

**DMDC**

*Information and Technology for Better Decision Making*

# **2004 Workplace and Gender Relations Survey of Reserve Component Members**

**Administration, Datasets, and Codebook**

# Report Documentation Page

*Form Approved*  
OMB No. 0704-0188

Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

|  |                                    |  |   |
|--|------------------------------------|--|---|
| 1. REPORT DATE<br><b>MAY 2005</b>  | 2. REPORT TYPE<br><b>N/A</b>       | 3. DATES COVERED<br><b>-</b>                                     |   |
| 4. TITLE AND SUBTITLE<br><b>2004 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK</b>  |                                    | 5a. CONTRACT NUMBER  |   |
|  |                                    | 5b. GRANT NUMBER   |   |
|  |                                    | 5c. PROGRAM ELEMENT NUMBER                                       |   |
| 6. AUTHOR(S)   |                                    | 5d. PROJECT NUMBER   |   |
|  |                                    | 5e. TASK NUMBER  |   |
|  |                                    | 5f. WORK UNIT NUMBER   |   |
| 7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES)<br><b>Defense Manpower Data Center Survey &amp; Program Evaluation Division<br/>1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593</b>  |                                    | 8. PERFORMING ORGANIZATION REPORT NUMBER<br><b>DMDC-2004-021</b> |   |
| 9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)  |                                    | 10. SPONSOR/MONITOR'S ACRONYM(S)                                 |   |
|  |                                    | 11. SPONSOR/MONITOR'S REPORT NUMBER(S)                           |   |
| 12. DISTRIBUTION/AVAILABILITY STATEMENT<br><b>Approved for public release, distribution unlimited</b>  |                                    |  |   |
| 13. SUPPLEMENTARY NOTES  |                                    |  |   |
| 14. ABSTRACT<br><b>This report provides information on the administration of the 2004 Workplace and Gender Relations Survey of Reserve Component Members hereinafter referred to as 2004 WGRR. The 2004 WGRR utilized both modes of administration the Web as well as paper-and-pencil and was designed to document the extent to which Reserve members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Reserve members perceptions of the effectiveness of sexual harassment policies, training, and programs. Data were collected by mail and Web, between March 2004 and June 2004. The sample consisted of 76,031 Reserve Component Members. A total of 26,443 eligible members returned usable surveys, which represent an adjusted weighted response rate of 34.8%.</b> |                                    |  |   |
| 15. SUBJECT TERMS  |                                    |  |   |
| 16. SECURITY CLASSIFICATION OF:  |                                    |  | 17. LIMITATION OF ABSTRACT<br><b>UU</b> |
| a. REPORT<br><b>unclassified</b>   | b. ABSTRACT<br><b>unclassified</b> | c. THIS PAGE<br><b>unclassified</b>                              |   |
|  |                                    |  | 18. NUMBER OF PAGES<br><b>330</b>       |
| 19a. NAME OF RESPONSIBLE PERSON  |                                    |  |   |

Additional copies of this report may be obtained from:

Defense Technical Information Center

ATTN: DTIC-BRR

Defense Document Information Center

8725 John J. Kingman Rd., Suite #0944

Ft. Belvoir, VA 22060-6218

Ask for report by ADA-XXXX

**2004 WORKPLACE AND GENDER RELATIONS  
SURVEY OF RESERVE COMPONENT MEMBERS:  
ADMINISTRATION, DATASETS, AND CODEBOOK**

**Defense Manpower Data Center  
Survey & Program Evaluation Division  
1600 Wilson Boulevard, Suite 400, Arlington, VA 22209-2593**

## Acknowledgments

The Defense Manpower Data Center (DMDC) is indebted to numerous people for their assistance with the *2004 Workplace and Gender Relations Survey of Reserve Component Members* which was conducted for the Office of the Under Secretary of Defense for Personnel and Readiness (OUSD[P&R]). DMDC's survey program is conducted under the leadership of Anita Lancaster, Assistant Director for Program Management, and Timothy Elig, Chief of the Survey and Program Evaluation Division.

DMDC's Program Evaluation Branch, under the guidance of Eric Wetzel, Branch Chief, was responsible for the questionnaire. The lead developer on this survey was Rachel N. Lipari who was supported by Lee Howell and Karen Wessels, Consortium Research Fellows. Policy officials contributing to the development of this survey include: John Winkler, Wayne Spruell, Tom Bush, Lt Col Ian Ferguson (USMCR), COL James Scott (ARNG), Col Rebecca Ritchey (USAFR), all from OASD[RA], and James Love ODUSD[EO]. Other important contributors to survey development include researchers from the University of Illinois at Urbana-Champaign, including Louise F. Fitzgerald, Fritz Drasgow, and Alayne J. Ormerod.

DMDC's Survey Technology Branch, under the guidance of James Caplan, Branch Chief, was responsible for survey operations. The lead analyst on this survey was Lindsay M. Rock who was supported by research assistant, Nicole Brigandi. Data Recognition Corporation (DRC) performed data collection and preparation for this survey.

DMDC's Personnel Survey Branch, under the guidance of Rich Riemer, Branch Chief, was responsible for statistical methodology. Bob Hamilton, Chief of the Programming Branch, and Carole Massey and Susan Reinhold, from his staff, supported the sampling and weighting tasks. Nonresponse analyses and calculation of weights were performed by Westat.

## Table of Contents

|  | <u>Page</u> |
|--|-------------|
| Introduction.....                            | 5           |
| Overview of Report .....                     | 5           |
| Method .....                                 | 6           |
| Survey Instrument .....                      | 6           |
| Sample .....                                 | 7           |
| Respondents.....                             | 11          |
| Survey Development and Administration .....  | 13          |
| Address Update Procedures.....               | 17          |
| Processing of Updates .....                  | 19          |
| Survey Materials and Their Distribution..... | 19          |
| Processing Returned Surveys .....            | 25          |
| Survey Analysis Files .....                  | 26          |
| Estimation.....                              | 26          |
| Data Structure.....                          | 27          |
| Variables in the Survey Analysis Files.....  | 29          |
| Using G.....                                 | 32          |
| References.....                              | 36          |

## Appendices

|  |     |
|--|-----|
| A. 2004 Workplace and Gender Relations Survey of Reserve Component Members<br>(2004WGRR) ..... | A-1 |
| B. Survey Cover Letters and Brochure.....  | B-1 |
| C. Annotated Questionnaire.....  | C-1 |
| D. Coding Scheme .....   | D-1 |
| E. Alphabetical Variable List for the Survey Analysis Files .....                              | E-1 |
| F. Positional Variable List for the Survey Analysis Files.....                                 | F-1 |
| G. Frequency and Percentage Distributions for Variables in the Survey Analysis Files .....     | G-1 |
| H. Flat File Layout for the Basic Survey Dataset .....   | H-1 |

## Table of Contents (Continued)

|   | <u>Page</u> |
|---|-------------|
| I. Notes on Analysis of the 2004WGRR Dataset..... | I-1         |
| J. Examples of Analysis.....                      | J-1         |
| K. Crosswalk of Questionnaire Items.....          | K-1         |

### List of Tables

|   |    |
|---|----|
| Table 1. Stratification Variables .....   | 7  |
| Table 2. Factors Defining Key Reporting Domains .....   | 9  |
| Table 3. Sample Allocation for the 2004 Workplace and Gender Relations Survey of Reserve Component Members..... | 10 |
| Table 4. Final Sample Relative to Drawn Sample.....   | 11 |
| Table 5. Location Rates, Response Rates, and Completion Rates.....  | 13 |
| Table 6. Mailing Timeline and Return Results.....   | 22 |
| Table 7. E-mail Address Availability by Service .....   | 24 |
| Table 8. E-mail Communication Timeline .....  | 24 |
| Table 9. Analysis File Names .....  | 27 |

### List of Figures

|  |    |
|--|----|
| 1. Survey Control System .....                   | 15 |
| 2. Address Updating Procedures.....              | 18 |
| 3. The Structure of the Full Survey Dataset..... | 28 |
| 4. Annotated Example of a Table from G.....      | 32 |

# **2004 WORKPLACE AND GENDER RELATIONS SURVEY OF RESERVE COMPONENT MEMBERS: ADMINISTRATION, DATASETS, AND CODEBOOK**

## **Introduction**

The *Human Resource Strategic Assessment Program* (HRSAP), located at Defense Manpower Data Center (DMDC), consists of both Web-based and paper-and-pencil surveys to support the personnel needs of the Under Secretary of Defense for Personnel and Readiness. These surveys assess the attitudes and opinions of the entire Department of Defense (DOD) community—active, reserve, civilian employees, and family members—on a wide range of personnel issues. The Web-based survey program, known as the Status of Forces Surveys (SOFS) provides timely data on active, reserve, and civilian employees. The paper-and-pencil surveys are used to obtain data on sensitive topics (e.g., sexual harassment) and from populations with limited Internet access (e.g., spouses of active duty and Reserve members).

This report provides information on the administration of the *2004 Workplace and Gender Relations Survey of Reserve Component Members* hereinafter referred to as *2004 WGRR*.

The *2004 WGRR* utilized both modes of administration—the Web as well as paper-and-pencil—and was designed to document the extent to which Reserve members report experiencing unwanted, uninvited sexual attention, the details surrounding those events (e.g., where they occur), and Reserve members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Data were collected by mail and Web, between March 2004 and June 2004. The sample consisted of 76,031 Reserve Component Members. A total of 26,443 eligible members returned usable surveys, which represent an adjusted weighted response rate of 34.8%.

## **Overview of Report**

The next section of this report, the methods section, not only documents how the survey was conducted, but describes the procedures used to develop the instrument, design the sample, conduct the survey, process the data and prepare analysis weights.

The third section of the report describes the survey analysis file layout and key variables. This section and the remaining appendices (C-J) address issues in the analysis of the survey data. Conventions for variable naming and construction are introduced in this section with details given in Appendices C (annotated questionnaire), D (explanation of coding), and I (explanation of key analytic variables). Explanations for the groupings of variables seen in the positional list of variables in Appendix F are discussed in this section as well as a description of information available in Appendix G for each variable. Appendix G contains details for variables in the same order that the variables are listed in Appendix F. In addition to the variables available on the basic survey dataset, Appendix G contains details for the Privacy Act confidential variables that had to be suppressed to preserve the privacy of survey respondents and nonrespondents. Privacy Act confidential variables are identified and listed in Appendices E and F. Key concepts required for the analysis of complex survey data and the structure of records in the survey analysis files

are introduced in this section. Examples of analyses are given in Appendix J. The SAS code used to construct the analytic variables are included in Appendix I. Appendix H provides the record layout for the basic survey dataset flat file.

## Method

### *Survey Instrument*

A copy of the 16-page 2004 *WGRR* is provided in Appendix A. The survey can be grouped into seven sections.

- *Background* – includes information on gender, race/ethnicity, education, duty status, Service, Paygrade and length of time in service.
- *Satisfaction and Retention Intention* – includes questions on length of service and overall satisfaction with the National Guard/Reserve and Reserve duty.
- *Military/Civilian Personnel Categories and Civilian Education Status* – includes questions on activation, deployment, civilian job status and civilian school status.
- *Military Workplace*– includes questions on gender of immediate workgroup, Paygrade of immediate supervisor and length of time in present military unit.
- *Readiness, Health, and Well-Being* – includes questions on individual preparedness and physical and emotional health.
- *Gender-Related Experiences in Military* – includes questions on the extent to which gender experiences were reported and, if reported, members' satisfaction with the complaint process and outcome.
- *Personnel Policy and Practices* – includes questions on the amount of training on sexual harassment, members' assessment of the effectiveness of training received, and service member's views on current policies designed to prevent or reduce sexual harassment.

The 2004 *WGRR* continues a line of research begun in 1988. In 1988, 1995 and 2002, DMDC conducted Joint Service surveys of active-duty members on gender issues. Since 1995, the questionnaire was designed to both estimate the level of sexual harassment and provide information on a variety of consequences of harassment (Bastian, Lancaster, & Reyst, 1996). The 2004 *WGRR* was modeled on its predecessors to incorporate the best practices and survey measures developed over 15 years of DMDC survey research on sexual harassment in the active duty military population; however, as the first survey of workplace and gender issues for Reserve component members, the 2004 *WGRR* survey items were adapted to the organizational elements of the Reserve and National Guard. Survey content was developed based on input from the Office of the Assistant Secretary of Defense for Reserve Affairs (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).

Focus groups were conducted in January of 2001, with researchers from DMDC administering paper-and-pencil surveys to each of the four sessions--male officers, female officers, male enlisted and female enlisted comprising each group. Participants for the focus group were selected by Reserve Affairs.

### **Sample**

The population of inferential interest for the 2004 *WGRR* consisted of Drilling Unit, Military Technician (MILTECH), Active Guard/Reserve (AGR/TAR; Title 10 and Title 32), and Individual Mobilization Augmentee (IMA) members of the Selected Reserve from the U.S. Army National Guard, U.S. Army Reserve, U.S. Naval Reserve, U.S. Marine Corps Reserve, Air National Guard, U.S. Air Force Reserve, and U.S. Coast Guard Reserve, up to and including Paygrade O-6, with at least 6 months of service at the time the first questionnaire was mailed. The sampling frame consisted of 876,302 records from the July 2003 Reserve Personnel Edit File.

The sample for the 2004 *WGRR* consisted of a stratified random sample of 76,031 individuals, of whom 67,459 were determined to be eligible members of the population. The sample design considered requirements for analyses by Reserve Organization, gender, Paygrade group, racial/ethnic group membership, Reserve Program and Activation Status.

### **Stratification Variables**

The sampling frame was constructed using the six stratification variables (RORG\_CD, RSEX, RPAYGRP1, RETHC2, RPROG1 and ACTVGRP) listed in Table 1. These six variables were used to create stratification cells. A single variable, WG03CELL, was created as an index variable for the strata.

**Table 1.**  
**Stratification Variables**

| <b>Dimension of Stratification</b> | <b>Levels</b>  |
|------------------------------------|--|
| Reserve Organization<br>(RORG_CD)  | Air National Guard<br>Army National Guard<br>US Air Force Reserve<br>US Army Reserve<br>US Coast Guard Reserve<br>US Marine Corps Reserve<br>US Naval Reserve<br>Unknown |
| Gender (RSEX)                      | Male<br>Female   |
| Paygrade Group<br>(RPAYGRP1)       | E1 to E3<br>E4<br>E5 to E6<br>E7 to E9   |

| <b>Dimension of Stratification</b> | <b>Levels</b>  |
|------------------------------------|--|
|                                    | WO1 to WO5<br>O1 to O3<br>Unknown<br>O4 to O6  |
| Race/Ethnic Category<br>(RETHC2)   | Minority<br>Non-minority<br>Unknown  |
| Reserve Program (RPROG1)           | TPU<br>AGR/TAR<br>MILTECHNICIANS<br>IMA<br>Unknown   |
| Active DEERS & RCCPDS<br>(ACTVGRP) | Active DEERS Special Ops.<br>Active DEERS & RCCPDS<br>Prior Active RCCPDS<br>Never Active RCCPDS |

Researchers identified subgroup breakouts (i.e., domains) that would be important when survey results were provided to policy officials. These reporting domains were defined by using the 4 demographic variables shown in Table 2. Multiple versions of these variables were created that differed in the level of detail. Less detailed variables were used to define domains for analyses within the seven components than were used to define domains at the DoD level.

Next, Elig (2003) determined the number of people who would be sampled for each stratum using a sample-planning tool developed for DMDC (Kavee & Mason, 1997). A formal mathematical procedure (Chromy, 1987) based on Karush-Kuhn-Tucker theory is used in the sample-planning tool to determine an optimized sample size and allocation—a sample that would achieve at minimal cost the precision levels required for each analytic domain. The Kuhn-Tucker theory provides an optimal solution to satisfy precision constraints (e.g.,  $\pm 5$  percentage points) imposed on estimates of prevalence rates in key reporting domains. Researchers iteratively modified the inputs to the sample-planning tool to arrive at acceptable precision levels for reporting domains that would be of particular interest to policy officials.

**Table 2.**  
***Factors Defining Key Reporting Domains***

| <b>Variable</b>                   | <b>Categories</b>  |
|-----------------------------------|--|
| Reserve Organization<br>(RORG_CD) | Air National Guard<br>Army National Guard<br>US Air Force Reserve<br>US Army Reserve<br>US Coast Guard Reserve<br>US Marine Corps Reserve<br>US Naval Reserve<br>Unknown |
| Paygrade Group<br>(RPAYGRP1)      | E1-E3<br>E4<br>E5-E6<br>E7-E9<br>W1-W5<br>O1-O3<br>O4-O6<br>Unknown  |
| Race/Ethnic Category<br>(RETHC3)  | Non-Minority<br>Non-Hispanic Black<br>Hispanic<br>Other Race<br>Unknown  |
| Reserve Program<br>(PROGRAM1)     | TPU<br>AGR 10<br>AGR 32<br>MILTECH<br>IMA<br>Unknown   |

***Constructing the Frame and Drawing the Sample***

DMDC's July 2003 Reserve Personnel Edit File was used in developing the sampling frame, constructing strata, and determining the sample size and allocation. The specified definition of the population, described above, resulted in a sampling frame with 876,302 eligible members. A non-proportional stratified, single stage random sample of 76,031 members was selected to receive the 2004 *WGRR*. Table 3 presents a summary of the sample allocation by Reserve Organization.

**Table 3.**  
**Sample Allocation for the 2004 Workplace and Gender Relations Survey of Reserve Component Members**

|                           | Total  | Army<br>National<br>Guard | Army<br>Reserve | Naval<br>Reserve | Marine<br>Corps<br>Reserve | Air<br>National<br>Guard | Air Force<br>Reserve | Coast<br>Guard<br>Reserve |
|---------------------------|--------|---------------------------|-----------------|------------------|----------------------------|--------------------------|----------------------|---------------------------|
| Sample                    |        |                           |                 |                  |                            |                          |                      |                           |
| Total                     | 76,031 | 25,055                    | 21,471          | 8,204            | 5,263                      | 7,470                    | 6,213                | 2,355                     |
| Active DEERS & RCCPDS     |        |                           |                 |                  |                            |                          |                      |                           |
| Active, DEERS Special Ops | 13,546 | 4,171                     | 3,575           | 778              | 1,944                      | 1,092                    | 1,025                | 961                       |
| Active, DEERS & RCCPDS    | 15,210 | 4,367                     | 5,754           | 1,655            | 1,186                      | 1,553                    | 596                  | 99                        |
| Prior Active RCCPDS       | 7,751  | 7,601                     | 56              | 3                | 79                         | 10                       | 2                    | 0                         |
| Never Active RCCPDS       | 39,524 | 8,916                     | 12,086          | 5,768            | 2,054                      | 4,815                    | 4,590                | 1,295                     |
| Race/Ethnic Category      |        |                           |                 |                  |                            |                          |                      |                           |
| Unknown                   | 5,282  | 1,298                     | 829             | 1,321            | 689                        | 454                      | 648                  | 43                        |
| Non-minority              | 37,226 | 13,310                    | 7,931           | 3,242            | 2,824                      | 4,726                    | 3,195                | 1,998                     |
| Minority                  | 33,523 | 10,447                    | 12,711          | 3,641            | 1,750                      | 2,290                    | 2,370                | 314                       |
| Gender                    |        |                           |                 |                  |                            |                          |                      |                           |
| Unknown                   | 17     | 0                         | 17              | 0                | 0                          | 0                        | 0                    | 0                         |
| Male                      | 36,915 | 14,011                    | 7,853           | 3,805            | 3,412                      | 3,692                    | 2,717                | 1,425                     |
| Female                    | 39,099 | 11,044                    | 13,601          | 4,399            | 1,851                      | 3,778                    | 3,496                | 930                       |
| Paygrade Group            |        |                           |                 |                  |                            |                          |                      |                           |
| Unknown                   | 7      | 1                         | 0               | 1                | 0                          | 4                        | 1                    | 0                         |
| E1-E3                     | 17,805 | 6,196                     | 5,693           | 1,435            | 2,858                      | 733                      | 622                  | 268                       |
| E4                        | 22,654 | 9,488                     | 6,809           | 1,953            | 909                        | 1,707                    | 1,203                | 585                       |
| E5-E6                     | 19,104 | 5,693                     | 4,311           | 2,830            | 843                        | 2,666                    | 2,083                | 678                       |
| E7-E9                     | 6,563  | 1,617                     | 1,801           | 360              | 239                        | 1,379                    | 986                  | 181                       |
| W1-W5                     | 1,051  | 606                       | 248             | 25               | 72                         | 0                        | 0                    | 100                       |
| O1-O3                     | 3,798  | 855                       | 1,270           | 460              | 76                         | 374                      | 417                  | 346                       |
| O4-O6                     | 5,049  | 599                       | 1,339           | 1,140            | 266                        | 607                      | 901                  | 197                       |
| Reserve Program           |        |                           |                 |                  |                            |                          |                      |                           |
| Unknown                   | 8,556  | 3,682                     | 2,278           | 1,290            | 640                        | 252                      | 368                  | 46                        |
| TPU                       | 55,746 | 18,118                    | 17,026          | 5,591            | 3,949                      | 4,853                    | 3,901                | 2,308                     |
| AGR 10                    | 3,204  | 134                       | 1,173           | 1,289            | 400                        | 90                       | 118                  | 0                         |
| AGR 32                    | 2,434  | 1,579                     | 0               | 0                | 0                          | 855                      | 0                    | 0                         |
| Military Technicians      | 4,047  | 1,542                     | 499             | 0                | 0                          | 1,420                    | 586                  | 0                         |
| IMA                       | 2,044  | 0                         | 495             | 34               | 274                        | 0                        | 1,240                | 1                         |

## Respondents

### Sample Losses

The original sample file contained 76,031 records. Losses to the drawn sample are listed in Table 4 and reviewed here. Sample members were lost from the sample for three main reasons: (1) self-reported or other ineligibility for the survey, (2) an inability to locate the sample member, and (3) refusal to participate in the survey or other failure to respond to the survey.

A total of 8,773 sample members (11.54%) were lost from the final sample through classification as ineligible. Elimination of ineligibles resulted in decreasing the sample to 88.46% (N=67,258) of its original size.

**Table 4.**  
*Final Sample Relative to Drawn Sample*

|  | Sample Size n | % of Drawn Sample | Weighted n | % of Weighted Sample |
|--|---------------|-------------------|------------|----------------------|
| Drawn sample                                   | 76,031        |                   | 876,302    |                      |
| Ineligible on master files                     | -8,572        | 11.27%            | -86,923    | 9.92%                |
| Self-reported ineligible                       | -201          | 0.26%             | -2,153     | 0.25%                |
| Total: Ineligible                              | -8,773        | 11.54%            | -89,076    | 10.16%               |
| Eligible sample                                | 67,258        | 88.46%            | 787,226    | 89.84%               |
| Not located (estimated ineligible)             | -15           |                   | -125       |                      |
| Not located (estimated eligible)               | -2,154        |                   | -20,396    |                      |
| Total: Not located                             | -2,169        | 2.85%             | -20,521    | 2.34%                |
| Located sample                                 | 65,089        | 85.61%            | 766,705    | 87.49%               |
| Requested removal from survey mailings         | -9            |                   | -140       |                      |
| Returned blank                                 | -394          |                   | -5,923     |                      |
| Skipped key questions                          | -1225         |                   | -13,710    |                      |
| Did not return a survey (estimated ineligible) | -263          |                   | -2,543     |                      |
| Did not return a survey (estimated eligible)   | -36,755       |                   | -413,849   |                      |
| Total: Nonresponse                             | -38,646       | 50.83%            | -436,165   | 49.77%               |
| Usable responses                               | 26,443        | 34.78%            | 330,540    | 37.72%               |

Notes:

1. The categories labeled 'Not located . . .' and 'Did not return a survey . . .' have to be broken down into additional subcategories labeled '(estimated ineligible)' and '(estimated eligible)'. The ineligible counts are based upon Ineligible rate = Self-report ineligibles / (Eligible Respondents + Unusable responses + Self-reported ineligibles).

Unusable responses include sample members who Requested removal, Returned blank surveys, or Skipped key questions. The eligible counts are the complement of the ineligible count.

2. The observed counts of the various response categories are somewhat skewed by the oversampling employed in the sample design. Consequently, weighted counts are also provided because they are more representative of response propensity in the entire population.

In general, residential addresses were used as the primary addresses of choice. In cases where residential addresses could not be identified, however, unit addresses were used. Procedures used to locate members are explained in a later section that describes the Survey Control System. Because of this address update procedure, less than 2.85% of the drawn sample (2,168 of 76,031) was lost because the sample members could not be located. Personnel records for this group had missing, incomplete, or out-of-date addresses, and steps designed to obtain complete, current addresses for these records were unsuccessful.

Losses attributable to either ineligibility or unlocatability resulted in a sample that was 85.61% of the drawn sample. Individuals in this remaining sample may be further categorized as nonrespondents versus respondents. Nonrespondents included the following groups: sample members who contacted the operations contractor (by mail, fax, e-mail, Web, or telephone) and asked to have their names removed from the survey mailing list, and 37,018 sample members who did not return a survey.

Respondents included all sample members who completed 50% of applicable questions<sup>1</sup>. At the conclusion of the survey fielding, 26,443 eligible, locatable sample members had returned usable surveys.

### ***Location, Response and Completion Rates***

The Council of American Survey Research Organizations (CASRO) noted that varying operational definitions of response rates can lead to problems or confusion (e.g., when awarding contracts requiring pre-specified response rates or when interpreting the results of a survey). As a result, CASRO formed a task force to recommend guidelines for standardizing the operational definitions of response rates.

Beginning in 1995, DMDC standardized its methods for calculating response rates and completion rates using procedures patterned after those advocated by CASRO. More specifically, the new DMDC procedures closely follow CASRO's Sample Type II design (see Council of American Survey Research Organizations, 1982).

CASRO's approach was used to classify nonlocatable sample members. That is, the 2,169 nonlocated sample members were classified as eligible or ineligible based on the proportion of self-report ineligibles found among responding sample members. Consequently, 0.711% of the 2,169 nonlocatables, or 15 nonlocatables, were assumed to be ineligible. CASRO's approach was also used to classify sample members who did not return a survey. That is, the 37,018 sample members who did not return a survey were classified as eligible or ineligible based on the proportion of self-report ineligibles found among responding sample

---

<sup>1</sup> Applicable questions are those to be completed by all respondents and excluded items that could be skipped over depending on prior answers.

members. Consequently, 0.711% of 37,018, or 263 of sample members with no survey return were assumed to be ineligible.

Table 5 provides location, response, and completion rate information using only the Web responses. The location rate is defined as the proportion of eligible sample members that were locatable. The response rate is defined as the proportion of eligible sample members that returned usable surveys, while the completion rate is defined as the proportion of the located sample that returned usable surveys.

**Table 5.**  
***Location Rates, Response Rates, and Completion Rates***

|                              | <b>Observed<br/>Operational<br/>Rates</b> | <b>Weighted<br/>Operational Rates</b> |
|------------------------------|---|---------------------------------------|
| Location rate for eligible   | 96.8%                                     | 97.4%                                 |
| Completion rate for eligible | 40.8%                                     | 43.3%                                 |
| Response rate for eligible   | 39.5%                                     | 42.1%                                 |

In this table, the overall response rate has two components—the rate at which individuals can be located (location rate) and the rate at which located individuals complete the survey (completion rate). The location, completion, and response rates were defined as follows:

Location rate = Located assumed eligible sample / Assumed eligible sample

Completion rate = Usable responses / Located assumed eligible sample

Response rate = Usable responses / Assumed eligible sample

Located assumed eligible sample = Located sample - Did not return a survey (estimated ineligible)

Assumed eligible sample = Eligible sample - Not located (estimated ineligible)  
- Did not return a survey (estimated ineligible)

### ***Survey Development and Administration***

The survey was hosted on the operations contractor’s secure Web site so that sample members could complete the survey online. At the entry point to the survey, members were prompted for their personal ticket number to gain entry to the survey. The Privacy Notice and a page of frequently asked questions (FAQ’s) were also posted on the Web site.

The survey allowed respondents to return to the previous page or move to the next page. In addition, buttons located below the last question on each page allowed the respondent to clear their response(s) or save and exit the survey. Questions were answered by clicking on radio buttons, check boxes or by making a choice from a drop-down list. The respondent could change answers or could save, exit, and return at another time to change answers. The final page had

another “Save and Exit” button and a “Done” button, both with full text explanation of their functions.

### ***Survey Administration***

The survey administration process began in March 2004, with the mailout of notification letters to sample members (minus original ineligible). Up to four additional postal communications were mailed to sample members throughout the field period. In addition, sample members for which we had a valid email address, could have received up to three email reminders during the field period. Postal and email mailings stopped once the sample member returned their survey.

### ***Survey Control System***

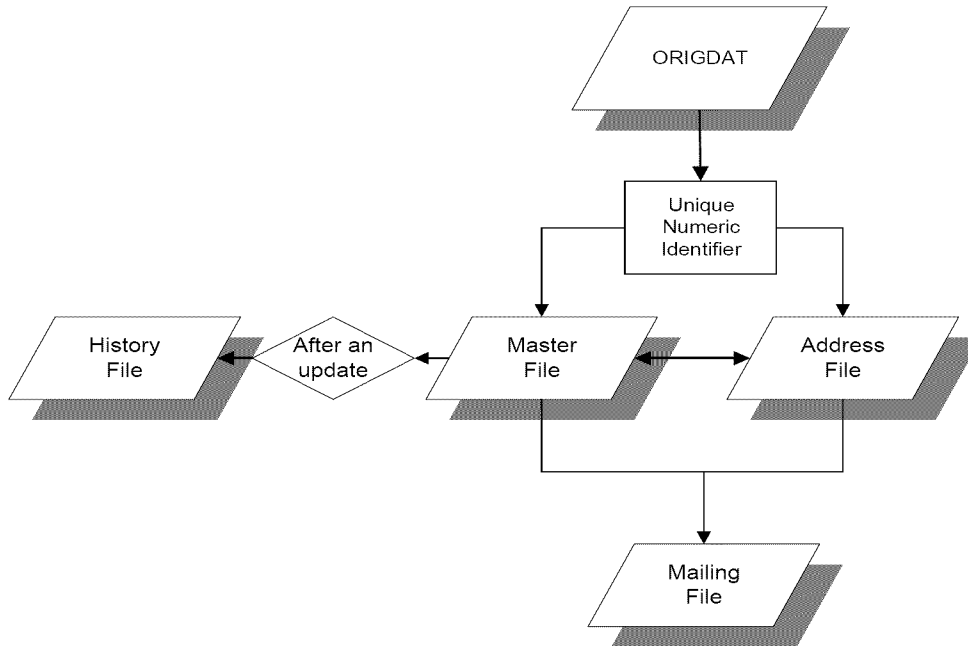
The Survey Control System (SCS)<sup>2</sup> was used to monitor the data collection process and to track all data transactions over the course of the survey administration. The datasets in the SCS include sample members’ names and addresses, but do not contain data obtained from the survey instruments. Because of privacy concerns, SCS datasets are not available on the basic survey dataset.

The operations contractor uses the SCS to store and update project data, monitor mailings, respond to documents returned as postal non-deliverables (PNDs), and determine survey participation and eligibility status. The SCS consists of five datasets: the ORIGDAT file, the ADDRESS file, the MASTER file, the HISTORY file, and the MAILING file. The files are linked relationally by INRECNO, a unique individual identification number that is assigned to each sample member when the record was loaded into the SCS. Figure 1 displays the interrelationships among those datasets.

---

<sup>2</sup> In this document, the term *SCS* refers to the set of data files as well as the program or operating system which maintains those files.

**Figure 1.**  
*Survey Control System*



**ORIGDAT file.** The ORIGDAT file consists of 76,031 records, one record for each member of the sample. It is the original sampling frame file sent to the operations contractor by DMDC. The original file is loaded onto the operations contractor’s computer system and converted to a SAS<sup>3</sup> dataset. As the file was converted into a SAS dataset, the SCS generated a unique identification number (INRECNO) for each record. This number identifies the sample member throughout the SCS and also in returns data sets, comment text files and other specify text files. The names and some demographic data from the ORIGDAT file were loaded into the MASTER file in preparation for the first mailing. The addresses from the ORIGDAT file were loaded into the ADDRESS file.

**ADDRESS file.** The ADDRESS tracked the postal and e-mail addresses that were maintained for each sample member. The ADDRESS file contains one record for each postal and address for each sample member (e.g., if there were five addresses located for one sample member during the survey administration, that sample member has five separate records in the ADDRESS file) yielding an ADDRESS file containing 307,691 records. Each record is uniquely identified by the combination of INRECNO (identifying the sample member) and an address number (ADDRNO) assigned to each address. This address number is the sequential order of receipt of the address for a particular sample member. For example, if a sample member has one address record in the ADDRESS file, the address number for that record is one. If the sample

<sup>3</sup> SAS® is a registered trademark of SAS Institute Inc., Cary, NC, USA.

member faxed in a change of postal or e-mail address or a credit bureau forwarded an updated postal address for that sample member, the new address was added as address number two. The ADDRESS file was initially loaded with postal and e-mail addresses from the ORIGDAT file. Each record in the ADDRESS file includes the sample member's INRECNO, address, the source of the address, and address priority code, a variable indicating whether the record is the highest priority address for this sample member, and variables indicating whether the address successfully reached the sample member.

The priority code assigned to a given address number for a sample member was used to determine the "best" or "highest priority" address for the sample member at any given time. It was originally determined by the source of the address. Address updates obtained directly from a sample member received a priority number of one. The order of priority of address sources from "highest priority" to "lowest priority" is as follows, respectively:

1. updates directly from a sample member (call, fax, e-mail, Web update or letter)
2. address corrections from the U.S. postal service (ACS [electronic address change service], ACRs [address correction requests], and ODFs [out-of-date-forwarded mail])
3. NCOA-updated addresses
4. credit bureau-updated addresses
5. DEERS residential addresses
6. DEERS unit addresses

**MASTER file.** The MASTER file is used by the SCS to select records for upcoming survey mailings. This file includes a record for each member of the sample and was initially created by extracting data from each record in the ORIGDAT file. Each MASTER record includes the sample member INRECNO and the address number for the highest priority postal and e-mail address in the ADDRESS file for this sample member. The MASTER file accommodated data updates through an automated process (e.g., updating the address number in use after the receipt of a postal or e-mail nondeliverable or Web update) or manual key entry (e.g., updating information in response to a telephone call, fax, letter return or e-mail from a sample member). As new information was received for a particular record (including changes to the highest priority address), the SCS updated the MASTER record (N=76,031) and wrote the old record to the HISTORY file. The MASTER file also contains a set of variables which summarize the sample member's participation in each of the mailings.

**HISTORY file.** The HISTORY file is a chronicle of the changes that occurred to the MASTER file. Each HISTORY record is a subset of an outdated MASTER record with the addition of a date and time stamp as the record is updated. That is, a HISTORY record is created when there is a name, address, Paygrade, or eligibility status change in the MASTER file. Thus, the HISTORY file contains as many observations as there are updates to the MASTER file.

**MAILING file.** The MAILING file tracked all survey mailings (postal and e-mail). This file contains one record for either an item postal mailed or e-mailed during the survey administration or for tracking postal address updates from credit bureaus (N=355,396). Each MAILING record includes the INRECNO, address number used, date of mailing, mailing status, type of mailing, and the mailing identification code (MIC).

## ***Address Update Procedures***

### ***Initial Address Updates***

Prior to the first mailing, the operations contractor ran all domestic residential addresses through Group 1 software to be formatted to conform to U.S. Postal Service standards. Once the addresses were standardized, they were sent to an outside vendor where they were checked against the National Change of Address (NCOA) database. The NCOA software updated the address records (in standardized format) based on change-of-address cards filed with the U.S. Postal Service. The updated NCOA address file was returned to the operations contractor and integrated into the SCS. The NCOA-updated addresses were added to the ADDRESS file and became the current ADDRNO with the “highest priority code assigned” in the MASTER file.

After the NCOA-updated data was added to the SCS, another file was compiled of sample members who had an incomplete address or an address identified by NCOA as an undocumented move (i.e., the sample member had moved, but NCOA did not have a new address). The operations contractor sent copies of this file to three credit bureaus (Experian, Trans Union and CSC Credit Services)<sup>4</sup> to determine whether a complete, up-to-date address for these sample members could be found. The results were integrated into the SCS, updating records in the ADDRESS file.

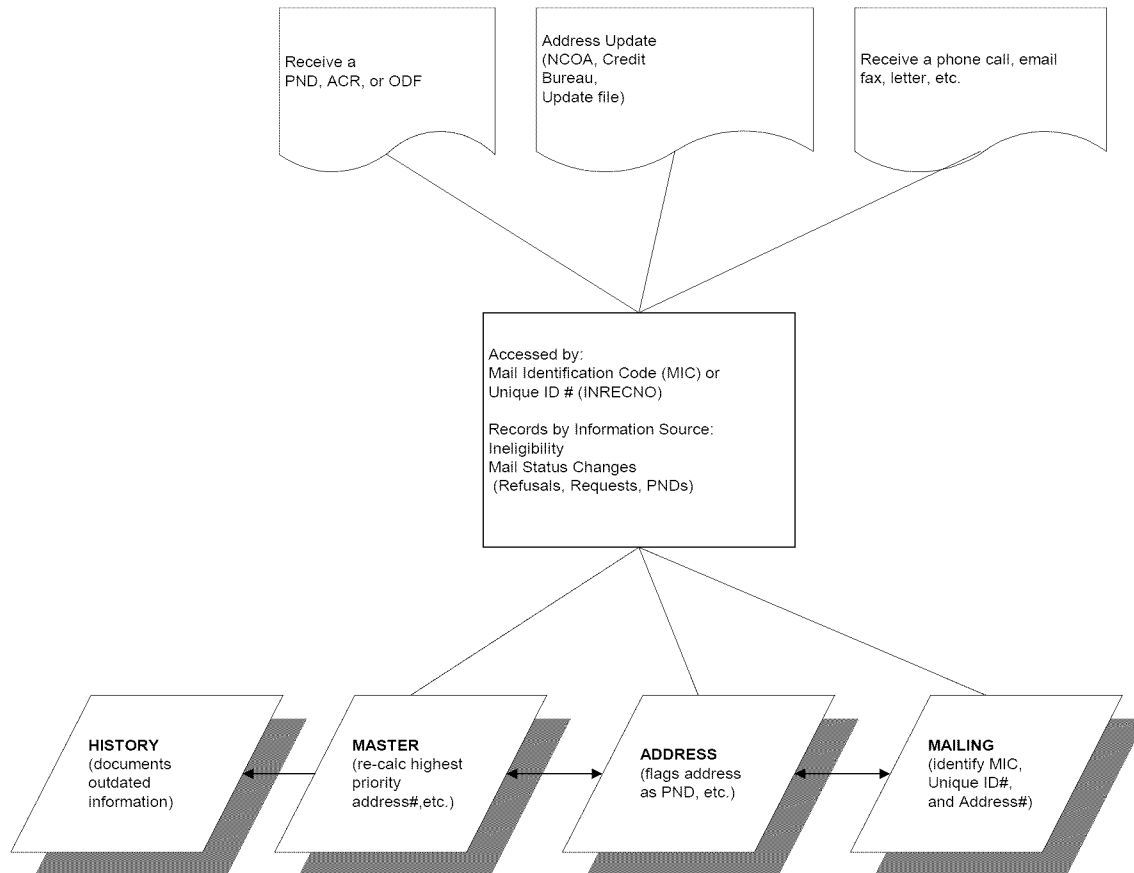
### ***Ongoing Address Updates***

Address update procedures also occurred when (a) additional address records were received after NCOA processing, (b) a survey document was returned as undeliverable, (c) a sample member self-reported a name, rank, or address change, or (d) the U.S. Postal Service forwarded address correction information. Figure 2 outlines these procedures.

---

<sup>4</sup> Experian, Trans Union and CSC Credit Services are outside vendors with consumer-credit information databases. Social security numbers of sample members with incomplete or out-of-date address information were forwarded to the vendors for address updates when the mailing dataset contained no valid address.

**Figure 2.**  
***Address Updating Procedures***



As a new address was entered into the ADDRESS file, its source (NCOA, credit bureau, postal Address Correction Requested card, telephone call, fax, letter, Web, and e-mail) was recorded and a new address number was assigned. The priority assigned to the address was based upon the source of the update and the date and time of the address (see the description of priority, for the ADDRESS file). At any given time, the current address used corresponded to the address number with the highest priority code.

If all known addresses for a sample member were returned PND, the sample member's record in the MASTER file was flagged "no address available." All "no address available" records were forwarded to the three credit bureaus. The credit bureaus returned files containing addresses for each submitted record, with the date on which the credit bureau received the address. If more than one address for a sample member was received from credit bureaus, the address number corresponding to the address with the most recent receipt date received the highest priority code. If one or more of the credit bureaus returned a previously unattempted

address, the MASTER and ADDRESS files were updated and a re-mail was sent to the sample member. If none of the vendors had an updated address for the sample member, the operations contractor designated the sample member “nonlocatable” and stopped further mailings.

### ***Processing of Updates***

#### ***Updates from Sample Members***

Updates from sample members could be communicated via the toll-free telephone number (either by speaking to the operations contractor’s Call Center staff or by leaving a voice mail message). In addition, sample members could mail, fax or e-mail updates or go to the survey Web site and enter updates. The updates made on the Web site were before the start of the survey and were loaded to the system every three days (to coincide with the notification mailing or re-mailing schedule). Other updates were entered into the SCS by the operations contractor’s Call Center staff by the next morning.

#### ***Updates from the U.S. Postal Service***

There are several types of address updates provided by the postal service. They are detailed below; each includes a description of the processing steps.

1. Postal Non-Deliverable Mail (PND): The sample member moved and no forwarding address was available. The mail piece was returned to the operations contractor. The operations contractor removed the letter from the envelope and scanned it to capture the Mailing Identification Code (MIC) in the lower right corner. A file of the MICs was loaded to the Survey Control System so the records could be updated as PND. This was done every three days (to coincide with the mailing/re-mailing schedule). If the sample member had another address on file (e.g., the unit address), that address was used. If not, the Social Security Number was sent to the credit bureaus in search of a new address.
2. Address Correction Requests (ACR; hard-copy): Some post offices are not equipped to provide address corrections via ACS (the electronic service), so they provided the corrections via hard copy cards that were sent to the operations contractor. The corrections were key-entered by operations contractor’s Call Center staff, typically by close of business the next day but no later than prior to the preparation of the next mailing.

### ***Survey Materials and Their Distribution***

Each eligible sample member received at most five original mailings: a notification letter, a Wave 1 survey, a reminder letter, a Wave 2 survey and a Wave three survey. The notification and reminder letter mailings contained a letter, while the survey Wave mailings contained a letter, paper survey and business reply envelope. All letters included information about using the Web as an option to complete the survey.

In addition, e-mail was used to communicate with sample members. Not every sample member had an e-mail address. However, for those sample members for which we had an e-mail

address, they received at most three e-mail reminders. A sample of the letters and e-mail communications are provided in Appendix B.

### ***General Mailing Procedures***

Prior to every mailing, the SCS searched the records in the MASTER file to identify which records should be excluded (e.g., sample members self-reported as ineligible for survey participation, sample members who had already returned survey forms, and members with no valid addresses available). For re-mails (sent between mailings), the SCS identified only those records that had been updated since the prior mailing. More specifically, the SCS identified records that had resulted in PNDs or had been manually flagged for re-mailing (e.g., in response to a sample member calling the operations contractor stating she or he had received a reminder/thank you letter but had not received a survey, etc.).

Once all records for a particular mailing or re-mailing were identified, the SCS processed the records based on whether or not the mailing would include a survey form. If the mailing group was large enough to lead to a cost savings from sorting, the records were run through Group 1 postal software to sort the records according to first-class presort postal regulations. After this procedure, a unique Mail Identification Code (MIC) was assigned to each record. The MIC was assigned either from the survey litho code list if a survey form was sent or independently if only a letter was sent.

### ***Ticket Numbers for Web Survey Access***

Prior to the first mailing, a list of ticket numbers<sup>5</sup> for Web survey access was randomly generated. One secure ticket number was assigned to each sample member and remained linked to that member for the duration of the project. That is, while a member's MIC or lithocode changed with each mailing as described previously, the member's ticket number did not change. The member's unique ticket number was printed (along with the survey URL) in each letter, and e-mail sent to that individual. A member could not access the Web survey without using his or her ticket number.

### ***Description of Letters***

Letters were printed with the record's unique MIC listed in the address field and on the lower right corner of the letter. If the mailing included only letters (no survey forms), the letters were folded and machine inserted into window envelopes and sent by first class mail. Mailings that included a survey followed the same procedure through the letter printing process. The MIC on the cover letter was used to pair the letter with the correct enclosure. During the matching process, ten percent of the mailing was visually checked, comparing numbers printed on the letter with the survey number for quality control. Any mismatched pairs initiated further investigation of the matching process. This procedure ensured that each survey was sent to the person designated to receive it. Depending on the sample size, the letters and matched surveys were machine or hand inserted into envelopes, metered if necessary, and sent by first class mail. The status of each mailing was tracked throughout the data collection so that address-correction information could be incorporated into all relevant mailings. When a mail piece came back

---

<sup>5</sup> Ticket numbers are eight alpha numeric characters generated at random.

PND, the next mail piece was sent to a new address (if one could be obtained during the mailing period). For all mailings, mail pieces that came back PND, re-mails were completed if a newer/updated address could be found.

DMDC provided the operations contractor with the text, letterhead and signature for the cover letters. The letters explained why the survey was being conducted, how the survey information would be used, and why participation was important. (See Appendix B for copies of the letters.) For DoD sample members, the letters were approved and printed on letterhead from the office of the Under Secretary of Defense. The letters were signed by the Under Secretary of Defense (Personnel and Readiness) David S.C. Chu. For Coast Guard sample members, the letters were approved and printed on letterhead from the office of the Commandant, United States Coast Guard. The letters were signed by the Director of Reserve and Training, Rear Admiral R.J. Papp Jr..

The letterhead and signature were printed in blue for DoD letters and in black and blue respectively for Coast Guard letters. The text and recipient information of all letters were printed in black. In addition to including a name and address (which was also used as the mailing information for the window envelopes), each letter included a personalized salutation. The salutation addressed each sample member by his/her rank. For example, a letter to a Navy E5 with the last name Smith would have included the salutation, "Dear Petty Officer Smith." Similarly, an Army O3 named Jones would have received a letter starting, "Dear Captain Jones." The address block also included service branch; for example, "Petty Officer John Smith USN" or "Captain Mary Jones USA."

## ***Mailouts***

Table 6 lists the mailing dates and return results for each of the mailouts and re-mailings. For the notification mailing, a letter was inserted into a #10 window envelope. The letter notified sample members that they were selected for this survey and encouraged their participation. The notification letter was mailed to 74,910 sample members on March 5 - 8, 2004.

The first wave survey mailing asked sample members to complete and return the paper survey. They were also given the option to complete the survey on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The first wave survey was mailed to 74,857 sample members on March 19 - 25, 2004. A reminder letter was sent to 72,776 sample members. The mailing was sent out April 2 - 5, 2004. The letter, inserted into a #10 window envelope, thanked sample members for completing the survey if they had done so, and reminded them to complete the survey if they had not. The second wave survey mailing was sent to sample members who hadn't responded. They were given the option to complete the survey on paper or on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The second wave survey was mailed to 66,407 sample members on April 16 - 21, 2004. The third wave survey mailing was sent to sample members who hadn't responded. They were given the option to complete the survey on paper or on a secure Web site. For this mailing, a letter, paper survey and business reply envelope were inserted into a 9x12 window envelope. The third wave survey was mailed to 56,658 sample members on May 7 - 14, 2004.

**Table 6.**  
***Mailing Timeline and Return Results***

| <b>Mailing Numbers and Groups</b>  | <b>Print File Creation Date*</b> | <b>Mail Drop Date</b> | <b>Number Sent</b> | <b>Number of PNDs</b> |
|------------------------------------|----------------------------------|-----------------------|--------------------|-----------------------|
| Notification DoD                   | 3/1/04                           | 3/5/04 – 3/8/04       | 72,614             | 2,338                 |
| Notification Coast Guard           | 3/2/04                           | 3/8/04                | 2,296              | 54                    |
| Subtotal: Notification             |                                  |                       | 74,910             | 2,392                 |
| Wave 1 Survey DoD                  | 3/15/04                          | 3/19/04 -<br>3/25/04  | 72,559             | 2,297                 |
| Wave 1 Survey Coast Guard          | 3/15/04                          | 3/25/04               | 2,298              | 51                    |
| Wave 1 Survey DoD Remail 1         | 3/25/04                          | 3/26/04               | 1,356              | 241                   |
| Wave 1 Survey Coast Guard Remail 1 | 3/25/04                          | 3/26/04               | 38                 | 15                    |
| Wave 1 Survey DoD Remail 2         | 3/29/04                          | 3/30/04               | 141                | 37                    |
| Wave 1 Survey Coast Guard Remail 2 | 3/29/04                          | 3/30/04               | 6                  | 0                     |
| Wave 1 Survey DoD Remail 3         | 4/2/04                           | 4/5/04                | 573                | 131                   |
| Wave 1 Survey Coast Guard Remail 3 | 4/2/04                           | 4/5/04                | 7                  | 1                     |
| Wave 1 Survey DoD Remail 4         | 4/7/04                           | 4/8/04                | 538                | 108                   |
| Wave 1 Survey Coast Guard Remail 4 | 4/7/04                           | 4/8/04                | 21                 | 3                     |
| Subtotal: Wave 1 Survey            |                                  |                       | 77,537             | 2,884                 |
| Reminder DoD                       | 4/1/04                           | 4/2/04 – 4/5/04       | 70,536             | 1,976                 |
| Reminder Coast Guard               | 4/1/04                           | 4/5/04                | 2,240              | 55                    |
| Reminder DoD Remail 1              | 4/8/04                           | 4/12/04               | 786                | 158                   |
| Reminder Coast Guard Remail 1      | 4/8/04                           | 4/12/04               | 27                 | 3                     |
| Reminder DoD Remail 2              | 4/14/04                          | 4/15/04               | 435                | 86                    |
| Reminder Coast Guard Remail 2      | 4/14/04                          | 4/15/04               | 8                  | 0                     |
| Reminder DoD Remail 3              | 4/16/04                          | 4/19/04               | 260                | 43                    |
| Reminder Coast Guard Remail 3      | 4/16/04                          | 4/19/04               | 2                  | 1                     |
| Reminder DoD Remail 4              | 4/23/04                          | 4/27/04               | 701                | 112                   |
| Reminder Coast Guard Remail 4      | 4/23/04                          | 4/27/04               | 14                 | 2                     |
| Reminder DoD Remail 5              | 4/29/04                          | 4/30/04               | 327                | 10                    |
| Reminder Coast Guard               | 4/29/04                          | 4/30/04               | 10                 | 1                     |

| <b>Mailing Numbers and Groups</b>  | <b>Print File Creation Date*</b> | <b>Mail Drop Date</b> | <b>Number Sent</b> | <b>Number of PNDs</b> |
|------------------------------------|----------------------------------|-----------------------|--------------------|-----------------------|
| Remail 5                           |                                  |                       |                    |                       |
| Subtotal: Reminder                 |                                  |                       | 75,346             | 2,497                 |
| Wave 2 Survey DoD                  | 4/12/04                          | 4/16/04 –<br>4/21/04  | 64,535             | 1,440                 |
| Wave 2 Survey Coast Guard          | 4/12/04                          | 4/21/04               | 1,872              | 20                    |
| Wave 2 Survey DoD Remail 1         | 4/21/04                          | 4/23/04               | 1,149              | 185                   |
| Wave 2 Survey Coast Guard Remail 1 | 4/21/04                          | 4/23/04               | 20                 | 3                     |
| Wave 2 Survey DoD Remail 2         | 4/26/04                          | 4/27/04               | 193                | 37                    |
| Wave 2 Survey Coast Guard Remail 2 | 4/26/04                          | 4/27/04               | 2                  | 0                     |
| Wave 2 Survey DoD Remail 3         | 4/30/04                          | 5/3/04                | 464                | 91                    |
| Wave 2 Survey Coast Guard Remail 3 | 4/30/04                          | 5/3/04                | 11                 | 0                     |
| Subtotal: Wave 2 Survey            |                                  |                       | 68,246             | 1,776                 |
| Wave 3 Survey DoD                  | 5/3/04                           | 5/7/04 –<br>5/14/04   | 55,415             | 982                   |
| Wave 3 Survey Coast Guard          | 5/4/04                           | 5/14/04               | 1,243              | 7                     |
| Wave 3 Survey DoD Remail 1         | 5/13/04                          | 5/17/04               | 697                | 109                   |
| Wave 3 Survey Coast Guard Remail 1 | 5/13/04                          | 5/17/04               | 17                 | 2                     |
| Wave 3 Survey DoD Remail 2         | 5/18/04                          | 5/19/04               | 48                 | 12                    |
| Wave 3 Survey DoD Remail 3         | 5/21/04                          | 5/25/04               | 206                | 33                    |
| Wave 3 Survey Coast Guard Remail 3 | 5/21/04                          | 5/25/04               | 5                  | 0                     |
| Wave 3 Survey DoD Remail 4         | 5/27/04                          | 5/28/04               | 335                | 66                    |
| Wave 3 Survey Coast Guard Remail 4 | 5/27/04                          | 5/28/04               | 2                  | 0                     |
| Subtotal: Wave 3 Survey            |                                  |                       | 58,037             | 1,212                 |

\*Print file creation date: This is the date records were identified for inclusion in the mailing and written to a print file.

E-mail was used to communicate with sample members. There were two sources for e-mails. The first source for e-mail addresses was the DEERS database. The second source was e-mail addresses purchased from an outside vendor. The outside vendor maintains a customer database of e-mail addresses that has been lawfully collected and compiled from consumers pursuant to a notice that advised them that their personal data was being collected. Table 7 below shows the percent of sample members for whom we had at least one valid e-mail by Reserve Component.

**Table 7.**  
*E-mail Address Availability by Service*

|                            | <b>Army<br/>National<br/>Guard</b> | <b>US<br/>Army<br/>Reserve</b> | <b>US<br/>Naval<br/>Reserve</b> | <b>US<br/>Marine<br/>Corps<br/>Reserve</b> | <b>Air<br/>National<br/>Guard</b> | <b>US Air<br/>Force<br/>Reserve</b> | <b>US<br/>Coast<br/>Guard<br/>Reserve</b> | <b>Total</b> |
|----------------------------|------------------------------------|--------------------------------|---------------------------------|--|-----------------------------------|-------------------------------------|---|--------------|
| Valid address available    | 41%                                | 51%                            | 43%                             | 18%  | 57%                               | 46%                                 | 40%                                       | 44%          |
| No valid address available | 59%                                | 49%                            | 57%                             | 82%  | 43%                               | 54%                                 | 60%                                       | 56%          |

Sample members with e-mail addresses received at most three e-mail reminders. Table 8 lists the e-mail dates and e-mail addresses bounced. E-mail addresses “bounced” identifies the address was invalid at the time DMDC attempted contact. This is analogous to a postal PND. E-mail address “sent” is not the same as e-mail received. It is analogous to the non-PND return experienced during a mailed survey. It is not known if the mail was delivered to the intended individual, only that it was not returned.

