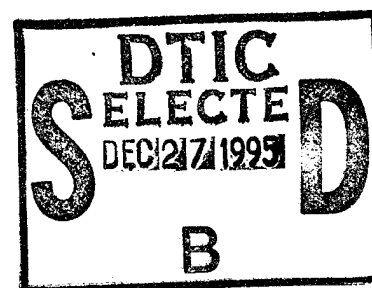




Sexual Harassment of Navy Personnel

Results of a 1993 Survey

Patricia J. Thomas
Carol E. Newell
Dawn M. Eliassen



19951219 068

DTIC QUALITY INSPECTED 1

Sexual Harassment of Navy Personnel: Results of a 1993 Survey

Authors

Patricia J. Thomas
Carol E. Newell
Dawn M. Eliassen

Reviewed by

Paul Rosenfeld

Released by

Kathleen Moreno
Director, Personnel and Organizational
Assessment

Approved for public release; distribution is unlimited.

REPORT DOCUMENTATION PAGE

Form Approved
OMB No. 0704-0188

Public reporting burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing 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 any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington, VA 22202-4302, and to the Office of Management and Budget, Paperwork Reduction Project (0704-0188), Washington, DC 20503.

1. AGENCY USE ONLY (Leave blank)	2. REPORT DATE November 1995	3. REPORT TYPE AND DATE COVERED Final--October 1993-October 1994	
4. TITLE AND SUBTITLE Sexual Harassment of Navy Personnel: Results of a 1993 Survey		5. FUNDING NUMBERS N0002294WREE500	
6. AUTHOR(S) Patricia J. Thomas, Carol E. Newell, Dawn M. Eliassen			
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Navy Personnel Research and Development Center San Diego, CA 92152-7250		8. PERFORMING ORGANIZATION REPORT NUMBER NPRDC-TN-96-1	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES) Bureau of Naval Personnel Equal Opportunity Division (PERS-61) Washington, DC 20270-6100		10. SPONSORING/MONITORING AGENCY REPORT NUMBER	
11. SUPPLEMENTARY NOTES Functional Area: Organizational and Personnel Assessment Product Line: Women and Multicultural Research Effort: Equal Opportunity Assessment			
12a. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution is unlimited.		12b. DISTRIBUTION CODE A	
13. ABSTRACT (Maximum 200 words) <p>The Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey was developed in 1989 to monitor perceptions of disparate treatment and sexual harassment. The 1993 NEOSH Survey was mailed to a stratified sample of 9,537 officer and enlisted personnel. Post-stratification weighting of responses by gender, paygrade, and racial/ethnic group was performed prior to data analysis. Comparisons were made between subgroups in the 1993 sample and across years. Frequency data were interpreted with the chi-square test for significance ($p < .01$).</p> <p>Rates of sexual harassment were significantly lower in 1993 than in 1991 for officer and enlisted women, and for enlisted men. All re-measured harassing behaviors displayed a downward trend except for actual or attempted sexual assault/rape. Sexual harassment perpetrated by supervisors showed a significant decline, but harassment of women officers by civilians increased. Although very few victims of sexual harassment filed a grievance, the percentage who confronted their harasser rose.</p> <p>Opinions of women and men concerning the commitment of the Navy and their local commands to combat sexual harassment were significantly more positive than in 1991. However, victims of sexual harassment expressed a significantly lower reenlistment intent than non-victims.</p> <p>It was recommended that: (1) training emphasize the responsibility of seniors in preventing the harassment of juniors; (2) civilian contractors be required to comply with Navy's sexual harassment policy; and (3) the Sexual Assault Victims Intervention Program and new sexual assault reporting and tracking system be monitored to determine whether they are achieving their goals.</p>			
14. SUBJECT TERMS Sexual harassment, survey, equal opportunity		15. NUMBER OF PAGES 48	
		16. PRICE CODE	
17. SECURITY CLASSIFICATION OF REPORT UNCLASSIFIED	18. SECURITY CLASSIFICATION OF THIS PAGE UNCLASSIFIED	19. SECURITY CLASSIFICATION OF ABSTRACT UNCLASSIFIED	20. LIMITATION OF ABSTRACT UNLIMITED

Foreword

This is the third in a series of reports on the results of the analysis of the sexual harassment items in the biennial Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey. The findings for the equal opportunity items in the 1993 NEOSH Survey will be presented in a separate report.

Administration and analysis of the NEOSH Survey are sponsored by the Equal Opportunity Division within the Bureau of Naval Personnel. The 1993 survey was funded by work request N0002294WREE500.

The authors wish to thank Paul Rosenfeld, Marie Thomas, Joyce Dutcher, and LT Richard Meadows for their review and comments on the report. In addition, the authors are indebted to the women and men of the United States Navy who responded to the 1993 NEOSH Survey.

KATHLEEN MORENO
Director, Personnel and Organizational
Assessment

Accession For	
NTIS GRA&I	<input checked="" type="checkbox"/>
DTIC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification	
By _____	
Distribution/_____	
Availability Codes	
Dist	Avail and/or Special
A-1	

Summary

Purpose

The Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey was developed in 1989 to monitor perceptions of disparate treatment and sexual harassment on a biennial basis. The 1993 NEOSH Survey had the additional purpose of investigating whether the Navy's vigorous effort to combat sexual harassment following the incidents occurring at the 1991 Tailhook Convention had a measurable effect upon harassment rates.

Approach

The NEOSH Survey was mailed to a stratified sample of 9,537 officer and enlisted personnel. Post-stratification weighting of responses by gender, paygrade, and racial/ethnic group was performed prior to data analysis. Comparisons were made between subgroups in the 1993 sample and across years. Frequency data were interpreted with the chi-square test for significance ($p < .01$).

Findings

Rates of sexual harassment were significantly lower in 1993 than in 1991 for officer and enlisted women, and for enlisted men. All of the eight re-measured harassing behaviors displayed a downward trend except for actual or attempted sexual assault/rape. Sexual harassment perpetrated by supervisors showed a significant decline, but harassment of women officers by civilians increased. Although very few victims of sexual harassment filed a grievance, the percentage who confronted their harasser rose.

Opinions of both women and men concerning the commitment of both their local commands and the Navy to combat sexual harassment were significantly more positive than in 1991. However, victims of sexual harassment expressed a significantly lower reenlistment intent than non-victims.

Recommendations

Three recommendations were presented: (1) Because E-2 to E-3 women have the highest rates of harassment and the least power, training should emphasize the responsibility of seniors in preventing the harassment of juniors; (2) civilian contractors should be required to comply with Navy's sexual harassment policy; and (3) the Sexual Assault Victims Intervention Program and new sexual assault reporting and tracking system should be monitored to determine whether they are achieving their goals.

Contents

Background	1
<hr/>	
Approach	3
Survey Instrument.....	3
Sample and Administration.....	4
Data Weighting and Analysis	5
<hr/>	
Results	7
Rates of Sexual Harassment	7
Rates by Paygrade and Rank.....	8
Rates by Race/Ethnicity.....	10
Nature of Harassment.....	11
Most Significant Sexually Harassing Event.....	12
Victims' Marital Status and Duty Station	12
Perpetrators	13
Actions Taken by Victims	14
Reasons for Not Filing a Grievance	15
Rape and Sexual Assault.....	17
Consequences of Sexual Harassment	18
Physical and Psychological Distress.....	18
Absenteeism	19
Retention.....	20
Perceptions of Navy Commitment to Halting Sexual Harassment	21
<hr/>	
Discussion	25

Conclusions 29

Recommendations 31

References 33

Appendix

**Sexual Harassment Items from the Navy Equal
Opportunity/Sexual Harassment Survey..... A-0**

List of Tables

1. 1993 NEOSH Survey Sample.....	4
2. Nature of Sexual Harassment Behaviors Experienced.....	11
3. Marital Status and Duty Location Associated with Sexual Harassment.....	13
4. Characteristics of Harassers.....	14
5. Actions Taken by Victims of Harassment	15
6. Reasons Why Victims Did not File a Grievance	16
7. Responses of Victims of Rape and Sexual Assault to Supplementary Questions	17
8. Psychological Reactions Experienced by Victims of Harassment.....	18
9. Lost Time Attributed to Sexual Harassment by Enlisted Victims	19
10. Impact of Sexual Harassment on Navy Satisfaction and Retention	21
11. Officer Perceptions of Navy and Command Commitment to Reducing Sexual Harassment	22
12. Enlisted Perceptions of Navy and Command Commitment to Reducing Sexual Harassment	23

List of Figures

1. Percentage of women who said they were sexually harassed	8
2. Percentage of men who said they were sexually harassed	8
3. Percentage of enlisted women who were harassed by paygrade	9
4. Percentage of women officers who were harassed by rank.....	9
5. Percentage of women officers by racial/ethnic group who were sexually harassed.....	10
6. Percentage of enlisted women by racial/ethnic group who were sexually harassed.....	10

Background

In 1989, the first biennial Navy Equal Opportunity Sexual Harassment (NEOSH) Survey was administered to a stratified sample of officer and enlisted personnel. This survey resulted from the recommendations of two major study groups, the 1987 Study Group on the Progress of Women in the Navy (Chief of Naval Operations, 1987) and the 1988 Study Group on Equal Opportunity in the Navy (Chief of Naval Operations, 1988). Because sexual harassment policy and complaints are a section of the equal opportunity (EO) division within the Bureau of Navy Personnel, responsibility for implementing the recommendations was delegated to one office. The decision was made to develop a single survey that would include items measuring equal opportunity climate and incidence of sexual harassment in the Navy. Because of the length and dual focus of the NEOSH Survey, the results of the sexual harassment and the EO climate items have always been reported separately.

