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Report on Scales and Measures

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2004 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: REPORT ON SCALES AND MEASURES

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2004 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: REPORT ON SCALES AND MEASURES

Executive Summary

In 2004, the Department of Defense (DoD) and Defense Manpower Data Center (DMDC) conducted the first DoD-wide survey on sexual harassment and other unprofessional, gender-related experiences of Reserve component members, the *2004 Workplace and Gender Relations Survey of Reserve Component Members (2004 WGRR)*. This report describes psychometric analyses of the constructed scales and measures in the *2004 WGRR* and presents results on scale development as obtained from 26,443 respondents to the survey (DMDC, 2005).

The first section of this report presents a general overview of the survey instrument using multiple item measures to assess unprofessional, gender-related behaviors and workplace relations and provides an overview of the sample and survey. The body of the report is comprised of a description of each scale, including individual items, background information, and psychometric analyses.

The 16-page survey booklet included an in-depth series of questions concerning the Reserve component member's background and workplace information, satisfaction and retention intention, health and well-being, gender-related experiences in the military, and attitudes toward readiness and personnel policies and practices. Scales were composed of multiple items and reported results include reliability, frequency counts, and, where appropriate, multivariate analyses. Scales, rather than single items, were utilized because measures that rely on multiple items to tap a construct are more reliable than those relying on single items. Statistics are reported for men and women combined, as well as separately by gender.

Particular attention was paid to assessing unprofessional, gender-related behavior and sexual harassment. Historically, different methods of measuring sexual harassment rates have been employed in DoD- and Service-wide surveys. This has resulted in rates that were not comparable across surveys. In November 1998, the Deputy Assistant Secretary of Defense for Equal Opportunity (DASD[EO]) convened a meeting of Service and Reserve component representatives to review existing measures and make recommendations for a standardized method for use in both DoD- and Service-wide surveys. The resulting measure is based on two survey questions which represent the "DoD Sexual Harassment Core Measure" (Survey Method for Counting Incidents of Sexual Harassment, 2002). The measure consisted of thirteen items, twelve items that measured unprofessional, gender-related behaviors, and one item that asked Service members whether they considered any of the behaviors they experienced to have been sexual harassment. Together, these thirteen items are used to calculate the sexual harassment incident rate they experienced.

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2004 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: ON SCALES AND MEASURES

Introduction

The *2004 Workplace and Gender Relations Survey of Reserve Component Members* (2004 WGRR) is the first Department of Defense (DoD)–wide survey of Reserve component members that focuses on sexual harassment and gender issues. It closely parallels the *2002 Status of the Armed Forces Survey–Workplace and Gender Relations* (2002 WGR). The 2002 WGR was the third DoD–wide survey of active-duty members that focused on sexual harassment and gender issues. The first survey was fielded in 1988 and the second in 1995.¹ The 1995 survey (*Form B 1995*), was designed to both estimate the level of sexual harassment in the Services and provide new information on a variety of potential antecedents and consequences of harassment (Bastian, Lancaster, & Reyst, 1996). The new measures were intended to increase understanding of sexual harassment and of policies and programs that prevent it from occurring, as well as gather information on a variety of workplace issues.

Similar to the 2002 WGR, the 2004 WGRR was designed to take advantage of the developments in sexual harassment measurement technology that have occurred since 1995 and to utilize a standardized method for measuring and counting sexual harassment incidents. In keeping with previous surveys, the 2004 WGRR uses multiple item measures to assess antecedent and outcome constructs related to unprofessional, gender-related behaviors and workplace relations and assesses the outcome measures prior to asking about unprofessional, gender-related behaviors and workplace relations (Drasgow, Fitzgerald, Magley, Waldo, & Zickar, 1999; Fitzgerald, Drasgow, & Magley, 1999). Psychometric validation of the measures is provided in this report. The 2004 WGRR incorporated improved measurement of unprofessional, gender-related behaviors and workplace relations and their associated constructs from the 2002 WGR and continued these improvements by revising certain scales and adding new ones. Scales new to the 2004 WGRR include measures of Satisfaction with the National Guard/Reserve, organizational commitment, and stress. Stress, a construct not previously measured, is an addition to the family of surveys that assess workplace and gender relations. In addition, items specific to Reserve component members were developed to be included in existing scales. This report describes results of psychometric analyses of the scales and measures utilized in the 2004 WGRR. The items included in each scale are listed, along with the scale's mean, standard deviation, standard error, and reliability. Results are presented for both men and women combined and separately by gender (see Magley, Waldo, Drasgow, & Fitzgerald, 1999).

¹ See Lancaster (1999) for a historical perspective of DoD-wide research about unprofessional, gender-related behavior.

Methodology

Sample Design and Survey Administration

The sample for the 2004 *WGRR* consisted of a single-stage, stratified random sample of 76,031 Reserve component members. The stratification categories included Reserve component, Reserve program, gender, paygrade group, racial/ethnic group membership, and activation status. Further details of the sample design are reported by Kroeger (2005). The population of interest for the 2004 *WGRR* consisted of members from the Selected Reserve who:

- are in a Reserve Unit, Active Guard/Reserve (AGR/TAR/AR; Title 10 and Title 32), Individual Mobilization Augmentee (IMA), and Military Technician programs,
- are in the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Naval Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR),
- have at least 6 months of service at the time the questionnaire is first fielded, and
- are below flag rank.

Data were collected between March 19 and June 21, 2004, using both mail and Web² procedures designed to maximize response rates. These procedures involved a pre-notification of sample members (potential respondents), mailing and posting on the Web site of the survey instrument, and a series of follow-up messages to encourage additional responses. The survey administration process³ began on March 5, 2004, with the mailout of notification letters to sample members. This notification letter explained why the survey was being conducted, how the survey information would be used, and why participation was important.

A package containing the questionnaire was sent on March 19, 2004, and was followed by three waves of letters thanking individuals who had already returned the questionnaire and asking those who had not completed and returned the survey to do so. In addition to postal reminders, three e-mails, stressing the importance of the survey, were sent every two weeks following the three waves of mailings. The field closed on June 21, 2004.

A total of 26,443 eligible members returned usable⁴ surveys (men, $n = 12,902$, 49%, women, $n = 13,541$, 51%). Data were weighted to reflect the Reserve component population as of March 2004. A three-step process was used to produce final weights (Flores-Cervantes, Jones, & Wilson (2004). The first step calculated base weights to compensate for variable probabilities of selection. The second step adjusted the base weights for nonresponse due to inability to determine the eligibility status of the sample members and due to the sample members failing to complete a survey. Finally, the nonresponse-adjusted weights were raked to

² Except for notification letter, each letter included an invitation to take the survey on the Web. About one-third of the respondents (31% of females and 36% of males) completed the Web version of the survey.

³ Details on survey administration are reported in the 2004 *WGRR* codebook (DMDC, 2005).

⁴ Answered at least one item on the Unprofessional, Gender-Related Behaviors scale (Item 57).

force estimates to the known population totals as of the start of data collection (March 2004). The responses represent an adjusted weighted response rate of 42%.

Survey Instrument

The 2004 *WGRR* was developed to provide users with timely, policy relevant information. The survey booklet was designed and formatted to facilitate ease and reliability of responding, and to minimize possible response bias and demand effects. It was constructed around a core of questions grouped into eight general sections. The 15-page survey booklet appears in C.

1. *Background Information* – Reserve component, Reserve program, gender, prior service, paygrade, and race/ethnicity.
2. *Satisfaction and Retention Intention* – Satisfaction with aspects of military life, overall satisfaction, years spent in military service, intent to remain in the National Guard/Reserve until eligible for retirement, willingness to recommend service, and organizational commitment.
3. *Military/Civilian Personnel Categories and Civilian Education Status* – Activation, duration of activation, and mobilization within the past 24 months, as well as current status. Participation in full-time active duty, full-time National Guard Duty, or State Active duty; status as an Individual Mobilization Augmentee or Military Technician. Civilian work, hours worked per week, and enrollment in civilian school.
4. *Military Workplace* – Characteristics of military workgroups, quality of supervisors and leadership, relationships with coworkers, and opportunities to use skills during military work.
5. *Readiness, Health, and Well-Being* – Individual and unit preparedness, physical well-being, and level of stress in military and personal life.
6. *Gender-Related Experiences in Military* – Experiences of discrimination, unprofessional, gender-related behaviors, and sexual harassment in the 12 months prior to filling out the survey.
7. *One Situation With the Greatest Effect* – Circumstances pertaining to experiences of unprofessional, gender-related behaviors, including characteristics of offenders, to whom behaviors are reported, and, if applicable, members' satisfaction with the complaint process and outcome.
8. *Personnel Policy and Practices* – Frequency of training on sexual harassment, Reserve component members' assessments of the effectiveness of training received, Reserve component members' views on current policies designed to prevent or reduce sexual harassment, and historical and military/civilian comparisons of the prevalence of sexual harassment.

Survey content was developed based on input from the Office of the Assistant Secretary of Defense for Reserve Affairs (OASD[RA]) and the Office of the Deputy Under Secretary of Defense for Equal Opportunity. Additionally, content was informed by findings from focus groups that were held with Reserve component members (DMDC, 2005).

Results

This report contains descriptions of the major scales, in the order in which they appear in the questionnaire, including the items within each scale, internal consistency reliability estimates (Cronbach's coefficient α), means, standard deviations, standard errors, and frequency counts for selected scales. Results of multivariate analyses are reported for longer or multidimensional scales. Scales utilized in previous DoD-wide gender issue surveys, and scales derived from published measures are identified in the scale descriptions.

Confirmatory factor analyses were conducted for longer scales to examine the number of factors or dimensions per scale. All confirmatory factor analyses were performed using PRELIS 2.30 and LISREL 8.30 (Jöreskog & Sörbom, 1993).

When conducting confirmatory factor analysis (CFA), or structural equation modeling (SEM), fit statistics are used to evaluate whether a specified model adequately fits the data. There are numerous fit statistics to choose from and little agreement exists about which indices are best (Klem, 2000). Compounding the issue of which index to report, the literature routinely offers guidance about cut scores for interpreting fit statistics (e.g., Byrne, 1998 provides suggestions culled from the SEM literature), but provides little discussion about the strengths and weaknesses associated with particular fit statistics. This has led to the interpretation of fit statistics being somewhat subjective. Issues to consider when evaluating whether a fit statistic is appropriate to report include sample size and non-normality of the observed data. Real-world data are often non-normal and the data from the 2004 WGR are no exception. Various authors (e.g., Byrne, 1998 and Klem, 2000) recommend taking a holistic approach when evaluating SEM and CFA models, that is, examining fit statistics, but not neglecting other important features that indicate the acceptability of the model, such as the plausibility of parameter estimates, the size of standard errors, and theoretical criteria. Thus, conclusions about the adequacy of a model are based on an accumulation of evidence rather than a particular cut score (Klem, 2000). Given the current lack of knowledge about using SEM and CFA with discrete item response data, it is necessary to consider all aspects of model fit rather than to rely solely on fit statistics and particular cutoff scores alone. Often, a researcher must accumulate and rely on experience in SEM and CFA applications to determine a "good fit" statistic for a particular type of data. An expanded discussion about fit statistics can be found in Appendix A.

Overview of Results

Each scale is composed of multiple items to measure the theoretical construct of interest. Wherever possible, existing scales were designed to be comparable to previous surveys tapping gender and workplace relations, particularly the 2002 WGR.⁵ When feasible, scales were drawn from the psychological literature and adapted for use in a military setting, or were employed

⁵ See Willis, Mohamed, and Lipari (2002) for a description of how the survey content for the 2002 WGR survey was developed and Ormerod et al. (2003) for a description of the constructed scales and measures.

from previous military surveys (e.g., the 2002 *WGR*; the 2000 *Surveys of Reserve Component Personnel* [*Reserve Component Surveys* or *RCS*]; the *Status of Forces Surveys of Active-Duty Members* [*SOFA*]; and the *Status of Forces Surveys of Reserve Component Members* [*SOFR*]).⁶ Where existing measures were not available, items were developed by subject matter experts to tap the construct of interest in the 2004 *WGRR*.

Analyses were conducted on surveys determined to be usable based on whether the respondent answered at least one item on the Unprofessional, Gender-Related Behaviors scale (Item 57) and completed at least 50% of items to be answered by all respondents. Table 1 provides information about whether the scales were relatively homogenous and internally consistent. The reliability estimates (i.e., Cronbach's coefficient α) are listed for each scale for the total sample and by gender, and were calculated using SPSS 12.0.1 software. Table 2 provides the means, standard deviations, and standard errors for each scale by gender, all computed using weighted data. The means reported in Table 2 were obtained by summing the item scores for each scale described below. The means are based on those individuals who had completed at least 50% of the data points unless otherwise indicated.

In addition, a second method was used to calculate the means for Item 57. In this method, means were calculated following data imputation in which the following process was employed: for each subscale, the respondent was required to have responded to at least one item on the subscale; if there were one or more responses, means were calculated based on the number of data points completed. This process was used to maintain consistency with the frequency counts reported in Table 3 and with the frequency counts reported for the 2002 *WGR* and the 1995 *Armed Forces Sexual Harassment Survey (1995 Form B)*; Bastian, Lancaster, & Reyst, 1996). Thus the means, standard deviations, and standard errors for Item 57 were calculated using two different methods and are reported as such in Table 2. The means were calculated on the weighted data using PROC SURVEYMEANS in SAS V8.02. Standard errors of the means were computed by SAS PROC SURVEYMEANS adjusting for nonproportional sampling. The standard deviations were computed by SAS PROC MEANS and are weighted irrespective of strata with the sum of the weights as the divisor.

Table 3 presents the frequency counts, expressed as percentages, for scales measuring discrimination, unprofessional, gender-related behavior, the DoD Sexual Harassment Core Measure, the "One Situation," and problems at work. Percentages were calculated in SAS V8.02 using weighted data. Percentages for the discrimination subscales (Item 55) were calculated for those respondents who had at least one completed data point. Percentages for the unprofessional, gender-related behavior subscales (Item 57), with the exception of the DoD Sexual Harassment Core Measure, reflect those respondents who experienced one or more incident on the particular subscale being reported. Percentages for the full discrimination scale (Items 55A-N) were calculated using a counting method described with Items 55 and 56 in a later section of this report. Percentages for the DoD Sexual Harassment Core Measure were calculated using a counting algorithm described with Items 57 and 58 in a later section of this report.

⁶ See DMDC (2005) for a crosswalk between the 2004 *WGRR* and other military surveys.

Items 42A-P are copyrighted and will not be addressed in this report. For information on the psychometric properties of these items please contact the copyright holder.⁷ Items that were intended as single-item indicators (e.g., Items 46–47) are not reported in this document. Items intended to function as checklists (e.g., Items 73 and 74) may be discussed, but will not include psychometric documentation.

Table 1.
Reliability Estimates for Scales Constructed from the 2004 WGRR

Scale	Cronbach α for Total Sample	Cronbach α for Women	Cronbach α for Men
Satisfaction with National Reserve/Guard (15A-Q)	.92	.92	.92
Affective Commitment (17A,B,F,G)	.91	.92	.91
Continuance Commitment (17C,D,E,H)	.88	.88	.88
Overall Organizational Commitment (17A-H)	.87	.87	.87
Careerism (43A-D,F)	.82	.82	.82
Leadership Satisfaction (43B-D,F)	.79	.78	.79
Coworker Satisfaction (44A-D)	.87	.87	.87
Work Satisfaction (44E-H)	.90	.90	.90
Workplace Hostility (45A-J)	.94	.94	.94
General Health (48A-D)	.77	.78	.76
Role Limitations due to Physical Health (49A-D)	.90	.90	.90
Perceived Stress (52A-J)	.87	.88	.86
Stressful Life Events (53A-N)	.83	.82	.84
Events that Reduced Stress (54A-Q)	.80	.79	.82
Discrimination (55A-LM)	.83	.83	.81
Evaluation Discrimination (55A-D)	.64	.65	.62
Assignment Discrimination (55E,F,G,LM)	.65	.65	.65
Career Discrimination (55H-K)	.73	.74	.70
Sexist Behavior (57B,D,G,I)	.88	.89	.80
Crude/Offensive Behavior (57A,C,E,F)	.88	.89	.82
Unwanted Sexual Attention (57H,J,M,N)	.88	.88	.89
Sexual Coercion (57K,L,O,P)	.89	.88	.94
Sexual Assault (57Q,R)	.83	.76	.92

⁷ Items 42A through 42P are used by permission of the copyright holder, The Gallup Organization, 901 F Street N.W., Washington, D.C. 20004.

Table 1. (Continued)

Behaviors Indicative of Sexual Harassment (57A,C,E,F,H,J,K,L,M,N,O,P)	.93	.92	.93
Behaviors in the One Situation (59A-R)	.85	.83	.86
Sexist Behavior (59B,D,G,I)	.76	.74	.69
Crude/Offensive Behavior (59A,C,E,F)	.69	.71	.58
Unwanted Sexual Attention (59H,J,M,N)	.80	.79	.79
Sexual Coercion (59K,L,O,P)	.82	.81	.83
Sexual Assault (59Q,R)	.61	.57	.81
Behaviors Indicative of Sexual Harassment (59A,C,E,F,H,J,K,L,M,N,O,P)	.84	.84	.83
Subjective Distress I (60A,B,C,E)	.85	.85	.85
Subjective Distress II (60D,F)	.88	.89	.82
Internal Coping (71B,E,L,N,O,Q)	.67	.69	.63
External Coping–Social Support (71F,G,H,I,P)	.72	.71	.75
External Coping–Confrontation (71C,K,M)	.87	.88	.84
External Coping–Behavioral Avoidance (71A,D,J)	.90	.90	.87
Satisfaction with Reporting (77A-E)	.92	.92	.92
Satisfaction with Reporting and Outcome (77A-E, 81)	.93	.93	.94
Problems at Work (84A-L)	.91	.91	.93
Problems at Work-Personal (84A,B,C)	.81	.81	.82
Problems at Work-Professional (84D-K)	.89	.88	.92
Leadership Efforts to Stop Sexual Harassment (85A,B,C)	.86	.86	.89
Training and Education (88A-G)	.96	.96	.97
Training Required (90D,E,L,M)	.96	.96	.96
Sexual Harassment Training Resources (90A,B,C,F,H,I,J,K,N)	.94	.94	.95

Note. Item numbers are shown in parentheses following the scale name. The coefficient alphas for both Sexual Assault scales (57Q,R and 59Q,R) are each based on two items with extreme base rates and thus should be interpreted with extreme caution. Scores on the Behaviors Indicative of Sexual Harassment scale are not equivalent to the DoD metric for assessing or reporting Sexual Harassment because it does not include Item 58.