**Table 8.**  
*E-mail Communication Timeline*

| <b>E-mail Numbers</b> | <b>E-mail Drop Date</b> | <b>Number Sent</b> | <b>Number Bounced</b> |
|-----------------------|-------------------------|--------------------|-----------------------|
| Reminder 1            | 5/21/04                 | 24,098             | 5007                  |
| Reminder 2            | 6/2/04                  | 17,754             | 517                   |
| Reminder 3            | 6/14/04                 | 16,115             | 136                   |

## ***Processing Returned Surveys***

Once a respondent completes an online survey, data are stored in an indexed file on the Web (data) server. Prior to providing each dataset to DMDC, the operations contractor copied the indexed file to their internal network using FTP protocol.

The data are then converted to a sequential format, and the validate program reads and loads the data to the dataset.

### ***DMDC Coding Scheme***

To convert the raw data into the item scores that appear in the basic survey dataset, DMDC provided the operations contractor with the coding notes (contained in D) and an annotated copy of the survey form (C). Every attempt is made to capture all information from completed surveys and preserve the data so that secondary analysts can later create variables that were not anticipated by DMDC researchers. To accomplish these goals, DMDC subscribes to a variety of coding conventions for all of its surveys. See D for in-depth coverage of these coding conventions.

DMDC uses “forward” coding when coding inconsistent answers in items with skip patterns. Data on the starting question accepted as marked and data for the items within the skip pattern are edited to be consistent with the starting question. However, an unedited version of each item is preserved in a full survey dataset. By preserving the unedited data, recoding can be done if ever required.

### ***Coding or Keying Open-Ended Items***

The Web survey contained nine open-ended items. The original text responses from the six “other specify” response options were captured verbatim into a SAS<sup>®</sup> data set that is linked by the unique identification to the survey data. Text data in the SAS<sup>®</sup> files for open-ended items were spell-checked, and proper names and locations were replaced with “(name)” and “(location)” respectively.

For all open-ended items, the Web data file contains a flag indicating whether the respondent wrote anything in response to the item. Discrepancies existed where the Web data indicated presence of a comment but no comment was there.

### ***Fifty-record Check***

After receiving the first 50 returned records, the operations contractor ran a “50-record check.” DMDC checked the resulting data to determine if there were any unanticipated problems in the coding procedures (e.g., respondents were consistently answering in an unexpected manner). Minor corrections to these procedures were necessary as a result of this check and were reviewed by DMDC prior to production of the initial SAS<sup>®</sup> dataset. At the completion of the 50-record check, the operations contractor compiled the full set of returned surveys. The data were then cleaned and edited.

## Survey Analysis Files

This section (a) provides an overview of requirements for analysis of the data, (b) documents the structure of survey analysis files created for the *2004 WGRR* survey, (c) describes the assembly of the analysis files, and (d) provides an overview of the variables in the survey analysis files.

### *Estimation*

Data were collected from a non-proportional stratified, single stage random sample. Responses were weighted up to population totals adjusting for differential sampling and response rates in demographically homogenous groups. In general, the procedures used to compute sample estimates of population parameters (including population totals, means, proportions), tests of hypotheses, regression relations, and their associated variances are derived from the probability structure that gives rise to the observations. As with other surveys involving complex probability structures, most of the parameter estimates of interest in this survey take the form of non-linear statistics. Examples include domain means and proportions where the denominator values are unknown and must be estimated from the sample data. The estimator takes the form of a ratio of random variables (i.e., the ratio of the estimated numerator and denominator totals or counts). In general, ratio estimates are not unbiased and their variances cannot be expressed in closed form. The variances are, therefore, approximated. The bias in a ratio estimate depends on the variance associated with the denominator total or count and can usually be ignored in samples having a large number of observations. As a working rule, the bias may be assumed negligible if the number of observations on which the estimate is based exceeds 30 or is otherwise large enough so that the coefficient of variation  $[SE(x)/x]$  of the denominator is less than .10 (cf., Cochran, 1977, pp. 153-165).

Approximations for the variances commonly take the form of Taylor series linearizations or replicate methods such as those based on resampling methods. Variables have been included in the analyses files so that variance estimates can be based on Taylor series linearizations computed by SUDAAN<sup>6</sup> for a stratified, without replacement design.

Many of the standard statistical software packages, such as SPSS<sup>7</sup> and older versions of SAS,<sup>8</sup> do not properly compute variance estimates from weighted data that were collected with a design other than simple random sampling. Variables have been included in the analysis file so that Taylor series estimates can be made with SAS PROC SURVEYMEAN and PROC SURVEYREG.

There are two eligibility flags for the *2004 WGRR*. The first is ELIGFLGW, which includes all Reserve Organizations. The second is DODELIGF, which is constructed for analysis convenience and it excludes the US Coast Guard Reserve. Both of these eligibility flags were used in the Tab Volume—ELIGFLGW when the Coast Guard was included in the reporting category and DODELIGF when the Coast Guard was excluded from the reporting category. Analyzing the dataset with the proper use of the appropriate eligibility indicator (either

---

<sup>6</sup> SUDAAN® is a registered trademark of Research Triangle Institute, Research Triangle Park, NC, USA.

<sup>7</sup> SPSS® is a registered trademark of SPSS Inc., Chicago, IL, USA.

<sup>8</sup> SAS added survey procedures in Version 7, expanding them in releases 8.0 and higher.

ELIGFLGW or DODELIGF) and analysis weight (RKW0) in standard statistical programs will result in accurate point estimates but will not result in accurate variance estimates. Wolter (1985) provides a detailed discussion on methods used for variance estimation from sample surveys including replication, Taylor series approximation, and analytic methods.

### **Data Structure**

Care was taken in the preparation of the survey analysis files to provide access to data from the survey with sufficient information for accurate estimations, while meeting requirements for participant and non-participant anonymity. As described below, some detailed variables have been deleted from the basic survey dataset either because (a) they are typically needed only to analyze survey methods and not needed to analyze the survey data or (b) they provide too great a chance of identifying an individual. For the latter reason, some demographic variables are available on basic survey dataset only in a collapsed version.

In addition to a basic survey dataset, a full survey dataset (containing a more complete set of variables than the basic survey dataset) has been prepared for internal DMDC use. Files were prepared as SAS and SPSS system files. An ASCII (Operating System or OS) flat file was prepared from the basic survey SAS dataset. File names are indicated in Table 9.

**Table 9.**  
*Analysis File Names*

| Type of File               | File Name         |
|----------------------------|-------------------|
| Basic Survey Dataset– SAS  | GRRTRNAP.SAS7BDAT |
| Full Survey Dataset – SAS  | GRRETRNA.SAS7BDAT |
| Basic Survey Dataset- SPSS | GRRTRNAP.POR      |
| Basic Survey Dataset– OS   | GROSRETS          |

The structure of the full survey dataset is shown in Figure 3. The full survey dataset contains the basic survey dataset plus additional Privacy Act confidential variables.

All variables in the full survey dataset are documented in this report. Appendices E and F list all variables with a notation to indicate which variables are Privacy Act confidential variables, and show where each variable is documented. Intermediate weighting variables that appear only in the full survey dataset are documented by Riemer and Kroeger (2002). Variables that appear in collapsed form in the basic survey dataset and in a fuller version only in the full survey dataset are discussed later.

## Analyses

Both the full survey dataset and basic survey dataset contain 76,031 records, one for every sampled individual. As depicted in Figure 3, these records can be divided into 3 subgroups. The *Nonrespondents* subgroup, includes all records indicated by ELIGFLGW=3, where no usable Web response was received or no information was received to indicate ineligibility (n=49,387).

Assignment of a record to the other two subgroups was based on whether (a) an individual returned a “completed” survey; and (b) the person was eligible to be included in the population of interest. Final eligibility was limited to those in the July 2003 Reserve Personnel Edit File and who did not contact the operations contractor to indicate that they were ineligible.

Records required for analyses are those in the *Known Ineligibles* and *Eligible Respondents* subgroups. Both the *Eligible Respondents* (ELIGFLGW=1) and *Known Ineligibles* (ELIGFLGW=2) are included because both types of records were used to develop weights that sum to the population total, and both types of records are needed to compute accurate variance estimates by the Taylor series linearization method implemented by SUDAAN and SAS PROC SURVEYMEANS.

To analyze the Web responses use the analytic weight, RKW0, with the file subset by ELIGFLGW.

**Figure 3.**  
*The Structure of the Full Survey Dataset*

| Subgroups               | Basic Survey Dataset | Privacy Act<br>Confidential and<br>Detailed<br>Methodological<br>Variables | Eligibility Flag<br>Value and Number<br>of Records |
|-------------------------|----------------------|--|--|
| Nonrespondents          |                      |  | ELIGFLGW=3<br>n= 49,387                            |
| Known Ineligible        |                      |  | ELIGFLGW=2<br>n=201                                |
| Eligible<br>Respondents |                      |  | ELIGFLGW=1<br>n= 26,443                            |

The shaded portion represents the subset of the data typically required for analysis.

## ***Variables in the Survey Analysis Files***

### ***Basic Survey Dataset***

The variables in the basic survey dataset fall into five categories: (1) derived from survey responses, (2) created by the operations contractor to document survey operations, (3) created to analyze the weighted dataset, (4) created by DMDC for analysis, and (5) extracted from administrative personnel records. Variables are grouped in these categories in F.

#### ***Information gathered on the survey.***

These variables came directly from the survey or were constructed using only information from the survey. There is at least one variable for every item in the survey except for a few items that had to be removed to preserve confidentiality. The annotated questionnaire (see C) contains the item names, the values used to code the pre-specified alternatives, and references to applicable coding notes in D.

Although the first part of D extensively documents the conventions that DMDC uses to name survey variables, a brief overview of the naming convention is also given here. In general, the survey-derived variables can be classified as variables that begin with either “GR,” “SR,” or “X.”

The naming of “GR” variables is reviewed using the example variable, “GR71A.” For the *2004 Workplace and Gender Relations Survey of Reserve Component Members*, variables names begin with “GR” to denote the population (reserve) and the type of survey (gender relations) in this series. The ending three or more numbers or letters correspond to the questionnaire item. In this example, the third through fifth digits indicate the main question number (71A) and the sixth digit (if any) indicate the sub-question item, such as (in this example) item A from a list of items in question 71. When possible, “X” is reserved to create special crossing (marginal) variables for key analyses. “X” variables typically involve imputation for missing data and, like “SR” variables, are intended to be consistent across DMDC surveys.

The “SR” variables are a set of primarily demographic items that are identically named across all DMDC surveys. The “SR” serves as a mnemonic for self-report with the remainder of the name indicating the data being collected. For example, “SRRACE” is the variable name for the item that asks sample members what race they consider themselves to be. Although all survey data are self-reported, the “SR” is used to distinguish survey-reported information from DMDC-provided information (e.g., “SRRACE” from the survey versus “RACE” from DMDC databases.)

#### ***Variables constructed for analysis.***

Certain demographic variables, including some information collected on the survey, had to be censored to preserve the anonymity promised to survey respondents and nonrespondents. For example, SREDR is a recoding of SRED. An “R” as the last letter of a variable listed in Appendices E and F is an indication that the variables may have been recoded to create special analysis variables and that the original variable is available only on the full survey dataset.

Certain key demographic variables were constructed for DMDC analyses. These analytic variables, starting with “X,” are based primarily on self-reported information from the survey. Typically, where the self-reported information was missing on important demographics (e.g., Service, Paygrade, location, respondent gender, education, race or ethnicity, family or marital status) data were imputed from member’s administrative record.

The race and ethnicity questions were combined to be reported in accordance with the Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity (1997). Furthermore, a change was made in how responses were coded. In previous tabulations, mutually exclusive categories were developed to represent how these questions were answered by respondents. Starting with the current survey, however, all responses will be tabulated. Also, items were combined to derive spouse employment indicators based on U.S. Census Bureau’s Decennial Census and Current Population Survey (2002).

I documents many of the decisions made in the analyses reported by DMDC (2003). For a large number of survey items, analysts must make decisions on the treatment of special codes used to indicate inconsistencies in the survey data, especially on respondent failures to follow skip pattern directions.

***Information on operations.***

The DMDC-provided identification number, WGRR2004, is unique and is used to identify responses as they are processed. Other variables are created by the operations contractor but are too detailed to be in the basic survey dataset.

***Information from sampling and record data.***

Most of the variables used in sample design and selection are too detailed to be in the basic survey dataset (see the later section on Privacy Act confidential variables).

***Information on weighting.***

Derivation of weights is discussed in detail in Riemer and Kroeger (2002). See J for examples of analyses using these variables:<sup>9</sup>

|               |   |
|---------------|---|
| ELIGFLGW      | Eligibility Flag  |
| DODELIGF      | Eligibility Flag Without Coast Guard                    |
| RKW0          | Final Raking Weight                                     |
| TVSTR         | Taylor’s Series Variance Strata                         |
| RKW001-RKW170 | Final Raking Weight for Replicate Weights 1-170         |
| PSTSTR        | Final Raking Cell                                       |
| POPTVSTR      | Taylor Series Variance Strata Population                |
| SMPTVSTR      | Taylor’s Series Achieved Sample Size in Variance Strata |

---

<sup>9</sup> Two additional variables required for SUDAAN are on the dataset but not discussed in Appendix J: NPSTRAT, poststratification population counts; and, PSTRATA, poststratification strata.

## ***Full Survey Dataset***

In addition to variables on the basic survey dataset, the full survey dataset also has five additional categories of variables: (1) the uncensored version of survey items that appear in a collapsed form in the basic survey dataset, (2) the uncensored version of key demographic variables used in analyses that appear in a collapsed form in the basic survey dataset; (3) detailed variables created by the operations contractor to document operations, (4) detailed variables used in sampling, and (5) detailed variables used in weighting. Variables are grouped in these categories in Appendices E and F.

### ***Privacy Act confidential variables—survey data.***

This section of the full survey dataset contains the original full version of survey variables that had to be recoded for the basic survey dataset to preserve confidentiality. To the extent possible, recoded versions of these variables are in the basic survey dataset section for variables constructed for analysis.

### ***Privacy Act confidential variables—analysis data.***

This section of the full survey dataset contains the original full version of analytic variables constructed by DMDC. To the extent possible, recoded versions of these variables are in the basic survey dataset.

### ***Privacy Act confidential variables—operations data.***

This section of the full survey dataset contains operational variables created by the operations contractor. These variables are useful for methodological studies and/or were used in determining eligibility and response status.

The identifying variables describe how the record was processed once a survey was returned. The variables BATCH, SERIAL, and LITHO uniquely identify each returned survey. LITHO is the lithocode scanned from the survey. BATCH and SERIAL are the codes printed on the survey during scanning to identify the scan batch number and scan order of each survey. These numbers can be used to retrieve the paper copy of a survey for a short time after it has been scanned (e.g., should researchers want to check electronically-stored information against the respondent's answer on the paper survey). SCANDATE is the date the survey was scanned and INRECNO is the unique identification number assigned to each record. MAILING identifies which survey (i.e., the first-, second-, or third-wave mailing) the respondent returned. DUPRET and DUPRET2 indicate the receipt of multiple returns. DUPRET2 includes blank returns in the multiple counts; DUPRET excludes these returns.

The classification variables describe how individual sample member's records were grouped and indexed. FLAG\_FIN indicates the final disposition status of a sample member (i.e., survey returned, blank survey returned, not locatable, or no return). Several other classification variables were used to categorize a survey's final disposition. These variables are: BLKREAS, SCSINEL, and REFUSE. BLKREAS codes the reason given by the sample member for returning a blank survey, SCSINEL indicates the reason given by the sample member for being ineligible, and REFUSE indicates whether a sample member refused to complete a survey.

***Privacy Act confidential variables—sampling and record data.***

This section of the full survey dataset contains administrative file variables and constructed variables used in determining the sampling design. It also includes the sampling strata identifiers and counts.

***Privacy Act confidential variables—weighting.***

This section of the full survey dataset contains variables used in analysis of non-response and in the construction of the weights.

***Using G***

Regardless of whether analysts use all or only portions of the database, all analysts should replicate the results found in the tables in G. It is only by replicating these results that analysts can be sure that they are reading the data correctly. An annotated example of a G table is listed in Figure 4. (However, table does not reflect actual results.)

**Figure 4.**  
***Annotated Example of a Table from G***

<sup>1</sup>2004 Workplace and Gender Relations Survey of Reserve Component Members

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

<sup>2</sup> GR15A      <sup>3</sup>Your total compensation (i.e., base pay, allowances, and bonuses)

| <sup>4</sup> OS DATA |        | <sup>5</sup> SAS DATA |      |        |          |
|----------------------|--------|-----------------------|------|--------|----------|
| COLS                 | LENGTH | FORMAT NAME           | TYPE | LENGTH | INFORMAT |
| 0009-0010            | 2      | GR107                 | NUM  | 3      | STDOS2   |

| <sup>6</sup> FREQ | <sup>7</sup> PERCENT | <sup>8</sup> OS VALUE | <sup>9</sup> SAS VALUE | <sup>10</sup> MEANING              |
|-------------------|----------------------|-----------------------|------------------------|------------------------------------|
| 610               | 0.8                  | -9                    | .                      | No response                        |
| 46662             | 61.4                 | -1                    | .B                     | No survey return                   |
| 1064              | 1.4                  | 1                     | 1                      | Very dissatisfied                  |
| 3797              | 5.0                  | 2                     | 2                      | Dissatisfied                       |
| 5375              | 7.1                  | 3                     | 3                      | Neither satisfied nor dissatisfied |
| 14359             | 18.9                 | 4                     | 4                      | Satisfied                          |
| 4157              | 5.5                  | 5                     | 5                      | Very satisfied                     |
| 76031             | 100.1                | <sup>11</sup> Totals  |                        |                                    |

<sup>12</sup>PERCENT TOTAL DOES NOT = 100 DUE TO ROUNDING ERROR.

1. **Codebook title and item text.** The codebook title is the same for every table in G of this codebook. It lists both the general study and the specific survey form being summarized. If applicable, the indented text under the title presents the verbatim question or instructions that accompany a specific item in the survey.
2. **Variable name.** The variable name for a survey item is up to eight characters in length and corresponds to the variable name that is used in the SAS<sup>®</sup>-based, basic survey dataset. The conventions for naming survey-derived variables are documented in D. F contains a full listing of the basic survey variables, as well as short descriptions of what the variables document.
3. **Survey item text.** For survey items, this text is the verbatim item wording. For other variables, this text provides a verbal description of the variable.
4. **Location of the item on the OS data file.** This block provides the location of the variable on the OS (ASCII) data file. The OS data block documents (a) the starting and ending column numbers where the data are stored and (b) the number of columns that the data occupy.
5. **SAS<sup>®</sup> data file information.** This block indicates format name, variable type, length and informat of the data in the SAS<sup>®</sup> data file. The last block indicates the informat appropriate for reading the data from the OS data file.
6. **Counts of item value responses.** This column indicates the number of sample members who fall into the category corresponding to each value for the variable. The count provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all 0 records in the accompanying database. Before running complex statistical analyses, analysts are encouraged to re-create these frequency tables. Re-creating the counts minimally ensures that the data are being correctly read by the analysts' computers and programs.
7. **Respondent percentages for each value.** This column indicates the percentage of sample members who marked each variable value. The percentages are calculated by dividing the row value in the "FREQ" column by the total listed at the bottom of the "FREQ" column. The percentages provided for each variable value should correspond exactly to those that analysts would obtain when running unweighted frequencies on all records in the accompanying database.
8. **Response OS values.** This column presents the OS (ASCII) code for the actual or re-coded response values for each survey item. Further details on the values in this column are found in either the annotated survey form or in D. For example, all negative values are found in D.
9. **Response SAS<sup>®</sup> values.** This column presents the SAS<sup>®</sup> code for the actual or re-coded response values for each survey item. Further details on the values in this

column are found in either the annotated survey form or in D. Negative values are found in D.

10. **Explanation of the item value codes.** This column presents brief verbal explanations of the OS and SAS<sup>®</sup> coding for each survey item. If the coded information corresponds to survey response alternatives, the text in the table is the verbatim response from the survey instrument. More detailed explanations are found in either the annotated survey form or in D.
11. **Total of response frequencies and percents.** The number appearing at the bottom of the “FREQ” column is the total number of sample members in the basic survey dataset. This number is the same for every table in this codebook. That is, every sample member in the database is accounted for on every variable even if the variable indicates only that the information was missing for that sample member. The number appearing at the bottom of the “PERCENT” column is typically 100.0. Rounding error, however, occasionally causes the total percentage to be slightly above or below 100.0.
12. **Messages to analysts.** The messages alert analysts to situations specific to a variable including (a) rounding errors resulting in a total percentage other than 100 percent; (b) the variable having values that are “too numerous to list;” (c) extraction of the variable from another specified database; (d) creation of the variable from two or more variables specified in the message; and (e) further clarification of the survey item corresponding to the variable.
13. **Codebook page number.** This is the G page number corresponding to a specific variable. F identifies the page number in G where the variable can be found.



## References

- Chromy, J. R. (1987). Design optimization with multiple objectives. *Proceedings of the Section on Survey Research Methods*, 194-199. Alexandria, VA: American Statistical Association.
- Cochran, W. G. (1977). *Sampling techniques* (3rd ed.). New York: John Wiley & Sons.
- Council of American Survey Research Organizations. (1982). *On the definition of response rates* (special report of the CASRO Task Force on Completion Rates, Lester R. Frankel, Chair). Port Jefferson, NY: Author.
- Deever, J. A., & Mason, R. E. (2003, September). DMDC Sample Planning Tool (Version 2.1) [Computer software]. Arlington, VA: DMDC.
- DMDC. (2005). *Workplace and Gender Relations Survey of Reserve Component Members: Tabulation of responses* (Report No. 2004-020). Arlington, VA: Author.
- Flores-Cervantes, I., Jones, M. E., & Wilson, M. J. (2004). Weighting for the 2004 Workplace and Gender Relations Survey of Reserve Component Members. In R. A. Riemer (Ed.), *2004 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methodology Report* (Report No. 2004-019). Arlington, VA: DMDC.
- Fox, R. J., Crask, M. R., & Kim, J. (1988). Mail survey response rate: A meta-analysis of selected techniques for inducing response. *Public Opinion Quarterly*, 52, 467-491.
- Kroeger, K. R. (2004). Sample Design for the 2004 Workplace and Gender Relations Survey of Reserve Component Members. In R. A. Riemer (Ed.), *2004 Workplace and Gender Relations Survey of Reserve Component Members: Statistical Methodology Report* (Report No. 2004-019). Arlington, VA: DMDC.
- Riemer, R. A. (Ed.). (2005). *2004 Workplace and Gender Relations Survey of Reserve Component Members: Statistical methodology report* (Report No. 2004-019). Arlington, VA: DMDC.
- SAS<sup>®</sup> System [Computer software]. (1996). Cary, NC: SAS Institute Inc.
- SPSS<sup>®</sup> for Windows<sup>®</sup> [Computer software]. (1993). Chicago, IL: SPSS Inc.
- SUDAAN<sup>®</sup> Software for the Statistical Analysis of Correlated Data [Computer software]. (1996). Research Triangle Park, NC: Research Triangle Institute.
- U.S. Office of Management and Budget (2000). *Guidance on aggregation and allocation of data on race for use in civil rights monitoring and enforcement*. (Bulletin No. 00-02). Washington, DC: Author.
- Yammarino, F. J., Skinner, S. J., & Childers, T. L. (1991). Understanding mail survey response behavior: A meta-analysis. *Public Opinion Quarterly*, 55, 613-639.



## APPENDIX A

### 2004 Workplace and Gender Relations Survey of Reserve Component Members



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.

## COPYRIGHTED MATERIAL

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

## 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.***

- |                              |                              |                              |                                       |
|------------------------------|------------------------------|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-1 | <input type="checkbox"/> E-6 | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-2 | <input type="checkbox"/> E-7 | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-3 | <input type="checkbox"/> E-8 | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-4 | <input type="checkbox"/> E-9 | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-5 |                              | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
|                              |                              |                              | <input type="checkbox"/> 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) . . . . .        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The type of work you do in your military job . . . . .                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Your opportunities for promotion in your unit . . . . .                            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. The quality of your coworkers in your unit . . . . .                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. The quality of your supervisor in your unit . . . . .                              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Military values, lifestyle, and tradition . . . . .                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Amount of enjoyment from your National Guard/Reserve duty . . . . .                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Training received during your unit drills . . . . .                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Your unit's morale . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Opportunities for leadership in your unit . . . . .                                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Types of assignments received . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Assignment stability . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Your personal workload . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. Time required at National Guard/Reserve activities . . . . .                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Your possibility of being activated or deployed in the future . . . . .            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. Number of recent activations or deployments you have experienced . . . . .         | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

◆ 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 .....   | <input type="checkbox"/> | <input type="checkbox"/> |
| b. A female friend ..... | <input type="checkbox"/> | <input type="checkbox"/> |

## 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? . . .  | <input type="checkbox"/> | <input type="checkbox"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? . . . . . | <input type="checkbox"/> | <input type="checkbox"/> |
| c. In a military work environment where members of your gender are uncommon? .                               | <input type="checkbox"/> | <input type="checkbox"/> |

◆ 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?

- |  |                              |                                       |
|--|------------------------------|---------------------------------------|
| <input type="checkbox"/> E-4 or below                            | <input type="checkbox"/> W-1 | <input type="checkbox"/> O-1/O-1E     |
| <input type="checkbox"/> E-5                                     | <input type="checkbox"/> W-2 | <input type="checkbox"/> O-2/O-2E     |
| <input type="checkbox"/> E-6                                     | <input type="checkbox"/> W-3 | <input type="checkbox"/> O-3/O-3E     |
| <input type="checkbox"/> E-7                                     | <input type="checkbox"/> W-4 | <input type="checkbox"/> O-4          |
| <input type="checkbox"/> E-8                                     | <input type="checkbox"/> W-5 | <input type="checkbox"/> O-5          |
| <input type="checkbox"/> E-9                                     |                              | <input type="checkbox"/> O-6 or above |
| <input type="checkbox"/> Civilian GS-1 to GS-6 (or equivalent)   |                              |                                       |
| <input type="checkbox"/> Civilian GS-7 to GS-11 (or equivalent)  |                              |                                       |
| <input type="checkbox"/> 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 .....

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

42. Continued

|                            |
|----------------------------|
| 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 .....

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

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

|                            |
|----------------------------|
| 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 .....

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

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? . . . . .                | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Felt that you were unable to control the important things in your life? . . . .      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Felt nervous and stressed? . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Felt confident about your ability to handle your personal problems? . . . .          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Felt that things were going your way? .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Found that you could not cope with all of the things you had to do? . . . . .        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Been able to control irritations in your life? . . . . .                             | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Felt that you were on top of things? .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Been angered because of things that were outside of your control? . . .              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Felt difficulties were piling up so high that you could not overcome them? . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Military work and civilian career (for example, hours, coworkers, change, supervisors) . . . . .                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Finances (yours and your family's) . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Health (yours and your family's) . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative) . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

53. Continued

|                   |
|-------------------|
| Very large extent |
| Large extent      |
| Moderate extent   |
| Small extent      |
| Not at all        |

- |  |                          |                          |                          |                          |                          |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| f. Relationship with your spouse or significant other . . . . .            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Relationship with your children or other family members . . . . .       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Time away from your family . . . . .                                    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Crime in your community . . . . .                                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Natural disasters (for example, fires, floods, storms, earthquakes) . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Terrorism, including threat of terrorism . . . . .                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. War or hostilities, including threat of war . . . . .                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Loss of civilian job . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Loss of career advancement opportunities . . . . .                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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 . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Time with friends . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Vacation time . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Work out/physical activity . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. TV/movies/music/Internet or other recreation or hobbies . . . . .              | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Financial counseling . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Financial aid societies . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. Spouse employment . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| i. Second income . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Couple/marital counseling . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| k. Personal counseling . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| l. Domestic violence counseling . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| m. Drinking/use of alcohol . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| n. Family support groups . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| o. Child care . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| p. Services (to individuals or families) concerning military deployment . . . . . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| q. Religious activities . . . . .   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| r. Other ( <i>Please specify below.</i> ) . . . . .                               | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

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

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? . . .  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Referred to people of your gender in insulting or offensive terms? . . . . .   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? ..... | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)? .....                                    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities? .....  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you? .....   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? .....           | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? .....                       | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. Put you down or was condescending to you because of your gender? . . . .   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"? .....   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

◆ 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? *Unless you mark "Never," please describe below.*

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? *If you mark "Did this," please describe below.*

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? . . . . .                     | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your unit commander? . . . . .                                    | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Other military person(s) of higher rank/grade than you? . . . . . | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Your military coworker(s)? . . . . .                              | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Your military subordinate(s)? . . . . .                           | <input type="checkbox"/> | <input type="checkbox"/> |
| f. Your military training instructor? . . . . .                      | <input type="checkbox"/> | <input type="checkbox"/> |
| g. Other military person(s)? . . . . .                               | <input type="checkbox"/> | <input type="checkbox"/> |
| h. DoD civilian employees? . . . . .                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| i. DoD contractors? . . . . .  | <input type="checkbox"/> | <input type="checkbox"/> |
| j. Other civilian person? . . . . .                                  | <input type="checkbox"/> | <input type="checkbox"/> |

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? . . . . .

◆ 71. Continued

|                   |
|-------------------|
| Very large extent |
| Large extent      |
| Moderate extent   |
| Small extent      |
| Not at all        |

- d. Stay out of the person's or persons' way?
- e. Tell yourself it was not really important?
- f. Talk to some of your family about the situation?
- g. Talk to some of your coworkers about the situation?
- h. Talk to some of your friends about the situation?
- i. Talk to a chaplain or counselor about the situation?
- j. Try to avoid being alone with the person(s)?
- k. Tell the person(s) to stop?
- l. Just put up with it?
- m. Ask the person(s) to leave you alone?
- n. Blame yourself for what happened?
- o. Assume the person(s) meant well?
- p. Pray about it?
- q. Pretend not to notice, hoping the person(s) would leave you alone?
- r. Do something else in response to the situation? *Please specify below.*

*Please print.*

**72. Do you consider this situation to have been sexual harassment?**

- Definitely was not sexual harassment
- Probably was not sexual harassment
- Uncertain
- Probably was sexual harassment
- Definitely was sexual harassment

**73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.**

- |  | 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 .. | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school .....                  | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Community officials, offices, or courts (for example, local police or harassment hotline) .....   | <input type="checkbox"/> | <input type="checkbox"/> |

**74. Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each.**

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

**75. Did you answer "Yes" to at least one item in Question 74?**

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

**76. What actions were taken in response to your report?**

- |  | Yes                      | No                       | Don't know               |
|--|--------------------------|--------------------------|--------------------------|
| a. Person(s) who bothered you was/were talked to about the behavior .....  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Your complaint was/is being investigated .  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You were encouraged to drop the complaint. ....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 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.) ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. No action was taken .....   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**77. How satisfied are you with the following aspects of the reporting process?**

- |   | Very satisfied           | Satisfied                | Neither satisfied nor dissatisfied | Dissatisfied             | Very dissatisfied        |
|---|--------------------------|--------------------------|------------------------------------|--------------------------|--------------------------|
| a. Availability of information about how to file a complaint .....            | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/> |
| b. Treatment by personnel handling your complaint .....                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Amount of time it took/is taking to resolve your complaint .....           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/> |
| d. How well you were/are kept informed about the progress of your complaint . | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Degree to which your privacy was/is being protected .....                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/>           | <input type="checkbox"/> | <input type="checkbox"/> |

**78. Is the action still being processed?**

- 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.**

|   | Don't know               | No                       | Yes                      |
|---|--------------------------|--------------------------|--------------------------|
| a. The outcome of your complaint was explained to you .....           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. The situation was corrected .....                                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. Some action was taken against the person(s) who bothered you ..... | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. Nothing was done about the complaint ...                           | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. Action was taken against you .....                                 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**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 .....                                 | <input type="checkbox"/> | <input type="checkbox"/> |
| b. You did not know how to report .....                                     | <input type="checkbox"/> | <input type="checkbox"/> |
| c. You felt uncomfortable making a report ...                               | <input type="checkbox"/> | <input type="checkbox"/> |
| d. You took care of the problem yourself ....                               | <input type="checkbox"/> | <input type="checkbox"/> |
| e. You talked to someone informally in your military chain-of-command ..... | <input type="checkbox"/> | <input type="checkbox"/> |
| f. You did not think anything would be done if you reported .....           | <input type="checkbox"/> | <input type="checkbox"/> |
| g. You thought you would not be believed if you reported .....              | <input type="checkbox"/> | <input type="checkbox"/> |

**83. Continued**

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

**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.**

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

# 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 Reserve component as a whole. . . . .
- c. Teaches that sexual harassment makes it difficult for individual Reserve component members 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? . . . . .





***THANK YOU FOR YOUR TIME AND ASSISTANCE***

**2004 Workplace and Gender Relations Survey of  
Reserve Component Members  
BACKGROUND INFORMATION**

**1. Are you . . . ?**

- Male
- Female

**BACKGROUND INFORMATION**

**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)

**BACKGROUND INFORMATION**

**3. Are you Spanish/Hispanic/Latino?**

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

**BACKGROUND INFORMATION**

**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

**BACKGROUND INFORMATION**

Please specify other race.

### BACKGROUND INFORMATION

5. What is your marital status?

- Married
- Separated
- Divorced
- Widowed
- Never married

### BACKGROUND INFORMATION

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

### BACKGROUND INFORMATION

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

- |                           |                           |                                |                                    |
|---------------------------|---------------------------|--------------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> E-6 | <input type="radio"/> W-2      | <input type="radio"/> O-2/O-2E     |
| <input type="radio"/> E-2 | <input type="radio"/> E-7 | <input type="radio"/> W-3      | <input type="radio"/> O-3/O-3E     |
| <input type="radio"/> E-3 | <input type="radio"/> E-8 | <input type="radio"/> W-4      | <input type="radio"/> O-4          |
| <input type="radio"/> E-4 | <input type="radio"/> E-9 | <input type="radio"/> W-5      | <input type="radio"/> O-5          |
| <input type="radio"/> E-5 | <input type="radio"/> W-1 | <input type="radio"/> O-1/O-1E | <input type="radio"/> O-6 or above |

### BACKGROUND INFORMATION

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

- Yes
- No

### BACKGROUND INFORMATION

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)*

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

## SATISFACTION AND RETENTION INTENTION

**Are you already eligible for military retirement?**

- Yes
- No

## SATISFACTION AND RETENTION INTENTION

**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?**

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

## SATISFACTION AND RETENTION INTENTION

**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)*



**SATISFACTION AND RETENTION INTENTION**

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

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

**SATISFACTION AND RETENTION INTENTION**

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

**SATISFACTION AND RETENTION INTENTION**

**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?**

|  | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>   | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>      | <b>Very<br/>satisfied</b> |
|--|------------------------------|-----------------------|---|-----------------------|---------------------------|
| a. Your total compensation (i.e., base pay, allowances, and bonuses) | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| b. The type of work you do in your military job                      | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| c. Your opportunities for promotion in your unit                     | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| d. The quality of your coworkers in your unit                        | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| e. The quality of your supervisor in your unit                       | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| f. Military values, lifestyle, and tradition                         | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |

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

|   | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>   | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>      | <b>Very<br/>satisfied</b> |
|---|------------------------------|-----------------------|---|-----------------------|---------------------------|
| g. Amount of enjoyment from your National Guard/Reserve duty                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| h. Training received during your unit drills                                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| i. Your unit's morale   | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| j. Opportunities for leadership in your unit                                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |

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

|   | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>   | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>      | <b>Very<br/>satisfied</b> |
|---|------------------------------|-----------------------|---|-----------------------|---------------------------|
| l. Types of assignments received                                    | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| m. Assignment stability   | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| n. Your personal workload   | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| o. Time required at National Guard/Reserve activities               | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| p. Your possibility of being activated or deployed in the future    | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| q. Number of recent activations or deployments you have experienced | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |

### SATISFACTION AND RETENTION INTENTION

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

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

### SATISFACTION AND RETENTION INTENTION

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

|  | <b>Strongly<br/>disagree</b> | <b>Disagree</b>       | <b>Neither<br/>agree nor<br/>disagree</b> | <b>Agree</b>          | <b>Strongly<br/>agree</b> |
|--|------------------------------|-----------------------|---|-----------------------|---------------------------|
| a. I feel like "part of the family" in my Reserve component  | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| b. My Reserve component has a great deal of personal meaning to me                                     | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| c. It would be too costly for me to leave my Reserve component in the near future                      | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| d. I am afraid of what might happen if I quit my Reserve component without having another job lined up | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| e. Too much of my life would be interrupted if I decided to leave my Reserve component now             | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |

**(Continued) How much do you agree or disagree with the following statements about working for your Reserve component?**

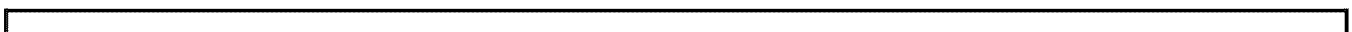
|  | <b>Strongly<br/>disagree</b> | <b>Disagree</b>       | <b>Neither<br/>agree nor<br/>disagree</b> | <b>Agree</b>          | <b>Strongly<br/>agree</b> |
|--|------------------------------|-----------------------|---|-----------------------|---------------------------|
| f. I feel a strong sense of belonging to my Reserve component  | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| g. I feel "emotionally attached" to my Reserve component   | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| h. One of the problems with leaving my Reserve component would be the lack of available alternatives | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |

### SATISFACTION AND RETENTION INTENTION

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

|                    | <b>Yes</b>            | <b>No</b>             |
|--------------------|-----------------------|-----------------------|
| a. A male friend   | <input type="radio"/> | <input type="radio"/> |
| b. A female friend | <input type="radio"/> | <input type="radio"/> |

### 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
- No

#### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

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

- Yes
- No

#### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

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

#### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

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

- Yes
- No

#### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

- 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

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS**

- 24. Are you currently activated?**
- Yes
  - No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS**

- 25. Are you currently deployed?**
- Yes
  - No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS**

- 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
  - No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS**

- 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

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS**

- 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
- No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

**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

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

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

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

**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
- No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

**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

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

**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  
 No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

**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

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

**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?**

### YOUR MILITARY WORKPLACE

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

### YOUR MILITARY WORKPLACE

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

- |  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| a. A student in a resident military course?  | <input type="radio"/> | <input type="radio"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | <input type="radio"/> | <input type="radio"/> |
| c. In a military work environment  |                       |                       |

where members of your gender are uncommon?

### YOUR MILITARY WORKPLACE

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

- Male  
 Female

### YOUR MILITARY WORKPLACE

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

- |   |   |                                    |
|---|---|------------------------------------|
| <input type="radio"/> E-4 or below                          | <input type="radio"/> Civilian GS-7 to GS-11 (or equivalent)  | <input type="radio"/> O-1/O-1E     |
| <input type="radio"/> E-5                                   | <input type="radio"/> Civilian GS-12 or above (or equivalent) | <input type="radio"/> O-2/O-2E     |
| <input type="radio"/> E-6                                   | <input type="radio"/> W-1                                     | <input type="radio"/> O-3/O-3E     |
| <input type="radio"/> E-7                                   | <input type="radio"/> W-2                                     | <input type="radio"/> O-4          |
| <input type="radio"/> E-8                                   | <input type="radio"/> W-3                                     | <input type="radio"/> O-5          |
| <input type="radio"/> E-9                                   | <input type="radio"/> W-4                                     | <input type="radio"/> O-6 or above |
| <input type="radio"/> Civilian GS-1 to GS-6 (or equivalent) | <input type="radio"/> W-5                                     |                                    |

### YOUR MILITARY WORKPLACE

**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

### YOUR MILITARY WORKPLACE

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

- |  | Strongly disagree     | Disagree              | Neither agree nor disagree | Agree                 | Strongly agree        |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. I know what is expected of me at work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

- |   |                       |                       |                       |                       |                       |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| b. I have the materials and equipment I need to do my work right                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. At work, I have the opportunity to do what I do best every duty day                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. In the last 7 duty days, I have received recognition or praise for doing good work | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. My supervisor, or someone at work, seems to care about me as a person              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. There is someone at work who encourages my development                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) To what extent do you agree or disagree with the following statements about your military workplace?**

- |  | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| g. At work, my opinions seem to count  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| h. The mission/purpose of my Reserve component makes me feel my job is important | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| i. My coworkers are committed to doing quality work                              | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| j. I have a best friend at work  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| k. In the last 6 months, someone at work has talked to me about my progress      | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| l. This last year, I have had opportunities at work to learn and to grow         | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**(Continued) To what extent do you agree or disagree with the following statements about your military workplace?**

- |  | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| n. My supervisor helps everyone in my workgroup feel included  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace                         | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| p. At my workplace, all employees are  |                          |                       |                                   |                       |                       |

kept well informed about issues and decisions that affect them

**YOUR MILITARY WORKPLACE**

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

|   | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|---|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| a. If you make a request through channels in your military workgroup, you know somebody will listen | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| b. The leaders in your military workgroup are more interested in looking good than being good       | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| c. You would go for help with a personal problem to people in your military chain-of-command        | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**(Continued) To what extent do you agree or disagree with the following statements about your military workgroup?**

|   | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|---|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| 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    | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| e. You are impressed with the quality of leadership in your military workgroup  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**YOUR MILITARY WORKPLACE**

**44. To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace?**

**Neither**

|   | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|---|--------------------------|-----------------------|---------------------------|-----------------------|-----------------------|
| a. There is very little conflict among your coworkers.          | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>     | <input type="radio"/> | <input type="radio"/> |
| b. Your coworkers put in the effort required for their jobs.    | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>     | <input type="radio"/> | <input type="radio"/> |
| c. The people in your workgroup tend to get along.              | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>     | <input type="radio"/> | <input type="radio"/> |
| d. The people in your workgroup are willing to help each other. | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>     | <input type="radio"/> | <input type="radio"/> |

**To what extent do you agree or disagree with the following statements about THE WORK you do at your military workplace?**

|  | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| e. Your work provides you with a sense of pride.             | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| f. Your work makes good use of your skills.                  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| g. You like the kind of work you do.                         | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| h. Your job gives you the chance to acquire valuable skills. | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

### **YOUR MILITARY WORKPLACE**

**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?**

|   | <b>Never</b>          | <b>Once or twice</b>  | <b>Sometimes</b>      | <b>Often</b>          | <b>Very often</b>     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Using an angry tone of voice                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Avoiding you                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Making you look bad                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Yelling or raising one's voice                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Withholding information from you               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Swearing directed at you                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Talking about you behind your back             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Insulting, criticizing you (including sarcasm) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- 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

### READINESS, HEALTH, AND WELL-BEING

**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

### READINESS, HEALTH, AND WELL-BEING

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

- |   | Definitely<br>false   | Mostly false          | Mostly true           | Definitely<br>true    |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| a. I am as healthy as anybody I know                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. I seem to get sick a little easier than other people | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. I expect my health to get worse                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. My health is excellent                               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### READINESS, HEALTH, AND WELL-BEING

**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.***

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

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

### READINESS, HEALTH, AND WELL-BEING

**50. Overall, how would you rate the current level of stress in your work life?**

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

### READINESS, HEALTH, AND WELL-BEING

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

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

### READINESS, HEALTH, AND WELL-BEING

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

- |  | <b>Never</b>          | <b>Once or twice</b>  | <b>Sometimes</b>      | <b>Often</b>          | <b>Very often</b>     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Been upset because of something that happened unexpectedly?             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Felt that you were unable to control the important things in your life? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Felt nervous and stressed?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Felt confident about your ability to handle your personal problems?     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Felt that things were going your  |                       |                       |                       |                       |                       |

way?

**(Continued) In the past month, how often have you . . .**

|   | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very often            |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| f. Found that you could not cope with all of the things you had to do?        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Been able to control irritations in your life?                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Felt that you were on top of things?                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Been angered because of things that were outside of your control?          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Felt difficulties were piling up so high that you could not overcome them? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### READINESS, HEALTH, AND WELL-BEING

**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."**

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

**(Continued) To what extent have the following created stress in your life in the past 12 months?**

|  | Not at all            | Small<br>extent       | Moderate<br>extent    | Large<br>extent       | Very<br>large<br>extent |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-------------------------|
| f. Relationship with your spouse or significant other      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   |
| g. Relationship with your children or other family members | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>   |

- |  |                       |                       |                       |                       |                       |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| h. Time away from your family  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Crime in your community   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Natural disasters (for example, fires, floods, storms, earthquakes) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) To what extent have the following created stress in your life in the past 12 months?**

- |  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| k. Terrorism, including threat of terrorism    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| l. War or hostilities, including threat of war | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| m. Loss of civilian job                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| n. Loss of career advancement opportunities    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

### READINESS, HEALTH, AND WELL-BEING

**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."***

- |  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| a. Time with family  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| b. Time with friends                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| c. Vacation time   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| d. Work out/physical activity                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| e. TV/movies/music/Internet or other recreation or hobbies | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| f. Financial counseling                                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**(Continued) To what extent have the following reduced stress in your life in the past 12 months?**

- |                              | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|------------------------------|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| g. Financial aid societies   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| h. Spouse employment         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| i. Second income             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| j. Couple/marital counseling | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| k. Personal counseling       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

- l. Domestic violence counseling

**(Continued) To what extent have the following reduced stress in your life in the past 12 months?**

|   | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| m. Drinking/use of alcohol  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| n. Family support groups  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| o. Child care   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| p. Services (to individuals or families) concerning military deployment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| q. Religious activities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| r. Other  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**READINESS, HEALTH, AND WELL-BEING**

**Please specify what else reduced stress in your life in the past 12 months.**

**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.***

|  | <b>No, or does not apply</b> | <b>Yes, but your gender was NOT a factor</b> | <b>Yes, and your gender was a factor</b> |
|--|------------------------------|--|--|
| a. You were rated lower than you deserved on your last military evaluation                 | <input type="radio"/>        | <input type="radio"/>                        | <input type="radio"/>                    |
| b. Your last military evaluation contained unjustified negative comments                   | <input type="radio"/>        | <input type="radio"/>                        | <input type="radio"/>                    |
| c. You were held to a higher performance standard than others in your military job         | <input type="radio"/>        | <input type="radio"/>                        | <input type="radio"/>                    |
| d. You did not get a military award or decoration given to others in similar circumstances | <input type="radio"/>        | <input type="radio"/>                        | <input type="radio"/>                    |
| e. Your current military assignment  | <input type="radio"/>        | <input type="radio"/>                        | <input type="radio"/>                    |

has not made use of your job skills

**(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?**

|   | <b>No, or does not<br/>apply</b> | <b>Yes, but your<br/>gender was NOT<br/>a factor</b> | <b>Yes, and your<br/>gender was a<br/>factor</b> |
|---|----------------------------------|--|--|
| f. Your current military assignment is not good for your career if you continue in the military                                       | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |
| g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement           | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |
| h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |
| i. You did not learn until it was too late of opportunities that would have helped your military career                               | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |

**(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?**

|  | <b>No, or does not<br/>apply</b> | <b>Yes, but your<br/>gender was NOT<br/>a factor</b> | <b>Yes, and your<br/>gender was a<br/>factor</b> |
|--|----------------------------------|--|--|
| j. You were unable to get straight answers about your military promotion possibilities                   | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |
| k. You were excluded from social events important to military career development and being kept informed | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |
| l. You did not get a military job assignment that you wanted and for which you were qualified            | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |
| m. Have you had any other adverse personnel actions in the past 12 months?                               | <input type="radio"/>            | <input type="radio"/>                                | <input type="radio"/>                            |

### **GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

**You indicated, "Yes, and your gender was a factor" in not getting a military assignment that you wanted and for which you were qualified. Was this assignment legally open to women?**

- No
- Yes

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

Please specify what other adverse personnel actions happened to you during the past 12 months.

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

**56. Do you consider ANY of the behaviors (a through m) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sex discrimination?**

- None were sex discrimination
- Some were sex discrimination; some were not sex discrimination
- All were sex discrimination

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

**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) . . .**

|  | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Repeatedly told sexual stories or jokes that were offensive to you? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Referred to people of your gender in insulting or offensive terms?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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?

**(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .**

- |   | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you?                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Put you down or was condescending to you because of your gender?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .**

- |   | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- 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?

**(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .**

- |  | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative?                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Had sex with you without your consent or against your will?                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. Other unwanted gender-related behavior?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

**Please describe what other unwanted gender-related behaviors you've experienced during the past 12 months.**

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

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

- None were sexual harassment
- Some were sexual harassment; some were not sexual harassment
- All were sexual harassment

**ONE SITUATION WITH THE GREATEST EFFECT**

**59. Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.**

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

|  | <b>Did not do this</b> | <b>Did this</b>       |
|--|------------------------|-----------------------|
| a. Repeatedly told sexual stories or jokes that were offensive to you  | <input type="radio"/>  | <input type="radio"/> |
| b. Referred to people of your gender in insulting or offensive terms   | <input type="radio"/>  | <input type="radio"/> |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life) | <input type="radio"/>  | <input type="radio"/> |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)                                    | <input type="radio"/>  | <input type="radio"/> |
| e. Made offensive remarks about your appearance, body, or sexual activities  | <input type="radio"/>  | <input type="radio"/> |

**(Continued) What did the person(s) do during this situation?**

|  | <b>Did not do this</b> | <b>Did this</b>       |
|--|------------------------|-----------------------|
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you                                       | <input type="radio"/>  | <input type="radio"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do) | <input type="radio"/>  | <input type="radio"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it             | <input type="radio"/>  | <input type="radio"/> |
| i. Put you down or was condescending to you because of your gender   | <input type="radio"/>  | <input type="radio"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"   | <input type="radio"/>  | <input type="radio"/> |

**(Continued) What did the person(s) do during this situation?**

|                                      | <b>Did not do this</b> | <b>Did this</b>       |
|--------------------------------------|------------------------|-----------------------|
| k. Made you feel like you were being | <input type="radio"/>  | <input type="radio"/> |

- 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

**(Continued) What did the person(s) do during this situation?**

- |   | <b>Did not do this</b> | <b>Did this</b>       |
|---|------------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative                   | <input type="radio"/>  | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful | <input type="radio"/>  | <input type="radio"/> |
| r. Had sex with you without your consent or against your will                                       | <input type="radio"/>  | <input type="radio"/> |
| s. Other unwanted gender-related behavior?  | <input type="radio"/>  | <input type="radio"/> |

**ONE SITUATION WITH THE GREATEST EFFECT**

**Please describe the other unwanted gender-related behaviors from the situation that HAD THE GREATEST EFFECT ON YOU during the past 12 months.**

**ONE SITUATION WITH THE GREATEST EFFECT**

**The remaining questions in this section refer to the one situation you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly that had the GREATEST EFFECT ON YOU.**

**60. To what degree was this situation . . .**

Not at all   Slightly   Moderately   Very   Extremely

- |                  |                       |                       |                       |                       |                       |
|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| a. Annoying?     | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Offensive?    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Disturbing?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Threatening?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Embarrassing? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Frightening?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### ONE SITUATION WITH THE GREATEST EFFECT

#### 61. Where and when did this situation occur?

- |   | None of it            | Some of it            | Most of it            | All of it             |
|---|-----------------------|-----------------------|-----------------------|-----------------------|
| a. At a military installation   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. At your military work (the place where you perform your military duties) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. While in compensated (pay or points) status                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. While activated or deployed  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. At your civilian work  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. At your civilian school  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. At some other civilian location  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### ONE SITUATION WITH THE GREATEST EFFECT

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

- One person  
 A group (more than one person)

### ONE SITUATION WITH THE GREATEST EFFECT

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

- Male  
 Female  
 Both males and females were involved  
 Gender unknown

### ONE SITUATION WITH THE GREATEST EFFECT

#### 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.

### ONE SITUATION WITH THE GREATEST EFFECT

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

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

### ONE SITUATION WITH THE GREATEST EFFECT

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

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

### ONE SITUATION WITH THE GREATEST EFFECT

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

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

### ONE SITUATION WITH THE GREATEST EFFECT

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

- Once
- Occasionally
- Frequently

### ONE SITUATION WITH THE GREATEST EFFECT

**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

### ONE SITUATION WITH THE GREATEST EFFECT

**70. Is the situation still going on?**

- Yes
- No

### ONE SITUATION WITH THE GREATEST EFFECT

**71. To what extent did you . . .**

|   | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| a. Try to avoid the person(s) who bothered you?                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| b. Try to forget it?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| c. Tell the person(s) you didn't like what he or she was doing? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| d. Stay out of the person's or persons' way?                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| e. Tell yourself it was not really important?                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| f. Talk to some of your <u>family</u> about the situation?      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**(Continued) To what extent did you . . .**

|  | <b>Not at all</b> | <b>Small extent</b> | <b>Moderate extent</b> | <b>Large extent</b> | <b>Very large extent</b> |
|--|-------------------|---------------------|------------------------|---------------------|--------------------------|
|--|-------------------|---------------------|------------------------|---------------------|--------------------------|

- g. Talk to some of your coworkers about the situation?
- h. Talk to some of your friends about the situation?
- i. Talk to a chaplain or counselor about the situation?
- j. Try to avoid being alone with the person(s)?
- k. Tell the person(s) to stop?
- l. Just put up with it?