The first NEOSH Survey was mailed in September 1989 to a sample of more than 10,000 active duty Navy personnel (Culbertson, Rosenfeld, Booth-Kewley, & Magnusson, 1992).¹ Rates of sexual harassment while on duty or on a Navy base but off duty for the previous year were as follows: for women officers, 26%; for enlisted women, 42%; for men officers, 1%; and for enlisted men, 4%. These rates and other information about the nature and frequency of the harassment, perpetrators, actions taken by the victims, etc. became baseline data against which results of future administrations of the survey would be compared.

The NEOSH Survey was administered for the second time in October 1991 (Culbertson, Rosenfeld, & Newell, 1993). Because of the need for research to address consequences associated with sexual harassment, new items had been added to investigate physical and/or psychological reactions and absenteeism. Significantly more women officers and enlisted women had experienced harassment in the time period measured by the 1991 survey than with the 1989 administration. The authors conjectured that the raised consciousness of sexual harassment, resulting from Professor Anita Hill's testimony at the confirmation hearings for Judge Clarence Thomas, had influenced the respondents. Of course, the results also

¹For information on the development of the sexual harassment items in the NEOSH Survey, readers should refer to the 1992 Culbertson, et al. report.

could be attributed to Navy women experiencing more sexual harassment in 1991 than in 1989.

As an aftermath of the 1991 Tailhook Convention,² the Navy embarked upon a vigorous, multi-faceted effort to combat sexual harassment. All military and civilian personnel, active duty and reserve, must now attend annual training on the prevention of sexual harassment. A telephone "advice" line has been established to process questions concerning sexual harassment policies, responsibilities, reporting procedures, and victim support programs. An Informal Resolution System was developed and widely publicized to aid in the resolution of conflict at the lowest organizational level and, when possible, before it escalates. Whether or not these efforts would have a measurable impact upon the incidence of sexual harassment was a question that the 1993 NEOSH Survey would answer.

²At the September 1991 convention of the Tailhook Association in Las Vegas, Nevada, 83 women and 7 men were sexually assaulted. A total of 117 officers were implicated for deeds of sexual misconduct or conduct unbecoming an officer (Department of Defense, Inspector General, 1993) though none were found to be guilty. Tailhook became a watershed event for addressing sexual harassment in the Navy.

Approach

The approach outlined in Culbertson, et al. (1992) is followed for all administrations of the biennial NEOSH Survey. Some improvements have occurred, such as use of an optically scanned survey form and sampling methods that take into account the differing response rates of subgroups. In addition, new items have been added to the survey to address evolving issues relevant to sexual harassment.

Survey Instrument

The sexual harassment section of the NEOSH survey consists of 36 questions (see Appendix). Respondents are first presented with the Navy's definition of sexual harassment and then questioned about their perceptions of the Navy's and their command's commitment to preventing sexual harassment.

The questions crucial to the purpose of the survey begin with two items that are used to determine the rate of sexual harassment in the Navy, which are worded, "During the past year, have you been sexually harassed while on duty?" and "During the past year, have you been sexually harassed on base or ship while off duty?" Personnel who respond "yes" to either question are asked to indicate from a list of 9 behaviors how frequently (from never to weekly) they experienced each form of sexual harassment. Victims of harassment choose the one incident that had the greatest effect upon them as the reference event for questions concerning the perpetrator, what actions they took following the harassment, and how the incident affected them. These items are in a multiple-choice format. Victims of sexual assault and rape are presented with additional questions to probe the relationship with the perpetrator and the involvement of alcohol or drugs. The survey ends with two items questioning the incidence of sexual harassment by Navy personnel while off base and off duty.

Sample and Administration

A stratified sampling methodology is used with the NIOSH Survey because of the need to measure the perceptions of sub-groups that constitute a minority of the Navy. Thus, blacks, Hispanics, women, and officers are oversampled.³ The goal of the sampling plan is to obtain sufficient respondents in each of the 12 cells (i.e., 3 racial/ethnic groups by 2 genders by officer/enlisted status) so that the sampling error does not exceed $\pm 5\%$. Table 1 shows the number of surveys that were mailed and the final samples on which the sexual harassment analyses were based.

Table 1
1993 NIOSH Survey Sample

Administrative Sample	
Surveys mailed	9,537
Surveys returned	3,904
Surveys analyzed	3,801
Response rate (Returns/Mailed)	41%
Respondent Sample	
Enlisted men	1,295
Enlisted women	1,259
Officer men	706
Officer women	541

The surveys were mailed in October 1993 and two follow-up postcards were sent 2 and 4 weeks later. Because respondents to the NIOSH Survey do not identify themselves, these cards went to everyone who had been sent a survey. Personnel who had already mailed back their completed surveys were thanked for their participation, and those who had not were urged to do so. The cut-off date for inclusion in the sample to be analyzed was 5 months later in March 1994. At that time, 41% of the surveys that could be delivered had been returned. The response rates, adjusted for nondeliverable surveys, had been 60% in 1989 and

³Personnel in paygrades E-2 and E-3 were also oversampled because of their low response rate to prior mail-out surveys.

48% in 1991. Thus, the NIOSH Survey has experienced a declining response rate, similar to other Navy mail-out surveys.⁴

Data Weighting and Analysis

Post-stratification weighting (Henry, 1990) of the data by gender, paygrade, and racial/ethnic group was performed so the respondents would accurately reflect the proportions of these groups in the Navy population at the time of survey administration. All of the results presented in this report are based on weighted data.

For clarity of presentation, responses to items using five-point scales were collapsed into three categories, representing "agree," "neither agree nor disagree," and "disagree." The chi-square test was used to analyze frequency data (expressed as percentages in the text) for statistical significance. Because of the large samples and numerous comparisons made, a significance level of $p \leq .01$ was adopted.

⁴The Navy Personnel Survey, which is administered to a representative sample on an annual basis, has experienced a decline in response rate from 52% in 1990 to 44% in 1993.

Results

The focus of the analyses conducted for this third administration of the NIOSH Survey was on trends over 5 years of data. Thus, for the most part, data are presented for all three administrations and statistical analyses compare the 1993 results to those of previous years. Responses to items added to the most recent survey will serve as initial data points for later administrations.

Rates of Sexual Harassment

Figure 1 displays the percentage of officer and enlisted women who said they had been sexually harassed over the past year while on duty, or while off duty but on the base or ship.⁵ A significant decline in these rates occurred between 1991 and 1993 for officers ($\chi^2(1, N = 1,111) = 23.41, p \leq .001$) and enlisted personnel ($\chi^2(1, N = 2,281) = 28.89, p \leq .001$). The enlisted women also had significantly lower rates between 1989 and 1993 ($\chi^2(1, N = 2,999) = 24.95, p \leq .001$).

Sexual harassment rates for men are shown in Figure 2. The 1993 findings parallel those of women in that enlisted personnel have higher rates than officers and the rates declined between 1991 and 1993. The decline was significant for enlisted men ($\chi^2(1, N = 1,816) = 11.58, p \leq .001$), but not for officers.

The small percentages of men responding to the survey who stated that they had been sexually harassed meant that the actual numbers in the sample were quite small (52 enlisted and 7 officers). As a consequence, additional analyses were not performed on their responses.

