a good evaluation/fitness report, a better 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

26. Since [X Date], has someone from work made you feel like you would get **punished or treated unfairly** in the [workplace][military workplace] if you did **NOT** do something sexual? *For example, they hinted that they would give you a bad evaluation/fitness report, a bad 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" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

27. 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

2021 Workplace and Gender Relations Survey of Military Members

"Someone from work" means any person(s) you have contact with as part of your military duties. "Someone from work" could be a supervisor, someone above or below you in rank, or a civilian employee/contractor. They could be in your unit or in other units. These experiences may have occurred on- or off-duty or on- or off-base. Please include them as long as the person who did them to you was someone from your military work.

28. 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."

29. [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

30. [Ask if Q12 = "Yes"] Do you think this was ever severe enough that most Service members 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.

31. [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

32. [Ask if Q13 = "Yes"] Do you think this was ever severe enough that most Service members 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.

33. [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

34. [Ask if Q14 = "Yes"] Do you think this was ever severe enough that most Service members 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 uncomfortable, angry, or upset by displaying, showing, or sending sexually explicit materials like pictures or videos.

35. [Ask if Q15 = "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 Q15 = "Yes"] Do you think this was ever severe enough that most Service members 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.

37. [Ask if Q16 = "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

2021 Workplace and Gender Relations Survey of Military Members

38. [Ask if Q16 = "Yes"] Do you think this was ever severe enough that **most Service members** 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 uncomfortable, angry, or upset by asking you questions about your sex life or sexual interests.

39. [Ask if Q17 = "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

40. [Ask if Q17 = "Yes"] Do you think this was ever severe enough that **most Service members** 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.

41. [Ask if 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

42. [Ask if Q18 = "Yes"] Do you think this was ever severe enough that **most Service members** 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 uncomfortable, angry, or upset by taking or sharing sexually suggestive pictures or videos of you when you did not want them to.

43. [Ask if Q19 = "Yes" and Q20 = "Yes"] Do you think this was ever severe enough that **most Service members** 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.

44. [Ask if Q21 = "Yes" and Q22 = "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

45. [Ask if Q21 = "Yes" and Q22 = "Yes"] Do you think this was ever severe enough that **most Service members** 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.

46. [Ask if (Q23 = "No response" or Q23 = "No") and Q24 = "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

47. [Ask if (Q23 = "No response" or Q23 = "No") and Q24 = "Yes"] Do you think this was ever severe enough that **most Service members** would have been **offended** by this unnecessary touching? *If you are not sure, choose the best answer.*

☒ Yes
☒ No

2021 Workplace and Gender Relations Survey of Military Members

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**.

48. [Ask if Q25 = "Yes"] What led you to believe that you would get a [workplace][military 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 evaluation/fitness report about the same time that they expressed sexual interest	☒	☒
c. Someone else told you they got benefits from this person by doing sexual things	☒	☒

49. [Ask if Q25 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

☒ 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**.

50. [Ask if Q26 = "Yes"] What led you to believe that you would get **punished or treated unfairly in the [workplace][military 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 evaluation/fitness report near the same time that they expressed sexual interest	☒	☒
c. Someone else told you they were punished or treated unfairly by this person for not doing something sexual	☒	☒

51. [Ask if Q26 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

☒ 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**.

52. [Ask if Q27 = "Yes"] Do you think their beliefs about your gender ever **harm**ed or **limited** your [career][military job/career]? For example, did they hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

☒ Yes
☒ No

53. [Ask if Q27 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

☒ Yes
☒ No

You indicated that, after [X Date], someone from work **mistreated, ignored, excluded, or insulted you because of your gender**.

54. [Ask if Q28 = "Yes"] Do you think this treatment ever **harm**ed or **limited** your [career][military job/career]? For example, did it hurt your evaluation/fitness report, affect your chances of promotion or your next assignment?

☒ Yes
☒ No

55. [Ask if Q28 = "Yes"] Was anyone who did this unwanted behavior in a position of authority/ leadership over you?

☒ Yes
☒ No

GENDER-RELATED EXPERIENCES IN THE MILITARY WITH BIGGEST EFFECT

Based on your answers earlier, you may have experienced more than one upsetting situation. Please think about the one situation since [X DATE] that had the biggest effect on you—the one you consider to be the worst or most serious.

56. [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	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

	Yes	No
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, excluded, or insulted you because of your gender.....	☒	☒

57. [Ask if [MEO_FLAG] = "True"] How many people were involved in this upsetting situation?

- ☒ One person
☒ More than one person

58. [Ask if [MEO_FLAG] = "True"] Was/Were the person(s) who acted this way...

- ☒ All men?
☒ All women?
☒ A mix of men and women?

59. [Ask if [MEO_FLAG] = "True"] Was/Were the person(s) who acted this way a military member?

- ☒ Yes, they all were
☒ Yes, some were, but not all
☒ No, none were military
☒ Not sure

60. [Ask if [MEO_FLAG] = "True"] At the time of the upsetting situation, was/were any of the person(s)... Mark all that apply.

- ☒ Your immediate military supervisor?
☒ Someone else in your chain of command (excluding your immediate military supervisor)?
☒ Some other higher ranking military member in your unit?
☒ Some other higher ranking military member not in your unit?
☒ Military member of the same rank as you in your unit?
☒ Military member of the same rank as you not in your unit?
☒ Subordinate(s) or someone you manage as part of your military duties?
☒ DoD/Government civilian(s) working for the military?
☒ Contractor(s) working for the military?
☒ None of the above
☒ Not sure

61. [Ask if [MEO_FLAG] = "True"] Thinking about this upsetting situation, about how long did this continue?

- ☒ It happened one time
☒ About one week
☒ About one month
☒ A few months
☒ A year or more

62. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [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 a military installation/ship, armory, National Guard or Reserve unit site, or another military work location?	☒	☒
b. While you were on TDY/TAD, at sea, or during field exercises/alerts?	☒	☒
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	☒	☒
d. While you were performing a drill period (inactive duty training [IDT])?.....	☒	☒
e. While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?.....	☒	☒
f. While you were activated in a Title 10 (Federal Authority) status?	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

	Yes	No
g. While you were activated for State Active Duty?	☒	☒
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)? ..	☒	☒
i. While you were in recruit training/basic training?	☒	☒
j. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?	☒	☒
k. While you were completing military occupational specialty school/technical training/advanced individual training/ professional military education?	☒	☒
l. While at an official military function (either on- or off-base)?	☒	☒
m. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?	☒	☒
n. Online on social media or via other electronic communications?	☒	☒

63. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [MEO_FLAG] = "True"] When did this upsetting situation occur? *Mark all that apply.*

☒ While you were out with friends or at a party that was NOT an official military function

☒ While you were at work during duty hours

☒ While you were in your or someone else's home or quarters

☒ None of the above

☒ Do not recall

64. [Ask if [MEO_FLAG] = "True"] At any point during the upsetting situation, were there any military members present who could have stepped in to help you (for example, by speaking up to address the situation)?