**(Continued) To what extent did you . . .**

|   | Not at all            | Small extent          | Moderate extent       | Large extent          | Very large extent     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| m. Ask the person(s) to leave you alone?                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Blame yourself for what happened?                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Assume the person(s) meant well?                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. Pray about it?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Pretend not to notice, hoping the person(s) would leave you alone? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Do something else in response to the situation?                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION WITH THE GREATEST EFFECT**

**Please specify what else you did in response to the situation.**

**ONE SITUATION WITH THE GREATEST EFFECT**

**72. Do you consider this situation to have been sexual harassment?**

- Definitely was not sexual harassment
- Probably was not sexual harassment
- Uncertain
- Probably was sexual harassment
- Definitely was sexual harassment

**ONE SITUATION WITH THE GREATEST EFFECT**

**73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.**

- |  | 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. | <input type="radio"/> | <input type="radio"/> |
| b. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints at your civilian school                      | <input type="radio"/> | <input type="radio"/> |
| c. Community officials, office, or courts (for example, local police or harassment hotline)  | <input type="radio"/> | <input type="radio"/> |

#### ONE SITUATION WITH THE GREATEST EFFECT

**74. Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each.**

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

#### ONE SITUATION WITH THE GREATEST EFFECT

**75. Did you answer "Yes" to at least one item in Question 74?**

- Yes  
 No

**76. What actions were taken in response to your report?**

|  | <b>Yes</b>            | <b>No</b>             | <b>Don't know</b>     |
|--|-----------------------|-----------------------|-----------------------|
| a. Person(s) who bothered you was/were talked to about the behavior  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Your complaint was/is being investigated  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. You were encouraged to drop the complaint   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| 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.) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. No action was taken   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION WITH THE GREATEST EFFECT****77. How satisfied are you with the following aspects of the reporting process?**

|   | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>   | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>      | <b>Very<br/>satisfied</b> |
|---|------------------------------|-----------------------|---|-----------------------|---------------------------|
| a. Availability of information about how to file a complaint                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| b. Treatment by personnel handling your complaint                           | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| c. Amount of time it took/is taking to resolve your complaint               | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| d. How well you were/are kept informed about the progress of your complaint | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| e. Degree to which your privacy was/is being protected                      | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |

**ONE SITUATION WITH THE GREATEST EFFECT****78. Is the action still being processed?**

- Yes  
 No

**ONE SITUATION WITH THE GREATEST EFFECT**

**79. Was your complaint found to be true?**

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

**ONE SITUATION WITH THE GREATEST EFFECT****80. What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each.**

|   | <b>Yes</b>            | <b>No</b>             | <b>Don't know</b>     |
|---|-----------------------|-----------------------|-----------------------|
| a. The outcome of your complaint was explained to you           | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. The situation was corrected                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. Some action was taken against the person(s) who bothered you | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. Nothing was done about the complaint                         | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. Action was taken against you                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION WITH THE GREATEST EFFECT****81. How satisfied were you with the outcome of your complaint?**

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

**ONE SITUATION WITH THE GREATEST EFFECT**

**Please specify why you were dissatisfied/very dissatisfied with the outcome of your complaint.**

**ONE SITUATION WITH THE GREATEST EFFECT****82. Did you report all of the behaviors you experienced to one of the installation/Reserve component/DoD individuals or organizations?**

- Yes
- No

### ONE SITUATION WITH THE GREATEST EFFECT

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

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| a. Was not important enough to report                                 | <input type="radio"/> | <input type="radio"/> |
| b. You did not know how to report                                     | <input type="radio"/> | <input type="radio"/> |
| c. You felt uncomfortable making a report                             | <input type="radio"/> | <input type="radio"/> |
| d. You took care of the problem yourself                              | <input type="radio"/> | <input type="radio"/> |
| e. You talked to someone informally in your military chain-of-command | <input type="radio"/> | <input type="radio"/> |
| f. You did not think anything would be done if you reported           | <input type="radio"/> | <input type="radio"/> |

**(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?**

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| g. You thought you would not be believed if you reported              | <input type="radio"/> | <input type="radio"/> |
| h. You thought your military coworkers would be angry if you reported | <input type="radio"/> | <input type="radio"/> |
| i. You wanted to fit in   | <input type="radio"/> | <input type="radio"/> |
| j. You thought reporting would take too much time and effort          | <input type="radio"/> | <input type="radio"/> |
| k. You thought you would be labeled a troublemaker if you reported    | <input type="radio"/> | <input type="radio"/> |
| l. A <u>peer</u> talked you out of making a formal complaint          | <input type="radio"/> | <input type="radio"/> |

**(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?**

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| m. A <u>supervisor</u> talked you out of making a formal complaint                              | <input type="radio"/> | <input type="radio"/> |
| n. You did not want to hurt the person's or persons' feelings, family, or career                | <input type="radio"/> | <input type="radio"/> |
| o. You thought your performance evaluation or chance for promotion would suffer if you reported | <input type="radio"/> | <input type="radio"/> |
| p. You were afraid of retaliation from the <u>person(s) who did it</u>                          | <input type="radio"/> | <input type="radio"/> |

- q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it
- r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command

**(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?**

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| s. You thought it would negatively impact your <u>civilian</u> job  | <input type="radio"/> | <input type="radio"/> |
| t. Although the incident(s) occurred in a <u>civilian</u> environment, you thought it would negatively impact your <u>military</u> career | <input type="radio"/> | <input type="radio"/> |
| u. You were warned not to complain  | <input type="radio"/> | <input type="radio"/> |
| v. You had already reported the situation to <u>civilian</u> individuals or organizations   | <input type="radio"/> | <input type="radio"/> |
| w. Some other reason  | <input type="radio"/> | <input type="radio"/> |

### ONE SITUATION WITH THE GREATEST EFFECT

**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          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. You were blamed for the situation                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. People gossiped about you in an unkind or negative way | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| d. You lost perks/privileges that you had before          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| e. You were given less favorable job duties               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. You were denied an opportunity for training            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) Did any of the following things happen in response to how you handled the situation?**

- |   | Yes                   | No                    | Don't know            |
|---|-----------------------|-----------------------|-----------------------|
| g. You were given an unfair job performance appraisal | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- 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.**

- |  | Yes                   | No                    | Don't know            |
|--|-----------------------|-----------------------|-----------------------|
| a. Senior leadership of my Reserve component | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| b. Senior leadership of my installation/ship | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| c. My immediate supervisor                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**PERSONNEL POLICY AND PRACTICES**

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

- Yes
- No

**PERSONNEL POLICY AND PRACTICES**

**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."**

**PERSONNEL POLICY AND PRACTICES**

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

- |  | Strongly disagree     | Disagree              | Neither agree nor disagree | Agree                 | Strongly agree        |
|--|-----------------------|-----------------------|----------------------------|-----------------------|-----------------------|
| a. Provides a good understanding of what words and actions are considered sexual harassment. | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>      | <input type="radio"/> | <input type="radio"/> |

- b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole.
- c. Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties.
- d. Identifies behaviors that are offensive to others and should not be tolerated.

**(Continued) My Reserve component's training . . .**

- |   | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|---|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| e. Gives useful tools for dealing with sexual harassment.   | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| f. Makes you feel it is safe to complain about unwanted, sex-related attention.                     | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| g. Provides information about military policies, procedures, and consequences of sexual harassment. | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**PERSONNEL POLICY AND PRACTICES**

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

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

**PERSONNEL POLICIES AND PRACTICES**

**Please specify why the training you received was not at all effective in actually reducing/preventing sexual harassment.**

**PERSONNEL POLICY AND PRACTICES**

**90. In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . .**

|  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| a. MILITARY UNIT/WORKGROUP<br>- Policies forbidding sexual harassment publicized?                            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| b. MILITARY UNIT/WORKGROUP<br>- Complaint procedures related to sexual harassment publicized?                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| c. MILITARY UNIT/WORKGROUP<br>- Complaints about sexual harassment taken seriously no matter who files them? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| d. MILITARY UNIT/WORKGROUP<br>- Enlisted members required to attend formal sexual harassment training?       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**(Continued) In your MILITARY UNIT/WORKGROUP, to what extent are . . .**

|   | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| e. MILITARY UNIT/WORKGROUP<br>- Officers required to attend formal sexual harassment training?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| f. MILITARY UNIT/WORKGROUP<br>- Leaders consistently modeling respectful behavior to both male and female personnel?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| g. MILITARY UNIT/WORKGROUP<br>- Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**At your MILITARY DUTY STATION/SHIP, to what extent are/is . . .**

|   | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| h. MILITARY DUTY STATION/SHIP - Policies forbidding sexual harassment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

- publicized?
- i. MILITARY DUTY STATION/SHIP - Complaint procedures related to sexual harassment publicized?
- j. MILITARY DUTY STATION/SHIP - Complaints about sexual harassment taken seriously no matter who files them?
- k. MILITARY DUTY STATION/SHIP - There is a specific office with the authority to investigate sexual harassment complaints?

**(Continued) At your MILITARY DUTY STATION/SHIP, to what extent are/is . . .**

- |  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| l. MILITARY DUTY STATION/SHIP - Enlisted members required to attend formal sexual harassment training?               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| m. MILITARY DUTY STATION/SHIP - Officers required to attend formal sexual harassment training?                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| n. MILITARY DUTY STATION/SHIP - Leaders consistently modeling respectful behavior to both male and female personnel? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**In your SERVICE/RESERVE COMPONENT, to what extent is . . .**

- |  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| o. SERVICE/RESERVE COMPONENT - An advice/hotline available for reporting sexual harassment complaints? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

## PERSONNEL POLICY AND PRACTICES

**91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?**

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

### PERSONNEL POLICY AND PRACTICES

**92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?**

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

### PERSONNEL POLICY AND PRACTICES

**93. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?**

- Much less often
- Less often
- About the same
- More often
- Much more often

### PERSONNEL POLICY AND PRACTICES

**94. In your opinion, how often does sexual harassment occur at military workplaces compared to civilian workplaces?**

- 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

### TAKING THE SURVEY

**95. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.***

### COMMENTS

96. Place holder Q96

**97. If you have comments or concerns that you were not able to express in answering this survey, please type them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.**

# APPENDIX B

## Cover letters



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

March 5, 2004

#BWNHVYT \*\*\*\*\*3-DIGIT SCH 006  
#2300 1000 1819#  
CPL ORLANDO SAMPLE ARNG  
PO BOX 1125  
ANYTOWN PR 00601-1125



Dear Corporal Sample:

You have been selected to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the National Guard/Reserve. The information obtained from this survey will assist senior officials in improving the workplace for all National Guard/Reserve members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other National Guard/Reserve members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect, or your address will soon change, please take a moment to let us know by calling the Survey Processing Center toll-free at 1-800-881-5307. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail (e-mail) to [WGRRsurvey@osd.pentagon.mil](mailto:WGRRsurvey@osd.pentagon.mil) or via facsimile at 1-763-268-3011. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. Again, if you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Thank you for your time and assistance in this important effort.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)

**P.S. for Families of Deployed Members:** We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this letter to his/her current address. Thank you.





UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

April 2, 2004

#BWNHVYT \*\*\*\*\*3-DIGIT 331  
#2300 1095 2664#  
MAJ JUDITH SAMPLE USAFR  
3513 SW ELM ST  
ANYTOWN FL 33155-3973



Dear Major Sample:

We recently mailed you a letter asking you to participate (either via paper survey or the Web) in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, thank you. If you have not had a chance to complete the survey or were thinking about not participating, I ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop as necessary. Simply go to the Web address below and enter your **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

If you prefer to respond via the paper survey, but have not received a copy, please inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also send changes via electronic mail (e-mail) to [WGRRSurvey@osd.pentagon.mil](mailto:WGRRSurvey@osd.pentagon.mil) or via facsimile at 1-763-268-3011. You may mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. If you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)

**P.S. for Families of Deployed Members:** Please help us reach your family member by forwarding this letter to his/her current address. Thank you.



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

April 16, 2004

#BWNHVYT \*\*\*\*\*5-DIGIT 20744  
#2300 0077 6610#  
LT SYDNEY P SAMPLE USNR  
1100 ELM ST  
ANYTOWN MD 20744-5913



Dear Lieutenant Sample:

Several weeks ago, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. Your participation is very important. The survey results will help the Department of Defense to assess workplace issues in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other National Guard/Reserve members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not yet responded, please fill out the questionnaire and return it in the provided postage-paid envelope or complete the survey on the Web at:

<http://www.dodsurvey.net>

To take this survey online, you will need to enter this **Ticket Number: JXXXXXXX**. It is not necessary for you to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary.

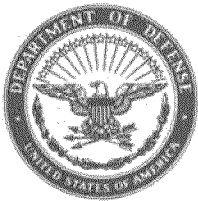
If you cannot access the Web or you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, send a facsimile to 1-763-268-3011, or e-mail [WGRRSurvey@osd.pentagon.mil](mailto:WGRRSurvey@osd.pentagon.mil).

Your time and cooperation are appreciated.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)

**P.S. for Families of Deployed Members:** We want to give every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this survey to his/her current address. Thank you.



UNDER SECRETARY OF DEFENSE  
4000 DEFENSE PENTAGON  
WASHINGTON, D.C. 20301-4000

PERSONNEL AND  
READINESS

May 7, 2004

#BWNHVYT \*\*\*\*\*3-DIGIT 640  
#2300 0165 9500#  
CWO4 DANIEL SAMPLE USMCR  
PO BOX 226  
ANYTOWN MO 64024-0226



Dear Chief Warrant Officer Sample:

Recently, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. At the time this letter was prepared, your completed questionnaire had not been received by the Survey Processing Center. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all Reserve component personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take the time to complete the enclosed questionnaire and return it in the postage-paid envelope or complete the survey via the Web. To access the Web version of the survey, go to the following Web address and enter this **Ticket Number: JXXXXXXX**

<http://www.dodsurvey.net>

It is not necessary to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. If you cannot access the Web or you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail [WGRRSurvey@osd.pentagon.mil](mailto:WGRRSurvey@osd.pentagon.mil) or send a facsimile to 1-763-268-3011. For your views to be included in the survey results, your survey must be received within 3 weeks of receiving this letter. The results of the survey will also be on the Web after a summary is prepared.

Thank you for your time and assistance in this very important effort.

Sincerely,

David S. C. Chu  
Under Secretary of Defense  
(Personnel and Readiness)



March 5, 2004

#BWNHVYT  
#2300 1072 8023#  
LT SARAH L SAMPLE USCGR  
3456 TOWN RD N  
ANYTOWN CA 94939-2226



Dear Lieutenant Sample:

You have been selected to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members* and should receive a survey in the mail in the next few weeks. This survey will ask for your attitudes and opinions on a variety of topics related to your workplace and gender relations in the National Guard/Reserve. The information obtained from this survey will assist senior officials in improving the workplace for all National Guard/Reserve members.

I urge you to complete your survey when it arrives. This is your opportunity to provide input into the formulation of policies that directly affect you and other National Guard/Reserve members. I assure you that your responses will be kept confidential. Only group statistics will be compiled and reported. No information about you as an individual will be released.

If the address on this mailing is incorrect, or your address will soon change, please take a moment to let us know by calling the Survey Processing Center toll-free at 1-800-881-5307. If you prefer, you may also mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. You can also send your changes via electronic mail (e-mail) to [WGRRsurvey@osd.pentagon.mil](mailto:WGRRsurvey@osd.pentagon.mil) or via facsimile at 1-763-268-3011. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. Again, if you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Thank you for your time and assistance in this important effort.

Sincerely,

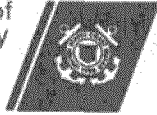
A handwritten signature in black ink, appearing to read "R. Papp, Jr." with a stylized flourish at the end.

R.J. Papp, Jr.  
Rear Admiral, U.S. Coast Guard  
Director of Reserve and Training

**P.S. for Families of Deployed Members:** We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this letter to his/her current address. Thank you.

U.S. Department of  
Homeland Security

United States  
Coast Guard



Commandant  
United States Coast Guard

2100 Second Street, S.W.  
Washington, DC 20593-0001  
Staff Symbol: G-WTR  
Phone: (202) 267-0616  
FAX: (202) 267-0205

March 19, 2004

#BWNHVYT \*\*\*\*\*3-DIGIT 028

#2300 0072 6839#

PO2 TIMOTHY G SAMPLE USCGR

PO BOX 1720

ANYTOWN RI 02807-1720



Dear Petty Officer Sample:

The Department of Defense is seeking your help in gathering important information about workplace and gender-relations issues in the National Guard/Reserve. You were selected in a scientific sample of National Guard/Reserve members to participate in this study. The information you and other Reservists provide will be used both to evaluate policies and programs and to identify areas where improvements are needed.

Completing the enclosed survey should take about 30 to 45 minutes of your time. Please provide frank responses to the survey questions. I assure you your responses will be kept confidential. Only group statistics will be reported. To conduct the survey, administrators must know your identity to provide you with the survey materials; however, this information will be used only in administering the survey. No information about an individual will be released.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. Simply go to the Web address below and input your **Ticket Number: JXXXXXX**

<http://www.dodsurvey.net>

If you choose to complete the paper survey, please return it at your earliest convenience in the enclosed, pre-addressed, postage-paid envelope. If you have any questions, you may send electronic mail (e-mail) to [WGRRSurvey@osd.pentagon.mil](mailto:WGRRSurvey@osd.pentagon.mil) or leave a message any time, toll-free, at 1-800-881-5307. In all communication with the Survey Processing Center, please include the mailing number from the lower right corner of this letter.

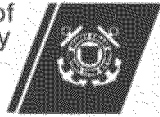
Thank you for your time and cooperation in completing this survey.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Papp, Jr." with a stylized flourish at the end.

R.J. Papp, Jr.  
Rear Admiral, U.S. Coast Guard  
Director of Reserve and Training

**P.S. for Families of Deployed Members:** We want to provide every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this survey to his/her current address. Thank you.



April 2, 2004

#BWNHVYT \*\*\*\*\*3-DIGIT 554  
#2300 1145 8695#  
PO2 STEVEN J SAMPLE USCGR  
4321 ELM ST NW  
ANYTOWN MN 55448-1189



Dear Petty Officer Sample:

We recently mailed you a letter asking you to participate (either via paper survey or the Web) in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. If you have already completed the survey, thank you. If you have not had a chance to complete the survey or were thinking about not participating, I ask you to reconsider. Your participation is crucial. You were scientifically selected, as part of a small group of people, to participate in this survey. Therefore, your answers will represent the views of many others like yourself. Be assured your responses will be completely confidential. Only group statistics will be reported. No information about you as an individual will be used.

Should you prefer, you may use the Web to complete this survey. You will not need to take the survey in one sitting. The Web site has been set up to allow you to start and stop as necessary. Simply go to the Web address below and enter your **Ticket Number: JXXXXXX**

<http://www.dodsurvey.net>

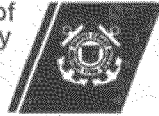
If you prefer to respond via the paper survey, but have not received a copy, please inform the Survey Processing Center of your correct address. You may register your new address by calling the Survey Processing Center any time, toll-free, at 1-800-881-5307. You may also send changes via electronic mail (e-mail) to [WGRRsurvey@osd.pentagon.mil](mailto:WGRRsurvey@osd.pentagon.mil) or via facsimile at 1-763-268-3011. You may mark the address changes on this letter and mail it to DMDC Survey Processing Center, Data Recognition Corporation, 8900 Wyoming Avenue North, Brooklyn Park, MN 55445. In all communications with the Survey Processing Center, please include the mailing number from the lower right corner of this letter. If you have any questions related to the survey, you can also call the Survey Processing Center toll-free at 1-800-881-5307.

Your time and cooperation in this very important effort are greatly appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Papp, Jr.", written in a cursive style.

R.J. Papp, Jr.  
Rear Admiral, U.S. Coast Guard  
Director of Reserve and Training



April 16, 2004

#BWNHVYT  
#2300 0142 2289#  
CAPT JULIE L SAMPLE USCGR  
2338 MAIN STREET  
ANYTOWN CA 94591-6364



Dear Captain Sample:

Several weeks ago, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. Your participation is very important. The survey results will help the Department of Defense to assess workplace issues in the military and to identify areas where improvements are needed. This is your opportunity to provide input in the formulation of policies that directly affect you and other National Guard/Reserve members.

A duplicate survey is enclosed in case you misplaced your original questionnaire. If you have already completed and returned your questionnaire, please discard this duplicate survey and accept my thanks. If you have not yet responded, please fill out the questionnaire and return it in the provided postage-paid envelope or complete the survey on the Web at:

<http://www.dodsurvey.net>

To take this survey online, you will need to enter this **Ticket Number: JXXXXXXX**. It is not necessary for you to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary.

If you cannot access the Web or you have any questions pertaining to the survey, please call the Survey Processing Center at 1-800-881-5307, send a facsimile to 1-763-268-3011, or e-mail [WGRRsurvey@osd.pentagon.mil](mailto:WGRRsurvey@osd.pentagon.mil).

Your time and cooperation are appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Papp, Jr.", written over a large, stylized initial "P".

R.J. Papp, Jr.  
Rear Admiral, U.S. Coast Guard  
Director of Reserve and Training

**P.S. for Families of Deployed Members:** We want to give every National Guard/Reserve member a voice, including those who are deployed. Please help us reach your family member by forwarding this survey to his/her current address. Thank you.



May 7, 2004

#BWNHVYT  
#2300 0201 3863#  
SN EDWARD J SAMPLE USCGR  
1252 ABC ST  
ANYTOWN CA 92020-1434



Dear Seaman Sample:

Recently, you were asked to participate in the *2004 Workplace and Gender Relations Survey of Reserve Component Members*. At the time this letter was prepared, your completed questionnaire had not been received by the Survey Processing Center. Because your views and opinions are important, I urge you to take this final opportunity to complete the survey.

The survey findings will be reviewed by senior Defense officials and used in the formulation of military personnel policies. We have sent the survey to a scientifically selected sample of people so that the survey findings can accurately represent the opinions and attitudes of all Reserve component personnel. However, the success of this method is dependent on you, and others like you, who are willing to complete and return the questionnaire.

If you have already completed the survey, we thank you for your time and cooperation. If you have not already done so, please take time to complete the enclosed questionnaire and return it in the postage-paid envelope or complete the survey via the Web. To access the Web version of the survey, go to the following Web address and enter this **Ticket Number: JXXXXXXX**

**<http://www.dodsurvey.net>**

It is not necessary to complete the online survey in one sitting. The Web site has been set up to allow you to start and stop, as necessary. If you cannot access the Web or you have any questions pertaining to the survey, please call our Survey Processing Center at 1-800-881-5307, e-mail [WGRRSurvey@osd.pentagon.mil](mailto:WGRRSurvey@osd.pentagon.mil) or send a facsimile to 1-763-268-3011. For your views to be included in the survey results, your survey must be received within 3 weeks of receiving this letter. The results of this survey will also be on the Web after a summary is prepared.

Thank you for your time and assistance in this very important effort.

Sincerely,

A handwritten signature in black ink, appearing to read "R. Papp, Jr." with a stylized flourish at the end.

R. J. Papp, Jr.  
Rear Admiral, U.S. Coast Guard  
Director of Reserve and Training

# APPENDIX C

## Annotated Questionnaires

**2004 Workplace and Gender Relations Survey of  
Reserve Component Members**

## 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., 5900 Baker Rd., Minnetonka, MN 55345-5967).
- 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.

## COPYRIGHTED MATERIAL

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

## BACKGROUND

SRSEX

### 1. Are you . . . ?

- 1  Male  
2  Female

SRED

### 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.*

- 01  Less than 12 years of school (no diploma)  
02  GED or other high school equivalency certificate  
03  High school diploma  
04  Less than 2 years of college credits, but no college degree  
05  2-year college degree (AA/AS)  
06  More than 2 years of college credits, but no 4-year college degree  
07  4-year college degree (BA/BS)  
08  Some graduate school, but no graduate degree  
09  Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

SRHISPA. Note

### 3. Are you Spanish/Hispanic/Latino?

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

SRRACEA-F. Note

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

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

SRRACESP. Note

Please print

SRMARST

### 5. What is your marital status?

- 1  Married  
2  Separated  
3  Divorced  
4  Widowed  
5  Never married

SRCOMP

### 6. Of which Reserve component are you a member?

- 1  Army National Guard      2  Army Reserve  
3  Naval Reserve                      4  Marine Corps Reserve  
5  Air National Guard.....6  Air Force Reserve  
7  Coast Guard Reserve



q. Number of recent activations or deployments you have experienced

GR16

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

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

GR17

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

- 5 Strongly agree |
- 4 Agree | |
- 3 Neither agree nor disagree | | |
- 2 Disagree | | | |
- 1 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.

GR18A-GR18B

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

- |                    |                                     |                                     |
|--------------------|-------------------------------------|-------------------------------------|
|                    | 2                                   | 1                                   |
|                    | Yes                                 | No                                  |
| a. A male friend   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. A female friend | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

## 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).

GR19

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.*

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

GR20 GR20SK Note

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

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

GR21 GR21SK Note

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

- 1  Voluntary
- 2  Involuntary
- 3  Both

GR22 GR22SK Note

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

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

GR23 GR23SK Note

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?

- 1  CONUS
- 2  OCONUS
- 3  Both

GR24 GR24SK Note

24. Are you currently activated?

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

GR25 GR25SK Note

25. Are you currently deployed?

- 2  Yes
- 1  No

GR26. GR26SK. Note

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?

- 2 [X] Yes=>IF YES, GO TO QUESTION 36
1 [X] No =>IF NO, CONTINUE WITH QUESTION 27

GR27. GR27SK. Note

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.)

- 2 [X] Yes
1 [X] No

GR28. GR28SK. Note

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.)

- 2 [X] Yes=>IF YES, GO TO QUESTION 30
1 [X] No=>IF NO, CONTINUE WITH QUESTION 29

GR29. GR29SK. Note

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

- 3 [X] Yes, full-time (35 hours or more per week)
2 [X] Yes, part-time (less than 35 hours per week)
1 [X] No

GR30. GR30SK. Note

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

- 3 [X] Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)->IF YES, GO TO QUESTION 36
2 [X] Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)->IF YES, GO TO QUESTION 36
1 [X] No=>IF NO, GO TO QUESTION 36

GR31. GR31SK. Note

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?

- 2 [X] Yes=>IF YES, GO TO QUESTION 36
1 [X] No=>IF NO, CONTINUE WITH QUESTION 32

GR32. GR32SK. Note

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.)

- 2 [X] Yes
1 [X] No

GR33. GR33SK. Note

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.)

- 2 [X] Yes=>IF YES, GO TO QUESTION 35
1 [X] No=>IF NO, CONTINUE WITH QUESTION 34

GR34. GR34SK. Note

34. Do you have a civilian job?

- 3 [X] Yes, full-time (35 hours or more per week)
2 [X] Yes, part-time (less than 35 hours per week)
1 [X] No

GR35. GR35SK. Note

35. Are you a student in a civilian school?

- 3 [X] Yes, full-time (full-time is considered an equivalent of 12 credit hours or more per semester)
2 [X] Yes, part-time (part-time is considered an equivalent of less than 12 credit hours per semester)
1 [X] No

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

GR36

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 [ ] [ ] [ ]

GR37

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

YEARS [ ] [ ]

GR38A-GR38C

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

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

GR39

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

- 1 [X] Male
2 [X] Female

GR40

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

- 01 [X] E-4 or below 11 [X] W-1 21 [X] O-1/O-1E
02 [X] E-5 12 [X] W-2 22 [X] O-2/O-2E
03 [X] E-6 13 [X] W-3 23 [X] O-3/O-3E
04 [X] E-7 14 [X] W-4 24 [X] O-4
05 [X] E-8 15 [X] W-5 25 [X] O-5
06 [X] E-9 26 [X] O-6 or above
07 [X] Civilian GS-1 to GS-6 (or equivalent)
08 [X] Civilian GS-7 to GS-11 (or equivalent)
09 [X] Civilian GS-12 or above (or equivalent)

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

- 1  All men
- 2  Almost entirely men
- 3  More men than women
- 4  About equal numbers of men and women
- 5  More women than men
- 6  Almost entirely women
- 7  All women

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

- |  |                               |  |  |  |  |  |
|--|-------------------------------|--|--|--|--|--|
|  | 5. Strongly agree             |  |  |  |  |  |
|  | 4. Agree                      |  |  |  |  |  |
|  | 3. Neither agree nor disagree |  |  |  |  |  |
|  | 2. Disagree                   |  |  |  |  |  |
|  | 1. 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.
  - 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?

- |                               |  |  |  |  |
|-------------------------------|--|--|--|--|
| 5. Strongly agree             |  |  |  |  |
| 4. Agree                      |  |  |  |  |
| 3. Neither agree nor disagree |  |  |  |  |
| 2. Disagree                   |  |  |  |  |
| 1. 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 .....

GR44A-H

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

- 5.....Strongly agree|
- 4.....Agree|
- 3.....Neither agree nor disagree|
- 2.....Disagree|
- 1.....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.

GR45A-GR45J

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

- 5.....Very often|
- 4.....Often|
- 3.....Sometimes|
- 2.....Once or twice|
- 1.....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**

GR46

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

- 5  Very well prepared    2  Poorly prepared
- 4  Well prepared            1  Very poorly prepared
- 3  Neither well nor poorly prepared

GR47

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

- 5  Very well prepared    2  Poorly prepared
- 4  Well prepared            1  Very poorly prepared
- 3  Neither well nor poorly prepared

GR48A-GR48D

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

- 4.....Definitely true|
- 3.....Mostly true|
- 2.....Mostly false|
- 1.....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.

GR49A-GR49D

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.

- 4.....All or most of the time|
- 3.....A good bit of the time|
- 2.....Some of the time|
- 1.....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)

GR50

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

- 5  Much less than usual    2  More than usual
- 4  Less than usual            1  Much more than usual
- 3  About the same as usual

GR51

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

- 5  Much less than usual    2  More than usual
- 4  Less than usual            1  Much more than usual
- 3  About the same as usual

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

- 5.....Very often|
- 4.....Often|
- 3.....Sometimes|
- 2.....Once or twice|
- 1.....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."

- 5.....Very large extent|
- 4.....Large extent|
- 3.....Moderate extent|
- 2.....Small extent|
- 1.....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)
- 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."

- 5.....Very large extent|
- 4.....Large extent|
- 3.....Moderate extent|
- 2.....Small extent|
- 1.....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 (Please specify below.)

GR54SP, Note  
Please print.

## GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55A-GR55N, GR55SK1, GR55SK2, Note

**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.**

3.....Yes, and your gender was a factor|  
 2.....Yes, but your gender was NOT a factor| |  
 1.....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 military 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 until it was too late 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**

1                       ...2

- n. Have you had any other adverse personnel actions in the past 12 months? *If "Yes," please specify below.*

GB55SP, Note  
Please print.

GR56, GR56SK, Note

**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?**

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

GR57A-GR57S, GR57SK, Note

**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) . . .**

5.....Very often|  
 4.....Often| |  
 3.....Sometimes| | |  
 2.....Once or twice| | | |  
 1.....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?"

- 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? *Unless you mark "Never," please describe below.*

GR57SP, Note  
Please print.

GR58, GR58SK, Note

**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?**

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

**ONE SITUATION WITH THE GREATEST EFFECT**

GR59A-GR59S, GR59SK, Note

**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.**

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

- 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 *If you mark "Did this," please describe below.*

GR59SP, Note  
Please print.

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

GR60A-GR60F, GR60SK, Note

**60. To what degree was this situation...**

- 5.....Extremely|
- 4.....Very|
- 3.....Moderately|
- 2.....Slightly|
- 1.....Not at all|

- a. Annoying?
- b. Offensive?
- c. Disturbing?
- d. Threatening?
- e. Embarrassing?
- f. Frightening?

GR61A-GR61D, GR61SK, Note

**61. Where and when did this situation occur?**

- 4.....All of it|
- 3.....Most of it|
- 2.....Some of it|
- 1.....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

GR62, GR62SK, Note

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

- 1  One person
- 2  A group (more than one person)

GR63, GR63SK, Note

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

- 1  Male
- 2  Female
- 3  Both males and females were involved
- 4  Gender unknown

GR64, GR64SK, Note

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

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

GR65, GR65SK, Note

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

- 2  Yes
- 1  No
- N  Does not apply, no civilian job

GR66, GR66, Note

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

- 2  Yes
- 1  No
- N  Does not apply, not in school

GR67, GR67SK, Note

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

- |  | 2                                   | 1                                   |
|--|-------------------------------------|-------------------------------------|
|  | Yes                                 | No                                  |
| a. Your immediate military supervisor?                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. Your unit commander?                                    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. Other military person(s) of higher rank/grade than you? | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. Your military coworker(s)?                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. Your military subordinate(s)?                           | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. Your military training instructor?                      | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. Other military person(s)?                               | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. DoD civilian employees?                                 | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. DoD contractors?  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. Other civilian person?                                  | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

GR68, GR68SK, Note

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

- 1  Once
- 2  Occasionally
- 3  Frequently

GR69, GR69SK, Note

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

- 1  Less than 1 week
- 2  1 week to less than 1 month
- 3  1 month to less than 3 months
- 4  3 months to less than 6 months
- 5  6 months to less than 9 months
- 6  9 months to less than 12 months
- 7  12 months or more

GR70, GR70SK, Note

**70. Is the situation still going on?**

- 2  Yes
- 1  No

GR71A-GR71R, GR71SK1, GR71SK2, Note

**71. To what extent did you...**

- 5.....Very large extent|
- 4.....Large extent| |
- 3.....Moderate extent| | |
- 2.....Small extent| | | |
- 1.....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?
- d. Stay out of the person's or persons' way?
- e. Tell yourself it was not really important?
- f. Talk to some of your family about the situation?
- g. Talk to some of your coworkers about the situation?
- h. Talk to some of your friends about the situation?
- i. Talk to a chaplain or counselor about the situation?
- j. Try to avoid being alone with the person(s)?
- k. Tell the person(s) to stop?
- l. Just put up with it?
- m. Ask the person(s) to leave you alone?

- n. Blame yourself for what happened?
- o. Assume the person(s) meant well?
- p. Pray about it?
- q. Pretend not to notice, hoping the person(s) would leave you alone?
- r. Do something else in response to the situation? *Please specify below.*

GR70SP\_Note  
Please print.

GR72, GR72SK\_Note

**72. Do you consider this situation to have been sexual harassment?**

- 1  Definitely was not sexual harassment
- 2  Probably was not sexual harassment
- 3  Uncertain
- 4  Probably was sexual harassment
- 5  Definitely was sexual harassment

GR73A-GR73C, GR73SK\_Note

**73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.**

2    1  
**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)

GR74A-GR74E, GR74SK\_Note

**74. Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each.**

2    1  
**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

GR75

**75. Did you answer "Yes" to at least one item in Question 74?**

- 2  Yes⇒IF YES, CONTINUE WITH QUESTION 76
- 1  No⇒IF NO, GO TO QUESTION 83

GR76A-GR76E, GR76SK\_Note

**76. What actions were taken in response to your report?**

99..... Don't know |  
1..... No | |  
2..... 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

GR77A-GR77E, GR77SK\_Note

**77. How satisfied are you with the following aspects of the reporting process?**

5..... Very satisfied |  
4..... Satisfied | |  
3..... Neither satisfied nor dissatisfied | |  
2..... Dissatisfied | | |  
1..... Very dissatisfied | | | |

- a. Availability of information about how to file a complaint
- b. Treatment by personnel handling your complaint
- c. Amount of time it took/is taking to resolve your complaint
- d. How well you were/are kept informed about the progress of your complaint
- e. Degree to which your privacy was/is being protected

GR78, GR78SK\_Note

**78. Is the action still being processed?**

- 2  Yes⇒IF YES, GO TO QUESTION 82
- 1  No⇒IF NO, CONTINUE WITH QUESTION 79

GR79, GR79SK\_Note

**79. Was your complaint found to be true?**

- 2  Yes
- 1  No
- 4  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.**

99.....Don't know|  
 1.....No|  
 2.....Yes|

- 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?**

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

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

GR79SP, Note  
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?**

- 2  Yes⇒If YES, GO TO QUESTION 84
- 1  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.**

- |   | 2<br>Yes                            | 1<br>No                             |
|---|-------------------------------------|-------------------------------------|
| a. Was not important enough to report                                 | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| b. You did not know how to report                                     | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| c. You felt uncomfortable making a report                             | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| d. You took care of the problem yourself                              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| e. You talked to someone informally in your military chain-of-command | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| f. You did not think anything would be done if you reported           | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| g. You thought you would not be believed if you reported              | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| h. You thought your military coworkers would be angry if you reported | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| i. You wanted to fit in   | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| j. You thought reporting would take too much time and effort          | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| k. You thought you would be labeled a troublemaker if you reported    | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| l. A peer talked you out of making a formal complaint                 | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| m. A supervisor talked you out of making a formal complaint           | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |

- 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 person(s) who did it
- q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it
- r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command
- s. You thought it would negatively impact your civilian job
- t. Although the incident(s) occurred in a civilian environment, you thought it would negatively impact your military career
- u. You were warned not to complain
- v. You had already reported the situation to civilian 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.**

99.....Don't know|  
 1.....No|  
 2.....Yes|

- 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.**

99.....Don't know|  
 1.....No|  
 2.....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?

- 2 [X] Yes=>IF YES, CONTINUE WITH QUESTION 87
1 [X] No=>IF NO, GO TO QUESTION 90

GR087, GR087SK, Note

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 [ ]

GR88A-GR88G, GR88SK, Note

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

- 5 Strongly agree
4 Agree
3 Neither agree nor disagree
2 Disagree
1 Strongly disagree

- a. Provides a good understanding of what words and actions are considered sexual harassment. [X][X][X][X]
b. Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole. [X][X][X][X]
c. Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties. [X][X][X][X]
d. Identifies behaviors that are offensive to others and should not be tolerated. [X][X][X][X]
e. Gives useful tools for dealing with sexual harassment. [X][X][X][X]
f. Makes you feel it is safe to complain about unwanted, sex-related attention. [X][X][X][X]
g. Provides information about military policies, procedures, and consequences of sexual harassment. [X][X][X][X]

GR89, GR89SK1, GR89SK2, Note

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

- 1 [X] Very effective
2 [X] Moderately effective
3 [X] Slightly effective
4 [X] Not at all effective

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

GR87SP, Note
Please print.

90. To what extent are/is...

- 5 Very large extent
4 Large extent
3 Moderate extent
2 Small extent
1 Not at all

IN YOUR MILITARY UNIT/WORKGROUP

- a. Policies forbidding sexual harassment publicized? [X][X][X][X]
b. Complaint procedures related to sexual harassment publicized? [X][X][X][X]
c. Complaints about sexual harassment taken seriously no matter who files them? [X][X][X][X]
d. Enlisted members required to attend formal sexual harassment training? [X][X][X][X]
e. Officers required to attend formal sexual harassment training? [X][X][X][X]
f. Leaders consistently modeling respectful behavior to both male and female personnel? [X][X][X][X]
g. Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates? [X][X][X][X]

AT YOUR MILITARY DUTY STATION/SHIP

- h. Policies forbidding sexual harassment publicized? [X][X][X][X]
i. Complaint procedures related to sexual harassment publicized? [X][X][X][X]
j. Complaints about sexual harassment taken seriously no matter who files them? [X][X][X][X]
k. There is a specific office with the authority to investigate sexual harassment complaints? [X][X][X][X]
l. Enlisted members required to attend formal sexual harassment training? [X][X][X][X]
m. Officers required to attend formal sexual harassment training? [X][X][X][X]
n. Leaders consistently modeling respectful behavior to both male and female personnel? [X][X][X][X]

IN YOUR SERVICE/RESERVE COMPONENT

- o. An advice/hotline available for reporting sexual harassment complaints? [X][X][X][X]

GR91

91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?

- 1 [X] Less of a problem today
2 [X] About the same as 4 years ago
3 [X] More of a problem today

GR92, GR92SK, Note

92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?

- 99 [X] Don't know, you have been in the military less than 4 years
1 [X] Less of a problem today
2 [X] About the same as 4 years ago
3 [X] More of a problem today



**2004 Workplace and Gender Relations Survey of  
Reserve Component Members  
BACKGROUND INFORMATION**

SRSEX

**1. Are you . . . ?**

- 1  Male  
2  Female

**BACKGROUND INFORMATION**

SRED

**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.***

- 1  Less than 12 years of school (no diploma)  
2  GED or other high school equivalency certificate  
3  High school diploma  
4  Less than 2 years of college credits, but no college degree  
5  2-year college degree (AA/AS)  
6  More than 2 years of college credits, but no 4-year college degree  
7  4-year college degree (BA/BS)  
8  Some graduate school, but no graduate degree  
9  Master's, doctoral, or professional school degree (MA/MS/PhD/MD/JD/DVM)

**BACKGROUND INFORMATION**

SRHISPA

**3. Are you Spanish/Hispanic/Latino?**

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

**BACKGROUND INFORMATION**

SRRACEA, SRRACEB, SRRACEC, SRRACED, SRRACEE, SRRACEF

**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

## BACKGROUND INFORMATION

SRRACESP

**Please specify other race.**

## BACKGROUND INFORMATION

SRMARST

**5. What is your marital status?**

- 1  Married
- 2  Separated
- 3  Divorced
- 4  Widowed
- 5  Never married

## BACKGROUND INFORMATION

SRCOMP

**6. Of which Reserve component are you a member?**

- 1  Army National Guard
- 2  Army Reserve
- 3  Naval Reserve
- 4  Marine Corps Reserve
- 5  Air National Guard
- 6  Air Force Reserve
- 7  Coast Guard Reserve

## BACKGROUND INFORMATION

SRGRADE

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

- |                             |                              |                                   |                                       |
|-----------------------------|------------------------------|-----------------------------------|---------------------------------------|
| 1 <input type="radio"/> E-1 | 6 <input type="radio"/> E-6  | 12 <input type="radio"/> W-2      | 22 <input type="radio"/> O-2/O-2E     |
| 2 <input type="radio"/> E-2 | 7 <input type="radio"/> E-7  | 13 <input type="radio"/> W-3      | 23 <input type="radio"/> O-3/O-3E     |
| 3 <input type="radio"/> E-3 | 8 <input type="radio"/> E-8  | 14 <input type="radio"/> W-4      | 24 <input type="radio"/> O-4          |
| 4 <input type="radio"/> E-4 | 9 <input type="radio"/> E-9  | 15 <input type="radio"/> W-5      | 25 <input type="radio"/> O-5          |
| 5 <input type="radio"/> E-5 | 11 <input type="radio"/> W-1 | 21 <input type="radio"/> O-1/O-1E | 26 <input type="radio"/> O-6 or above |

## BACKGROUND INFORMATION

GR08

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

- 2 Yes

- 
- 1  No

## BACKGROUND INFORMATION

GR09

**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)

## SATISFACTION AND RETENTION INTENTION

GR10

**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?**

- 5  Very likely
- 4  Likely
- 3  Neither likely nor unlikely
- 2  Unlikely
- 1  Very unlikely

## SATISFACTION AND RETENTION INTENTION

GR011a

**Are you already eligible for military retirement?**

- 2  Yes
- 1  No

## SATISFACTION AND RETENTION INTENTION

GR011b

**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?**

- 5  Very likely
- 4  Likely
- 3  Neither likely nor unlikely
- 2  Unlikely
- 1

- Very unlikely

### SATISFACTION AND RETENTION INTENTION

GR12

**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)

### SATISFACTION AND RETENTION INTENTION

GR13

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

- 5  Much better
- 4  Somewhat better
- 3  About what you expected
- 2  Somewhat worse
- 1  Much worse

### SATISFACTION AND RETENTION INTENTION

GR14

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

- 5  Much better
- 4  Somewhat better
- 3  About what you expected
- 2  Somewhat worse
- 1  Much worse

### SATISFACTION AND RETENTION INTENTION

GR15A, GR15B, GR15C, GR15D, GR15E, GR15F, GR15G, GR15H, GR15I, GR15J, GR15K, GR15L, GR15M, GR15N, GR15O, GR15P, GR15Q

**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?**

|  | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>        | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>           | <b>Very<br/>satisfied</b>  |
|--|------------------------------|----------------------------|---|----------------------------|----------------------------|
| a. Your total compensation (i.e., base pay, allowances, and bonuses) | 1<br><input type="radio"/>   | 2<br><input type="radio"/> | 3<br><input type="radio"/>                            | 4<br><input type="radio"/> | 5<br><input type="radio"/> |
| b. The type of work you do in your military job                      | <input type="radio"/>        | <input type="radio"/>      | <input type="radio"/>                                 | <input type="radio"/>      | <input type="radio"/>      |
| c. Your opportunities for promotion in your unit                     | <input type="radio"/>        | <input type="radio"/>      | <input type="radio"/>                                 | <input type="radio"/>      | <input type="radio"/>      |
| d. The quality of your coworkers in your unit                        | <input type="radio"/>        | <input type="radio"/>      | <input type="radio"/>                                 | <input type="radio"/>      | <input type="radio"/>      |
| e. The quality of your supervisor in your unit                       | <input type="radio"/>        | <input type="radio"/>      | <input type="radio"/>                                 | <input type="radio"/>      | <input type="radio"/>      |
| f. Military values, lifestyle, and tradition                         | <input type="radio"/>        | <input type="radio"/>      | <input type="radio"/>                                 | <input type="radio"/>      | <input type="radio"/>      |

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

|   | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>   | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>      | <b>Very<br/>satisfied</b> |
|---|------------------------------|-----------------------|---|-----------------------|---------------------------|
| g. Amount of enjoyment from your National Guard/Reserve duty                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| h. Training received during your unit drills                                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| i. Your unit's morale   | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| j. Opportunities for leadership in your unit                                | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| k. Opportunities to use your primary MOS/D/R/AFSC skills during unit drills | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |

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

|   | <b>Very<br/>dissatisfied</b> | <b>Dissatisfied</b>   | <b>Neither<br/>satisfied<br/>nor<br/>dissatisfied</b> | <b>Satisfied</b>      | <b>Very<br/>satisfied</b> |
|---|------------------------------|-----------------------|---|-----------------------|---------------------------|
| l. Types of assignments received                      | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| m. Assignment stability                               | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| n. Your personal workload                             | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |
| o. Time required at National Guard/Reserve activities | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                                 | <input type="radio"/> | <input type="radio"/>     |

- p. Your possibility of being activated or deployed in the future
- q. Number of recent activations or deployments you have experienced

**SATISFACTION AND RETENTION INTENTION**

GR16

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

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

**SATISFACTION AND RETENTION INTENTION**

GR17A, GR17B, GR17C, GR17D, GR17E, GR17F, GR17G, GR17H

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

|  | <b>Strongly disagree</b>          | <b>Disagree</b>                   | <b>Neither agree nor disagree</b> | <b>Agree</b>                      | <b>Strongly agree</b>             |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. I feel like "part of the family" in my Reserve component  | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. My Reserve component has a great deal of personal meaning to me                                     | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. It would be too costly for me to leave my Reserve component in the near future                      | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. I am afraid of what might happen if I quit my Reserve component without having another job lined up | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Too much of my life would be interrupted if I decided to leave my Reserve component now             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) How much do you agree or disagree with the following statements about working for your Reserve component?**

|   | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|---|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| f. I feel a strong sense of belonging to my Reserve component | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| 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

### SATISFACTION AND RETENTION INTENTION

GR18A, GR18B

**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   | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| b. A female friend | <input type="radio"/>             | <input type="radio"/>             |

### 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).**

GR19

**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.***

- 2  Yes  
1  No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR20

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

- 2  Yes  
1  No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR21

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

- 1    Voluntary
- 2    Involuntary
- 3    Both

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR22

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

- 2    Yes
- 1    No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR23

**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?**

- 1    CONUS
- 2    OCONUS
- 3    Both

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR24

**24. Are you currently activated?**

- 2    Yes
- 1    No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR25

**25. Are you currently deployed?**

- 2    Yes
- 1    No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR26

**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?**

2  Yes

1  No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR27

**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.*)**

2  Yes

1  No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR28

**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.*)**

2  Yes

1  No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR29

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

3  Yes, full-time (35 hours or more per week)

2  Yes, part-time (less than 35 hours per week)

1  No

**MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN  
EDUCATION STATUS**

GR30

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

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

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR31

**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?**

- 2  Yes  
1  No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR32

**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.*)**

- 2  Yes  
1  No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR33

**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.*)**

- 2  Yes  
1  No

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

GR34

**34. Do you have a civilian job?**

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

### MILITARY/CIVILIAN PERSONNEL CATEGORIES AND CIVILIAN EDUCATION STATUS

## EDUCATION STATUS

GR35

**35. Are you a student in a civilian school?**

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

## YOUR MILITARY WORKPLACE

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

GR36

**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?**

## YOUR MILITARY WORKPLACE

GR37

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

## YOUR MILITARY WORKPLACE

GR38A, GR38B, GR38C

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

|  | Yes                               | No                                |
|--|-----------------------------------|-----------------------------------|
| a. A student in a resident military course?  | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| b. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender? | <input type="radio"/>             | <input type="radio"/>             |
| c. In a military work environment where members of your gender are uncommon?                       | <input type="radio"/>             | <input type="radio"/>             |

## YOUR MILITARY WORKPLACE

GR39

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

- 1  Male  
 2  Female

## YOUR MILITARY WORKPLACE

GR40

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

- |  |  |  |
|--|--|--|
| <u>1</u> <input type="radio"/> E-4 or below                          | <u>8</u> <input type="radio"/> Civilian GS-7 to GS-11 (or equivalent)  | <u>21</u> <input type="radio"/> O-1/O-1E     |
| <u>2</u> <input type="radio"/> E-5                                   | <u>9</u> <input type="radio"/> Civilian GS-12 or above (or equivalent) | <u>22</u> <input type="radio"/> O-2/O-2E     |
| <u>3</u> <input type="radio"/> E-6                                   | <u>11</u> <input type="radio"/> W-1                                    | <u>23</u> <input type="radio"/> O-3/O-3E     |
| <u>4</u> <input type="radio"/> E-7                                   | <u>12</u> <input type="radio"/> W-2                                    | <u>24</u> <input type="radio"/> O-4          |
| <u>5</u> <input type="radio"/> E-8                                   | <u>13</u> <input type="radio"/> W-3                                    | <u>25</u> <input type="radio"/> O-5          |
| <u>6</u> <input type="radio"/> E-9                                   | <u>14</u> <input type="radio"/> W-4                                    | <u>26</u> <input type="radio"/> O-6 or above |
| <u>7</u> <input type="radio"/> Civilian GS-1 to GS-6 (or equivalent) | <u>15</u> <input type="radio"/> W-5                                    |  |

## YOUR MILITARY WORKPLACE

GR41

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

- 1  All men
- 2  Almost entirely men
- 3  More men than women
- 4  About equal numbers of men and women
- 5  More women than men
- 6  Almost entirely women
- 7  All women

## YOUR MILITARY WORKPLACE

GR42A, GR42B, GR42C, GR42D, GR42E, GR42F, GR42G, GR42H, GR42I, GR42J, GR42K, GR42L, GR42M, GR42N, GR42O, GR42P

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

|  | Strongly disagree                 | Disagree                          | Neither agree nor disagree        | Agree                             | Strongly agree                    |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. I know what is expected of me at work                               | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. I have the materials and equipment I need to do my work right       | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. At work, I have the opportunity to do what I do best every duty day | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. In the last 7 duty days, I have received recognition or praise for  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

- 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

**(Continued) To what extent do you agree or disagree with the following statements about your military workplace?**

- |  | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| g. At work, my opinions seem to count  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| h. The mission/purpose of my Reserve component makes me feel my job is important | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| i. My coworkers are committed to doing quality work                              | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| j. I have a best friend at work  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| k. In the last 6 months, someone at work has talked to me about my progress      | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| l. This last year, I have had opportunities at work to learn and to grow         | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**(Continued) To what extent do you agree or disagree with the following statements about your military workplace?**

- |  | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| m. At my workplace, a person's job opportunities and promotions are based only on work-related characteristics | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| n. My supervisor helps everyone in my workgroup feel included  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| o. I trust my supervisor to deal fairly with issues of equal treatment at my workplace                         | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| p. At my workplace, all employees are kept well informed about issues and decisions that affect them           | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**YOUR MILITARY WORKPLACE**

GR43A, GR43B, GR43C, GR43D, GR43E, GR43F

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

|   | <b>Strongly disagree</b>          | <b>Disagree</b>                   | <b>Neither agree nor disagree</b> | <b>Agree</b>                      | <b>Strongly agree</b>             |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. If you make a request through channels in your military workgroup, you know somebody will listen | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. The leaders in your military workgroup are more interested in looking good than being good       | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. You would go for help with a personal problem to people in your military chain-of-command        | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) To what extent do you agree or disagree with the following statements about your military workgroup?**

|   | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|---|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| 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    | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| e. You are impressed with the quality of leadership in your military workgroup  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| f. The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

**YOUR MILITARY WORKPLACE**

GR44A, GR44B, GR44C, GR44D, GR44E, GR44F, GR44G, GR44H

**44. To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace?**

|  | <b>Strongly disagree</b>          | <b>Disagree</b>                   | <b>Neither agree nor disagree</b> | <b>Agree</b>                      | <b>Strongly agree</b>             |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. There is very little conflict among your coworkers. | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |

- 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.

**To what extent do you agree or disagree with the following statements about THE WORK you do at your military workplace?**

- |  | <b>Strongly disagree</b> | <b>Disagree</b>       | <b>Neither agree nor disagree</b> | <b>Agree</b>          | <b>Strongly agree</b> |
|--|--------------------------|-----------------------|-----------------------------------|-----------------------|-----------------------|
| e. Your work provides you with a sense of pride.             | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| f. Your work makes good use of your skills.                  | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| g. You like the kind of work you do.                         | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |
| h. Your job gives you the chance to acquire valuable skills. | <input type="radio"/>    | <input type="radio"/> | <input type="radio"/>             | <input type="radio"/> | <input type="radio"/> |

### YOUR MILITARY WORKPLACE

GR45A, GR45B, GR45C, GR45D, GR45E, GR45F, GR45G, GR45H, GR45I, GR45J

**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?**

- |   | <b>Never</b>                      | <b>Once or twice</b>              | <b>Sometimes</b>                  | <b>Often</b>                      | <b>Very often</b>                 |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Using an angry tone of voice                   | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Avoiding you                                   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Making you look bad                            | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Yelling or raising one's voice                 | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Withholding information from you               | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| f. Swearing directed at you                       | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| g. Talking about you behind your back             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| h. Insulting, criticizing you (including sarcasm) | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| i. Saying offensive or crude things               | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

about you

- j. Flaunting status or power over you

**READINESS, HEALTH, AND WELL-BEING**

GR46

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

- 5  Very well prepared  
 4  Well prepared  
3  Neither well nor poorly prepared  
 2  Poorly prepared  
 1  Very poorly prepared

**READINESS, HEALTH, AND WELL-BEING**

GR47

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

- 5  Very well prepared  
 4  Well prepared  
3  Neither well nor poorly prepared  
 2  Poorly prepared  
 1  Very poorly prepared

**READINESS, HEALTH, AND WELL-BEING**

GR48A, GR48B, GR48C, GR48D

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

|   | Definitely<br>false               | Mostly false                      | Mostly true                       | Definitely<br>true                |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. I am as healthy as anybody I know                    | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> |
| b. I seem to get sick a little easier than other people | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. I expect my health to get worse                      | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. My health is excellent                               | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**READINESS, HEALTH, AND WELL-BEING**

GR49A, GR49B, GR49C, GR49D

**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.*

|  | Little or<br>none of the<br>time  | Some of the<br>time               | A good bit of<br>the time         | All or most<br>of the time        |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Cut down on the amount of time you spent on work or other activities                              | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> |
| b. Accomplished less than you would like   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Were limited in the kind of work or other activities you do                                       | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Had difficulty performing the work or other activities you do (for example, it took extra effort) | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

### READINESS, HEALTH, AND WELL-BEING

GR50

**50. Overall, how would you rate the current level of stress in your work life?**

- 5  Much less than usual  
4  Less than usual  
3  About the same as usual  
2  More than usual  
1  Much more than usual

### READINESS, HEALTH, AND WELL-BEING

GR51

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

- 5  Much less than usual  
4  Less than usual  
3  About the same as usual  
2  More than usual  
1  Much more than usual

### READINESS, HEALTH, AND WELL-BEING

GR52A, GR52B, GR52C, GR52D, GR52E, GR52F, GR52G, GR52H, GR52I, GR52J

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

|  | Never                             | Once or<br>twice                  | Sometimes                         | Often                             | Very often                        |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Been upset because of something that happened unexpectedly? | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| 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?