⁵Twenty-one percent of the enlisted women and 10% of the women officers had been sexually harassed by Navy personnel while off base and off duty. Additionally, 8% of the enlisted women and 3% of the women officers had been sexually harassed at an off-base Navy sponsored event. Because these questions had not been included in prior NIOSH Surveys, and there was a need to make cross-year comparisons, these women were not added to victims who had been harassed while on duty or on the base.

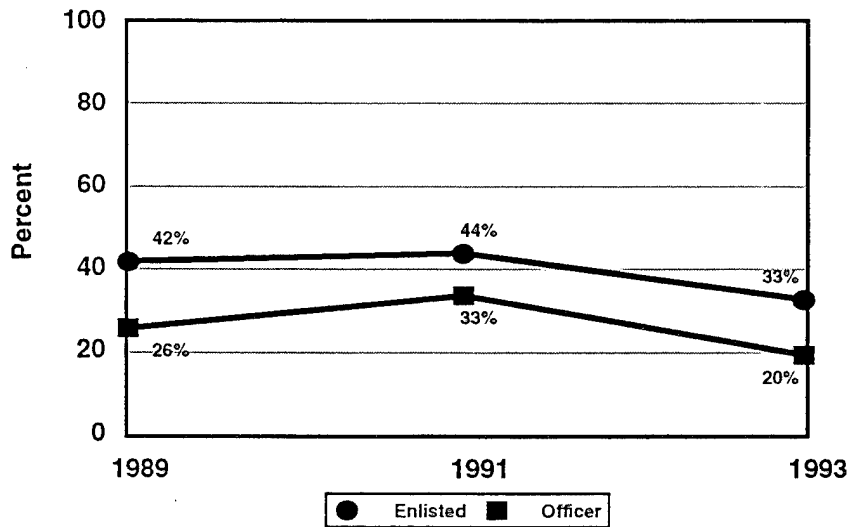


Figure 1. Percentage of women who said they were sexually harassed.

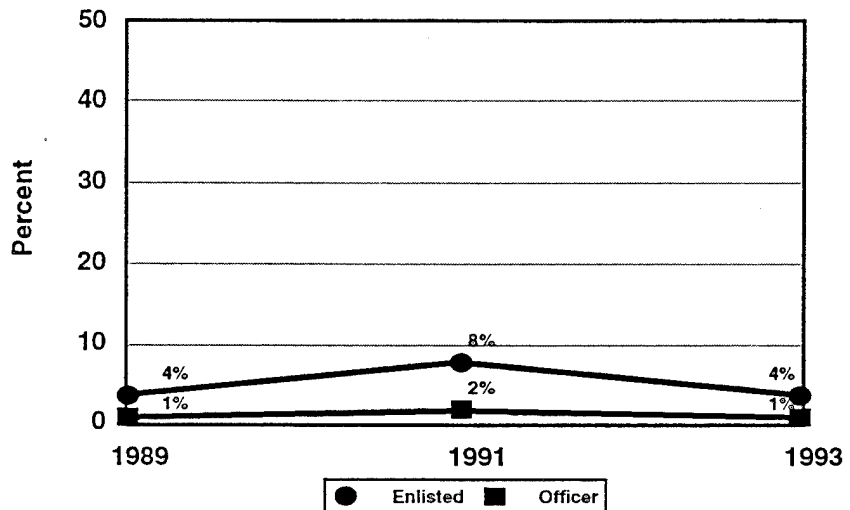


Figure 2. Percentage of men who said they were sexually harassed.

Rates by Paygrade and Rank

Surveys of sexual harassment, conducted in military and civilian settings, find that age and/or organizational status are negatively related to incident rates. Figures 3 and 4 show that women in the lowest paygrades and ranks, both of which correlate with age, do experience the most harassment. All three administrations of the

NEOSH Survey have come to the same conclusion in this regard. The decline in rates noted between 1991 and 1993 was significant for each of the three officer groups.⁶ Among enlisted, only the decline noted among petty officers was significant ($\chi^2(1, N = 1,420) = 25.82, p \leq .001$).

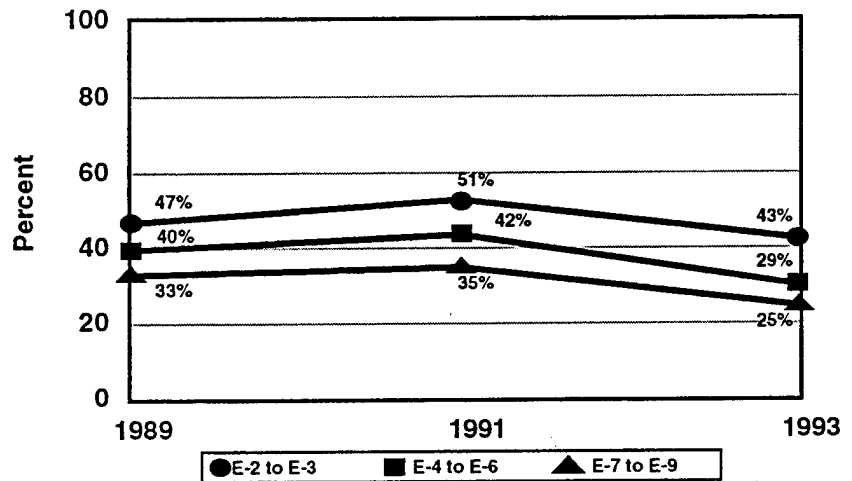


Figure 3. Percentage of enlisted women who were harassed by paygrade.

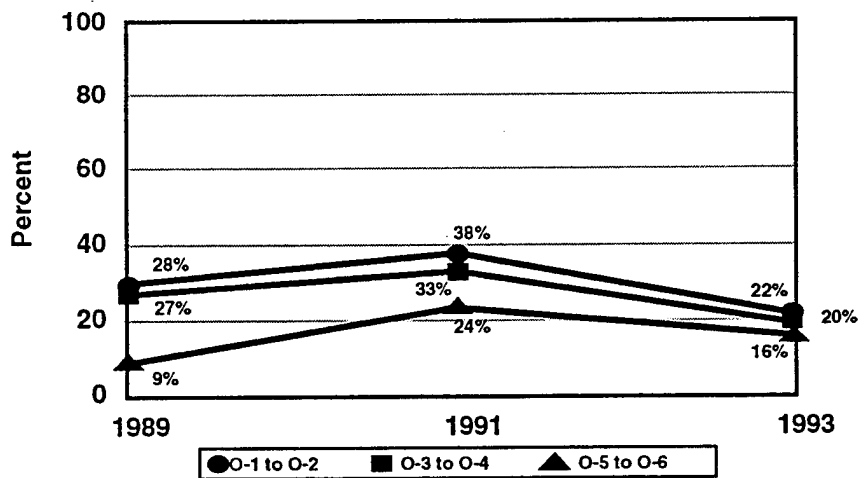


Figure 4. Percentage of women officers who were harassed by rank.

⁶For O-1--O-2, $\chi^2(1, N = 297) = 8.49, p \leq .01$. For O-3--O-4, $\chi^2(1, N = 678) = 13.65, p \leq .001$. For O-5--O-6, $\chi^2(1, N = 111) = 9.91, p \leq .01$.

Rates by Race/Ethnicity

The relationship between race/ethnicity and sexual harassment has seldom been investigated. Figure 5 shows the rates for white, black, and Hispanic officers, which did not differ significantly in any of the three administrations of the NEOSH Survey. Black enlisted women, however, had significantly lower rates of harassment than White ($\chi^2(1, N = 852) = 11.14, p \leq .001$) or Hispanic ($\chi^2(1, N = 664) = 16.77, p \leq .001$) women. As shown in Figure 6, this has been a consistent finding since 1989.

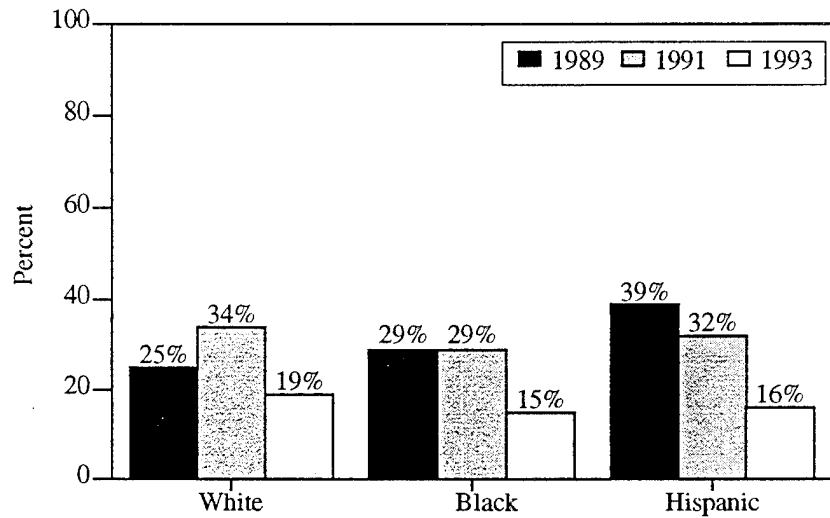


Figure 5. Percentage of women officers by racial/ethnic group who were sexually harassed.