Table 2.
Scale Ranges, Means, Standard Deviations, and Standard Errors

Scale	Range	Women			Men		
		Mean	SD ^a	SE ^b	Mean	SD ^a	SE ^b
Satisfaction with National Reserve/Guard (15A-Q)	1 – 5	3.42	.70	.01	3.47	.70	.01
Affective Commitment (17A,B,F,G)	1 – 5	3.41	1.04	.01	3.49	.98	.01
Continuance Commitment (17C,D,E,H)	1 – 5	2.64	1.06	.01	2.64	1.07	.01
Overall Organizational Commitment (17A-H)	1 – 5	3.03	.87	.01	3.06	.86	.01
Careerism (43A-D,F)	1 – 5	2.76	.87	.01	2.72	.87	.01
Leadership Satisfaction (43B-D,F)	1 – 5	3.18	.91	.01	3.22	.92	.01
Coworker Satisfaction (44A-D)	1 – 5	3.60	.82	.01	3.73	.74	.01
Work Satisfaction (44E-H)	1 – 5	3.64	.95	.01	3.68	.95	.01
Workplace Hostility (45A-J)	1 – 5	1.75	.90	.01	1.74	.87	.01
General Health (48A-D)	1 – 4	3.36	.55	.00	3.41	.51	.01
Role Limitations due to Physical Health (49A-D)	1 – 4	1.32	.58	.01	1.28	.54	.01
Perceived Stress (52A-J)	1 – 5	2.35	.73	.01	2.26	.69	.01
Stressful Life Events (53A-N)	1 – 5	1.98	.64	.01	1.96	.65	.01
Events that Reduced Stress (54A-Q)	1 – 5	1.98	.51	.00	1.97	.52	.01
Behaviors Indicative of Sexual Harassment (57A,C,E,F,H,J,K,L,M,N,O,P)	1 – 5	1.21	.44	.00	1.07	.23	.00
Sexist Behavior (57B,D,G,I)	1 – 5	1.42	.74	.01	1.09	.31	.00
Crude/Offensive Behavior (57A,C,E,F)	1 – 5	1.36	.69	.01	1.15	.41	.00
Unwanted Sexual Attention (57H,J,M,N)	1 – 5	1.20	.52	.00	1.03	.23	.00
Sexual Coercion (57K,L,O,P)	1 – 5	1.06	.30	.00	1.02	.19	.00
Sexual Assault (57Q,R)	1 – 5	1.02	.18	.00	1.01	.16	.00
Subjective Distress I (60A,B,C,E)	1 – 5	3.00	1.10	.02	2.49	.98	.03
Subjective Distress II (60D,F)	1 – 5	1.67	1.09	.02	1.34	.75	.02
Internal Coping (71B,E,L,N,O,Q)	1 – 5	2.27	.79	.01	2.18	.72	.02
External Coping–Social Support (71F,G,H,I,P)	1 – 5	2.02	.88	.01	1.66	.74	.02
External Coping–Confrontation (71C,K,M)	1 – 5	2.76	1.35	.02	2.21	1.19	.04
External Coping–Behavioral Avoidance (71A,D,J)	1 – 5	3.10	1.37	.02	2.35	1.24	.04
Satisfaction with Reporting (77A-E)	1 – 5	2.91	1.02	.03	2.86	.96	.06
Satisfaction with Reporting and Outcome (77A-E, 81)	1 – 5	2.91	1.02	.03	2.85	.96	.06
Problems at Work (84A-L)	1 – 3	1.21	.39	.01	1.19	.38	.01
Problems at Work–Personal (84A,B,C)	1 – 3	1.34	.58	.01	1.28	.51	.02

Table 2. (Continued)

Scale	Range	Mean	SD^a	SE^b	Mean	SD^a	SE^b
Problems at Work—Professional (84D-K)	1 – 3	1.16	.36	.01	1.15	.37	.01
Leadership Efforts to Stop Sexual Harassment (85A,B,C)	1 – 3	2.50	.62	.01	2.63	.56	.00
Training and Education (88A-G)	1 – 5	3.96	.85	.01	4.02	.79	.01
Training Required (90D,E,L,M)	1 – 5	3.35	1.22	.01	3.43	1.18	.01
Sexual Harassment Training Resources (90A,B,C,F,H,I,J,K,N)	1 – 5	3.32	1.00	.01	3.47	.99	.01

Note. For Item 57 the means, standard deviations, and standard errors were calculated following data imputation described in the results. Scores on the Behaviors Indicative of Sexual Harassment scale are not equivalent to the DoD metric for assessing or reporting Sexual Harassment because it does not include Item 58.

^aStandard deviations were computed by SAS PROCMEANS. The standard deviations are weighted and irrespective of strata with the sum of the weights as the divisor.

^bStandard error of the mean was computed by SAS PROC SURVEYMEANS adjusting for nonrandom sampling.

Table 3.

Incident Rates for Gender Discrimination, Unprofessional, Gender-Related Behaviors, DoD Sexual Harassment Core Measure, the “One Situation”, and Problems at Work

Scale	Women	Men
Discrimination (55A-N, 56) ^a	11%	2%
Evaluation Discrimination (55A-D)	9%	4%
Assignment Discrimination (55E,F,G,LM)	8%	2%
Career Discrimination (55H-K)	9%	3%
DoD Sexual Harassment Core Measure (57A,C,E,F,H,J,K,L,M,N,O,P, 58)	19%	3%
Sexist Behavior (57B,D,G,I)	40%	14%
Crude/Offensive Behavior (57A,C,E,F)	38%	21%
Unwanted Sexual Attention (57H,J,M,N)	22%	4%
Sexual Coercion (57K,L,O,P)	7%	2%
Sexual Assault (57Q,R)	2%	1%
Other Behavior (57S)	2%	0%
One Situation (59A-S)	34%	11%
Sexist Behavior (59B,D,G,I)	26%	5%
Crude/Offensive Behavior (59A,C,E,F)	24%	10%
Unwanted Sexual Attention (59H,J,M,N)	15%	2%
Sexual Coercion (59K,L,O,P)	4%	1%
Sexual Assault (59Q,R)	2%	0%
Other Behavior (59S)	2%	0%
Behaviors Indicative of Sexual Harassment (59A,C,E,F,H,J,K,L,M,N,O,P)	28%	10%
Problems at Work (84A-L)	10%	3%
Problems at Work—Personal (84A,B,C)	8%	2%
Problems at Work—Professional (84D-K)	6%	2%

Note. Survey measurement of sexual harassment is defined by the U.S. Department of Defense as the presence of behaviors indicative of sexual harassment (Crude/Offensive Behavior, Sexual Coercion, and Unwanted Sexual Attention) and the labeling of those behaviors as sexual harassment (Survey Method for Counting Incidents of Sexual Harassment, 2002). Sexist Behavior and Sexual Assault are not counted in the DoD survey measure of sexual harassment. Scores on the Behaviors Indicative of Sexual Harassment scale are not equivalent to the DoD metric for assessing or reporting Sexual Harassment because it does not include Item 58.

^a Overall gender discrimination is defined here as the presence of behaviors indicative of discrimination due to one's gender and the labeling of those behaviors as discrimination due to one's gender (Item 56). Subscales of gender discrimination (Evaluation, Assignment, and Career Discrimination) do not include Item 56.

Background Section Scales

Item 15, Satisfaction with the National Guard/Reserve. In Items 15A-N, survey participants were asked to indicate the extent to which they were satisfied with various aspects of the National Guard/Reserve (see Table 4). Response options ranged from 1 (*very dissatisfied*) to 5 (*very satisfied*). A higher score denotes a higher degree of satisfaction with the National Guard/Reserve.

The 17 items were drawn from three surveys of Reserve members. All of the items were developed by DMDC researchers working in collaboration with subject matter experts in (OASD[RA]) and were intended to tap elements critical to work satisfaction and quality of life. The oldest items (15C, 15H, 15J, 15K, 15M, 15N, and 15P), were developed for the *RCS*, although the wording of Items 15N and 15P has been updated since their initial inception. Items (15A, 15B, 15D and 15E) were developed for the *May 2003 SOFR*. The remaining items (15F, 15G, 15I, 15L, 15O, and 15Q) were initially utilized in the *May 2004 SOFR*.

Alpha coefficients for the total sample, men, and women were all .92 (see Table 1). Although the items were not constructed with specific subscales in mind, a three-factor model reflecting satisfaction with intrinsic and extrinsic aspects of the job was conducted (i.e., two facets of job satisfaction based on the formulation in the short form of the Minnesota Satisfaction Questionnaire, or MSQ; Hirschfeld, 2000; Weiss, Dawis, England, & Lofquist, 1967). The third factor comprised a deployment factor. Items 15A, 15C, 15D, 15E, 15F, 15I, 15N, and 15O tapped extrinsic aspects of the job task or work itself, while 15B, 15G, 15H, 15J, 15K, 15L, and 15M tapped intrinsic aspects more directly related to the job task of National Guard/Reserves. Items 15P and 15Q were considered to comprise the third deployment factor. The sample was randomly divided into an exploratory and a confirmatory sample. This model was fit using CFA on the exploratory sample. The fit indices indicated that the model fit the data poorly. For example, RMSEA=.11, NNFI=.84, SRMR=.05, GFI=.87, AGFI=.83, and CFI=.87 for the exploratory sample (ppendix A). Modification indices were consulted, and suggested that allowing 15N to cross-load on the intrinsic factor, 15J to cross-load on the extrinsic factor, and 15O to cross-load on the deployment factor would substantially improve fit. The model incorporating these changes was fit using CFA on the confirmatory sample. The fit indices for the model revision were improved, such that for the confirmatory sample, RMSEA=.09, NNFI=.88, SRMR=.05, GFI=.90, AGFI=.87, and CFI=.90 (see Appendix A). These were deemed adequate, although the modification indices suggested additional potential modifications. However, utilization of modification indices should be undertaken with caution and, where possible, careful consideration of supporting theory. As the theoretical structure was imposed post-hoc, and the fit statistics were within the realm of acceptability, further changes were not made. There are no recommendations for modifications to this scale.

Table 4.
Scale Items Measuring Satisfaction with the National Guard/Reserves

<i>Satisfaction with the National Guard/Reserve</i>	
15A	Your total compensation (i.e., base pay, allowances, and bonuses)
15B	The type of work you do in your military job
15C	Your opportunities for promotion in your unit
15D	The quality of your coworkers in your unit
15E	The quality of your supervisor in your unit
15F	Military values, lifestyle, and tradition
15G	Amount of enjoyment from your National Guard/Reserve duty
15H	Training received during your unit drills
15I	Your unit's morale
15J	Opportunities for leadership in your unit
15K	Opportunities to use your primary MOS/D/R/AFSC skills during unit drills
15L	Types of assignments received
15M	Assignment stability
15N	Your personal workload
15O	Time required at National Guard/Reserve activities
15P	Your possibility of being activated or deployed in the future
15Q	Number of recent activations or deployments you have experienced

Item 17, Affective and Continuance Commitment. In Items 17A-H, survey participants were asked to indicate the extent to which they agreed with statements about their Reserve component (see Table 5). Response options ranged from 1 (*strongly disagree*) to 5 (*strongly agree*). A higher score denotes a higher degree of commitment to one's Reserve component.

Organizational commitment is a construct that represents an employees' degree of allegiance to their organization, in this case the Reserve components of the military. Research reflects that organizational commitment is multidimensional in nature and has been conceived as having three components: affective, continuance, and normative commitment (Meyer & Allen, 1997), which indicate an employee's continued work at an organization because they want to (affective attachment to one's organization), because they need to (perceived cost associated with leaving one's organization), or because they feel they ought to (an obligation to stay in one's organization).

The current survey assesses affective and continuance commitment, but not normative commitment. Normative commitment has been found to correlate highly with affective commitment. This finding has led some researchers to drop normative commitment from their aggregate measures of commitment (Allen, 2003). Gade, Tiggler, and Schumm (2003) outline the development of the 8-item Commitment scale used in the 2004 *WGRR* from the initial Meyer

and Allen (1997) measure. This process involved wording all items in the positive direction,⁸ dropping normative commitment, and selecting the highest loading items for the shortened version of the scale. The Affective and Continuance Commitment scales replaced the 4-item Commitment scale used in the 2002 WGR.

Alpha coefficients for the total sample, men, and women were all .87. Alpha coefficients for the Affective Commitment scale (17A, 17B, 17F, 17G) were .91 for the total sample, .91 for men, and .92 for women. Alpha coefficients for the Continuance Commitment scale (17C, 17D, 17E, 17H) for the total sample, men, and women were all .88 (see Table 1).

A two-factor CFA model was first fit to the data to test the rational grouping of the scales (17A, 17B, 17F, 17G for Affective Commitment and 17C, 17D, 17E, 17H for Continuance Commitment). The factor loadings were consistently high throughout the two subscales. The model fit the data acceptably well; for example RMSEA = .09, NNFI = .97, SRMR = .05, GFI = .96, AGFI = .93, and CFI = .98 in the total sample (see A). This model was then compared to a one-factor solution, which did not fit well (e.g., RMSEA = .35, NNFI = .62, SRMR = .21, GFI = .62, AGFI = .32, and CFI = .73 in the total sample). Thus, the two-factor model supports a two factor scale composed of Affective and Continuance Commitment. There are no recommendations for modifications to this scale.

Table 5.
Scale Items Measuring Affective and Continuance Commitment

<i>Affective Commitment</i>	
17A	I feel like “part of the family” in my Reserve component
17B	My Reserve component has a great deal of personal meaning to me
17F	I feel a strong sense of belonging to my Reserve component
17G	I feel “emotionally attached” to my Reserve component
<i>Continuance Commitment</i>	
17C	It would be too costly for me to leave my Reserve component in the near future
17D	I am afraid of what might happen if I quit my Reserve component without having another job lined up
17E	Too much of my life would be interrupted if I decided to leave my Reserve component now
17H	One of the problems with leaving my Reserve component would be the lack of available alternatives

Item 43, Careerism. In Items 43A-43D and 43F, survey participants were asked to rate the degree to which they agreed with statements regarding their supervisors and other leaders

⁸ Items 17A, 17F, and 17G were rewritten using positive wording and all items were adapted to fit the military context (e.g., Item 17A was originally listed as “I do not feel like ‘part of the family’ at my organization” in Meyer & Allen, 1997).

(see Table 6). Response options ranged from 1 (*strongly disagree*) to 5 (*strongly agree*). Items 43A and 43C were reverse coded. Higher scores indicate higher perceptions of careerism among military members.

This scale was created as a behavior-based measure of careerism for the *July 2002 SOFA* to assess “the extent to which certain leaders put their careers ahead of all else” (Survey Results-Zero Defect and Related Measures, 2002). Items 43A and 43C are examples of leadership in “high performing” organizations, while Items 43B, 43D, and 43F reflect typical leadership behavior associated with careerism.⁹ Item 43E is a general item and was included as a balance between negative and positive items and is not used in the calculation of the careerism scale because it does not contribute significant psychometric information to the scale.

Alpha coefficients for the total sample, men, and women were all .82 (see Table 1). There are no recommendations for modifications to this scale.

Table 6.
Scale Items Measuring Careerism

<i>Careerism</i>	
43A*	If you make a request through channels in your military workgroup, you know somebody will listen
43B	The leaders in your military workgroup are more interested in looking good than being good
43C*	You would go for help with a personal problem to people in your chain-of-command
43D	The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done
43E†	You are impressed with the quality of leadership in your military workgroup
43F	The leaders in your workgroup are more interested in furthering their careers than in the well-being of their Service members

* Reverse coded.

† Omitted from final version of Careerism scale.

Item 43, Leadership Satisfaction. In Items 43B-43D and 43F, survey participants were asked to rate the extent to which they agreed with statements about the leaders of their workgroup and other leaders in their chain of command (see Table 7). Response options ranged from 1 (*strongly disagree*) to 5 (*strongly agree*). Items 43B, 43D, and 43F were reverse coded and higher scale scores denote a higher degree of satisfaction with one’s immediate supervisors.

The Leadership Satisfaction scale is composed of four items (43B, 43D, 43E, 43F), and is intended to assess member’s satisfaction with supervisors, leaders, and others in the immediate chain of command.

⁹ Several items were modified to fit the military context (e.g., Item 43B originally read “Leaders in your unit are more interested in looking good than being good”).

Alpha coefficients were .79 for the total sample, .79 for men, and .78 for women (see Table 1). Item 43C had a somewhat low item-total correlation (.42 total, men, and women) and the alpha would increase if it were removed. Although the alpha coefficients are adequate, this scale does not closely resemble other measures of supervisor satisfaction. It is recommended that a more widely used measure of supervisor satisfaction be included in future surveys that tap satisfaction with leadership and supervisors.

Table 7.
Scale Items Measuring Leadership Satisfaction

<i>Leadership Satisfaction</i>	
43B*	The leaders in your military workgroup are more interested in looking good than being good
43C	You would go for help with a personal problem to people in your chain-of-command
43D*	The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done
43F*	The leaders in your workgroup are more interested in furthering their careers than in the well-being of their Service members

*Reverse coded.

Item 44, Coworker and Work Satisfaction. In Items 44A-H, survey participants were asked to what extent they agreed or disagreed with statements about their coworkers and the work they do (see Table 8). Response options ranged from 1 (*strongly disagree*) to 5 (*strongly agree*). A higher score indicates more satisfying experiences with coworkers and work.

The Coworker Satisfaction scale consists of four items. Two items (Items 44A and 44B) were modified from the *1995 Form B* (Edwards, Elig, Edwards, & Riemer, 1997),¹⁰ Item 44C was adapted from Spector's (1985) Job Satisfaction Survey (JSS),¹¹ and one (Item 44D) was first used in the *2002 WGR*.

The Work Satisfaction scale consists of four items that were modified from the *1995 Form B*.¹² In addition, Items 44E and 44G are consistent with items found in the JSS (Spector, 1985). The two scales were piloted on a sample of military personnel and found to have strong

¹⁰ In Item 44A the response option originally reflected amount (from "very large extent" to "not at all") and was reworded from a question ("Is there conflict among your co-workers?") to a statement. Item 44B was originally a statement ("The amount of effort of your co-workers compared to your effort") asking about satisfaction (from "very satisfied" to "very dissatisfied").

¹¹ Item 44C was originally listed as "There is too much bickering and fighting at work" and response options ranged from "disagree very much" to "agree very much" in the *Job Satisfaction Survey*.

¹² Modifications were made to the format of the item and item content. Items 44G and 44H were originally scored according to the member's degree of satisfaction along a 5-point scale ranging from "very satisfied" to "very dissatisfied" and had slight content differences in the *1995 Form B*. For example, Item 44G was originally listed as "The kind of work you do." Items 44E and 44F were originally scored according to the extent the member agreed with the statements along a 5-point scale ranging from "not at all" to a "very large extent." For example, Item 44E was originally listed as "Does your work provide you with a sense of pride?"

reliability coefficients (Ormerod, Lee, Fitzgerald, & Drasgow, 2001). The Coworker Satisfaction scale measures satisfaction with coworkers and the Work Satisfaction scale measures satisfaction with work.

Job satisfaction, a construct which includes coworker and work satisfaction, has long been considered an important variable in organizational research (e.g., Smith, Kendall, & Hulin, 1969). Job satisfaction has been found to predict job-related behaviors, such as work withdrawal and job withdrawal (the former includes behaviors such as neglecting inessential tasks, doing poor quality work, and taking long work breaks, whereas the latter refers to intentions to be absent, self-reported absenteeism, intentions to quit, and thinking about quitting). In addition, women who have experienced sexual harassment report significantly lower levels of job satisfaction (Schneider, Swan, & Fitzgerald, 1997; Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997).

Alpha coefficients for the Coworker Satisfaction scale (44A, 44B, 44C, 44D) for the total sample, men, and women were all .87. Alpha coefficients for the Work Satisfaction scale (44E, 44F, 44G, 44H) for the total sample, men, and women were all .90 (see Table 1). In both scales the items had acceptable item-total correlations (all between .50 and .80).

A two-factor model reflecting coworker satisfaction and work satisfaction (i.e., two facets of job satisfaction) was fit using CFA. The fit indices indicated that the model fit the data reasonably well. For example, RMSEA=.07, NNFI=.97, SRMR=.04, GFI=.97, AGFI=.95, and CFI=.98 for the total sample (see A). There are no recommendations for modifications to this scale.

Table 8.
Scale Items Measuring Coworker and Work Satisfaction

<i>Coworker Satisfaction</i>	
44A	There is very little conflict among your co-workers.
44B	Your co-workers put in the effort required for their jobs.
44C	The people in your workgroup tend to get along.
44D	The people in your workgroup are willing to help each other.
<i>Work Satisfaction</i>	
44E	Your work provides you with a sense of pride.
44F	Your work makes good use of your skills.
44G	You like the kind of work you do.
44H	Your job gives you the chance to acquire valuable skills.

Item 45, Workplace Hostility. In Items 45A-J, survey participants were asked to report how often in the past 12 months they were targeted with hostile behavior in the workplace (see

Table 9). Response options ranged from 1 (*never*) to 5 (*very often*). A higher score denotes more workplace hostility.

The Workplace Hostility scale is composed of 9 items that were adopted or revised from the *Aggressive Experiences Scale* (AES; Glomb & Liao, 2003)¹³ and an item created for this scale (Item 45I). This scale assesses the frequency with which a respondent was the target of aggressive, hostile, or disrespectful behavior at work. Originally a 20-item scale, the 10-item version was piloted on a sample of military personnel and found to have strong reliability and correlate significantly with negative psychological and organizational outcomes (Ormerod et al., 2001). Research on the 20-item AES further indicates a positive relationship between the AES and both work and job withdrawal, that is, as workplace aggression increases so does work and job withdrawal (Glomb, 1998).

Alpha coefficients for the total sample, men, and women were all .94 (see Table 1). All items had strong item-total correlations, with most above .70, and the overall alpha coefficients decreased if any item was removed.