**(Continued) In the past month, how often have you . . .**

- |   | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very often            |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| f. Found that you could not cope with all of the things you had to do?        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Been able to control irritations in your life?                             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Felt that you were on top of things?                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Been angered because of things that were outside of your control?          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Felt difficulties were piling up so high that you could not overcome them? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

## READINESS, HEALTH, AND WELL-BEING

GR53A, GR53B, GR53C, GR53D, GR53E, GR53F, GR53G, GR53H, GR53I, GR53J, GR53K, GR53L, GR53M, GR53N

**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."**

- |   | Not at all                        | Small<br>extent                   | Moderate<br>extent                | Large<br>extent                   | Very<br>large<br>extent           |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Activation or deployment   | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Military work and civilian career (for example, hours, coworkers, change, supervisors)                               | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Finances (yours and your family's)   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Health (yours and your family's)   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Life events (for example, birth of a child, getting engaged or married, getting divorced, death of a close relative) | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) To what extent have the following created stress in your life in the past 12 months?**

|  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| f. Relationship with your spouse or significant other                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| g. Relationship with your children or other family members             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| h. Time away from your family  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| i. Crime in your community   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| j. Natural disasters (for example, fires, floods, storms, earthquakes) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**(Continued) To what extent have the following created stress in your life in the past 12 months?**

|  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| k. Terrorism, including threat of terrorism    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| l. War or hostilities, including threat of war | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| m. Loss of civilian job                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| n. Loss of career advancement opportunities    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

### READINESS, HEALTH, AND WELL-BEING

GR54A, GR54B, GR54C, GR54D, GR54E, GR54F, GR54G, GR54H, GR54I, GR54J, GR54K, GR54L, GR54M, GR54N, GR54O, GR54P, GR54Q, GR54R

**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."***

|  | <b>Not at all</b>                 | <b>Small extent</b>               | <b>Moderate extent</b>            | <b>Large extent</b>               | <b>Very large extent</b>          |
|--|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Time with family  | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Time with friends                                       | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Vacation time   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Work out/physical activity                              | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. TV/movies/music/Internet or other recreation or hobbies | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| f. Financial counseling                                    | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) To what extent have the following reduced stress in your life in the past 12**

months?

|                                 | Not at all            | Small extent          | Moderate extent       | Large extent          | Very large extent     |
|---------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| g. Financial aid societies      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Spouse employment            | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Second income                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Couple/marital counseling    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. Personal counseling          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Domestic violence counseling | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) To what extent have the following reduced stress in your life in the past 12 months?**

|   | Not at all            | Small extent          | Moderate extent       | Large extent          | Very large extent     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| m. Drinking/use of alcohol  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Family support groups  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Child care   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. Services (to individuals or families) concerning military deployment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Religious activities   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Other  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**READINESS, HEALTH, AND WELL-BEING**

GR054sp

**Please specify what else reduced stress in your life in the past 12 months.**

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

GR55A, GR55B, GR55C, GR55D, GR55E, GR55F, GR55G, GR55H, GR55I, GR55J, GR55K, GR55L, GR55N

**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.***

|                          |   |   |
|--------------------------|---|---|
| No, or does not<br>apply | Yes, but your<br>gender was NOT<br>a factor | Yes, and your<br>gender was a<br>factor |
|--------------------------|---|---|

- |  |                                   |                                   |                                   |
|--|-----------------------------------|-----------------------------------|-----------------------------------|
| a. You were rated lower than you deserved on your last military evaluation                 | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> |
| b. Your last military evaluation contained unjustified negative comments                   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. You were held to a higher performance standard than others in your military job         | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. You did not get a military award or decoration given to others in similar circumstances | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Your current military assignment has not made use of your job skills                    | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?**

- |   | No, or does not<br>apply | Yes, but your<br>gender was NOT<br>a factor | Yes, and your<br>gender was a<br>factor |
|---|--------------------------|---|---|
| f. Your current military assignment is not good for your career if you continue in the military                                       | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| g. You did not receive day-to-day, short-term tasks in your military job that would have helped you prepare for advancement           | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| h. You did not have a professional relationship with someone who advised (mentored) you on military career development or advancement | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| i. You did not learn <u>until it was too late</u> of opportunities that would have helped your military career                        | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |

**(Continued) During the past 12 months, did any of the following happen to you? If it did, do you believe your gender was a factor?**

- |  | No, or does not<br>apply | Yes, but your<br>gender was NOT<br>a factor | Yes, and your<br>gender was a<br>factor |
|--|--------------------------|---|---|
| j. You were unable to get straight answers about your military promotion possibilities                   | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |
| k. You were excluded from social events important to military career development and being kept informed | <input type="radio"/>    | <input type="radio"/>                       | <input type="radio"/>                   |

- l. You did not get a military job assignment that you wanted and for which you were qualified
- m. Have you had any other adverse personnel actions in the past 12 months?

### GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55M

**You indicated, "Yes, and your gender was a factor" in not getting a military assignment that you wanted and for which you were qualified. Was this assignment legally open to women?**

- 1  No  
2  Yes

### GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR55sp

**Please specify what other adverse personnel actions happened to you during the past 12 months.**

### GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR56

**56. Do you consider ANY of the behaviors (a through m) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sex discrimination?**

- 1  None were sex discrimination  
2  Some were sex discrimination; some were not sex discrimination  
3  All were sex discrimination

### GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR57A, GR57B, GR57C, GR57D, GR57E, GR57F, GR57G, GR57H, GR57I, GR57J, GR57K, GR57L, GR57M, GR57N, GR57O, GR57P, GR57Q, GR57R, GR57S

**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) . . .**

|   | Never                             | Once or<br>twice                  | Sometimes                         | Often                             | Very<br>often                     |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Repeatedly told sexual stories or jokes that were offensive to you?  | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Referred to people of your gender in insulting or offensive terms?   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)? | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)?                                    | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Made offensive remarks about your appearance, body, or sexual activities?  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .**

|   | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you?                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?             | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Put you down or was condescending to you because of your gender?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

- j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"?
- 

**(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .**

- |   | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review)? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| m. Touched you in a way that made you feel uncomfortable?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Treated you badly for refusing to have sex?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**(Continued) How often during the past 12 months have you been in situations involving Military Personnel, DoD Civilian Employees and/or Contractors where one of more of these individuals (of either gender) . . .**

- |  | Never                 | Once or<br>twice      | Sometimes             | Often                 | Very<br>often         |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative?                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Had sex with you without your consent or against your will?                                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| s. Other unwanted gender-related behavior?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS

GR057sp

**Please describe what other unwanted gender-related behaviors you've experienced during the**

past 12 months.

**GENDER RELATED EXPERIENCES IN THE MILITARY IN THE PAST 12 MONTHS**

GR58

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

- 1  None were sexual harassment
- 2  Some were sexual harassment; some were not sexual harassment
- 3  All were sexual harassment

**ONE SITUATION WITH THE GREATEST EFFECT**

GR59A, GR59B, GR59C, GR59D, GR59E, GR59F, GR59G, GR59H, GR59I, GR59J, GR59K, GR59L, GR59M, GR59N, GR59O, GR59P, GR59Q, GR59R, GR59S

**59. Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT ON YOU.**

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

|  | <b>Did not do this</b>     | <b>Did this</b>            |
|--|----------------------------|----------------------------|
| a. Repeatedly told sexual stories or jokes that were offensive to you  | 1<br><input type="radio"/> | 2<br><input type="radio"/> |
| b. Referred to people of your gender in insulting or offensive terms   | <input type="radio"/>      | <input type="radio"/>      |
| c. Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life) | <input type="radio"/>      | <input type="radio"/>      |
| d. Treated you "differently" because of your gender (for example, mistreated, slighted, or ignored you)                                    | <input type="radio"/>      | <input type="radio"/>      |
| e. Made offensive remarks about your appearance, body, or sexual activities  | <input type="radio"/>      | <input type="radio"/>      |

**(Continued) What did the person(s) do during this situation?**

**Did not do this** **Did this**

- |  |                       |                       |
|--|-----------------------|-----------------------|
| f. Made gestures or used body language of a sexual nature that embarrassed or offended you                                       | <input type="radio"/> | <input type="radio"/> |
| g. Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do) | <input type="radio"/> | <input type="radio"/> |
| h. Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it             | <input type="radio"/> | <input type="radio"/> |
| i. Put you down or was condescending to you because of your gender   | <input type="radio"/> | <input type="radio"/> |
| j. Continued to ask you for dates, drinks, dinner, etc., even though you said "No"   | <input type="radio"/> | <input type="radio"/> |

**(Continued) What did the person(s) do during this situation?**

- |  | <b>Did not do this</b> | <b>Did this</b>       |
|--|------------------------|-----------------------|
| k. Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior                       | <input type="radio"/>  | <input type="radio"/> |
| l. Made you feel threatened with some sort of retaliation for not being sexually cooperative (for example, by mentioning an upcoming review) | <input type="radio"/>  | <input type="radio"/> |
| m. Touched you in a way that made you feel uncomfortable   | <input type="radio"/>  | <input type="radio"/> |
| n. Made unwanted attempts to stroke, fondle, or kiss you   | <input type="radio"/>  | <input type="radio"/> |
| o. Treated you badly for refusing to have sex  | <input type="radio"/>  | <input type="radio"/> |

**(Continued) What did the person(s) do during this situation?**

- |   | <b>Did not do this</b> | <b>Did this</b>       |
|---|------------------------|-----------------------|
| p. Implied faster promotions or better treatment if you were sexually cooperative                   | <input type="radio"/>  | <input type="radio"/> |
| q. Attempted to have sex with you without your consent or against your will, but was not successful | <input type="radio"/>  | <input type="radio"/> |
| r. Had sex with you without your consent or against your will                                       | <input type="radio"/>  | <input type="radio"/> |
| s. Other unwanted gender-related  |                        |                       |

behavior? **ONE SITUATION WITH THE GREATEST EFFECT**

GR059sp

**Please describe the other unwanted gender-related behaviors from the situation that HAD THE GREATEST EFFECT ON YOU during the past 12 months.**

**ONE SITUATION WITH THE GREATEST EFFECT**

**The remaining questions in this section refer to the one situation you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly that had the GREATEST EFFECT ON YOU.**

GR60A, GR60B, GR60C, GR60D, GR60E, GR60F

**60. To what degree was this situation . . .**

|                  | Not at all                        | Slightly                          | Moderately                        | Very                              | Extremely                         |
|------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Annoying?     | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Offensive?    | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Disturbing?   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Threatening?  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Embarrassing? | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| f. Frightening?  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**ONE SITUATION WITH THE GREATEST EFFECT**

GR61A, GR61B, GR61C, GR61D, GR61E, GR61F, GR61G

**61. Where and when did this situation occur?**

|   | None of it                        | Some of it                        | Most of it                        | All of it                         |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. At a military installation   | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> |
| b. At your military work (the place where you perform your military duties) | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. While in compensated (pay or points) status                              | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. While activated or deployed  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

- e. At your civilian work
- f. At your civilian school
- g. At some other civilian location

### ONE SITUATION WITH THE GREATEST EFFECT

GR62

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

- 2  One person
- 1  A group (more than one person)

### ONE SITUATION WITH THE GREATEST EFFECT

GR63

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

- 1  Male
- 2  Female
- 3  Both males and females were involved
- 4  Gender unknown

### ONE SITUATION WITH THE GREATEST EFFECT

GR64

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

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

### ONE SITUATION WITH THE GREATEST EFFECT

GR65

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

- 2  Yes
- 1  No
- N  Does not apply, no civilian job

### ONE SITUATION WITH THE GREATEST EFFECT

GR66

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

- 2  Yes  
1  No  
N  Does not apply, not in school

### ONE SITUATION WITH THE GREATEST EFFECT

GR67A, GR67B, GR67C, GR67D, GR67E, GR67F, GR67G, GR67H, GR67I, GR67J

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

|  | <b>Yes</b>                        | <b>No</b>                         |
|--|-----------------------------------|-----------------------------------|
| a. Your immediate military supervisor?                     | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| b. Your unit commander?                                    | <input type="radio"/>             | <input type="radio"/>             |
| c. Other military person(s) of higher rank/grade than you? | <input type="radio"/>             | <input type="radio"/>             |
| d. Your military coworker(s)?                              | <input type="radio"/>             | <input type="radio"/>             |
| e. Your military subordinate(s)?                           | <input type="radio"/>             | <input type="radio"/>             |
| f. Your military training instructor?                      | <input type="radio"/>             | <input type="radio"/>             |
| g. Other military person(s)?                               | <input type="radio"/>             | <input type="radio"/>             |
| h. DoD civilian employees?                                 | <input type="radio"/>             | <input type="radio"/>             |
| i. DoD contractors?  | <input type="radio"/>             | <input type="radio"/>             |
| j. Other civilian person?                                  | <input type="radio"/>             | <input type="radio"/>             |

### ONE SITUATION WITH THE GREATEST EFFECT

GR68

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

- 1  Once  
2  Occasionally  
3  Frequently

### ONE SITUATION WITH THE GREATEST EFFECT

GR69

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

- 1  Less than 1 week  
2  1 week to less than 1 month  
3  1 month to less than 3 months  
4  3 months to less than 6 months  
5  6 months to less than 9 months  
6  9 months to less than 12 months

7  12 months or more

### ONE SITUATION WITH THE GREATEST EFFECT

GR70

**70. Is the situation still going on?**

2  Yes

1  No

### ONE SITUATION WITH THE GREATEST EFFECT

GR71A, GR71B, GR71C, GR71D, GR71E, GR71F, GR71G, GR71H, GR71I, GR71J, GR71K, GR71L, GR71M, GR71N, GR71O, GR71P, GR71Q, GR71R

**71. To what extent did you . . .**

|   | Not at all                        | Small extent                      | Moderate extent                   | Large extent                      | Very large extent                 |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Try to avoid the person(s) who bothered you?                 | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Try to forget it?  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Tell the person(s) you didn't like what he or she was doing? | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Stay out of the person's or persons' way?                    | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| e. Tell yourself it was not really important?                   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| f. Talk to some of your <u>family</u> about the situation?      | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) To what extent did you . . .**

|  | Not at all            | Small extent          | Moderate extent       | Large extent          | Very large extent     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| g. Talk to some of your <u>coworkers</u> about the situation?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. Talk to some of your <u>friends</u> about the situation?    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. Talk to a <u>chaplain or counselor</u> about the situation? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. Try to avoid being alone with the person(s)?                | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. Tell the person(s) to stop?                                 | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. Just put up with it?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

(Continued) To what extent did you . . .

|   | Not at all            | Small extent          | Moderate extent       | Large extent          | Very large extent     |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| m. Ask the person(s) to leave you alone?                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| n. Blame yourself for what happened?                                  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| o. Assume the person(s) meant well?                                   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| p. Pray about it?   | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| q. Pretend not to notice, hoping the person(s) would leave you alone? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| r. Do something else in response to the situation?                    | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION WITH THE GREATEST EFFECT**

GR071sp

Please specify what else you did in response to the situation.

**ONE SITUATION WITH THE GREATEST EFFECT**

GR72

**72. Do you consider this situation to have been sexual harassment?**

- 1  Definitely was not sexual harassment
- 2  Probably was not sexual harassment
- 3  Uncertain
- 4  Probably was sexual harassment
- 5  Definitely was sexual harassment

**ONE SITUATION WITH THE GREATEST EFFECT**

GR73A, GR73B, GR73C

**73. Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each.**

|  | Yes                               | No                                |
|--|-----------------------------------|-----------------------------------|
| a. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |

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, office, or courts (for example, local police or harassment hotline)





**ONE SITUATION WITH THE GREATEST EFFECT**

GR74A, GR74B, GR74C, GR74D, GR74E

**74. Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each.**

- |  | <b>Yes</b>                        | <b>No</b>                         |
|--|-----------------------------------|-----------------------------------|
| a. Your immediate supervisor   | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| b. Someone else in your military chain-of-command (including your commanding officer)  | <input type="radio"/>             | <input type="radio"/>             |
| c. Supervisor(s) of the person(s) who did it   | <input type="radio"/>             | <input type="radio"/>             |
| d. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opportunity or Civil Rights Office) | <input type="radio"/>             | <input type="radio"/>             |
| e. Other installation/Reserve component/DoD person or office with responsibility for follow-up   | <input type="radio"/>             | <input type="radio"/>             |

**ONE SITUATION WITH THE GREATEST EFFECT**

GR75

**75. Place holder in Servant for Q75**

2  Yes

1  No

GR76A, GR76B, GR76C, GR76D, GR76E

**76. What actions were taken in response to your report?**

- |                               | <b>Yes</b> | <b>No</b> | <b>Don't know</b> |
|-------------------------------|------------|-----------|-------------------|
| a. Person(s) who bothered you | <u>2</u>   | <u>1</u>  | <u>99</u>         |

- 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

**ONE SITUATION WITH THE GREATEST EFFECT**

GR77A, GR77B, GR77C, GR77D, GR77E

**77. How satisfied are you with the following aspects of the reporting process?**

- |   | Very<br>dissatisfied              | Dissatisfied                      | Neither<br>satisfied<br>nor<br>dissatisfied | Satisfied                         | Very<br>satisfied                 |
|---|-----------------------------------|-----------------------------------|---|-----------------------------------|-----------------------------------|
| a. Availability of information about how to file a complaint                | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/>           | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Treatment by personnel handling your complaint                           | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                       | <input type="radio"/>             | <input type="radio"/>             |
| c. Amount of time it took/is taking to resolve your complaint               | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                       | <input type="radio"/>             | <input type="radio"/>             |
| d. How well you were/are kept informed about the progress of your complaint | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                       | <input type="radio"/>             | <input type="radio"/>             |
| e. Degree to which your privacy was/is being protected                      | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                       | <input type="radio"/>             | <input type="radio"/>             |

**ONE SITUATION WITH THE GREATEST EFFECT**

GR78

**78. Is the action still being processed?**

- 2  Yes
- 1  No

**ONE SITUATION WITH THE GREATEST EFFECT**

GR79

**79. Was your complaint found to be true?**

- 2  Yes

- 1  No
- 3  They were unable to determine whether your complaint was true or not.

### ONE SITUATION WITH THE GREATEST EFFECT

GR80A, GR80B, GR80C, GR80D, GR80E

**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           | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> | <u>99</u><br><input type="radio"/> |
| b. The situation was corrected                                  | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| c. Some action was taken against the person(s) who bothered you | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| d. Nothing was done about the complaint                         | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| e. Action was taken against you                                 | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |

### ONE SITUATION WITH THE GREATEST EFFECT

GR81

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

- 5  Very satisfied
- 4  Satisfied
- 3  Neither satisfied nor dissatisfied
- 2  Dissatisfied
- 1  Very dissatisfied

### ONE SITUATION WITH THE GREATEST EFFECT

GR081sp

**Please specify why you were dissatisfied/very dissatisfied with the outcome of your complaint.**

### ONE SITUATION WITH THE GREATEST EFFECT

GR82

**82. Did you report all of the behaviors you experienced to one of the installation/Reserve component/DoD individuals or organizations?**

- 2  Yes
- 1  No



### ONE SITUATION WITH THE GREATEST EFFECT

GR83A, GR83B, GR83C, GR83D, GR83E, GR83F, GR83G, GR83H, GR83I, GR83J, GR83K, GR83L, GR83M, GR83N, GR83O, GR83P, GR83Q, GR83R, GR83S, GR83T, GR83U, GR83V, GR83W

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

|   | Yes                               | No                                |
|---|-----------------------------------|-----------------------------------|
| a. Was not important enough to report                                 | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> |
| b. You did not know how to report                                     | <input type="radio"/>             | <input type="radio"/>             |
| c. You felt uncomfortable making a report                             | <input type="radio"/>             | <input type="radio"/>             |
| d. You took care of the problem yourself                              | <input type="radio"/>             | <input type="radio"/>             |
| e. You talked to someone informally in your military chain-of-command | <input type="radio"/>             | <input type="radio"/>             |
| f. You did not think anything would be done if you reported           | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?**

|   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| g. You thought you would not be believed if you reported              | <input type="radio"/> | <input type="radio"/> |
| h. You thought your military coworkers would be angry if you reported | <input type="radio"/> | <input type="radio"/> |
| i. You wanted to fit in   | <input type="radio"/> | <input type="radio"/> |
| j. You thought reporting would take too much time and effort          | <input type="radio"/> | <input type="radio"/> |
| k. You thought you would be labeled a troublemaker if you reported    | <input type="radio"/> | <input type="radio"/> |
| l. A peer talked you out of making a formal complaint                 | <input type="radio"/> | <input type="radio"/> |

**(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?**

|  | Yes                   | No                    |
|--|-----------------------|-----------------------|
| m. A supervisor talked you out of making a formal complaint    | <input type="radio"/> | <input type="radio"/> |
| n. You did not want to hurt the person's or persons' feelings, | <input type="radio"/> | <input type="radio"/> |

- 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 person(s) who did it
- q. You were afraid of retaliation or reprisals from friends/associates of the person(s) who did it
- r. You were afraid of retaliation or reprisals from your supervisors or chain-of-command

**(Continued) What were your reasons for not reporting behaviors to any of the installation/Reserve component/DoD individuals or organizations?**

- |   | Yes                   | No                    |
|---|-----------------------|-----------------------|
| s. You thought it would negatively impact your <u>civilian</u> job  | <input type="radio"/> | <input type="radio"/> |
| t. Although the incident(s) occurred in a <u>civilian</u> environment, you thought it would negatively impact your <u>military</u> career | <input type="radio"/> | <input type="radio"/> |
| u. You were warned not to complain  | <input type="radio"/> | <input type="radio"/> |
| v. You had already reported the situation to <u>civilian</u> individuals or organizations   | <input type="radio"/> | <input type="radio"/> |
| w. Some other reason  | <input type="radio"/> | <input type="radio"/> |

**ONE SITUATION WITH THE GREATEST EFFECT**

GR84A, GR84B, GR84C, GR84D, GR84E, GR84F, GR84G, GR84H, GR84I, GR84J, GR84K, GR84L

**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          | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> | <u>99</u><br><input type="radio"/> |
| b. You were blamed for the situation                      | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| c. People gossiped about you in an unkind or negative way | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| d. You lost perks/privileges that you had before          | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| e. You were given less favorable job duties               | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| f. You were denied an opportunity for training            | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |

**(Continued) Did any of the following things happen in response to how you handled the situation?**

|   | Yes                   | No                    | Don't know            |
|---|-----------------------|-----------------------|-----------------------|
| g. You were given an unfair job performance appraisal | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| h. You were unfairly disciplined                      | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| i. You were denied a promotion                        | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| j. You were transferred to a less desirable job       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| k. You were unfairly demoted                          | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| l. You were mistreated in some other way              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

### PERSONNEL POLICY AND PRACTICES

GR85A, GR85B, GR85C

**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.**

|  | Yes                               | No                                | Don't know                         |
|--|-----------------------------------|-----------------------------------|------------------------------------|
| a. Senior leadership of my Reserve component | <u>2</u><br><input type="radio"/> | <u>1</u><br><input type="radio"/> | <u>99</u><br><input type="radio"/> |
| b. Senior leadership of my installation/ship | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |
| c. My immediate supervisor                   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>              |

### PERSONNEL POLICY AND PRACTICES

GR86

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

- 2  Yes  
1  No

### PERSONNEL POLICY AND PRACTICES

GR87

**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."**

### PERSONNEL POLICY AND PRACTICES

GR88A, GR88B, GR88C, GR88D, GR88E, GR88F, GR88G

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

|   | <b>Strongly<br/>disagree</b>      | <b>Disagree</b>                   | <b>Neither<br/>agree nor<br/>disagree</b> | <b>Agree</b>                      | <b>Strongly<br/>agree</b>         |
|---|-----------------------------------|-----------------------------------|---|-----------------------------------|-----------------------------------|
| a. Provides a good understanding of what words and actions are considered sexual harassment.                                  | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/>         | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Teaches that sexual harassment reduces the cohesion and effectiveness of your <u>Reserve component</u> as a whole.         | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                     | <input type="radio"/>             | <input type="radio"/>             |
| c. Teaches that sexual harassment makes it difficult for individual <u>Reserve component members</u> to perform their duties. | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                     | <input type="radio"/>             | <input type="radio"/>             |
| d. Identifies behaviors that are offensive to others and should not be tolerated.   | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>                     | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) My Reserve component's training . . .**

|   | <b>Strongly<br/>disagree</b> | <b>Disagree</b>       | <b>Neither<br/>agree nor<br/>disagree</b> | <b>Agree</b>          | <b>Strongly<br/>agree</b> |
|---|------------------------------|-----------------------|---|-----------------------|---------------------------|
| e. Gives useful tools for dealing with sexual harassment.   | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| f. Makes you feel it is safe to complain about unwanted, sex-related attention.                     | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |
| g. Provides information about military policies, procedures, and consequences of sexual harassment. | <input type="radio"/>        | <input type="radio"/> | <input type="radio"/>                     | <input type="radio"/> | <input type="radio"/>     |

## PERSONNEL POLICY AND PRACTICES

GR89

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

- 1    Very effective  
2    Moderately effective  
3    Slightly effective  
4    Not at all effective

## PERSONNEL POLICIES AND PRACTICES

GR089sp

**Please specify why the training you received was not at all effective in actually reducing/preventing sexual harassment?**

## PERSONNEL POLICY AND PRACTICES

GR90A, GR90B, GR90C, GR90D, GR90E, GR90F, GR90G, GR90H, GR90I, GR90J, GR90K, GR90L, GR90M, GR90N, GR90O

**90. In your MILITARY UNIT/WORKGROUP, to what extent are . . .**

|   | Not at all                        | Small extent                      | Moderate extent                   | Large extent                      | Very large extent                 |
|---|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| a. Policies forbidding sexual harassment publicized?                            | <u>1</u><br><input type="radio"/> | <u>2</u><br><input type="radio"/> | <u>3</u><br><input type="radio"/> | <u>4</u><br><input type="radio"/> | <u>5</u><br><input type="radio"/> |
| b. Complaint procedures related to sexual harassment publicized?                | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| c. Complaints about sexual harassment taken seriously no matter who files them? | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |
| d. Enlisted members required to attend formal sexual harassment training?       | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             | <input type="radio"/>             |

**(Continued) In your MILITARY UNIT/WORKGROUP, to what extent are . . .**

|  | Not at all            | Small extent          | Moderate extent       | Large extent          | Very large extent     |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| e. Officers required to attend formal sexual harassment training?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| f. Leaders consistently modeling respectful behavior to both male and female personnel?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| g. Male supervisors asking female officers or NCOs/Petty Officers from other workgroups to "deal with" problems involving female subordinates? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

**At your MILITARY DUTY STATION/SHIP, to what extent are/is . . .**

|   | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| h. Policies forbidding sexual harassment publicized?  | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| i. Complaint procedures related to sexual harassment publicized?                              | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| j. Complaints about sexual harassment taken seriously no matter who files them?               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| k. There is a specific office with the authority to investigate sexual harassment complaints? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**(Continued) At your MILITARY DUTY STATION/SHIP, to what extent are/is . . .**

|   | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|---|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| l. Enlisted members required to attend formal sexual harassment training?               | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| m. Officers required to attend formal sexual harassment training?                       | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |
| n. Leaders consistently modeling respectful behavior to both male and female personnel? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**In your SERVICE/RESERVE COMPONENT, to what extent is . . .**

|  | <b>Not at all</b>     | <b>Small extent</b>   | <b>Moderate extent</b> | <b>Large extent</b>   | <b>Very large extent</b> |
|--|-----------------------|-----------------------|------------------------|-----------------------|--------------------------|
| o. An advice/hotline available for reporting sexual harassment complaints? | <input type="radio"/> | <input type="radio"/> | <input type="radio"/>  | <input type="radio"/> | <input type="radio"/>    |

**PERSONNEL POLICY AND PRACTICES**

GR91

**91. In your opinion, has sexual harassment in our nation become more or less of a problem over the last 4 years?**

- 1  Less of a problem today  
 2  About the same as 4 years ago  
 3  More of a problem today

○

## PERSONNEL POLICY AND PRACTICES

GR92

**92. In your opinion, has sexual harassment in the military become more or less of a problem over the last 4 years?**

- 1    Less of a problem today  
2    About the same as 4 years ago  
3    More of a problem today

## PERSONNEL POLICY AND PRACTICES

GR93

**93. In your opinion, how often does sexual harassment occur in the military now, as compared with a few years ago?**

- 1    Much less often  
2    Less often  
3    About the same  
4    More often  
5    Much more often

## PERSONNEL POLICY AND PRACTICES

GR94

**94. In your opinion, how often does sexual harassment occur at military workplaces compared to civilian workplaces?**

- 99    Don't know, you have not worked in a civilian job  
1    Much less often in the military  
2    Less often in the military  
3    About the same  
4    More often in the military  
5    Much more often in the military

## TAKING THE SURVEY

REQUEST

**95. Would you like to know the results of this survey? *If you are interested in being notified when a brief summary of the results is available on the Web, please print your e-mail address below. This e-mail address will be used for no other purpose than this notification.***

COMMENTS

GR96

96. Place holder Q96

COMMENT

**97. If you have comments or concerns that you were not able to express in answering this survey, please type them in the space provided. Any comments you make on this questionnaire will be kept confidential, and no follow-up action will be taken in response to any specifics reported. If you want to report a harassment problem, information about how to do so is available through your command Equal Opportunity or Civil Rights Office.**

# APPENDIX D

## Coding Scheme

1. Coding Scheme Generation Specifications SRRACESK, SRRACESPU. The following explains how to create the flag variable -- the codebook page should contain this information:

"SRRACESK is an indicator of whether SRRACESP were or were not to be asked of a respondent and its initial value is 1 (Not asked). If SRRACEF = 2 then SRRACESK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"SRRACESPU = SRRACESP, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If SRRACESK = 1 then do;  
SRRACESP = '.N';
```

```
end;
```

.N = (Not Applicable)

2. GR011SK, GR011bU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR011SK is an indicator of whether GR011b were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR011a = 1 then GR011SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR011bU = GR011b, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If GR011SK = 1 then do;  
GR011b = .N;
```

```
end;
```

.N = (Not Applicable)

3. GR20SK, GR20U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR20SK is an indicator of whether GR20 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR19 = 2 then GR20SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR20U = GR20, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR20SK = 1 then do;  
GR20 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

4. GR21SK, GR21U, GR22U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR21SK is an indicator of whether GR21, GR22 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR19 = 2 AND GR20 = 2) then GR21SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR21U = GR21, GR22U = GR22, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR21SK = 1 then do;  
GR21 = .N;  
GR22 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

5. GR26SK, GR26U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR26SK is an indicator of whether GR26 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR19 = 2 AND GR24 = 2) then GR26SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR26U = GR26, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If GR26SK = 1 then do;  
GR26 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

6. GR27SK, GR27U, GR28U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR27SK is an indicator of whether GR27, GR28 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((GR19 = 2 AND GR24 = 2) AND GR26 = 1) then GR27SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR27U = GR27, GR28U = GR28, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If GR27SK = 1 then do;  
GR27 = .N;  
GR28 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

7. GR29SK, GR29U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR29SK is an indicator of whether GR29 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR19 = 2 AND GR24 = 2) AND GR26 = 1) AND GR28 = 1) then GR29SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR29U = GR29, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR29SK = 1 then do;  
GR29 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

8. GR30SK, GR30U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR30SK is an indicator of whether GR30 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((GR19 = 2 AND GR24 = 2) AND GR26 = 1) then GR30SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR30U = GR30, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR30SK = 1 then do;  
GR30 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

9. GR31SK, GR31U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR31SK is an indicator of whether GR31 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If ((GR24 = 1 AND GR19 = 2) OR GR19 = 1) then GR31SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR31U = GR31, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If GR31SK = 1 then do;  
GR31 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

10. GR32SK, GR32U, GR33U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR32SK is an indicator of whether GR32, GR33 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR24 = 1 AND GR19 = 2) OR GR19 = 1) AND GR31 = 1) then GR32SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR32U = GR32, GR33U = GR33, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If GR32SK = 1 then do;  
GR32 = .N;  
GR33 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

11. GR34SK, GR34U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR34SK is an indicator of whether GR34 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR24 = 1 AND GR19 = 2) OR GR19 = 1) AND GR31 = 1) AND GR33 = 1) then GR34SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR34U = GR34, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR34SK = 1 then do;  
GR34 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

12. GR35SK, GR35U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR35SK is an indicator of whether GR35 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR24 = 1 AND GR19 = 2) OR GR19 = 1) AND GR31 = 1) then GR35SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR35U = GR35, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR35SK = 1 then do;  
GR35 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

13. GR54SK, GR054spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR54SK is an indicator of whether GR054sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR54R = 3 OR GR54R = 2) OR GR54R = 4) OR GR54R = 5) then GR54SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR054spU = GR054sp, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR54SK = 1 then do;  
GR054sp = '.N';
```

```
end;
```

```
.N = (Not Applicable)
```

14. GR55SK1, GR55MU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR55SK1 is an indicator of whether GR55M were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR55L = 3 then GR55SK1 = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR55MU = GR55M, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR55SK1 = 1 then do;  
GR55M = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

15. GR55SK2, GR55spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR55SK2 is an indicator of whether GR55sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR55N = 3 OR GR55N = 2) then GR55SK2 = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR55spU = GR55sp, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR55SK2 = 1 then do;  
GR55sp = '.N';
```

```
end;
```

.N = (Not Applicable)

16. GR56SK, GR56U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR56SK is an indicator of whether GR56 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((GR55A = 2 OR GR55A = 3) OR (GR55B = 2 OR GR55B = 3)) OR (GR55C = 2 OR GR55C = 3)) OR (GR55D = 2 OR GR55D = 3)) OR (GR55E = 2 OR GR55E = 3)) OR (GR55F = 2 OR GR55F = 3)) OR (GR55G = 2 OR GR55G = 3)) OR (GR55H = 2 OR GR55H = 3)) OR (GR55I = 2 OR GR55I = 3)) OR (GR55J = 2 OR GR55J = 3)) OR (GR55K = 2 OR GR55K = 3)) OR (GR55L = 2 OR GR55L = 3)) OR (GR55N = 2 OR GR55N = 3)) then GR56SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR56U = GR56, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR56SK = 1 then do;  
GR56 = '.N';
```

```
end;
```

.N = (Not Applicable)

17. GR57SK, GR057spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR57SK is an indicator of whether GR057sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5) then GR57SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR057spU = GR057sp, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR57SK = 1 then do;  
GR057sp = '.N';
```

```
end;
```

.N = (Not Applicable)

18. GR58SK, GR58U, GR59AU, GR59BU, GR59CU, GR59DU, GR59EU, GR59FU, GR59GU, GR59HU, GR59IU, GR59JU, GR59KU, GR59LU, GR59MU, GR59NU, GR59OU, GR59PU, GR59QU, GR59RU, GR59SU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR58SK is an indicator of whether GR58, GR59A, GR59B, GR59C, GR59D, GR59E, GR59F, GR59G, GR59H, GR59I, GR59J, GR59K, GR59L, GR59M, GR59N, GR59O, GR59P, GR59Q, GR59R, GR59S were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5))) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5))) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5))) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5))) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5))) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5))) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5))) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5))) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5))) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5))) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5))) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5))) OR (((GR57O = 2 OR

GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) then GR58SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR58U = GR58, GR59AU = GR59A, GR59BU = GR59B, GR59CU = GR59C, GR59DU = GR59D, GR59EU = GR59E, GR59FU = GR59F, GR59GU = GR59G, GR59HU = GR59H, GR59IU = GR59I, GR59JU = GR59J, GR59KU = GR59K, GR59LU = GR59L, GR59MU = GR59M, GR59NU = GR59N, GR59OU = GR59O, GR59PU = GR59P, GR59QU = GR59Q, GR59RU = GR59R, GR59SU = GR59S, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR58SK = 1 then do;

GR58 = .N;  
GR59A = .N;  
GR59B = .N;  
GR59C = .N;  
GR59D = .N;  
GR59E = .N;  
GR59F = .N;  
GR59G = .N;  
GR59H = .N;  
GR59I = .N;  
GR59J = .N;  
GR59K = .N;  
GR59L = .N;  
GR59M = .N;  
GR59N = .N;  
GR59O = .N;  
GR59P = .N;  
GR59Q = .N;  
GR59R = .N;  
GR59S = .N;

end;

.N = (Not Applicable)

19. GR60SK, GR60AU, GR60BU, GR60CU, GR60DU, GR60EU, GR60FU, GR61AU, GR61BU, GR61CU, GR61DU, GR61EU, GR61FU, GR61GU, GR62U, GR63U, GR64U, GR65U, GR66U, GR67AU, GR67BU, GR67CU, GR67DU, GR67EU, GR67FU, GR67GU, GR67HU, GR67IU, GR67JU, GR68U, GR69U, GR70U, GR71AU, GR71BU, GR71CU, GR71DU, GR71EU, GR71FU, GR71GU, GR71HU, GR71IU, GR71JU, GR71KU, GR71LU, GR71MU, GR71NU, GR71OU, GR71PU, GR71QU, GR71RU, GR72U, GR73AU, GR73BU, GR73CU, GR74AU, GR74BU, GR74CU, GR74DU, GR74EU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR60SK is an indicator of whether GR60A, GR60B, GR60C, GR60D, GR60E, GR60F, GR61A, GR61B, GR61C, GR61D, GR61E, GR61F, GR61G, GR62, GR63, GR64, GR65, GR66, GR67A, GR67B, GR67C, GR67D, GR67E, GR67F, GR67G, GR67H, GR67I, GR67J, GR68, GR69, GR70, GR71A, GR71B, GR71C, GR71D, GR71E, GR71F, GR71G, GR71H, GR71I, GR71J, GR71K, GR71L, GR71M, GR71N, GR71O, GR71P, GR71Q, GR71R, GR72, GR73A, GR73B, GR73C, GR74A, GR74B, GR74C, GR74D, GR74E were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR ((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) then GR60SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR60AU = GR60A, GR60BU = GR60B, GR60CU = GR60C, GR60DU = GR60D, GR60EU = GR60E, GR60FU = GR60F, GR61AU = GR61A, GR61BU = GR61B, GR61CU = GR61C, GR61DU = GR61D, GR61EU = GR61E, GR61FU = GR61F, GR61GU = GR61G, GR62U = GR62, GR63U = GR63, GR64U = GR64, GR65U = GR65, GR66U = GR66, GR67AU = GR67A, GR67BU = GR67B, GR67CU = GR67C, GR67DU = GR67D,

GR67EU = GR67E, GR67FU = GR67F, GR67GU = GR67G, GR67HU = GR67H, GR67IU = GR67I, GR67JU = GR67J, GR68U = GR68, GR69U = GR69, GR70U = GR70, GR71AU = GR71A, GR71BU = GR71B, GR71CU = GR71C, GR71DU = GR71D, GR71EU = GR71E, GR71FU = GR71F, GR71GU = GR71G, GR71HU = GR71H, GR71IU = GR71I, GR71JU = GR71J, GR71KU = GR71K, GR71LU = GR71L, GR71MU = GR71M, GR71NU = GR71N, GR71OU = GR71O, GR71PU = GR71P, GR71QU = GR71Q, GR71RU = GR71R, GR72U = GR72, GR73AU = GR73A, GR73BU = GR73B, GR73CU = GR73C, GR74AU = GR74A, GR74BU = GR74B, GR74CU = GR74C, GR74DU = GR74D, GR74EU = GR74E, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR60SK = 1 then do;

GR60A = .N;  
GR60B = .N;  
GR60C = .N;  
GR60D = .N;  
GR60E = .N;  
GR60F = .N;  
GR61A = .N;  
GR61B = .N;  
GR61C = .N;  
GR61D = .N;  
GR61E = .N;  
GR61F = .N;  
GR61G = .N;  
GR62 = .N;  
GR63 = .N;  
GR64 = .N;  
GR65 = .N;  
GR66 = .N;  
GR67A = .N;  
GR67B = .N;  
GR67C = .N;  
GR67D = .N;  
GR67E = .N;  
GR67F = .N;  
GR67G = .N;  
GR67H = .N;  
GR67I = .N;  
GR67J = .N;  
GR68 = .N;  
GR69 = .N;  
GR70 = .N;  
GR71A = .N;  
GR71B = .N;  
GR71C = .N;

GR71D = .N;  
GR71E = .N;  
GR71F = .N;  
GR71G = .N;  
GR71H = .N;  
GR71I = .N;  
GR71J = .N;  
GR71K = .N;  
GR71L = .N;  
GR71M = .N;  
GR71N = .N;  
GR71O = .N;  
GR71P = .N;  
GR71Q = .N;  
GR71R = .N;  
GR72 = .N;  
GR73A = .N;  
GR73B = .N;  
GR73C = .N;  
GR74A = .N;  
GR74B = .N;  
GR74C = .N;  
GR74D = .N;  
GR74E = .N;

end;

.N = (Not Applicable)

- 20.** GR59SK, GR059spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR59SK is an indicator of whether GR059sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR59S = 2 then GR59SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR059spU = GR059sp, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR59SK = 1 then do;  
GR059sp = '.N';
```

```
end;
```

.N = (Not Applicable)

- 21.** GR71SK, GR071spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR71SK is an indicator of whether GR071sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((GR71R = 3 OR GR71R = 2) OR GR71R = 4) OR GR71R = 5) then GR71SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR071spU = GR071sp, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR71SK = 1 then do;  
GR071sp = '.N';
```

```
end;
```

.N = (Not Applicable)

22. GR75SK, GR75U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR75SK is an indicator of whether GR75 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) then GR75SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR75U = GR75, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR75SK = 1 then do;  
GR75 = .N;

end;

.N = (Not Applicable)

23. GR76SK, GR76AU, GR76BU, GR76CU, GR76DU, GR76EU, GR77AU, GR77BU, GR77CU, GR77DU, GR77EU, GR78U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR76SK is an indicator of whether GR76A, GR76B, GR76C, GR76D, GR76E, GR77A, GR77B, GR77C, GR77D, GR77E, GR78 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59A = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2))) then GR76SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR76AU = GR76A, GR76BU = GR76B, GR76CU = GR76C, GR76DU = GR76D, GR76EU = GR76E, GR77AU = GR77A, GR77BU = GR77B, GR77CU = GR77C, GR77DU = GR77D, GR77EU = GR77E, GR78U = GR78, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR76SK = 1 then do;  
 GR76A = .N;  
 GR76B = .N;  
 GR76C = .N;  
 GR76D = .N;  
 GR76E = .N;  
 GR77A = .N;  
 GR77B = .N;  
 GR77C = .N;  
 GR77D = .N;

GR77E = .N;  
GR78 = .N;

end;

.N = (Not Applicable)

24. GR79SK, GR79U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR79SK is an indicator of whether GR79 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2)) AND GR78 = 1)) then GR79SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR79U = GR79, but are unedited for forward coding of non-applicable or missing response values. "Here is how they are edited:

If GR79SK = 1 then do;  
GR79 = .N;

end;

.N = (Not Applicable)

25. GR80SK, GR80AU, GR80BU, GR80CU, GR80DU, GR80EU, GR81U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR80SK is an indicator of whether GR80A, GR80B, GR80C, GR80D, GR80E, GR81 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR ((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2)) AND GR78 = 1)) then GR80SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR80AU = GR80A, GR80BU = GR80B, GR80CU = GR80C, GR80DU = GR80D, GR80EU = GR80E, GR81U = GR81, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR80SK = 1 then do;

GR80A = .N;  
 GR80B = .N;  
 GR80C = .N;  
 GR80D = .N;  
 GR80E = .N;  
 GR81 = .N;

end;

.N = (Not Applicable)

26. GR81SK, GR081spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR81SK is an indicator of whether GR081sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (GR81 = 2 OR GR81 = 1) then GR81SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR081spU = GR081sp, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

If GR81SK = 1 then do;  
GR081sp = '.N';

end;

.N = (Not Applicable)

27. GR82SK, GR82U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR82SK is an indicator of whether GR82 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2) AND (((GR74A = 2 OR

GR74B = 2) OR GR74C = 2) OR GR74D = 2) OR GR74E = 2))) then GR82SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR82U = GR82, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR82SK = 1 then do;  
GR82 = .N;

end;

.N = (Not Applicable)

28. GR83SK, GR83AU, GR83BU, GR83CU, GR83DU, GR83EU, GR83FU, GR83GU, GR83HU, GR83IU, GR83JU, GR83KU, GR83LU, GR83MU, GR83NU, GR83OU, GR83PU, GR83QU, GR83RU, GR83SU, GR83TU, GR83UU, GR83VU, GR83WU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR83SK is an indicator of whether GR83A, GR83B, GR83C, GR83D, GR83E, GR83F, GR83G, GR83H, GR83I, GR83J, GR83K, GR83L, GR83M, GR83N, GR83O, GR83P, GR83Q, GR83R, GR83S, GR83T, GR83U, GR83V, GR83W were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) AND (((((((GR74A = . OR GR74A = 1) OR GR74B = .) OR GR74B = 1) OR GR74C = .) OR GR74C = 1) OR GR74D = .) OR GR74D = 1) OR GR74E = .) OR GR74E = 1) OR (((GR74A = 2 OR GR74B = 2)

OR GR74C = 2) OR GR74D = 2) OR GR74E = 2) AND GR82 = 1))) then GR83SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR83AU = GR83A, GR83BU = GR83B, GR83CU = GR83C, GR83DU = GR83D, GR83EU = GR83E, GR83FU = GR83F, GR83GU = GR83G, GR83HU = GR83H, GR83IU = GR83I, GR83JU = GR83J, GR83KU = GR83K, GR83LU = GR83L, GR83MU = GR83M, GR83NU = GR83N, GR83OU = GR83O, GR83PU = GR83P, GR83QU = GR83Q, GR83RU = GR83R, GR83SU = GR83S, GR83TU = GR83T, GR83UU = GR83U, GR83VU = GR83V, GR83WU = GR83W, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR83SK = 1 then do;

GR83A = .N;  
GR83B = .N;  
GR83C = .N;  
GR83D = .N;  
GR83E = .N;  
GR83F = .N;  
GR83G = .N;  
GR83H = .N;  
GR83I = .N;  
GR83J = .N;  
GR83K = .N;  
GR83L = .N;  
GR83M = .N;  
GR83N = .N;  
GR83O = .N;  
GR83P = .N;  
GR83Q = .N;  
GR83R = .N;  
GR83S = .N;  
GR83T = .N;  
GR83U = .N;  
GR83V = .N;  
GR83W = .N;

end;

.N = (Not Applicable)

29. *\*\*After the 50 RC was complete and the initial datasets were created, we noticed that the information captured by this skip logic did not match up with what was envisioned; A recode was created for this variable with the following logic:*

*/\* coding for GR83AR2 variable \*/*

*GR83AR2 = .;*

*If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83AR2 = .N;*

*ELSE GR83AR2 = GR83A;*

*/\* coding for GR83BR2 variable \*/*

*GR83BR2 = .;*

*If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2*

OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83BR2 = .N;

ELSE GR83BR2 = GR83B;

*/\* coding for GR83CR2 variable \*/*

GR83CR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83CR2 = .N;

ELSE GR83CR2 = GR83C;

*/\* coding for GR83DR2 variable \*/*

GR83DR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR

GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3  
OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR  
GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2  
OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O  
= 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR  
GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83DR2 = .N;

ELSE GR83DR2 = GR83D;

*/\* coding for GR83ER2 variable \*/*

GR83ER2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B =  
3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR  
GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2  
OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F =  
4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR  
GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3  
OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5  
OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L =  
3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR  
GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2  
OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P =  
4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR  
GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3  
OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR  
GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2  
OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O  
= 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR  
GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83ER2 = .N;

ELSE GR83ER2 = GR83E;

*/\* coding for GR83FR2 variable \*/*

GR83FR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B =  
3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR  
GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2  
OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F =  
4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR  
GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3  
OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5  
OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L =  
3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR  
GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2

OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83FR2 = .N;

ELSE GR83FR2 = GR83F;

*/\* coding for GR83GR2 variable \*/*

GR83GR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83GR2 = .N;

ELSE GR83GR2 = GR83G;

*/\* coding for GR83HR2 variable \*/*

GR83HR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5

OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83HR2 = .N;

ELSE GR83HR2 = GR83H;

*/\* coding for GR83IR2 variable \*/*

GR83IR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83IR2 = .N;

ELSE GR83IR2 = GR83I;

*/\* coding for GR83JR2 variable \*/*

GR83JR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR

GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3  
OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5  
OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L  
= 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR  
GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2  
OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P  
= 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR  
GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3  
OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR  
GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2  
OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O  
= 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR  
GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83JR2 = .N;

ELSE GR83JR2 = GR83J;

*/\* coding for GR83KR2 variable \*/*

GR83KR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B =  
3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR  
GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2  
OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F  
= 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR  
GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3  
OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5  
OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L  
= 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR  
GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2  
OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P  
= 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR  
GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3  
OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR  
GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2  
OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O  
= 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR  
GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83KR2 = .N;

ELSE GR83KR2 = GR83K;

*/\* coding for GR83LR2 variable \*/*

GR83LR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B =  
3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR  
GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2

OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83LR2 = .N;

ELSE GR83LR2 =GR83L;

*/\* coding for GR83MR2 variable \*/*

GR83MR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83MR2 = .N;

ELSE GR83MR2 =GR83M;

*/\* coding for GR83NR2 variable \*/*

GR83NR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83NR2 = .N;

ELSE GR83NR2 = GR83N;

*/\* coding for GR83OR2 variable \*/*

GR83OR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83OR2 = .N;

ELSE GR83OR2 = GR83O;

*/\* coding for GR83PR2 variable \*/*

GR83PR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83PR2 = .N;

ELSE GR83PR2 = GR83P;

*/\* coding for GR83QR2 variable \*/*

GR83QR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83QR2 = .N;

ELSE GR83QR2 = GR83Q;

*/\* coding for GR83RR2 variable \*/*

GR83RR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83RR2 = .N;

ELSE GR83RR2 = GR83R;

*/\* coding for GR83SR2 variable \*/*

GR83SR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN GR83SR2 = .N;

ELSE GR83SR2 = GR83S;

*/\* coding for GR83TR2 variable \*/*

GR83TR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83TR2 = .N;  
ELSE GR83TR2 = GR83T;

*/\* coding for GR83UR2 variable \*/*

GR83UR2 = .;

*If*(GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83UR2 = .N;  
ELSE GR83UR2 = GR83U;

*/\* coding for GR83VR2 variable \*/*

GR83VR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83VR2 = .N;  
ELSE GR83VR2 = GR83V;

*/\* coding for GR83WR2 variable \*/*

GR83WR2 = .;

If (GR57A = 2 OR GR57A = 3 OR GR57A = 4 OR GR57A = 5 OR GR57B = 2 OR GR57B = 3 OR GR57B = 4 OR GR57B = 5 OR GR57C = 2 OR GR57C = 3 OR GR57C = 4 OR GR57C = 5 OR GR57D = 2 OR GR57D = 3 OR GR57D = 4 OR GR57D = 5 OR GR57E = 2 OR GR57E = 3 OR GR57E = 4 OR GR57E = 5 OR GR57F = 2 OR GR57F = 3 OR GR57F = 4 OR GR57F = 5 OR GR57G = 2 OR GR57G = 3 OR GR57G = 4 OR GR57G = 5 OR GR57H = 2 OR GR57H = 3 OR GR57H = 4 OR GR57H = 5 OR GR57I = 2 OR GR57I = 3 OR GR57I = 4 OR GR57I = 5 OR GR57J = 2 OR GR57J = 3 OR GR57J = 4 OR GR57J = 5 OR GR57K = 2 OR GR57K = 3 OR GR57K = 4 OR GR57K = 5 OR GR57L = 2 OR GR57L = 3 OR GR57L = 4 OR GR57L = 5 OR GR57M = 2 OR GR57M = 3 OR GR57M = 4 OR GR57M = 5 OR GR57N = 2 OR GR57N = 3 OR GR57N = 4 OR GR57N = 5 OR GR57O = 2 OR GR57O = 3 OR GR57O = 4 OR GR57O = 5 OR GR57P = 2 OR GR57P = 3 OR GR57P = 4 OR GR57P = 5 OR GR57Q = 2 OR GR57Q = 3 OR GR57Q = 4 OR GR57Q = 5 OR GR57R = 2 OR GR57R = 3 OR GR57R = 4 OR GR57R = 5 OR GR57S = 2 OR GR57S = 3 OR GR57S = 4 OR GR57S = 5) AND (GR59A = 2 OR GR59B = 2 OR GR59C = 2 OR GR59D = 2 OR GR59E = 2 OR GR59F = 2 OR GR59G = 2 OR GR59H = 2 OR GR59I = 2 OR GR59J = 2 OR GR59K = 2 OR GR59L = 2 OR GR59M = 2 OR GR59N = 2 OR GR59O = 2 OR GR59P = 2 OR GR59Q = 2 OR GR59R = 2 OR GR59S = 2) AND ((GR74A = 2 OR GR74B = 2 OR GR74C = 2 OR GR74D = 2 OR GR74E = 2) AND GR82 = 2) THEN  
GR83WR2 = .N;  
ELSE GR83WR2 = GR83W;

30. GR84SK, GR84AU, GR84BU, GR84CU, GR84DU, GR84EU, GR84FU, GR84GU, GR84HU, GR84IU, GR84JU, GR84KU, GR84LU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR84SK is an indicator of whether GR84A, GR84B, GR84C, GR84D, GR84E, GR84F, GR84G, GR84H, GR84I, GR84J, GR84K, GR84L were or were not to be asked of a respondent and its initial value is 1 (Not asked). If (((((((((((((((((((((((GR57A = 2 OR GR57A = 3) OR GR57A = 4) OR GR57A = 5) OR (((GR57B = 2 OR GR57B = 3) OR GR57B = 4) OR GR57B = 5)) OR (((GR57C = 2 OR GR57C = 3) OR GR57C = 4) OR GR57C = 5)) OR (((GR57D = 2 OR GR57D = 3) OR GR57D = 4) OR GR57D = 5)) OR (((GR57E = 2 OR GR57E = 3) OR GR57E = 4) OR GR57E = 5)) OR (((GR57F = 2 OR GR57F = 3) OR GR57F = 4) OR GR57F = 5)) OR (((GR57G = 2 OR GR57G = 3) OR GR57G = 4) OR GR57G = 5)) OR (((GR57H = 2 OR GR57H = 3) OR GR57H = 4) OR GR57H = 5)) OR (((GR57I = 2 OR GR57I = 3) OR GR57I = 4) OR GR57I = 5)) OR (((GR57J = 2 OR GR57J = 3) OR GR57J = 4) OR GR57J = 5)) OR (((GR57K = 2 OR GR57K = 3) OR GR57K = 4) OR GR57K = 5)) OR (((GR57L = 2 OR GR57L = 3) OR GR57L = 4) OR GR57L = 5)) OR (((GR57M = 2 OR GR57M = 3) OR GR57M = 4) OR GR57M = 5)) OR (((GR57N = 2 OR GR57N = 3) OR GR57N = 4) OR GR57N = 5)) OR (((GR57O = 2 OR GR57O = 3) OR GR57O = 4) OR GR57O = 5)) OR (((GR57P = 2 OR GR57P = 3) OR GR57P = 4) OR GR57P = 5)) OR (((GR57Q = 2 OR GR57Q = 3) OR GR57Q = 4) OR GR57Q = 5)) OR (((GR57R = 2 OR GR57R = 3) OR GR57R = 4) OR GR57R = 5)) OR (((GR57S = 2 OR GR57S = 3) OR GR57S = 4) OR GR57S = 5)) AND (((((((((((((((((((GR59A = 2 OR GR59B = 2) OR GR59C = 2) OR GR59D = 2) OR GR59E = 2) OR GR59F = 2) OR GR59G = 2) OR GR59H = 2) OR GR59I = 2) OR GR59J = 2) OR GR59K = 2) OR GR59L = 2) OR GR59M = 2) OR GR59N = 2) OR GR59O = 2) OR GR59P = 2) OR GR59Q = 2) OR GR59R = 2) OR GR59S = 2)) then GR84SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR84AU = GR84A, GR84BU = GR84B, GR84CU = GR84C, GR84DU = GR84D, GR84EU = GR84E, GR84FU = GR84F, GR84GU = GR84G, GR84HU = GR84H, GR84IU = GR84I, GR84JU = GR84J, GR84KU = GR84K, GR84LU = GR84L, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR84SK = 1 then do;

GR84A = .N;

GR84B = .N;

GR84C = .N;

GR84D = .N;

GR84E = .N;

GR84F = .N;

GR84G = .N;

GR84H = .N;

GR84I = .N;

GR84J = .N;

GR84K = .N;

GR84L = .N;

end;

.N = (Not Applicable)

31. GR87SK, GR87U, GR88AU, GR88BU, GR88CU, GR88DU, GR88EU, GR88FU, GR88GU, GR89U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR87SK is an indicator of whether GR87, GR88A, GR88B, GR88C, GR88D, GR88E, GR88F, GR88G, GR89 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR86 = 2 then GR87SK = 2 (Asked)." The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR87U = GR87, GR88AU = GR88A, GR88BU = GR88B, GR88CU = GR88C, GR88DU = GR88D, GR88EU = GR88E, GR88FU = GR88F, GR88GU = GR88G, GR89U = GR89, but are unedited for forward coding of non-applicable or missing response values." Here is how they are edited:

If GR87SK = 1 then do;

GR87 = .N;  
GR88A = .N;  
GR88B = .N;  
GR88C = .N;  
GR88D = .N;  
GR88E = .N;  
GR88F = .N;  
GR88G = .N;  
GR89 = .N;

end;

.N = (Not Applicable)

32. GR89SK, GR089spU. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR89SK is an indicator of whether GR089sp were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR89 = 4 then GR89SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR089spU = GR089sp, but are unedited for forward coding of non-applicable or missing response values."  
Here is how they are edited:

```
If GR89SK = 1 then do;  
GR089sp = '.N';
```

```
end;
```

```
.N = (Not Applicable)
```

33. GR92SK, GR92U, GR93U. The following explains how to create the flag variable -- the codebook page should contain this information:

"GR92SK is an indicator of whether GR92, GR93 were or were not to be asked of a respondent and its initial value is 1 (Not asked). If GR09 > 3 then GR92SK = 2 (Asked)."