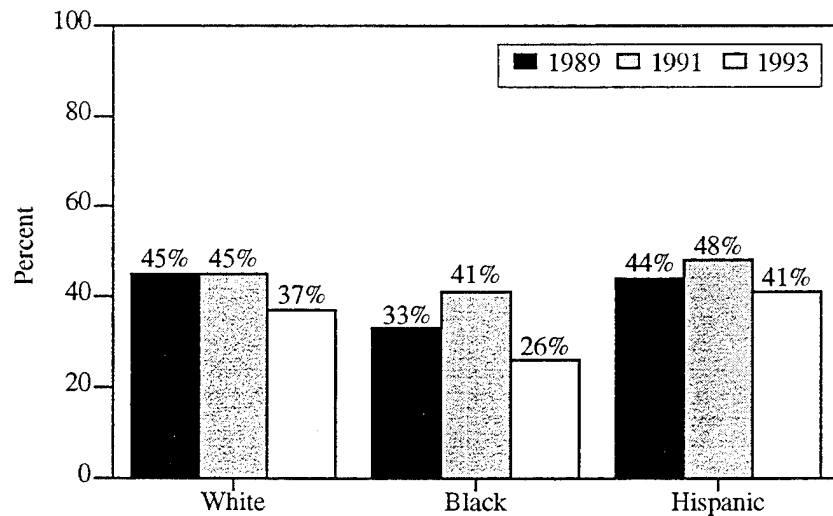


Figure 6. Percentage of enlisted women by racial/ethnic group who were sexually harassed.

Nature of Harassment

The question regarding the nature of the sexual harassment that occurred consisted of a list of nine behaviors. Eight behaviors had appeared in the 1989 and 1991 versions of the NIOSH Survey. A new category, stalking or invasion of residence, was added to the 1993 version of the survey because telephone interviews of Navy women who had been sexually harassed indicated that it was occurring (Booth-Kewley & Bloom, 1993).

In Table 2, the harassing behaviors have been divided into the two categories used by Firestone and Harris (1994), representing environmental and individual harassment. Behaviors in the former category are not necessarily, though they may be, directed at a particular person, whereas the latter behaviors always have a target.

Table 2
Nature of Sexual Harassment Behaviors Experienced

	Officer			Enlisted		
	1989 (%)	1991 (%)	1993 (%)	1989 (%)	1991 (%)	1993 (%)
Environmental						
Sexual teasing, jokes	23	31	19	39	45	38
Sexual looks, staring	18	24	16	37	43	38
Sexual whistles, calls	17	19	14	36	40	32
Individual						
Deliberate touching	13	13	7	29	32	25
Pressure for dates	10	9	6	27	30	23
Letters, phone calls	6	9	3	17	16	14
Pressure for sexual favors	3	3	2	14	17	12
Actual or attempted rape/sexual assault	1	1	0	6	6	6
Stalking or invasion of residence	a	a	1	a	a	6

Note. Multiple responses allowed.

^aNot on the 1989 and 1991 surveys.

All behaviors in Table 2 exhibit a downward trend, except for actual or attempted rape/sexual assault. For enlisted women, five of the behaviors were significantly less prevalent in 1993 than in 1991;⁷ for women officers, three of the behaviors declined significantly.⁸ In all administrations of the NIOSH Survey, environmental harassment was experienced by more women than individual harassment.

Most Significant Sexually Harassing Event

Multiple responses had been permitted to the question on forms of harassment because prevalence data were needed for each listed behavior. To investigate variables associated with sexual harassment, the respondents needed to be focused on a single incident. This goal was accomplished by instructing them to think of the one harassing event that had the greatest impact upon them and answer a series of questions with that event in mind.

Victims' Marital Status and Duty Station

As has been reported for civilian workers, enlisted women who had never married experienced more harassment than women who were or had been married ($\chi^2(2, N = 975) = 25.17, p \leq .001$). Table 3 also reveals that women in shore commands were harassed more than those aboard ships. Because Navy women are not distributed equally among the categories of marital status and duty location, it is difficult to attach meaning to these findings without normative data. Information on marital status was obtained from a large, representative survey of Navy personnel that was administered in the same month as the NIOSH Survey (Wilcove, 1994). The data for duty station were obtained from a question in the demographic section of the NIOSH Survey, which was not answered solely by women who had been sexually harassed. Comparisons between the distributions of harassed women and the normative data indicate that single women were harassed proportionately more than married

⁷Sexual teasing, jokes, remarks, or yells ($\chi^2(1, N = 2,281) = 11.42, p \leq .001$); sexual whistles, calls, hoots, or yells ($\chi^2(1, N = 2,281) = 15.75, p \leq .001$); deliberate touching, leaning over, cornering, or pinching ($\chi^2(1, N = 2,281) = 13.67, p \leq .001$); pressure for dates ($\chi^2(1, N = 2,281) = 14.32, p \leq .001$); pressure for sexual favors ($\chi^2(1, N = 2,281) = 11.55, p \leq .001$).

⁸Sexual teasing, jokes, remarks, or questions ($\chi^2(1, N = 1,111) = 21.23, p \leq .001$); sexual looks, staring, or gestures ($\chi^2(1, N = 1,111) = 11.06, p \leq .001$); and deliberate touching, leaning over, cornering, or pinching ($\chi^2(1, N = 1,111) = 11.03, p \leq .001$).

or divorced/widowed women. However, being assigned ashore or afloat was not related to sexual harassment.

Table 3
Marital Status and Duty Location Associated with Sexual Harassment

Status/Location	Victims		Representative Sample	
	Officer	Enlisted	Officer	Enlisted
Marital Status				
Single, never married	48	58	42	42
Married	41	30	47	43
Divorced/separated	11	12	11	15
Duty Location				
Shore CONUS ^a	75	69	80	69
Afloat CONUS ^a	3	21	3	16
Shore OCONUS ^b	22	8	17	13
Afloat OCONUS ^b	1	2	0	2

^aContinental U.S., including Alaska and Hawaii.

^bOutside continental U.S., excluding Alaska and Hawaii.

Perpetrators

Characteristics of the personnel who harassed the women were also queried. Table 4 presents the distributions of responses of officer and enlisted victims regarding these questions.

The majority of women were harassed by a man acting alone, as had been concluded from previous administrations of the NIOSH Survey. Change did occur in the frequency of supervisory harassment, however. For both officer and enlisted women, the percentages that were harassed by their immediate supervisor declined significantly, from 13% for officers and 16% for enlisted in 1991.⁹ Co-workers and "others" were most frequently designated as being responsible for the harassment.

⁹For officers, $\chi^2(1, N = 329) = 8.53, p < .01$; for enlisted, $\chi^2(11, N = 862) = 12.28, p < .001$.

Table 4
Characteristics of Harassers

Characteristics	Officer (%)	Enlisted (%)
Number of Perpetrators		
Only 1	53	61
2-3	41	31
4 or more	6	8
Gender		
Male	97	97
Female	2	1
Both (more than 1 person)	1	2
Organizational Status^a		
Immediate supervisor	6	8
Higher level supervisor	19	19
Co-worker	33	41
Subordinate	11	11
Other	42	45
Military/Civilian Status^a		
Military officer	57	7
Military enlisted	30	89
Government employee/contractor	33	9
Overseas host national	6	^b
Other	2	8

^aBecause women were often harassed by more than one person, the percentages exceed 100.

^bLess than .5%.

A question concerning the civilian/military status of the harasser was asked to gain more information regarding to whom victims were referring when they choose "other" on the organizational status question. Table 4 indicates that most women officers were harassed by men officers, and most enlisted women were harassed by enlisted men. The percentage of officers who were harassed by a government employee or contractor increased significantly between 1991 and 1993 ($\chi^2(1, N = 296) = 12.50, p \leq .001$).