As this scale was intended to be unidimensional, a one-factor model was fit using CFA. Examination of fit indices suggested that the model was not fitting the data well. Specifically, RMSEA=.16, NNFI=.87, SRMR=.05, GFI=.85, AGFI=.77, and CFI=.90 in the total sample (see A). To improve fit, the 10 items were paired to form five multi-item composite items. Performing CFA on multi-item composites rather than on individual items allows for accurate examination of the factor structure while correcting for idiosyncrasies in individual items, particularly when individual items have non-normal distributions as is the case for several of the items in this scale. Items were paired based on the following criteria: low inter-item correlations, dissimilar content, and dissimilar option frequencies. The following five pairs were created: 45CF, 45BH, 45IE, 45JD, and 45GA. One-factor CFAs were then performed on the total sample, women only, and men only. The fit indices of these models were markedly improved; for example, RMSEA=.09, NNFI=.98, SRMR=.01, GFI=.99, AGFI=.96, and CFI=.99 in the total sample. There are no recommendations for modifications to this scale.

¹³ Item 45A was slightly modified from the original item. It originally read, “An angry tone of voice.”

Table 9.
Scale Items Measuring Workplace Hostility

<i>Workplace Hostility</i>	
45A	Using an angry tone of voice
45B	Avoiding you
45C	Making you look bad
45D	Yelling or raising one's voice
45E	Withholding information from you
45F	Swearing directed at you
45G	Talking about you behind your back
45H	Insulting, criticizing you (including sarcasm)
45I	Saying offensive or crude things about you
45J	Flaunting status or power over you

Item 48, General Health. In Items 48A-D, survey participants were asked to rate their health in general (see Table 10). Response options ranged from 1 (*definitely false*) to 4 (*definitely true*). Items 48B and 48C were reversed coded so that a higher score indicates more positive perceptions of the member's general health.

The General Health scale is composed of four items from the general health perceptions subscale on the Short-Form Health Survey (SF-36) of the Medical Outcomes Study questionnaire.¹⁴ The SF-36 is derived from work by the Rand Corporation and was designed to be used as a generic indicator of health status. It includes 36 items, drawn from the 245-item Medical Outcomes Study questionnaire, which assess eight health concepts (Ware & Sherbourne, 1992). These items have been used in both the *1995 Form B* and the *2002 WGR* (Ormerod et al., 2003). The scale is intended to assess member's perceptions of their general health.

Alpha coefficients were .77 for the total sample, .76 for men, and .78 for women (see Table 1). For men, women, and the total sample, Item 48B had somewhat low item-total correlations (.47 total sample, .44 men, .49 women); however, removing this item is not recommended, as it is important to the SF-36. Additionally, removing it would not substantially improve alphas. There are no recommendations for modifications to this scale.

Item 49, Role Limitations due to Physical Health. In Items 49A-D, survey participants were asked how much their physical health had limited their functioning over the past four weeks (see Table 10). Response options ranged from 1 (*little or none of the time*) to 4 (*all or most of the time*). A higher score indicates a greater negative impact of physical health on daily activities.

¹⁴ The general health perceptions subscale on the SF-36 included a mid-point response option of "*don't know*" and an additional question that asked the respondent to rate his or her health from excellent to poor.

The Role Limitations due to Physical Health scale is composed of four items and is a slightly modified version of items from the role limitations due to physical health problems subscale on the SF-36.¹⁵ Described above, the SF-36 assesses eight health concepts and its 36 items were drawn from the Medical Outcomes Study questionnaire (Ware & Sherbourne, 1992). Items 49A and 49B, along with a third item were included in the *1995 Form B* using the original dichotomous response scale. All four items were implemented in the *2002 WGR* and the response scale was expanded, following pilot testing (Ormerod et al., 2001), to the current 4-point scale (Ormerod et al., 2003). The scale is intended to assess the impact of a member's physical health on their daily activities.

Alpha coefficients for the total sample, men, and women were all .90 (see Table 1). There are no recommendations for modifications to this scale.

Table 10.
Scale Items Measuring Physical and Psychological Health

<i>General Health</i>	
48A	I am as healthy as anybody I know
48B*	I seem to get sick a little easier than other people
48C*	I expect my health to get worse
48D	My health is excellent
<i>Role Limitations due to Physical Health</i>	
49A	Cut down on the amount of time you spent on work or other activities
49B	Accomplished less than you would like
49C	Were limited in the kind of work or other activities you do
49D	Had difficulty performing the work or other activities you do (for example, it took extra effort)

*Reverse coded.

Item 52, Perceived Stress. In Items 52A-J, survey participants were asked how many times over the past month they had perceived stress in their lives (see Table 11). Response options ranged from 1 (*never*) to 5 (*very often*). Items 52D, 52E, 52G and 52H were reverse coded so that a higher score indicates greater perceived distress.

Items 52A-J are new to the Workplace and Gender Relations surveys and were tested in the *March 2003 SOFR* survey in response to a request from policy analysts concerned with military well-being. The Perceived Stress scale is composed of the 10-item version of the *Perceived Stress Scale* (PSS10; Cohen & Williamson, 1988).¹⁶ This scale assesses the extent to

¹⁵ The original instrument utilized a dichotomous response scale (i.e., *yes, no*). Modifications were made to item content. For example, Item 49C was originally listed as “Were limited in the kind of work or other activities” in the SF-36.

¹⁶ Originally a 14-item scale, the PSS10 is a shortened version with response options that ranged from 0 (*never*) to 4 (*very often*). The 10-item version of the scale has been validated and appears to be as good a measure of perceived

which stressful life events are experienced. The PSS10 is a perceived measure of stress that focuses on one's appraisal of an event as stressful rather than the event itself determining the level of stress. Previous research indicates the PSS10 is a good predictor of health and other related outcomes, and it has found that the PSS10 has adequate internal reliability, with a coefficient alpha of .78 (Cohen & Williamson, 1988).

Alpha coefficients were .87 for the total sample, .86 for men, and .88 for women (see Table 1).

This scale was intended to be unidimensional and thus a one-factor model was fit using CFA. Examining the fit indices suggested that the model was not fitting the data well, for example, RMSEA=.18, NNFI=.74, SRMR=.10, GFI=.82, AGFI=.71, and CFI=.80 in the total sample (see Appendix A). Examination of the modification indices for the theta-delta matrix revealed that there were problems in specification of the error covariance terms for Item pairs 52E and 52H, 52E and 52D, 52G and 52H, and 52D and 52H. Misspecifications in the theta-delta matrix usually suggest systematic rather than random measurement error that may derive from item characteristics, such as an omitted factor (e.g., Byrne, 1998). As Items 52E, H, D, and G are all reverse-scored, it was suspected that a method factor, sometimes called an "arti-factor" or artifact factor, was responsible for the misfit, rather than a second substantive factor. To examine this possibility, a two-factor model was fit with the reverse-coded items being allowed to cross-load on the second (method) factor. This resulted in a substantial improvement in fit, for example, RMSEA=.08, NNFI=.96, SRMR=.03, GFI=.96, AGFI=.93, and CFI=.98 for the total sample (see Appendix A). It is recommended that the reverse-scored items be replaced with items that are not reverse-scored, with the meanings of the items themselves approximated as closely as possible. This was found to be a successful strategy for difficult scales in the past, such as the Job Diagnostic Survey (JDS; Idaszak & Drasgow, 1987).

stress as the 14-item version (Cohen & Williamson, 1988). Modifications were made to the question stem to be consistent with the format of other 2004 *WGRR* survey questions. For example, the 10-item Perceived Stress Scale (PSS10; Cohen & Williamson, 1988) originally asked, "In the last month, how often have you been upset because of something that happened unexpectedly?"

Table 11.
Scale Items Measuring Perceived Stress

<i>Perceived Stress</i>	
52A	Been upset because of something that happened unexpectedly
52B	Felt that you were unable to control the important things in your life
52C	Felt nervous and stressed
52D*	Felt confident about your ability to handle your personal problems
52E*	Felt that things were going your way
52F	Found that you could not cope with all of the things you had to do
52G*	Been able to control irritations in your life
52H*	Felt that you were on top of things
52I	Been angered because of things that were outside of your control
52J	Felt difficulties were piling up so high that you could not overcome them

*Reverse coded.

Item 53, Events that Created Stress. In Items 53A-N, survey participants were asked to indicate the extent to which specific events created stress in the past 12 months (see Table 12). Response options ranged from 1 (*not at all*) to 5 (*very large extent*). A higher score indicates higher stress levels.

Items 53A-N are new to the Workplace and Gender Relations surveys. Items 53A-L were developed for the *March 2003 SOFR* survey in response to a request from policy analysts concerned with military well-being. Items 53M-N were created for the *2004 WGRR* and ask about stress specific to Reservists. Item 53 is modeled after traditional life event measures targeting experiences that can contribute to stress. General events and concerns were assessed, along with those identified by subject matter experts as being specific to military members.

Alpha coefficients were .83 for the total sample, .84 for men, and .82 for women (see Table 1). There are no recommendations for modifications to this scale.

Table 12.
Scale Items Measuring Events that Created Stress

<i>Events that Created Stress</i>	
53A	Activation or deployment
53B	Military work and civilian career (for example, hours, coworkers, change, supervisors)
53C	Finances (yours and your family's)
53D	Health (yours and your family's)
53E	Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative)
53F	Relationship with your spouse or significant other
53G	Relationship with your children or other family members
53H	Time away from your family
53I	Crime in your community
53J	Natural disasters (for example, fires, floods, storms, earthquakes)
53K	Terrorism, including threat of terrorism
53L	War or hostilities, including threat of war
53M	Loss of civilian job
53N	Loss of career advancement opportunities

Item 54, Events that Reduced Stress. In Items 54A-R, survey participants were asked to indicate the extent to which certain life events reduced stress in the past 12 months (see Table 13). Response options ranged from 1 (*not at all*) to 5 (*very large extent*). A higher score indicates higher levels of stress-reducers.

Items 54A-R are new to the Workplace and Gender Relations surveys. Items 54A-I and 54K-R and were tested in the *March 2003 SOFR* survey in response to a request from policy analysts concerned with military well-being. Item 54 is modeled after traditional life event measures targeting experiences that can alleviate stress. General events and concerns were assessed, along with those identified by subject matter experts as being specific to military members.

Alpha coefficients were .80 for the total sample, .82 for men, and .79 for women (see Table 1). There are no recommendations for modifications to this scale.

Table 13.
Scale Items Measuring Events that Reduced Stress

<i>Events that Reduced Stress</i>	
54A	Time with family
54B	Time with friends
54C	Vacation time
54D	Work out/physical activity
54E	TV/movies/music/Internet or other recreation or hobbies
54F	Financial counseling
54G	Financial aid societies
54H	Spouse employment
54I	Second income
54J	Couple/marital counseling
54K	Personal counseling
54L	Domestic violence counseling
54M	Drinking/use of alcohol
54N	Family support groups
54O	Child care
54P	Services (to individuals or families) concerning military deployment
54Q	Religious activities
54R	Other (Please specify below.)

Discrimination and Unprofessional, Gender-Related Behavior

Item 55 and 56, Sex Discrimination. In Items 55A-N, survey participants were asked to report whether they experienced adverse behaviors related to military performance evaluations, assignments, and careers in the past 12 months (see Table 14). The intent of these items was to measure perceptions of discrimination. The response options asked whether their gender contributed to their experiences. Response options included 1 (*no, or does not apply*), 2 (*yes, but your gender was NOT a factor*), and 3 (*yes, and your gender was a factor*) for Items 55A-L and 55N. Item 55M utilized two response options, 1 (*no*) and 2 (*yes*). Item 55L (“You did not get a military job assignment that you wanted and for which you were qualified”) is predicated on Item 55M (“...was that assignment legally open to women?”). Thus, these two items were combined to form Item 55LM to create a four-level response scale. Item 55N asks about any other adverse action (including a write-in option) and is utilized only when calculating incident rates for Sex Discrimination.

Item 56 asked whether the participant considered any of the behaviors marked as “Yes” on 55A-N to have been Sex Discrimination. Response options included 1 (*none were sex discrimination*), 2 (*some were sex discrimination; some were not sex discrimination*), 3 (*all were sex discrimination*) and 61 (*does not apply - I marked “No, or does not apply” to every item in*

Question 55). Item 56 was used with Item 55A-N to calculate the Sex Discrimination incident rate (described below). A higher score indicates a higher incidence of Sex Discrimination.

Using a rational approach, DMDC and military subject matter experts developed a measure of perceived racial/ethnic discrimination in the workplace to assess discrimination along the facets of evaluation, assignment, and career. This measure was included in the *1996 Equal Opportunity Survey (1996 EOS)*. Based on results from the *1996 EOS*, a gender version of the measure (i.e., Item 55) was developed for use in the *2002 WGR*.¹⁷

The Sex Discrimination measure consists of 14 items (Items 55A-N and 56) to measure three facets of discrimination: Evaluation Discrimination (Items 55A-D), Assignment Discrimination (Items 55E-G and 55LM), and Career Discrimination (Items 55H-K). Recoding took place in two stages. First, scores on Items 55A-K and 55N were recoded so that any score of a 3 (i.e., “yes, and...”) was recoded to 1 and scores of 1 or 2 were recoded to 0. Scores on Item 55LM were recoded so that any score of a 1 remained coded as 1 and scores of 2, 3, or 4 were recoded to 0. The incident rate was calculated based on the algorithm described below.

To report an incident rate for Sex Discrimination, the counting algorithm utilized the following process:

1. Respondent indicates experiencing any of 13 discrimination behaviors and perceives that gender was a factor (Items 55A-N) at least once in past 12 months (a score of 1 or more), and
2. Respondent indicates at least some of the behaviors experienced were sex discrimination (a score of 2 or 3 on Item 56).

Those meeting these criteria were scored as a 2 (experienced Sex Discrimination), whereas those who did not were assigned a score of 1 (did not experience Sex Discrimination).

These rates are reported as percentages, computed by dividing the number of respondents who match the criteria for the measure (e.g., indicated that a behavior occurred and gender was a factor and some or all of it was Sex Discrimination) by the total number of respondents who completed surveys. A similar method of counting discrimination incidents, but without Item 56, can be utilized with the three facets of discrimination: Evaluation Discrimination (Items 55A-D), Assignment Discrimination (Items 55E-G and 55LM) and Career Discrimination (Items 55H-K). For each facet, the respondent indicates experiencing any of the behaviors (e.g., Items 55A-D) at least once in the past 12 months.

Alpha coefficients for the Sex Discrimination scale (55A, 55B, 55C, 55D, 55E, 55F, 55G, 55H, 55I, 55J, 55K, 55LM) were .83 for the total sample, .81 for men, and .83 for women. Alpha coefficients for the Evaluation Discrimination scale (55A, 55B, 55C, 55D) were .64 for the total sample, .62 for men, and .65 for women. Alpha coefficients for the Assignment Discrimination scale (55E, 55F, 55G, 55LM) for the total sample, men, and women were all .65.

¹⁷ Items 55A-55L were adapted to fit the military context for the *2004 WGR* (e.g., item 55A was listed as “You were rated lower than you deserved on your last evaluation” in the *2002 WGR*).

Alpha coefficients for the Career Discrimination scale (55H, 55I, 55J, 55K) were .73 for the total sample, .70 for men, and .74 for women (see Table 1).

A three-factor confirmatory model for Sex Discrimination was tested using tetrachoric correlations (using dichotomous responses) and diagonally weighted least squares estimation. The three factors were as follows: Evaluation Discrimination (Items 55A-D), Assignment Discrimination (Items 55E-G, 55LM), and Career Discrimination (Items 55H-K). The model fit well. For example, RMSEA = .02 and SRMR = .04 in the total sample (see Appendix A). However, the factor intercorrelations were high, ranging from .82 to .94 (e.g., correlation between Assignment and Career Discrimination factors was .94), which suggests a one-factor solution as the most parsimonious. Compared to the three-factor model, a one-factor model fit the data nearly as well (e.g., RMSEA = .03 and SRMR = .07 in the total sample). Given the high intercorrelations among the subscales, it suggested that Items 55A-LM be considered unidimensional. Alpha coefficients and confirmatory factor models were conducted using the items' original 3-point response scoring, with the exception of Item 55LM, which used the 4-point response scoring described above.

Table 14.
Scale Items Measuring Sex Discrimination

<i>Discrimination</i>	
55A	You were rated lower than you deserved on your last military evaluation
55B	Your last military evaluation contained unjustified negative comments
55C	You were held to a higher performance standard than others in your military job
55D	You did not get a military award or a decoration given to others in similar circumstances
55E	Your current military assignment has not made use of your job skills
55F	Your current military assignment is not good for your career if you continue in the military
55G	You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement
55H	You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement
55I	You did not learn <u>until it was too late</u> of opportunities that would have helped your military career
55J	You were unable to get straight answers about your military promotion possibilities
55K	You were excluded from social events important to military career development and being kept informed
55L	You did not get a military job assignment that you wanted and for which you were qualified
55M	If you answered “Yes, and your gender was a factor” to “I” above, was this assignment legally open to women?
55N	Have you had any other adverse personnel actions in the past 12 months? (If “Yes,” please specify below.)

Items 57 and 58, Unprofessional, Gender-Related Behaviors Scales. In Items 57A-S, survey participants were asked to report how often in the past 12 months they were targeted with unprofessional, gender-related behavior (see Table 15). Items 57A-R ask about specific behaviors and Item 57S, which includes an option for write-in responses, asks about “Other unwanted gender-related behavior” and is not included in scales or their analyses. For each of the questions, respondents were asked about “unwanted” and “uninvited” talk and/or behaviors involving military personnel or civilian employees or contractors. Response options ranged from 1 (*never*) to 5 (*very often*). A higher score denotes more experiences of unwanted gender-related behavior.

In Item 58, survey participants were asked whether they considered any of the behaviors that they experienced in Item 57 to have been sexual harassment. Response options included 1 (*none were sexual harassment*), 2 (*some were sexual harassment; some were not sexual*

harassment), 3 (*all were sexual harassment*), and 4 (*does not apply – I marked “Never” to every item in Question 57*), which also directed them to skip forward in the survey. Item 58 was used with Item 57 to calculate the sexual harassment incident rate (described below).

The 18 items making up 57A-R represent a spectrum of unprofessional, gender-related behaviors and, along with Item 58, are divided into subscales (Sexist Behavior, Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, Sexual Assault and the DoD Sexual Harassment Core Measure). Sexist Behavior (Items 57B, D, G, I) includes verbal/nonverbal behaviors that convey insulting, offensive, and condescending attitudes based on the gender of the member. Crude/Offensive Behavior (Items 57A, C, E, F) are verbal/nonverbal behaviors of a sexual nature that are offensive or embarrassing. Unwanted Sexual Attention (Items 57H, J, M, and N) includes attempts to establish a sexual relationship, touching, or fondling. Sexual Coercion (Items 57K, L, O, and P) is classic quid pro quo instances of job benefits or losses conditioned on sexual cooperation. Sexual Assault (Items 57Q, R) is attempted and/or actual sexual relations without the member’s consent and against his/her will. The DoD Sexual Harassment Core Measure includes the 12 items that measure Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion (Items 57A, C, E, F, H, J, K, L, M, N, O, P) and Item 58. When measured without Item 58, Items 57A, C, E, F, H, J, K, L, M, N, O, P are referred to as “Behaviors Indicative of Sexual Harassment.”¹⁸ The items, grouped according to subscale, can be seen in Table 16.

To report incident rates for Sexist Behavior, Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion, Sexual Assault, and Behaviors Indicative of Sexual Harassment, a one- step counting process is utilized, that is, did the individual indicate experiencing at least one of the behaviors in that category at least once (response options “*once or twice*” to “*very often*”) in the previous 12 months.

To report an incident rate for the “DoD Sexual Harassment Core Measure,” the counting algorithm utilizing a two-step process is conducted. This counting algorithm can be depicted as follows:

1. Respondent indicates experiencing any of 12 sexual harassment behaviors (57A, C, E, F, H, J, K, L, M, N, O, P) at least once in past 12 months, and
2. Indicates at least some of the behaviors experienced were sexual harassment (a score of 2 or 3 on Item 58).

These rates are reported as percentages, computed by dividing the number of respondents who match the criteria for the measure (e.g., indicated that a behavior occurred at least once) by the total number of respondents who completed surveys. To be counted as a complete survey the respondent must have provided (a) at least one response (“*never*,” “*once or twice*,” “*sometimes*,”

¹⁸ Survey measurement of sexual harassment is defined by the U.S. Department of Defense as the presence of behaviors indicative of sexual harassment (Crude/Offensive Behavior, Sexual Coercion, and Unwanted Sexual Attention; Sexist Behavior and Sexual Assault are not counted in the DoD survey measure of sexual harassment) and the labeling of those behaviors as sexual harassment (Survey Method for Counting Incidents of Sexual Harassment, 2002).