The following explains how the flag variable is used in editing -- the codebook page for the edited variable should contain this information:

"GR92U = GR92, GR93U = GR93, but are unedited for forward coding of non-applicable or missing response values."

Here is how they are edited:

```
If GR92SK = 1 then do;  
GR92 = .N;  
GR93 = .N;
```

```
end;
```

```
.N = (Not Applicable)
```

### 34. SRRACEA—SRRACEE, SRRETH1

The codebook pages for SRRACEA—SRRACEE should note:

“These items are consistent with the ‘1997 Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity’ and the 2000 Decennial Census.”

SRRACEA—SRRACEE are codes as “Mark all that apply” items, where 1=Not marked and 2=Marked. SRRACEA indicates whether the “White” response category was marked, SRRACEB indicates whether the “Black or African-American” response category was marked, SRRACEC indicates whether “American Indian or Alaskan Native” was marked, SRRACED indicates whether “Asian” was marked, SRRACEE indicates whether “Native Hawaiian or other Pacific Islander” was marked, and SRRACEF indicates whether “Some other race” was marked. If none are marked, then all of SRRACEA—SRRACEE are assigned -9 (missing).

SRRETH1 implements the October 1997 standards for reporting Federal data on race and ethnicity. The codebook page for SRRETH1 should note:

“These racial/ethnic categories are consistent with the 1997 standards for maintaining, collecting, and presenting federal data on race and ethnicity.”

SRRETH1 groups responses to SRRACEA-SRRACEF into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic descent (from variable SRHISPA1). Each description in the “RACIAL CATEGORY” column of the chart is preceded by an H for “Hispanic” if the respondent has a value of 2 for SRHISPA1, and by a NH for “Non-Hispanic” if SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart.

For example, Hispanic single-race respondents who mark only one of the SRRACEA-SRRACEF are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7.

Non-Hispanics reporting no race code are coded as missing (-9). The “Unassigned categories (coded as 6 and 14), are not populated in this survey, but are used when the additional response option of “Other” for race/ethnicity are included in the question. The categories for Non-Hispanics are similar, except that some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics are coded as 19.

CODERACIAL CATEGORY (SRRETH1)SR-  
HISPA1SR-  
RACEASR-  
RACEBSR-  
RACECSR-

RACEDSR-  
 RACEESR-  
 RACEF  
 1H American Indian or Alaska Native2112111  
 2H Asian2111211  
 3H Black or African American2121111  
 4H Native Hawaiian or Other Pacific Islander2111121  
 5H White2211111  
 6H Some other race2111112  
 7Hispanic/Latino reporting more than one race2(Any combination of more than one 2 in SRRACEA-F)  
 8H Unknown race2-9-9-9-9-9-9  
 9NH American Indian or Alaska Native1112111  
 10NH Asian1111211  
 11NH Black or African American1121111  
 12NH Native Hawaiian or Other Pacific Islander1111121  
 13NH White1211111  
 14NH Some other race1111112  
 15NH American Indian or Alaska Native & White1212111  
 16NH Asian & White1211211  
 17NH Black or African American & White1221111  
 18NH American Indian or Alaska Native & Black or African American1122111  
 19NH Balance of individuals reporting more than one race1(Any other combination of more than one 2 in SRRACEA-F)