Actions Taken by Victims

As shown in Table 5, the majority of officer and enlisted victims confronted their harasser. Significantly more enlisted women told their harasser to stop the behavior in 1993 than had in 1989 ($\chi^2(1, N = 1,142) = 25.96, p \leq .001$); more women also avoided their harasser ($\chi^2(1, N = 1,142) = 7.78, p \leq .01$), and more took no action ($\chi^2(1,$

$N = 1,142$) = 49.54, $p \leq .001$). There were no paygrade or rank differences on these items.

Table 5
Actions Taken by Victims of Harassment

Actions	Officer (%)	Enlisted (%)
I told the person to stop	60	75
I avoided the person(s)	51	76
I got someone else to speak to person(s)	24	33
I reported it to my supervisor	23	29
I reported it to someone else	17	27
I threatened to tell or told others	16	30
I used the chain of command	13	14
Did something else ^a	6	8
I took no action	20	18

Note. Multiple responses allowed.

^aThis category was created by combining those who used Inspector General's or Navy's Hotline, sought medical or legal assistance, or reported the incident to military police, Naval Investigative Service or the Family Service Center.

Because the respondents to this question were directed to indicate all of the actions they took after being sexually harassed, the percentages appearing in Table 5 sum to more than 100. The results, therefore, are somewhat misleading. For example, readers may think that 94% of the enlisted women responded passively to being sexually harassed (76% avoided their harasser and 18% took no action). In reality, avoidance of the harasser typically occurred along with an active response. That is, only 23% of officers and 13% of enlisted women only avoided their harasser and took no other action. Despite the fact that 18% of the enlisted women chose the "I took no action" response, about one-third of the group also chose another response, indicating that they did something.

Reasons for Not Filing a Grievance

Only 4% of the officer victims and 7% of the enlisted victims filed a grievance. This finding is consistent with results of prior administrations of the NEOSH Survey and for civilian workers.¹⁰ The major

¹⁰The proportion of sexually harassed women who seek legal help or file a formal complaint ranges from 1% to 7%, according to the Women's Legal Defense Fund (1991).

reason given by Navy victims for not formally grieving an incident was that their other actions were effective in dealing with the situation. Table 6 shows that over half of officer and enlisted women indicated that they solved the problem themselves. The remaining percentages in the table are based upon the responses of women who were unable to handle the situation (i.e., after removing women who solved the problem). For this group, the belief that filing a grievance would cause unpleasantness at work was the primary disincentive for going formal with a complaint. Forty percent did not think anything would be done if they grieved the harassing incident. Approximately 30% were deterred by the conviction that they would not be believed, and 27% of the officers and 38% of the enlisted feared that their performance evaluations would suffer. Based on interviews with Navy women who had been sexually harassed, Booth-Kewley and Bloom (1993) concluded that one-third of victims do not file a grievance because they succeeded in handling the incident themselves, one-third because of fear of consequences, and the remainder for various other reasons.

Table 6

Reasons Why Victims Did not File a Grievance

Reason	Officer (%)	Enlisted (%)
Solved problem by my other actions	53	59
Thought it would make my work situation unpleasant	53	57
Did not think anything would be done	39	41
Thought I would not be believed	32	27
Thought my performance evaluation or chances for promotion would suffer	27	38
Did not want to hurt the person who bothered me	19	28
Thought it would take too much time and effort	12	12
Did not know what to do	7	29
Too embarrassed	7	20
Too afraid	6	27

Note. Multiple responses allowed.

The few women who did file a grievance were asked how their commands responded to their action. Because of the small sample of officer complainants ($N = 4$), only the responses of enlisted women were analyzed. Sixty-nine percent indicated that their commands disciplined their harasser, 19% said actions were taken against them (victims), and 16% believed that their commands did nothing.

Rape and Sexual Assault

A subset of questions was answered by victims of rape and sexual assault. Because only 1% of women officers had experienced these behaviors, the analyses were based on enlisted women, 6% of whom were raped or sexually assaulted (identical to the percentages found in 1989 and 1991).

The rape or sexual assault that occurred was primarily perpetrated by an acquaintance (see Table 7). None of the incidents could be classified as spousal abuse. Only 13% of the women in this sample had previously engaged in consensual sex with their assailant.

Table 7

Responses of Victims of Rape and Sexual Assault to Supplementary Questions

Responses	Yes (%)	No (%)
Did you know your assailant?	85	15
Was your assailant related to you?	---	100
Had you previously had voluntary sexual relations with your assailant?	13	87
Had either you or your assailant been drinking or taking drugs?		
No, neither of us	---	41
Yes, my assailant	46	---
Yes, I had been	1	---
Yes, both of us	12	---
Did you file a grievance after the rape/assault?	16	84
If yes, were you satisfied with the way your command handled it?	41	59

Use of drugs and/or alcohol has been reported in 60% to 75% of cases of acquaintance rape and sexual assault among civilians (Unger & Crawford, 1992). Rape or sexual assault occurred after drug or alcohol use by either the victim or perpetrator in 59% of the incidents.

Very few victims of sexual assault filed charges against the perpetrators. Of those that did file charges, less than half were satisfied with the manner in which they were handled.

Consequences of Sexual Harassment

Sexual harassment has costs associated with it, other than the obvious monetary awards to victims and money spent in processing complaints. Costs that were investigated in the survey were physical and psychological distress, absenteeism, and potential attrition from the Navy.

Physical and Psychological Distress

Victims were asked if they had experienced any physical symptoms as a result of being sexually harassed. Two thirds of the officers and 54% of the enlisted indicated that they had not. About one-fourth of the enlisted women, however, suffered from headaches and sleeping difficulties that they attributed to being a victim of harassment.

Almost all Navy victims of sexual harassment reacted psychologically to the incident. Table 8 shows that anger, disgust, and irritation were the most common emotions experienced. Only about 10% of the women indicated that they suffered no effects from being sexually harassed. This figure is consistent with Crull's (1982) finding that 90% of the sexually harassed women who contacted the Working Women's Institute suffered psychological stress symptoms.

Table 8

Psychological Reactions Experienced by Victims of Harassment

Reactions	Officer (%)	Enlisted (%)
Anger	64	65
Disgust	48	49
Irritation	47	47
Stress	38	42
Anxiety	22	20
Mistrust	19	28
Sadness	15	17
Depression	13	24
Low self-esteem	13	19
Fear	8	24
No effects	8	10
Self-blame	5	21

Note. Multiple responses allowed.

Absenteeism

Two types of absences that were attributed to being sexually harassed were investigated--sick call and taking unexpected leave. Victims of sexual harassment were asked if they had reported to sick call because of the incident and, if they had, how many hours they were away from their job. Parallel questions were presented in regard to taking liberty or unplanned leave. The results of the analysis of these questions are presented in Table 9 for enlisted respondents.¹¹

Table 9

**Lost Time Attributed to Sexual Harassment
by Enlisted Victims**

Did being sexually harassed over the past year result in your reporting to sick call?	
No	90%
Yes	10%
Mean number of hours missed from work	30.1
Did being sexually harassed during the past year result in your using leave or liberty that you had not planned to use?	
No	83%
Yes	17%
Mean number of days missed from work	9.6
Estimate of impact on the Navy	
Number of enlisted women who were harassed ^a	15,961
Number who reported to sick call	1,635
Number who took unplanned leave/liberty	2,792
Number of sick days lost	6,152
Number of leave days taken	26,796
Total days lost in 1992	32,948

^aBased on population of 48,000 enlisted women in 1992, and a harassment rate of 33.25.

The percentages and means obtained with the enlisted sample were applied to the population at that time to develop estimates of the amount of work days lost by victims due to sexual harassment. Since the sick call question was phrased in terms of hours lost, the

¹¹Only three of the officers who were victims of sexual harassment went to sick call, and only seven took unplanned leave.

time was converted to days lost by assuming an 8-hour day. The resulting estimate was 32,948 work days lost by enlisted women in 1992 due to sexual harassment.

Retention

The equal opportunity section of the NIOSH Survey contains four items that address job satisfaction and intention to remain in the Navy. The responses to these questions of women who had or had not been sexually harassed were compared. It is important to note that the four items were positioned before the harassment question and, as a consequence, were unlikely to have been influenced by a negative response set due to being sexually harassed. Both officers and enlisted who were victims of harassment were significantly more likely than nonharassed women to agree that they planned to leave the Navy because of dissatisfaction and to express less satisfaction in general (see Table 10). In addition, harassed enlisted women, more so than those who had not been harassed, disagreed that their experiences at their current commands had encouraged them to stay in the Navy, and that they planned to stay for at least 20 years.