“often,” “very often”) in Item 57 and (b) answered at least 50% of non-skippable items on the survey.

Items 57A-R are based on the *Sexual Experiences Questionnaire*¹⁹ (SEQ; Fitzgerald, et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). The SEQ is a widely used instrument that contains multiple items assessing participants’ experiences of sexual harassment and other unprofessional, gender-related behavior. It has excellent psychometric properties (Fitzgerald et al., 1995; Gelfand, Fitzgerald, & Drasgow, 1995) and was identified as the best paper-and-pencil instrument available for assessing sexual harassment experiences (Arvey & Cavanaugh, 1995). The SEQ was modified to be applicable to a military setting (Fitzgerald, Magley, Drasgow, & Waldo, 1999) for the *1995 Form B*. The 1995 measure included 25²⁰ items and was revised to 19 items in 2002. Three subscales (Crude/Offensive Behavior, Unwanted Sexual Attention, and Sexual Coercion) were shortened to four items each by subjecting them to item response theory analysis (Stark, Chernyshenko, Lancaster, Drasgow, & Fitzgerald, 2002). The Sexist Behavior subscale, also four items, contains three items from the *1995 Form B* and one item new to the *2002 WGR* (Item 57B).²¹

Alpha coefficients for the Behaviors Indicative of Sexual Harassment scale (57A, 57C, 57E, 57F, 57H, 57J, 57K, 57L, 57M, 57N, 57O, 57P) were .93 for the total sample, .93 for men, and .92 for women. Alpha coefficients for the Sexist Behavior scale (57B, 57D, 57G, 57I) were .88 for the total sample, .80 for men, and .89 for women. Alpha coefficients for the Crude/Offensive Behavior scale (57A, 57C, 57E, 57F) were .88 for the total sample, .82 for men, and .89 for women. Alpha coefficients for the Unwanted Sexual Attention scale (57H, 57J, 57M, 57N) were .88 for the total sample, .89 for men, and .88 for women. Alpha coefficients for the Sexual Coercion scale (57K, 57L, 57O, 57P) were .89 for the total sample, .94 for men, and .88 for women. Alpha coefficients for the Sexual Assault scale (57Q, 57R) were .83 for the total sample, .92 for men, and .76 for women (See Table 1).²²

CFA of Items 57A-P using tetrachoric correlations (using dichotomized responses) and diagonally-weighted least squares estimation were carried out fitting the four-factor structure to the data (Sexist Behavior, Crude/Offensive Behavior, Unwanted Sexual Attention, Sexual Coercion). A four-factor structure fit the data well (16 items).²³ The fit indices suggested that the model had a good fit to the data. For example, RMSEA = .02 and SRMR = .03 in the total sample (see A). There are no recommendations for modifications to this scale.

¹⁹ The civilian version of the SEQ uses somewhat different labels and combinations of the subscales based on factor analysis of civilian data (Gelfand, Fitzgerald, & Drasgow, 1995). It refers to participants’ experiences in three general categories: Gender Harassment (gender harassment includes those behaviors referred to as Sexist Behavior and Crude/Offensive Behavior in the military), Unwanted Sexual Attention (which includes sexual assault in civilian contexts), and Sexual Coercion (Gelfand et al., 1995).

²⁰ Originally 26 items, an item was deleted from the *1995 Form B* because it did not fit with the theoretical framework and, furthermore, yielded very little variance.

²¹ Other changes from the *1995 Form B* to the *2002 WGR* include four instances of changing the word “sex” to “gender,” changing the word “which” to “that,” and changing the word “unsuccessful” to “not successful.”

²² The coefficient alphas for the Sexual Assault scale are based on two items with extreme base rates and should be interpreted cautiously.

²³ Item 57B was allowed to load on both the Sexist Behavior and the Crude/Offensive Behavior subscales because a large modification index indicated that there would be marked improvement in fit if it were allowed to do so and this “crossloading” can be argued to be theoretically justifiable.

Items 59-84 refer to the one situation that had the greatest effect on the individual and ask about the events that constituted the situation, where it occurred, and who was involved. Respondents were also asked how the situation had affected them and how they coped with it. A series of questions also asked about the reporting process, whether they experienced retaliation as a result of their experiences, and their satisfaction with how the situation was handled.

Table 15.
Scale Items Measuring Unprofessional, Gender-Related Behaviors

<i>Sexist Behavior</i>	
57B	Referred to people of your gender in insulting or offensive terms?
57D	Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?
57G	Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?
57I	Put you down or was condescending to you because of your gender?
<i>Crude/Offensive Behavior</i>	
57A	Repeatedly told sexual stories or jokes that were offensive to you?
57C	Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
57E	Made offensive remarks about your appearance, body, or sexual activities?
57F	Made gestures or used body language of a sexual nature that embarrassed or offended you?
<i>Unwanted Sexual Attention</i>	
57H	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
57J	Continued to ask you for dates, drinks, dinner, etc., even though you said “No?”
57M	Touched you in a way that made you feel uncomfortable?
57N	Made unwanted attempts to stroke, fondle, or kiss you?
<i>Sexual Coercion</i>	
57K	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
57L	Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
57O	Treated you badly for refusing to have sex?
57P	Implied faster promotions or better treatment if you were sexually cooperative?
<i>Sexual Assault</i>	
57Q	Attempted to have sex with you without your consent or against your will, but was not successful?
57R	Had sex with you without your consent or against your will?
<i>Other Unprofessional Behavior</i>	
57S	Other unwanted gender-related behavior? (unless you mark “never,” please describe below.)

One Situation Scales

Item 59, Behaviors in the One Situation. In Items 59A-S, survey participants were presented with the same behaviors as in Item 57A-S and asked to “Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 57.” Now pick the situation “that had the greatest effect on you” and then indicate those behaviors that occurred during this situation (see Table 16). Response options were 1 (*did not do this*) and 2 (*did this*). A higher score denotes more unprofessional, gender-related behaviors in the situation with the greatest effect.

The Behaviors in the One Situation scale is composed of 19 items that are categorized into subscales, Sexist Behavior (59B, 59D, 59G, 59I), Crude/Offensive Behavior (59A, 59C, 59E, 59F), Unwanted Sexual Attention (59H, 59J, 59M, 59N), Sexual Coercion (59K, 59L, 59O, 59P), and Sexual Assault (59Q, 59R), plus an item (59S) that asked whether respondents experienced “other unwanted gender-related behavior” and includes a write-in option. Items 59A-S are predicated on Item 57²⁴ and were pilot tested with military personnel (Ormerod et al., 2001).²⁵ This scale assesses the number and type of behaviors that were experienced in the One Situation with the Greatest Effect.

Alpha coefficients for the Behaviors in the One Situation scale (59A, 59B, 59C, 59D, 59E, 59F, 59G, 59H, 59I, 59J, 59K, 59L, 59M, 59N, 59O, 59P, 59Q, 59R) were .85 for the total sample, .86 for men, and .83 for women. Alpha coefficients for the Sexist Behavior scale (59B, 59D, 59G, 59I) were .76 for the total sample, .69 for men, and .74 for women. Alpha coefficients for the Crude/Offensive Behavior scale (59A, 59C, 59E, 59F) were .69 for the total sample, .58 for men, and .71 for women. Alpha coefficients for the Unwanted Sexual Attention scale (59H, 59J, 59M, 59N) were .80 for the total sample, .79 for men, and .79 for women. Alpha coefficients for the Sexual Coercion scale (59K, 59L, 59O, 59P) were .82 for the total sample, .83 for men, and .81 for women. Alpha coefficients for the Sexual Assault scale (59Q, 59R) were .61 for the total sample, .81 for men, and .57 for women.²⁶ Alpha coefficients for the Behaviors Indicative of Sexual Harassment scale (59A, 59C, 59E, 59F, 59H, 59J, 59K, 59L, 59M, 59N, 59O, 59P) were .84 for the total sample, .83 for men, and .84 for women. (See Table 1). It is not unusual for lower reliability coefficients to be seen due to subscales with smaller numbers of items. As in Item 58, a four-factor structure fit the data well using diagonally-weighted least squares estimation. The fit indices suggest that the model had a good fit to the data. For example, RMSEA = .03, NNFI = .99, SRMR = .06, GFI = .99, AGFI = .99, and CFI = .99 in the total sample (see A). There are no recommendations for modifications to this scale.

²⁴ Items 59A-S are identical to Items 57A-S. However, Item 59 uses a dichotomous response option rather than the 5-option response scale used in Item 57.

²⁵ Items 59B, 59D, 59G, and 59I were not included as part of the pilot study and replace items that were eliminated following pilot testing.

²⁶ The coefficient alphas for the Sexual Assault scale are based on two items with extreme base rates and should be interpreted cautiously.

Table 16.
Scale Items Measuring Behaviors in the One Situation

<i>Sexist Behavior</i>	
59B	Referred to people of your gender in insulting or offensive terms?
59D	Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?
59G	Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?
59I	Put you down or was condescending to you because of your gender?
<i>Crude/Offensive Behavior</i>	
59A	Repeatedly told sexual stories or jokes that were offensive to you?
59C	Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
59E	Made offensive remarks about your appearance, body, or sexual activities?
59F	Made gestures or used body language of a sexual nature that embarrassed or offended you?
<i>Unwanted Sexual Attention</i>	
59H	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
59J	Continued to ask you for dates, drinks, dinner, etc., even though you said “No?”
59M	Touched you in a way that made you feel uncomfortable?
59N	Made unwanted attempts to stroke, fondle, or kiss you?
<i>Sexual Coercion</i>	
59K	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
59L	Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?
59O	Treated you badly for refusing to have sex?
59P	Implied faster promotions or better treatment if you were sexually cooperative?
<i>Sexual Assault</i>	
59Q	Attempted to have sex with you without your consent or against your will, but was not successful?
59R	Had sex with you without your consent or against your will?
<i>Other Unprofessional Behavior</i>	
59S	Other unwanted gender-related behavior? (unless you mark “never,” please describe below.)

Item 60, Subjective Distress. In Items 60A-F, survey participants were asked to indicate the degree to which the One Situation (i.e., behaviors endorsed in Item 59) was distressing (see Table 17). Response options ranged from 1 (*not at all*) to 5 (*extremely*). A higher score denotes greater distress.

The Subjective Distress scale, first used in the *1995 Form B* (Drasgow et al., 1999), was originally composed of the first five items in Table 18.²⁷ Item 60F was added following pilot testing (Ormerod et al., 2001) and captures an additional aspect of distress. Items 60A, 60B, and 60D-F can also be found in the Feelings scale (FS; Swan, 1997).²⁸ Originally a 15-item scale, the FS was adapted from an emotions scale by Folkman and Lazarus (1985) and measures the extent to which individuals appraised behaviors indicative of sexual harassment as stressful. With the addition of Item 60F the Subjective Distress scale was rationally divided into two subscales, Subjective Distress I (Items 60A, 60B, 60C, 60E), which is intended to tap offensive aspects of distress, and Subjective Distress II (Items 60D and 60F), which represents a threatening facet of distress.

Alpha coefficients for the Subjective Distress I scale (60A, 60B, 60C, 60E) for the total sample, men, and women were all .85. Alpha coefficients for the Subjective Distress II scale (60D, 60F) were .88 for the total sample, .82 for men, and .89 for women (see Table 1). Using CFA, a two factor model fit the data well, supporting the two dimensional conceptualization of the Subjective Distress scale. For example, RMSEA = .12, NNFI = .93, SRMR = .05, GFI = .96, AGFI = .90, and CFI = .97 in the total sample (see A). There are no recommendations for modifications to this scale.

Table 17.
Scale Items Measuring Subjective Distress

<i>Subjective Distress</i>	
60A	Annoying
60B	Offensive
60C	Disturbing
60D	Threatening
60E	Embarrassing
60F	Frightening

Item 71 Coping. In Items 71A-R, survey participants were asked to indicate the extent to which they utilized specific non-reporting coping strategies (e.g., behaviors other than filing formal reports) in response to the One Situation (see Table 18). Response options ranged from 1

²⁷ Item 60E was originally listed as “Embarrassed.”

²⁸ Items 60A, 60D, and 60E were originally expressed in the past tense (e.g. Item 60A is listed as “Annoyed” in the Feelings Scale). In addition, Item 60B was originally listed as “Insulted” and Item 60F was listed as “Afraid.”

(*not at all*) to 5 (*very large extent*). Higher scores indicate that the respondent used the strategies to a greater extent.

Items 71A-Q are categorized into four scales, Internal Coping (71B, 71E, 71L, 71N, 71O, 71Q), External Coping–Social Support (71F, 71G, 71H, 71I, 71P), External Coping–Confrontation (71C, 71K, 71M), and External Coping–Behavioral Avoidance (71A, 71D, 71J) and are considered to be a collection of individual scales rather than parts of one general scale. Item 71R, which includes a write-in option, asks about whether the person did “something else” in response to the One Situation and is not reflected in analyses.

The four coping scales are modified versions of subscales from the Coping with Harassment Questionnaire (CHQ; Fitzgerald, 1990; Fitzgerald, Gold, Brock, & Gelfand, 1993; Ormerod & Gold, 1988)²⁹ that were pretested for use with military personnel (Ormerod et al., 2001) and used in the 2002 WGR (Ormerod et al., 2003). Coping responses are thought to be used by targets of harassment to manage the harassing situation and/or their feelings in response to that situation. Researchers (e.g., Fitzgerald, Swan, & Magley, 1997) have proposed that there are two general coping styles (internal and external) that can be employed by targets of harassment. These two types are not considered to be mutually exclusive and are based on Lazarus and Folkman’s (1984) problem-focused and emotion-focused coping styles. Internal coping is represented by more cognitively-oriented responses such as ignoring or denying the behavior whereas external coping is represented by more active responses such as avoidance or assertion. Items 71A, 71G, 71I, and 71K are similar to items utilized in the 1995 Form B.³⁰ Items 71F, 71G, 71H, and 71I are based on the CHQ item, “I talked to someone about what happened,” which was expanded to four items that tap a wide range of social support resources. Item 71P was added to assess the aspect of support-seeking through prayer, a response identified during group and individual structured interviews with service members. The Coping scales in the 2004 WGRR are intended to assess non-reporting coping strategies.

Alpha coefficients for the Internal Coping scale (71B, 71E, 71L, 71N, 71O, 71Q), were .67 for the total sample, .63 for men, and .69 for women. Alpha coefficients for the External Coping–Social Support scale (71F, 71G, 71H, 71I, 71P) were .72 for the total sample, .75 for men, and .71 for women. Alpha coefficients for the External Coping–Confrontation scale (71C, 71K, 71M) were .87 for the total sample, .84 for men, and .88 for women. Alpha coefficients for the External Coping–Behavioral Avoidance scale (71A, 71D, 71J) were .90 for the total sample, .87 for men, and .90 for women (see Table 1). Recommendations for these scales include: strengthening the Confrontation scale by increasing the number of items from three to four items; and, dropping Item 71P from the Social Support scale because the alpha reliability coefficients would increase if this item were dropped (for the total sample the alpha would increase from .72 to .75; for women the alpha would increase from .71 to .74; for men alpha would increase from .75 to .77).

²⁹ The original CHQ consists of fifty items, includes additional subscales, and the response options range from 1 (*not at all descriptive*) to 5 (*very descriptive*). CHQ items are worded as statements in the first person (e.g., “I blamed myself for what happened”), as opposed to questions following a general stem.

³⁰ Changes to items include changes in wording (e.g., Item 71A was listed as “I avoided the person[s]”) from the 1995 Form B.

Table 18.
Scale Items Measuring Coping

<i>Internal Coping</i>	
71B	Try to forget it?
71E	Tell yourself it was not really important?
71L	Just put up with it?
71N	Blame yourself for what happened?
71O	Assume the person(s) meant well?
71Q	Pretend not to notice, hoping the person(s) would leave you alone?
<i>External Coping</i>	
<i>Confrontation</i>	
71C	Tell the person(s) you didn't like what he or she was doing?
71K	Tell the person(s) to stop?
71M	Ask the person(s) to leave you alone?
<i>Use of Social Support Network</i>	
71F	Talk to some of your <u>family</u> about the situation?
71G	Talk to some of your <u>coworkers</u> about the situation?
71H	Talk to some of your <u>friends</u> about the situation?
71I	Talk to a <u>chaplain or counselor</u> about the situation?
71P	Pray about it?
<i>Behavioral Avoidance</i>	
71A	Try to avoid the person(s) who bothered you?
71D	Stay out of the person's or persons' way?
71J	Try to avoid being alone with the person(s)?
<i>Other</i>	
71R	Do something else in response to the situation?

Items 73 and 74, Civilian and Military Reporting. In Items 73A-C and 74A-E, survey participants were asked to indicate whether and to whom the respondent reported the One Situation (see Table 19). Response options ranged from 1 (*no*) to 2 (*yes*). A higher item score indicates that the respondent endorsed reporting the One Situation to the queried individual or group.

Items 73A-C (Civilian Reporting) were developed by subject matter experts at DMDC for use in the 2004 WGRR. Items 74A-E (Military Reporting) were originally part of a 10-item scale introduced in the 1995 *Form B* and were created by subject matter experts to capture all the different people to whom experiences would be reported. The list was shortened to the current five items to reduce the burden on survey respondents and to minimize small cell sizes.³¹

³¹ Items 74A-E are slightly modified versions of items used in the 1995 *Form B*. Items contain modification to content. For example, Item 74A was originally listed as "My immediate supervisor." Scoring options in the 1995

Analysis of the 1995 dataset resulted in several recommended changes. Psychometric analysis suggested that the response options could be collapsed into a dichotomous no or yes format, rather than four responses with three “yes” response options.³² Additionally, similar items with very low base rates were combined.³³ Items were pretested in a sample of military personnel (Ormerod et al., 2001) and used in the 2002 *WGR* (Ormerod et al., 2003). Items 73A-C and 74A-E measure behaviors that may be implemented by an individual, and as such, are not necessarily intended as a scale measuring a theoretical construct.

Table 19.
Scale Items Measuring Civilian and Military Reporting

<i>Civilian Reporting</i>	
73A	Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace
73B	Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school
73C	Community officials, offices, or courts (for example, local police or harassment hotline)
<i>Military Reporting</i>	
74A	Your immediate supervisor
74B	Someone else in your military chain-of-command (including your commanding officer)
74C	Supervisor(s) of the person(s) who did it
74D	Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)
74E	Other installation/Reserve component/DoD person or office with responsibility for follow-up

Items 77 and 81, Satisfaction with Reporting and Satisfaction with Reporting and Outcome. In Items 77A-E, participants were asked to indicate how satisfied they were with the reporting process (see Table 20). Response options ranged from 1 (*very dissatisfied*) to 5 (*very satisfied*). A higher score indicates a greater degree of satisfaction with the reporting process.

Form B used four response options assessing whether the behavior was reported and whether it made things better or worse.

³² In the 1995 *Form B* response options included, “No, I did not report it to this person/office,” “Yes, and it made things better,” “Yes, but it made no difference,” and “Yes, and it make things worse.”

³³ For example, “Someone else in my chain of command” and “The Commanding Officer” in the 1995 *Form B* were combined to create Item 74B.

Originally a 7-item scale, Items 77A-D were first utilized in the *1995 Form B*.³⁴ Item 77E was a new item first used in the *2002 WGR* recommended for inclusion by subject matter experts and the University of Illinois, as it would provide more complete information about the complaint process. This 5-item Satisfaction with Reporting scale is intended to assess a respondent's satisfaction with the reporting process.

In Item 81, participants were asked to indicate how satisfied they were with the outcome of their complaint (see Table 20). Response options ranged from 1 (*very dissatisfied*) to 5 (*very satisfied*). Participants who were dissatisfied with the outcome were directed to complete a write-in specifying why. Item 81 can be found on the *1995 Form B*.³⁵ When combined with Items 77A-E, this 6-item scale is referred to as Satisfaction with Reporting and Outcome and is intended to measure satisfaction with the reporting process and with the outcome of the complaint.