# APPENDIX

## Alphabetical List of Variables

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                   | PAGE      |
|------------------|----------------|---|-----------|
| ACTVD*           |                | Active Duty Date Group                  | 1425      |
| ACTVGRP*         |                | Active DEERS and RCCPDS                 | 1426      |
| ACTVSOC*         |                | DEERS End Condition and Date Activated  | 1427      |
| ADGT911*         |                | Active Duty Date Post 20010911 Status   | 1430      |
| ADJ1CC*          |                | Non-Response Adjust Cell                | 1539-1544 |
| ADJ1FO*          |                | FS Unk Elig NonResponse Adj Factor      | 1545-1550 |
| ADJ1WO*          |                | FS Unk Elig NonResponse Adj Weight      | 1551      |
| ADJ2FO*          |                | FS Elig NonRespondent Adj Factor        | 1552-1556 |
| ADJ2WO*          |                | FS Elig NonRespondent Adj Weight        | 1557      |
| AD_DATE*         |                | Active Duty Date Status                 | 1428      |
| AD_STR*          |                | Active Duty Strength Accounting Code    | 1429      |
| AFFCOM*          |                | Var used for A_COMMIT                   | 685       |
| AGE*             |                | Member's Age                            | 1431-1432 |
| AGER             |                | Age--Record Data                        | 1206      |
| AGR_LGL*         |                | AGR Service Legal Authority Code        | 1433      |
| ANYDISC*         |                | Var used to create any discrim          | 873       |
| ANYPROBS         |                | Any Problems                            | 1154      |
| ASGN             |                | Assgn inc rate                          | 870       |
| ASGN_G*          |                | Vars used to create ASGN                | 869       |
| A_COMMIT         |                | Aff Comt Scale                          | 686       |
| BATCH*           |                | DRC Batch Number applied                | 1408      |
| BLKREAS*         |                | Reason Survey Returned Blank            | 1409      |
| BSW0*            |                | Base Weight                             | 1530-1538 |
| CAR              |                | Car Inc Rate                            | 872       |
| CAREER*          |                | Careerism scale                         | 738       |
| CARERCOMP*       |                | Var used for CAREER                     | 737       |
| CAR_G*           |                | Vars used to create CAR                 | 871       |
| CAS_ELIG         |                | CASRO eligibility disposition code      | 1406      |
| CENREGN*         |                | Census Region                           | 1434      |
| COMPFLAG*        |                | Questionnaire Complete Flag             | 1522      |
| CONCOM*          |                | Var used for C_COMMIT                   | 687       |
| CRACE_CD*        |                | Constructed Race Code                   | 1435      |
| CRDEV10*         |                | Crde bvr 1 inc rate only--Recode        | 985       |
| CRDBVR           |                | Crde/ off bhvr inc rate                 | 926       |
| CRDBVR1          |                | Crde bvr 1 inc rate                     | 979       |
| CRDBVRO*         |                | Crde/off bhvr inc rate only -rec        | 934       |
| CRITFLAG*        |                | Critical Questions Complete Flag        | 1523      |
| CWORKSAT         |                | Coworker sat                            | 750       |
| CWRK_SAT*        |                | Var used for CWORKSAT                   | 749       |
| C_COMMIT         |                | Cont Comt Scale                         | 688       |
| DARVDATE*        |                | Date Survey Arrived                     | 1410      |
| DENTDATE*        |                | Date Survey Processed                   | 1411      |
| DIM1             |                | First ranking dimension                 | 1216-1217 |
| DIM2             |                | Second ranking dimension                | 1218      |
| DIM3             |                | Third ranking dimension                 | 1219      |
| DIM4             |                | Fourth ranking dimension                | 1220      |
| DIM5             |                | Fifth ranking dimension                 | 1221      |
| DIM6             |                | Sixth ranking dimension                 | 1222      |
| DIM7             |                | Seventh ranking dimension               | 1223      |
| DODELIGF         |                | Eligibility Flag without Coast Guard    | 1209      |
| DR200307*        |                | 0307 DEERS PITE Eligibility             | 1436      |
| DRFLG9*          |                | 0309 DEERS PITE Flag                    | 1437      |
| DUPRET*          |                | Multiple Returns Flag - Excludes Blanks | 1412      |
| DUPRET2*         |                | Multiple Returns Flag - Includes Blanks | 1413      |
| EDUC*            |                | Education Level                         | 1438      |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE    |
|------------------|----------------|--|---------|
| ELIGFLGW         |                | Eligibility Flag                         | 1208    |
| ELIG_R           |                | Form Eligibility                         | 1405    |
| ETHNIC*          |                | Ethnic Code                              | 1439    |
| EVAL             |                | Eval inc rate                            | 868     |
| EVAL_G*          |                | Var used to create EVAL                  | 867     |
| FEMAREGN*        |                | FEMA Regional Offices                    | 1440    |
| FLAG_FIN*        |                | Final Disposition                        | 1414    |
| GENHEAL          |                | Gen Heal scale                           | 772     |
| GEN_HEAL*        |                | Sum vars for genheal scale               | 771     |
| GR011*           |                | How likely choose to serve until retire  | 19      |
| GR011AR*         |                | Eligible for retirement y/n (Recode)     | 653     |
| GR011BR          |                | Likelihood to stay for career--Recode    | 654     |
| GR011SK*         |                | [11a] Eligible for retirement y/n -Skip  | 22      |
| GR011a*          |                | [11a] Eligible for retirement y/n        | 20      |
| GR011b*          | 11.            | [11b] Likelihood to stay for career      | 21      |
| GR011bU*         |                | [11b] Likelihood to-Unedited             | 410     |
| GR08             | 8.             | [8--] Served active duty > 24 months     | 15      |
| GR09*            | 9.             | [9--] Years of service                   | 16-17   |
| GR09R            |                | Years of Service--Recode                 | 651     |
| GR09U*           |                | Years spent in military service - Uned   | 408-409 |
| GR10             | 10.            | [10--] Likelihood stay in NG/R           | 18      |
| GR10R*           |                | Likelihood stay in NG/R--Recode          | 652     |
| GR11BR2          |                | Likelihood to stay for career--Recode    | 655     |
| GR12*            | 12.            | [12--] Expected years of service         | 23-24   |
| GR12R            |                | Expected years of service--Recode        | 656     |
| GR12U*           |                | Expected years of service - Uned         | 411-412 |
| GR13             | 13.            | [13--] Quality of life in NG/R           | 25      |
| GR13R*           |                | Quality of life in NG/R--Recode          | 657     |
| GR14             | 14.            | [14--] Quality of work life in NG/R      | 26      |
| GR14R*           |                | Quality of work life in NG/R--Recode     | 658     |
| GR15A            | 15a.           | [15a] Sat w/ compensation                | 27      |
| GR15AR*          |                | Sat w/ compensation--Recode              | 659     |
| GR15B            | 15b.           | [15b] Sat w/ type of work                | 28      |
| GR15BR*          |                | Sat w/ type of work--Recode              | 660     |
| GR15C            | 15c.           | [15c] Sat w/ promotion chances           | 29      |
| GR15CR*          |                | Sat w/ promotion chances--Recode         | 661     |
| GR15D            | 15d.           | [15d] Sat w/ coworkers                   | 30      |
| GR15DR*          |                | Sat w/ coworkers--Recode                 | 662     |
| GR15E            | 15e.           | [15e] Sat w/ supervisor                  | 31      |
| GR15ER*          |                | Sat w/ supervisor--Recode                | 663     |
| GR15F            | 15f.           | [15f] Sat w/ mil values                  | 32      |
| GR15FR*          |                | Sat w/ mil values--Recode                | 664     |
| GR15G            | 15g.           | [15g] Sat w/ enjoyment of NG/R duties    | 33      |
| GR15GR*          |                | Sat w/ enjoyment of NG/R duties--Recode  | 665     |
| GR15H            | 15h.           | [15h] Sat w/ unit drill training         | 34      |
| GR15HR*          |                | Sat w/ unit drill training--Recode       | 666     |
| GR15I            | 15i.           | [15i] Sat w/ unit morale                 | 35      |
| GR15IR*          |                | Sat w/ unit morale--Recode               | 667     |
| GR15J            | 15j.           | [15j] Sat w/ chances for leadership      | 36      |
| GR15JR*          |                | Sat w/ chances for leadership            | 668     |
| GR15K            | 15k.           | [15k] Sat w/ chances use primary skills  | 37      |
| GR15KR*          |                | Sat w/chances use primary skills--Recode | 669     |
| GR15L            | 15l.           | [15l] Sat w/ assignments                 | 38      |
| GR15LR*          |                | Sat w/ assignments--Recode               | 670     |
| GR15M            | 15m.           | [15m] Sat w/ assignment stability        | 39      |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR15MR*          |                | Sat w/ assignment stability--Recode       | 671  |
| GR15N            | 15n.           | [15n] Sat w/ personal workload            | 40   |
| GR15NR*          |                | Sat w/ personal workload--Recode          | 672  |
| GR15O            | 15o.           | [15o] Sat w/ time reqrd for NG/R duties   | 41   |
| GR15OR*          |                | Sat w/ time reqrd fr NG/R duties--Recode  | 673  |
| GR15P            | 15p.           | [15p] Sat w/ chances of activation        | 42   |
| GR15PR*          |                | Sat w/ chances of activation--Recode      | 674  |
| GR15Q            | 15q.           | [15q] Sat w/ recnt activations            | 43   |
| GR15QR*          |                | Sat w/ rent activations--Recode           | 675  |
| GR16             | 16.            | [16--] Sat w/ mil way of life             | 44   |
| GR16R*           |                | Sat w/ mil way of life--Recode            | 676  |
| GR17A            | 17a.           | [17a] Feel like part of family in NG/R    | 45   |
| GR17AR*          |                | Feel like part of family in NG/R--Recode  | 677  |
| GR17B            | 17b.           | [17b] NG/R has personal meaning           | 46   |
| GR17BR*          |                | NG/R has personal meaning--Recode         | 678  |
| GR17C            | 17c.           | [17c] Too costly to leave NG/R            | 47   |
| GR17CR*          |                | Too costly to leave NG/R--Recode          | 679  |
| GR17D            | 17d.           | [17d] Afraid quit NG/R w/o another job    | 48   |
| GR17DR*          |                | Afraid quit NG/R w/o another job--Recode  | 680  |
| GR17E            | 17e.           | [17e] Life interrupted if leave NG/R      | 49   |
| GR17ER*          |                | Life interrupted if leave NG/R--Recode    | 681  |
| GR17F            | 17f.           | [17f] Sense of belonging to NG/R          | 50   |
| GR17FR*          |                | Sense of belonging to NG/R--Recode        | 682  |
| GR17G            | 17g.           | [17g] Emotionally attached to NG/R        | 51   |
| GR17GR*          |                | Emotionally attached to NG/R--Recode      | 683  |
| GR17H            | 17h.           | [17h] Lack of alternatives if leave NG/R  | 52   |
| GR17HR*          |                | Lack of alternatvts if leave NG/R--Recode | 684  |
| GR18A            | 18a.           | [18a] Recommend male friend join mil      | 53   |
| GR18AR*          |                | Recommend male friend join mil--Recode    | 689  |
| GR18B            | 18b.           | [18b] Recommend female friend join mil    | 54   |
| GR18BR*          |                | Recommend female friend join mil--Recode  | 690  |
| GR19             | 19.            | [19--] Been actvtd past 24 months         | 55   |
| GR20             | 20.            | [20--] Was actvtn > 30 consec days        | 56   |
| GR20SK*          |                | [19--] Been actvtd past 24 months -Skip   | 57   |
| GR20U*           |                | [20--] Was actvtn >-Unedited              | 413  |
| GR21             | 21.            | [21--] Was actvtn vol, invol or both      | 58   |
| GR21SK*          |                | [19--] Been actvtd past 24 months -Skip   | 59   |
| GR21U*           |                | [21--] Was actvtn v-Unedited              | 414  |
| GR22             | 22.            | [22--] Did actvtn result in dplymnt       | 60   |
| GR22U*           |                | [22--] Did actvtn r-Unedited              | 415  |
| GR23             | 23.            | [23--] Was actvtn CONUS OCONUS or both    | 61   |
| GR23SK*          |                | [19--] Been actvtd past 24 months -Skip   | 62   |
| GR23U*           |                | [23--] Was actvtn C-Unedited              | 416  |
| GR24             | 24.            | [24--] Currently activated                | 63   |
| GR24R*           |                | Currently Activated--Recode               | 691  |
| GR24SK*          |                | [19--] Been actvtd past 24 months -Skip   | 64   |
| GR24U*           |                | [24--] Currently ac-Unedited              | 417  |
| GR25             | 25.            | [25--] Currently deployed                 | 65   |
| GR25R*           |                | Currently deployed--Recode                | 692  |
| GR25SK*          |                | [19--] Been actvtd past 24 months -Skip   | 66   |
| GR25U*           |                | [25--] Currently de-Unedited              | 418  |
| GR26*            | 26.            | [26--] Prior crmnt actvtn were u AGR/TAR  | 67   |
| GR26SK*          |                | [19--] Been actvtd past 24 months -Skip   | 68   |
| GR26U*           |                | [26--] Prior crmnt -Unedited              | 419  |
| GR27*            | 27.            | [27--] Prior crmnt actvtn were u IMA      | 69   |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE    |
|------------------|----------------|--|---------|
| GR27SK*          |                | [19--] Been actvtd past 24 months -Skip  | 70      |
| GR27U*           |                | [27--] Prior crmnt -Unedited             | 420     |
| GR28*            | 28.            | [28--] Prior crmnt actvtn were u mil tec | 71      |
| GR28U*           |                | [28--] Prior crmnt -Unedited             | 421     |
| GR29*            | 29.            | [29--] Week prior actvtn have civ job    | 72      |
| GR29R*           |                | Wk prior to actvtn have civ job--Recode  | 693     |
| GR29R2*          |                | Wk prior actvtn have civ job--Recode 2   | 694     |
| GR29SK*          |                | [19--] Been actvtd past 24 months -Skip  | 73      |
| GR29U*           |                | [29--] Week prior a-Unedited             | 422     |
| GR30*            | 30.            | [30--] At time of actvtn were u student  | 74      |
| GR30R*           |                | At time of actvtn were u student--Recode | 695     |
| GR30R2*          |                | At tme of actvtn wer u student--Recode 2 | 696     |
| GR30SK*          |                | [19--] Been actvtd past 24 months -Skip  | 75      |
| GR30U*           |                | [30--] At time of a-Unedited             | 423     |
| GR31*            | 31.            | [31--] Currently AGR/TAR                 | 76      |
| GR31SK*          |                | [24--] Currently activated -Skip         | 77      |
| GR31U*           |                | [31--] Currently AG-Unedited             | 424     |
| GR32*            | 32.            | [32--] Currently IMA                     | 78      |
| GR32SK*          |                | [24--] Currently activated -Skip         | 79      |
| GR32U*           |                | [32--] Currently IM-Unedited             | 425     |
| GR33*            | 33.            | [33--] Currently mil tech                | 80      |
| GR33U*           |                | [33--] Currently mi-Unedited             | 426     |
| GR34*            | 34.            | [34--] Currently have civ job            | 81      |
| GR34R*           |                | Currently have civ job--Recode           | 697     |
| GR34R2*          |                | Currently have civ job- Recode 2         | 698     |
| GR34SK*          |                | [24--] Currently activated -Skip         | 82      |
| GR34U*           |                | [34--] Currently ha-Unedited             | 427     |
| GR35*            | 35.            | [35--] Currently student                 | 83      |
| GR35R*           |                | Currently student--Recode                | 699     |
| GR35R2*          |                | Currently student--Recode 2              | 700     |
| GR35SK*          |                | [24--] Currently activated -Skip         | 84      |
| GR35U*           |                | [35--] Currently st-Unedited             | 428     |
| GR36*            | 36.            | [36--] Past 12 mnth- #day paid NG/R stat | 85      |
| GR36R*           |                | Pst 12 mnth-# day paid NG/R stat--Recode | 701     |
| GR36R2           |                | Pst 12 mnth-#dy paid NG/R stat--Recode 2 | 702     |
| GR36U*           |                | Days in compensated NG/Resv status- Uned | 429     |
| GR37*            | 37.            | [37--] How long in present unit          | 86-87   |
| GR37R            |                | How long in present unit--Recode         | 703     |
| GR37U*           |                | Length of time in present mil unit -Uned | 430-431 |
| GR38A            | 38a.           | [38a] Are u student in res mil course    | 88      |
| GR38AR*          |                | Are u studnet in res mil course--Recode  | 704     |
| GR38B            | 38b.           | [38b] Are u in gendered MOS              | 89      |
| GR38BR*          |                | Are u in gendered MOS--Recode            | 705     |
| GR38C            | 38c.           | [38c] Are u in gendered workplace        | 90      |
| GR38CR*          |                | Are u in gendered workplace--Recode      | 706     |
| GR39             | 39.            | [39--] Gender of supervisor              | 91      |
| GR40*            | 40.            | [40--] Paygrade of supervisor            | 92      |
| GR40R*           |                | Paygrade of supervisor--Recode           | 707     |
| GR40R2           |                | Paygrade of supervisor--Recode 2         | 708     |
| GR41*            | 41.            | [41--] Gender ratio of workgroup         | 93      |
| GR41R            |                | Gender ratio or workgroup--Recode        | 709     |
| GR42A            | 42a.           | [42a] Know what expected at wrk          | 94      |
| GR42AR*          |                | Know what expected at wrk--Recode        | 710     |
| GR42B            | 42b.           | [42b] Have right equipment at wrk        | 95      |
| GR42BR*          |                | Have right equipment at wrk--Recode      | 711     |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR42C            | 42c.           | [42c] Chance to do best at wrk           | 96   |
| GR42CR*          |                | Chance to do best at wrk--Recode         | 712  |
| GR42D            | 42d.           | [42d] Recvd praise in last 7 days        | 97   |
| GR42DR*          |                | Recvd praise in last 7 days              | 713  |
| GR42E            | 42e.           | [42e] Supervisor cares about me          | 98   |
| GR42ER*          |                | Supervisor cares about me--Recode        | 714  |
| GR42F            | 42f.           | [42f] Someone helps me develop at wrk    | 99   |
| GR42FR*          |                | Someone helps me develop at work--Recode | 715  |
| GR42G            | 42g.           | [42g] My opinion count at wrk            | 100  |
| GR42GR*          |                | My opinion count at wrk--Recode          | 716  |
| GR42H            | 42h.           | [42h] My NG/R job is important           | 101  |
| GR42HR*          |                | My NG/R job is important                 | 717  |
| GR42I            | 42i.           | [42i] My coworkers do quality wrk        | 102  |
| GR42IR*          |                | My coworkers do quality wrk--Recode      | 718  |
| GR42J            | 42j.           | [42j] Have best friend at wrk            | 103  |
| GR42JR*          |                | Have best friend at wrk--Recode          | 719  |
| GR42K            | 42k.           | [42k] Last 6 mnths recvd progress update | 104  |
| GR42KR*          |                | Last 6 mnths recvd progress update       | 720  |
| GR42L            | 42l.           | [42l] Chance to learn at wrk             | 105  |
| GR42LR*          |                | Chance to learn at wrk--Recode           | 721  |
| GR42M            | 42m.           | [42m] Promotions based on wrk only       | 106  |
| GR42MR*          |                | Promotions based on wrk only--Recode     | 722  |
| GR42N            | 42n.           | [42n] Supervisor makes all feel included | 107  |
| GR42NR*          |                | Supervsr makes all feel included--Recode | 723  |
| GR42O            | 42o.           | [42o] Trust supervisor w/ equal treatmen | 108  |
| GR42OR*          |                | Trust supervsr w/ eql treatment--Recode  | 724  |
| GR42P            | 42p.           | [42p] Employees kept informed            | 109  |
| GR42PR*          |                | Employees kept informed--Recode          | 725  |
| GR43A            | 43a.           | [43a] If make request someone will liste | 110  |
| GR43AR*          |                | If make reqst someone wll listen--Recode | 726  |
| GR43AR2*         |                | If mke reqst smne will listen--Recode 2  | 732  |
| GR43B            | 43b.           | [43b] Wrk leaders only want to look good | 111  |
| GR43BR*          |                | Wrk leaders only want to look gd--Recode | 727  |
| GR43BR2*         |                | Mil ldrs look good--Recode 2             | 733  |
| GR43C            | 43c.           | [43c] Would take problem to command      | 112  |
| GR43CR*          |                | Would take problem to command--Recode    | 728  |
| GR43CR2*         |                | Would take problem to command--Recode 2  | 734  |
| GR43D            | 43d.           | [43d] Wrk leaders only care about job    | 113  |
| GR43DR*          |                | Wrk leaders only care about job          | 729  |
| GR43DR2*         |                | Nt concernd with treat job don--Recode 2 | 735  |
| GR43E            | 43e.           | [43e] Impressed w/ wrk leaders           | 114  |
| GR43ER*          |                | Impressed w/wrk leaders--Recode          | 730  |
| GR43F            | 43f.           | [43f] Wrk leaders only care about career | 115  |
| GR43FR*          |                | Wrk lders only care about career--Recode | 731  |
| GR43FR2*         |                | Mil ldrs frthr careers--Recode 2         | 736  |
| GR44A            | 44a.           | [44a] Little conflict w/ coworkers       | 116  |
| GR44AR*          |                | Little conflict w/ workers--Recode       | 741  |
| GR44B            | 44b.           | [44b] Coworkers put in effort            | 117  |
| GR44BR*          |                | Coworkers put in effort--Recode          | 742  |
| GR44C            | 44c.           | [44c] Workgroup gets along               | 118  |
| GR44CR*          |                | Workgroup gets along--Recode             | 743  |
| GR44D            | 44d.           | [44d] Workgroup helps each other         | 119  |
| GR44DR*          |                | Workgroup helps each other--Recode       | 744  |
| GR44E            | 44e.           | [44e] Mil work gives u sense of pride    | 120  |
| GR44ER*          |                | Mil work gives u sense of pride--Recode  | 745  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                      | PAGE |
|------------------|----------------|--|------|
| GR44F            | 44f.           | [44f] Mil work uses your skills            | 121  |
| GR44FR*          |                | Mil work uses your skills--Recode          | 746  |
| GR44G            | 44g.           | [44g] Like your mil work                   | 122  |
| GR44GR*          |                | Like your mil work--Recode                 | 747  |
| GR44H            | 44h.           | [44h] Mil job lets you gain skills         | 123  |
| GR44HR*          |                | Mil job lets you gain skills--Recode       | 748  |
| GR45A            | 45a.           | [45a] Last yr trgted w/ angry voice        | 124  |
| GR45AR*          |                | Last yr trgted w/ angry voice--Recode      | 753  |
| GR45B            | 45b.           | [45b] Last yr trgted w/ avoiding u         | 125  |
| GR45BR*          |                | Last yr trgted w/ avoiding you--Recode     | 754  |
| GR45C            | 45c.           | [45c] Last yr trgted w/ making u look bad  | 126  |
| GR45CR*          |                | Lst yr trgted w/ makng u look bad--Recode  | 755  |
| GR45D            | 45d.           | [45d] Last yr trgted w/ yelling            | 127  |
| GR45DR*          |                | Last yr trgted w/ yelling--Recode          | 756  |
| GR45E            | 45e.           | [45e] Last yr trgted w/ withholding info   | 128  |
| GR45ER*          |                | Last yr trgted w/withholding info--Recode  | 757  |
| GR45F            | 45f.           | [45f] Last yr trgted w/ swearing at u      | 129  |
| GR45FR*          |                | Last yr trgted w/ swearing at you--Recode  | 758  |
| GR45G            | 45g.           | [45g] Lst yr trgted w/ tlkng behnd ur bac  | 130  |
| GR45GR*          |                | Lst yr trgted w/tlkng behnd ur bac--Recode | 759  |
| GR45H            | 45h.           | [45h] Last yr trgted w/ insulting u        | 131  |
| GR45HR*          |                | Last yr trgted w/ insulting you--Recode    | 760  |
| GR45I            | 45i.           | [45i] Lst yr trgted w/ crude talk about u  | 132  |
| GR45IR*          |                | Lst yr trgted w/crude tlk about u--Recode  | 761  |
| GR45J            | 45j.           | [45j] Lst yr trgted w/ flauntng pwr ovr    | 133  |
| GR45JR*          |                | Lst yr trgted w/ flaunting pwr ovr--Recode | 762  |
| GR46             | 46.            | [46--] How prprd to do wartime job         | 134  |
| GR46R*           |                | How prprd to do wartime job--Recode        | 767  |
| GR47             | 47.            | [47--] How unit prprd to do wartime job    | 135  |
| GR47R*           |                | How unit prprd to do wartime job--Recode   | 768  |
| GR48A            | 48a.           | [48a] I am healthy as others               | 136  |
| GR48B            | 48b.           | [48b] I get sick easier than others        | 137  |
| GR48BR*          |                | I get sick easier than others--Recode      | 769  |
| GR48C            | 48c.           | [48c] I expect health to worsen            | 138  |
| GR48CR*          |                | I expect health to worsen--Recode          | 770  |
| GR48D            | 48d.           | [48d] My health is excellent               | 139  |
| GR49A            | 49a.           | [49a] Health limited work time             | 140  |
| GR49AR*          |                | Health limited work time--Recode           | 773  |
| GR49AR3*         |                | Health limited work time--Recode           | 777  |
| GR49B            | 49b.           | [49b] Health limited accomplishments       | 141  |
| GR49BR*          |                | Health limited accomplishments--Recode     | 774  |
| GR49BR3*         |                | Health limited accomplishments--Recode     | 778  |
| GR49C            | 49c.           | [49c] Health limited type of work          | 142  |
| GR49CR*          |                | Health limited type of work--Recode        | 775  |
| GR49CR3*         |                | Health limited type of work--Recode        | 779  |
| GR49D            | 49d.           | [49d] Health limited wrk performance       | 143  |
| GR49DR*          |                | Health limited wrk performance--Recode     | 776  |
| GR49DR3*         |                | Health limited wrk performance--Recode     | 780  |
| GR50             | 50.            | [50--] Current work stress                 | 144  |
| GR50R*           |                | Current work stress--Recode                | 783  |
| GR50R2*          |                | Current work stress--Recode                | 785  |
| GR51             | 51.            | [51--] Current personal stress             | 145  |
| GR51R*           |                | Current personal stress--Recode            | 784  |
| GR51R2*          |                | Current work stress--Recode                | 786  |
| GR52A            | 52a.           | [52a] Pst mnth been upset                  | 146  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                       | PAGE |
|------------------|----------------|---|------|
| GR52AR*          |                | Pst mnth been upset--Recode                 | 787  |
| GR52AR2*         |                | Pst mnth been upset--Recode 2               | 797  |
| GR52B            | 52b.           | [52b] Pst mnth felt lack of control         | 147  |
| GR52BR*          |                | Pst mnth felt lack of control--Recode       | 788  |
| GR52BR2*         |                | Pst mnth felt lack of control--Recode 2     | 798  |
| GR52C            | 52c.           | [52c] Pst mnth felt nervous                 | 148  |
| GR52CR*          |                | Pst mnth felt nervous--Recode               | 789  |
| GR52CR2*         |                | Pst mnth felt nervous--Recode 2             | 799  |
| GR52D            | 52d.           | [52d] Pst mnth can handle personal probs    | 149  |
| GR52DR*          |                | Pst mnth can handle prsnal probs--Recode    | 790  |
| GR52DR2*         |                | Pst mnth can handle prsnl probs--Recode2    | 800  |
| GR52E            | 52e.           | [52e] Pst mnth things going ur way          | 150  |
| GR52ER*          |                | Pst mnth things going ur way--Recode        | 791  |
| GR52ER2*         |                | Pst mnth things going ur way--Recode 2      | 801  |
| GR52F            | 52f.           | [52f] Pst mnth couldn't cope                | 151  |
| GR52FR*          |                | Pst mnth couldn't cope--Recode              | 792  |
| GR52FR2*         |                | Pst mnth couldn't cope--Recode 2            | 802  |
| GR52G            | 52g.           | [52g] Pst mnth able control irritations     | 152  |
| GR52GR*          |                | Pst mnth able to cntrl irritation-Recode    | 793  |
| GR52GR2*         |                | Pst mnth able to cntrl iritatr--Recode 2    | 803  |
| GR52H            | 52h.           | [52h] Pst mnth on top of things             | 153  |
| GR52HR*          |                | Pst mnth on top of things--Recode           | 794  |
| GR52HR2*         |                | Pst mnth on top of things--Recode 2         | 804  |
| GR52I            | 52i.           | [52i] Pst mnth angry w/ uncontrolled stuf   | 154  |
| GR52IR*          |                | Pst mnth angry w/ uncntrld stuf--Recode     | 795  |
| GR52IR2*         |                | Pst mnth angry w/ unctrld stuf--Recode 2    | 805  |
| GR52J            | 52j.           | [52j] Pst mnth felt not overcome prblms     | 155  |
| GR52JR*          |                | Pst mnth felt not overcome probs--Recode    | 796  |
| GR52JR2*         |                | Pst mnth felt not ovrcom probs--Recode 2    | 806  |
| GR53A            | 53a.           | [53a] Pst yr actvatn make stress            | 156  |
| GR53AR*          |                | Pst yr actvatn make stress--Recode          | 809  |
| GR53B            | 53b.           | [53b] Pst yr mil and civ work stressful     | 157  |
| GR53BR*          |                | Pst yr mil and civ wrk stressful--Recode    | 810  |
| GR53C            | 53c.           | [53c] Pst yr finances stressful             | 158  |
| GR53CR*          |                | Pst yr finances stressful--Recode           | 811  |
| GR53D            | 53d.           | [53d] Pst yr health stressful               | 159  |
| GR53DR*          |                | Pst yr health stress--Recode                | 812  |
| GR53E            | 53e.           | [53e] Pst yr life events stressful          | 160  |
| GR53ER*          |                | Pst yr life events stressful--Recode        | 813  |
| GR53F            | 53f.           | [53f] Pst yr spouse relationships stressful | 161  |
| GR53FR*          |                | Pst yr spouse relshp stressful- Recode      | 814  |
| GR53G            | 53g.           | [53g] Pst yr family relationships stressful | 162  |
| GR53GR*          |                | Pst yr fam relationships stressful--Recode  | 815  |
| GR53H            | 53h.           | [53h] Pst yr time away stressful            | 163  |
| GR53HR*          |                | Pst yr time away stressful--Recode          | 816  |
| GR53I            | 53i.           | [53i] Pst yr community crime stressful      | 164  |
| GR53IR*          |                | Pst yr community crime stressful--Recode    | 817  |
| GR53J            | 53j.           | [53j] Pst yr natural disasters stressful    | 165  |
| GR53JR*          |                | Pst yr ntral disasters stressful--Recode    | 818  |
| GR53K            | 53k.           | [53k] Pst yr terrorism stressful            | 166  |
| GR53KR*          |                | Pst yr terrorism stressful--Recode          | 819  |
| GR53L            | 53l.           | [53l] Pst yr war stressful                  | 167  |
| GR53LR*          |                | Pst yr war stressful--Recode                | 820  |
| GR53M            | 53m.           | [53m] Pst yr loss of civ job stressful      | 168  |
| GR53MR*          |                | Pst yr loss of civ job stressful--Recode    | 821  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR53N            | 53n.           | [53n] Pst yr lost career oppty stressful  | 169  |
| GR53NR*          |                | Pst yr lost career opp stressful--Recode  | 822  |
| GR54A            | 54a.           | [54a] Pst yr family reduce strss          | 170  |
| GR54AR*          |                | Pst yr family reduce stress--Recode       | 823  |
| GR54B            | 54b.           | [54b] Pst yr time w/ frnds reduc stress   | 171  |
| GR54BR*          |                | Pst time w/ frnds reduc stress--Recode    | 824  |
| GR54C            | 54c.           | [54c] Pst yr vactn time reduc stress      | 172  |
| GR54CR*          |                | Pst yr vactn time reduc stress--Recode    | 825  |
| GR54D            | 54d.           | [54d] Pst yr wrk out reduc stress         | 173  |
| GR54DR*          |                | Pst yr wrk out reduc stress--Recode       | 826  |
| GR54E            | 54e.           | [54e] Pst yr hobbies reduc stress         | 174  |
| GR54ER*          |                | Pst yr hobbies reduc stress--Recode       | 827  |
| GR54F            | 54f.           | [54f] Pst yr fin cnslng reduc stress      | 175  |
| GR54FR*          |                | Pst yr fin cnslng reduc stress--Recode    | 828  |
| GR54G            | 54g.           | [54g] Pst yr fin aid groups reduc stress  | 176  |
| GR54GR*          |                | Pst fin aid groups reduc stress--Recode   | 829  |
| GR54H            | 54h.           | [54h] Pst yr spouse empmnt reduc stress   | 177  |
| GR54HR*          |                | Pst yr spouse empmt reduc stress--Recode  | 830  |
| GR54I            | 54i.           | [54i] Pst yr 2nd income reduc stress      | 178  |
| GR54IR*          |                | Pst yr 2nd income reduc stress--Recode    | 831  |
| GR54J            | 54j.           | [54j] Pst yr couple cnslng reduc stress   | 179  |
| GR54JR*          |                | Pst yr couple cnslyg reduc stress--Recode | 832  |
| GR54K            | 54k.           | [54k] Pst yr per cnslng reduc stress      | 180  |
| GR54KR*          |                | Pst yr per cnslyg reduc stress--Recode    | 833  |
| GR54L            | 54l.           | [54l] Pst yr violnce cnslng reduc stress  | 181  |
| GR54LR*          |                | Pst yr violnce cslg reduc stress--Recode  | 834  |
| GR54M            | 54m.           | [54m] Pst yr alcohol reduc stress         | 182  |
| GR54MR*          |                | Pst yr alcohol reduc stress--Recode       | 835  |
| GR54N            | 54n.           | [54n] Pst yr fam supp grps reduc stress   | 183  |
| GR54NR*          |                | Pst yr fam supp grp reduc stress--Recode  | 836  |
| GR54O            | 54o.           | [54o] Pst yr chld care reduc stress       | 184  |
| GR54OR*          |                | Pst yr chld care reduc stress--Recode     | 837  |
| GR54P            | 54p.           | [54p] Pst yr deploy services reduc stres  | 185  |
| GR54PR*          |                | Pst yr dploy srvces reduc stress--Recode  | 838  |
| GR54Q            | 54q.           | [54q] Pst yr relig actv reduc stress      | 186  |
| GR54QR*          |                | Pst yr relig actv reduc stress--Recode    | 839  |
| GR54R            | 54r.           | [54r] Pst yr other reduc stress           | 187  |
| GR54RR*          |                | Pst yr other reduc stress--Recode         | 840  |
| GR54SK*          |                | [54r] Pst yr other reduc stress -Skip     | 188  |
| GR55A            | 55a.           | [55a] Dsc 12 mo: rated lower than deserv  | 189  |
| GR55AR*          |                | Dsc 12 mo: ratd lower than desrv--Recode  | 841  |
| GR55AR2*         |                | Dsc 12 mo: ratd lowr than dsrv--Recode 2  | 854  |
| GR55AR3*         |                | Dsc 12 mo: ratd lower than desrv--Recode  | 875  |
| GR55B            | 55b.           | [55b] Dsc 12 mo: unjustified neg comment  | 190  |
| GR55BR*          |                | Dsc 12 mo:unjstfied neg comment-- Recode  | 842  |
| GR55BR2*         |                | Dsc 12 mo:unjstfied neg comnt-- Recode 2  | 855  |
| GR55BR3*         |                | Dsc 12 mo:unjstfied neg comnt-- Recode 3  | 876  |
| GR55C            | 55c.           | [55c] Dsc 12 mo: higher perform standard  | 191  |
| GR55CR*          |                | Dsc 12 mo: higher perfrm stndrds--Recode  | 843  |
| GR55CR2*         |                | Dsc 12 mo: high perfrm stndrds- Recode 2  | 856  |
| GR55CR3*         |                | Dsc 12 mo: high perfrm stndrds- Recode 3  | 877  |
| GR55D            | 55d.           | [55d] Dsc 12 mo: did not get award        | 192  |
| GR55DR*          |                | Dsc 12 mo: did not get award--Recode      | 844  |
| GR55DR2*         |                | Dsc 12 mo: did not get award--Recode 2    | 857  |
| GR55DR3*         |                | Dsc 12 mo: did not get award--Recode 3    | 878  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR55E            | 55e.           | [55e] Dsc 12 mo: assign not use job skil  | 193  |
| GR55ER*          |                | Dsc 12 mo: asgn no use job skill--Recode  | 845  |
| GR55ER2*         |                | Dsc 12 mo: asgn no use job skl--Recode 2  | 858  |
| GR55ER3*         |                | Dsc 12 mo: asgn no use job skl--Recode 3  | 879  |
| GR55F            | 55f.           | [55f] Dsc 12 mo: assign no good fr caree  | 194  |
| GR55FR*          |                | Dsc 12 mo: assign no gd fr caree--Recode  | 846  |
| GR55FR2*         |                | Dsc 12 mo: asgn no gd fr caree--Recode 2  | 859  |
| GR55FR3*         |                | Dsc 12 mo: asgn no gd fr caree--Recode 3  | 880  |
| GR55G            | 55g.           | [55g] Dsc 12 mo: no daily short term tas  | 195  |
| GR55GR*          |                | Dsc 12 mo: no daily ST tas--Recode        | 847  |
| GR55GR2*         |                | Dsc 12 mo: no daily ST tas--Recode 2      | 860  |
| GR55GR3*         |                | Dsc 12 mo: no daily ST tas--Recode 3      | 881  |
| GR55H            | 55h.           | [55h] Dsc 12 mo: no mentor for career     | 196  |
| GR55HR*          |                | Dsc 12 mo: no mentor for career--Recode   | 848  |
| GR55HR2*         |                | Dsc 12 mo: no mentor fr career--Recode 2  | 861  |
| GR55HR3*         |                | Dsc 12 mo: no mentor fr career--Recode 3  | 882  |
| GR55I            | 55i.           | [55i] Dsc 12 mo: didn't learn career opp  | 197  |
| GR55IR*          |                | Dsc 12 mo: didnt learn caree opp--Recode  | 849  |
| GR55IR2*         |                | Dsc 12 mo: didnt lrn caree opp--Recode 2  | 862  |
| GR55IR3*         |                | Dsc 12 mo: didnt lrn caree opp--Recode 3  | 883  |
| GR55J            | 55j.           | [55j] Dsc 12 mo: no answers for promotio  | 198  |
| GR55JR*          |                | Dsc 12 mo: no answers for promo--Recode   | 850  |
| GR55JR2*         |                | Dsc 12 mo: no answns for promo--Recode 2  | 863  |
| GR55JR3*         |                | Dsc 12 mo: no answns for promo--Recode 3  | 884  |
| GR55K            | 55k.           | [55k] Dsc 12 mo: exclude frm social even  | 199  |
| GR55KR*          |                | Dsc 12 mo: exclud frm social evnt--Recode | 851  |
| GR55KR2*         |                | Dsc 12 mo: exclud frm socl evnt--Recode 2 | 864  |
| GR55KR3*         |                | Dsc 12 mo: exclud frm socl evnt--Recode 3 | 885  |
| GR55L            | 55l.           | [55l] Dsc 12 mo: not get job wanted/qual  | 200  |
| GR55LM*          |                | Dsc 12 mo:no want job/opn to wmn--Recode  | 852  |
| GR55LMR*         |                | Dsc 12 mo:no job/opn to wmn--Recode 2     | 865  |
| GR55LMR2*        |                | Dsc 12 mo:no job/opn to wmn--Recode 3     | 886  |
| GR55M            |                | [55m] Dsc 12 mo: assign open to women     | 201  |
| GR55MU*          |                | [55m] Dsc 12 mo: as-Unedited              | 432  |
| GR55N            | 55m.           | [55n] Dsc 12 mo: other personnel actions  | 202  |
| GR55NR*          |                | Dsc 12 mo: other persnel actions--Recode  | 853  |
| GR55NR2*         |                | Dsc 12 mo: other prsnl actions--Recode 2  | 866  |
| GR55NR3*         |                | Dsc 12 mo: other prsnl actions--Recode 3  | 887  |
| GR55SK1*         |                | [55l] Dsc 12 mo: not get job wante -Skip  | 203  |
| GR55SK2*         |                | [55n] Dsc 12 mo: other personnel a -Skip  | 204  |
| GR56             | 56.            | [56--] Y/n events sex discrimination      | 205  |
| GR56SK*          |                | [55a] Dsc 12 mo: rated lower than -Skip   | 206  |
| GR56U*           |                | [56--] Y/n events s-Unedited              | 433  |
| GR57A            | 57a.           | [57a] Pst 12 mo: offnsv sex story/joke    | 207  |
| GR57AR*          |                | Pst 12 mo: offnsv sex stry/joke--Recode   | 888  |
| GR57AR2*         |                | Pst 12 mo: offsv sex stry/joke--Recode 2  | 907  |
| GR57AR3*         |                | Pst 12 mo: offnsv sex stry/joke-Recode 3  | 941  |
| GR57B            | 57b.           | [57b] Pst 12 mo: offensive gender terms   | 208  |
| GR57BR*          |                | Pst 12 mo: offensive gnder terms--Recode  | 889  |
| GR57BR2*         |                | Pst 12 mo: offensv gnder terms--Recode 2  | 908  |
| GR57BR3*         |                | Pst 12 mo: gndr offnsv terms-Recode 3     | 942  |
| GR57C            | 57c.           | [57c] Pst 12 mo: unwelcome sex discuss    | 209  |
| GR57CR*          |                | Pst 12 mo: unwelcome sex discuss--Recode  | 890  |
| GR57CR2*         |                | Pst 12 mo: unwelcm sex discuss--Recode 2  | 909  |
| GR57CR3*         |                | Pst 12 mo: discsn sex matr-Recode 3       | 943  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR57D            | 57d.           | [57d] Pst 12 mo: treat diffrent b/c of se | 210  |
| GR57DR*          |                | Pst 12 mo: treat difrnt bc of se--Recode  | 891  |
| GR57DR2*         |                | Pst 12 mo: treat dif bc of se--Recode 2   | 910  |
| GR57DR3*         |                | Pst 12 mo: trtd diff bcse gend-Recode 3   | 944  |
| GR57E            | 57e.           | [57e] Pst 12 mo: remark on appearance     | 211  |
| GR57ER*          |                | Pst 12 mo: remark on appearance--Recode   | 892  |
| GR57ER2*         |                | Pst 12 mo: remark on appearanc--Recode 2  | 911  |
| GR57ER3*         |                | Pst 12 mo: off rmrks abt body..-Recode 3  | 945  |
| GR57F            | 57f.           | [57f] Pst 12 mo: embarrassing gestures    | 212  |
| GR57FR*          |                | Pst 12 mo: embarrassing gestures--Recode  | 893  |
| GR57FR2*         |                | Pst 12 mo: embarasng gestures--Recode 2   | 912  |
| GR57FR3*         |                | Pst 12 mo: gstrs sex nature-Recode 3      | 946  |
| GR57G            | 57g.           | [57g] Pst 12 mo: offnsv sexist remarks    | 213  |
| GR57GR*          |                | Pst 12 mo: offnsv sexist remarks--Recode  | 894  |
| GR57GR2*         |                | Pst 12 mo: off sexist remarks--Recode 2   | 913  |
| GR57GR3*         |                | Pst 12 mo: off sxst remrks-Recode 3       | 947  |
| GR57H            | 57h.           | [57h] Pst 12 mo: romantic/sex relation    | 214  |
| GR57HR*          |                | Pst 12 mo: romantic/sex relation--Recode  | 895  |
| GR57HR2*         |                | Pst 12 mo: romantic/sex relatn--Recode 2  | 914  |
| GR57HR3*         |                | Pst 12 mo: unwntd att sex rel-Recode 3    | 948  |
| GR57I            | 57i.           | [57i] Pst 12 mo: put down, gender         | 215  |
| GR57IR*          |                | Pst 12 mo: put down, gender--Recode       | 896  |
| GR57IR2*         |                | Pst 12 mo: put down, gender--Recode 2     | 915  |
| GR57IR3*         |                | Pst 12 mo: put dwn cause gend-Recode 3    | 949  |
| GR57J            | 57j.           | [57j] Pst 12 mo: ask date after said no   | 216  |
| GR57JR*          |                | Pst 12 mo: ask date aftr said no--Recode  | 897  |
| GR57JR2*         |                | Pst 12 mo: ask date aftr sd no--Recode 2  | 916  |
| GR57JR3*         |                | Pst 12 mo: contd ask dates...-Recode 3    | 950  |
| GR57K            | 57k.           | [57k] Pst 12 mo: bribed to engage in sex  | 217  |
| GR57KR*          |                | Pst 12 mo: bribd to engag in sex--Recode  | 898  |
| GR57KR2*         |                | Pst 12 mo: bribd to eng in sex--Recode 2  | 917  |
| GR57KR3*         |                | Pst 12 mo: bribed for sex beh--Recode 3   | 951  |
| GR57L            | 57l.           | [57l] Pst 12 mo: threat, sex cooperation  | 218  |
| GR57LR*          |                | Pst 12 mo: threat, sex coop--Recode       | 899  |
| GR57LR2*         |                | Pst 12 mo: threat, sex coop--Recode 2     | 918  |
| GR57LR3*         |                | Pst 12 mo: thrtnd for nt sex cp-Recode 3  | 952  |
| GR57M            | 57m.           | [57m] Pst 12 mo: touch make uncomfortabl  | 219  |
| GR57MR*          |                | Pst 12 mo: touch make uncomftbl--Recode   | 900  |
| GR57MR2*         |                | Pst 12 mo: touch make uncmftbl--Recode 2  | 919  |
| GR57MR3*         |                | Pst 12 mo: tch uncmfirtble-Recode 3       | 953  |
| GR57N            | 57n.           | [57n] Pst 12 mo: attempt stroke/fondle    | 220  |
| GR57NR*          |                | Pst 12 mo: attmpt stroke/fondle--Recode   | 901  |
| GR57NR2*         |                | Pst 12 mo: attmpt strok/fondle--Recode 2  | 920  |
| GR57NR3*         |                | Pst 12 mo: unwntd att stroke...-Recode 3  | 954  |
| GR57O            | 57o.           | [57o] Pst 12 mo: treat bad if refuse sex  | 221  |
| GR57OR*          |                | Pst 12 mo: trea bad if refus sex--Recode  | 902  |
| GR57OR2*         |                | Pst 12 mo: trea bad if no sex--Recode 2   | 921  |
| GR57OR3*         |                | Pst 12 mo: trtd badly for no sx-Recode 3  | 955  |
| GR57P            | 57p.           | [57p] Pst 12 mo: promo, sex cooperative   | 222  |
| GR57PR*          |                | Pst 12 mo: promo, sex coop--Recode        | 903  |
| GR57PR2*         |                | Pst 12 mo: promo, sex coop--Recode 2      | 922  |
| GR57PR3*         |                | Pst 12 mo: fstr prom for sex-Recode 3     | 956  |
| GR57Q            | 57q.           | [57q] Pst 12 mo: attempt sex, unsuccess   | 223  |
| GR57QR*          |                | Pst 12 mo: attempt sex unsuccess--Recode  | 904  |
| GR57QR2*         |                | Pst 12 mo: attmpt sex unsuccess--Recode 2 | 923  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR57QR3*         |                | Pst 12 mo: atmptd sex w/o perm-Recode 3  | 957  |
| GR57R            | 57r.           | [57r] Pst 12 mo: sex without consent     | 224  |
| GR57RR*          |                | Pst 12 mo: sex without consent--Recode   | 905  |
| GR57RR2*         |                | Pst 12 mo: sex without consent--Recode 2 | 924  |
| GR57RR3*         |                | Pst 12 mo: sex w/o permission-Recode 3   | 958  |
| GR57S            | 57s.           | [57s] Pst 12 mo: other behavior          | 225  |
| GR57SK*          |                | [57s] Pst 12 mo: other behavior -Skip    | 226  |
| GR57SR*          |                | Pst 12 mo: other behavior--Recode        | 906  |
| GR57SR2*         |                | Pst 12 mo: other behavior--Recode 2      | 925  |
| GR57SR3*         |                | Pst 12 mo: other -Recode 3               | 959  |
| GR58             | 58.            | [58--] Label behavior sex harassment     | 227  |
| GR58SK*          |                | [57a] Pst 12 mo: offnsv sex story/ -Skip | 228  |
| GR58U*           |                | [58--] Label behavi-Unedited             | 434  |
| GR59A            | 59a.           | [59a] One sit: offnsv sex story/joke     | 229  |
| GR59AR2*         |                | One sit: offnsv sex stry/joke--Recode 2  | 960  |
| GR59AU*          |                | [59a] One sit: offn-Unedited             | 435  |
| GR59B            | 59b.           | [59b] One sit: offensive gender terms    | 230  |
| GR59BR2*         |                | One sit: offnsv gender terms--Recode 2   | 961  |
| GR59BU*          |                | [59b] One sit: offe-Unedited             | 436  |
| GR59C            | 59c.           | [59c] One sit: unwelcome sex discuss     | 231  |
| GR59CR2*         |                | One sit: unwelcome sex discuss--Recode 2 | 962  |
| GR59CU*          |                | [59c] One sit: unwe-Unedited             | 437  |
| GR59D            | 59d.           | [59d] One sit: treat diffrent b/c of sex | 232  |
| GR59DR2*         |                | One sit: treat diff b/c of sex--Recode 2 | 963  |
| GR59DU*          |                | [59d] One sit: trea-Unedited             | 438  |
| GR59E            | 59e.           | [59e] One sit: remark on appearance      | 233  |
| GR59ER2*         |                | One sit: remark on appearance--Recode 2  | 964  |
| GR59EU*          |                | [59e] One sit: rema-Unedited             | 439  |
| GR59F            | 59f.           | [59f] One sit: embarrassing gestures     | 234  |
| GR59FR2*         |                | One sit: embarassing gestures--Recode 2  | 965  |
| GR59FU*          |                | [59f] One sit: emba-Unedited             | 440  |
| GR59G            | 59g.           | [59g] One sit: offnsv sexist remarks     | 235  |
| GR59GR2*         |                | One sit: offnsv sexist remarks--Recode 2 | 966  |
| GR59GU*          |                | [59g] One sit: offn-Unedited             | 441  |
| GR59H            | 59h.           | [59h] One sit: romantic/sex relation     | 236  |
| GR59HR2*         |                | One sit: romantic/sex relation--Recode 2 | 967  |
| GR59HU*          |                | [59h] One sit: roma-Unedited             | 442  |
| GR59I            | 59i.           | [59i] One sit: put down, gender          | 237  |
| GR59IR2*         |                | One sit: put down, gender--Recode 2      | 968  |
| GR59IU*          |                | [59i] One sit: put -Unedited             | 443  |
| GR59J            | 59j.           | [59j] One sit: ask date after said no    | 238  |
| GR59JR2*         |                | One sit: ask date after said n--Recode 2 | 969  |
| GR59JU*          |                | [59j] One sit: ask -Unedited             | 444  |
| GR59K            | 59k.           | [59k] One sit: bribed to engage in sex   | 239  |
| GR59KR2*         |                | One sit: bribed to engage sex--Recode 2  | 970  |
| GR59KU*          |                | [59k] One sit: brib-Unedited             | 445  |
| GR59L            | 59l.           | [59l] One sit: threat, sex cooperation   | 240  |
| GR59LR2*         |                | One sit: threat, sex cooperati--Recode 2 | 971  |
| GR59LU*          |                | [59l] One sit: thre-Unedited             | 446  |
| GR59M            | 59m.           | [59m] One sit: touch make uncomfortable  | 241  |
| GR59MR2*         |                | One sit: touch make uncomfort--Recode 2  | 972  |
| GR59MU*          |                | [59m] One sit: touc-Unedited             | 447  |
| GR59N            | 59n.           | [59n] One sit: attempt stroke/fondle     | 242  |
| GR59NR2*         |                | One sit: attempt stroke/fondle--Recode 2 | 973  |
| GR59NU*          |                | [59n] One sit: atte-Unedited             | 448  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR59O            | 59o.           | [59o] One sit: treat bad if refuse sex    | 243  |
| GR59OR2*         |                | One sit: treat bad if refu sex--Recode 2  | 974  |
| GR59OU*          |                | [59o] One sit: trea-Unedited              | 449  |
| GR59P            | 59p.           | [59p] One sit: promo, sex cooperative     | 244  |
| GR59PR2*         |                | One sit: promo, sex cooperativ--Recode 2  | 975  |
| GR59PU*          |                | [59p] One sit: prom-Unedited              | 450  |
| GR59Q            | 59q.           | [59q] One sit: attempt sex, unsuccess     | 245  |
| GR59QR2*         |                | One sit: attempt sex, unsuccess--Recode 2 | 976  |
| GR59QU*          |                | [59q] One sit: atte-Unedited              | 451  |
| GR59R            | 59r.           | [59r] One sit: sex without consent        | 246  |
| GR59RR2*         |                | One sit: sex without sex--Recode 2        | 977  |
| GR59RU*          |                | [59r] One sit: sex -Unedited              | 452  |
| GR59S            | 59s.           | [59s] One sit: other behavior             | 247  |
| GR59SK*          |                | [59s] One sit: other behavior -Skip       | 248  |
| GR59SR2*         |                | One sit: other behavior--Recode 2         | 978  |
| GR59SU*          |                | [59s] One sit: othe-Unedited              | 453  |
| GR60A            | 60a.           | [60a] Extent annoying                     | 249  |
| GR60AR*          |                | Extent annoying--Recode                   | 991  |
| GR60AU*          |                | [60a] Extent annoyi-Unedited              | 454  |
| GR60B            | 60b.           | [60b] Extent offensive                    | 250  |
| GR60BR*          |                | Extent offensive--Recode                  | 992  |
| GR60BU*          |                | [60b] Extent offens-Unedited              | 455  |
| GR60C            | 60c.           | [60c] Extent disturbing                   | 251  |
| GR60CR*          |                | Extent disturbing--Recode                 | 993  |
| GR60CU*          |                | [60c] Extent distur-Unedited              | 456  |
| GR60D            | 60d.           | [60d] Extent threatening                  | 252  |
| GR60DR*          |                | Extent threatening--Recode                | 994  |
| GR60DU*          |                | [60d] Extent threat-Unedited              | 457  |
| GR60E            | 60e.           | [60e] Extent embarrassing                 | 253  |
| GR60ER*          |                | Extent embarassing--Recode                | 995  |
| GR60EU*          |                | [60e] Extent embarr-Unedited              | 458  |
| GR60F            | 60f.           | [60f] Extent frightening                  | 254  |
| GR60FR*          |                | Extent frightening--Recode                | 996  |
| GR60FU*          |                | [60f] Extent fright-Unedited              | 459  |
| GR60SK*          |                | [59a] One sit: offnsv sex story/jo -Skip  | 255  |
| GR61A            | 61a.           | [61a] Sit occur: at a mil installation    | 256  |
| GR61AR*          |                | Sit occur: at a mil install--Recode       | 997  |
| GR61AU*          |                | [61a] Sit occur: at-Unedited              | 460  |
| GR61B            | 61b.           | [61b] Sit occur: work (mil duties)        | 257  |
| GR61BR*          |                | Sit occur: work (mil duties)--Recode      | 998  |
| GR61BU*          |                | [61b] Sit occur: wo-Unedited              | 461  |
| GR61C            | 61c.           | [61c] Sit occur: during duty hours        | 258  |
| GR61CR*          |                | Sit occur: during duty hours--Recode      | 999  |
| GR61CU*          |                | [61c] Sit occur: du-Unedited              | 462  |
| GR61D            | 61d.           | [61d] Sit occur: while activated          | 259  |
| GR61DR*          |                | Sit occur: while activated--Recode        | 1000 |
| GR61DU*          |                | [61d] Sit occur: wh-Unedited              | 463  |
| GR61E            | 61e.           | [61e] Sit occur: civ work                 | 260  |
| GR61ER*          |                | Sit occur: civ work--Recode               | 1001 |
| GR61EU*          |                | [61e] Sit occur: ci-Unedited              | 464  |
| GR61F            | 61f.           | [61f] Sit occur: civ school               | 261  |
| GR61FR*          |                | Sit occur: civ school--Recode             | 1002 |
| GR61FU*          |                | [61f] Sit occur: c-Unedited               | 465  |
| GR61G            | 61g.           | [61g] Sit occur: other civ location       | 262  |
| GR61GR*          |                | Sit occur: other civ location--Recode     | 1003 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                   | PAGE |
|------------------|----------------|---|------|
| GR61GU*          |                | [61g] Sit occur: ot-Unedited            | 466  |
| GR62*            | 62.            | [62--] Number of offenders              | 263  |
| GR62R            |                | Number of Offenders--Recode             | 1004 |
| GR62U*           |                | [62--] Number of of-Unedited            | 467  |
| GR63*            | 63.            | [63--] What was gender of offender      | 264  |
| GR63R            |                | What was gender of offender--Recode     | 1005 |
| GR63U*           |                | [63--] What was gen-Unedited            | 468  |
| GR64*            | 64.            | [64--] How well you knew offender       | 265  |
| GR64R            |                | How well you knew offender--Recode      | 1006 |
| GR64U*           |                | [64--] How well you-Unedited            | 469  |
| GR65             | 65.            | [65--] Y/n work w/ offender             | 266  |
| GR65R*           |                | Y/n work w/ offender--Recode            | 1007 |
| GR65R2*          |                | Y/n work w/ offender -- Tab Recode      | 1008 |
| GR65U*           |                | [65--] Y/n work w/ -Unedited            | 470  |
| GR66             | 66.            | [66--] Sit happen in civ school         | 267  |
| GR66R*           |                | Sit happen in civ school--Recode        | 1009 |
| GR66R2*          |                | Sit happen in civ school -- Tab Recode  | 1010 |
| GR66U*           |                | [66--] Sit happen i-Unedited            | 471  |
| GR67A            | 67a.           | [67a] Offender: immediate mil supv      | 268  |
| GR67AR*          |                | Offender: immediate mil supv--Recode    | 1011 |
| GR67AU*          |                | [67a] Offender: imm-Unedited            | 472  |
| GR67B            | 67b.           | [67b] Offender: unit commander          | 269  |
| GR67BR*          |                | Offender: unit commander--Recode        | 1012 |
| GR67BU*          |                | [67b] Offender: uni-Unedited            | 473  |
| GR67C            | 67c.           | [67c] Offender: mil, higher rank        | 270  |
| GR67CR*          |                | Offender: mil, higher rank--Recode      | 1013 |
| GR67CU*          |                | [67c] Offender: mil-Unedited            | 474  |
| GR67D            | 67d.           | [67d] Offender: military coworkers      | 271  |
| GR67DR*          |                | Offender: military coworkers--Recode    | 1014 |
| GR67DU*          |                | [67d] Offender: mil-Unedited            | 475  |
| GR67E            | 67e.           | [67e] Offender: military subordinates   | 272  |
| GR67ER*          |                | Offender: military subordinates--Recode | 1015 |
| GR67EU*          |                | [67e] Offender: mil-Unedited            | 476  |
| GR67F            | 67f.           | [67f] Offender: mil train instructor    | 273  |
| GR67FR*          |                | Offender: mil train instructor--Recode  | 1016 |
| GR67FU*          |                | [67f] Offender: mil-Unedited            | 477  |
| GR67G            | 67g.           | [67g] Offender: other mil persons       | 274  |
| GR67GR*          |                | Offender: other mil persons--Recode     | 1017 |
| GR67GU*          |                | [67g] Offender: oth-Unedited            | 478  |
| GR67H            | 67h.           | [67h] Offender: civilian employees      | 275  |
| GR67HR*          |                | Offender: civilian employees--Recode    | 1018 |
| GR67HU*          |                | [67h] Offender: civ-Unedited            | 479  |
| GR67I            | 67i.           | [67i] Offender: DoD contractors         | 276  |
| GR67IR*          |                | Offender: DoD contractors--Recode       | 1019 |
| GR67IU*          |                | [67i] Offender: DoD-Unedited            | 480  |
| GR67J            | 67j.           | [67j] Offender: other civilian person   | 277  |
| GR67JR*          |                | Offender: other civilian person--Recode | 1020 |
| GR67JU*          |                | [67j] Offender: oth-Unedited            | 481  |
| GR68             | 68.            | [68--] Frequency of behaviors           | 278  |
| GR68U*           |                | [68--] Frequency of-Unedited            | 482  |
| GR69*            | 69.            | [69--] Duration of situation            | 279  |
| GR69R*           |                | Duration of situation--Recode           | 1022 |
| GR69R2*          |                | How long sit last--Recode               | 1023 |
| GR69U*           |                | [69--] Duration of -Unedited            | 483  |
| GR70             | 70.            | [70--] Situation still going on         | 280  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR70U*           |                | [70--] Situation st-Unedited             | 484  |
| GR71A            | 71a.           | [71a] Extent you: tried to avoid         | 281  |
| GR71AR*          |                | Extent you: tried to avoid--Recode       | 1024 |
| GR71AU*          |                | [71a] Extent you: t-Unedited             | 485  |
| GR71B            | 71b.           | [71b] Extent you: tried to forget        | 282  |
| GR71BR*          |                | Extent you: tried to forget--Recode      | 1025 |
| GR71BU*          |                | [71b] Extent you: t-Unedited             | 486  |
| GR71C            | 71c.           | [71c] Extent you: told didn't like       | 283  |
| GR71CR*          |                | Extent you: told didn't like--Recode     | 1026 |
| GR71CU*          |                | [71c] Extent you: t-Unedited             | 487  |
| GR71D            | 71d.           | [71d] Extent you: stayed out of way      | 284  |
| GR71DR*          |                | Extent you: stayed out of way--Recode    | 1027 |
| GR71DU*          |                | [71d] Extent you: s-Unedited             | 488  |
| GR71E            | 71e.           | [71e] Extent you: say it wasn't importan | 285  |
| GR71ER*          |                | Extent you : say it wasnt import--Recode | 1028 |
| GR71EU*          |                | [71e] Extent you: s-Unedited             | 489  |
| GR71F            | 71f.           | [71f] Extent you: talked to family       | 286  |
| GR71FR*          |                | Extent you: talked to family--Recode     | 1029 |
| GR71FU*          |                | [71f] Extent you: t-Unedited             | 490  |
| GR71G            | 71g.           | [71g] Extent you: talked to coworkers    | 287  |
| GR71GR*          |                | Extent you: talked to coworkers-Recode   | 1030 |
| GR71GU*          |                | [71g] Extent you: t-Unedited             | 491  |
| GR71H            | 71h.           | [71h] Extent you: talked to friends      | 288  |
| GR71HR*          |                | Extent you: talked to friends--Recode    | 1031 |
| GR71HU*          |                | [71h] Extent you: t-Unedited             | 492  |
| GR71I            | 71i.           | [71i] Extent you: chaplain/counselor     | 289  |
| GR71IR*          |                | Extent you: chaplain/counselor--Recode   | 1032 |
| GR71IU*          |                | [71i] Extent you: c-Unedited             | 493  |
| GR71J            | 71j.           | [71j] Extent you: avoid being alone      | 290  |
| GR71JR*          |                | Extent you: avoid being alone--Recode    | 1033 |
| GR71JU*          |                | [71j] Extent you: a-Unedited             | 494  |
| GR71K            | 71k.           | [71k] Extent you: told to stop           | 291  |
| GR71KR*          |                | Extent you: told to stop--Recode         | 1034 |
| GR71KU*          |                | [71k] Extent you: t-Unedited             | 495  |
| GR71L            | 71l.           | [71l] Extent you: put up with it         | 292  |
| GR71LR*          |                | Extent you: put up with it--Recode       | 1035 |
| GR71LU*          |                | [71l] Extent you: p-Unedited             | 496  |
| GR71M            | 71m.           | [71m] Extent you: asked to leave alone   | 293  |
| GR71MR*          |                | Extent you: asked to leave alone--Recode | 1036 |
| GR71MU*          |                | [71m] Extent you: a-Unedited             | 497  |
| GR71N            | 71n.           | [71n] Extent you: blamed self            | 294  |
| GR71NR*          |                | Extent you: blamed self--Recode          | 1037 |
| GR71NU*          |                | [71n] Extent you: b-Unedited             | 498  |
| GR71O            | 71o.           | [71o] Extent you: assumed meant well     | 295  |
| GR71OR*          |                | Extent you: assumed meant well--Recode   | 1038 |
| GR71OU*          |                | [71o] Extent you: a-Unedited             | 499  |
| GR71P            | 71p.           | [71p] Extent you: prayed about it        | 296  |
| GR71PR*          |                | Extent you: prayed about it--Recode      | 1039 |
| GR71PU*          |                | [71p] Extent you: p-Unedited             | 500  |
| GR71Q            | 71q.           | [71q] Extent you: pretend not to notice  | 297  |
| GR71QR*          |                | Extent you: pretend not to notic--Recode | 1040 |
| GR71QU*          |                | [71q] Extent you: p-Unedited             | 501  |
| GR71R            | 71r.           | [71r] Extent you: do something else      | 298  |
| GR71RR*          |                | Extent you: do something else--Recode    | 1041 |
| GR71RU*          |                | [71r] Extent you: d-Unedited             | 502  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR71SK*          |                | [71r] Extent you: do something els -Skip  | 299  |
| GR72             | 72.            | [72--] Label one sit sex harassment       | 300  |
| GR72R*           |                | Label one sit sex harassment--Recode      | 1042 |
| GR72U*           |                | [72--] Label one si-Unedited              | 503  |
| GR73A            | 73a.           | [73a] Rpt to: civ supr or coworker        | 301  |
| GR73AR*          |                | Rpt to: civ supr or coworker--Recode      | 1043 |
| GR73AU*          |                | [73a] Rpt to: civ s-Unedited              | 504  |
| GR73B            | 73b.           | [73b] Rpt to: school advisor/professor    | 302  |
| GR73BR*          |                | Rpt to: school advisor/professor--Recode  | 1044 |
| GR73BU*          |                | [73b] Rpt to: schoo-Unedited              | 505  |
| GR73C            | 73c.           | [73c] Rpt to: comm officials or courts    | 303  |
| GR73CR*          |                | Rpt to: comm officials or courts--Recode  | 1045 |
| GR73CU*          |                | [73c] Rpt to: comm -Unedited              | 506  |
| GR74A            | 74a.           | [74a] Report to your supervisor           | 304  |
| GR74AR*          |                | Report to your supervisor--Recode         | 1046 |
| GR74AU*          |                | [74a] Report to you-Unedited              | 507  |
| GR74B            | 74b.           | [74b] Report to chain-of-command          | 305  |
| GR74BR*          |                | Report to chain-of-command--Recode        | 1047 |
| GR74BU*          |                | [74b] Report to cha-Unedited              | 508  |
| GR74C            | 74c.           | [74c] Report to offender's boss           | 306  |
| GR74CR*          |                | Report to offender's boss--Recode         | 1048 |
| GR74CU*          |                | [74c] Report to off-Unedited              | 509  |
| GR74D            | 74d.           | [74d] Report to special mil office        | 307  |
| GR74DR*          |                | Report to special mil office--Recode      | 1049 |
| GR74DU*          |                | [74d] Report to spe-Unedited              | 510  |
| GR74E            | 74e.           | [74e] Report to other person              | 308  |
| GR74ER*          |                | Report to other person--Recode            | 1050 |
| GR74EU*          |                | [74e] Report to oth-Unedited              | 511  |
| GR75*            | 75.            | [75] Answer "Yes" to at least one of Q74  | 309  |
| GR75SK*          |                | [57a] Pst 12 mo: offnsv sex story/ -Skip  | 310  |
| GR75U*           |                | [75] Answer "Yes" t-Unedited              | 512  |
| GR76A            | 76a.           | [76a] Action tkn-person talked to         | 311  |
| GR76AR*          |                | Action tkn-person taklkd to--Recode       | 1055 |
| GR76AR2*         |                | Action tkn-person taklkd to--Recode 2     | 1060 |
| GR76AU*          |                | [76a] Action tkn-pe-Unedited              | 513  |
| GR76B            | 76b.           | [76b] Action tkn-complaint investigated   | 312  |
| GR76BR*          |                | Action tkn-complaint investigatd--Recode  | 1056 |
| GR76BR2*         |                | Action tkn-complaint investgtd--Recode 2  | 1061 |
| GR76BU*          |                | [76b] Action tkn-co-Unedited              | 514  |
| GR76C            | 76c.           | [76c] Action tkn-enrcrgd to drop complain | 313  |
| GR76CR*          |                | Action tkn-enrcrgd to drp complai--Recode | 1057 |
| GR76CR2*         |                | Action tkn-enrcrgd to drp compl--Recode 2 | 1062 |
| GR76CU*          |                | [76c] Action tkn-en-Unedited              | 515  |
| GR76D            | 76d.           | [76d] Action tkn-complaint discounted     | 314  |
| GR76DR*          |                | Action tkn-complaint discounted--Recode   | 1058 |
| GR76DR2*         |                | Action tkn-complaint discountd--Recode 2  | 1063 |
| GR76DU*          |                | [76d] Action tkn-co-Unedited              | 516  |
| GR76E            | 76e.           | [76e] Action tkn-none                     | 315  |
| GR76ER*          |                | Action tkn-none--Recode                   | 1059 |
| GR76ER2*         |                | Action tkn-none--Recode 2                 | 1064 |
| GR76EU*          |                | [76e] Action tkn-no-Unedited              | 517  |
| GR76SK*          |                | [59a] One sit: offnsv sex story/jo -Skip  | 316  |
| GR77A            | 77a.           | [77a] Sat w/ info on how to file          | 317  |
| GR77AR*          |                | Sat w/ info on how to file--Recode        | 1065 |
| GR77AU*          |                | [77a] Sat w/ info o-Unedited              | 518  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR77B            | 77b.           | [77b] Sat w/ treatment by pers handlng   | 318  |
| GR77BR*          |                | Sat w/ trreatment by pers handlg--Recode | 1066 |
| GR77BU*          |                | [77b] Sat w/ treatm-Unedited             | 519  |
| GR77C            | 77c.           | [77c] Sat w/ amount time to resolve      | 319  |
| GR77CR*          |                | Sat w/ amount time to resolve--Recode    | 1067 |
| GR77CU*          |                | [77c] Sat w/ amount-Unedited             | 520  |
| GR77D            | 77d.           | [77d] Sat w/ how well kept informed      | 320  |
| GR77DR*          |                | Sat w/ how well kept informed--Recode    | 1068 |
| GR77DU*          |                | [77d] Sat w/ how we-Unedited             | 521  |
| GR77E            | 77e.           | [77e] Sat w/ degree privacy protect      | 321  |
| GR77ER*          |                | Sat w/ degree privacy protect--Recode    | 1069 |
| GR77EU*          |                | [77e] Sat w/ degree-Unedited             | 522  |
| GR78             | 78.            | [78--] Action still being processed      | 322  |
| GR78U*           |                | [78--] Action still-Unedited             | 523  |
| GR79             | 79.            | [79--] Was complaint true?               | 323  |
| GR79R*           |                | Was complaint true?--Recode              | 1070 |
| GR79R2*          |                | Was complaint true?--Recode 2            | 1071 |
| GR79SK*          |                | [59a] One sit: offnsv sex story/jo -Skip | 324  |
| GR79U*           |                | [79--] Was complain-Unedited             | 524  |
| GR80A            | 80a.           | [80a] Outcome: outcome explained         | 325  |
| GR80AR*          |                | Outcome: outcome explained--Recode       | 1072 |
| GR80AR3*         |                | Outcome: outcome explained--Recode       | 1077 |
| GR80AU*          |                | [80a] Outcome: outc-Unedited             | 525  |
| GR80B            | 80b.           | [80b] Outcome: situation corrected       | 326  |
| GR80BR*          |                | Outcome: situation corrected--Recode     | 1073 |
| GR80BR3*         |                | Outcome: situation corrected--Recode     | 1078 |
| GR80BU*          |                | [80b] Outcome: situ-Unedited             | 526  |
| GR80C            | 80c.           | [80c] Outcome: action against prsn       | 327  |
| GR80CR*          |                | Outcome: action against person--Recode   | 1074 |
| GR80CR3*         |                | Outcome: action against person--Recode   | 1079 |
| GR80CU*          |                | [80c] Outcome: acti-Unedited             | 527  |
| GR80D            | 80d.           | [80d] Outcome: nothing was done          | 328  |
| GR80DR*          |                | Outcome: nothing was done--Recode        | 1075 |
| GR80DR3*         |                | Outcome: nothing was done--Recode        | 1080 |
| GR80DU*          |                | [80d] Outcome: noth-Unedited             | 528  |
| GR80E            | 80e.           | [80e] Outcome: action against you        | 329  |
| GR80ER*          |                | Outcome: action was against you--Recode  | 1076 |
| GR80ER3*         |                | Outcome: action was against you--Recode  | 1081 |
| GR80EU*          |                | [80e] Outcome: acti-Unedited             | 529  |
| GR80SK*          |                | [59a] One sit: offnsv sex story/jo -Skip | 330  |
| GR81             | 81.            | [81--] Sat w/ outcome                    | 331  |
| GR81R*           |                | Sat w/ outcome--Recode                   | 1082 |
| GR81SK*          |                | [81--] Sat w/ outcome -Skip              | 332  |
| GR81U*           |                | [81--] Sat w/ outco-Unedited             | 530  |
| GR82             | 82.            | [82--] Report all behaviors              | 333  |
| GR82R*           |                | Report all behaviors--Recode             | 1083 |
| GR82SK*          |                | [59a] One sit: offnsv sex story/jo -Skip | 334  |
| GR82U*           |                | [82--] Report all b-Unedited             | 531  |
| GR83A*           | 83a.           | [83a] No report: not important           | 335  |
| GR83AR*          |                | No report: not important--Recode         | 1084 |
| GR83AR2          |                | No report: not important--Recode         | 1107 |
| GR83AU*          |                | [83a] No report: no-Unedited             | 532  |
| GR83B*           | 83b.           | [83b] No report: not know how            | 336  |
| GR83BR*          |                | No report: not know how--Recode          | 1085 |
| GR83BR2          |                | No report: not know how--Recode          | 1108 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR83BU*          |                | [83b] No report: no-Unedited              | 533  |
| GR83C*           | 83c.           | [83c] No report: felt uncomfortable       | 337  |
| GR83CR*          |                | No report: felt uncomfortable--Recode     | 1086 |
| GR83CR2          |                | No report: felt uncomfortable--Recode     | 1109 |
| GR83CU*          |                | [83c] No report: fe-Unedited              | 534  |
| GR83D*           | 83d.           | [83d] No report: took care prob by self   | 338  |
| GR83DR*          |                | No report: self took care prob--Recode    | 1087 |
| GR83DR2          |                | No report: self took care prob--Recode    | 1110 |
| GR83DU*          |                | [83d] No report: to-Unedited              | 535  |
| GR83E*           | 83e.           | [83e] No report: talk informally, comman  | 339  |
| GR83ER*          |                | No report: talk informal, comman--Recode  | 1088 |
| GR83ER2          |                | No report: talk informal, comman--Recode  | 1111 |
| GR83EU*          |                | [83e] No report: ta-Unedited              | 536  |
| GR83F*           | 83f.           | [83f] No report: nothing would be done    | 340  |
| GR83FR*          |                | No report: nothing would be done--Recode  | 1089 |
| GR83FR2          |                | No report: nothing would be done--Recode  | 1112 |
| GR83FU*          |                | [83f] No report: no-Unedited              | 537  |
| GR83G*           | 83g.           | [83g] No report: wouldn't be believed     | 341  |
| GR83GR*          |                | No report: wouldn't be believed--Recode   | 1090 |
| GR83GR2          |                | No report: wouldn't be believed--Recode   | 1113 |
| GR83GU*          |                | [83g] No report: wo-Unedited              | 538  |
| GR83H*           | 83h.           | [83h] No report: coworkers angry          | 342  |
| GR83HR*          |                | No report: coworkers angry--Recode        | 1091 |
| GR83HR2          |                | No report: coworkers angry--Recode        | 1114 |
| GR83HU*          |                | [83h] No report: co-Unedited              | 539  |
| GR83I*           | 83i.           | [83i] No report: wanted to fit in         | 343  |
| GR83IR*          |                | No report: wanted to fit in--Recode       | 1092 |
| GR83IR2          |                | No report: wanted to fit in--Recode       | 1115 |
| GR83IU*          |                | [83i] No report: wa-Unedited              | 540  |
| GR83J*           | 83j.           | [83j] No report: too much time/effort     | 344  |
| GR83JR*          |                | No report: too much time/effort--Recode   | 1093 |
| GR83JR2          |                | No report: too much time/effort--Recode   | 1116 |
| GR83JU*          |                | [83j] No report: to-Unedited              | 541  |
| GR83K*           | 83k.           | [83k] No report: labeled troublemaker     | 345  |
| GR83KR*          |                | No report: labeled troublemaker--Recode   | 1094 |
| GR83KR2          |                | No report: labeled troublemaker--Recode   | 1117 |
| GR83KU*          |                | [83k] No report: la-Unedited              | 542  |
| GR83L*           | 83l.           | [83l] No report: peer talked out of       | 346  |
| GR83LR*          |                | No report: peer talked out of--Recode     | 1095 |
| GR83LR2          |                | No report: peer talked out of--Recode     | 1118 |
| GR83LU*          |                | [83l] No report: pe-Unedited              | 543  |
| GR83M*           | 83m.           | [83m] No report: supv talked out of       | 347  |
| GR83MR*          |                | No report: supv talked out of--Recode     | 1096 |
| GR83MR2          |                | No report: supv talked out of--Recode     | 1119 |
| GR83MU*          |                | [83m] No report: su-Unedited              | 544  |
| GR83N*           | 83n.           | [83n] No report: no hurt offender family  | 348  |
| GR83NR*          |                | No report: no hurt offender fam--Recode   | 1097 |
| GR83NR2          |                | No report: no hurt offender fam--Recode   | 1120 |
| GR83NU*          |                | [83n] No report: no-Unedited              | 545  |
| GR83O*           | 83o.           | [83o] No report: performance eval suffer  | 349  |
| GR83OR*          |                | No report: performance eval suffr--Recode | 1098 |
| GR83OR2          |                | No report: performance eval suffr--Recode | 1121 |
| GR83OU*          |                | [83o] No report: pe-Unedited              | 546  |
| GR83P*           | 83p.           | [83p] No report: fear retal, offender     | 350  |
| GR83PR*          |                | No report: fear retal, offender--Recode   | 1099 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR83PR2          |                | No report: fear retal, offender--Recode  | 1122 |
| GR83PU*          |                | [83p] No report: fe-Unedited             | 547  |
| GR83Q*           | 83q.           | [83q] No report: fear retal, offndr fren | 351  |
| GR83QR*          |                | No report: fear retal, ofndr frd--Recode | 1100 |
| GR83QR2          |                | No report: fear retal, ofndr frd--Recode | 1123 |
| GR83QU*          |                | [83q] No report: fe-Unedited             | 548  |
| GR83R*           | 83r.           | [83r] No report: afraid retaliation, sup | 352  |
| GR83RR*          |                | No report: fear retaliation, sup--Recode | 1101 |
| GR83RR2          |                | No report: fear retaliation, sup--Recode | 1124 |
| GR83RU*          |                | [83r] No report: af-Unedited             | 549  |
| GR83S*           | 83s.           | [83s] No report: neg impact              | 353  |
| GR83SK*          |                | [59a] One sit: offnsv sex story/jo -Skip | 358  |
| GR83SR*          |                | No report: neg impact--Recode            | 1102 |
| GR83SR2          |                | No report: neg impact--Recode            | 1125 |
| GR83SU*          |                | [83s] No report: ne-Unedited             | 550  |
| GR83T*           | 83t.           | [83t] No report: neg impact on mil caree | 354  |
| GR83TR*          |                | No report: neg impact mil caree--Recode  | 1103 |
| GR83TR2          |                | No report: neg impact mil caree--Recode  | 1126 |
| GR83TU*          |                | [83t] No report: ne-Unedited             | 551  |
| GR83U*           | 83u.           | [83u] No report: warned not to complain  | 355  |
| GR83UR*          |                | No report: warnd not to complain--Recode | 1104 |
| GR83UR2          |                | No report: warnd not to complain--Recode | 1127 |
| GR83UU*          |                | [83u] No report: wa-Unedited             | 552  |
| GR83V*           | 83v.           | [83v] No report: already rptd to civ     | 356  |
| GR83VR*          |                | No report: already rptd to civ:Recode    | 1105 |
| GR83VR2          |                | No report: already rptd to civ:Recode    | 1128 |
| GR83VU*          |                | [83v] No report: al-Unedited             | 553  |
| GR83W*           | 83w.           | [83w] No report: some other reason       | 357  |
| GR83WR*          |                | No report: some other reason--Recode     | 1106 |
| GR83WR2          |                | No report: some other reason--Recode     | 1129 |
| GR83WU*          |                | [83w] No report: so-Unedited             | 554  |
| GR84A            | 84a.           | [84a] Prob at wk: ignored by others      | 359  |
| GR84AR*          |                | Prob at wk: ignored by others--Recode    | 1130 |
| GR84AR2*         |                | Prob at wk: ignored by others--Recode 2  | 1142 |
| GR84AR3*         |                | Prob at wk: ignored by others--Recode 3  | 1155 |
| GR84AU*          |                | [84a] Prob at wk: i-Unedited             | 555  |
| GR84B            | 84b.           | [84b] Prob at wk: blamed for sit         | 360  |
| GR84BR*          |                | Prob at wk: blamed for sit--Recode       | 1131 |
| GR84BR2*         |                | Prob at wk: blamed for sit--Recode 2     | 1143 |
| GR84BR3*         |                | Prob at wk: blamed for sit--Recode 3     | 1156 |
| GR84BU*          |                | [84b] Prob at wk: b-Unedited             | 556  |
| GR84C            | 84c.           | [84c] Prob at wk: people gossiped about  | 361  |
| GR84CR*          |                | Prob at wk: ppl gossiped about--Recode   | 1132 |
| GR84CR2*         |                | Prob at wk: ppl gossiped about--Recode 2 | 1144 |
| GR84CR3*         |                | Prob at wk: ppl gossiped about--Recode 3 | 1157 |
| GR84CU*          |                | [84c] Prob at wk: p-Unedited             | 557  |
| GR84D            | 84d.           | [84d] Prob at wk: lost perk/privileges   | 362  |
| GR84DR*          |                | Prob at wk: lost perk/privilege--Recode  | 1133 |
| GR84DR2*         |                | Prob at wk: lost perk/prvileg--Recode 2  | 1145 |
| GR84DR3*         |                | Prob at wk: lost perk/prvileg--Recode 3  | 1158 |
| GR84DU*          |                | [84d] Prob at wk: l-Unedited             | 558  |
| GR84E            | 84e.           | [84e] Prob at wk: less favorable job dut | 363  |
| GR84ER*          |                | Prob at wk: less fvvable job dut--Recode | 1134 |
| GR84ER2*         |                | Prob at wk: less favor job dut--Recode 2 | 1146 |
| GR84ER3*         |                | Prob at wk: less favor job dut--Recode 3 | 1159 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                      | PAGE |
|------------------|----------------|--|------|
| GR84EU*          |                | [84e] Prob at wk: l-Unedited               | 559  |
| GR84F            | 84f.           | [84f] Prob at wk: denied opp for trainin   | 364  |
| GR84FR*          |                | Prob at wk: denied opp for train--Recode   | 1135 |
| GR84FR2*         |                | Prob at wk: deny opp for train--Recode 2   | 1147 |
| GR84FR3*         |                | Prob at wk: deny opp for train--Recode 3   | 1160 |
| GR84FU*          |                | [84f] Prob at wk: d-Unedited               | 560  |
| GR84G            | 84g.           | [84g] Prob at wk: unfair job evaluation    | 365  |
| GR84GR*          |                | Prob at wk: unfair job eval--Recode        | 1136 |
| GR84GR2*         |                | Prob at wk: unfair job eval--Recode 2      | 1148 |
| GR84GR3*         |                | Prob at wk: unfair job eval--Recode 3      | 1161 |
| GR84GU*          |                | [84g] Prob at wk: u-Unedited               | 561  |
| GR84H            | 84h.           | [84h] Prob at wk: unfairly disciplined     | 366  |
| GR84HR*          |                | Prob at wk: unfairly disciplined--Recode   | 1137 |
| GR84HR2*         |                | Prob at wk: unfarly disciplined--Recode 2  | 1149 |
| GR84HR3*         |                | Prob at wk: unfarly disciplined--Recode 3  | 1162 |
| GR84HU*          |                | [84h] Prob at wk: u-Unedited               | 562  |
| GR84I            | 84i.           | [84i] Prob at wk: denied promotion         | 367  |
| GR84IR*          |                | Prob at wk: denied promotion--Recode       | 1138 |
| GR84IR2*         |                | Prob at wk: denied promotion--Recode 2     | 1150 |
| GR84IR3*         |                | Prob at wk: denied promotion--Recode 3     | 1163 |
| GR84IU*          |                | [84i] Prob at wk: d-Unedited               | 563  |
| GR84J            | 84j.           | [84j] Prob at wk: transfer to worse job    | 368  |
| GR84JR*          |                | Prob at wk: transfer to wrse job--Recode   | 1139 |
| GR84JR2*         |                | Prob at wk: transf to wrse job--Recode 2   | 1151 |
| GR84JR3*         |                | Prob at wk: transf to wrse job--Recode 3   | 1164 |
| GR84JU*          |                | [84j] Prob at wk: t-Unedited               | 564  |
| GR84K            | 84k.           | [84k] Prob at wk: unfairly demoted         | 369  |
| GR84KR*          |                | Prob at wk: unfairly demoted--Recode       | 1140 |
| GR84KR2*         |                | Prob at wk: unfairly demoted--Recode 2     | 1152 |
| GR84KR3*         |                | Prob at wk: unfairly demoted--Recode 3     | 1165 |
| GR84KU*          |                | [84k] Prob at wk: u-Unedited               | 565  |
| GR84L            | 84l.           | [84l] Prob at wk: mistreated other way     | 370  |
| GR84LR*          |                | Prob at wk: mistreated other way--Recode   | 1141 |
| GR84LR2*         |                | Prob at wk: mistreated oth way--Recode 2   | 1153 |
| GR84LR3*         |                | Prob at wk: mistreated oth way--Recode 3   | 1166 |
| GR84LU*          |                | [84l] Prob at wk: m-Unedited               | 566  |
| GR84SK*          |                | [57a] Pst 12 mo: offnsv sex story/ -Skip   | 371  |
| GR85A            | 85a.           | [85a] Effort to stop: senior leadership    | 372  |
| GR85AR*          |                | Effort to stop: senior leadershp--Recode   | 1167 |
| GR85AR2*         |                | Effort to stop: sr leadershp--Recode 2     | 1170 |
| GR85AR3*         |                | Sen ldrship of Rsv Comp                    | 1173 |
| GR85B            | 85b.           | [85b] Effort to stop: instal/ship leader   | 373  |
| GR85BR*          |                | Effort to stop: instal/ship leadr--Recode  | 1168 |
| GR85BR2*         |                | Efirt to stop: instal/ship leadr--Recode 2 | 1171 |
| GR85BR3*         |                | Sen ldrship of Instal Ship                 | 1174 |
| GR85C            | 85c.           | [85c] Effort to stop: immediate supervis   | 374  |
| GR85CR*          |                | Effort to stop: immediate suprvs--Recode   | 1169 |
| GR85CR2*         |                | Efirt to stop: immediate suprvs--Recode 2  | 1172 |
| GR85CR3*         |                | Imm Supervisor                             | 1175 |
| GR86             | 86.            | [86--] Pst 12 mo: had SH training          | 375  |
| GR87*            | 87.            | [87--] Pst 12 mo: amount SH training       | 376  |
| GR87R            |                | Pst 12 mo: amount SH training--Recode      | 1176 |
| GR87SK*          |                | [86--] Pst 12 mo: had SH training -Skip    | 377  |
| GR87U*           |                | [87--] Pst 12 mo: a-Unedited               | 567  |
| GR88A            | 88a.           | [88a] SH train: undrstnd word/actn are S   | 378  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR88AR*          |                | SH train: udrstnd wrd/actn are S--Recode | 1177 |
| GR88AU*          |                | [88a] SH train: und-Unedited             | 568  |
| GR88B            | 88b.           | [88b] SH train: reduce cohesion in RC    | 379  |
| GR88BR*          |                | SH train: reduce cohesion in RC--Recode  | 1178 |
| GR88BU*          |                | [88b] SH train: red-Unedited             | 569  |
| GR88C            | 88c.           | [88c] SH train: SH mk difclt to prfrm dt | 380  |
| GR88CR*          |                | SH train: SH mk difclt prfrm dt--Recode  | 1179 |
| GR88CU*          |                | [88c] SH train: SH -Unedited             | 570  |
| GR88D            | 88d.           | [88d] SH train: identify offensv behavio | 381  |
| GR88DR*          |                | SH train: identify offensv bhvr--Recode  | 1180 |
| GR88DU*          |                | [88d] SH train: ide-Unedited             | 571  |
| GR88E            | 88e.           | [88e] SH train: tool for dealing w/SH    | 382  |
| GR88ER*          |                | SH train: tool for dealing w/SH--Recode  | 1181 |
| GR88EU*          |                | [88e] SH train: too-Unedited             | 572  |
| GR88F            | 88f.           | [88f] SH train: feel safe to complain    | 383  |
| GR88FR*          |                | SH train: feel safe to complain--Recode  | 1182 |
| GR88FU*          |                | [88f] SH train: fee-Unedited             | 573  |
| GR88G            | 88g.           | [88g] SH train: gives info on SH         | 384  |
| GR88GR*          |                | SH train: gives info on SH--Recode       | 1183 |
| GR88GU*          |                | [88g] SH train: giv-Unedited             | 574  |
| GR89             | 89.            | [89--] How effective SH training         | 385  |
| GR89R*           |                | How effective SH training--Recode        | 1184 |
| GR89R2*          |                | How effective SH training-- Recode 2     | 1185 |
| GR89SK*          |                | [89--] How effective SH training -Skip   | 386  |
| GR89U*           |                | [89--] How effectiv-Unedited             | 575  |
| GR90A            | 90a.           | [90a] Unit: policies publicized          | 387  |
| GR90AR*          |                | Unit: policies publicized--Recode        | 1186 |
| GR90B            | 90b.           | [90b] Unit: complaint procedure pub      | 388  |
| GR90BR*          |                | Unit: complaint procedure pub--Recode    | 1187 |
| GR90C            | 90c.           | [90c] Unit: complaints taken seriously   | 389  |
| GR90CR*          |                | Unit: complaints taken seriously--Recode | 1188 |
| GR90D            | 90d.           | [90d] Unit: enlist, attend training      | 390  |
| GR90DR*          |                | Unit: enlist, attend training--Recode    | 1189 |
| GR90E            | 90e.           | [90e] Unit: officers, attend training    | 391  |
| GR90ER*          |                | Unit: officers, attend training--Recode  | 1190 |
| GR90F            | 90f.           | [90f] Unit: leaders, respectful behavior | 392  |
| GR90FR*          |                | Unit: leaders, respectful bhvr--Recode   | 1191 |
| GR90G            | 90g.           | [90g] Unit: female officers deal with    | 393  |
| GR90GR*          |                | Unit: female officers deal with--Recode  | 1192 |
| GR90H            | 90h.           | [90h] Ship: policies publicized          | 394  |
| GR90HR*          |                | Ship: policies publicized--Recode        | 1193 |
| GR90I            | 90i.           | [90i] Ship: complaint procedure pub      | 395  |
| GR90IR*          |                | Ship: complaint procedure pub--Recode    | 1194 |
| GR90J            | 90j.           | [90j] Ship: complaints taken seriously   | 396  |
| GR90JR*          |                | Ship: complaints taken seriously--Recode | 1195 |
| GR90K            | 90k.           | [90k] Ship: investigative office         | 397  |
| GR90KR*          |                | Ship: investigative office--Recode       | 1196 |
| GR90L            | 90l.           | [90l] Ship: enlist, attend training      | 398  |
| GR90LR*          |                | Ship: enlist, attend training--Recode    | 1197 |
| GR90M            | 90m.           | [90m] Ship: officers, attend training    | 399  |
| GR90MR*          |                | Ship: officers, attend training--Recode  | 1198 |
| GR90N            | 90n.           | [90n] Ship: leaders, respectful behavior | 400  |
| GR90NR*          |                | Ship: leaders, respectful behavr--Recode | 1199 |
| GR90O            | 90o.           | [90o] Svc: advice/hotline for cmlnt      | 401  |
| GR90OR*          |                | Svc: advice/hotline for cmlnt--Recode    | 1200 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE      |
|------------------|----------------|--|-----------|
| GR91             | 91.            | [91--] Last 4 yrs, SH in nation a proble | 402       |
| GR92             | 92.            | [92--] Last 4 yrs, SH in mil a problem   | 403       |
| GR92R*           |                | Last4 yrs, SH in mil a problem--Recode   | 1201      |
| GR92SK*          |                | [9--] Years of service -Skip             | 404       |
| GR92U*           |                | [92--] Last 4 yrs, -Unedited             | 576       |
| GR93             | 93.            | [93--] SH more/less freq in mil vs yrs a | 405       |
| GR93R*           |                | SH more/less freq in mil vs yrs--Recode  | 1202      |
| GR93R2*          |                | SH more/less freq in mil v yrs--Recode 2 | 1203      |
| GR93U*           |                | [93--] SH more/less-Unedited             | 577       |
| GR94             | 94.            | [94--] SH more/less freq in mil vs civ j | 406       |
| GR94R*           |                | SH more/less freq in mil vs civ--Recode  | 1204      |
| GR94R2*          |                | SH more/less freq mil vs civ--Recode 2   | 1205      |
| GR96*            | 96.            | [96] Survant place holder                | 407       |
| HISP_IM*         |                | Imputed Hispanic Ethnicity (HISP_IM)     | 624       |
| HISP_IMF*        |                | Hispanic Ethnicity Non-resp Imputed Flag | 625       |
| INCWEB*          |                | Incomplete Web Flag                      | 1415      |
| INRECNO*         |                | Master SCS ID number                     | 1416      |
| LEADSAT          |                | Supervisor Sat Scale                     | 740       |
| LITHO*           |                | Litho code                               | 1417      |
| MAILTYP*         |                | Mail Type                                | 1418      |
| MARITAL*         |                | Marital Status                           | 1441      |
| MILCIV*          |                | Organizational Affiliation of Offender   | 1021      |
| NSAMP*           |                | Stratum Sample Count                     | 1442      |
| NSTRAT*          |                | Stratum Population Count                 | 1443      |
| ORG_CD*          |                | Reserve Component                        | 1444      |
| OTHERBEH         |                | Other beh inc rate                       | 931       |
| OTHERBHO*        |                | Other beh inc rate only--Recode          | 939       |
| OTHRBEH1         |                | Other beh 1 inc rate                     | 984       |
| OTHRBHO1*        |                | Other beh 1 inc rate Only--Recode        | 990       |
| PAYGRD*          |                | Pay Grade                                | 1445      |
| PCATCD*          |                | Personnel Category Code                  | 1446      |
| PERCD*           |                | Personnel End Reason Code                | 1514      |
| PHYSHEAL         |                | Phys heal scale                          | 782       |
| PHYS_HEL*        |                | Vars for physheal scale                  | 781       |
| PNDTHCD*         |                | Person Death Code                        | 1447      |
| PNLECBGN*        |                | Personnel Entitlement Condition Begin Dt | 1448      |
| PNLECEAD*        |                | Personnel Entitlement Condition End Date | 1449      |
| PNLECTYP*        |                | Personnel Entitlement Condition Type Cod | 1450      |
| PNLEDDT*         |                | Personnel End Calendar Date              | 1451      |
| POPFLG*          |                | Population Flag                          | 1515      |
| POPTVSTR         |                | Taylor's Series Variance Strata Populati | 1229-1233 |
| PROGRAM*         |                | Reserve Program                          | 1452      |
| PROGRAM1*        |                | Reserve Program 1                        | 1453      |
| PSTATUS*         |                | Ranking Disposition Code                 | 1558      |
| PSTSTR           |                | Final Raking Cell                        | 1227-1228 |
| PUBGROUP*        |                | Public Use File Group 1                  | 1516      |
| PUBGRP2*         |                | Public Use File Group 2                  | 1454      |
| QCOMP*           |                | Questions completed count                | 1524      |
| QCOMPP*          |                | Questions Completed Proportion           | 1525      |
| RACE*            |                | Race Code                                | 1517      |
| RACE_ETH*        |                | Construced Race Ethnicity                | 1518      |
| RACE_IM*         |                | RACE_IM Self-Report Race Levels, Imputed | 629-630   |
| RACE_IMF*        |                | Self-Reported Race Imputed Flag-RACE_IMF | 631       |
| RACE_NI*         |                | Non-Imputed Self-Report Race with Other  | 626       |
| RANDOM*          |                | Random Number                            | 1519      |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                               | PAGE |
|------------------|----------------|-------------------------------------|------|
| RCOMPNN*         |                | Military Component                  | 1456 |
| REFUSE*          |                | Refused                             | 1419 |
| REPORTA2*        |                | Rptd to anyone recode               | 1054 |
| REPORT_A         |                | Rptd to anyone                      | 1053 |
| REPORT_C         |                | Rptd to civ or org                  | 1051 |
| REPORT_M         |                | Rptd to mil indiv or org            | 1052 |
| RETHC2*          |                | Race Ethnic Category 2              | 1457 |
| RETHC3*          |                | Race Ethnic Category 3              | 1458 |
| RETHC4*          |                | Race Ethnic Category 4              | 1459 |
| RKF0*            |                | Ranking adjustment factor           | 1559 |
| RKW0             |                | Final Raked Weight                  | 1234 |
| RKW001           |                | Final Raked Weight for Replicate 1  | 1235 |
| RKW002           |                | Final Raked Weight for Replicate 2  | 1236 |
| RKW003           |                | Final Raked Weight for Replicate 3  | 1237 |
| RKW004           |                | Final Raked Weight for Replicate 4  | 1238 |
| RKW005           |                | Final Raked Weight for Replicate 5  | 1239 |
| RKW006           |                | Final Raked Weight for Replicate 6  | 1240 |
| RKW007           |                | Final Raked Weight for Replicate 7  | 1241 |
| RKW008           |                | Final Raked Weight for Replicate 8  | 1242 |
| RKW009           |                | Final Raked Weight for Replicate 9  | 1243 |
| RKW010           |                | Final Raked Weight for Replicate 10 | 1244 |
| RKW011           |                | Final Raked Weight for Replicate 11 | 1245 |
| RKW012           |                | Final Raked Weight for Replicate 12 | 1246 |
| RKW013           |                | Final Raked Weight for Replicate 13 | 1247 |
| RKW014           |                | Final Raked Weight for Replicate 14 | 1248 |
| RKW015           |                | Final Raked Weight for Replicate 15 | 1249 |
| RKW016           |                | Final Raked Weight for Replicate 16 | 1250 |
| RKW017           |                | Final Raked Weight for Replicate 17 | 1251 |
| RKW018           |                | Final Raked Weight for Replicate 18 | 1252 |
| RKW019           |                | Final Raked Weight for Replicate 19 | 1253 |
| RKW020           |                | Final Raked Weight for Replicate 20 | 1254 |
| RKW021           |                | Final Raked Weight for Replicate 21 | 1255 |
| RKW022           |                | Final Raked Weight for Replicate 22 | 1256 |
| RKW023           |                | Final Raked Weight for Replicate 23 | 1257 |
| RKW024           |                | Final Raked Weight for Replicate 24 | 1258 |
| RKW025           |                | Final Raked Weight for Replicate 25 | 1259 |
| RKW026           |                | Final Raked Weight for Replicate 26 | 1260 |
| RKW027           |                | Final Raked Weight for Replicate 27 | 1261 |
| RKW028           |                | Final Raked Weight for Replicate 28 | 1262 |
| RKW029           |                | Final Raked Weight for Replicate 29 | 1263 |
| RKW030           |                | Final Raked Weight for Replicate 30 | 1264 |
| RKW031           |                | Final Raked Weight for Replicate 31 | 1265 |
| RKW032           |                | Final Raked Weight for Replicate 32 | 1266 |
| RKW033           |                | Final Raked Weight for Replicate 33 | 1267 |
| RKW034           |                | Final Raked Weight for Replicate 34 | 1268 |
| RKW035           |                | Final Raked Weight for Replicate 35 | 1269 |
| RKW036           |                | Final Raked Weight for Replicate 36 | 1270 |
| RKW037           |                | Final Raked Weight for Replicate 37 | 1271 |
| RKW038           |                | Final Raked Weight for Replicate 38 | 1272 |
| RKW039           |                | Final Raked Weight for Replicate 39 | 1273 |
| RKW040           |                | Final Raked Weight for Replicate 40 | 1274 |
| RKW041           |                | Final Raked Weight for Replicate 41 | 1275 |
| RKW042           |                | Final Raked Weight for Replicate 42 | 1276 |
| RKW043           |                | Final Raked Weight for Replicate 43 | 1277 |
| RKW044           |                | Final Raked Weight for Replicate 44 | 1278 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                               | PAGE |
|------------------|----------------|-------------------------------------|------|
| RKW045           |                | Final Raked Weight for Replicate 45 | 1279 |
| RKW046           |                | Final Raked Weight for Replicate 46 | 1280 |
| RKW047           |                | Final Raked Weight for Replicate 47 | 1281 |
| RKW048           |                | Final Raked Weight for Replicate 48 | 1282 |
| RKW049           |                | Final Raked Weight for Replicate 49 | 1283 |
| RKW050           |                | Final Raked Weight for Replicate 50 | 1284 |
| RKW051           |                | Final Raked Weight for Replicate 51 | 1285 |
| RKW052           |                | Final Raked Weight for Replicate 52 | 1286 |
| RKW053           |                | Final Raked Weight for Replicate 53 | 1287 |
| RKW054           |                | Final Raked Weight for Replicate 54 | 1288 |
| RKW055           |                | Final Raked Weight for Replicate 55 | 1289 |
| RKW056           |                | Final Raked Weight for Replicate 56 | 1290 |
| RKW057           |                | Final Raked Weight for Replicate 57 | 1291 |
| RKW058           |                | Final Raked Weight for Replicate 58 | 1292 |
| RKW059           |                | Final Raked Weight for Replicate 59 | 1293 |
| RKW060           |                | Final Raked Weight for Replicate 60 | 1294 |
| RKW061           |                | Final Raked Weight for Replicate 61 | 1295 |
| RKW062           |                | Final Raked Weight for Replicate 62 | 1296 |
| RKW063           |                | Final Raked Weight for Replicate 63 | 1297 |
| RKW064           |                | Final Raked Weight for Replicate 64 | 1298 |
| RKW065           |                | Final Raked Weight for Replicate 65 | 1299 |
| RKW066           |                | Final Raked Weight for Replicate 66 | 1300 |
| RKW067           |                | Final Raked Weight for Replicate 67 | 1301 |
| RKW068           |                | Final Raked Weight for Replicate 68 | 1302 |
| RKW069           |                | Final Raked Weight for Replicate 69 | 1303 |
| RKW070           |                | Final Raked Weight for Replicate 70 | 1304 |
| RKW071           |                | Final Raked Weight for Replicate 71 | 1305 |
| RKW072           |                | Final Raked Weight for Replicate 72 | 1306 |
| RKW073           |                | Final Raked Weight for Replicate 73 | 1307 |
| RKW074           |                | Final Raked Weight for Replicate 74 | 1308 |
| RKW075           |                | Final Raked Weight for Replicate 75 | 1309 |
| RKW076           |                | Final Raked Weight for Replicate 76 | 1310 |
| RKW077           |                | Final Raked Weight for Replicate 77 | 1311 |
| RKW078           |                | Final Raked Weight for Replicate 78 | 1312 |
| RKW079           |                | Final Raked Weight for Replicate 79 | 1313 |
| RKW080           |                | Final Raked Weight for Replicate 80 | 1314 |
| RKW081           |                | Final Raked Weight for Replicate 81 | 1315 |
| RKW082           |                | Final Raked Weight for Replicate 82 | 1316 |
| RKW083           |                | Final Raked Weight for Replicate 83 | 1317 |
| RKW084           |                | Final Raked Weight for Replicate 84 | 1318 |
| RKW085           |                | Final Raked Weight for Replicate 85 | 1319 |
| RKW086           |                | Final Raked Weight for Replicate 86 | 1320 |
| RKW087           |                | Final Raked Weight for Replicate 87 | 1321 |
| RKW088           |                | Final Raked Weight for Replicate 88 | 1322 |
| RKW089           |                | Final Raked Weight for Replicate 89 | 1323 |
| RKW090           |                | Final Raked Weight for Replicate 90 | 1324 |
| RKW091           |                | Final Raked Weight for Replicate 91 | 1325 |
| RKW092           |                | Final Raked Weight for Replicate 92 | 1326 |
| RKW093           |                | Final Raked Weight for Replicate 93 | 1327 |
| RKW094           |                | Final Raked Weight for Replicate 94 | 1328 |
| RKW095           |                | Final Raked Weight for Replicate 95 | 1329 |
| RKW096           |                | Final Raked Weight for Replicate 96 | 1330 |
| RKW097           |                | Final Raked Weight for Replicate 97 | 1331 |
| RKW098           |                | Final Raked Weight for Replicate 98 | 1332 |
| RKW099           |                | Final Raked Weight for Replicate 99 | 1333 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                | PAGE |
|------------------|----------------|--------------------------------------|------|
| RKW100           |                | Final Raked Weight for Replicate 100 | 1334 |
| RKW101           |                | Final Raked Weight for Replicate 101 | 1335 |
| RKW102           |                | Final Raked Weight for Replicate 102 | 1336 |
| RKW103           |                | Final Raked Weight for Replicate 103 | 1337 |
| RKW104           |                | Final Raked Weight for Replicate 104 | 1338 |
| RKW105           |                | Final Raked Weight for Replicate 105 | 1339 |
| RKW106           |                | Final Raked Weight for Replicate 106 | 1340 |
| RKW107           |                | Final Raked Weight for Replicate 107 | 1341 |
| RKW108           |                | Final Raked Weight for Replicate 108 | 1342 |
| RKW109           |                | Final Raked Weight for Replicate 109 | 1343 |
| RKW110           |                | Final Raked Weight for Replicate 110 | 1344 |
| RKW111           |                | Final Raked Weight for Replicate 111 | 1345 |
| RKW112           |                | Final Raked Weight for Replicate 112 | 1346 |
| RKW113           |                | Final Raked Weight for Replicate 113 | 1347 |
| RKW114           |                | Final Raked Weight for Replicate 114 | 1348 |
| RKW115           |                | Final Raked Weight for Replicate 115 | 1349 |
| RKW116           |                | Final Raked Weight for Replicate 116 | 1350 |
| RKW117           |                | Final Raked Weight for Replicate 117 | 1351 |
| RKW118           |                | Final Raked Weight for Replicate 118 | 1352 |
| RKW119           |                | Final Raked Weight for Replicate 119 | 1353 |
| RKW120           |                | Final Raked Weight for Replicate 120 | 1354 |
| RKW121           |                | Final Raked Weight for Replicate 121 | 1355 |
| RKW122           |                | Final Raked Weight for Replicate 122 | 1356 |
| RKW123           |                | Final Raked Weight for Replicate 123 | 1357 |
| RKW124           |                | Final Raked Weight for Replicate 124 | 1358 |
| RKW125           |                | Final Raked Weight for Replicate 125 | 1359 |
| RKW126           |                | Final Raked Weight for Replicate 126 | 1360 |
| RKW127           |                | Final Raked Weight for Replicate 127 | 1361 |
| RKW128           |                | Final Raked Weight for Replicate 128 | 1362 |
| RKW129           |                | Final Raked Weight for Replicate 129 | 1363 |
| RKW130           |                | Final Raked Weight for Replicate 130 | 1364 |
| RKW131           |                | Final Raked Weight for Replicate 131 | 1365 |
| RKW132           |                | Final Raked Weight for Replicate 132 | 1366 |
| RKW133           |                | Final Raked Weight for Replicate 133 | 1367 |
| RKW134           |                | Final Raked Weight for Replicate 134 | 1368 |
| RKW135           |                | Final Raked Weight for Replicate 135 | 1369 |
| RKW136           |                | Final Raked Weight for Replicate 136 | 1370 |
| RKW137           |                | Final Raked Weight for Replicate 137 | 1371 |
| RKW138           |                | Final Raked Weight for Replicate 138 | 1372 |
| RKW139           |                | Final Raked Weight for Replicate 139 | 1373 |
| RKW140           |                | Final Raked Weight for Replicate 140 | 1374 |
| RKW141           |                | Final Raked Weight for Replicate 141 | 1375 |
| RKW142           |                | Final Raked Weight for Replicate 142 | 1376 |
| RKW143           |                | Final Raked Weight for Replicate 143 | 1377 |
| RKW144           |                | Final Raked Weight for Replicate 144 | 1378 |
| RKW145           |                | Final Raked Weight for Replicate 145 | 1379 |
| RKW146           |                | Final Raked Weight for Replicate 146 | 1380 |
| RKW147           |                | Final Raked Weight for Replicate 147 | 1381 |
| RKW148           |                | Final Raked Weight for Replicate 148 | 1382 |
| RKW149           |                | Final Raked Weight for Replicate 149 | 1383 |
| RKW150           |                | Final Raked Weight for Replicate 150 | 1384 |
| RKW151           |                | Final Raked Weight for Replicate 151 | 1385 |
| RKW152           |                | Final Raked Weight for Replicate 152 | 1386 |
| RKW153           |                | Final Raked Weight for Replicate 153 | 1387 |
| RKW154           |                | Final Raked Weight for Replicate 154 | 1388 |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| RKW155           |                | Final Raked Weight for Replicate 155     | 1389 |
| RKW156           |                | Final Raked Weight for Replicate 156     | 1390 |
| RKW157           |                | Final Raked Weight for Replicate 157     | 1391 |
| RKW158           |                | Final Raked Weight for Replicate 158     | 1392 |
| RKW159           |                | Final Raked Weight for Replicate 159     | 1393 |
| RKW160           |                | Final Raked Weight for Replicate 160     | 1394 |
| RKW161           |                | Final Raked Weight for Replicate 161     | 1395 |
| RKW162           |                | Final Raked Weight for Replicate 162     | 1396 |
| RKW163           |                | Final Raked Weight for Replicate 163     | 1397 |
| RKW164           |                | Final Raked Weight for Replicate 164     | 1398 |
| RKW165           |                | Final Raked Weight for Replicate 165     | 1399 |
| RKW166           |                | Final Raked Weight for Replicate 166     | 1400 |
| RKW167           |                | Final Raked Weight for Replicate 167     | 1401 |
| RKW168           |                | Final Raked Weight for Replicate 168     | 1402 |
| RKW169           |                | Final Raked Weight for Replicate 169     | 1403 |
| RKW170           |                | Final Raked Weight for Replicate 170     | 1404 |
| RMARITAL*        |                | Marital Status                           | 1460 |
| RORG_CD*         |                | Reserve Component                        | 1461 |
| RPAYGRP1*        |                | Pay Grade Group 1                        | 1462 |
| RPAYGRP2*        |                | Pay Grade Group 2                        | 1463 |
| RPAYGRP3*        |                | Pay Grade Group 3                        | 1464 |
| RPAYGRP4*        |                | Pay Grade Group 4                        | 1465 |
| RPAYGRP5*        |                | Pay Grade Group 5                        | 1466 |
| RPAYGRP6*        |                | Pay Grade Group 6                        | 1467 |
| RPAYGRP7*        |                | Pay Grade Group 7                        | 1468 |
| RPAYGRP8*        |                | Pay Grade Group 8                        | 1469 |
| RPROG1*          |                | Reserve Program 1                        | 1470 |
| RPROG2*          |                | Reserve Program 2                        | 1471 |
| RSERVICE*        |                | Service                                  | 1472 |
| RSEX*            |                | Gender                                   | 1473 |
| RSTATUS          |                | WGR Resp Status                          | 1407 |
| RSVCATGP*        |                | Reserve Category Group Code              | 1476 |
| RSVCCCD*         |                | Reserve Component Category Code          | 1477 |
| RSVFLG*          |                | File Flag                                | 1478 |
| RSV_CAT*         |                | Reserve Category Code                    | 1474 |
| RSV_SCAT*        |                | Reserve Subcategory Code                 | 1475 |
| RTITLE*          |                | Technician/AGR ID                        | 1479 |
| R_EDUC2*         |                | Education                                | 1455 |
| SCSINEL*         |                | SCSINEL - Reason reported for ineligibil | 1420 |
| SERIAL*          |                | DRC Serial Number applied                | 1421 |
| SEX*             |                | Gender                                   | 1480 |
| SEXASLT          |                | Sex aslt inc rate                        | 930  |
| SEXASLT1         |                | Sex aslt 1 inc rate                      | 983  |
| SEXASLTO*        |                | Sex aslt inc rate only--Recode           | 938  |
| SEXATNO1*        |                | Sex attn 1 inc rate only--Recode         | 986  |
| SEXATTN          |                | Unwanted sex attn                        | 927  |
| SEXATTN1         |                | Sex attn 1 inc rate                      | 980  |
| SEXATTNO*        |                | Unwanted sex attn only--Recode           | 935  |
| SEXBEH           |                | Sex beh inc rate                         | 929  |
| SEXBEH1          |                | Sex beh 1 inc rate                       | 982  |
| SEXBEHO*         |                | Sex beh inc rate only--Recode            | 937  |
| SEXBHO1*         |                | Sex beh 1 inc rate only--Recode          | 988  |
| SEXCOER          |                | Sex coer inc rate                        | 928  |
| SEXCOER1         |                | Sex coer 1 inc rate                      | 981  |
| SEXCOERO*        |                | Sex coer inc rate only--Recode           | 936  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE      |
|------------------|----------------|--|-----------|
| SEXCOR01*        |                | Sex coer 1 inc rate only--Recode         | 987       |
| SEXDISC          |                | Sex discrimination                       | 874       |
| SEXHAR           |                | Sex har inc rate                         | 933       |
| SEXHARO*         |                | Sexhar only--recode                      | 940       |
| SEX_HAR*         |                | Var used to create sexhar                | 932       |
| SMPTVSTR         |                | Taylor's Series Achieved Smp Size In Var | 1224-1226 |
| SOC*             |                | Special Operations Code 0302             | 1481      |
| SOC0111*         |                | Special Operation Code SC0111            | 1482      |
| SOC0112*         |                | Special Operation Code SC0112            | 1483      |
| SOC0201*         |                | Special Operation Code SC0201            | 1484      |
| SOC0202*         |                | Special Operation Code SC0202            | 1485      |
| SOC0203*         |                | Special Operation Code SC0203            | 1486      |
| SOC0204*         |                | Special Operation Code SC0204            | 1487      |
| SOC0205*         |                | Special Operation Code SC0205            | 1488      |
| SOC0206*         |                | Special Operation Code SC0206            | 1489      |
| SOC0207*         |                | Special Operation Code SC0207            | 1490      |
| SOC0208*         |                | Special Operation Code SC0208            | 1491      |
| SOC0209*         |                | Special Operation Code SC0209            | 1492      |
| SOC0210*         |                | Special Operation Code SC0210            | 1493      |
| SOC0211*         |                | Special Operation Code SC0211            | 1494      |
| SOC0212*         |                | Special Operation Code SC0212            | 1495      |
| SOC0301*         |                | Special Operation Code SC0301            | 1496      |
| SOC0302*         |                | Special Operation Code SC0302            | 1497      |
| SOC0303*         |                | Special Operation Code SC0303            | 1498      |
| SOC0304*         |                | Special Operation Code SC0304            | 1499      |
| SOC0305*         |                | Special Operation Code SC0305            | 1500      |
| SOC0306*         |                | Special Operation Code SC0306            | 1501      |
| SOC0307*         |                | Special Operation Code SC0307            | 1502      |
| SOC0308*         |                | Special Operation Code SC0308            | 1503      |
| SOC0309*         |                | Special Operation Code SC0309            | 1504      |
| SOC0310*         |                | Special Operation Code SC0310            | 1505      |
| SOC0311*         |                | Special Operation Code SC0311            | 1506      |
| SOC1324*         |                | Most recent Active SOC 13-24 mnth prior  | 1507      |
| SOC1324F*        |                | Most recent Active SOC 13-24 mnth prior  | 1508      |
| SOCLE12*         |                | Most recent Active SOC 1-12 months prio  | 1509      |
| SOCLE12F*        |                | Most recent Active SOC on 1-12 month pri | 1510      |
| SOCLE24*         |                | Most recent Active SOC 1-24 month prior  | 1511      |
| SOCLE24F*        |                | Most recent Active SOC 1-24 mnth prior   | 1512      |
| SOCLE24N*        |                | Ops Noble Eagle/Enduring Freedom/Iraqi F | 1513      |
| SRCOMP*          | 6.             | [6--] Member of which Reserve component  | 13        |
| SRED*            | 2.             | [2--] Education                          | 2         |
| SREDR            |                | [2--] Education -- Recode                | 648       |
| SRGRADE*         | 7.             | [7--] Paygrade                           | 14        |
| SRGRADER*        |                | Recode SRGRADE                           | 649       |
| SRHISPA*         | 3.             | [3--] Ethnicity                          | 3         |
| SRMARST*         | 5.             | [5--] Marital status                     | 12        |
| SRMARSTR         |                | [5--] Marital Status-- Recode            | 650       |
| SRRACE1*         |                | Self-Reported Race Levels (SRRACE1)      | 627-628   |
| SRRACEA*         | 4a.            | [4a] Race-White                          | 4         |
| SRRACEAR*        |                | Recode SRRACEA--White                    | 641       |
| SRRACEB*         | 4b.            | [4b] Race-Black or Afr Amer              | 5         |
| SRRACEBR*        |                | Recode SRRACEB--Black or Afr Amer.       | 642       |
| SRRACEC*         | 4c.            | [4c] Race-Amer Indian or Alaska Native   | 6         |
| SRRACECR*        |                | Recode SRRACEC--AM IND OR AL NAT         | 643       |
| SRRACED*         | 4d.            | [4d] Race-Asian                          | 7         |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE      |
|------------------|----------------|--|-----------|
| SRRACEDR*        |                | Recode SRRACED--Asian                    | 644       |
| SRRACEE*         | 4e.            | [4e] Race-Hawaiin or Pac Islander        | 8         |
| SRRACEER*        |                | Recode SRRACEE--HAWAIIAN OR PAC ISL      | 645       |
| SRRACEF*         | 4f.            | [4f] Race-Other                          | 9         |
| SRRACEFR*        |                | Recode SRRACEF--OTHER                    | 646       |
| SRRACEM*         |                | Marked more than one race                | 640       |
| SRRACEMB*        |                | Var used to construct SRRACEM            | 639       |
| SRRACEMR*        |                | Recode SRRACEM--MORE THAN ONE RACE       | 647       |
| SRRACESK*        |                | [4f] Race-Other -Skip                    | 10        |
| SRRETH1*         |                | Racial/Ethnic Category                   | 11        |
| SRSEX*           | 1.             | [1--] Gender                             | 1         |
| STRAT*           |                | Stratum Level                            | 1520      |
| STRESS           |                | Per stress scale                         | 807-808   |
| SUPERSC*         |                | Var used for SUPSAT                      | 739       |
| SURVFORM*        |                | Survey form type                         | 1422      |
| SURVMAIL*        |                | Mailing Number                           | 1423      |
| SXASLT01*        |                | Sex aslt 1 inc rate only--Recode         | 989       |
| TVSTR            |                | Taylor's Series Variance Strata          | 1210-1214 |
| UICCNTY*         |                | Unit Location Country Code               | 1521      |
| WBTICKNO*        |                | Web Survey Access Code                   | 1424      |
| WEBSTAT*         |                | Web Survey Status Code                   | 1526      |
| WELIG*           |                | Eligibility                              | 1527      |
| WG02CLL2*        |                | Collapsed Stratification Cell            | 1528      |
| WG03CELL*        |                | Stratification Cell (stratum)            | 1529      |
| WGRR03ID*        |                | WGRR03ID                                 | 1207      |
| WORKHOST         |                | Workhost scale                           | 764-766   |
| WORKSAT          |                | Work satisfaction                        | 752       |
| WORK_SAT*        |                | Var used to create WORKSAT               | 751       |
| WRK_HOST*        |                | Var used to create WORKHOST              | 763       |
| X1032*           |                | Title 10 or 32                           | 602       |
| XACT1*           |                | Act in past 24 mos                       | 612       |
| XACT2*           |                | Act over 30 days                         | 614       |
| XACT3A*          |                | Vol activation                           | 615       |
| XACT3AR*         |                | Vol activation (RECODE)                  | 617       |
| XACT3B*          |                | Invol activation                         | 616       |
| XACT3BR*         |                | Invol activation (RECODE)                | 618       |
| XACT4A*          |                | Deployed CONUS                           | 619       |
| XACT4AR*         |                | Deployed CONUS (RECODE)                  | 621       |
| XACT4B*          |                | Deployed OCONUS                          | 620       |
| XACT4BR*         |                | Deployed OCONUS (RECODE)                 | 622       |
| XACT4C*          |                | Deplyd Not Deplyd                        | 623       |
| XCOMP            |                | Constructed Reserves Component           | 578       |
| XCOMPF*          |                | Constructed Reserves Component Imputed F | 579       |
| XDOD*            |                | Constructed Total DoD                    | 582       |
| XEMP             |                | Constructed Civilian Employment Status   | 608       |
| XEMP_STU*        |                | Constructed Civ Employmnt/Student Status | 610       |
| XMILTECF*        |                | Constructed Program for Miltechs Imputed | 601       |
| XMILTECH         |                | Constructed Program For Miltechs         | 600       |
| XPAY*            |                | Constructed Paygrade                     | 589       |
| XPAY2*           |                | Constructed Paygrade 2 Levels            | 594       |
| XPAY5*           |                | Constructed Paygrade 5 Levels            | 592       |
| XPAY5R           |                | Constructed Paygrade 5 Levels            | 593       |
| XPAY7*           |                | Constucted Paygrade 7 Levels             | 591       |
| XPAYF*           |                | Constructed Paygrade Imputed Flag        | 590       |
| XPROG            |                | Constructed Program                      | 598       |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
 Alphabetical Table of Contents