Table 10
Impact of Sexual Harassment on Navy
Satisfaction and Retention

Impact	Officer		Enlisted	
	Harassed (%)	Not Harassed (%)	Harassed (%)	Not Harassed (%)
I plan to leave the Navy because I am dissatisfied.				
Agree	40	14	36	23
Neither agree nor disagree	18	17	21	21
Disagree	42	69	43	56
	$\chi^2(2, N = 514) = 35.96^*$		$\chi^2(2, N = 1,156) = 24.17^*$	
My experiences at this command have encouraged me to stay in the Navy.				
Agree	24	38	13	17
Neither agree nor disagree	31	26	22	32
Disagree	45	36	65	52
	$\chi^2(2, N = 515) = 6.85$		$\chi^2(2, N = 1,207) = 19.60^*$	
In general, I am satisfied with the Navy.				
Agree	50	77	49	62
Neither agree nor disagree	20	11	20	15
Disagree	30	12	31	23
	$\chi^2(2, N = 538) = 31.18^*$		$\chi^2(2, N = 1,218) = 17.93^*$	
I intend to stay in the Navy for at least 20 years.				
Agree	45	53	27	44
Neither agree nor disagree	15	15	17	15
Disagree	40	32	56	41
	$\chi^2(2, N = 475) = 2.28$		$\chi^2(2, N = 1,089) = 29.89^*$	

*p < .001.

Perceptions of Navy Commitment to Halting Sexual Harassment

The series of questions concerning opinions of the Navy's and the command's commitment to preventing, investigating, and adjudicating sexual harassment were part of the 1991 and 1993 NEOSH Surveys. Table 11 shows the percentage of officers agreeing with the statements in both years and Table 12 presents parallel statistics for enlisted personnel. The first four statements are worded negatively, whereas the last five statements are worded positively.

Table 11

Officer Perceptions of Navy and Command Commitment
to Reducing Sexual Harassment

	Percentage Agreeing			
	Women		Men	
	1991	1993	1991	1993
Sexual harassment is a problem in the Navy.	61	63	36	33
Sexual harassment is occurring at this command.	30	22	10	6
People at this command who sexually harass others get away with it.	22	17	6	5
Complaints of sexual harassment are often made to cover up poor performance.	a	8	a	19
I know what words or actions are considered sexual harassment.	92	96*	89	93
Actions are being taken in the Navy to prevent sexual harassment.	88	90	90	92
Actions are being taken at this command to prevent sexual harassment.	68	80**	70	85**
Command leadership enforces Navy's sexual harassment policy.	75	86**	83	90**
Sexual harassment is not tolerated at this command.	a	76	a	88
Sexual harassment training is taken seriously at this command.	57	74**	61	81**
I feel free to report sexual harassment without fear of bad things happening to me.	56	65	71	86**

*Percentage agreeing in 1993 differed from 1991 at $p < .01$.

**Percentage agreeing in 1993 differed from 1991 at $p < .001$.

^aNot in 1991 survey.

Table 12

**Enlisted Perceptions of Navy and Command Commitment
to Reducing Sexual Harassment**

	Percentage Agreeing			
	Women		Men	
	1991	1993	1991	1993
Sexual harassment is a problem in the Navy.	59	61	38	43
Sexual harassment is occurring at this command.	36	30	16	12**
People at this command who sexually harass others get away with it.	32	24**	19	9
Complaints of sexual harassment are often made to cover up poor performance.	^a	8	^a	12
I know what words or actions are considered sexual harassment.	91	94*	84	90**
Actions are being taken in the Navy to prevent sexual harassment.	73	84**	79	88**
Actions are being taken at this command to prevent sexual harassment.	60	72**	52	74**
Command leadership enforces Navy's sexual harassment policy.	63	74**	69	84**
Sexual harassment is not tolerated at this command.	^a	66	^a	78
Sexual harassment training is taken seriously at this command.	50	68**	52	75**
I feel free to report sexual harassment without fear of bad things happening to me.	53	55	54	67**

*Percentage agreeing in 1993 differed from 1991 at $p < .01$.

**Percentage agreeing in 1993 differed from 1991 at $p < .001$.

^aNot in 1991 survey.

The percentage of officer and enlisted personnel who perceived that sexual harassment is a problem in the Navy did not change between 1991 and 1993. However, all of the other negative statements had fewer respondents endorsing them in 1993 than 1991, and all of the positive statements had a higher level of endorsement. Most of these differences were significant shifts of opinion for enlisted personnel, whereas half of the changes were significant with officers. However, all agreed to a greater extent in 1993 than 1991 that (1) actions were being taken at their commands to prevent sexual harassment,

(2) their command leadership supported Navy policy, and (3) sexual harassment training was being taken seriously at their command.

A very large gender difference was evidenced for the perception that sexual harassment is a problem in the Navy. Interestingly, officer and enlisted women had almost identical endorsement rates for this statement in both years. They also did not differ significantly in their opinion about whether sexual harassment was occurring at their command.

Discussion

The results of the third administration of the NEOSH Survey revealed significant declines in rates of sexual harassment for women and men. This finding was welcome news to a Navy that had been bruised by the flagrant sexual harassment that occurred at the 1991 Tailhook Convention. As a result of that incident, new mandatory training in the prevention of sexual harassment was developed and a "zero tolerance"¹² policy was promulgated. The drop in self-reported incidents of sexual harassment cannot be definitively attributed to actions taken by the Navy. However, these actions occurred between the 1991 and 1993 administrations of the NEOSH Survey, suggesting that the emphasis placed upon prevention and the penalties established for violating Navy policy were at least partially responsible for the reduction in rates of sexual harassment.

As has been found in previous military and civilian surveys, *quid pro quo* and physical harassment of a sexual nature were experienced by only a small percentage of Navy women. Environmental harassment, which may or may not be directed at an individual, was much more common. While environmental harassment is viewed as less serious than individual harassment, these behaviors create an ambiance in the work setting that increases the probability that individual harassment will occur. Even "bystanders" (as opposed to direct victims) suffer a loss of motivation, increase in depression, and other negative effects as a result of being exposed to sexual harassment (Sorenson, Luzio, and Mangione-Lambie, 1994).

Most of the sexually harassing behaviors delineated in the survey were less prevalent in 1993 than in 1991, but rape and sexual assault showed no change. Actually, the rate has been remarkably stable since 1989, when the question was first asked. How could 6% of enlisted women be victims of a physical attack **while on duty or on base or ship** in an off-duty status? Isolated cases of sexual assault will occur, but the number represented by this percentage is difficult to comprehend in a military environment. Most of the incidents could be described as acquaintance or date sexual assault, and

¹²The Secretary of the Navy Instruction 5300.26B requires processing for separation following a court-martial conviction for *quid pro quo* incidents of sexual harassment or physical contact chargeable under the Uniform Code of Military Justice that could result in a punitive discharge.

alcohol or drugs were involved in more than half of the cases. Surprisingly few women, however, reported the incident, and less than half of those that did were satisfied with the manner in which their charge was handled. The relationship between victims' status and sexual harassment was again demonstrated. For enlisted women, the gap in sexual harassment rates by paygrade did not narrow between 1991 and 1993, as it did for officers. Junior officers exhibited a significant drop in their rate of sexual harassment, whereas junior enlisted had only a modest decline. This difference may result from the Tailhook investigations, which impressed upon men the foolhardiness of sexually harassing an officer. Victim's marital status was also related to rates of sexual harassment of enlisted women, suggesting that single women are viewed as more convenient targets than married women. Minority status yielded mixed results. Black enlisted women, however, reported significantly less sexual harassment than did Hispanic or white women. While it is possible that they experienced less harassment, an alternative explanation is that they interpreted the behaviors differently than did other women.

One very important finding was that sexual harassment by supervisors has declined significantly since 1991. Harassment by peers was unchanged, suggesting that there may be some confusion among men over what constitutes sexual harassment. Actually, it is not only men who are confused. Research conducted by M. Thomas (1995) with Navy enlisted men and women demonstrated that some behaviors that the Navy considers to be sexual harassment are not interpreted as such by many personnel. Most personnel, however, recognize that top-down sexual harassment is clearly wrong, even when relatively mild.