Alpha coefficients for the Satisfaction with Reporting scale (77A, 77B, 77C, 77D, 77E) for the total sample, men, and women were all .92. Alpha coefficients for the Satisfaction with Reporting and Outcome scale (77A, 77B, 77C, 77D, 77E, 81) were .93 for the total sample, .94 for men, and .93 for women (see Table 1). There are no recommendations for modifications to this scale.

Table 20.
Scale Items Measuring Satisfaction with Reporting and Outcome

<i>Satisfaction with the Complaint Process</i>	
77A	Availability of information about how to file a complaint
77B	Treatment by personnel handling your complaint
77C	Amount of time it took/is taking to resolve your complaint
77D	How well you are/were kept informed about the progress of your complaint
77E	Degree to which your privacy is/was being protected
81	How satisfied were you with the outcome of your complaint?

Item 83, Reasons for Not Reporting. In Items 83A-W, survey participants were asked to indicate their reasons for not reporting the behaviors that were endorsed in the One Situation (see Table 21). Response options ranged from 1 (*no*) to 2 (*yes*). A higher item score indicates that the respondent endorsed the item as a reason for not reporting.

³⁴ Items 77A-D are slightly modified versions of items found on the *1995 Form B*. Modifications were made to item content. For example, Item 77A was originally listed as “The availability of information about how to report or file a complaint” in the *1995 Form B*. The stem was modified from “How satisfied are you with the following as they relate to your experience with reporting unwanted sex/gender-related attention,” as this stem was considered to be wordy.

³⁵ The item was asked in the present tense on the *1995 Form B* and did not include the write-in portion.

Items 83A-R and 83W were utilized in the *2002 WGR* with slight modification to several items to distinguish between military and civilian contexts.³⁶ Items similar to Items 83A-B, 83D, 83F-G, 83I-R, and 83W were utilized in the *1995 Form B*; modifications were made to content and the presentation was changed from that of a checklist to the current dichotomous scale.³⁷ Items 83A, 83B, 83D, 83F, 83G, 83I-83R, and 83W were developed by DMDC researchers and subject matter experts, incorporate feedback from focus groups, and are conceptually similar to items used in the *1996 EOS*. Items 83C, 83E, and 83H were developed for the *2002 WGR* following group and individual structured interviews with service members. Four new items (Items 83S-V) were included in the *2004 WGR* to tap reasons for not reporting that are specific to a civilian context. Items 83S-V were drafted by DMDC researchers in collaboration with (OASD[RA]) staff. Items 83S and 83U reflect concerns that were identified during focus groups of Reserve component women wherein they indicated they had experienced harassment from someone they knew in both their Reserve component job and their civilian job, and worried that complaints to either a civilian or military personnel would hurt their career in either realm. Item 83T was an extension of the concerns tapped in Item 83S. Item 83V targets those who report to civilian rather than military officials. Items 83A-W are intended to function as a scale and tap several broad classes of reasons for not reporting the unprofessional, gender-related behaviors endorsed in Item 59. However, examination of the factor structure on the *2002 WGR* was inconclusive and these items appear to function more like a behavioral list than a scale. Thus reliability coefficients are not provided in Table 1.

³⁶ For example, Item 83H stated “You thought your coworkers would be angry if you reported” in the *2002 WGR*.

³⁷ Items 83A-B, 83D, 83F-G, 83I-R, and 83W are slightly modified versions of items used in the *1995 Form B*. For example in the *1995 Form B*, Item 83A originally stated “I did not think it was that important;” Items 83P-R stemmed from one item that stated “I was too afraid;” and Item 83B originally stated “I did not know what to do.” Modifications were pilot tested in a sample of military personnel (Ormerod et al., 2001).

Table 21.
Scale Items Measuring Reasons for Not Reporting

<i>Non-reporting</i>	
83A	Was not important enough to report
83B	You did not know how to report
83C	You felt uncomfortable making a report
83D	You took care of the problem myself
83E	You talked to someone informally in your military chain-of-command
83F	You did not think anything would be done if you reported
83G	You thought you would not be believed if you reported
83H	You thought your military coworkers would be angry if you reported
83I	You wanted to fit in
83J	You thought reporting would take too much time and effort
83K	You thought you would be labeled a troublemaker if you reported
83L	A <u>peer</u> talked you out of making a formal complaint
83M	A <u>supervisor</u> talked you out of making a formal complaint
83N	You did not want to hurt the person's or persons' feelings, family, or career
83O	You thought your performance evaluation or chance for promotion would suffer if you reported
83P	You were afraid of retaliation or reprisals from the <u>person(s) who did it</u>
83Q	You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u>
83R	You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u>
83S	You thought it would negatively impact your <u>civilian</u> job
83T	Although the incident(s) occurred in a <u>civilian</u> environment, you thought it would negatively impact your <u>military</u> career
83U	You were warned not to complain
83V	You had already reported the situation to <u>civilian</u> individuals or organizations
83W	Some other reason

Item 84, Problems at Work. In Items 84A-L, survey participants were asked to indicate whether they experienced retaliatory behaviors as a result of the One Situation or their response to the One Situation (see Table 22). To calculate alpha coefficients, to compute means, standard deviations, and standard errors, and to run confirmatory factor analyses, response options, 2 (*yes*), 1 (*no*), and 99 (*don't know*), were recoded to 1 (*no*), 2 (*don't know*), and 3 (*yes*), based on research indicating that a “don't know” option tends to act as a midpoint (Drasgow et al., 1999). A higher score denotes greater amounts of retaliation.

To calculate frequencies of Problems at Work, the scale's response options were dichotomized. The scale was recoded such that any score of a 2 (*yes*) was recoded to 1 and scores of 1 (*no*) or 99 (*don't know*) were recoded to 0. To calculate incidence of problems at work, items were then summed and those with a score of 1 or more were assigned a score of 2 and those with a score of 0, were assigned a 1.

The Problems at Work scale was used previously in the 2002 *WGR*.³⁸ This scale reflects a composite of items adapted from the U.S. Merit Systems Protection Board surveys of sexual harassment in the federal workplace (USMSPB, 1981, 1987; Near & Miceli, 1986) and research by Parmerlee, Near, and Jensen (1982). Retaliation related to workplace harassment is thought to include two types: personal (e.g., isolating and targeting victims of harassment with hostile interpersonal behaviors) and professional (e.g., behaviors that interfere with career advancement and retention) reprisals that may contribute differentially to outcomes (Cortina & Magley, 2003; Fitzgerald, Smolen, Harned, Collinsworth, & Colbert, in preparation). Thus the Problems at Work scale is organized rationally into two factors, Problems at Work-Personal (84A-C) and Problems at Work-Professional (84D-K).

Alpha coefficients for the Problems at Work scale (84A, 84B, 84C, 84D, 84E, 84F, 84G, 84H, 84I, 84J, 84K, 84L) were .91 for the total sample, .93 for men, and .91 for women. Alpha coefficients for the Problems at Work-Personal scale (84A, 84B, 84C) were .81 for the total sample, .82 for men, and .81 for women. Alpha coefficients for the Problems at Work-Professional scale (84D, 84E, 84F, 84G, 84H, 84I, 84J, 84K) were .89 for the total sample, .92 for men, and .88 for women (see Table 1). Item 84L asked whether respondents were "mistreated in some other way" and was not included in analyses. The Problems at Work scale is intended to assess the degree to which members were retaliated against as a result of their response to the One Situation or the situation itself. A two-factor confirmatory factor model using tetrachoric correlations and diagonally weighted least squares estimation (due to the scoring of the scale) revealed a good fit of the two-factor model (described above). The fit indices were acceptable; for example RMSEA = .04 and SRMR = .03 in the total sample (see A). However, the two factors were highly correlated (.87), indicating that the scale may be unidimensional. A one-factor CFA was performed and although the fit degraded somewhat (e.g., RMSEA = .06 and SRMR = .05 in the total sample), it was deemed as the most parsimonious solution.

If a future goal is to shorten the Problems at Work scale, the only possibility for data reduction lies with the Problems at Work-Professional scale. Cutting items from the Problems at Work-Personal scale is not recommended because it consists of only three items. In addition, the Problems at Work-Personal scale could be expanded to include a minimum of 4 items for adequate reliability and to appropriately sample instances of the underlying construct. Given that no items perform poorly in the Problems at Work-Professional scale, item reduction is best guided by substantive rationale and item response theory analyses.

³⁸ Item 84A was listed as "You were ignored by others at work" in the 2002 *WGR*.

Table 22.
Scale Items Measuring Problems at Work

<i>Personal</i>	
84A	You were ignored or shunned by others at work
84B	You were blamed for the situation
84C	People gossiped about you in an unkind or negative way
<i>Professional</i>	
84D	You lost perks/privileges that you had before
84E	You were given less favorable job duties
84F	You were denied an opportunity for training
84G	You were given an unfair performance evaluation
84H	You were unfairly disciplined
84I	You were denied a promotion
84J	You were transferred to a less desirable job
84K	You were unfairly demoted
<i>Other</i>	
84L	You were mistreated in some other way

Personnel Policy and Practices Scales

Item 85, Leadership Efforts to Stop Sexual Harassment. In Items 85A-C, survey participants were asked to indicate whether senior leadership “made honest and reasonable efforts to stop sexual harassment” (see Table 23). To calculate alpha coefficients and to compute means, standard deviations, and standard errors, response options, 1 (*no*), 2 (*yes*), and 99 (*don’t know*), were recoded to 1 (*no*), 2 (*don’t know*), and 3 (*yes*), based on research indicating that a “don’t know” option tends to act as a midpoint (Drasgow et al., 1999). A higher score indicates a higher perception of senior leadership as making “honest and reasonable efforts to stop sexual harassment.”

Items 85A-C were utilized in the *1988 SHS*, the *1995 Form B*, and the *2002 WGR*.³⁹ The Leadership Efforts to Stop Sexual Harassment scale is intended to assess perceptions of whether or not senior leadership and immediate supervisors make efforts to stop sexual harassment.

Alpha coefficients were .86 for the total sample, .89 for men, and .86 for women (see Table 1). Recommendations for future surveys include incorporating additional items that tap specific formal or informal actions taken by leadership for the prevention of harassment or the enforcement of policies and procedures pertaining to harassment (e.g., investigating complaints, applying sanctions) because research has found an association between such practices and lower

³⁹ Item 85A was adapted to fit the military context (e.g., Item 85A was originally listed as “Senior leadership of my service” in the *1988 SHS*).

rates of unprofessional, gender-related behavior in a military context (Hunter Williams et al., 1999).

Table 23.
Scale Items Measuring Leaderships Efforts to Stop Sexual Harassment

<i>Leadership Efforts to Stop Sexual Harassment</i>	
<i>Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially.</i>	
85A	Senior leadership of my Reserve component
85B	Senior leadership of my installation/ship
85C	My immediate supervisor

Item 88, Training and Education. In Items 88A-G, survey participants were asked to rate the degree to which they agreed or disagreed with statements regarding training and education about sexual harassment (see Table 24). Response options ranged from 1 (*strongly disagree*) to 5 (*strongly agree*). A higher score indicates that respondents endorse receiving training and education about sexual harassment.

This item was pretested (Ormerod et al., 2001)⁴⁰ for use in the 2002 WGR.⁴¹ It replaced a similar construct that was assessed in the 1995 Form B.⁴² Originally developed to be used in a training subscale in a measure intended to assess enforcement of sexual harassment policies and procedures, prevention of harassment, provision of resources, and provision of training by one's immediate supervisor, senior leadership, and Service, these items were based on in-depth interviews with enlisted personnel and officers. Items 88A-G assess respondents' perceptions about whether they have received adequate training and education about sexual harassment.

Alpha coefficients were .96 for the total sample, .97 for men, and .96 for women (see Table 1). There are no recommendations for modifications to this scale.

⁴⁰ Items 88A-88G are slightly modified versions of items used in the *Status of the Armed Forces Surveys Pilot Forms A- and B-Gender Issues* surveys. Modifications were made to item content. For example, Item 88A was originally listed as "Has given me a better understanding of what words and actions are considered sexual harassment" in the pretest.

⁴¹ Changes from the 2002 WGR to the 2004 WGR reflect the target audience of Reservists rather than active-duty service members. For example, Item 88B was listed as "Teaches that sexual harassment reduces the cohesion and effectiveness of your Service as a whole" in the 2002 WGR.

⁴² Although item content was dissimilar, the 1995 Form B assessed a construct that measured whether service members had received training about sexual harassment (Hunter Williams et al., 1999).

Table 24.
Scale Items Measuring Training and Education

<i>Perceptions of Training and Education</i>	
88A	Provides a good understanding of what words and actions are considered sexual harassment
88B	Teaches that sexual harassment reduces the cohesion and effectiveness of your <u>Reserve component</u> as a whole
88C	Teaches that sexual harassment makes it difficult for individual <u>Reserve component members</u> to perform their duties
88D	Identifies behaviors that are offensive to others and should not be tolerated
88E	Gives useful tools for dealing with sexual harassment
88F	Makes you feel it is safe to complain about unwanted, sex-related attention
88G	Provides information about military policies, procedures, and consequences of sexual harassment

Item 90, Training Required and Sexual Harassment Training Resources. In Items 90A-O, survey participants were asked to indicate the extent to which they agreed with statements regarding training and resources (e.g., policies, procedures, positive leadership behavior) related to sexual harassment within the unit/workgroup, at their duty station/ship, or in their service/reserve component (see Table 25). Response options ranged from 1 (*not at all*) to 4 (*very large extent*). A higher score indicates a higher perception of required training and/or available resources relevant to sexual harassment.

The majority of these items are based on items found in the *1995 Form B*.⁴³ Existing items were adapted, and new items (Items 90C, 90F, 90J, 90N) were developed by subject matter experts at the University of Illinois based on individual interviews with current and prior military personnel. Item 90G was drafted in response to Equal Opportunity subject matter experts. Following pilot testing in a sample of military personnel (Ormerod et al., 2001), items were utilized in the 2002 WGR.⁴⁴ The scales were originally conceived of as two parallel scales to assess respondents' perception of training requirements and availability of resources related to sexual harassment at the levels of the unit/workgroup and installation/ship (see Table 25). CFA of data from the 2002 WGR did not support this rational grouping, therefore the scales were formed on a rational/empirical basis resulting in a four-item scale measuring perceptions of whether training about sexual harassment is required (Items 90D, 90E, 90L, and 90M) and a nine-item scale tapping perceptions about whether policies, procedures, and resources about

⁴³ Items 90A-B, 90D-E, 90H-I, 90K-M, and 90O are modified versions of items used in the *1995 Form B*. Modifications were made to item content and scoring. For example, Item 90B was originally listed as "Publicizing the availability of formal complaint channels" in the *1995 Form B*. Scoring on the *1995 Form B* utilized trichotomous response options of "yes," "no," and "don't know."

⁴⁴ The question stems were modified from the 2002 WGR to reflect a military context. For example, in the 2002 WGR the stem relating to unit/workgroup was listed as "In your unit/workgroup."

sexual harassment (Items 90A-C, 90F, 90H-K, and 90N)⁴⁵ are publicized and readily available (Ormerod et al., 2003).

Alpha coefficients for the Training Required scale (90D, 90E, 90L, 90M) for the total sample, men, and women were all .96. Alpha coefficients for the Sexual Harassment Training Resources scale (90A, 90B, 90C, 90F, 90H, 90I, 90J, 90K, 90N) were .94 for the total sample, .95 for men, and .94 for women (see Table 1). Items 90G and 90O were dropped following the initial reliability analyses because they had particularly low item-total correlations.

The two-factor CFA model based on unit/workgroup and installation/ship demonstrated similar poor fit to that reported in the *2002 WGR*. For example, RMSEA = .26, NNFI = .69, SRMR = .07, GFI = .58, AGFI = .42, and CFI = .74 in the total sample (see A). A two-factor CFA model using maximum likelihood estimation was fit to the data based on the rational/empirical grouping of training and resources described above. A slightly improved fit, similar to that in the *2002 WGR*, was obtained. For example, RMSEA = .19, NNFI = .81, SRMR = .06, GFI = .73, AGFI = .61, and CFI = .84 in the total sample.

However, because of the continued poor fit, a one-factor CFA model that allowed certain items to co-vary due to the high item-item correlations between those items was examined. These items included all the parallel items for unit/workgroup and installation/ship (Items 90 A-H, B-I, C-J, D-L, E-M, & F-N), as well as some items that were psychometrically restatements of each other (Items 90 A-B, D-E, H-I, & L-M). This model obtained slightly better fit than the two-factor model. For example, RMSEA = .13, NNFI = .91, SRMR = .05, GFI = .87, AGFI = .78, and CFI = .94 in the total sample (see A). However, the fit of all these models suggest that these items do not function according to typical factor analytic assumptions. One possible solution would be to use a shorter version of the scale, including Items 90A, 90C, 90D, 90F, and 90K, without distinguishing between unit/workgroup and installation/ship.

⁴⁵ Items 90G and 90O did not fit with either scale and were dropped from analysis.

Table 25.***Scale Items Measuring Training Required and Sexual Harassment Training Resources***

<i>Sexual Harassment Training and Resources</i>	
<i>IN YOUR MILITARY UNIT/WORKGROUP</i>	
90A	Policies forbidding sexual harassment publicized?
90B	Complaint procedures related to sexual harassment publicized?
90C	Complaints about sexual harassment taken seriously no matter who files them?
90D	Enlisted members required to attend formal sexual harassment training?
90E	Officers required to attend formal sexual harassment training?
90F	Leaders consistently modeling respectful behavior to both female and male personnel?
90G†	Male supervisors asking female officers or NCOs/petty officers from other workgroups to “deal with” problems involving female subordinates?
<i>ON YOUR MILITARY DUTY STATION/SHIP</i>	
90H	Policies forbidding sexual harassment publicized?
90I	Complaint procedures related to sexual harassment publicized?
90J	Complaints about sexual harassment taken seriously no matter who files them?
90K	There is a specific office with the authority to investigate sexual harassment complaints?
90L	Enlisted members required to attend formal sexual harassment training?
90M	Officers required to attend formal sexual harassment training?
90N	Leaders consistently modeling respectful behavior to both male and female personnel?
<i>IN YOUR SERVICE/RESERVE COMPONENT</i>	
90O†	An advice/hotline available for reporting sexual harassment complaints?

†Omitted from final version of the Training Required and Sexual Harassment Training Resources scales.

Discussion

The 2004 *WGRR* continues the tradition of utilizing state-of-the-art measures and procedures to assess unprofessional, gender-related behaviors and workplace relations in military populations. This survey of Reserve component members incorporated significant advances in the assessment of unprofessional, gender-related behaviors and workplace relations that were made in the 2002 *WGR* survey. Included was the DoD Sexual Harassment Core Measure, which allows for a uniform approach to counting incidents. Also included were an array of correlate measures, which allow for increased understanding about workplace relations and the assessment of the antecedents and consequences of unprofessional, gender-related behaviors. In addition, the 2004 *WGRR* instituted the assessment of stress and stress reduction and refined the assessment of organizational commitment in the Reserve component populations.

This report provides details about scales constructed from the 2004 *WGRR*. The scales in this report have psychometric support and a history of being useful with military populations. Of those scales formed via an iterative method of analyzing items for both content and statistical homogeneity, such composites have a strong justification. However, other researchers may find that variables defined in terms of different sets of items are preferable and there is no inherent problem in considering alternative multi-item composites; if the alternate composite is theoretically justified with adequate reliability.

In sum, the 2004 *WGRR* produced an extraordinarily rich set of data for the study of workplace and gender relations. Reliable and valid measures of workplace variables, including unprofessional, gender-related behaviors, were collected from an ethnically diverse sample of members from the Reserve component of the DoD. These data substantially further the scientific understanding of workplace relations and unprofessional, gender-related behavior and will enable policy makers to make more informed decisions about how to address such issues in the Reserve component of the Armed Forces.

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Appendix A.
Explanation and Table of Fit Indices for
Factor Analysis Models

Explanation and Table of Fit Indices for Factor Analysis Models

A number of issues were considered while compiling the results of these analyses and providing the recommendations contained in this document. Of great concern was the factor structure of certain scales. Using factor analysis, we were able to identify items that represent a single construct of interest (e.g., coworker satisfaction). Likewise, using this approach, an item may be a candidate for removal from the scale if it is not found to load highly on the construct. Our strategy was to use *confirmatory factor analysis* (CFA, see Byrne, 1998) to validate *à priori* assumptions regarding the items comprising each scale and subscale (i.e., to see if such items really measure a single construct). Ultimately, these recommendations were made on the basis of our interpretation of these results combined with item-level analyses and practical issues.