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| XPROGF*          |                | Constructed Program Imputed Flag         | 599  |
| XRETH2           |                | Imputed Race Ethnicity 2 Levels (XRETH2) | 634  |
| XRETH4           |                | Imputed Race Ethnicity 4 Levels (XRETH4) | 635  |
| XRETH7*          |                | Imputed Race Ethnicity 7 Levels (XRETH7) | 633  |
| XRETH8*          |                | Imputed Race Ethnicity 8 Levels (XRETH8) | 632  |
| XSEX             |                | Constructed Gender                       | 583  |
| XSEX1032*        |                | X1032 By XSEX                            | 605  |
| XSEXACT1*        |                | Act in past 24 mos by sex                | 613  |
| XSEXCMP2*        |                | Component By Sex--USCGR                  | 586  |
| XSEXCOMP*        |                | Component By Sex                         | 585  |
| XSEXDOD          |                | Total DoD By Sex                         | 588  |
| XSEXEMP*         |                | XEMP By XSEX                             | 609  |
| XSEXEMST*        |                | XEMP_STU By XSEX                         | 611  |
| XSEXF*           |                | Constructed Gender Imputed Flag          | 584  |
| XSEXMILT*        |                | XMILTECH By XSEX                         | 604  |
| XSEXPAY2*        |                | XPAY2 By Sex                             | 597  |
| XSEXPAY5*        |                | XPAY5 By Sex                             | 596  |
| XSEXPAY7*        |                | XPAY7 By Sex                             | 595  |
| XSEXPROG*        |                | XPROG By XSEX                            | 603  |
| XSEXRET2*        |                | XSEXRET2 By XSEX                         | 637  |
| XSEXRET4*        |                | XSEXRET4 By XSEX                         | 638  |
| XSEXRET7*        |                | XSEXRET7 By XSEX                         | 636  |
| XSEXSTU*         |                | XSTU By XSEX                             | 607  |
| XSEXTOT          |                | XSEXTOT                                  | 587  |
| XSTU             |                | Constructed Student Status               | 606  |
| XTOTAL           |                | XTOTAL                                   | 581  |
| _TOTAL_          |                | Variance estimation strata totals Based  | 1215 |
| xcomp2           |                | Constructed Reserves Component           | 580  |

\* Confidential Variable

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE  |
|------------------|----------------|--|-------|
| SRSEX            | 1.             | [1--] Gender                             | 1     |
| SRED             | 2.             | [2--] Education                          | 2     |
| SRHISPA          | 3.             | [3--] Ethnicity                          | 3     |
| SRRACEA          | 4a.            | [4a] Race-White                          | 4     |
| SRRACEB          | 4b.            | [4b] Race-Black or Afr Amer              | 5     |
| SRRACEC          | 4c.            | [4c] Race-Amer Indian or Alaska Native   | 6     |
| SRRACED          | 4d.            | [4d] Race-Asian                          | 7     |
| SRRACEE          | 4e.            | [4e] Race-Hawaiin or Pac Islander        | 8     |
| SRRACEF          | 4f.            | [4f] Race-Other                          | 9     |
| SRRACESK         |                | [4f] Race-Other -Skip                    | 10    |
| SRRETH1          |                | Racial/Ethnic Category                   | 11    |
| SRMARST          | 5.             | [5--] Marital status                     | 12    |
| SRCOMP           | 6.             | [6--] Member of which Reserve component  | 13    |
| SRGRADE          | 7.             | [7--] Paygrade                           | 14    |
| GR08             | 8.             | [8--] Served active duty > 24 months     | 15    |
| GR09             | 9.             | [9--] Years of service                   | 16-17 |
| GR10             | 10.            | [10--] Likelihood stay in NG/R           | 18    |
| GR011            |                | How likely choose to serve until retire  | 19    |
| GR011a           |                | [11a] Eligible for retirement y/n        | 20    |
| GR011b           | 11.            | [11b] Likelihood to stay for career      | 21    |
| GR011SK          |                | [11a] Eligible for retirement y/n -Skip  | 22    |
| GR12             | 12.            | [12--] Expected years of service         | 23-24 |
| GR13             | 13.            | [13--] Quality of life in NG/R           | 25    |
| GR14             | 14.            | [14--] Quality of work life in NG/R      | 26    |
| GR15A            | 15a.           | [15a] Sat w/ compensation                | 27    |
| GR15B            | 15b.           | [15b] Sat w/ type of work                | 28    |
| GR15C            | 15c.           | [15c] Sat w/ promotion chances           | 29    |
| GR15D            | 15d.           | [15d] Sat w/ coworkers                   | 30    |
| GR15E            | 15e.           | [15e] Sat w/ supervisor                  | 31    |
| GR15F            | 15f.           | [15f] Sat w/ mil values                  | 32    |
| GR15G            | 15g.           | [15g] Sat w/ enjoyment of NG/R duties    | 33    |
| GR15H            | 15h.           | [15h] Sat w/ unit drill training         | 34    |
| GR15I            | 15i.           | [15i] Sat w/ unit morale                 | 35    |
| GR15J            | 15j.           | [15j] Sat w/ chances for leadership      | 36    |
| GR15K            | 15k.           | [15k] Sat w/ chances use primary skills  | 37    |
| GR15L            | 15l.           | [15l] Sat w/ assignments                 | 38    |
| GR15M            | 15m.           | [15m] Sat w/ assignment stability        | 39    |
| GR15N            | 15n.           | [15n] Sat w/ personal workload           | 40    |
| GR15O            | 15o.           | [15o] Sat w/ time reqrd for NG/R duties  | 41    |
| GR15P            | 15p.           | [15p] Sat w/ chances of activation       | 42    |
| GR15Q            | 15q.           | [15q] Sat w/ recnt activations           | 43    |
| GR16             | 16.            | [16--] Sat w/ mil way of life            | 44    |
| GR17A            | 17a.           | [17a] Feel like part of family in NG/R   | 45    |
| GR17B            | 17b.           | [17b] NG/R has personal meaning          | 46    |
| GR17C            | 17c.           | [17c] Too costly to leave NG/R           | 47    |
| GR17D            | 17d.           | [17d] Afraid quit NG/R w/o another job   | 48    |
| GR17E            | 17e.           | [17e] Life interrupted if leave NG/R     | 49    |
| GR17F            | 17f.           | [17f] Sense of belonging to NG/R         | 50    |
| GR17G            | 17g.           | [17g] Emotionally attached to NG/R       | 51    |
| GR17H            | 17h.           | [17h] Lack of alternatives if leave NG/R | 52    |
| GR18A            | 18a.           | [18a] Recommend male friend join mil     | 53    |
| GR18B            | 18b.           | [18b] Recommend female friend join mil   | 54    |
| GR19             | 19.            | [19--] Been actvtd past 24 months        | 55    |
| GR20             | 20.            | [20--] Was actvtn > 30 consec days       | 56    |
| GR20SK           |                | [19--] Been actvtd past 24 months -Skip  | 57    |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE  |
|------------------|----------------|--|-------|
| GR21             | 21.            | [21--] Was actvtn vol, invol or both     | 58    |
| GR21SK           |                | [19--] Been actvtd past 24 months -Skip  | 59    |
| GR22             | 22.            | [22--] Did actvtn result in dplymnt      | 60    |
| GR23             | 23.            | [23--] Was actvtn CONUS OCONUS or both   | 61    |
| GR23SK           |                | [19--] Been actvtd past 24 months -Skip  | 62    |
| GR24             | 24.            | [24--] Currently activated               | 63    |
| GR24SK           |                | [19--] Been actvtd past 24 months -Skip  | 64    |
| GR25             | 25.            | [25--] Currently deployed                | 65    |
| GR25SK           |                | [19--] Been actvtd past 24 months -Skip  | 66    |
| GR26             | 26.            | [26--] Prior crmnt actvtn were u AGR/TAR | 67    |
| GR26SK           |                | [19--] Been actvtd past 24 months -Skip  | 68    |
| GR27             | 27.            | [27--] Prior crmnt actvtn were u IMA     | 69    |
| GR27SK           |                | [19--] Been actvtd past 24 months -Skip  | 70    |
| GR28             | 28.            | [28--] Prior crmnt actvtn were u mil tec | 71    |
| GR29             | 29.            | [29--] Week prior actvtn have civ job    | 72    |
| GR29SK           |                | [19--] Been actvtd past 24 months -Skip  | 73    |
| GR30             | 30.            | [30--] At time of actvtn were u student  | 74    |
| GR30SK           |                | [19--] Been actvtd past 24 months -Skip  | 75    |
| GR31             | 31.            | [31--] Currently AGR/TAR                 | 76    |
| GR31SK           |                | [24--] Currently activated -Skip         | 77    |
| GR32             | 32.            | [32--] Currently IMA                     | 78    |
| GR32SK           |                | [24--] Currently activated -Skip         | 79    |
| GR33             | 33.            | [33--] Currently mil tech                | 80    |
| GR34             | 34.            | [34--] Currently have civ job            | 81    |
| GR34SK           |                | [24--] Currently activated -Skip         | 82    |
| GR35             | 35.            | [35--] Currently student                 | 83    |
| GR35SK           |                | [24--] Currently activated -Skip         | 84    |
| GR36             | 36.            | [36--] Past 12 mnth- #day paid NG/R stat | 85    |
| GR37             | 37.            | [37--] How long in present unit          | 86-87 |
| GR38A            | 38a.           | [38a] Are u student in res mil course    | 88    |
| GR38B            | 38b.           | [38b] Are u in gendered MOS              | 89    |
| GR38C            | 38c.           | [38c] Are u in gendered workplace        | 90    |
| GR39             | 39.            | [39--] Gender of supervisor              | 91    |
| GR40             | 40.            | [40--] Paygrade of supervisor            | 92    |
| GR41             | 41.            | [41--] Gender ratio of workgroup         | 93    |
| GR42A            | 42a.           | [42a] Know what expected at wrk          | 94    |
| GR42B            | 42b.           | [42b] Have right equipment at wrk        | 95    |
| GR42C            | 42c.           | [42c] Chance to do best at wrk           | 96    |
| GR42D            | 42d.           | [42d] Recvd praise in last 7 days        | 97    |
| GR42E            | 42e.           | [42e] Supervisor cares about me          | 98    |
| GR42F            | 42f.           | [42f] Someone helps me develop at wrk    | 99    |
| GR42G            | 42g.           | [42g] My opinion count at wrk            | 100   |
| GR42H            | 42h.           | [42h] My NG/R job is important           | 101   |
| GR42I            | 42i.           | [42i] My coworkers do quality wrk        | 102   |
| GR42J            | 42j.           | [42j] Have best friend at wrk            | 103   |
| GR42K            | 42k.           | [42k] Last 6 mnths recvd progress update | 104   |
| GR42L            | 42l.           | [42l] Chance to learn at wrk             | 105   |
| GR42M            | 42m.           | [42m] Promotions based on wrk only       | 106   |
| GR42N            | 42n.           | [42n] Supervisor makes all feel included | 107   |
| GR42O            | 42o.           | [42o] Trust supervisor w/ equal treatmen | 108   |
| GR42P            | 42p.           | [42p] Employees kept informed            | 109   |
| GR43A            | 43a.           | [43a] If make request someone will liste | 110   |
| GR43B            | 43b.           | [43b] Wrk leaders only want to look good | 111   |
| GR43C            | 43c.           | [43c] Would take problem to command      | 112   |
| GR43D            | 43d.           | [43d] Wrk leaders only care about job    | 113   |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                      | PAGE |
|------------------|----------------|--|------|
| GR43E            | 43e.           | [43e] Impressed w/ wrk leaders             | 114  |
| GR43F            | 43f.           | [43f] Wrk leaders only care about career   | 115  |
| GR44A            | 44a.           | [44a] Little conflict w/ coworkers         | 116  |
| GR44B            | 44b.           | [44b] Coworkers put in effort              | 117  |
| GR44C            | 44c.           | [44c] Workgroup gets along                 | 118  |
| GR44D            | 44d.           | [44d] Workgroup helps each other           | 119  |
| GR44E            | 44e.           | [44e] Mil work gives u sense of pride      | 120  |
| GR44F            | 44f.           | [44f] Mil work uses your skills            | 121  |
| GR44G            | 44g.           | [44g] Like your mil work                   | 122  |
| GR44H            | 44h.           | [44h] Mil job lets you gain skills         | 123  |
| GR45A            | 45a.           | [45a] Last yr trgted w/ angry voice        | 124  |
| GR45B            | 45b.           | [45b] Last yr trgted w/ avoiding u         | 125  |
| GR45C            | 45c.           | [45c] Last yr trgted w/ making u look bad  | 126  |
| GR45D            | 45d.           | [45d] Last yr trgted w/ yelling            | 127  |
| GR45E            | 45e.           | [45e] Last yr trgted w/ withholding info   | 128  |
| GR45F            | 45f.           | [45f] Last yr trgted w/ swearing at u      | 129  |
| GR45G            | 45g.           | [45g] Lst yr trgted w/ tlkng behnd ur bac  | 130  |
| GR45H            | 45h.           | [45h] Last yr trgted w/ insulting u        | 131  |
| GR45I            | 45i.           | [45i] Lst yr trgted w/ crude talk about u  | 132  |
| GR45J            | 45j.           | [45j] Lst yr trgted w/ flauntng pwer ovr   | 133  |
| GR46             | 46.            | [46--] How prprd to do wartime job         | 134  |
| GR47             | 47.            | [47--] How unit prprd to do wartime job    | 135  |
| GR48A            | 48a.           | [48a] I am healthy as others               | 136  |
| GR48B            | 48b.           | [48b] I get sick easier than others        | 137  |
| GR48C            | 48c.           | [48c] I expect health to worsen            | 138  |
| GR48D            | 48d.           | [48d] My health is excellent               | 139  |
| GR49A            | 49a.           | [49a] Health limited work time             | 140  |
| GR49B            | 49b.           | [49b] Health limited accomplishments       | 141  |
| GR49C            | 49c.           | [49c] Health limited type of work          | 142  |
| GR49D            | 49d.           | [49d] Health limited wrk performance       | 143  |
| GR50             | 50.            | [50--] Current work stress                 | 144  |
| GR51             | 51.            | [51--] Current personal stress             | 145  |
| GR52A            | 52a.           | [52a] Pst mnth been upset                  | 146  |
| GR52B            | 52b.           | [52b] Pst mnth felt lack of control        | 147  |
| GR52C            | 52c.           | [52c] Pst mnth felt nervous                | 148  |
| GR52D            | 52d.           | [52d] Pst mnth can handle personal probs   | 149  |
| GR52E            | 52e.           | [52e] Pst mnth things going ur way         | 150  |
| GR52F            | 52f.           | [52f] Pst mnth couldn't cope               | 151  |
| GR52G            | 52g.           | [52g] Pst mnth able control irritations    | 152  |
| GR52H            | 52h.           | [52h] Pst mnth on top of things            | 153  |
| GR52I            | 52i.           | [52i] Pst mnth angry w/ uncontrolled stuf  | 154  |
| GR52J            | 52j.           | [52j] Pst mnth felt not overcome prblms    | 155  |
| GR53A            | 53a.           | [53a] Pst yr actvatn make stress           | 156  |
| GR53B            | 53b.           | [53b] Pst yr mil and civ work stressful    | 157  |
| GR53C            | 53c.           | [53c] Pst yr finances stressful            | 158  |
| GR53D            | 53d.           | [53d] Pst yr health stressful              | 159  |
| GR53E            | 53e.           | [53e] Pst yr life events stressful         | 160  |
| GR53F            | 53f.           | [53f] Pst yr spouse relationship stressful | 161  |
| GR53G            | 53g.           | [53g] Pst yr famly relationship stressful  | 162  |
| GR53H            | 53h.           | [53h] Pst yr time away stressful           | 163  |
| GR53I            | 53i.           | [53i] Pst yr community crime stressful     | 164  |
| GR53J            | 53j.           | [53j] Pst yr natural disasters stressful   | 165  |
| GR53K            | 53k.           | [53k] Pst yr terrorism stressful           | 166  |
| GR53L            | 53l.           | [53l] Pst yr war stressful                 | 167  |
| GR53M            | 53m.           | [53m] Pst yr loss of civ job stressful     | 168  |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR53N            | 53n.           | [53n] Pst yr lost career oppty stressful  | 169  |
| GR54A            | 54a.           | [54a] Pst yr famly reduce strss           | 170  |
| GR54B            | 54b.           | [54b] Pst yr time w/ frnds reduc stress   | 171  |
| GR54C            | 54c.           | [54c] Pst yr vactn time reduc stress      | 172  |
| GR54D            | 54d.           | [54d] Pst yr wrk out reduc stress         | 173  |
| GR54E            | 54e.           | [54e] Pst yr hobbies reduc stress         | 174  |
| GR54F            | 54f.           | [54f] Pst yr fin cnslng reduc stress      | 175  |
| GR54G            | 54g.           | [54g] Pst yr fin aid groups reduc stress  | 176  |
| GR54H            | 54h.           | [54h] Pst yr spouse empmnt reduc stress   | 177  |
| GR54I            | 54i.           | [54i] Pst yr 2nd income reduc stress      | 178  |
| GR54J            | 54j.           | [54j] Pst yr couple cnslng reduc stress   | 179  |
| GR54K            | 54k.           | [54k] Pst yr per cnslng reduc stress      | 180  |
| GR54L            | 54l.           | [54l] Pst yr violnce cnslng reduc stress  | 181  |
| GR54M            | 54m.           | [54m] Pst yr alcohol reduc stress         | 182  |
| GR54N            | 54n.           | [54n] Pst yr fam supp grps reduc stress   | 183  |
| GR54O            | 54o.           | [54o] Pst yr chld care reduc stress       | 184  |
| GR54P            | 54p.           | [54p] Pst yr deploy services reduc stres  | 185  |
| GR54Q            | 54q.           | [54q] Pst yr relig actv reduc stress      | 186  |
| GR54R            | 54r.           | [54r] Pst yr other reduc stress           | 187  |
| GR54SK           |                | [54r] Pst yr other reduc stress -Skip     | 188  |
| GR55A            | 55a.           | [55a] Dsc 12 mo: rated lower than deserv  | 189  |
| GR55B            | 55b.           | [55b] Dsc 12 mo: unjustified neg comment  | 190  |
| GR55C            | 55c.           | [55c] Dsc 12 mo: higher perform standard  | 191  |
| GR55D            | 55d.           | [55d] Dsc 12 mo: did not get award        | 192  |
| GR55E            | 55e.           | [55e] Dsc 12 mo: assign not use job skil  | 193  |
| GR55F            | 55f.           | [55f] Dsc 12 mo: assign no good fr caree  | 194  |
| GR55G            | 55g.           | [55g] Dsc 12 mo: no daily short term tas  | 195  |
| GR55H            | 55h.           | [55h] Dsc 12 mo: no mentor for career     | 196  |
| GR55I            | 55i.           | [55i] Dsc 12 mo: didn't learn career opp  | 197  |
| GR55J            | 55j.           | [55j] Dsc 12 mo: no answers for promotio  | 198  |
| GR55K            | 55k.           | [55k] Dsc 12 mo: exclude frm social even  | 199  |
| GR55L            | 55l.           | [55l] Dsc 12 mo: not get job wanted/qual  | 200  |
| GR55M            |                | [55m] Dsc 12 mo: assign open to women     | 201  |
| GR55N            | 55m.           | [55n] Dsc 12 mo: other personnel actions  | 202  |
| GR55SK1          |                | [55l] Dsc 12 mo: not get job wante -Skip  | 203  |
| GR55SK2          |                | [55n] Dsc 12 mo: other personnel a -Skip  | 204  |
| GR56             | 56.            | [56--] Y/n events sex discrimination      | 205  |
| GR56SK           |                | [55a] Dsc 12 mo: rated lower than -Skip   | 206  |
| GR57A            | 57a.           | [57a] Pst 12 mo: offnsv sex story/joke    | 207  |
| GR57B            | 57b.           | [57b] Pst 12 mo: offensive gender terms   | 208  |
| GR57C            | 57c.           | [57c] Pst 12 mo: unwelcome sex discuss    | 209  |
| GR57D            | 57d.           | [57d] Pst 12 mo: treat diffrent b/c of se | 210  |
| GR57E            | 57e.           | [57e] Pst 12 mo: remark on appearance     | 211  |
| GR57F            | 57f.           | [57f] Pst 12 mo: embarrassing gestures    | 212  |
| GR57G            | 57g.           | [57g] Pst 12 mo: offnsv sexist remarks    | 213  |
| GR57H            | 57h.           | [57h] Pst 12 mo: romantic/sex relation    | 214  |
| GR57I            | 57i.           | [57i] Pst 12 mo: put down, gender         | 215  |
| GR57J            | 57j.           | [57j] Pst 12 mo: ask date after said no   | 216  |
| GR57K            | 57k.           | [57k] Pst 12 mo: bribed to engage in sex  | 217  |
| GR57L            | 57l.           | [57l] Pst 12 mo: threat, sex cooperation  | 218  |
| GR57M            | 57m.           | [57m] Pst 12 mo: touch make uncomfortabl  | 219  |
| GR57N            | 57n.           | [57n] Pst 12 mo: attempt stroke/fondle    | 220  |
| GR57O            | 57o.           | [57o] Pst 12 mo: treat bad if refuse sex  | 221  |
| GR57P            | 57p.           | [57p] Pst 12 mo: promo, sex cooperative   | 222  |
| GR57Q            | 57q.           | [57q] Pst 12 mo: attempt sex, unsuccess   | 223  |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR57R            | 57r.           | [57r] Pst 12 mo: sex without consent     | 224  |
| GR57S            | 57s.           | [57s] Pst 12 mo: other behavior          | 225  |
| GR57SK           |                | [57s] Pst 12 mo: other behavior -Skip    | 226  |
| GR58             | 58.            | [58--] Label behavior sex harassment     | 227  |
| GR58SK           |                | [57a] Pst 12 mo: offnsv sex story/ -Skip | 228  |
| GR59A            | 59a.           | [59a] One sit: offnsv sex story/joke     | 229  |
| GR59B            | 59b.           | [59b] One sit: offensive gender terms    | 230  |
| GR59C            | 59c.           | [59c] One sit: unwelcome sex discuss     | 231  |
| GR59D            | 59d.           | [59d] One sit: treat diffrent b/c of sex | 232  |
| GR59E            | 59e.           | [59e] One sit: remark on appearance      | 233  |
| GR59F            | 59f.           | [59f] One sit: embarrassing gestures     | 234  |
| GR59G            | 59g.           | [59g] One sit: offnsv sexist remarks     | 235  |
| GR59H            | 59h.           | [59h] One sit: romantic/sex relation     | 236  |
| GR59I            | 59i.           | [59i] One sit: put down, gender          | 237  |
| GR59J            | 59j.           | [59j] One sit: ask date after said no    | 238  |
| GR59K            | 59k.           | [59k] One sit: bribed to engage in sex   | 239  |
| GR59L            | 59l.           | [59l] One sit: threat, sex cooperation   | 240  |
| GR59M            | 59m.           | [59m] One sit: touch make uncomfortable  | 241  |
| GR59N            | 59n.           | [59n] One sit: attempt stroke/fondle     | 242  |
| GR59O            | 59o.           | [59o] One sit: treat bad if refuse sex   | 243  |
| GR59P            | 59p.           | [59p] One sit: promo, sex cooperative    | 244  |
| GR59Q            | 59q.           | [59q] One sit: attempt sex, unsuccess    | 245  |
| GR59R            | 59r.           | [59r] One sit: sex without consent       | 246  |
| GR59S            | 59s.           | [59s] One sit: other behavior            | 247  |
| GR59SK           |                | [59s] One sit: other behavior -Skip      | 248  |
| GR60A            | 60a.           | [60a] Extent annoying                    | 249  |
| GR60B            | 60b.           | [60b] Extent offensive                   | 250  |
| GR60C            | 60c.           | [60c] Extent disturbing                  | 251  |
| GR60D            | 60d.           | [60d] Extent threatening                 | 252  |
| GR60E            | 60e.           | [60e] Extent embarrassing                | 253  |
| GR60F            | 60f.           | [60f] Extent frightening                 | 254  |
| GR60SK           |                | [59a] One sit: offnsv sex story/jo -Skip | 255  |
| GR61A            | 61a.           | [61a] Sit occur: at a mil installation   | 256  |
| GR61B            | 61b.           | [61b] Sit occur: work (mil duties)       | 257  |
| GR61C            | 61c.           | [61c] Sit occur: during duty hours       | 258  |
| GR61D            | 61d.           | [61d] Sit occur: while activated         | 259  |
| GR61E            | 61e.           | [61e] Sit occur: civ work                | 260  |
| GR61F            | 61f.           | [61f] Sit occur: civ school              | 261  |
| GR61G            | 61g.           | [61g] Sit occur: other civ location      | 262  |
| GR62             | 62.            | [62--] Number of offenders               | 263  |
| GR63             | 63.            | [63--] What was gender of offender       | 264  |
| GR64             | 64.            | [64--] How well you knew offender        | 265  |
| GR65             | 65.            | [65--] Y/n work w/ offender              | 266  |
| GR66             | 66.            | [66--] Sit happen in civ school          | 267  |
| GR67A            | 67a.           | [67a] Offender: immediate mil supv       | 268  |
| GR67B            | 67b.           | [67b] Offender: unit commander           | 269  |
| GR67C            | 67c.           | [67c] Offender: mil, higher rank         | 270  |
| GR67D            | 67d.           | [67d] Offender: military coworkers       | 271  |
| GR67E            | 67e.           | [67e] Offender: military subordinates    | 272  |
| GR67F            | 67f.           | [67f] Offender: mil train instructor     | 273  |
| GR67G            | 67g.           | [67g] Offender: other mil persons        | 274  |
| GR67H            | 67h.           | [67h] Offender: civilian emplyees        | 275  |
| GR67I            | 67i.           | [67i] Offender: DoD contractors          | 276  |
| GR67J            | 67j.           | [67j] Offender: other civilian person    | 277  |
| GR68             | 68.            | [68--] Frequency of behaviors            | 278  |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR69             | 69.            | [69--] Duration of situation             | 279  |
| GR70             | 70.            | [70--] Situation still going on          | 280  |
| GR71A            | 71a.           | [71a] Extent you: tried to avoid         | 281  |
| GR71B            | 71b.           | [71b] Extent you: tried to forget        | 282  |
| GR71C            | 71c.           | [71c] Extent you: told didn't like       | 283  |
| GR71D            | 71d.           | [71d] Extent you: stayed out of way      | 284  |
| GR71E            | 71e.           | [71e] Extent you: say it wasn't importan | 285  |
| GR71F            | 71f.           | [71f] Extent you: talked to family       | 286  |
| GR71G            | 71g.           | [71g] Extent you: talked to coworkers    | 287  |
| GR71H            | 71h.           | [71h] Extent you: talked to friends      | 288  |
| GR71I            | 71i.           | [71i] Extent you: chaplain/counselor     | 289  |
| GR71J            | 71j.           | [71j] Extent you: avoid being alone      | 290  |
| GR71K            | 71k.           | [71k] Extent you: told to stop           | 291  |
| GR71L            | 71l.           | [71l] Extent you: put up with it         | 292  |
| GR71M            | 71m.           | [71m] Extent you: asked to leave alone   | 293  |
| GR71N            | 71n.           | [71n] Extent you: blamed self            | 294  |
| GR71O            | 71o.           | [71o] Extent you: assumed meant well     | 295  |
| GR71P            | 71p.           | [71p] Extent you: prayed about it        | 296  |
| GR71Q            | 71q.           | [71q] Extent you: pretend not to notice  | 297  |
| GR71R            | 71r.           | [71r] Extent you: do something else      | 298  |
| GR71SK           |                | [71r] Extent you: do something els -Skip | 299  |
| GR72             | 72.            | [72--] Label one sit sex harassment      | 300  |
| GR73A            | 73a.           | [73a] Rpt to: civ supr or coworker       | 301  |
| GR73B            | 73b.           | [73b] Rpt to: school advisor/professor   | 302  |
| GR73C            | 73c.           | [73c] Rpt to: comm officials or courts   | 303  |
| GR74A            | 74a.           | [74a] Report to your supervisor          | 304  |
| GR74B            | 74b.           | [74b] Report to chain-of-command         | 305  |
| GR74C            | 74c.           | [74c] Report to offender's boss          | 306  |
| GR74D            | 74d.           | [74d] Report to special mil office       | 307  |
| GR74E            | 74e.           | [74e] Report to other person             | 308  |
| GR75             | 75.            | [75] Answer "Yes" to at least one of Q74 | 309  |
| GR75SK           |                | [57a] Pst 12 mo: offnsv sex story/ -Skip | 310  |
| GR76A            | 76a.           | [76a] Action tkn-person talked to        | 311  |
| GR76B            | 76b.           | [76b] Action tkn-complaint investigated  | 312  |
| GR76C            | 76c.           | [76c] Action tkn-encrgd to drop complain | 313  |
| GR76D            | 76d.           | [76d] Action tkn-complaint discounted    | 314  |
| GR76E            | 76e.           | [76e] Action tkn-none                    | 315  |
| GR76SK           |                | [59a] One sit: offnsv sex story/jo -Skip | 316  |
| GR77A            | 77a.           | [77a] Sat w/ info on how to file         | 317  |
| GR77B            | 77b.           | [77b] Sat w/ treatment by pers handlng   | 318  |
| GR77C            | 77c.           | [77c] Sat w/ amount time to resolve      | 319  |
| GR77D            | 77d.           | [77d] Sat w/ how well kept informed      | 320  |
| GR77E            | 77e.           | [77e] Sat w/ degree privacy protect      | 321  |
| GR78             | 78.            | [78--] Action still being processed      | 322  |
| GR79             | 79.            | [79--] Was complaint true?               | 323  |
| GR79SK           |                | [59a] One sit: offnsv sex story/jo -Skip | 324  |
| GR80A            | 80a.           | [80a] Outcome: outcome explained         | 325  |
| GR80B            | 80b.           | [80b] Outcome: situation corrected       | 326  |
| GR80C            | 80c.           | [80c] Outcome: action against prsn       | 327  |
| GR80D            | 80d.           | [80d] Outcome: nothing was done          | 328  |
| GR80E            | 80e.           | [80e] Outcome: action against you        | 329  |
| GR80SK           |                | [59a] One sit: offnsv sex story/jo -Skip | 330  |
| GR81             | 81.            | [81--] Sat w/ outcome                    | 331  |
| GR81SK           |                | [81--] Sat w/ outcome -Skip              | 332  |
| GR82             | 82.            | [82--] Report all behaviors              | 333  |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR82SK           |                | [59a] One sit: offnsv sex story/jo -Skip | 334  |
| GR83A            | 83a.           | [83a] No report: not important           | 335  |
| GR83B            | 83b.           | [83b] No report: not know how            | 336  |
| GR83C            | 83c.           | [83c] No report: felt uncomfortable      | 337  |
| GR83D            | 83d.           | [83d] No report: took care prob by self  | 338  |
| GR83E            | 83e.           | [83e] No report: talk informally, comman | 339  |
| GR83F            | 83f.           | [83f] No report: nothing would be done   | 340  |
| GR83G            | 83g.           | [83g] No report: wouldn't be believed    | 341  |
| GR83H            | 83h.           | [83h] No report: coworkers angry         | 342  |
| GR83I            | 83i.           | [83i] No report: wanted to fit in        | 343  |
| GR83J            | 83j.           | [83j] No report: too much time/effort    | 344  |
| GR83K            | 83k.           | [83k] No report: labeled troublemaker    | 345  |
| GR83L            | 83l.           | [83l] No report: peer talked out of      | 346  |
| GR83M            | 83m.           | [83m] No report: supv talked out of      | 347  |
| GR83N            | 83n.           | [83n] No report: no hurt offender family | 348  |
| GR83O            | 83o.           | [83o] No report: performance eval suffer | 349  |
| GR83P            | 83p.           | [83p] No report: fear retal, offender    | 350  |
| GR83Q            | 83q.           | [83q] No report: fear retal, offndr fren | 351  |
| GR83R            | 83r.           | [83r] No report: afraid retaliation, sup | 352  |
| GR83S            | 83s.           | [83s] No report: neg impact              | 353  |
| GR83T            | 83t.           | [83t] No report: neg impact on mil caree | 354  |
| GR83U            | 83u.           | [83u] No report: warned not to complain  | 355  |
| GR83V            | 83v.           | [83v] No report: already rptd to civ     | 356  |
| GR83W            | 83w.           | [83w] No report: some other reason       | 357  |
| GR83SK           |                | [59a] One sit: offnsv sex story/jo -Skip | 358  |
| GR84A            | 84a.           | [84a] Prob at wk: ignored by others      | 359  |
| GR84B            | 84b.           | [84b] Prob at wk: blamed for sit         | 360  |
| GR84C            | 84c.           | [84c] Prob at wk: people gossiped about  | 361  |
| GR84D            | 84d.           | [84d] Prob at wk: lost perk/privileges   | 362  |
| GR84E            | 84e.           | [84e] Prob at wk: less favorable job dut | 363  |
| GR84F            | 84f.           | [84f] Prob at wk: denied opp for trainin | 364  |
| GR84G            | 84g.           | [84g] Prob at wk: unfair job evaluation  | 365  |
| GR84H            | 84h.           | [84h] Prob at wk: unfairly disciplined   | 366  |
| GR84I            | 84i.           | [84i] Prob at wk: denied promotion       | 367  |
| GR84J            | 84j.           | [84j] Prob at wk: transfer to worse job  | 368  |
| GR84K            | 84k.           | [84k] Prob at wk: unfairly demoted       | 369  |
| GR84L            | 84l.           | [84l] Prob at wk: mistreated other way   | 370  |
| GR84SK           |                | [57a] Pst 12 mo: offnsv sex story/ -Skip | 371  |
| GR85A            | 85a.           | [85a] Effort to stop: senior leadership  | 372  |
| GR85B            | 85b.           | [85b] Effort to stop: instal/ship leader | 373  |
| GR85C            | 85c.           | [85c] Effort to stop: immediate supervis | 374  |
| GR86             | 86.            | [86--] Pst 12 mo: had SH training        | 375  |
| GR87             | 87.            | [87--] Pst 12 mo: amount SH training     | 376  |
| GR87SK           |                | [86--] Pst 12 mo: had SH training -Skip  | 377  |
| GR88A            | 88a.           | [88a] SH train: undrstnd word/actn are S | 378  |
| GR88B            | 88b.           | [88b] SH train: reduce cohesion in RC    | 379  |
| GR88C            | 88c.           | [88c] SH train: SH mk difclt to prfrm dt | 380  |
| GR88D            | 88d.           | [88d] SH train: identify offensv behavio | 381  |
| GR88E            | 88e.           | [88e] SH train: tool for dealing w/SH    | 382  |
| GR88F            | 88f.           | [88f] SH train: feel safe to complain    | 383  |
| GR88G            | 88g.           | [88g] SH train: gives info on SH         | 384  |
| GR89             | 89.            | [89--] How effective SH training         | 385  |
| GR89SK           |                | [89--] How effective SH training -Skip   | 386  |
| GR90A            | 90a.           | [90a] Unit: policies publicized          | 387  |
| GR90B            | 90b.           | [90b] Unit: complaint procedure pub      | 388  |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE    |
|------------------|----------------|--|---------|
| GR90C            | 90c.           | [90c] Unit: complaints taken seriously   | 389     |
| GR90D            | 90d.           | [90d] Unit: enlist, attend training      | 390     |
| GR90E            | 90e.           | [90e] Unit: officers, attend training    | 391     |
| GR90F            | 90f.           | [90f] Unit: leaders, respectful behavior | 392     |
| GR90G            | 90g.           | [90g] Unit: female officers deal with    | 393     |
| GR90H            | 90h.           | [90h] Ship: policies publicized          | 394     |
| GR90I            | 90i.           | [90i] Ship: complaint procedure pub      | 395     |
| GR90J            | 90j.           | [90j] Ship: complaints taken seriously   | 396     |
| GR90K            | 90k.           | [90k] Ship: investigative office         | 397     |
| GR90L            | 90l.           | [90l] Ship: enlist, attend training      | 398     |
| GR90M            | 90m.           | [90m] Ship: officers, attend training    | 399     |
| GR90N            | 90n.           | [90n] Ship: leaders, respectful behavior | 400     |
| GR90O            | 90o.           | [90o] Svc: advice/hotline for cmlpt      | 401     |
| GR91             | 91.            | [91--] Last 4 yrs, SH in nation a proble | 402     |
| GR92             | 92.            | [92--] Last 4 yrs, SH in mil a problem   | 403     |
| GR92SK           |                | [9--] Years of service -Skip             | 404     |
| GR93             | 93.            | [93--] SH more/less freq in mil vs yrs a | 405     |
| GR94             | 94.            | [94--] SH more/less freq in mil vs civ j | 406     |
| GR96             | 96.            | [96] Survant place holder                | 407     |
| GR09U            |                | Years spent in military service - Uned   | 408-409 |
| GR011bU          |                | [11b] Likelihood to-Unedited             | 410     |
| GR12U            |                | Expected years of service - Uned         | 411-412 |
| GR20U            |                | [20--] Was actvtn >-Unedited             | 413     |
| GR21U            |                | [21--] Was actvtn v-Unedited             | 414     |
| GR22U            |                | [22--] Did actvtn r-Unedited             | 415     |
| GR23U            |                | [23--] Was actvtn C-Unedited             | 416     |
| GR24U            |                | [24--] Currently ac-Unedited             | 417     |
| GR25U            |                | [25--] Currently de-Unedited             | 418     |
| GR26U            |                | [26--] Prior crnt -Unedited              | 419     |
| GR27U            |                | [27--] Prior crnt -Unedited              | 420     |
| GR28U            |                | [28--] Prior crnt -Unedited              | 421     |
| GR29U            |                | [29--] Week prior a-Unedited             | 422     |
| GR30U            |                | [30--] At time of a-Unedited             | 423     |
| GR31U            |                | [31--] Currently AG-Unedited             | 424     |
| GR32U            |                | [32--] Currently IM-Unedited             | 425     |
| GR33U            |                | [33--] Currently mi-Unedited             | 426     |
| GR34U            |                | [34--] Currently ha-Unedited             | 427     |
| GR35U            |                | [35--] Currently st-Unedited             | 428     |
| GR36U            |                | Days in compensated NG/Resv status- Uned | 429     |
| GR37U            |                | Length of time in present mil unit -Uned | 430-431 |
| GR55MU           |                | [55m] Dsc 12 mo: as-Unedited             | 432     |
| GR56U            |                | [56--] Y/n events s-Unedited             | 433     |
| GR58U            |                | [58--] Label behavi-Unedited             | 434     |
| GR59AU           |                | [59a] One sit: offn-Unedited             | 435     |
| GR59BU           |                | [59b] One sit: offe-Unedited             | 436     |
| GR59CU           |                | [59c] One sit: trea-Unedited             | 437     |
| GR59DU           |                | [59d] One sit: rema-Unedited             | 438     |
| GR59EU           |                | [59e] One sit: rema-Unedited             | 439     |
| GR59FU           |                | [59f] One sit: emba-Unedited             | 440     |
| GR59GU           |                | [59g] One sit: offn-Unedited             | 441     |
| GR59HU           |                | [59h] One sit: roma-Unedited             | 442     |
| GR59IU           |                | [59i] One sit: put -Unedited             | 443     |
| GR59JU           |                | [59j] One sit: ask -Unedited             | 444     |
| GR59KU           |                | [59k] One sit: brib-Unedited             | 445     |
| GR59LU           |                | [59l] One sit: thre-Unedited             | 446     |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                        | PAGE |
|------------------|----------------|------------------------------|------|
| GR59MU           |                | [59m] One sit: touc-Unedited | 447  |
| GR59NU           |                | [59n] One sit: atte-Unedited | 448  |
| GR59OU           |                | [59o] One sit: trea-Unedited | 449  |
| GR59PU           |                | [59p] One sit: prom-Unedited | 450  |
| GR59QU           |                | [59q] One sit: atte-Unedited | 451  |
| GR59RU           |                | [59r] One sit: sex -Unedited | 452  |
| GR59SU           |                | [59s] One sit: othe-Unedited | 453  |
| GR60AU           |                | [60a] Extent annoyi-Unedited | 454  |
| GR60BU           |                | [60b] Extent offens-Unedited | 455  |
| GR60CU           |                | [60c] Extent distur-Unedited | 456  |
| GR60DU           |                | [60d] Extent threat-Unedited | 457  |
| GR60EU           |                | [60e] Extent embarr-Unedited | 458  |
| GR60FU           |                | [60f] Extent fright-Unedited | 459  |
| GR61AU           |                | [61a] Sit occur: at-Unedited | 460  |
| GR61BU           |                | [61b] Sit occur: wo-Unedited | 461  |
| GR61CU           |                | [61c] Sit occur: du-Unedited | 462  |
| GR61DU           |                | [61d] Sit occur: wh-Unedited | 463  |
| GR61EU           |                | [61e] Sit occur: ci-Unedited | 464  |
| GR61FU           |                | [61f] Sit occur: c-Unedited  | 465  |
| GR61GU           |                | [61g] Sit occur: ot-Unedited | 466  |
| GR62U            |                | [62--] Number of of-Unedited | 467  |
| GR63U            |                | [63--] What was gen-Unedited | 468  |
| GR64U            |                | [64--] How well you-Unedited | 469  |
| GR65U            |                | [65--] Y/n work w/ -Unedited | 470  |
| GR66U            |                | [66--] Sit happen i-Unedited | 471  |
| GR67AU           |                | [67a] Offender: imm-Unedited | 472  |
| GR67BU           |                | [67b] Offender: uni-Unedited | 473  |
| GR67CU           |                | [67c] Offender: mil-Unedited | 474  |
| GR67DU           |                | [67d] Offender: mil-Unedited | 475  |
| GR67EU           |                | [67e] Offender: mil-Unedited | 476  |
| GR67FU           |                | [67f] Offender: mil-Unedited | 477  |
| GR67GU           |                | [67g] Offender: oth-Unedited | 478  |
| GR67HU           |                | [67h] Offender: civ-Unedited | 479  |
| GR67IU           |                | [67i] Offender: DoD-Unedited | 480  |
| GR67JU           |                | [67j] Offender: oth-Unedited | 481  |
| GR68U            |                | [68--] Frequency of-Unedited | 482  |
| GR69U            |                | [69--] Duration of -Unedited | 483  |
| GR70U            |                | [70--] Situation st-Unedited | 484  |
| GR71AU           |                | [71a] Extent you: t-Unedited | 485  |
| GR71BU           |                | [71b] Extent you: t-Unedited | 486  |
| GR71CU           |                | [71c] Extent you: t-Unedited | 487  |
| GR71DU           |                | [71d] Extent you: s-Unedited | 488  |
| GR71EU           |                | [71e] Extent you: s-Unedited | 489  |
| GR71FU           |                | [71f] Extent you: t-Unedited | 490  |
| GR71GU           |                | [71g] Extent you: t-Unedited | 491  |
| GR71HU           |                | [71h] Extent you: t-Unedited | 492  |
| GR71IU           |                | [71i] Extent you: c-Unedited | 493  |
| GR71JU           |                | [71j] Extent you: a-Unedited | 494  |
| GR71KU           |                | [71k] Extent you: t-Unedited | 495  |
| GR71LU           |                | [71l] Extent you: p-Unedited | 496  |
| GR71MU           |                | [71m] Extent you: a-Unedited | 497  |
| GR71NU           |                | [71n] Extent you: b-Unedited | 498  |
| GR71OU           |                | [71o] Extent you: a-Unedited | 499  |
| GR71PU           |                | [71p] Extent you: p-Unedited | 500  |
| GR71QU           |                | [71q] Extent you: p-Unedited | 501  |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                        | PAGE |
|------------------|----------------|------------------------------|------|
| GR71RU           |                | [71r] Extent you: d-Unedited | 502  |
| GR72U            |                | [72--] Label one si-Unedited | 503  |
| GR73AU           |                | [73a] Rpt to: civ s-Unedited | 504  |
| GR73BU           |                | [73b] Rpt to: schoo-Unedited | 505  |
| GR73CU           |                | [73c] Rpt to: comm -Unedited | 506  |
| GR74AU           |                | [74a] Report to you-Unedited | 507  |
| GR74BU           |                | [74b] Report to cha-Unedited | 508  |
| GR74CU           |                | [74c] Report to off-Unedited | 509  |
| GR74DU           |                | [74d] Report to spe-Unedited | 510  |
| GR74EU           |                | [74e] Report to oth-Unedited | 511  |
| GR75U            |                | [75] Answer "Yes" t-Unedited | 512  |
| GR76AU           |                | [76a] Action tkn-pe-Unedited | 513  |
| GR76BU           |                | [76b] Action tkn-co-Unedited | 514  |
| GR76CU           |                | [76c] Action tkn-en-Unedited | 515  |
| GR76DU           |                | [76d] Action tkn-co-Unedited | 516  |
| GR76EU           |                | [76e] Action tkn-no-Unedited | 517  |
| GR77AU           |                | [77a] Sat w/ info o-Unedited | 518  |
| GR77BU           |                | [77b] Sat w/ treatm-Unedited | 519  |
| GR77CU           |                | [77c] Sat w/ amount-Unedited | 520  |
| GR77DU           |                | [77d] Sat w/ how we-Unedited | 521  |
| GR77EU           |                | [77e] Sat w/ degree-Unedited | 522  |
| GR78U            |                | [78--] Action still-Unedited | 523  |
| GR79U            |                | [79--] Was complain-Unedited | 524  |
| GR80AU           |                | [80a] Outcome: outc-Unedited | 525  |
| GR80BU           |                | [80b] Outcome: situ-Unedited | 526  |
| GR80CU           |                | [80c] Outcome: acti-Unedited | 527  |
| GR80DU           |                | [80d] Outcome: noth-Unedited | 528  |
| GR80EU           |                | [80e] Outcome: acti-Unedited | 529  |
| GR81U            |                | [81--] Sat w/ outco-Unedited | 530  |
| GR82U            |                | [82--] Report all b-Unedited | 531  |
| GR83AU           |                | [83a] No report: no-Unedited | 532  |
| GR83BU           |                | [83b] No report: no-Unedited | 533  |
| GR83CU           |                | [83c] No report: fe-Unedited | 534  |
| GR83DU           |                | [83d] No report: to-Unedited | 535  |
| GR83EU           |                | [83e] No report: ta-Unedited | 536  |
| GR83FU           |                | [83f] No report: no-Unedited | 537  |
| GR83GU           |                | [83g] No report: wo-Unedited | 538  |
| GR83HU           |                | [83h] No report: co-Unedited | 539  |
| GR83IU           |                | [83i] No report: wa-Unedited | 540  |
| GR83JU           |                | [83j] No report: to-Unedited | 541  |
| GR83KU           |                | [83k] No report: la-Unedited | 542  |
| GR83LU           |                | [83l] No report: pe-Unedited | 543  |
| GR83MU           |                | [83m] No report: su-Unedited | 544  |
| GR83NU           |                | [83n] No report: no-Unedited | 545  |
| GR83OU           |                | [83o] No report: pe-Unedited | 546  |
| GR83PU           |                | [83p] No report: fe-Unedited | 547  |
| GR83QU           |                | [83q] No report: fe-Unedited | 548  |
| GR83RU           |                | [83r] No report: af-Unedited | 549  |
| GR83SU           |                | [83s] No report: ne-Unedited | 550  |
| GR83TU           |                | [83t] No report: ne-Unedited | 551  |
| GR83UU           |                | [83u] No report: wa-Unedited | 552  |
| GR83VU           |                | [83v] No report: al-Unedited | 553  |
| GR83WU           |                | [83w] No report: so-Unedited | 554  |
| GR84AU           |                | [84a] Prob at wk: i-Unedited | 555  |
| GR84BU           |                | [84b] Prob at wk: b-Unedited | 556  |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION GATHERED ON THE SURVEY