The number of enlisted women who confronted their harasser increased significantly since the prior administration of the survey. This is a very positive finding for the Navy, which has been encouraging personnel to resolve conflict at the lowest possible level through the Informal Resolution System. Consistent with prior samples, very few of the 1993 respondents filed a grievance after being sexually harassed. Even when they were victims of sexual assault or rape, they seldom filed charges. The primary reason given for not formally complaining was that their own actions were effective in halting the behavior. When this effective group is removed from the sample, however, concern over unpleasantness in the workplace emerged as a potent factor in the decision about filing a complaint. Other victims were deterred by the fear that they would not be believed, and the perception that it would be futile to complain. Sadly, about a third of the women who had been raped or sexually assaulted did not file charges due to embarrassment or fear.

Even though the Navy cannot be sued by military victims of sexual harassment, there are costs involved. The costs associated with investigating a charge of sexual harassment, and the reduced productivity of those involved were not considered in the NIOSH Survey. Instead, lost time, lowered job satisfaction, and decreased retention were probed, along with victims' reports of physical and psychological symptoms following the harassment. The estimate of almost 33,000 work days lost due to sexual harassment may be of little consequence in an organization as large as the U.S. Navy, but the impact on retention should cause concern. Forty percent of the officers who had been sexually harassed stated that they intended to leave the Navy, as compared to 15% of those who had not been harassed. The figures for enlisted women were somewhat smaller, but still represented a significant loss of skilled personnel. In addition, the negative emotional reactions of Navy women to sexual harassment probably impacted on their job performance.

Opinions of the commitment of Navy and local commands to reducing sexual harassment were almost uniformly more positive in 1993 than in 1991. Commands, in particular, were perceived to be taking action to enforce Navy's policy on sexual harassment. Personnel, in turn, were approaching training seriously, and felt certain that they understood what is and is not sexual harassment. Despite these findings, a majority of officer and enlisted women still believed that sexual harassment is a problem in the Navy.

Conclusions

The results of the 1993 NEOSH Survey yielded the following positive findings:

1. Women (and men) were harassed less in 1993 than in 1991. This change was significant for officers at all levels and for enlisted petty officers.
2. Almost all forms of sexual harassment showed a downward trend. Of particular importance, Navy women experienced fewer incidents of deliberate touching and enlisted women reported less pressure for dates or sexual favors than had occurred in 1991.
3. Harassment by supervisors decreased significantly.
4. More enlisted women are telling their harassers to stop the behavior than before. Few women filed a sexual harassment complaint, primarily because they successfully halted the harassing behavior themselves.
5. Personnel believe that their commands are serious about preventing sexual harassment and that they are enforcing the Navy's sexual harassment policy. Almost all of the questions concerning the commitment of the Navy and local commands to halting sexual harassment were significantly more positive in 1993 than in 1991.

Despite the generally positive findings from the most recent survey, the following areas of concern were identified:

1. The majority of women still believe sexual harassment is a problem in the Navy, possibly because over 40% of E-2 and E-3 women experience some form of sexual harassment annually.
2. The rate of rape and sexual assault has not changed, and stalking or invasion of residence were found to be occurring.
3. Few victims of sexual harassment filed a complaint. The majority of those who did complain were not satisfied with the manner in which it was handled.
4. Women officers reported being harassed more by civilian contractors/employees than previously.

5. Experiencing sexual harassment was negatively related to officer and enlisted women's intentions in regard to remaining in the Navy.

Recommendations

Continued vigilance will be required to maintain the progress made in reducing incidents of sexual harassment. By this we mean that the Navy needs to continue to provide sexual harassment training, enforce its policy by investigating charges of sexual harassment and punishing those found guilty, and provide victims with help in overcoming sexually harassing incidents.

Sexual harassment training should emphasize the responsibility of seniors in preventing the harassment of junior personnel. Women in paygrades E-2 and E-3 have consistently higher rates of harassment than those in the higher paygrades. Due to their youth and relatively powerless status, they may find it difficult to confront their harassers, particularly when these perpetrators are above them in the chain of command. Training also needs to impart information on the new Sexual Assault Victim Intervention (SAVI) Program and other means for helping victims of sexual assault.

Since the 1993 NEOSH Survey was administered, the SAVI Program has been established to provide awareness and prevention training on sexual assault, and victim advocacy/intervention services. Also, a system for reporting and tracking sexual assault has been implemented. These initiatives should be monitored to determine whether they are achieving their goals.

Enforcement efforts ought to be extended to everyone on a Navy base. Civilian employees must comply with the Navy sexual harassment policy, including attending annual training. Contractors should be required to read the sexual harassment policy and be held accountable for compliance.

References

- Booth-Kewley, S., & Bloom, F. (1993, August). *Why victims fail to report sexual harassment*. Paper presented at the 101st Meeting of the American Psychological Association, Toronto, Canada.
- Chief of Naval Operations (1987). *Navy study group's report on progress of women in the Navy*. Washington, DC: Department of the Navy.
- Chief of Naval Operations (1988). *CNO study group's report on equal opportunity in the Navy*. Washington, DC: Department of the Navy.
- Crull, P. (1982). Stress effects of sexual harassment on the job: Implications for counseling. *American Journal of Orthopsychiatry*, 52(3), 539-544.
- Culbertson, A. L., Rosenfeld, P., Booth-Kewley, S., & Magnusson, P. (1992). *Assessment of sexual harassment in the Navy: Results of the 1989 Navy-wide survey* (NPRDC-TR-92-11). San Diego: Navy Personnel Research and Development Center.
- Culbertson, A. L., Rosenfeld, P., & Newell, C. E. (1993). *Sexual harassment in the active-duty Navy* (NPRDC-TR-94-2). San Diego: Navy Personnel Research and Development Center.
- Department of Defense Inspector General (1993). *Tailhook 91 part II: Events at the 35th annual Tailhook symposium*. Washington, DC: Author.
- Firestone, J. M., & Harris, R. J. (1994). Sexual harassment in the U. S. military: Individualized and environmental contexts. *Armed Forces and Society*, 21(1), 25-43.
- Henry, G. T. (1990). *Practical sampling*. Newbury Park, CA: Sage.
- Sorenson, R. C., Luzio, R. C., & Mangione-Lambie, M. G. (1994, July). *Perceived seriousness, recommended and expected organizational response, and effects of "bystander" and "direct" sexual harassment*. Paper presented at the 23rd International Congress of Applied Psychology, Madrid, Spain.

Thomas, M. D. (1995). *Gender differences in conceptualizing sexual harassment* (NPRDC TR-95-5). San Diego: Navy Personnel Research and Development Center.

Unger, R., & Crawford, M. (1992). *Women and Gender: A Feminist Psychology*. New York: McGraw-Hill.

Wilcove, G. (1994). *Results of the 1993 Navy Personnel Survey*. Unpublished raw data.

Women's Legal Defense Fund (1991). *Sexual harassment in the workplace*. Washington, DC, Author.

Appendix

Sexual Harassment Items from the Navy Equal Opportunity/ Sexual Harassment Survey

Sexual Harassment

Sexual harassment is 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:

1. submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career, or
2. submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
3. such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive environment.

Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a military member or civilian employee is engaging in sexual harassment. Similarly, any military member or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is also engaging in sexual harassment.

Both men and women can be victims of sexual harassment; both women and men can be sexual harassers; people can sexually harass persons of their own sex.

How much do you **AGREE** or **DISAGREE** with the following statements:

Strongly Disagree Disagree Neither Agree Nor Disagree Agree Strongly Agree Not Applicable/Don't Know

1. Sexual harassment is a problem in the Navy
2. Actions are being taken in the Navy to prevent sexual harassment
3. Actions are being taken at this command to prevent sexual harassment
4. The leadership at this command enforces the Navy's policy on sexual harassment
5. Sexual harassment is occurring at this command
6. People at this command who sexually harass others usually get away with it
7. I feel free to report sexual harassment without fear of bad things happening to me
8. Sexual harassment training is taken seriously at this command
9. I know what kinds of words or actions are considered sexual harassment
10. Sexual harassment is not tolerated at this command
11. Complaints of sexual harassment are often made to cover up a person's poor performance

12. During the past year, have you been sexually harassed while on duty?

- No
- Yes

13. During the past year, have you been sexually harassed on base or ship while off duty?

- No
- Yes

If you **HAVE NOT** been sexually harassed during the past year while on duty, or on base or ship while off duty (i.e., answered "NO" to **both** questions 12 and 13), please continue with **QUESTION 31**.

If you **HAVE** been sexually harassed during the past year while on duty, or on base or ship while off duty (i.e., answered "YES" to **either** questions 12 or 13), please continue.

14. During the past year, how often have you been the target of the following sexual harassment behaviors while on duty, or on base or ship?