☒ Yes, and someone did step in

☒ Yes, but no one stepped in

☒ No, there were no military members present

65. [Ask if [MEO_FLAG] = "True"] Did you make a complaint about this upsetting situation to any of the following military individuals or offices? *Mark "Yes" or "No" for each item. Mark "Yes" if you discussed this situation with any of these individuals or offices, even if you did not make a formal complaint.*

	Yes	No
a. Someone in your chain of command	☒	☒

	Yes	No
b. Someone in the chain of command of the offender	☒	☒
c. Military Equal Opportunity (MEO) staff or office assigned to receive MEO complaints ..	☒	☒
d. [Ask if [CSERVICE] = "Army"] SHARP staff or office	☒	☒
e. Inspector General's office	☒	☒
f. A military hotline or advice line dedicated to receive MEO or SHARP complaints	☒	☒

DoD provides three types of Military Equal Opportunity (MEO) complaint options:

- Anonymous complaints** are provided to a commanding officer or supervisor and allow for reporting of harassment allegations without requiring the individual to provide any personally identifiable information.
- Informal complaints** are allegations submitted either verbally or in writing to a person in a position of authority that are not submitted as a formal complaint.
- Formal complaints** are allegations submitted in writing to the staff designated to receive complaints; or an informal complaint the commanding officer or other person in charge determines warrants an investigation.

66. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] What type of complaint did you make?

☒ Anonymous complaint

☒ Informal complaint

☒ Formal complaint

☒ Not sure

67. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] What actions were taken in response to your complaint? *Mark one answer for each item.*

	Yes	No	Do not know
a. The person you told took no action	☒	☒	☒
b. The rules on harassment were explained to everyone	☒	☒	☒
c. Someone talked to the person(s) to ask them to change their behavior	☒	☒	☒
d. Your work station, schedule, or duties were changed to help you avoid the person(s)	☒	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

	Yes	No	Do not know
e. The person(s) who took the upsetting action was/were moved or reassigned so that you did not have as much contact with them	☒	☒	☒
f. The person(s) stopped their upsetting behavior.....	☒	☒	☒
g. You were encouraged to drop the issue.....	☒	☒	☒
h. You were discouraged from filing a formal complaint.....	☒	☒	☒
i. The person(s) who did the upsetting behavior took action against you for complaining. For example, their upsetting behavior became worse or they threatened you.....	☒	☒	☒
j. Your coworkers treated you worse, avoided you, or blamed you for the problem	☒	☒	☒
k. You were punished for bringing it up. For example, loss of privileges, denied promotion/training, transferred to less favorable job.....	☒	☒	☒

68. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] How satisfied or dissatisfied were you with the following aspects of the complaint process? Mark one answer for each item.

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
a. Availability of information about how to follow-up on a complaint.....	☒	☒	☒	☒	☒
b. Availability of information about the complaint process and timeliness	☒	☒	☒	☒	☒
c. Availability of information about victim support resources.....	☒	☒	☒	☒	☒
d. Treatment by personnel 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.....	☒	☒	☒	☒	☒

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
h. The complaint process overall.....	☒	☒	☒	☒	☒

69. [Ask if [MEO_FLAG] = "True" and (Q65 a = "Yes" or Q65 b = "Yes" or Q65 c = "Yes" or Q65 d = "Yes" or Q65 e = "Yes" or Q65 f = "Yes")] How satisfied or dissatisfied were you with the outcome of your complaint?

☒ Very satisfied
☒ Satisfied
☒ Neither satisfied nor dissatisfied
☒ Dissatisfied
☒ Very dissatisfied
☒ Does not apply, it is still in process
☒ Does not apply, I do not know the outcome of my complaint

2021 Workplace and Gender Relations Survey of Military Members

You indicated that you did not make a complaint about this upsetting situation.

70. [Ask if [MEO_FLAG] = "True" and (Q65 a = "No" or Q65 b = "No" or Q65 c = "No" or Q65 d = "No" or Q65 e = "No" or Q65 f = "No") and (Q65 a <> "Yes" and Q65 b <> "Yes" and Q65 c <> "Yes" and Q65 d <> "Yes" and Q65 e <> "Yes" and Q65 f <> "Yes")] What were your reasons for **NOT** making a complaint about this upsetting situation? *Mark all that apply.*

- ☒ The offensive behavior stopped on its own.
- ☒ You asked the person to stop and they did.
- ☒ You thought it was not serious enough to make a complaint.
- ☒ 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 evaluation/fitness report or your career.
- ☒ You were worried about negative consequences from the person(s) who did it.
- ☒ You were worried about negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- ☒ You were worried about negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you as a troublemaker).
- ☒ You took other actions to handle the situation.
- ☒ Some other reason

71. [Ask if [MEO_FLAG] = "True"] Would you consider the upsetting situation to have been... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexual harassment?.....	☒	☒
b. Racial/Ethnic harassment?.....	☒	☒
c. Religious harassment?.....	☒	☒
d. Harassment based on your sexual orientation?.....	☒	☒
e. Harassment based on your gender identity?	☒	☒

UNWANTED EXPERIENCES

72. 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 may vary in severity. Some of them could be viewed as an assault. Others could be viewed as hazing or some other type of unwanted experience. They can happen to 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 anyone; for example, Service members, Civilians, someone you knew, or a stranger.

Please include experiences even if you or others had been drinking alcohol, using drugs, or were intoxicated.

The following questions will ask you about events that happened **AFTER** [X Date]. You will have an opportunity to describe experiences that happened **BEFORE** [X Date] later in the survey.

Remember, all the information you share will be kept confidential.

73. **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?	☒	☒

74. [Ask if Q73 a = "Yes" or Q73 b = "Yes" or Q73 c = "Yes" or Q73 d = "Yes" or Q73 e = "Yes"] 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?.....	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

75. [Ask if Q73 a = "Yes" or Q73 b = "Yes" or Q73 c = "Yes" or Q73 d = "Yes" or Q73 e = "Yes"] 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?	☒	☒

Thank you for answering the questions so far. Remember that your answers are confidential.

Based on your answers, you indicated that you had at least one unwanted experience since [X Date].

76. [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.

			Time(s)
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77. [Ask if [USCFLAG] = "True" and Q76 > 1] Were all of these events done by the same person(s)?
- ☒ Yes, each incident involved the same person(s)
- ☒ No, these events involved different people
- ☒ Not sure
78. [Ask if [USCFLAG] = "True"] Was/Were any of 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 person you were casually intimate with, but not in an exclusive relationship with?
- ☒ A friend or acquaintance?
- ☒ A family member or relative?
- ☒ A stranger?
- ☒ Someone from work?
- ☒ Someone you met on a dating application or website?
- ☒ None of the above
- ☒ Not sure

UNWANTED EXPERIENCE WITH BIGGEST EFFECT

The following questions ask about the unwanted event that had the **biggest effect on you**. Before you continue, please choose the one unwanted event since [X Date] that you consider to be the worst or most serious.

79. [Ask if [USCFLAG] = "True" and Q76 > 1 and [USCCount] > 1 and [MATCHING BEHAVIOR] = "Yes"] Which of the following experiences happened during the event 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.