Fit Indices and Confirmatory Factor Analysis

À priori assumptions regarding the composition of a scale are tested with CFA through the delineation of a *measurement model*, which stems from the literature on *structural equation modeling* (SEM, Byrne, 1998). Such models are evaluated against the data based on *goodness of fit measures or fit indices*. Due to a number of complex issues, a considerable amount of caution should be used when interpreting these fit indices.

Table 26.
Commonly Cited Indices in CFA/SEM

<i>Commonly Cited Indices in CFA/SEM</i>		
	<i>Index</i>	<i>Relevant Reference</i>
χ^2	Chi-squared statistic	Byrne, 1998
CFI	Common Fit Index	Bentler, 1990
NNFI	Non-Normed Fit Index	Tucker & Lewis, 1973
GFI	Goodness-of-Fit Index	Joreskog & Sorbom, 1993
AGFI	Adjusted Goodness-of-Fit Index	Joreskog & Sorbom, 1993
RMSEA	Root-Mean-Squared Error of Approximation	Steiger & Lind, 1980
SRMR	Standardized Root-Mean-Squared Residual	Bentler, 1995
χ^2	Chi-squared statistic	Byrne, 1998

Some researchers advocate the use of “rules-of-thumb,” or cutoffs for fit indices in the SEM framework. For example, Hoyle (1995) suggests a minimum value of .90 for a scale to be considered a good “fit” for the CFI and the NNFI. More recently, Hu and Bentler (1998, 1999) have recommended a minimum value of .95 for the NNFI and CFI, as well as a maximum value of .05 for the RMSEA and the SRMR. While it may seem practical to use cutoffs such as these for fit statistics, problems with their use are apparent.

One well-known problem is the influence of sample size on the χ^2 statistic, a common “goodness of fit” measurement. Hu and Bentler (1998), as well as others, have shown that the χ^2 statistic is subject to a systematic bias (error), such that its expected value is a function of sample size. Hence, models appear to fit better in smaller samples and a large χ^2 statistic will inevitably result when a large data set is analyzed. A variety of adjustments to the χ^2 statistic have been made in an attempt to obtain fit indices less dependent on sample size. However, a more intractable problem concerns violations of multivariate normality often associated with observed data. Severe violations of this assumption affect the interpretability of a number of indices (e.g., RMSEA, CFI, NNFI, GFI, and AGFI). These problems can lead to the over-rejection of plausible models (West, Finch, & Curran, 1995).

Additionally, commonly used estimation methods such as Maximum Likelihood Estimation (MLE) and Generalized Least Squares Estimation (GLS) operate under assumptions that may not be reflected in the data. For example, both methods assume that variables in the dataset are normally distributed and continuous. Indeed, violations of these assumptions are common and many researchers often point to asymptotic robustness theory, the idea that the statistics used are not greatly affected by those violations, as a justification for ignoring these violations. Unfortunately, as Hu, Bentler, and Kano (1992) state, “nothing is known about the robustness of the asymptotic robustness theory” (p. 352).

Knowledge regarding violations of multivariate normality is somewhat limited. In one study, Hu and Bentler (1998) tested various fit statistics using different sample sizes of data that violated multivariate normality by having extreme kurtosis (i.e., highly “peaked” or nearly “flat” distributions), and, for some of their samples, factors and errors that were dependent on each other. Based on their overall results, they concluded that the SRMR performed better than the other indices studied. Unfortunately, Hu and Bentler did not consider other common distributions, such as discrete item responses that are highly skewed. In sum, the violations of assumptions examined in the available literature bear little resemblance to some of the violations encountered in real-world data such as those collected for the *2004 WGRR*.

The Bottom Line on Cutoffs

Recommended cutoffs for fit indices are based on the ideal situation in which all assumptions are met. Unfortunately, such situations are not often found in practice. For example, item-level data from the *2004 WGRR* may include few response options or some items may be heavily skewed. Thus, any such advocated “rules-of-thumb” in the available literature on these topics should be viewed with caution. Even considering the violations of certain assumptions, Hu and Bentler (1998) noted that “it is difficult to designate a specific cutoff value for each fit index because it does not work equally well with various types of fit indices, sample sizes, estimators, or distributions” (p. 449).

To provide a concrete example of the problems encountered when applying typical “rules-of-thumb” to real-world data we turn to the Job Descriptive Index (JDI; Smith, Kendall, & Hulin, 1969), a heavily used and well-validated measure of job satisfaction (Roznowski, 1989). Although its subscales are widely recognized as essentially unidimensional, when a single-factor CFA is fit to the raw data, the fit statistics range in the .80’s, which is clearly below the cutoffs discussed above. This may not be completely surprising given the three-option response format

of the JDI (“Yes - ? - No”). That said, when item parcels (i.e., sums of three or more items) are utilized in the analysis, the fit statistics improve dramatically. One of the solutions proposed by West and his colleagues (1995) for non-normal variables is to use item parcels, specifically because these parcels tend to have distributions that more closely approximate the normal distribution assumed for SEM. Unfortunately, while this tactic is useful in a full SEM, it is not useful when using SEM or CFA in this context, due to the need to evaluate individual items.

To sum up, Byrne (1998) suggests taking a holistic approach when evaluating SEM models, examining fit statistics but not neglecting other important features that indicate the acceptability of the model, such as the plausibility of parameter estimates and the size of standard errors. Given the current state of knowledge regarding SEM with discrete item response data, it is necessary to consider all aspects of model fit rather than to rely solely on “rule-of-thumb” guidelines for fit statistics. Often, a researcher must accumulate and rely on experience in SEM applications to determine an appropriate “good” fit statistic for a particular type of data. McDonald and Marsh (1990) noted that “although experience can suggest a recommendable cutoff point for use by those who fear the ‘subjectivity’ of judgment, such a cutoff point must itself remain inevitably subjective as only the saturated model is true (p.254).”

Factors Considered When Making Recommendations

Many factors were considered when we made our recommendations, such as the results from the item-level analyses. Corrected item-total correlations and coefficient alpha-if-item-deleted were examined and individual items eliminated if there was a clear “outlier” item (e.g., Item 17D, discussed in the 2002 WGR Scales and Measures report). Unfortunately, as with the cutoffs associated with fit indices in CFA, similar “rules-of-thumb” should be avoided with item-total correlations and coefficient alpha. Schmitt (1996) describes proper use of coefficient alpha and states that “[t]here is no sacred level of acceptable or unacceptable level of alpha... measures with (by conventional standards) low levels of alpha may still be quite useful” (p. 353). The reasons behind this position are, in part, due to the fact that coefficient alpha is influenced by a number of factors, including the homogeneity of the items, as well as the number of items in the scale (Cortina, 1993). These characteristics and others make it difficult to justify the use of cutoffs. Additionally, the measures of interest in this report are often short and heterogeneous (leading to lower observed values for coefficient alpha). However, the value of .70 for coefficient alpha is a standard performance criteria, adopted by the DMDC survey program, thus it represented our lowest allowable limit in working with the 2004 WGR.

As mentioned before, our recommendations were also driven by the results of the CFAs for each scale. Based on documentation from DMDC and our own research and hypotheses, we tested measurement models for each scale and, when plausible, tested alternatives (e.g., Items 44 and 18 in the 2002 WGR Scales and Measures report). Again, the use of cutoffs was avoided and the suggested treatment of scales and subscales are delineated in the text of the report.

A primary practical consideration throughout this process was the need to retain scales of interest as much as possible. The use of “hard and fast rules” (e.g., .95 cutoff for the CFI and NNFI, etc.) would not only have been inappropriate in our view, but also would have deleted a substantial number of important scales. We also realize that some of these scales were pieced together from a wide range of sources, including single-items, scales under development, and

scales adapted for use in this context. In some cases, we suggested that the text of certain items or the treatment of scales/subscales from the *2004 WGRR* be revised (e.g., Item 18 in the *2002 WGR Scales and Measures* report).

In short, the results and interpretations of the factor and item-level analyses were balanced with practical considerations. Although there is always subjectivity in the interpretation of these analyses, we feel as though we have carefully documented the rational for our recommendations throughout this report. The table that follows documents the results of the CFA's for each scale.

Table 27.
Fit Indices for Factor Analysis Models

Model	Effective Sample	Adjusted Chi-Square ^a	DF	Adjusted Chi-Square/DF ^b	RMSEA	NNFI	SRMR	GFI	AGFI	CFI
Satisfaction with the National Guard/Reserve (3 factor) Exploratory Sample	13028	749.83	116	6.46	0.10	0.84	0.05	0.87	0.83	0.87
Men	6378	702.05	116	6.05	0.10	0.86	0.05	0.88	0.84	0.88
Women	6650	806.39	116	6.95	0.11	0.83	0.06	0.86	0.81	0.86
Satisfaction with the National Guard/Reserve (3 factor, j, n, and o crossloading) Confirmatory Sample	12869	574.80	113	5.09	0.09	0.88	0.05	0.90	0.87	0.90
Men	6344	571.83	113	5.06	0.09	0.88	0.05	0.90	0.87	0.90
Women	6525	585.85	113	5.18	0.09	0.87	0.05	0.90	0.86	0.89
Affective and Continuance Commitment (1 factor) Total Sample	27251	989.48	20	49.47	0.35	0.62	0.21	0.62	0.32	0.73
Men	13362	1013.91	20	50.70	0.35	0.60	0.21	0.62	0.31	0.72
Women	13889	966.50	20	48.33	0.34	0.73	0.21	0.63	0.33	0.73
Affective and Continuance Commitment (2 factor) Total Sample	27251	97.81	19	5.15	0.09	0.97	0.05	0.96	0.93	0.98
Men	13362	95.34	19	5.02	0.09	0.97	0.05	0.96	0.93	0.98
Women	13889	101.01	19	5.32	0.09	0.97	0.05	0.96	0.92	0.98
Coworker and Work Satisfaction (2 factor) Total Sample	27231	71.57	19	3.77	0.07	0.97	0.04	0.97	0.95	0.98
Men	13308	65.74	19	3.46	0.07	0.97	0.03	0.98	0.96	0.98

Model	Effective Sample	Adjusted Chi-Square ^a	DF	Adjusted Chi-Square/DF ^b	RMSEA	NNFI	SRMR	GFI	AGFI	CFI
Women	13923	76.42	19	4.02	0.08	0.97	0.04	0.97	0.95	0.98
Workplace Hostility (1 factor) Total Sample	26504	464.56	35	13.27	0.16	0.87	0.05	0.85	0.77	0.90
Men	13011	478.39	35	13.67	0.16	0.86	0.05	0.85	0.76	0.89
Women	13493	420.13	35	12.00	0.15	0.87	0.05	0.86	0.78	0.90
Workplace Hostility (aggregate items-1 factor) Total Sample	26504	23.30	5	4.66	0.09	0.98	0.01	0.99	0.96	0.99
Men	13011	25.04	5	5.01	0.09	0.98	0.01	0.98	0.95	0.99
Women	13493	22.19	5	4.44	0.08	0.99	0.01	0.99	0.96	0.99
Perceived Stress (1 factor) Total Sample	26808	597.37	35	17.07	0.18	0.74	0.10	0.82	0.71	0.80
Men	13119	614.60	35	17.56	0.18	0.72	0.11	0.81	0.70	0.78
Women	13689	580.70	35	16.59	0.18	0.76	0.09	0.82	0.72	0.82
Perceived Stress (2 factor – substantive & method) Total Sample	26808	135.10	31	4.36	0.08	0.96	0.03	0.96	0.93	0.98
Men	13119	131.71	31	4.25	0.08	0.96	0.03	0.96	0.93	0.97
Women	13689	137.83	31	4.45	0.08	0.97	0.03	0.96	0.93	0.98
Sex Discrimination (1 Factor) Total Sample	26831	2195.58 ^c	54	40.66 ^c	0.03	1.00 ^c	0.07	1.00 ^c	0.99 ^c	1.00 ^c
Men	13120	2264.75 ^c	54	41.94 ^c	0.02	1.00 ^c	0.06	1.00 ^c	1.00 ^c	1.00 ^c
Women	13711	2259.66 ^c	54	41.85 ^c	0.04	1.00 ^c	0.07	0.99 ^c	0.99 ^c	1.00 ^c
Sex Discrimination (3 Factor) Total Sample	26831	688.53 ^c	51	13.50 ^c	0.02	1.00 ^c	0.04	1.00 ^c	1.00 ^c	1.00 ^c
Men	13120	825.55 ^c	51	16.19 ^c	0.01	1.00 ^c	0.04	1.00 ^c	1.00 ^c	1.00 ^c
Women	13711	778.89 ^c	51	15.27 ^c	0.02	1.00 ^c	0.05	1.00 ^c	1.00 ^c	1.00 ^c
Unprofessional, Gender-Related Behaviors Scales (4 factors, no	26794	1421.19 ^c	97	14.65 ^c	0.02	1.00 ^c	0.03	1.00 ^c	1.00 ^c	1.00 ^c

Model	Effective Sample	Adjusted Chi-Square ^a	DF	Adjusted Chi-Square/DF ^b	RMSEA	NNFI	SRMR	GFI	AGFI	CFI
SA items, b crossloading) Total Sample										
Men	13085	3431.58 ^c	97	35.38 ^c	0.01	1.00 ^c	0.05	1.00 ^c	1.00 ^c	1.00 ^c
Women	13709	1318.66 ^c	97	13.59 ^c	0.03	0.84 ^c	0.08	0.77 ^c	0.67 ^c	0.87 ^c
Behaviors in the One Situation (4 Factor) Total Sample	8719	1951.84 ^c	98	19.92 ^c	0.03	0.99 ^c	0.06	0.99 ^c	0.99 ^c	0.99 ^c
Men	2716	2798.59 ^c	98	28.56 ^c	0.02	1.00 ^c	0.07	0.99 ^c	0.99 ^c	1.00 ^c
Women	6006	2006.70 ^c	98	20.48 ^c	0.04	0.99 ^c	0.06	0.99 ^c	0.99 ^c	0.99 ^c
Subjective Distress (1 factor) Total Sample	7063	342.51	9	38.06	0.27	0.68	0.09	0.82	0.57	0.81
Men	1644	267.83	9	29.76	0.24	0.70	0.10	0.85	0.65	0.82
Women	5419	357.41	9	39.71	0.28	0.68	0.09	0.81	0.56	0.81
Subjective Distress (2 Factor) Total Sample	7063	66.63	8	8.33	0.12	0.94	0.05	0.96	0.90	0.97
Men	1644	58.18	8	7.27	0.12	0.93	0.05	0.96	0.90	0.97
Women	5419	25.92	8	3.24	0.12	0.93	0.05	0.96	0.89	0.97
Problems at Work (1 factor) Total Sample	6903	1228.22 ^c	44	27.91 ^c	0.06	1.00 ^c	0.05	1.00 ^c	0.99 ^c	1.00 ^c
Men	1619	1113.03 ^c	44	25.30 ^c	0.05	1.00 ^c	0.04	1.00 ^c	1.00 ^c	1.00 ^c
Women	5284	1297.43 ^c	44	29.49 ^c	0.06	1.00 ^c	0.06	1.00 ^c	0.99 ^c	1.00 ^c
Problems at Work (2 factors) Total Sample	6903	493.58 ^c	43	11.48 ^c	0.04	1.00 ^c	0.03	1.00 ^c	1.00 ^c	1.00 ^c
Men	1619	685.19 ^c	43	15.93 ^c	0.03	1.00 ^c	0.03	1.00 ^c	1.00 ^c	1.00 ^c
Women	5284	475.31 ^c	43	11.05 ^c	0.03	1.00 ^c	0.03	1.00 ^c	1.00 ^c	1.00 ^c
Training Required and Sexual Harassment Training Resources (1 factor) Total Sample	13752	232.21	55	9.41	0.13	0.91	0.05	0.87	0.78	0.94
Training Required and Sexual	13752	1218.75	64	19.04	0.19	0.81	0.06	0.73	0.61	0.84

Model	Effective Sample	Adjusted Chi-Square ^a	DF	Adjusted Chi-Square/DF ^b	RMSEA	NNFI	SRMR	GFI	AGFI	CFI
Harassment Training Resources (2 Factors) Total Sample										
Men	6681	1129.39	64	17.65	0.19	0.83	0.05	0.74	0.63	0.86
Women	7071	1309.06	64	20.45	0.20	0.79	0.06	0.72	0.60	0.83
Training Required and Sexual Harassment Training Resources (2 Factors-by organizational level) Total Sample	13482	2025.43	76	26.65	0.26	0.69	0.07	0.58	0.42	0.74
Men	6584	1909.15	76	25.12	0.25	0.72	0.06	0.59	0.44	0.76
Women	6898	2122.82	76	27.93	0.26	0.66	0.08	0.57	0.41	0.72

Note. The Effective Sample is the *n* following listwise deletion for missing data. The *N* for the overall sample was 27,778, 14,201 for the women, and 13,577 for the men prior to listwise deletion.

Note. DF = degrees of freedom; RMSEA = root mean square error of approximation; NNFI = non-normed fit index; SRMR = standardized root mean square residual; GFI = goodness-of-fit index; AGFI = adjusted goodness-of-fit index; CFI = comparative fit index.

^aThis is adjusted chi-square. To improve interpretability, the observed chi-square was adjusted to that expected in a sample of *N*=500.

^bThis is the adjusted chi-square to degrees of freedom ratio.

^cDiagonally-weighted least squares estimation was used to estimate model parameters and RMSEA and SRMR are the most appropriate indices to determine goodness of fit.

Appendix B.
Acronyms Utilized in the Report on Scales
and Measures

Acronyms Utilized in the Report on Scales and Measures

Acronym	Explanation
<i>1988 SHS</i>	<i>1988 DoD Survey of Sex Roles in the Active-Duty Military</i>
<i>1995 Form B</i>	<i>1995 Armed Forces Sexual Harassment Survey</i>
<i>1996 EOS</i>	<i>1996 Equal Opportunity Survey</i>
<i>2002 WGR</i>	<i>2002 Status of the Armed Forces Survey – Workplace and Gender Relations</i>
<i>2004 WGRR</i>	<i>2004 Workplace and Gender Relations Survey of Reserve Component Members</i>
AES	Aggressive Experiences Scale
AGR/TAR	Active Guard/Reserve
CFA	Confirmatory factor analysis
CHQ	Coping with Harassment Questionnaire
DASD(EO)	Deputy Assistant Secretary of Defense for Equal Opportunity
DMDC	Defense Manpower Data Center
DOD	Department of Defense
EO	Equal Opportunity
FS	Feelings Scale
GLS	Generalized Least Squares Estimation
IMA	Individual Mobilization Augmentee
JDI	Job Description Index
JDS	Job Diagnostic Survey
JSS	Job Satisfaction Survey
LPSH-IS	Leadership Practices toward Sexual Harassment – Immediate Supervisor
LPSH-SL	Leadership Practices toward Sexual Harassment – Senior Leadership
MILTECH	Military Technician
MLE	Maximum Likelihood Estimation
MSQ	Minnesota Satisfaction Questionnaire
OASD (RA)	Office of the Assistant Secretary of Defense for Reserve Affairs
PSS10	10-item Perceived Stress Scale
RCS	Reserve Component Surveys
SEM	Structural Equation Modeling
SEQ	Sexual Experiences Questionnaire
SF-36	Short-Form Health Survey
<i>July 2002 SOFA</i>	<i>July 2002 Status Of Forces Survey Active Duty</i>
<i>May 2003 SOFR</i>	<i>May 2003 Status Of Forces Survey Reserve Component</i>
<i>May 2004 SOFR</i>	<i>May 2004 Status Of Forces Survey Reserve Component</i>
<i>SOFS</i>	<i>Status of Forces Surveys of Reserve Component Members</i>
USMSPB	U.S. Merit Systems Protection Board

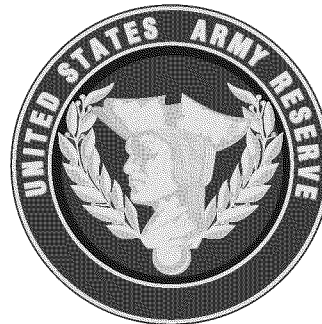
Appendix C.