Never Once 2-4 Times a Month or Less Once a Week or More

- a. Unwanted sexual whistles, calls, hoots, or yells
- b. Unwanted sexual teasing, jokes, remarks, or questions
- c. Unwanted sexual looks, staring, or gestures
- d. Unwanted letters, phone calls, or materials of a sexual nature
- e. Unwanted pressure for dates
- f. Unwanted deliberate touching, leaning over, cornering, or pinching
- g. Unwanted pressure for sexual favors
- h. Actual or attempted rape or sexual assault
- i. Stalking or invasion of residence

Fill in the circle that corresponds to the **ONE** experience from QUESTION 14 that had the greatest effect on you.

- A B C D E F G H I

Answer the rest of the questions about that **ONE** experience.

15. At the time of that sexual harassment experience, what was your marital status?

- Single, never married
- Married
- Divorced/separated/widowed

16. **At the time of that sexual harassment experience, where were you stationed?**
- Shore command in Continental U.S. (CONUS), including Alaska and Hawaii
 - Afloat command in Continental U.S. (CONUS), including Alaska and Hawaii
 - Shore command outside the Continental U.S. (OCONUS), excluding Alaska and Hawaii
 - Afloat command outside the Continental U.S. (OCONUS), excluding Alaska and Hawaii

17. **At the time of that sexual harassment experience, how many people harassed you?**
- 1 person
 - 2-3 people
 - 4 or more people

18. **Was the person(s) who sexually harassed you then: (Pick all that apply)**
- Your immediate supervisor
 - Other higher level supervisor(s)
 - Your co-worker(s)
 - Your subordinate(s)
 - Other

19. **Was the person(s) who sexually harassed you then: (Pick all that apply)**
- Military officer
 - Military enlisted
 - Civilian government employee/Contractor
 - Overseas host national
 - Other

20. **Was the person(s) who sexually harassed you then:**
- Male
 - Female
 - Both male and female

21. **Blacken ALL the actions you took after being sexually harassed then.**
- I avoided the person(s)
 - I called the Department of the Navy's Advice Counseling Line
 - I told the person(s) to stop
 - I threatened to tell or told others
 - I got someone else to speak to the person(s) about the behavior
 - I reported it to my immediate supervisor
 - I reported it to someone besides my supervisor
 - I sought assistance at the Family Service Center
 - I sought legal assistance
 - I sought medical assistance
 - I used the Chain of Command to fix the problem
 - I reported it to the NCIS/military police
 - I called the Naval Inspector General's Fraud, Waste, and Abuse Hotline
 - I did not take any action

22. **Did you file a grievance about that experience of sexual harassment?**
- No
 - Yes

23. **If a grievance was filed, how did your Chain of Command handle it? (Pick all that apply)**
- Not applicable; no grievance was filed
 - Took action against the person(s) who harassed me
 - Took action against me
 - Corrected the damage done to me
 - I don't know what happened
 - The grievance is still being processed
 - Did nothing
 - Did something not listed above

24. **If no grievance was filed, pick ALL the reasons why it was not.**
- Not applicable; a grievance was filed
 - I did not know what to do
 - I did not think anything would be done
 - I thought it would take too much time and effort
 - I was too afraid
 - I was too embarrassed
 - I thought I would not be believed
 - I thought it would make my work situation unpleasant
 - I thought my performance evaluation or chances for promotion would suffer
 - I did not want to hurt the person who bothered me
 - I solved the problem by my other actions
 - The person was not at my duty station
 - I was talked out of filing a grievance by a peer or supervisor
 - Some other reason not listed above

25. **Which of the following did you experience during the past year because of instances of sexual harassment? (Pick all that apply)**
- Headaches
 - Upset stomach, nausea
 - Hives
 - High blood pressure
 - Difficulty sleeping
 - Loss/gain of appetite
 - Panic attacks
 - Sexual difficulties
 - Irregular menstrual periods
 - Other _____
 - No physical effects experienced

26. Which of the following did you experience during the past year because of instances of sexual harassment? (Pick all that apply)

- Anger
- Sadness
- Depression
- Disgust
- Anxiety
- Fear
- Low self-esteem
- Self-blame
- Humiliation
- Mistrust of the opposite sex
- Stress
- Irritation
- Other _____
- No psychological effects experienced

27. Did being sexually harassed during the past year result in your reporting to sick call?

- No
- Yes

28. If yes, how many hours of work during the past year did you miss?

Hours		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

29. Did being sexually harassed during the past year result in your using leave or liberty that you had not planned to use?

- No
- Yes

30. If yes, how many days of unplanned leave/liberty did you take?

Days		
0	0	0
1	1	1
2	2	2
3	3	3
4	4	4
5	5	5
6	6	6
7	7	7
8	8	8
9	9	9

31. During the past year, have you been sexually harassed by Navy personnel while off-base, or off-ship and off-duty?

- No
- Yes

32. During the past year, have you been sexually harassed by Navy personnel while at an off-base or off-ship Navy sponsored event?

- No
- Yes

IF YOU HAVE NOT EXPERIENCED ATTEMPTED OR ACTUAL RAPE OR SEXUAL ASSAULT DURING THE PAST YEAR while on duty, or on base or ship while off duty, YOU HAVE FINISHED THE SURVEY. Thank you very much for your help. You may enter any comments on page 12. Please put the survey form in the enclosed envelope and mail it back to us.

IF YOU HAVE EXPERIENCED ATTEMPTED OR ACTUAL RAPE OR SEXUAL ASSAULT DURING THE PAST YEAR while on duty, or on base or ship while off duty, CONTINUE.

RAPE AND SEXUAL ASSAULT

For purposes of answering these questions, "rape" is defined as sexual intercourse (penetration), generally with force, against one's will. "Sexual assault" is physical sexual contact against one's will.

33. During the past year, have you been the target of the following behaviors while on duty, or on base or ship, while off duty?

A. Sexual assault

- No
 Yes

B. Attempted rape

- No
 Yes

C. Actual rape

- No
 Yes

Fill in the circle that corresponds to the ONE experience from QUESTION 33 that had the greatest effect on you.

A

B

C

Answer the rest of the questions about that ONE experience. For these questions, "assault" can refer to sexual assault, attempted rape, or actual rape.

34. Were drugs or alcohol involved?

- No, neither I nor the person who assaulted me had been drinking alcohol or taking drugs
- Yes, the person who assaulted me had been drinking alcohol or taking drugs
- Yes, I had been drinking alcohol or taking drugs
- Yes, both of us had been drinking alcohol or taking drugs

35. Was the person who assaulted you someone you knew?

- No
 Yes

36. Was the person who assaulted you related to you (e.g., spouse, other relative)?

- No
 Yes

37. Had you previously had voluntary sexual relations with the person who assaulted you?

- No
 Yes

38. Did you file a grievance about the assault?

- No
 Yes

39. If a grievance was filed, were you satisfied with the way your Chain of Command handled it?

- No
 Yes

40. Are you aware of the Navy's Victims Assistance Program?

- No
 Yes

41. Have you used the Victims Assistance Program?

- No
 Yes

42. If yes, did you find it helpful?

- No
 Yes

Distribution List

Deputy Assistant Secretary of Defense (Equal Opportunity) (OASD) (M,RA&L)
Executive Secretary, Defense Advisory Committee on Women in the Services (DACOWITS) (35)
Chief of Naval Operations, Manpower Personnel Training Branch (Personnel Analyst) (N813)
Chief of Naval Education and Training (Code 00), (L01)
Commanding Officer, Submarine Training Facility, San Diego
Chief of Naval Personnel (PERS-00W), (PERS-05)
Chief, Bureau of Medicine and Surgery (MED-35)
Naval Health Research Center
Director, Defense Personnel Security Research Center
Director, Army Research Institute, Alexandria, VA (PERI-ZT)
Armstrong Laboratory, AL/HR-DOKL Technical Library, Brooks Air Force Base, TX
Directorate of Research/DPR, Defense Equal Opportunity Management Institute, Patrick Air force
Base, FL
Commandant, U.S. Coast Guard Headquarters
Superintendent, Naval Postgraduate School
Superintendent, U.S. Coast Guard Academy (DH)
Director of Research, U.S. Naval Academy
Johns Hopkins University, Applied Physics Laboratory
Center for Naval Analyses, Acquisition Unit
Canadian Forces Personnel, Applied Research Unit, Canada
Navy Psychology, Australia (2)
Defense Psychology Unit, Defense HQ, New Zealand (2)
Pentagon Library
Defense Technical Information Center (4)