80. [Ask if [USCFLAG] = "True"] Was/Were the person(s) who did this to you...
- ☒ All men?
- ☒ All women?
- ☒ A mix of men and women?
- ☒ Not sure
81. [Ask if [USCFLAG] = "True"] Was/Were any of the person(s) who did this to you a military member?
- ☒ Yes, they all were
- ☒ Yes, some were, but not all
- ☒ No, none were military
- ☒ Not sure

2021 Workplace and Gender Relations Survey of Military Members

82. [Ask if [USCFLAG] = "True"] At the time of the event, was/were the person(s) who did this to you... *Mark all that apply.*

- ☒ Your immediate military supervisor?
- ☒ Someone else in your chain of command (excluding your immediate military supervisor)?
- ☒ Some other higher ranking military member in your unit?
- ☒ Some other higher ranking military member **not** in your unit?
- ☒ Military member of the same rank as you in your unit?
- ☒ Military member of the same rank as you **not** in your unit?
- ☒ Subordinate(s) or someone you manage as part of your military duties?
- ☒ DoD/Government civilian(s) working for the military?
- ☒ Contractor(s) working for the military?
- ☒ None of the above
- ☒ Not sure

83. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True"] At the time of the unwanted event... *Mark one answer for each item.*

	Do not know		
	No		
	Yes		
a. Were you new to the unit (i.e., arrived within the prior 120 days)?	☒	☒	☒
b. Were any of the persons who did this to you new to the unit (i.e., arrived within the prior 120 days)?	☒	☒	☒
c. Were you preparing to leave the unit (for example, a permanent change of station, transfer to another unit, or separating from the military)?	☒	☒	☒
d. Were any of the persons who did this to you preparing to leave the unit?	☒	☒	☒

84. [Ask if [USCFLAG] = "True" and Q76 > 1] 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 person you were casually intimate with, but not in an exclusive relationship with?
- ☒ A friend or acquaintance?
- ☒ A family member or relative?
- ☒ A stranger?
- ☒ Someone from work?
- ☒ Someone you met on a dating application or website?
- ☒ None of the above
- ☒ Not sure

85. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [USCFLAG] = "True"] 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], please mark "No."*

	No	
	Yes	
a. At a military installation/ship, armory, National Guard or Reserve unit site, or another military work location?	☒	☒
b. While you were on TDY/TAD, at sea, or during field exercises/alerts?	☒	☒
c. While you were deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay?	☒	☒
d. While you were performing a drill period (inactive duty training [IDT])?	☒	☒
e. While you were performing full-time National Guard or Reserve duty, active duty for special work (ADSW), additional duty operational support (ADOS), active duty for training (ADT), or annual training (AT)?	☒	☒
f. While you were activated in a Title 10 (Federal Authority) status?	☒	☒
g. While you were activated for State Active Duty?	☒	☒
h. While you were in a delayed entry program (DEP) or delayed training program (DTP)?	☒	☒
i. While you were in recruit training/basic training?	☒	☒
j. While you were in Officer Candidate or Training School/Basic or Advanced Officer Course?	☒	☒
k. While you were completing military occupational specialty school/technical training/advanced individual training/professional military education?	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

	Yes	No
l. While at an official military function (either on- or off-base)?	☒	☒
m. While you were at a location off-base (for example, in temporary lodging/hotel room, a restaurant, bar, nightclub, etc.)?	☒	☒

86. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [USCFLAG] = "True"] When did this/these unwanted event(s) occur? *Mark all that apply.*

☒ While you were out with friends or at a party that was NOT an official military function.

☒ While you were at work during duty hours.

☒ While you were in your or someone else's home or quarters.

☒ None of the above

☒ Do not recall

87. [Ask if [USCFLAG] = "True"] Did the offender(s)...

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?	☒	☒

88. [Ask if [USCFLAG] = "True"] Thinking about this unwanted event, overall how satisfied or dissatisfied were you with responses and services you received from the following individuals and service providers? *Mark one answer for each item. If you have not interacted with the individual or service provider, please mark "Not applicable."*

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
a. Your unit commander/director	☒	☒	☒	☒	☒	☒
b. Your senior enlisted advisor (for example, First or Master Sergeant, Sergeant Major, Command Master/Senior Chief)	☒	☒	☒	☒	☒	☒

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Not applicable
c. Your immediate military supervisor	☒	☒	☒	☒	☒	☒
d. A Sexual Assault Response Coordinator (SARC)	☒	☒	☒	☒	☒	☒
e. A Uniformed Victim Advocate (UVA) or Victim Advocate (VA)	☒	☒	☒	☒	☒	☒
f. DoD Safe Helpline (877-995-5247)	☒	☒	☒	☒	☒	☒
g. A medical provider (for example, someone from a military medical treatment facility or civilian treatment facility) / A mental health provider (for example, counselor)	☒	☒	☒	☒	☒	☒
h. Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC)	☒	☒	☒	☒	☒	☒
i. A chaplain	☒	☒	☒	☒	☒	☒
j. Military law enforcement personnel	☒	☒	☒	☒	☒	☒

DoD provides two types of sexual assault reports.

- **Restricted reports** allow people to get information, collect evidence, and receive medical treatment and counseling **without starting an official investigation of the assault.**
- **Unrestricted reports** start an official investigation in addition to allowing the services available in restricted reporting.

89. [Ask if ([POPFLG] = "Active Duty" and [USCFLAG] = "True")] Did you report this unwanted event to the military? *This could have been either a restricted or unrestricted report.*

☒ Yes

☒ No

2021 Workplace and Gender Relations Survey of Military Members

DoD provides two types of sexual assault reports.

- **Restricted reports** allow people to get information, collect evidence, and receive medical treatment and counseling **without starting an official investigation of the assault.**
- **Unrestricted reports start an official investigation** in addition to allowing the services available in restricted reporting.

90. [Ask if ([POPFLG] = "Reserve" or [POPFLG] = "National Guard") and [USCFLAG] = "True"] Did you report this unwanted event? *This could have been a restricted report, an unrestricted report, or a report to civilian law enforcement.*

- ☒ Yes, to military authorities
- ☒ Yes, to civilian law enforcement
- ☒ Yes, to both military authorities and civilian law enforcement
- ☒ No

DoD provides two types of sexual assault reports.

- **Restricted reports** allow people to get information, collect evidence, and receive medical treatment and counseling **without starting an official investigation of the assault.**
- **Unrestricted reports start an official investigation** in addition to allowing the services available in restricted reporting.

91. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority"] Did you initially make...

- ☒ A restricted report?
- ☒ An unrestricted report?
- ☒ Unsure what type of report I initially made?

92. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and Q91 = "A restricted report"] What happened with your restricted report? *Mark one.*

- ☒ It remained restricted and I am not aware of any investigation that occurred
- ☒ I chose to convert it to unrestricted
- ☒ I did not choose to convert my report, but an independent investigation occurred anyway (for example, someone you talked to about it notified your chain of command and they initiated an investigation)
- ☒ Unable to recall

93. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and Q91 = "A restricted report"] If making a restricted report was not an option, what would you have done? *Mark one.*

- ☒ Made an unrestricted report
- ☒ Sought civilian confidential resources
- ☒ Not reported
- ☒ Not sure

94. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority"] After reporting this unwanted event, to what extent were you provided the following? *Mark one answer for each item.*

	Not applicable	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Safety planning information regarding your immediate situation (for example, steps to take should the offender try to contact you, information regarding a Military Protective Order or Civilian Protective Order, risk assessment)	☒	☒	☒	☒	☒	☒
b. Accurate up-to-date information on your case status	☒	☒	☒	☒	☒	☒
c. Information to address your confidentiality concerns (for example, your right to privacy)	☒	☒	☒	☒	☒	☒
d. Regular contact regarding your well-being (for example, your Sexual Assault Response Coordinator [SARC] or Uniformed Victim Advocate [UVA]/Victim Advocate [VA] checked in with you to address any new concerns, perform case management, or make referrals)	☒	☒	☒	☒	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
e. Information on your right to consult a Special Victims' Counsel (SVC) or Victims' Legal Counsel (VLC).....	☒	☒	☒	☒	☒	☒
f. Information on your right to request an expedited transfer.....	☒	☒	☒	☒	☒	☒
g. Information about Victim's Rights (DD Form 2701).....	☒	☒	☒	☒	☒	☒
h. Information about confidential counseling services through the Department of Veterans Affairs' Vet Centers.....	☒	☒	☒	☒	☒	☒
i. Information about medical and/or behavioral healthcare and treatment.....	☒	☒	☒	☒	☒	☒

95. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority"] After reporting this unwanted event, to what extent were you provided the following from your leadership? Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all	Not applicable
a. They made me feel supported.....	☒	☒	☒	☒	☒	☒
b. They expressed concern for my well-being.....	☒	☒	☒	☒	☒	☒
c. They provided me the flexibility to attend appointments related to my sexual assault as needed.....	☒	☒	☒	☒	☒	☒
d. They discouraged gossip in my work environment.....	☒	☒	☒	☒	☒	☒

96. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Did Not Report to a Military Authority"] What were your reasons for NOT reporting the unwanted event to a military authority? Mark all that apply.

- ☒ You thought it was not serious enough to report.
- ☒ You did not think your report would be kept confidential.
- ☒ 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 evaluation/fitness report or your career.
- ☒ You were worried about potential negative consequences from the person(s) who did it.
- ☒ You were worried about potential negative consequences from a military supervisor or someone in your military chain of command (for example, being denied a promotion, disciplined, made to perform additional duties, labeled as a troublemaker).
- ☒ You were worried about potential negative consequences from your military coworkers or peers (for example, excluding you from social activities, ignoring you, making insulting or disrespecting remarks, labeling you a troublemaker).
- ☒ Some other reason

97. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True"] Would you consider this unwanted event to be sexual assault?

- ☒ Yes
- ☒ No

98. [Ask if [POPFLG] = "Active Duty" and Q87 a = "Yes"] Earlier you indicated that prior to the unwanted event you've been describing, you were sexually harassed by the same person(s). Which of the following describe their harassing behaviors? Mark "Yes" or "No" for each item.

	Yes	No
a. Told sexual jokes or stories.....	☒	☒
b. Made repeated attempts to establish an unwanted romantic or sexual relationship with you, made sexual comments about your body, or repeatedly asked about your sex life.....	☒	☒
c. Touched you in a sexual way or in any way that made you uncomfortable, angry or upset.....	☒	☒
d. Other sexually harassing behavior(s).....	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

[Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 a = "Yes" and Q98 d = "Yes"]

You indicated experiencing some other sexually harassing behavior(s) before the unwanted event. Please specify. *Please do not include any personally identifiable information.*

99. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 a = "Yes"] About how long before the unwanted event did the sexual harassment begin?

- ☒ The same day
☒ About one week
☒ About one month
☒ A few months
☒ A year or more

100. [Ask if [POPFLG] = "Active Duty" and Q87 a = "Yes"] Did you make a complaint about this sexual harassment experience to any of the following military individuals or offices? *Mark all that apply.*

- ☒ Someone in your chain of command
☒ Someone in the chain of command of the offender
☒ Military Equal Opportunity (MEO) staff or office assigned to receive MEO complaints
☒ [Ask if [CSERVICE] = "Army"] SHARP staff or office
☒ Inspector General's office
☒ A military hotline or advice line dedicated to receive MEO or SHARP complaints
☒ No, I did not make a complaint to any of the above individuals

101. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 a = "Yes" and (Q100 a = "Marked" or Q100 b = "Marked" or Q100 c = "Marked" or Q100 d = "Marked" or Q100 e = "Marked" or Q100 f = "Marked")] When did you make the sexual harassment complaint?

- ☒ Before the unwanted event
☒ After the unwanted event
☒ Do not recall

102. [Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 b = "Yes"] Earlier you indicated that prior to the unwanted event you've been describing, you were stalked by the same person(s). Which of the following describe their stalking behaviors? *Mark "Yes" or "No" for each item.*

	Yes	No
a. Showed up at your home or workplace unannounced or uninvited	☒	☒
b. Followed you or waited for you at places	☒	☒
c. Sent you unwanted messages, emails, or phone calls	☒	☒
d. Used social media to track or follow you	☒	☒
e. Other stalking behavior(s)	☒	☒

[Ask if [POPFLG] = "Active Duty" and [USCFLAG] = "True" and Q87 b = "Yes" and Q102 e = "Yes"]

You indicated experiencing some other stalking behavior(s) before the unwanted event. Please specify. *Please do not include any personally identifiable information.*

103. [Ask if [USCFLAG] = "True"] At the time of the unwanted event, were you... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Under orders that restricted you to your home because of the COVID-19 pandemic?	☒	☒
b. Under orders that restricted or prohibited departure from or entry to the military installation or ship you work on because of the COVID-19 pandemic?	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

OUTCOMES ASSOCIATED WITH THE UNWANTED EVENT

104. [Ask if [USCFLAG] = "True"] Thinking about the unwanted event, has your [leadership][military leadership], or another individual who has the authority to affect a personnel decision, either done or threatened to do any of the following after the unwanted event occurred? *Mark all that apply.*
- ☒ Demoted you or denied you a promotion
 - ☒ Denied you a training opportunity that could have led to promotion or is needed in order to keep your current position
 - ☒ Rated you lower than you deserved on a performance evaluation
 - ☒ Denied you an award you were previously eligible to receive
 - ☒ Reduced your pay or benefits without doing the same to others
 - ☒ Reassigned you to duties that do not match your current grade
 - ☒ Made you perform additional duties that do not match your current grade
 - ☒ Transferred you to a different unit or installation without your request or agreement
 - ☒ Ordered you to one or more command-directed mental health evaluations
 - ☒ Disciplined you or ordered other corrective action
 - ☒ Prevented, or attempted to prevent, you from communicating with the Inspector General or a member of Congress
 - ☒ Some other action that negatively affected, or could negatively affect, your position or career
 - ☒ Does not apply, you have not experienced any of the above
105. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q104 a = "Marked" or Q104 b = "Marked" or Q104 c = "Marked" or Q104 d = "Marked" or Q104 e = "Marked" or Q104 f = "Marked" or Q104 g = "Marked" or Q104 h = "Marked" or Q104 i = "Marked" or Q104 j = "Marked" or Q104 k = "Marked" or Q104 l = "Marked")]] Do you have reason to believe that any of the actions you marked in the previous item were **only** based on your report of sexual assault (i.e., not based on your conduct or performance)?
- ☒ Yes
 - ☒ No
 - ☒ Not sure

106. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q104 a = "Marked" or Q104 b = "Marked" or Q104 c = "Marked" or Q104 d = "Marked" or Q104 e = "Marked" or Q104 f = "Marked" or Q104 g = "Marked" or Q104 h = "Marked" or Q104 i = "Marked" or Q104 j = "Marked" or Q104 k = "Marked" or Q104 l = "Marked") and Q105 = "Yes"] Why do you believe this/these individual(s) took the actions you marked as happening to you? *Mark all that apply.*
- ☒ They were trying to get back at you for making a report (unrestricted or restricted).
 - ☒ They were trying to discourage you from moving forward with your report.
 - ☒ They did not believe you.
 - ☒ They were mad at you for causing a problem for them.
 - ☒ They did not understand the situation.
 - ☒ They were trying to help you.
 - ☒ They were following established protocol by temporarily reassigning you during recovery.
 - ☒ They were friends with the person(s) whom you indicated committed the sexual assault.
 - ☒ They were addressing misconduct you may have engaged in at the time you experienced the sexual assault (for example, underage drinking).
 - ☒ Some other reason
 - ☒ Not sure
107. [Ask if [USCFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.*
- ☒ Made insulting or disrespectful remarks or made jokes at your expense in public
 - ☒ Excluded you or threatened to exclude you from social activities or interactions
 - ☒ Ignored you or failed to speak to you (for example, gave you "the silent treatment")
 - ☒ You did not experience any of the above
108. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q107 a = "Marked" or Q107 b = "Marked" or Q107 c = "Marked")]] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?
- ☒ Yes
 - ☒ No
 - ☒ Not sure

2021 Workplace and Gender Relations Survey of Military Members

109. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q107 a = "Marked" or Q107 b = "Marked" or Q107 c = "Marked")] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- ☒ They were trying to discourage you from moving forward with your report or discourage others from reporting.
- ☒ They were trying to make you feel excluded.
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault.
- ☒ They did not believe you.
- ☒ Some other reason
- ☒ Not sure

110. [Ask if [USCFLAG] = "True"] Following the unwanted event, have any of your military peers and/or coworkers (including those in your chain of command or DoD civilians) done any of the following? *Mark all that apply.*

- ☒ Made insulting or disrespectful remarks or made jokes at your expense to you in private
- ☒ Showed or threatened to show private images, photos, or videos of you to others
- ☒ Bullied you or made intimidating remarks about the assault
- ☒ Was physically violent with you or threatened to be physically violent
- ☒ Damaged or threatened to damage your property
- ☒ Some other negative action
- ☒ Does not apply, you did not experience any of the above

111. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q110 a = "Marked" or Q110 b = "Marked" or Q110 c = "Marked" or Q110 d = "Marked" or Q110 e = "Marked" or Q110 f = "Marked")] Did anyone who took these actions know or suspect you made an official (unrestricted or restricted) sexual assault report?

- ☒ Yes
- ☒ No
- ☒ Not sure

112. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q110 a = "Marked" or Q110 b = "Marked" or Q110 c = "Marked" or Q110 d = "Marked" or Q110 e = "Marked" or Q110 f = "Marked")] Why do you believe your military peers and/or coworkers (including those in your chain of command or DoD civilians) took the actions you marked as happening to you? *Mark all that apply.*

- ☒ They were trying to discourage you from moving forward with your report, or discourage others from reporting.
- ☒ They were trying to abuse or humiliate you.
- ☒ They were friends with the person(s) whom you indicated committed the sexual assault.
- ☒ They did not believe you.
- ☒ Some other reason
- ☒ Not sure

113. [Ask if [USCFLAG] = "True" and [USCRPTFLAG] = "Reported to a Military Authority" and (Q110 a = "Marked" or Q110 b = "Marked" or Q110 c = "Marked" or Q110 d = "Marked" or Q110 e = "Marked" or Q110 f = "Marked")] Were any of your military peers and/or coworkers (including DoD civilians) who took these actions in a position of authority/leadership over you?

- ☒ Yes
- ☒ No
- ☒ Not sure

2021 Workplace and Gender Relations Survey of Military Members

UNWANTED EXPERIENCES

114. [Ask if [USCFLAG] = "True" and [MATCHING BEHAVIOR] = "Yes"] Earlier in the survey you indicated that you experienced at least one unwanted event in which someone...

- Sexually touched you** (for example, intentional touching of genitalia, breasts, or buttocks) or made you sexually touch them?
- Attempted to make you have sexual intercourse**, but was not successful?
- Made you have sexual intercourse?**
- Attempted to make you perform or receive oral sex, anal sex, or penetration by a finger or object**, but was not successful?
- Made you perform or receive oral sex, anal sex, or penetration by a finger or object?**

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 past 12 months, and which events happened earlier.

115. [Ask if [USCFLAG] = "True"] Thinking about when the most recent event occurred, how certain are you that it occurred in the past 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]

116. [Ask if [USCFLAG] = "True"] What was the date of your **MOST RECENT** unwanted event like this?

Month

Year

PRIOR EXPERIENCES

The questions so far have been about things that occurred in the past 12 months. For the next questions, please think about events that happened **more than one year ago, BEFORE [X Date]**. These are all experiences that you did not tell us about earlier in the survey.

These questions assess experiences of an abusive, humiliating, or sexual nature, and that occurred even though you did not want it and did not consent.

Please include an experience regardless of who did it to you or where it happened.

"Did not consent" means you told or showed them you were unwilling, they used physical force or threats to make you do it, or they did it to you when you were unconscious, asleep, or so high or drunk that you could not understand what was happening.

117. **Before [X Date]**, did you ever experience any of the following intentional sexual contacts that were **against your will or which occurred when you did not or could not consent** in which someone... Mark "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?	☒	☒

118. [Ask if Q117 a = "Yes" or Q117 b = "Yes" or Q117 c = "Yes" or Q117 d = "Yes" or Q117 e = "Yes"] Did any of these unwanted experiences happen... Mark "Yes" or "No" for each item.

	Yes	No
a. Before you joined the military?	☒	☒
b. After you joined the military?	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

119. [Ask if ((Q117 a = "Yes" or Q117 b = "Yes" or Q117 c = "Yes" or Q117 d = "Yes" or Q117 e = "Yes") and Q118 b = "Yes")] Did you report any of these unwanted sexual experiences to the military? Mark one.

- ☒ Yes, a restricted report that remained restricted
- ☒ Yes, an unrestricted report
- ☒ Yes, a restricted report that I chose to convert to an unrestricted report
- ☒ Yes, a restricted report that I did not convert to an unrestricted report, but an independent investigation occurred anyway
- ☒ Yes, unsure what type of report I made
- ☒ No, I have never filed a report

BYSTANDER INTERVENTION

The following questions will ask whether you observed a variety of situations in the past 12 months. These situations could have taken place at your military work or outside of the military workplace.