Survey Instrument



RCS: DD-P&R(QD) 1947
Exp. 12/31/06
DMDC Survey No. 03-0035

2004 Workplace and Gender Relations Survey of Reserve Component Members



DEFENSE MANPOWER DATA CENTER
ATTN: SURVEY PROCESSING CENTER
DATA RECOGNITION CORPORATION
P.O. BOX 5720
HOPKINS, MN 55343

COMPLETION INSTRUCTIONS

- This is not a test, so take your time.
- Select answers you believe are most appropriate.
- Use a blue or black pen.
- Please PRINT where applicable.
- Place an "X" in the appropriate box or boxes.

RIGHT



WRONG



- To change an answer, completely black out the wrong answer and put an "X" in the correct box as shown below.

CORRECT ANSWER



INCORRECT ANSWER



- Do not make any marks outside of the response and write-in boxes.

MAILING INSTRUCTIONS

- Please return your completed survey in the business reply envelope. (If you misplaced the envelope, mail the survey to DMDC, c/o Data Recognition Corp., P.O. Box 5720, Hopkins, MN 55343).
- If you are returning the survey from another country, be sure to return the business reply envelope only through a U.S. government mail room or post office.
- Foreign postal systems will not deliver business reply mail.

PRIVACY NOTICE

In accordance with the Privacy Act of 1974 (Public Law 93-579), this statement informs you of the purpose of the survey and how the findings will be used. Please read it carefully.

AUTHORITY: 10 USC Sections 136, 481, 1782, and 2358.

PRINCIPAL PURPOSE(S): Information collected in this survey will be used to report attitudes and perceptions of members of the Armed Forces about programs and policies. Information provided will assist in the formulation of policies to improve the working environment.

ROUTINE USE(S): None.

DISCLOSURE: Voluntary. However, maximum participation is encouraged so that data will be complete and representative. Ticket numbers and serial numbers on your survey are used to ascertain if you have responded and to use record data to properly analyze the survey data. Survey data are never added to personnel or administrative record data. Personal identifying information is not used in any reports. Only group statistics will be reported.

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BACKGROUND

1. Are you . . . ?

- ☐ Male
- ☐ Female

2. What is the highest degree or level of school that you have completed? *Mark the one answer that describes the highest grade or degree that you have completed.*

- ☐ Less than 12 years of school (no diploma)
- ☐ GED or other high school equivalency certificate
- ☐ High school diploma
- ☐ Less than 2 years of college credits, but no college degree
- ☐ 2-year college degree (AA/AS)
- ☐ More than 2 years of college credits, but no 4-year college degree
- ☐ 4-year college degree (BA/BS)
- ☐ Some graduate school, but no graduate degree
- ☐ Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

3. Are you Spanish/Hispanic/Latino?

- ☐ No, not Spanish/Hispanic/Latino
- ☐ Yes, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino

4. What is your race? *Mark one or more races to indicate what you consider yourself to be.*

- ☐ White
- ☐ Black or African American
- ☐ American Indian or Alaska Native
- ☐ Asian (e.g., Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese)
- ☐ Native Hawaiian or other Pacific Islander (e.g., Samoan, Guamanian or Chamorro)
- ☐ Some other race (*Please specify below.*)

Please print.

5. What is your marital status?

- ☐ Married
- ☐ Separated
- ☐ Divorced
- ☐ Widowed
- ☐ Never married

6. Of which Reserve component are you a member?

- ☐ Army National Guard
- ☐ Army Reserve
- ☐ Naval Reserve
- ☐ Marine Corps Reserve
- ☐ Air National Guard
- ☐ Air Force Reserve
- ☐ Coast Guard Reserve

7. What is your current paygrade? **Mark one.**

- | | | | |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| ☐ E-1 | ☐ E-6 | ☐ W-1 | ☐ O-1/O-1E |
| ☐ E-2 | ☐ E-7 | ☐ W-2 | ☐ O-2/O-2E |
| ☐ E-3 | ☐ E-8 | ☐ W-3 | ☐ O-3/O-3E |
| ☐ E-4 | ☐ E-9 | ☐ W-4 | ☐ O-4 |
| ☐ E-5 | | ☐ W-5 | ☐ O-5 |
| | | | ☐ O-6 or above |

8. Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?

- ☐ Yes ☐ No

9. How many years have you spent in military service? **Do not count partial years. To indicate less than one year, enter "00." Include in military service years:**

- Time spent as an active-duty Service member
- Time spent as a National Guard/Reserve component member
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

YEARS

SATISFACTION AND RETENTION INTENTION

10. Suppose that you have to decide whether to continue to participate in the National Guard/Reserve. Assuming you could stay, how likely is it you would choose to do so?

- ☐ Very likely ☐ Unlikely
☐ Likely ☐ Very unlikely
☐ Neither likely nor unlikely

11. If you could stay in the National Guard/Reserve as long as you want, how likely is it that you would choose to serve until eligible for retirement?

- ☐ Does not apply; I am already eligible for retirement
☐ Very likely
☐ Likely
☐ Neither likely nor unlikely
☐ Unlikely
☐ Very unlikely

12. When you leave military service, how many total years do you expect to have completed? **Do not count partial years. To indicate less than one year, enter "00." Include in military service years:**

- Time spent as an active-duty Service member
- Time spent as a National Guard/Reserve component member
 - Time spent mobilized/activated on active duty
 - Time spent in a full-time active-duty program
 - Time spent in Individual Ready Reserves (IRR)
 - Time spent as an Individual Mobilization Augmentee (IMA)

YEARS

13. In general, has your **life** been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better ☐ Somewhat worse
☐ Somewhat better ☐ Much worse
☐ About what you expected

14. In general, has your **Reserve duty** been better or worse than you expected when you first entered the National Guard/Reserve?

- ☐ Much better ☐ Somewhat worse
☐ Somewhat better ☐ Much worse
☐ About what you expected

15. Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve?

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
--	----------------	-----------	------------------------------------	--------------	-------------------

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. Your total compensation (i.e., base pay, allowances, and bonuses) | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. The type of work you do in your military job | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. Your opportunities for promotion in your unit | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. The quality of your coworkers in your unit | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. The quality of your supervisor in your unit | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. Military values, lifestyle, and tradition | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. Amount of enjoyment from your National Guard/Reserve duty | ☐ | ☐ | ☐ | ☐ | ☐ |
| h. Training received during your unit drills | ☐ | ☐ | ☐ | ☐ | ☐ |
| i. Your unit's morale | ☐ | ☐ | ☐ | ☐ | ☐ |
| j. Opportunities for leadership in your unit | ☐ | ☐ | ☐ | ☐ | ☐ |
| k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills | ☐ | ☐ | ☐ | ☐ | ☐ |
| l. Types of assignments received | ☐ | ☐ | ☐ | ☐ | ☐ |
| m. Assignment stability | ☐ | ☐ | ☐ | ☐ | ☐ |
| n. Your personal workload | ☐ | ☐ | ☐ | ☐ | ☐ |
| o. Time required at National Guard/Reserve activities | ☐ | ☐ | ☐ | ☐ | ☐ |
| p. Your possibility of being activated or deployed in the future | ☐ | ☐ | ☐ | ☐ | ☐ |
| q. Number of recent activations or deployments you have experienced | ☐ | ☐ | ☐ | ☐ | ☐ |

◆ 16. Overall, how satisfied are you with the military way of life?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

17. How much do you agree or disagree with the following statements about working for your Reserve component?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
--	----------------	-------	----------------------------	----------	-------------------

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| a. I feel like "part of the family" in my Reserve component. | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. My Reserve component has a great deal of personal meaning to me. | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. It would be too costly for me to leave my Reserve component in the near future. | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. I am afraid of what might happen if I quit my Reserve component without having another job lined up. . | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. Too much of my life would be interrupted if I decided to leave my Reserve component now. | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. I feel a strong sense of belonging to my Reserve component. | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. I feel "emotionally attached" to my Reserve component. | ☐ | ☐ | ☐ | ☐ | ☐ |
| h. One of the problems with leaving my Reserve component would be the lack of available alternatives. ... | ☐ | ☐ | ☐ | ☐ | ☐ |

18. If you had a friend considering military service, would you recommend that he/she join? **Mark "Yes" or "No" for each item.**

- | | Yes | No |
|--------------------------|--------------------------|--------------------------|
| a. A male friend | ☐ | ☐ |
| b. A female friend | ☐ | ☐ |

MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

In this survey, the term "activated" refers to the voluntary or involuntary call to active duty of a Reserve component member under the provision of 10USC 12301(a) (Mobilization), 10USC 12302 (Partial Mobilization), or 10USC 12304 (Presidential Reserve Callup). It does NOT apply to members in an Active Guard/Reserve Program (AGR/TAR/AR), members serving in full-time National Guard Duty, or members serving on State Active Duty.

In this survey, the term "deployment" refers to the movement of a member, or unit, for duty purposes to a location that would be considered outside normal commuting distance or time from the member's permanent duty station. Deployments can be to a location within the contiguous 48 states (CONUS) or to a location outside the contiguous 48 states (OCONUS).

19. Have you been activated in the past 24 months? *This includes activations that started more than 24 months ago and continued into the past 24 months.*

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 20
☐ No ⇒ IF NO, GO TO QUESTION 31

20. Was at least one of your activations in the past 24 months longer than 30 consecutive days?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 21
☐ No ⇒ IF NO, GO TO QUESTION 24

21. In the past 24 months, has (have) your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?

- ☐ Voluntary
☐ Involuntary
☐ Both

22. Did any of your activations for more than 30 consecutive days in the past 24 months result in deployment?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 23
☐ No ⇒ IF NO, GO TO QUESTION 24

23. In the past 24 months, after processing in the mobilization station, were you deployed within the contiguous 48 states (CONUS), outside the contiguous 48 states (OCONUS), or both?

- ☐ CONUS
☐ OCONUS
☐ Both

24. Are you currently activated?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 25
☐ No ⇒ IF NO, GO TO QUESTION 31

25. Are you currently deployed?

- ☐ Yes
☐ No

26. Prior to your current activation, were you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 36
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 27

27. Prior to your current activation, were you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

- ☐ Yes
☐ No

28. Prior to your current activation, were you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

- ☐ Yes ⇒ IF YES, GO TO QUESTION 30
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 29

29. In the week prior to your most recent activation, did you have a civilian job?

- ☐ Yes, full-time (35 hours or more per week)
☐ Yes, part-time (less than 35 hours per week)
☐ No

30. At the time of your most recent activation, were you a student in a civilian school?

- ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester) ⇒ IF YES, GO TO QUESTION 36
☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester) ⇒ IF YES, GO TO QUESTION 36
☐ No ⇒ IF NO, GO TO QUESTION 36

31. Are you a member of the Reserves on full-time active duty (AGR/TAR/AR), in full-time National Guard Duty, or serving on State Active Duty?

- ☐ Yes ⇒ IF YES, GO TO QUESTION 36
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 32

32. Are you an Individual Mobilization Augmentee? (*Individual Mobilization Augmentees are trained individuals who participate in training activities on a part-time basis with an active component unit.*)

- ☐ Yes
☐ No

33. Are you a military technician? (*A military technician provides full-time support as a civilian government employee for administration, training, and maintenance of the unit.*)

- ☐ Yes ⇒ IF YES, GO TO QUESTION 35
☐ No ⇒ IF NO, CONTINUE WITH QUESTION 34

34. Do you have a civilian job?

- ☐ Yes, full-time (35 hours or more per week)
☐ Yes, part-time (less than 35 hours per week)
☐ No

35. Are you a student in a civilian school?

- ☐ Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
☐ Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
☐ No

YOUR MILITARY WORKPLACE

This section refers to your current National Guard/Reserve workplace only.

36. In the past 12 months, how many days (full days, not drill periods) did you spend in a compensated (pay or points) National Guard/Reserve status?

DAYS

37. How long have you been in your present military unit? To indicate less than one year, enter "00."

YEARS

38. Are you currently . . . Mark "Yes" or "No" for each item.

- | | Yes | No |
|--|--------------------------|--------------------------|
| a. A student in a resident military course? . . . | ☐ | ☐ |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | ☐ | ☐ |
| c. In a military work environment where members of your gender are uncommon? . | ☐ | ☐ |



39. What is the gender of your immediate supervisor in your current military workgroup?

- ☐ Male
☐ Female

40. What is the paygrade of your immediate supervisor in your current military workgroup?

- | | | |
|--|------------------------------|---------------------------------------|
| ☐ E-4 or below | ☐ W-1 | ☐ O-1/O-1E |
| ☐ E-5 | ☐ W-2 | ☐ O-2/O-2E |
| ☐ E-6 | ☐ W-3 | ☐ O-3/O-3E |
| ☐ E-7 | ☐ W-4 | ☐ O-4 |
| ☐ E-8 | ☐ W-5 | ☐ O-5 |
| ☐ E-9 | | ☐ O-6 or above |
| ☐ Civilian GS-1 to GS-6 (or equivalent) | | |
| ☐ Civilian GS-7 to GS-11 (or equivalent) | | |
| ☐ Civilian GS-12 or above (or equivalent) | | |

41. Which of the following statements best describes the gender mix of your current military workgroup?

- ☐ All men
☐ Almost entirely men
☐ More men than women
☐ About equal numbers of men and women
☐ More women than men
☐ Almost entirely women
☐ All women

42. To what extent do you agree or disagree with the following statements about your military workplace?

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. I know what is expected of me at work	☐	☐	☐	☐	☐
b. I have the materials and equipment I need to do my work right	☐	☐	☐	☐	☐
c. At work, I have the opportunity to do what I do best every duty day....	☐	☐	☐	☐	☐
d. In the last 7 duty days, I have received recognition or praise for doing good work	☐	☐	☐	☐	☐
e. My supervisor, or someone at work, seems to care about me as a person	☐	☐	☐	☐	☐
f. There is someone at work who encourages my development	☐	☐	☐	☐	☐
g. At work, my opinions seem to count	☐	☐	☐	☐	☐
h. The mission/purpose of my Reserve component makes me feel my job is important	☐	☐	☐	☐	☐
i. My coworkers are committed to doing quality work	☐	☐	☐	☐	☐
j. I have a best friend at work	☐	☐	☐	☐	☐

42. Continued

- k. In the last 6 months, someone at work has talked to me about my progress
- l. This last year, I have had opportunities at work to learn and to grow
- m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics
- n. My supervisor helps everyone in my workgroup feel included
- o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace
- p. At my workplace, all employees are kept well informed about issues and decisions that affect them

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
k. In the last 6 months, someone at work has talked to me about my progress	☐	☐	☐	☐	☐
l. This last year, I have had opportunities at work to learn and to grow	☐	☐	☐	☐	☐
m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics	☐	☐	☐	☐	☐
n. My supervisor helps everyone in my workgroup feel included	☐	☐	☐	☐	☐
o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace	☐	☐	☐	☐	☐
p. At my workplace, all employees are kept well informed about issues and decisions that affect them	☐	☐	☐	☐	☐

43. To what extent do you agree or disagree with the following statements about your military workgroup?

- a. If you make a request through channels in your military workgroup, you know somebody will listen
- b. The leaders in your military workgroup are more interested in looking good than being good
- c. You would go for help with a personal problem to people in your military chain-of-command
- d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done
- e. You are impressed with the quality of leadership in your military workgroup
- f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. If you make a request through channels in your military workgroup, you know somebody will listen	☐	☐	☐	☐	☐
b. The leaders in your military workgroup are more interested in looking good than being good	☐	☐	☐	☐	☐
c. You would go for help with a personal problem to people in your military chain-of-command	☐	☐	☐	☐	☐
d. The leaders in your military workgroup are not concerned with the way Reserve component members treat each other as long as the job gets done	☐	☐	☐	☐	☐
e. You are impressed with the quality of leadership in your military workgroup	☐	☐	☐	☐	☐
f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members	☐	☐	☐	☐	☐

44. To what extent do you agree or disagree with the following statements about ... ?

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

THE PEOPLE YOU WORK WITH AT YOUR MILITARY WORKPLACE

- a. There is very little conflict among your coworkers.
- b. Your coworkers put in the effort required for their jobs.
- c. The people in your workgroup tend to get along.....
- d. The people in your workgroup are willing to help each other.

THE WORK YOU DO AT YOUR MILITARY WORKPLACE

- e. Your work provides you with a sense of pride.
- f. Your work makes good use of your skills.
- g. You like the kind of work you do.....
- h. Your job gives you the chance to acquire valuable skills.....

45. How often during the past 12 months have you been in military workplace situations where military personnel, civilian employees, and/or DoD contractors have targeted you with any of the following behaviors?

Very often
Often
Sometimes
Once or twice
Never

- a. Using an angry tone of voice
- b. Avoiding you
- c. Making you look bad
- d. Yelling or raising one's voice
- e. Withholding information from you ...
- f. Swearing directed at you
- g. Talking about you behind your back .
- h. Insulting, criticizing you (including sarcasm)
- i. Saying offensive or crude things about you
- j. Flaunting status or power over you .

READINESS, HEALTH, AND WELL-BEING

46. Overall, how well prepared are you to perform your wartime job?

- ☐ Very well prepared
- ☐ Well prepared
- ☐ Neither well nor poorly prepared
- ☐ Poorly prepared
- ☐ Very poorly prepared

47. Overall, how well prepared is your unit to perform its wartime mission?

- ☐ Very well prepared
- ☐ Well prepared
- ☐ Neither well nor poorly prepared
- ☐ Poorly prepared
- ☐ Very poorly prepared

48. How true or false is each of the following statements for you? *Please mark one answer for each statement.*

Definitely true
Mostly true
Mostly false
Definitely false

- a. I am as healthy as anybody I know
- b. I seem to get sick a little easier than other people
- c. I expect my health to get worse
- d. My health is excellent

49. How much of the time during the past 4 weeks have you had any of the following problems with your work or other regular daily activities as a result of your physical health? *Please mark one answer for each statement.*

All or most of the time
A good bit of the time
Some of the time
Little or none of the time

- a. Cut down on the amount of time you spent on work or other activities
- b. Accomplished less than you would like.
- c. Were limited in the kind of work or other activities you do
- d. Had difficulty performing the work or other activities you do (for example, it took extra effort)

- ◆ 50. Overall, how would you rate the current level of stress in your work life?
- ☐ Much less than usual ☐ More than usual
☐ Less than usual ☐ Much more than usual
☐ About the same as usual

51. Overall, how would you rate the current level of stress in your personal life?

- ☐ Much less than usual ☐ More than usual
☐ Less than usual ☐ Much more than usual
☐ About the same as usual

52. In the past month, how often have you . . .

	Very often	Often	Sometimes	Once or twice	Never
a. Been upset because of something that happened unexpectedly?	☐	☐	☐	☐	☐
b. Felt that you were unable to control the important things in your life?	☐	☐	☐	☐	☐
c. Felt nervous and stressed?	☐	☐	☐	☐	☐
d. Felt confident about your ability to handle your personal problems?	☐	☐	☐	☐	☐
e. Felt that things were going your way?	☐	☐	☐	☐	☐
f. Found that you could not cope with all of the things you had to do?	☐	☐	☐	☐	☐
g. Been able to control irritations in your life?	☐	☐	☐	☐	☐
h. Felt that you were on top of things?	☐	☐	☐	☐	☐
i. Been angered because of things that were outside of your control?	☐	☐	☐	☐	☐
j. Felt difficulties were piling up so high that you could not overcome them?	☐	☐	☐	☐	☐

53. To what extent have the following created stress in your life in the past 12 months? *For any of the items listed below that you have not experienced in the past 12 months, please mark "Not at all."*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Activation or deployment	☐	☐	☐	☐	☐
b. Military work and civilian career (for example, hours, coworkers, change, supervisors)	☐	☐	☐	☐	☐
c. Finances (yours and your family's)	☐	☐	☐	☐	☐
d. Health (yours and your family's)	☐	☐	☐	☐	☐
e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative)	☐	☐	☐	☐	☐

53. Continued

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
f. Relationship with your spouse or significant other	☐	☐	☐	☐	☐
g. Relationship with your children or other family members	☐	☐	☐	☐	☐
h. Time away from your family	☐	☐	☐	☐	☐
i. Crime in your community	☐	☐	☐	☐	☐
j. Natural disasters (for example, fires, floods, storms, earthquakes)	☐	☐	☐	☐	☐
k. Terrorism, including threat of terrorism	☐	☐	☐	☐	☐
l. War or hostilities, including threat of war	☐	☐	☐	☐	☐
m. Loss of civilian job	☐	☐	☐	☐	☐
n. Loss of career advancement opportunities	☐	☐	☐	☐	☐

54. To what extent have the following reduced stress in your life in the past 12 months? *If you have not used an item below or if it did not reduce stress, please mark "Not at all."*

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Time with family	☐	☐	☐	☐	☐
b. Time with friends	☐	☐	☐	☐	☐
c. Vacation time	☐	☐	☐	☐	☐
d. Work out/physical activity	☐	☐	☐	☐	☐
e. TV/movies/music/Internet or other recreation or hobbies	☐	☐	☐	☐	☐
f. Financial counseling	☐	☐	☐	☐	☐
g. Financial aid societies	☐	☐	☐	☐	☐
h. Spouse employment	☐	☐	☐	☐	☐
i. Second income	☐	☐	☐	☐	☐
j. Couple/marital counseling	☐	☐	☐	☐	☐
k. Personal counseling	☐	☐	☐	☐	☐
l. Domestic violence counseling	☐	☐	☐	☐	☐
m. Drinking/use of alcohol	☐	☐	☐	☐	☐
n. Family support groups	☐	☐	☐	☐	☐
o. Child care	☐	☐	☐	☐	☐
p. Services (to individuals or families) concerning military deployment	☐	☐	☐	☐	☐
q. Religious activities	☐	☐	☐	☐	☐
r. Other (<i>Please specify below.</i>)	☐	☐	☐	☐	☐

Please print.

GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

55. During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor? Mark only one answer for each statement.

Yes, and your gender was a factor
Yes, but your gender was NOT a factor
No, or does not apply

- | | | | |
|---|-----------------------------|------------------------------|--------------------------|
| a. You were rated lower than you deserved on your last military evaluation | ☐ | ☐ | ☐ |
| b. Your last military evaluation contained unjustified negative comments | ☐ | ☐ | ☐ |
| c. You were held to a higher performance standard than others in your military job .. | ☐ | ☐ | ☐ |
| d. You did not get a military award or decoration given to others in similar circumstances | ☐ | ☐ | ☐ |
| e. Your current military assignment has not made use of your job skills | ☐ | ☐ | ☐ |
| f. Your current assignment is not good for your career if you continue in the military . | ☐ | ☐ | ☐ |
| g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement | ☐ | ☐ | ☐ |
| h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement | ☐ | ☐ | ☐ |
| i. You did not learn <u>until it was too late</u> of opportunities that would have helped your military career | ☐ | ☐ | ☐ |
| j. You were unable to get straight answers about your military promotion possibilities . | ☐ | ☐ | ☐ |
| k. You were excluded from social events important to military career development and being kept informed | ☐ | ☐ | ☐ |
| l. You did not get a military job assignment that you wanted and for which you were qualified | ☐ | ☐ | ☐ |
| m. If you answered "Yes, and your gender was a factor" to "l" above, was this assignment legally open to women? | | | |
| | ☐ No | ☐ Yes | |
| n. Have you had any other adverse personnel actions in the past 12 months? If "Yes," please specify below. | ☐ | ☐ | ☐ |

Please print.

56. Do you consider ANY of the behaviors (a through n) which YOU MARKED AS HAPPENING TO YOU in Question 55 to have been sex discrimination?

- ☐ None were sex discrimination
- ☐ Some were sex discrimination; some were not sex discrimination
- ☐ All were sex discrimination
- ☐ Does not apply—I marked "No, or does not apply" to every item in Question 55

57. In this question you are asked about sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly.

How often during the past 12 months have you been in situations involving

- **Military Personnel—active duty or Reserve**
 - **on- or off-duty (to include off-duty members while in civilian workplaces or community)**
 - **on- or off-installation or ship; and/or**
- **DoD Civilian Employees and/or Contractors**
 - **in your military workplace or on your installation/ship**

where one or more of these individuals (of either gender) ...

- | | | | | | |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| | Very often | Often | Sometimes | Once or twice | Never |
| a. Repeatedly told sexual stories or jokes that were offensive to you? ... | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. Referred to people of your gender in insulting or offensive terms? | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. Made offensive remarks about your appearance, body, or sexual activities? | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? | ☐ | ☐ | ☐ | ☐ | ☐ |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? | ☐ | ☐ | ☐ | ☐ | ☐ |
| i. Put you down or was condescending to you because of your gender? | ☐ | ☐ | ☐ | ☐ | ☐ |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? | ☐ | ☐ | ☐ | ☐ | ☐ |

◆ 57. Continued

	Very often	Often	Sometimes	Once or twice	Never
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?	☐	☐	☐	☐	☐
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)?	☐	☐	☐	☐	☐
m. Touched you in a way that made you feel uncomfortable?	☐	☐	☐	☐	☐
n. Made unwanted attempts to stroke, fondle, or kiss you?	☐	☐	☐	☐	☐
o. Treated you badly for refusing to have sex?	☐	☐	☐	☐	☐
p. Implied faster promotions or better treatment if you were sexually cooperative?	☐	☐	☐	☐	☐
q. Attempted to have sex with you without your consent or against your will, but was not successful? ...	☐	☐	☐	☐	☐
r. Had sex with you without your consent or against your will?	☐	☐	☐	☐	☐
s. Other unwanted gender-related behavior? <i>Unless you mark "Never," please describe below.</i>	☐	☐	☐	☐	☐

Please print.

58. Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in Question 57 to have been sexual harassment?

- ☐ None were sexual harassment ⇒ **CONTINUE WITH QUESTION 59**
- ☐ Some were sexual harassment; some were not sexual harassment ⇒ **CONTINUE WITH QUESTION 59**
- ☐ All were sexual harassment ⇒ **CONTINUE WITH QUESTION 59**
- ☐ Does not apply—I marked "Never" to every item in Question 57 ⇒ **GO TO QUESTION 85**

ONE SITUATION WITH THE GREATEST EFFECT

59. Think about the situation(s) you experienced during the past 12 months that involved the behaviors you marked in Question 57. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.

59. Continued

What did the person(s) do during this situation?
Mark one answer for each behavior.

	Did this	Did not do this
a. Repeatedly told sexual stories or jokes that were offensive to you	☐	☐
b. Referred to people of your gender in insulting or offensive terms	☐	☐
c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)	☐	☐
d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)	☐	☐
e. Made offensive remarks about your appearance, body, or sexual activities	☐	☐
f. Made gestures or used body language of a sexual nature that embarrassed or offended you	☐	☐
g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)	☐	☐
h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	☐	☐
i. Put you down or was condescending to you because of your gender	☐	☐
j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No".	☐	☐
k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior	☐	☐
l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)	☐	☐
m. Touched you in a way that made you feel uncomfortable	☐	☐
n. Made unwanted attempts to stroke, fondle, or kiss you	☐	☐
o. Treated you badly for refusing to have sex ..	☐	☐
p. Implied faster promotions or better treatment if you were sexually cooperative ..	☐	☐
q. Attempted to have sex with you without your consent or against your will, but was not successful	☐	☐
r. Had sex with you without your consent or against your will	☐	☐
s. Other unwanted gender-related behavior? <i>If you mark "Did this," please describe below.</i> ...	☐	☐

Please print.

The remaining questions in this section refer to the one situation that had the greatest effect on you - Question 59.

60. To what degree was this situation . . .

	Extremely	Very	Moderately	Slightly	Not at all
a. Annoying?	☐	☐	☐	☐	☐
b. Offensive?	☐	☐	☐	☐	☐
c. Disturbing?	☐	☐	☐	☐	☐
d. Threatening?	☐	☐	☐	☐	☐
e. Embarrassing?	☐	☐	☐	☐	☐
f. Frightening?	☐	☐	☐	☐	☐

61. Where and when did this situation occur?

	All of it	Most of it	Some of it	None of it
a. At a military installation	☐	☐	☐	☐
b. At your military work (the place where you perform your military duties)	☐	☐	☐	☐
c. While in compensated (pay or points) status	☐	☐	☐	☐
d. While activated or deployed	☐	☐	☐	☐
e. At your civilian work	☐	☐	☐	☐
f. At your civilian school	☐	☐	☐	☐
g. At some other civilian location	☐	☐	☐	☐

62. How many people were responsible for the behaviors in this situation?

- ☐ One person
☐ A group (more than one person)

63. What was the gender of the person(s) involved?

- ☐ Male
☐ Female
☐ Both males and females were involved
☐ Gender unknown

64. How well did you know the offender(s) at the time of the incident(s)?

- ☐ Very well (current/former significant other, friend, etc.)
☐ Somewhat well (casual acquaintance)
☐ Not well (only knew person by sight)
☐ Not at all (stranger—someone you had never seen before)
☐ Don't know (anonymous offender—did not see offender and/or could not be certain if you knew the offender)
☐ There were multiple offenders—some you knew and others you did not.

65. Do/did you work with the person(s) involved at your civilian job?

- ☐ Yes
☐ No
☐ Does not apply, no civilian job

66. Are/were you in a civilian school setting with the person(s) involved?

- ☐ Yes
☐ No
☐ Does not apply, not in school

67. Was the person(s) involved . . . Mark "Yes" or "No" for each.

	Yes	No
a. Your immediate military supervisor?	☐	☐
b. Your unit commander?	☐	☐
c. Other military person(s) of higher rank/grade than you?	☐	☐
d. Your military coworker(s)?	☐	☐
e. Your military subordinate(s)?	☐	☐
f. Your military training instructor?	☐	☐
g. Other military person(s)?	☐	☐
h. DoD civilian employees?	☐	☐
i. DoD contractors?	☐	☐
j. Other civilian person?	☐	☐

68. During the course of the situation you have in mind, how often did the event(s) occur?

- ☐ Once
☐ Occasionally
☐ Frequently

69. How long did this situation last, or if continuing, how long has it been going on?

- ☐ Less than 1 week
☐ 1 week to less than 1 month
☐ 1 month to less than 3 months
☐ 3 months to less than 6 months
☐ 6 months to less than 9 months
☐ 9 months to less than 12 months
☐ 12 months or more

70. Is the situation still going on?

- ☐ Yes
☐ No

71. To what extent did you . . .

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Try to avoid the person(s) who bothered you?	☐	☐	☐	☐	☐
b. Try to forget it?	☐	☐	☐	☐	☐
c. Tell the person(s) you didn't like what he or she was doing?	☐	☐	☐	☐	☐

◆

Please print.

☐ Definitely was not sexual harassment

☐ Probably was not sexual harassment

☐ Uncertain

☐ Probably was sexual harassment

☐ Definitely was sexual harassment

	Yes	No
a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kinds of complaints at your civilian workplace . . .	☒	☒
b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school	☒	☒
c. Community officials, offices, or courts (for example, local police or harassment hotline)	☒	☒

	Yes	No
a. Your immediate supervisor	☐	☐
b. Someone else in your military chain-of-command (including your commanding officer)	☐	☐
c. Supervisor(s) of the person(s) who did it ..	☐	☐
d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office)	☐	☐
e. Other installation/Reserve component/DoD person or office with responsibility for follow-up	☐	☐

☐ Yes ⇒ **IF YES, CONTINUE WITH QUESTION 76**
☐ No ⇒ **IF NO, GO TO QUESTION 83**

report?	Don't know	No	Yes
a. Person(s) who bothered you was/were talked to about the behavior			
b. Your complaint was/is being investigated .			
c. You were encouraged to drop the complaint			
d. Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.)			
e. No action was taken			

	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
of information about					
a complaint	☒	☒	☒	☒	☒
by personnel handling					
complaint	☒	☒	☒	☒	☒
time it took/is taking to					
your complaint	☒	☒	☒	☒	☒
you were/are kept informed					
progress of your complaint .	☒	☒	☒	☒	☒
which your privacy					
was protected	☒	☒	☒	☒	☒

☐ Yes ⇒ **IF YES, GO TO QUESTION 82**

☐ No ⇒ **IF NO, CONTINUE WITH QUESTION 79**

79. Was your complaint found to be true?

- ☐ Yes
☐ No
☐ They were unable to determine whether your complaint was true or not

80. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. The outcome of your complaint was explained to you	☐	☐	☐
b. The situation was corrected	☐	☐	☐
c. Some action was taken against the person(s) who bothered you	☐	☐	☐
d. Nothing was done about the complaint ...	☐	☐	☐
e. Action was taken against you	☐	☐	☐

81. How satisfied were you with the outcome of your complaint?

- ☐ Very satisfied
☐ Satisfied
☐ Neither satisfied nor dissatisfied
☐ Dissatisfied
☐ Very dissatisfied

If you were dissatisfied/very dissatisfied with the outcome of your complaint, please specify why below.

Please print.

82. Did you report all of the behaviors you marked in Question 59 to one of the installation/Reserve component/DoD individuals or organizations listed in Question 74?

- ☐ Yes ⇒ **IF YES, GO TO QUESTION 84**
☐ No ⇒ **IF NO, CONTINUE WITH QUESTION 83**

83. What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations in Question 74? Mark "Yes" or "No" for each.

	Yes	No
a. Was not important enough to report	☐	☐
b. You did not know how to report	☐	☐
c. You felt uncomfortable making a report ...	☐	☐
d. You took care of the problem yourself	☐	☐
e. You talked to someone informally in your military chain-of-command	☐	☐
f. You did not think anything would be done if you reported	☐	☐
g. You thought you would not be believed if you reported	☐	☐

83. Continued

	Yes	No
h. You thought your military coworkers would be angry if you reported	☐	☐
i. You wanted to fit in	☐	☐
j. You thought reporting would take too much time and effort	☐	☐
k. You thought you would be labeled a troublemaker if you reported	☐	☐
l. A <u>peer</u> talked you out of making a formal complaint	☐	☐
m. A <u>supervisor</u> talked you out of making a formal complaint	☐	☐
n. You did not want to hurt the person's or persons' feelings, family, or career	☐	☐
o. You thought your performance evaluation or chance for promotion would suffer if you reported	☐	☐
p. You were afraid of retaliation from the <u>person(s) who did it</u>	☐	☐
q. You were afraid of retaliation or reprisals from <u>friends/associates of the person(s) who did it</u>	☐	☐
r. You were afraid of retaliation or reprisals from <u>your supervisors or chain-of-command</u>	☐	☐
s. You thought it would negatively impact your <u>civilian</u> job	☐	☐
t. Although the incident(s) occurred in a <u>civilian</u> environment, you thought it would negatively impact your <u>military</u> career	☐	☐
u. You were warned not to complain	☐	☐
v. You had already reported the situation to <u>civilian</u> individuals or organizations	☐	☐
w. Some other reason	☐	☐

84. Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each.

	Yes	No	Don't know
a. You were ignored or shunned by others at work	☐	☐	☐
b. You were blamed for the situation	☐	☐	☐
c. People gossiped about you in an unkind or negative way	☐	☐	☐
d. You lost perks/privileges that you had before	☐	☐	☐
e. You were given less favorable job duties..	☐	☐	☐
f. You were denied an opportunity for training	☐	☐	☐
g. You were given an unfair job performance appraisal	☐	☐	☐
h. You were unfairly disciplined	☐	☐	☐
i. You were denied a promotion	☐	☐	☐
j. You were transferred to a less desirable job	☐	☐	☐
k. You were unfairly demoted	☐	☐	☐
l. You were mistreated in some other way ..	☐	☐	☐

PERSONNEL POLICY AND PRACTICES

85. Please give your opinion about whether the persons below make honest and reasonable efforts to stop sexual harassment, regardless of what is said officially. Mark "Yes," "No," or "Don't know" for each.

- | | Don't know | No | Yes |
|--|--------------------------|--------------------------|--------------------------|
| a. Senior leadership of my Reserve component | ☐ | ☐ | ☐ |
| b. Senior leadership of my installation/ship .. | ☐ | ☐ | ☐ |
| c. My immediate supervisor | ☐ | ☐ | ☐ |

86. Have you had any training from military sources during the past 12 months on topics related to sexual harassment?

- ☐ Yes ⇒ IF YES, CONTINUE WITH QUESTION 87
☐ No ⇒ IF NO, GO TO QUESTION 90

87. In the past 12 months, how many times have you had training from military sources on topics related to sexual harassment? To indicate nine or more, enter "9."

TIMES

88. My Reserve component's training ... Mark the extent to which you agree or disagree with each of the following statements.

- | | Strongly agree | Agree | Neither agree nor disagree | Disagree | Strongly disagree |
|--|--------------------------|--------------------------|----------------------------|--------------------------|--------------------------|
| a. Provides a good understanding of what words and actions are considered sexual harassment. | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. Teaches that sexual harassment reduces the cohesion and effectiveness of your <u>Reserve component</u> as a whole. | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. Teaches that sexual harassment makes it difficult for individual <u>Reserve component members</u> to perform their duties. | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. Identifies behaviors that are offensive to others and should not be tolerated. | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. Gives useful tools for dealing with sexual harassment. | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. Makes you feel it is safe to complain about unwanted, sex-related attention. | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. Provides information about military policies, procedures, and consequences of sexual harassment. | ☐ | ☐ | ☐ | ☐ | ☐ |

89. In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?

- ☐ Very effective ☐ Slightly effective
☐ Moderately effective ☐ Not at all effective

If the training you received was not at all effective, please specify why below.

Please print.

90. To what extent are/is ...

- | | Very large extent | Large extent | Moderate extent | Small extent | Not at all |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| IN YOUR MILITARY UNIT/ WORKGROUP | | | | | |
| a. Policies forbidding sexual harassment publicized? | ☐ | ☐ | ☐ | ☐ | ☐ |
| b. Complaint procedures related to sexual harassment publicized? | ☐ | ☐ | ☐ | ☐ | ☐ |
| c. Complaints about sexual harassment taken seriously no matter who files them? | ☐ | ☐ | ☐ | ☐ | ☐ |
| d. Enlisted members required to attend formal sexual harassment training? .. | ☐ | ☐ | ☐ | ☐ | ☐ |
| e. Officers required to attend formal sexual harassment training? | ☐ | ☐ | ☐ | ☐ | ☐ |
| f. Leaders consistently modeling respectful behavior to both male and female personnel? | ☐ | ☐ | ☐ | ☐ | ☐ |
| g. Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates? | ☐ | ☐ | ☐ | ☐ | ☐ |
| AT YOUR MILITARY DUTY STATION/SHIP | | | | | |
| h. Policies forbidding sexual harassment publicized? | ☐ | ☐ | ☐ | ☐ | ☐ |
| i. Complaint procedures related to sexual harassment publicized? | ☐ | ☐ | ☐ | ☐ | ☐ |
| j. Complaints about sexual harassment taken seriously no matter who files them? | ☐ | ☐ | ☐ | ☐ | ☐ |
| k. There is a specific office with the authority to investigate sexual harassment complaints? | ☐ | ☐ | ☐ | ☐ | ☐ |
| l. Enlisted members required to attend formal sexual harassment training? .. | ☐ | ☐ | ☐ | ☐ | ☐ |
| m. Officers required to attend formal sexual harassment training? | ☐ | ☐ | ☐ | ☐ | ☐ |
| n. Leaders consistently modeling respectful behavior to both male and female personnel? | ☐ | ☐ | ☐ | ☐ | ☐ |

Very large extent

Large extent

Moderate extent

Small extent

Not at all

ERVE

for

nt

...

...

...

o. An advice/hotline available for reporting sexual harassment complaints?.....

☐ Less of a problem today
☐ About the same as 4 years ago
☐ More of a problem today

- ☐ Don't know, you have been in the military less than 4 years
- ☐ Less of a problem today
- ☐ About the same as 4 years ago
- ☐ More of a problem today

- ☐ Don't know, you have been in the military less than 4 years
- ☐ Much less often
- ☐ Less often
- ☐ About the same
- ☐ More often
- ☐ Much more often

- ☐ Don't know, you have not worked in a civilian job
- ☐ Much less often in the military
- ☐ Less often in the military
- ☐ About the same
- ☐ More often in the military
- ☐ Much more often in the military

Y	Y	Y	Y	M	M	D	D
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[illegible]

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THANK YOU FOR YOUR TIME AND ASSISTANCE

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14. ABSTRACT This report documents the scale development process and properties for the 2004 Workplace and Gender Relations Survey of Reserve Component Members (2004 WGRR). This report describes advances from previous surveys and presents results on scale development as obtained from 26,443 respondents to this survey. The body of the report is comprised of a description of each scale, including individual items, background information, and psychometric analyses. Statistics are reported for men and women combined and by gender.					
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