120. [Ask if [POPFLG] = "Active Duty"] In the past 12 months, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. Observe someone who "crossed the line" with their sexist comments or jokes?	☒	☒
b. Encounter a group or individual being hazed or bullied?	☒	☒
c. See someone making unwanted sexual advances on someone?	☒	☒
d. See horseplay or roughhousing that "crossed the line" or appeared unwanted? ...	☒	☒
e. Encounter someone who drank too much and needed help?	☒	☒
f. See someone grabbing, pushing, or insulting someone?	☒	☒
g. Encounter someone who was taking advantage of someone who was passed out?	☒	☒
h. See a situation you thought was a sexual assault or could have led to a sexual assault?	☒	☒
i. Hear someone say people who take risks are at fault for being sexually assaulted?	☒	☒

The following questions will ask whether you observed a variety of situations involving someone from your military workplace in the past 12 months.

121. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] In the past 12 months, did you... Mark "Yes" or "No" for each item.

	Yes	No
a. Observe someone from your military workplace who "crossed the line" with their sexist comments or jokes?	☒	☒
b. Encounter a group or individual from your military workplace being hazed or bullied? ...	☒	☒
c. See someone from your military workplace making unwanted sexual advances on someone?	☒	☒
d. See horseplay or roughhousing by someone from your military workplace that "crossed the line" or appeared unwanted?	☒	☒
e. Encounter someone from your military workplace who drank too much and needed help?	☒	☒
f. See someone from your military workplace grabbing, pushing, or insulting someone?	☒	☒
g. Encounter someone from your military workplace who was taking advantage of someone who was passed out?	☒	☒
h. See a situation involving someone from your military workplace you thought was a sexual assault or could have led to a sexual assault?	☒	☒
i. Hear someone from your military workplace say people who take risks are at fault for being sexually assaulted?	☒	☒

122. [Ask if (Q120 a = "Yes" or Q120 b = "Yes" or Q120 c = "Yes" or Q120 d = "Yes" or Q120 e = "Yes" or Q120 f = "Yes" or Q120 g = "Yes" or Q120 h = "Yes" or Q120 i = "Yes" or Q121 a = "Yes" or Q121 b = "Yes" or Q121 c = "Yes" or Q121 d = "Yes" or Q121 e = "Yes" or Q121 f = "Yes" or Q121 g = "Yes" or Q121 h = "Yes" or Q121 i = "Yes")] How did you respond to the situation(s) you observed? Mark all that apply.

- ☒ I spoke up to address the situation.
- ☒ I told someone else about it while it was happening.
- ☒ I told someone else about it after it happened.
- ☒ I created a distraction.
- ☒ I talked to those involved to see if they were okay.
- ☒ I intervened in some other way.
- ☒ I did not intervene.

2021 Workplace and Gender Relations Survey of Military Members

WORKPLACE CULTURE AND CLIMATE

123. In the past 12 months, to what extent have you witnessed people in your unit... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Promote a unit climate based on mutual respect and trust?	☒	☒	☒	☒	☒
b. Refrain from sexist comments and behaviors? ...	☒	☒	☒	☒	☒
c. Recognize and immediately correct incidents of sexual harassment?	☒	☒	☒	☒	☒
d. Encourage bystander intervention to assist others in situations at risk for sexual assault or other harmful behaviors?	☒	☒	☒	☒	☒

124. During the past 12 months, how often have you experienced any of the following behaviors, where your [coworkers or immediate supervisor][military coworkers or immediate military supervisor]... *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?	☒	☒	☒	☒	☒
f. Yelled when they were angry with you?	☒	☒	☒	☒	☒

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

126. 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. If you are sexually assaulted, you can trust the military system to protect your privacy	☒	☒	☒	☒	☒
b. If you are sexually assaulted, you can trust the military system to ensure your safety following the incident	☒	☒	☒	☒	☒
c. If you are sexually assaulted, you can trust the military system to treat you with dignity and respect	☒	☒	☒	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

127. [Ask if [POPFLG] = "Active Duty"] How much do you agree or disagree with the following statements about your **immediate supervisor**? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor.....	☒	☒	☒	☒	☒
b. Your supervisor ensures that all assigned personnel are treated fairly.....	☒	☒	☒	☒	☒
c. Your supervisor evaluates your work performance fairly.....	☒	☒	☒	☒	☒

128. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] To what extent does your immediate supervisor... Mark one answer for each item.

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Encourage members to challenge sexual harassment and gender discrimination when they witness it?.....	☒	☒	☒	☒	☒
b. Encourage members to challenge sexist behaviors when they witness them?.....	☒	☒	☒	☒	☒
c. Create a culture of prevention by encouraging members, witnesses, and bystanders to report situations that could result in harmful outcomes (example harmful outcomes include sexual assault, violence, suicide)?.....	☒	☒	☒	☒	☒

129. My immediate supervisor... Mark one answer for each item.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Promotes responsible alcohol use.....	☒	☒	☒	☒	☒
b. Would correct individuals who refer to coworkers as "honey," "babe," or "sweetie," or use other unprofessional language at work.....	☒	☒	☒	☒	☒
c. Would stop individuals who are talking about sexual topics at work.....	☒	☒	☒	☒	☒
d. Would intervene if an individual was receiving sexual attention at work (for example, staring at someone's chest, standing too close, rubbing someone's shoulders).....	☒	☒	☒	☒	☒
e. Encourages individuals to help others in risky situations that could result in harmful outcomes (examples of harmful outcomes include sexual assault, violence, suicide).....	☒	☒	☒	☒	☒

130. [Ask if [POPFLG] = "Active Duty"] Are you currently assigned to a military unit where women are less than 10% of your military coworkers?

- ☒ Yes
☒ No

WELL-BEING

131. 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.....	☒	☒	☒	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
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.	☒	☒	☒	☒	☒

132. During the past 12 months, due to the COVID-19 pandemic, to what extent were you personally affected by... *Mark one answer for each item.*

	Not at all	Small extent	Moderate extent	Large extent	Very large extent
a. Orders to remain at home?...	☒	☒	☒	☒	☒
b. Restrictions from leaving your military installation or ship?.....	☒	☒	☒	☒	☒
c. Restrictions from visiting off-base establishments (for example, restaurants, bars, clubs, or other places where people gather)?	☒	☒	☒	☒	☒
d. Restrictions from visiting on-base establishments (for example, restaurants, clubs, the bowling alley)?.....	☒	☒	☒	☒	☒
e. Restrictions from attending social gatherings of a certain size (for example, 10 or more)?	☒	☒	☒	☒	☒
f. Having to primarily work from home?	☒	☒	☒	☒	☒
g. Requirements to social distance (for example, stay a certain distance away from others) while you were at work?	☒	☒	☒	☒	☒
h. A personal decision to avoid social gatherings with friends, peers, or coworkers?	☒	☒	☒	☒	☒

SOCIAL PERCEPTIONS & EXPERIENCES

133. [Ask if [POPFLG] = "Active Duty"] Please indicate the degree to which you agree or disagree with each statement. *Mark one answer for each item.*

	Strongly disagree	Somewhat disagree	Slightly disagree	Slightly agree	Somewhat agree	Strongly agree
a. Many women have a quality of purity that few men possess	☒	☒	☒	☒	☒	☒
b. Women should be cherished and protected by men.....	☒	☒	☒	☒	☒	☒
c. Women seek to gain power by getting control over men.....	☒	☒	☒	☒	☒	☒
d. Every man ought to have a woman whom he adores	☒	☒	☒	☒	☒	☒
e. Men are incomplete without women.....	☒	☒	☒	☒	☒	☒
f. Women exaggerate problems they have at work.....	☒	☒	☒	☒	☒	☒
g. Once a woman gets a man to commit to her, she usually tries to put him on a tight leash	☒	☒	☒	☒	☒	☒
h. When women lose to men in a fair competition, they typically complain about being discriminated against...	☒	☒	☒	☒	☒	☒
i. Many women get a kick out of teasing men by seeming sexually available and then refusing male advances	☒	☒	☒	☒	☒	☒
j. Women, compared to men, tend to have a superior moral sensibility	☒	☒	☒	☒	☒	☒
k. Men should be willing to sacrifice their own well-being in order to provide financially for the women in their lives	☒	☒	☒	☒	☒	☒
l. Feminists are making unreasonable demands of men	☒	☒	☒	☒	☒	☒

2021 Workplace and Gender Relations Survey of Military Members

HOW ARE WE DOING?

134. In your opinion... *Mark one answer for each item.*

	Do not know	More of a problem today	About the same as 2 years ago	Less of a problem today
a. Has sexual harassment in the military become more or less of a problem over the last 2 years?	☐	☐	☐	☐
b. Has sexual assault in the military become more or less of a problem over the last 2 years?	☐	☐	☐	☐

135. [Ask if [POPFLG] = "Reserve" or [POPFLG] = "National Guard"] Have you had any military training during the **past 12 months** on topics related to... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Sexual assault?	☐	☐
b. Sexual harassment?	☐	☐

ADDITIONAL BACKGROUND INFORMATION

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. As a result of your race/ethnicity... *Mark "Yes" or "No" for each item.*

	Yes	No
a. Do you believe you have experienced harassment (bothersome, upsetting, or offensive statements or behaviors that someone from your work might have said or done) in your military workplace?	☐	☐

No

Yes

b. Do you believe you have experienced **discrimination** (someone from work treated you unfairly or they would have treated someone of a different race/ethnicity better) in your military workplace?
☐ ☐
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

142. [Ask if [POPFLG] = "Active Duty" and [CSERVICE] = "Air Force"] Are you currently serving as a member of the Space Force? *Mark one.*

- ☒ Yes
- ☒ No

TAKING THE SURVEY

143. [Ask if [USCFLAG] = "True" or Q118 b = "Yes"] The DoD is conducting a study to hear from survivors about their experiences and challenges with the military sexual assault response system. The goal of this study is to make this system better for you and others. Would you like to learn more about this study? *If yes, we will e-mail you in the future with information about the new study.*

- ☒ Yes
- ☒ No

2021 Workplace and Gender Relations Survey of Military Members

144. Thank you for participating in the survey. 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. Your feedback is useful and appreciated.

145. [Ask if Q1 = "No, I was separated or retired"]
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(s).
To submit your answers click *Submit*. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307 or e-mail wgr-survey@mail.mil

Appendix D.

Coast Guard Survey Outreach

**DATA
DRIVEN
SOLUTIONS
FOR
DECISION
MAKERS**



From: Defense Personnel Analytics Center - Office of People Analytics <wgr-survey@mail.mil>
Sent: Monday, December 13, 2021 10:32 AM
To: Sample, Pat
Subject: OFFICIAL Notification: DoD call for feedback (ANNC)
Signed By: wgr-survey@mail.mil

Private First Class Sample,

This has been a difficult year for many of us. That is why I'm personally inviting you to share your thoughts and opinions about your experiences this past year serving in the military.

It's easy to participate:

Step 1: Go to DoDsveys.mil on any computer, tablet, or smartphone
Step 2: Enter your unique Ticket Number: ANNC
Step 3: Provide your feedback

Your participation is so important to the [Service] that this effort is considered Official Business. You may provide feedback during the duty day using any government issued or personal computer or mobile device, including your smartphone.

Your participation is voluntary and greatly appreciated. Because this effort is commissioned by Congress, we will send additional postal mail and e-mail reminders. If you respond by December 20th, I will remove you from our list of [Service-specific] scheduled to participate.

Thank you for your service.

Sincerely,

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Defense Personnel Analytics Center - Office of People Analytics <wgr-survey@mail.mil>
Sent: Sunday, December 19, 2021 11:09 PM
To: Sample, Pat
Subject: Invitation to participate: Military Workplace and Gender Relations Survey (REMIND1)
Signed By: wgr-survey@mail.mil

Corporal Sample,

As you may have heard from your friends and fellow [Service-specific], it is time to take the Workplace and Gender Relations Survey of Military Members. This survey is commissioned by Congress to help your senior leadership develop a better understanding of a variety of issues that directly impact you and those you serve with.

To participate, go to: DoDSurveys.mil
Your unique Ticket Number: REMIND1

You can take the survey on any government or personal computer or mobile device. This survey is considered Official Business meaning you can take it either on- or off-duty.

Protecting your privacy is important to me. I want all [Service-specific] to have an opportunity to share their honest thoughts and opinions. I can assure you that responses will be kept confidential and will not be shared with anyone in your organization, including your commander or senior leadership. When your responses are combined with others, it will help senior leaders make informed decisions that will help you and the people you serve with. Your participation is voluntary, but your participation will ensure that we gain the most accurate picture.

Thank you in advance for your time.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

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From: Defense Personnel Analytics Center - Office of People Analytics <wgr-survey@mail.mil>
Sent: Saturday, January 8, 2022 4:50 AM
To: Sample, Pat
Subject: Has Sexual Harassment in the military become more or less of a problem? (REMIND2)
Signed By: wgr-survey@mail.mil

Private Sample,

In your opinion, has sexual harassment in the military become more or less of a problem?

Now is your opportunity to confidentially share your opinions on this topic and more with [Service-specific] senior leaders, DoD leadership, and members of Congress to inform policy decisions, improve trainings, and address issues that impact you and those you serve with.

TO PARTICIPATE: Go to DoDSurveys.mil from any personal or government computer or mobile device to add your voice to the thousands of [Service-specific] who have already responded. You can even respond from your smartphone.

Your personal and secure Ticket Number is REMIND2. Please know that this effort has received the highest certificate of confidentiality available to the Department. Your responses will be kept completely confidential. No one, including anyone in your chain of command, will be able to identify you or how you answered any questions.

We rely on accurate information from people like you to know what is really going on throughout the Force. I hope you share your honest feedback with us today, both positive and negative.

Thank you for your time and for providing your honest feedback.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Military Workplace Gender Relations <wgr-survey@mail.mil>
Sent: Tuesday, January 18, 2022 8:23 AM
To: Sample, Pat
Subject: Time is running out to impact [Service] policy (REMIND3)
Signed By: wgr-survey@mail.mil

Sergeant Sample,

The strength of our military comes from the people who serve. We must remain focused on reinforcing positive, constructive behaviors while eliminating behaviors that threaten our readiness or our ability to act as a unified, lethal fighting force. Ensuring our formations and military community are free from sexual harassment, sexual assault, and gender discrimination is vital.

To support our efforts in protecting the health and well-being of all who serve, I am writing to remind you to take the congressionally-mandated Workplace and Gender Relations Survey.

To take the survey:

1. Go to <https://www.DoDSurveys.mil> on any computer, tablet, or smartphone
2. Your unique Ticket Number: REMIND3
3. To have your voice heard we need your response by January 31st

Adding your voice to thousands of others across the military will help us better understand and address ongoing issues impacting you, your teammates, and your Service. Participation in the survey is voluntary. Survey results are reported for groups only, meaning your answers are combined with others to produce statistics, and not shared with your commanders or senior leadership. Your responses are kept completely confidential.

Time is running out to help us achieve this important mission. I know you are very busy, so I truly appreciate you taking the time to complete this survey.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Military Workplace Gender Relations <wgr-survey@mail.mil>
Sent: Friday, February 4, 2022 12:43 AM
To: Sample, Pat
Subject: OFFICIAL NOTICE: Response PAST DUE (REMIND4)
Signed By: wgr-survey@mail.mil

OFFICIAL NOTICE: Response PAST DUE

Corporal Sample,

Because your feedback is important, we are providing an extension to participate in the Workplace and Gender Relations Survey of Military Members.

Thousands of [Service-specific] have already responded. Respond by February 23rd to add your voice.

To participate, go to: <https://www.DoDs-surveys.mil>
Your unique Ticket Number: REMIND4

Previous DoD surveys have been used to address important issues that affect you and other [Service-specific] like you—for example, pay raises, predatory lending, sexual harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions. In fact, the results will go all the way to Congress.

This effort is considered Official Business, meaning you can provide confidential feedback while on duty or during your free time using any government or personal computer or mobile device.

Your participation is voluntary and your responses will be kept completely confidential. No one in your organization, including your commander or senior leadership, will be able to identify you, or link you to the feedback you provide.

Thank you in advance for your time.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 2, 2022.

From: Workplace and Gender Relations Survey <wgr-survey@mail.mil>
Sent: Friday, February 18, 2022 9:29 PM
To: Sample, Pat
Subject: Immediate action requested (REMIND5)
Signed By: wgr-survey@mail.mil

Corporal Sample,

I'm writing to remind you that your opportunity to participate in the Workplace and Gender Relations Survey is running out. The survey is your opportunity to communicate directly with leaders in the [Service], the DoD, and members of Congress about our experiences serving in the military.

To take the survey:

1. Go to <https://www.DoDSurveys.mil> on any computer, tablet, or smartphone
2. Your unique Ticket Number: REMIND5
3. We've extended the deadline so that you can participate. Please do so by March 3, 2022

Your feedback is completely confidential. When your voice is added to the thousands of Service members that have already responded, senior leaders will be better informed to take actions that benefit you and those who serve alongside you.

This survey is considered Official Business and can be completed while on duty or during your free time. You can take the survey on any government or personal computer or mobile device. Thank you in advance for participating in this survey.

Very Respectfully,

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

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From: Mark Breckenridge SES DODHRA DPAC <wgr-survey@mail.mil>
Sent: Sunday, February 27, 2022 12:58 AM
To: Sample, Pat
Subject: ACTION REQUESTED: Deadline approaching (REMIND6)
Signed By: wgr-survey@mail.mil

Private Sample

I'm writing you today because your opportunity to participate in the Workplace and Gender Relations Survey of Military Members is running out. The survey closes on March 3rd.

Thousands of Soldiers have already responded—this is your last chance to add your voice.

To participate, go to: <https://www.DoDsveys.mil>
Your unique Ticket Number: REMIND6

Data from previous DoD surveys have been used to address important issues that affect you and other Soldiers like you—for example, pay raises, predatory lending, sexual harassment, and discriminatory behavior. Your feedback will directly help senior military leaders make informed decisions about the appropriate policies and training to serve you better. Your participation matters.

Let me assure you that your responses are completely confidential. Your answers will never be linked to you, or identifiable by anyone in your chain of command. Your participation is voluntary, but this survey is considered Official Business, meaning you can complete it while on duty or during your free time on any government or personal computer or mobile device.

Thank you in advance for your time.

Mark S. Breckenridge

Director
Defense Personnel Analytics Center
Office of People Analytics

ADDITIONAL INFORMATION:

This survey has received a federal Certificate of Confidentiality. To verify the authenticity of this survey, OMB Control Number: 0704-0615, call 1-571-372-1034 or DSN 372-1034. If you have any questions about this survey, please call our Survey Processing Center toll-free at 1-800-881-5307, or e-mail WGR-Survey@mail.mil. If you do not wish to participate or to receive additional reminders about this survey, you may remove yourself from the mailing list by replying to this message. Be sure to include your Ticket Number and the words, "Please remove me from this survey's mailing list." If you wish to withdraw your answers after starting this survey, notify the Survey Processing Center prior to March 3, 2022.

REPORT DOCUMENTATION PAGE					<i>Form Approved</i> <i>OMB No. 0704-0188</i>	
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1. REPORT DATE (DD-MM-YYYY) 06-29-2023		2. REPORT TYPE Final Report			3. DATES COVERED (From - To) December 2021-March 2022	
4. TITLE AND SUBTITLE 2021 Workplace and Gender Relations Survey of Military Members: Coast Guard Overview Report					5a. CONTRACT NUMBER	
					5b. GRANT NUMBER	
					5c. PROGRAM ELEMENT NUMBER	
					5d. PROJECT NUMBER	
6. AUTHOR(S) Davis, Lisa; Klahr, Ashlea; Hylton, Kimberly; White, Alycia; Puckett, Graham					5e. TASK NUMBER	
					5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Office of People Analytics 4800 Mark Center Drive, Suite 06E22 Alexandria, VA 22350-4000					8. PERFORMING ORGANIZATION REPORT NUMBER OPA Report No. 2023-105	
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13. SUPPLEMENTARY NOTES						
14. ABSTRACT The Workplace and Gender Relations (WGR) survey informs the DoD's prevention and response efforts for sexual misconduct and gender discrimination by providing a robust system of surveillance for monitoring the estimated prevalence of gender discrimination, sexual harassment, and sexual assault as well as identifying the factors that contribute to risk. This report provides an overview of the results of the 2021 Workplace and Gender Relations Survey of Military Members (2021 WGR) for the Coast Guard. The report presents prevalence estimates for gender discrimination, sexual harassment, and unwanted sexual contact in the Active and Reserve components and key insights regarding the characteristics of incidents that occurred in the prior year.						
15. SUBJECT TERMS Sexual assault, sexual harassment, unwanted sexual contact, gender discrimination, Coast Guard						
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT SAR	18. NUMBER OF PAGES 148	19a. NAME OF RESPONSIBLE PERSON Klahr, Ashlea M.	
a. REPORT UU	b. ABSTRACT UU	c. THIS PAGE SAR			19b. TELEPHONE NUMBER (Include area code) 571-372-1789	

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5a. CONTRACT NUMBER. Enter all contract numbers as they appear in the report, e.g. F33615-86-C-5169.

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