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                        | PAGE |
|------------------|----------------|------------------------------|------|
| GR84CU           |                | [84c] Prob at wk: p-Unedited | 557  |
| GR84DU           |                | [84d] Prob at wk: l-Unedited | 558  |
| GR84EU           |                | [84e] Prob at wk: l-Unedited | 559  |
| GR84FU           |                | [84f] Prob at wk: d-Unedited | 560  |
| GR84GU           |                | [84g] Prob at wk: u-Unedited | 561  |
| GR84HU           |                | [84h] Prob at wk: u-Unedited | 562  |
| GR84IU           |                | [84i] Prob at wk: d-Unedited | 563  |
| GR84JU           |                | [84j] Prob at wk: t-Unedited | 564  |
| GR84KU           |                | [84k] Prob at wk: u-Unedited | 565  |
| GR84LU           |                | [84l] Prob at wk: m-Unedited | 566  |
| GR87U            |                | [87--] Pst 12 mo: a-Unedited | 567  |
| GR88AU           |                | [88a] SH train: und-Unedited | 568  |
| GR88BU           |                | [88b] SH train: red-Unedited | 569  |
| GR88CU           |                | [88c] SH train: SH -Unedited | 570  |
| GR88DU           |                | [88d] SH train: ide-Unedited | 571  |
| GR88EU           |                | [88e] SH train: too-Unedited | 572  |
| GR88FU           |                | [88f] SH train: fee-Unedited | 573  |
| GR88GU           |                | [88g] SH train: giv-Unedited | 574  |
| GR89U            |                | [89--] How effectiv-Unedited | 575  |
| GR92U            |                | [92--] Last 4 yrs, -Unedited | 576  |
| GR93U            |                | [93--] SH more/less-Unedited | 577  |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE    |
|------------------|----------------|--|---------|
| XCOMP            |                | Constructed Reserves Component           | 578     |
| XCOMPF           |                | Constructed Reserves Component Imputed F | 579     |
| xcomp2           |                | Constructed Reserves Component           | 580     |
| XTOTAL           |                | XTOTAL                                   | 581     |
| XDOD             |                | Constructed Total DoD                    | 582     |
| XSEX             |                | Constructed Gender                       | 583     |
| XSEXF            |                | Constructed Gender Imputed Flag          | 584     |
| XSEXCOMP         |                | Component By Sex                         | 585     |
| XSEXCMP2         |                | Component By Sex--USCGR                  | 586     |
| XSEXTOT          |                | XSEXTOT                                  | 587     |
| XSEXDOD          |                | Total DoD By Sex                         | 588     |
| XPAY             |                | Constructed Paygrade                     | 589     |
| XPAYF            |                | Constructed Paygrade Imputed Flag        | 590     |
| XPAY7            |                | Constructed Paygrade 7 Levels            | 591     |
| XPAY5            |                | Constructed Paygrade 5 Levels            | 592     |
| XPAY5R           |                | Constructed Paygrade 5 Levels            | 593     |
| XPAY2            |                | Constructed Paygrade 2 Levels            | 594     |
| XSEXPAY7         |                | XPAY7 By Sex                             | 595     |
| XSEXPAY5         |                | XPAY5 By Sex                             | 596     |
| XSEXPAY2         |                | XPAY2 By Sex                             | 597     |
| XPROG            |                | Constructed Program                      | 598     |
| XPROGF           |                | Constructed Program Imputed Flag         | 599     |
| XMILTECH         |                | Constructed Program For Miltechs         | 600     |
| XMILTECF         |                | Constructed Program for Miltechs Imputed | 601     |
| X1032            |                | Title 10 or 32                           | 602     |
| XSEXPROG         |                | XPROG By XSEX                            | 603     |
| XSEXMILT         |                | XMILTECH By XSEX                         | 604     |
| XSEX1032         |                | X1032 By XSEX                            | 605     |
| XSTU             |                | Constructed Student Status               | 606     |
| XSEXSTU          |                | XSTU By XSEX                             | 607     |
| XEMP             |                | Constructed Civilian Employment Status   | 608     |
| XSEXEMP          |                | XEMP By XSEX                             | 609     |
| XEMP_STU         |                | Constructed Civ Employmnt/Student Status | 610     |
| XSEXEMST         |                | XEMP_STU By XSEX                         | 611     |
| XACT1            |                | Act in past 24 mos                       | 612     |
| XSEXACT1         |                | Act in past 24 mos by sex                | 613     |
| XACT2            |                | Act over 30 days                         | 614     |
| XACT3A           |                | Vol activation                           | 615     |
| XACT3B           |                | Invol activation                         | 616     |
| XACT3AR          |                | Vol activation (RECODE)                  | 617     |
| XACT3BR          |                | Invol activation (RECODE)                | 618     |
| XACT4A           |                | Deployed CONUS                           | 619     |
| XACT4B           |                | Deployed OCONUS                          | 620     |
| XACT4AR          |                | Deployed CONUS (RECODE)                  | 621     |
| XACT4BR          |                | Deployed OCONUS (RECODE)                 | 622     |
| XACT4C           |                | Depldy Not Depldy                        | 623     |
| HISP_IM          |                | Imputed Hispanic Ethnicity (HISP_IM)     | 624     |
| HISP_IMF         |                | Hispanic Ethnicity Non-resp Imputed Flag | 625     |
| RACE_NI          |                | Non-Imputed Self-Report Race with Other  | 626     |
| SRRACE1          |                | Self-Reported Race Levels (SRRACE1)      | 627-628 |
| RACE_IM          |                | RACE_IM Self-Report Race Levels, Imputed | 629-630 |
| RACE_IMF         |                | Self-Reported Race Imputed Flag-RACE_IMF | 631     |
| XRETH8           |                | Imputed Race Ethnicity 8 Levels (XRETH8) | 632     |
| XRETH7           |                | Imputed Race Ethnicity 7 Levels (XRETH7) | 633     |
| XRETH2           |                | Imputed Race Ethnicity 2 Levels (XRETH2) | 634     |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| XRETH4           |                | Imputed Race Ethnicity 4 Levels (XRETH4)  | 635  |
| XSEXRET7         |                | XSEXRET7 By XSEX                          | 636  |
| XSEXRET2         |                | XSEXRET2 By XSEX                          | 637  |
| XSEXRET4         |                | XSEXRET4 By XSEX                          | 638  |
| SRRACEMB         |                | Var used to construct SRRACEM             | 639  |
| SRRACEM          |                | Marked more than one race                 | 640  |
| SRRACEAR         |                | Recode SRRACEA--White                     | 641  |
| SRRACEBR         |                | Recode SRRACEB--Black or Afr Amer.        | 642  |
| SRRACECR         |                | Recode SRRACEC--AM IND OR AL NAT          | 643  |
| SRRACEDR         |                | Recode SRRACED--Asian                     | 644  |
| SRRACEER         |                | Recode SRRACEE--HAWAIIAN OR PAC ISL       | 645  |
| SRRACEFR         |                | Recode SRRACEF--OTHER                     | 646  |
| SRRACEMR         |                | Recode SRRACEM--MORE THAN ONE RACE        | 647  |
| SREDR            |                | [2--] Education -- Recode                 | 648  |
| SRGRADER         |                | Recode SRGRADE                            | 649  |
| SRMARSTR         |                | [5--] Marital Status-- Recode             | 650  |
| GR09R            |                | Years of Service--Recode                  | 651  |
| GR10R            |                | Likelihood stay in NG/R--Recode           | 652  |
| GR011AR          |                | Eligible for retirement y/n (Recode)      | 653  |
| GR011BR          |                | Likelihood to stay for career--Recode     | 654  |
| GR11BR2          |                | Likelihood to stay for career--Recode     | 655  |
| GR12R            |                | Expected years of service--Recode         | 656  |
| GR13R            |                | Quality of life in NG/R--Recode           | 657  |
| GR14R            |                | Quality of work life in NG/R--Recode      | 658  |
| GR15AR           |                | Sat w/ compensation--Recode               | 659  |
| GR15BR           |                | Sat w/ type of work--Recode               | 660  |
| GR15CR           |                | Sat w/ promotion chances--Recode          | 661  |
| GR15DR           |                | Sat w/ coworkers--Recode                  | 662  |
| GR15ER           |                | Sat w/ supervisor--Recode                 | 663  |
| GR15FR           |                | Sat w/ mil values--Recode                 | 664  |
| GR15GR           |                | Sat w/ enjoyment of NG/R duties--Recode   | 665  |
| GR15HR           |                | Sat w/ unit drill training--Recode        | 666  |
| GR15IR           |                | Sat w/ unit morale--Recode                | 667  |
| GR15JR           |                | Sat w/ chances for leadership             | 668  |
| GR15KR           |                | Sat w/chances use primary skills--Recode  | 669  |
| GR15LR           |                | Sat w/ assignments--Recode                | 670  |
| GR15MR           |                | Sat w/ assignment stability--Recode       | 671  |
| GR15NR           |                | Sat w/ personal workload--Recode          | 672  |
| GR15OR           |                | Sat w/ time reqrd fr NG/R duties--Recode  | 673  |
| GR15PR           |                | Sat w/ chances of activation--Recode      | 674  |
| GR15QR           |                | Sat w/ rent activations--Recode           | 675  |
| GR16R            |                | Sat w/ mil way of life--Recode            | 676  |
| GR17AR           |                | Feel like part of family in NG/R--Recode  | 677  |
| GR17BR           |                | NG/R has personal meaning--Recode         | 678  |
| GR17CR           |                | Too costly to leave NG/R--Recode          | 679  |
| GR17DR           |                | Afraid quit NG/R w/o another job--Recode  | 680  |
| GR17ER           |                | Life interrupted if leave NG/R--Recode    | 681  |
| GR17FR           |                | Sense of belonging to NG/R--Recode        | 682  |
| GR17GR           |                | Emotionally attached to NG/R--Recode      | 683  |
| GR17HR           |                | Lack of alternatvvs if leave NG/R--Recode | 684  |
| AFFCOM           |                | Var used for A_COMMIT                     | 685  |
| A_COMMIT         |                | Aff Comt Scale                            | 686  |
| CONCOM           |                | Var used for C_COMMIT                     | 687  |
| C_COMMIT         |                | Cont Comt Scale                           | 688  |
| GR18AR           |                | Recommend male friend join mil--Recode    | 689  |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR18BR           |                | Recommend female friend join mil--Recode  | 690  |
| GR24R            |                | Currently Activated--Recode               | 691  |
| GR25R            |                | Currently deployed--Recode                | 692  |
| GR29R            |                | Wk prior to actvtn have civ job--Recode   | 693  |
| GR29R2           |                | Wk prior actvtn have civ job--Recode 2    | 694  |
| GR30R            |                | At time of actvtn were u student--Recode  | 695  |
| GR30R2           |                | At tme of actvtn wer u student--Recode 2  | 696  |
| GR34R            |                | Currently have civ job--Recode            | 697  |
| GR34R2           |                | Currently have civ job- Recode 2          | 698  |
| GR35R            |                | Currently student--Recode                 | 699  |
| GR35R2           |                | Currently student--Recode 2               | 700  |
| GR36R            |                | Pst 12 mnth-# day paid NG/R stat--Recode  | 701  |
| GR36R2           |                | Pst 12 mnth-#dy paid NG/R stat--Recode 2  | 702  |
| GR37R            |                | How long in present unit--Recode          | 703  |
| GR38AR           |                | Are u studnet in res mil course--Recode   | 704  |
| GR38BR           |                | Are u in gendered MOS--Recode             | 705  |
| GR38CR           |                | Are u in gendered workplace--Recode       | 706  |
| GR40R            |                | Paygrade of supervisor--Recode            | 707  |
| GR40R2           |                | Paygrade of supervisor--Recode 2          | 708  |
| GR41R            |                | Gender ratio or workgroup--Recode         | 709  |
| GR42AR           |                | Know what expected at wrk--Recode         | 710  |
| GR42BR           |                | Have right equipment at wrk--Recode       | 711  |
| GR42CR           |                | Chance to do best at wrk--Recode          | 712  |
| GR42DR           |                | Recvd praise in last 7 days               | 713  |
| GR42ER           |                | Supervisor cares about me--Recode         | 714  |
| GR42FR           |                | Someone helps me delevp at work--Recode   | 715  |
| GR42GR           |                | My opinion count at wrk--Recode           | 716  |
| GR42HR           |                | My NG/R job is important                  | 717  |
| GR42IR           |                | My coworkers do quality wrk--Recode       | 718  |
| GR42JR           |                | Have best friend at wrk--Recode           | 719  |
| GR42KR           |                | Last 6 mnths recvd progress update        | 720  |
| GR42LR           |                | Chance to learn at wrk--Recode            | 721  |
| GR42MR           |                | Promotions based on wrk only--Recode      | 722  |
| GR42NR           |                | Supervsr makes all feel included--Recode  | 723  |
| GR42OR           |                | Trust supervsr w/ eql treatment--Recode   | 724  |
| GR42PR           |                | Employees kept informed--Recode           | 725  |
| GR43AR           |                | If make reqst someone wll listen--Recode  | 726  |
| GR43BR           |                | Wrk leaders only want to look gd--Recode  | 727  |
| GR43CR           |                | Would take problem to command--Recode     | 728  |
| GR43DR           |                | Wrk leaders only care about job           | 729  |
| GR43ER           |                | Impressed w/wrk leaders--Recode           | 730  |
| GR43FR           |                | Wrk lders only care about career--Recode  | 731  |
| GR43AR2          |                | If mke reqst smne will listen--Recode 2   | 732  |
| GR43BR2          |                | Mil ldrs look good--Recode 2              | 733  |
| GR43CR2          |                | Would take problem to command--Recode 2   | 734  |
| GR43DR2          |                | Nt concerned with treat job don--Recode 2 | 735  |
| GR43FR2          |                | Mil ldrs frthr careers--Recode 2          | 736  |
| CARERCMP         |                | Var used for CAREER                       | 737  |
| CAREER           |                | Careerism scale                           | 738  |
| SUPERSC          |                | Var used for SUPSAT                       | 739  |
| LEADSAT          |                | Supervisor Sat Scale                      | 740  |
| GR44AR           |                | Little conflict w/ workers--Recode        | 741  |
| GR44BR           |                | Coworkers put in effort--Recode           | 742  |
| GR44CR           |                | Workgroup gets along--Recode              | 743  |
| GR44DR           |                | Workgroup helps each other--Recode        | 744  |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE    |
|------------------|----------------|---|---------|
| GR44ER           |                | Mil work gives u sense of pride--Recode   | 745     |
| GR44FR           |                | Mil work uses your skills--Recode         | 746     |
| GR44GR           |                | Like your mil work--Recode                | 747     |
| GR44HR           |                | Mil job lets you gain skills--Recode      | 748     |
| CWRK_SAT         |                | Var used for CWORKSAT                     | 749     |
| CWORKSAT         |                | Coworker sat                              | 750     |
| WORK_SAT         |                | Var used to create WORKSAT                | 751     |
| WORKSAT          |                | Work satisfaction                         | 752     |
| GR45AR           |                | Last yr trgted w/ angry voice--Recode     | 753     |
| GR45BR           |                | Last yr trgted w/ avoiding you--Recode    | 754     |
| GR45CR           |                | Lst yr trgted w/ makng u look bad--Recode | 755     |
| GR45DR           |                | Last yr trgted w/ yelling--Recode         | 756     |
| GR45ER           |                | Last yr trgted w/withholding info--Recode | 757     |
| GR45FR           |                | Last yr trgted w/ swearing at you--Recode | 758     |
| GR45GR           |                | Lst yr trgted w/tlkng behnd ur bac-Recode | 759     |
| GR45HR           |                | Last yr trgted w/ insulting you--Recode   | 760     |
| GR45IR           |                | Lst yr trgted w/crude tlk about u--Recode | 761     |
| GR45JR           |                | Lst yr trgted w/ flaunting pwr ovr-Recode | 762     |
| WRK_HOST         |                | Var used to create WORKHOST               | 763     |
| WORKHOST         |                | Workhost scale                            | 764-766 |
| GR46R            |                | How prprd to do wartime job--Recode       | 767     |
| GR47R            |                | How unit prprd to do wartime job--Recode  | 768     |
| GR48BR           |                | I get sick easier than others--Recode     | 769     |
| GR48CR           |                | I expect health to worsen--Recode         | 770     |
| GEN_HEAL         |                | Sum vars for genheal scale                | 771     |
| GENHEAL          |                | Gen Heal scale                            | 772     |
| GR49AR           |                | Health limited work time--Recode          | 773     |
| GR49BR           |                | Health limited accomplishments--Recode    | 774     |
| GR49CR           |                | Health limited type of work--Recode       | 775     |
| GR49DR           |                | Health limited wrk performance--Recode    | 776     |
| GR49AR3          |                | Health limited work time--Recode          | 777     |
| GR49BR3          |                | Health limited accomplishments--Recode    | 778     |
| GR49CR3          |                | Health limited type of work--Recode       | 779     |
| GR49DR3          |                | Health limited wrk performance--Recode    | 780     |
| PHYS_HEL         |                | Vars for physheal scale                   | 781     |
| PHYSHEAL         |                | Phys heal scale                           | 782     |
| GR50R            |                | Current work stress--Recode               | 783     |
| GR51R            |                | Current personal stress--Recode           | 784     |
| GR50R2           |                | Current work stress--Recode               | 785     |
| GR51R2           |                | Current work stress--Recode               | 786     |
| GR52AR           |                | Pst mnth been upset--Recode               | 787     |
| GR52BR           |                | Pst mnth felt lack of control--Recode     | 788     |
| GR52CR           |                | Pst mnth felt nervous--Recode             | 789     |
| GR52DR           |                | Pst mnth can handle prsnal probs--Recode  | 790     |
| GR52ER           |                | Pst mnth things going ur way--Recode      | 791     |
| GR52FR           |                | Pst mnth couldn't cope--Recode            | 792     |
| GR52GR           |                | Pst mnth able to cntrl irritation-Recode  | 793     |
| GR52HR           |                | Pst mnth on top of things--Recode         | 794     |
| GR52IR           |                | Pst mnth angry w/ uncntrld stuf--Recode   | 795     |
| GR52JR           |                | Pst mnth felt not overcome probs--Recode  | 796     |
| GR52AR2          |                | Pst mnth been upset--Recode 2             | 797     |
| GR52BR2          |                | Pst mnth felt lack of control--Recode 2   | 798     |
| GR52CR2          |                | Pst mnth felt nervous--Recode 2           | 799     |
| GR52DR2          |                | Pst mnth can handle prsnl probs--Recode2  | 800     |
| GR52ER2          |                | Pst mnth things going ur way--Recode 2    | 801     |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE    |
|------------------|----------------|---|---------|
| GR52FR2          |                | Pst mnth couldn't cope--Recode 2          | 802     |
| GR52GR2          |                | Pst mnth able to cntrl iritatr--Recode 2  | 803     |
| GR52HR2          |                | Pst mnth on top of things--Recode 2       | 804     |
| GR52IR2          |                | Pst mnth angry w/ unctrl'd stuf--Recode 2 | 805     |
| GR52JR2          |                | Pst mnth felt not ovrcom probs--Recode 2  | 806     |
| STRESS           |                | Per stress scale                          | 807-808 |
| GR53AR           |                | Pst yr actvatn make stress--Recode        | 809     |
| GR53BR           |                | Pst yr mil and civ wrk stressful--Recode  | 810     |
| GR53CR           |                | Pst yr finances stressful--Recode         | 811     |
| GR53DR           |                | Pst yr health stress--Recode              | 812     |
| GR53ER           |                | Pst yr life events stressful--Recode      | 813     |
| GR53FR           |                | Pst yr spouse relshp stressful- Recode    | 814     |
| GR53GR           |                | Pst yr fam relationship stressful--Recode | 815     |
| GR53HR           |                | Pst yr time away stressful--Recode        | 816     |
| GR53IR           |                | Pst yr community crime stressful--Recode  | 817     |
| GR53JR           |                | Pst yr ntral disasters stressful--Recode  | 818     |
| GR53KR           |                | Pst yr terrorism stressful--Recode        | 819     |
| GR53LR           |                | Pst yr war stressful--Recode              | 820     |
| GR53MR           |                | Pst yr loss of civ job stressful--Recode  | 821     |
| GR53NR           |                | Pst yr lost career opp stressful--Recode  | 822     |
| GR54AR           |                | Pst yr family reduce stress--Recode       | 823     |
| GR54BR           |                | Pst time w/ frnds reduc stress--Recode    | 824     |
| GR54CR           |                | Pst yr vactn time reduc stress--Recode    | 825     |
| GR54DR           |                | Pst yr wrk out reduc stress--Recode       | 826     |
| GR54ER           |                | Pst yr hobbies reduc stress--Recode       | 827     |
| GR54FR           |                | Pst yr fin cnslng reduc stress--Recode    | 828     |
| GR54GR           |                | Pst fin aid groups reduc stress--Recode   | 829     |
| GR54HR           |                | Pst yr spouse empmt reduc stress--Recode  | 830     |
| GR54IR           |                | Pst yr 2nd income reduc stress--Recode    | 831     |
| GR54JR           |                | Pst yr couple cnslg reduc stress--Recode  | 832     |
| GR54KR           |                | Pst yr per cnslng reduc stress--Recode    | 833     |
| GR54LR           |                | Pst yr violnce cslg reduc stress--Recode  | 834     |
| GR54MR           |                | Pst yr alcohol reduc stress--Recode       | 835     |
| GR54NR           |                | Pst yr fam supp grp reduc stress--Recode  | 836     |
| GR54OR           |                | Pst yr chld care reduc stress--Recode     | 837     |
| GR54PR           |                | Pst yr dploy srvc's reduc stress--Recode  | 838     |
| GR54QR           |                | Pst yr relig actv reduc stress--Recode    | 839     |
| GR54RR           |                | Pst yr other reduc stress--Recode         | 840     |
| GR55AR           |                | Dsc 12 mo: ratd lower than desrv--Recode  | 841     |
| GR55BR           |                | Dsc 12 mo: unjstfied neg comment-- Recode | 842     |
| GR55CR           |                | Dsc 12 mo: higher perfrm stndrds--Recode  | 843     |
| GR55DR           |                | Dsc 12 mo: did not get award--Recode      | 844     |
| GR55ER           |                | Dsc 12 mo: asgn no use job skill--Recode  | 845     |
| GR55FR           |                | Dsc 12 mo: assign no gd fr caree--Recode  | 846     |
| GR55GR           |                | Dsc 12 mo: no daily ST tas--Recode        | 847     |
| GR55HR           |                | Dsc 12 mo: no mentor for career--Recode   | 848     |
| GR55IR           |                | Dsc 12 mo: didnt learn caree opp--Recode  | 849     |
| GR55JR           |                | Dsc 12 mo: no answers for promo--Recode   | 850     |
| GR55KR           |                | Dsc 12 mo: exclud frm social evnt--Recode | 851     |
| GR55LM           |                | Dsc 12 mo: no want job/opn to wmn--Recode | 852     |
| GR55NR           |                | Dsc 12 mo: other persnel actions--Recode  | 853     |
| GR55AR2          |                | Dsc 12 mo: ratd lowr than dsrv--Recode 2  | 854     |
| GR55BR2          |                | Dsc 12 mo: unjstfied neg comnt-- Recode 2 | 855     |
| GR55CR2          |                | Dsc 12 mo: high perfrm stndrds- Recode 2  | 856     |
| GR55DR2          |                | Dsc 12 mo: did not get award--Recode 2    | 857     |

WGRR2004 Workplace & Gender Relations Reserves  
 VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR55ER2          |                | Dsc 12 mo: asgn no use job skl--Recode 2  | 858  |
| GR55FR2          |                | Dsc 12 mo: asgn no gd fr caree--Recode 2  | 859  |
| GR55GR2          |                | Dsc 12 mo: no daily ST tas--Recode 2      | 860  |
| GR55HR2          |                | Dsc 12 mo: no mentor fr career--Recode 2  | 861  |
| GR55IR2          |                | Dsc 12 mo: didnt lrn caree opp--Recode 2  | 862  |
| GR55JR2          |                | Dsc 12 mo: no answrns for promo--Recode 2 | 863  |
| GR55KR2          |                | Dsc 12 mo: exclud frm socl evnt--Recode 2 | 864  |
| GR55LMR          |                | Dsc 12 mo:no job/opn to wmn--Recode 2     | 865  |
| GR55NR2          |                | Dsc 12 mo: other prsnl actions--Recode 2  | 866  |
| EVAL_G           |                | Var used to create EVAL                   | 867  |
| EVAL             |                | Eval inc rate                             | 868  |
| ASGN_G           |                | Vars used to create ASGN                  | 869  |
| ASGN             |                | Assgn inc rate                            | 870  |
| CAR_G            |                | Vars used to create CAR                   | 871  |
| CAR              |                | Car Inc Rate                              | 872  |
| ANYDISC          |                | Var used to create any discrim            | 873  |
| SEXDISC          |                | Sex discrimination                        | 874  |
| GR55AR3          |                | Dsc 12 mo: ratd lower than desrv--Recode  | 875  |
| GR55BR3          |                | Dsc 12 mo:unjstfied neg comnt-- Recode 3  | 876  |
| GR55CR3          |                | Dsc 12 mo: high perfrm stndrds- Recode 3  | 877  |
| GR55DR3          |                | Dsc 12 mo: did not get award--Recode 3    | 878  |
| GR55ER3          |                | Dsc 12 mo: asgn no use job skl--Recode 3  | 879  |
| GR55FR3          |                | Dsc 12 mo: asgn no gd fr caree--Recode 3  | 880  |
| GR55GR3          |                | Dsc 12 mo: no daily ST tas--Recode 3      | 881  |
| GR55HR3          |                | Dsc 12 mo: no mentor fr career--Recode 3  | 882  |
| GR55IR3          |                | Dsc 12 mo: didnt lrn caree opp--Recode 3  | 883  |
| GR55JR3          |                | Dsc 12 mo: no answrns for promo--Recode 3 | 884  |
| GR55KR3          |                | Dsc 12 mo: exclud frm socl evnt--Recode 3 | 885  |
| GR55LMR2         |                | Dsc 12 mo:no job/opn to wmn--Recode 3     | 886  |
| GR55NR3          |                | Dsc 12 mo: other prsnl actions--Recode 3  | 887  |
| GR57AR           |                | Pst 12 mo: offnsv sex stry/joke--Recode   | 888  |
| GR57BR           |                | Pst 12 mo: offensive gnder terms--Recode  | 889  |
| GR57CR           |                | Pst 12 mo: unwelcome sex discuss--Recode  | 890  |
| GR57DR           |                | Pst 12 mo: treat difrnt bc of se--Recode  | 891  |
| GR57ER           |                | Pst 12 mo: remark on appearance--Recode   | 892  |
| GR57FR           |                | Pst 12 mo: embarrassing gestures--Recode  | 893  |
| GR57GR           |                | Pst 12 mo: offnsv sexist remarks--Recode  | 894  |
| GR57HR           |                | Pst 12 mo: romantic/sex relation--Recode  | 895  |
| GR57IR           |                | Pst 12 mo: put down, gender--Recode       | 896  |
| GR57JR           |                | Pst 12 mo: ask date aftr said no--Recode  | 897  |
| GR57KR           |                | Pst 12 mo: bribd to engag in sex--Recode  | 898  |
| GR57LR           |                | Pst 12 mo: threat, sex coop--Recode       | 899  |
| GR57MR           |                | Pst 12 mo: touch make uncomftbl--Recode   | 900  |
| GR57NR           |                | Pst 12 mo: attmpt stroke/fondle--Recode   | 901  |
| GR57OR           |                | Pst 12 mo: trea bad if refus sex--Recode  | 902  |
| GR57PR           |                | Pst 12 mo: promo, sex coop--Recode        | 903  |
| GR57QR           |                | Pst 12 mo: attempt sex unsuccess--Recode  | 904  |
| GR57RR           |                | Pst 12 mo: sex without consent--Recode    | 905  |
| GR57SR           |                | Pst 12 mo: other behavior--Recode         | 906  |
| GR57AR2          |                | Pst 12 mo: offsv sex stry/joke--Recode 2  | 907  |
| GR57BR2          |                | Pst 12 mo: offensv gnder terms--Recode 2  | 908  |
| GR57CR2          |                | Pst 12 mo: unwelcm sex discuss--Recode 2  | 909  |
| GR57DR2          |                | Pst 12 mo: treat dif bc of se--Recode 2   | 910  |
| GR57ER2          |                | Pst 12 mo: remark on appearanc--Recode 2  | 911  |
| GR57FR2          |                | Pst 12 mo: embarasng gestures--Recode 2   | 912  |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR57GR2          |                | Pst 12 mo: off sexist remarks--Recode 2  | 913  |
| GR57HR2          |                | Pst 12 mo: romantic/sex relatn--Recode 2 | 914  |
| GR57IR2          |                | Pst 12 mo: put down, gender--Recode 2    | 915  |
| GR57JR2          |                | Pst 12 mo: ask date aftr sd no--Recode 2 | 916  |
| GR57KR2          |                | Pst 12 mo: bribd to eng in sex--Recode 2 | 917  |
| GR57LR2          |                | Pst 12 mo: threat, sex coop--Recode 2    | 918  |
| GR57MR2          |                | Pst 12 mo: touch make uncmftbl--Recode 2 | 919  |
| GR57NR2          |                | Pst 12 mo: attmpt strok/fondle--Recode 2 | 920  |
| GR57OR2          |                | Pst 12 mo: trea bad if no sex--Recode 2  | 921  |
| GR57PR2          |                | Pst 12 mo: promo, sex coop--Recode 2     | 922  |
| GR57QR2          |                | Pst 12 mo: attmpt sex unsucces--Recode 2 | 923  |
| GR57RR2          |                | Pst 12 mo: sex without consent--Recode 2 | 924  |
| GR57SR2          |                | Pst 12 mo: other behavior--Recode 2      | 925  |
| CRDEVBR          |                | Crde/ off bhvr inc rate                  | 926  |
| SEXATTN          |                | Unwanted sex attn                        | 927  |
| SEXCOER          |                | Sex coer inc rate                        | 928  |
| SEXBEH           |                | Sex beh inc rate                         | 929  |
| SEXASLT          |                | Sex aslt inc rate                        | 930  |
| OTHERBEH         |                | Other beh inc rate                       | 931  |
| SEX_HAR          |                | Var used to create sexhar                | 932  |
| SEXHAR           |                | Sex har inc rate                         | 933  |
| CRDEVRO          |                | Crde/off bhvr inc rate only -rec         | 934  |
| SEXATTNO         |                | Unwanted sex attn only--Recode           | 935  |
| SEXCOERO         |                | Sex coer inc rate only--Recode           | 936  |
| SEXBEHO          |                | Sex beh inc rate only--Recode            | 937  |
| SEXASLTO         |                | Sex aslt inc rate only--Recode           | 938  |
| OTHERBHO         |                | Other beh inc rate only--Recode          | 939  |
| SEXHARO          |                | Sexhar only--recode                      | 940  |
| GR57AR3          |                | Pst 12 mo: offnsv sex stry/joke-Recode 3 | 941  |
| GR57BR3          |                | Pst 12 mo: gndr offnsv terms-Recode 3    | 942  |
| GR57CR3          |                | Pst 12 mo: discsn sex matr-Recode 3      | 943  |
| GR57DR3          |                | Pst 12 mo: trtd diff bcse gend-Recode 3  | 944  |
| GR57ER3          |                | Pst 12 mo: off rmrks abt body..-Recode 3 | 945  |
| GR57FR3          |                | Pst 12 mo: gstrs sex nature-Recode 3     | 946  |
| GR57GR3          |                | Pst 12 mo: off sxst remrks-Recode 3      | 947  |
| GR57HR3          |                | Pst 12 mo: unwntd att sex rel-Recode 3   | 948  |
| GR57IR3          |                | Pst 12 mo: put dwn cause gend-Recode 3   | 949  |
| GR57JR3          |                | Pst 12 mo: contd ask dates...-Recode 3   | 950  |
| GR57KR3          |                | Pst 12 mo: bribed for sex beh--Recode 3  | 951  |
| GR57LR3          |                | Pst 12 mo: thrtnd for nt sex cp-Recode 3 | 952  |
| GR57MR3          |                | Pst 12 mo: tch uncmfrtble-Recode 3       | 953  |
| GR57NR3          |                | Pst 12 mo: unwntd att stroke...-Recode 3 | 954  |
| GR57OR3          |                | Pst 12 mo: trtd badly for no sx-Recode 3 | 955  |
| GR57PR3          |                | Pst 12 mo: fstr prom for sex-Recode 3    | 956  |
| GR57QR3          |                | Pst 12 mo: atmptd sex w/o perm-Recode 3  | 957  |
| GR57RR3          |                | Pst 12 mo: sex w/o permission-Recode 3   | 958  |
| GR57SR3          |                | Pst 12 mo: other -Recode 3               | 959  |
| GR59AR2          |                | One sit: offnsv sex stry/joke--Recode 2  | 960  |
| GR59BR2          |                | One sit: offnsv gender terms--Recode 2   | 961  |
| GR59CR2          |                | One sit: unwelcome sex discuss--Recode 2 | 962  |
| GR59DR2          |                | One sit: treat diff b/c of sex--Recode 2 | 963  |
| GR59ER2          |                | One sit: remark on appearance--Recode 2  | 964  |
| GR59FR2          |                | One sit: embarassing gestures--Recode 2  | 965  |
| GR59GR2          |                | One sit: offnsv sexist remarks--Recode 2 | 966  |
| GR59HR2          |                | One sit: romantic/sex relation--Recode 2 | 967  |

WGRR2004 Workplace & Gender Relations Reserves  
 VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR59IR2          |                | One sit: put down, gender--Recode 2       | 968  |
| GR59JR2          |                | One sit: ask date after said n--Recode 2  | 969  |
| GR59KR2          |                | One sit: bribed to engage sex--Recode 2   | 970  |
| GR59LR2          |                | One sit: threat, sex cooperati--Recode 2  | 971  |
| GR59MR2          |                | One sit: touch make uncomf--Recode 2      | 972  |
| GR59NR2          |                | One sit: attempt stroke/fondle--Recode 2  | 973  |
| GR59OR2          |                | One sit: treat bad if refu sex--Recode 2  | 974  |
| GR59PR2          |                | One sit: promo, sex cooperativ--Recode 2  | 975  |
| GR59QR2          |                | One sit: attempt sex, unsuccess--Recode 2 | 976  |
| GR59RR2          |                | One sit: sex without sex--Recode 2        | 977  |
| GR59SR2          |                | One sit: other behavior--Recode 2         | 978  |
| CRDEV1           |                | Crd bvr 1 inc rate                        | 979  |
| SEXATTN1         |                | Sex attn 1 inc rate                       | 980  |
| SEXCOER1         |                | Sex coer 1 inc rate                       | 981  |
| SEXBEH1          |                | Sex beh 1 inc rate                        | 982  |
| SEXASLT1         |                | Sex aslt 1 inc rate                       | 983  |
| OTHRBEH1         |                | Other beh 1 inc rate                      | 984  |
| CRDEV10          |                | Crd bvr 1 inc rate only--Recode           | 985  |
| SEXATNO1         |                | Sex attn 1 inc rate only--Recode          | 986  |
| SEXCOR1          |                | Sex coer 1 inc rate only--Recode          | 987  |
| SEXBHO1          |                | Sex beh 1 inc rate only--Recode           | 988  |
| SXASLT1          |                | Sex aslt 1 inc rate only--Recode          | 989  |
| OTHRBHO1         |                | Other beh 1 inc rate Only--Recode         | 990  |
| GR60AR           |                | Extent annoying--Recode                   | 991  |
| GR60BR           |                | Extent offensive--Recode                  | 992  |
| GR60CR           |                | Extent disturbing--Recode                 | 993  |
| GR60DR           |                | Extent threatening--Recode                | 994  |
| GR60ER           |                | Extent embarassing--Recode                | 995  |
| GR60FR           |                | Extent frightening--Recode                | 996  |
| GR61AR           |                | Sit occur: at a mil install--Recode       | 997  |
| GR61BR           |                | Sit occur: work (mil duties)--Recode      | 998  |
| GR61CR           |                | Sit occur: during duty hours--Recode      | 999  |
| GR61DR           |                | Sit occur: while activated--Recode        | 1000 |
| GR61ER           |                | Sit occur: civ work--Recode               | 1001 |
| GR61FR           |                | Sit occur: civ school--Recode             | 1002 |
| GR61GR           |                | Sit occur: other civ location--Recode     | 1003 |
| GR62R            |                | Number of Offenders--Recode               | 1004 |
| GR63R            |                | What was gender of offender--Recode       | 1005 |
| GR64R            |                | How well you knew offender--Recode        | 1006 |
| GR65R            |                | Y/n work w/ offender--Recode              | 1007 |
| GR65R2           |                | Y/n work w/ offender -- Tab Recode        | 1008 |
| GR66R            |                | Sit happen in civ school--Recode          | 1009 |
| GR66R2           |                | Sit happen in civ school -- Tab Recode    | 1010 |
| GR67AR           |                | Offender: immediate mil supv--Recode      | 1011 |
| GR67BR           |                | Offender: unit commander--Recode          | 1012 |
| GR67CR           |                | Offender: mil, higher rank--Recode        | 1013 |
| GR67DR           |                | Offender: military coworkers--Recode      | 1014 |
| GR67ER           |                | Offender: military subordinates--Recode   | 1015 |
| GR67FR           |                | Offender: mil train instructor--Recode    | 1016 |
| GR67GR           |                | Offender: other mil persons--Recode       | 1017 |
| GR67HR           |                | Offender: civilian employees--Recode      | 1018 |
| GR67IR           |                | Offender: DoD contractors--Recode         | 1019 |
| GR67JR           |                | Offender: other civilian person--Recode   | 1020 |
| MILCIV           |                | Organizational Affiliation of Offender    | 1021 |
| GR69R            |                | Duration of situation--Recode             | 1022 |

WGRR2004 Workplace & Gender Relations Reserves  
 VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR69R2           |                | How long sit last--Recode                | 1023 |
| GR71AR           |                | Extent you: tried to avoid--Recode       | 1024 |
| GR71BR           |                | Extent you: tried to forget--Recode      | 1025 |
| GR71CR           |                | Extent you: told didn't like--Recode     | 1026 |
| GR71DR           |                | Extent you: stayed out of way--Recode    | 1027 |
| GR71ER           |                | Extent you : say it wasnt import--Recode | 1028 |
| GR71FR           |                | Extent you: talked to family--Recode     | 1029 |
| GR71GR           |                | Extent you: talked to coworkers--Recode  | 1030 |
| GR71HR           |                | Extent you: talked to friends--Recode    | 1031 |
| GR71IR           |                | Extent you: chaplain/counselor--Recode   | 1032 |
| GR71JR           |                | Extent you: avoid being alone--Recode    | 1033 |
| GR71KR           |                | Extent you: told to stop--Recode         | 1034 |
| GR71LR           |                | Extent you: put up with it--Recode       | 1035 |
| GR71MR           |                | Extent you: asked to leave alone--Recode | 1036 |
| GR71NR           |                | Extent you: blamed self--Recode          | 1037 |
| GR71OR           |                | Extent you: assumed meant well--Recode   | 1038 |
| GR71PR           |                | Extent you: prayed about it--Recode      | 1039 |
| GR71QR           |                | Extent you: pretend not to notic--Recode | 1040 |
| GR71RR           |                | Extent you: do something else--Recode    | 1041 |
| GR72R            |                | Label one sit sex harassment--Recode     | 1042 |
| GR73AR           |                | Rpt to: civ supr or coworker--Recode     | 1043 |
| GR73BR           |                | Rpt to: school advisor/professor--Recode | 1044 |
| GR73CR           |                | Rpt to: comm officials or courts--Recode | 1045 |
| GR74AR           |                | Report to your supervisor--Recode        | 1046 |
| GR74BR           |                | Report to chain-of-command--Recode       | 1047 |
| GR74CR           |                | Report to offender's boss--Recode        | 1048 |
| GR74DR           |                | Report to special mil office--Recode     | 1049 |
| GR74ER           |                | Report to other person--Recode           | 1050 |
| REPORT_C         |                | Rptd to civ or org                       | 1051 |
| REPORT_M         |                | Rptd to mil indiv or org                 | 1052 |
| REPORT_A         |                | Rptd to anyone                           | 1053 |
| REPORTA2         |                | Rptd to anyone recode                    | 1054 |
| GR76AR           |                | Action tkn-person taklkd to--Recode      | 1055 |
| GR76BR           |                | Action tkn-complaint investigatd--Recode | 1056 |
| GR76CR           |                | Action tkn-encrgd to drp complai--Recode | 1057 |
| GR76DR           |                | Action tkn-complaint discounted--Recode  | 1058 |
| GR76ER           |                | Action tkn-none--Recode                  | 1059 |
| GR76AR2          |                | Action tkn-person taklkd to--Recode 2    | 1060 |
| GR76BR2          |                | Action tkn-complaint investgtd--Recode 2 | 1061 |
| GR76CR2          |                | Action tkn-encrgd to drp compl--Recode 2 | 1062 |
| GR76DR2          |                | Action tkn-complaint discountd--Recode 2 | 1063 |
| GR76ER2          |                | Action tkn-none--Recode 2                | 1064 |
| GR77AR           |                | Sat w/ info on how to file--Recode       | 1065 |
| GR77BR           |                | Sat w/ trreatment by pers handlg--Recode | 1066 |
| GR77CR           |                | Sat w/ amount time to resolve--Recode    | 1067 |
| GR77DR           |                | Sat w/ how well kept informed--Recode    | 1068 |
| GR77ER           |                | Sat w/ degree privacy protect--Recode    | 1069 |
| GR79R            |                | Was complaint true?--Recode              | 1070 |
| GR79R2           |                | Was complaint true?--Recode 2            | 1071 |
| GR80AR           |                | Outcome: outcome explained--Recode       | 1072 |
| GR80BR           |                | Outcome: situation corrected--Recode     | 1073 |
| GR80CR           |                | Outcome: action against person--Recode   | 1074 |
| GR80DR           |                | Outcome: nothing was done--Recode        | 1075 |
| GR80ER           |                | Outcome: action was against you--Recode  | 1076 |
| GR80AR3          |                | Outcome: outcome explained--Recode       | 1077 |

WGRR2004 Workplace & Gender Relations Reserves  
VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                     | PAGE |
|------------------|----------------|---|------|
| GR80BR3          |                | Outcome: situation corrected--Recode      | 1078 |
| GR80CR3          |                | Outcome: action against person--Recode    | 1079 |
| GR80DR3          |                | Outcome: nothing was done--Recode         | 1080 |
| GR80ER3          |                | Outcome: action was against you--Recode   | 1081 |
| GR81R            |                | Sat w/ outcome--Recode                    | 1082 |
| GR82R            |                | Report all behaviors--Recode              | 1083 |
| GR83AR           |                | No report: not important--Recode          | 1084 |
| GR83BR           |                | No report: not know how--Recode           | 1085 |
| GR83CR           |                | No report: felt uncomfortable--Recode     | 1086 |
| GR83DR           |                | No report: self took care prob--Recode    | 1087 |
| GR83ER           |                | No report: talk informal, comman--Recode  | 1088 |
| GR83FR           |                | No report: nothing would be done--Recode  | 1089 |
| GR83GR           |                | No report: wouldn't be believed--Recode   | 1090 |
| GR83HR           |                | No report: coworkers angry--Recode        | 1091 |
| GR83IR           |                | No report: wanted to fit in--Recode       | 1092 |
| GR83JR           |                | No report: too much time/effort--Recode   | 1093 |
| GR83KR           |                | No report: labeled troublemaker--Recode   | 1094 |
| GR83LR           |                | No report: peer talked out of--Recode     | 1095 |
| GR83MR           |                | No report: supv talked out of--Recode     | 1096 |
| GR83NR           |                | No report: no hurt offender fam--Recode   | 1097 |
| GR83OR           |                | No report: performance eval suffr--Recode | 1098 |
| GR83PR           |                | No report: fear retal, offender--Recode   | 1099 |
| GR83QR           |                | No report: fear retal, ofndr frd--Recode  | 1100 |
| GR83RR           |                | No report: fear retaliation, sup--Recode  | 1101 |
| GR83SR           |                | No report: neg impact--Recode             | 1102 |
| GR83TR           |                | No report: neg impact mil caree--Recode   | 1103 |
| GR83UR           |                | No report: warnd not to complain--Recode  | 1104 |
| GR83VR           |                | No report: already rptd to civ:Recode     | 1105 |
| GR83WR           |                | No report: some other reason--Recode      | 1106 |
| GR83AR2          |                | No report: not important--Recode          | 1107 |
| GR83BR2          |                | No report: not know how--Recode           | 1108 |
| GR83CR2          |                | No report: felt uncomfortable--Recode     | 1109 |
| GR83DR2          |                | No report: self took care prob--Recode    | 1110 |
| GR83ER2          |                | No report: talk informal, comman--Recode  | 1111 |
| GR83FR2          |                | No report: nothing would be done--Recode  | 1112 |
| GR83GR2          |                | No report: wouldn't be believed--Recode   | 1113 |
| GR83HR2          |                | No report: coworkers angry--Recode        | 1114 |
| GR83IR2          |                | No report: wanted to fit in--Recode       | 1115 |
| GR83JR2          |                | No report: too much time/effort--Recode   | 1116 |
| GR83KR2          |                | No report: labeled troublemaker--Recode   | 1117 |
| GR83LR2          |                | No report: peer talked out of--Recode     | 1118 |
| GR83MR2          |                | No report: supv talked out of--Recode     | 1119 |
| GR83NR2          |                | No report: no hurt offender fam--Recode   | 1120 |
| GR83OR2          |                | No report: performance eval suffr--Recode | 1121 |
| GR83PR2          |                | No report: fear retal, offender--Recode   | 1122 |
| GR83QR2          |                | No report: fear retal, ofndr frd--Recode  | 1123 |
| GR83RR2          |                | No report: fear retaliation, sup--Recode  | 1124 |
| GR83SR2          |                | No report: neg impact--Recode             | 1125 |
| GR83TR2          |                | No report: neg impact mil caree--Recode   | 1126 |
| GR83UR2          |                | No report: warnd not to complain--Recode  | 1127 |
| GR83VR2          |                | No report: already rptd to civ:Recode     | 1128 |
| GR83WR2          |                | No report: some other reason--Recode      | 1129 |
| GR84AR           |                | Prob at wk: ignored by others--Recode     | 1130 |
| GR84BR           |                | Prob at wk: blamed for sit--Recode        | 1131 |
| GR84CR           |                | Prob at wk: ppl gossiped about--Recode    | 1132 |

WGRR2004 Workplace & Gender Relations Reserves  
 VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                      | PAGE |
|------------------|----------------|--|------|
| GR84DR           |                | Prob at wk: lost perk/privilege--Recode    | 1133 |
| GR84ER           |                | Prob at wk: less fvorable job dut--Recode  | 1134 |
| GR84FR           |                | Prob at wk: denied opp for train--Recode   | 1135 |
| GR84GR           |                | Prob at wk: unfair job eval--Recode        | 1136 |
| GR84HR           |                | Prob at wk: unfairly disciplined--Recode   | 1137 |
| GR84IR           |                | Prob at wk: denied promotion--Recode       | 1138 |
| GR84JR           |                | Prob at wk: transfer to wrse job--Recode   | 1139 |
| GR84KR           |                | Prob at wk: unfairly demoted--Recode       | 1140 |
| GR84LR           |                | Prob at wk: mistreated other way--Recode   | 1141 |
| GR84AR2          |                | Prob at wk: ignored by others--Recode 2    | 1142 |
| GR84BR2          |                | Prob at wk: blamed for sit--Recode 2       | 1143 |
| GR84CR2          |                | Prob at wk: ppl gossiped about--Recode 2   | 1144 |
| GR84DR2          |                | Prob at wk: lost perk/prvileg--Recode 2    | 1145 |
| GR84ER2          |                | Prob at wk: less favor job dut--Recode 2   | 1146 |
| GR84FR2          |                | Prob at wk: deny opp for train--Recode 2   | 1147 |
| GR84GR2          |                | Prob at wk: unfair job eval--Recode 2      | 1148 |
| GR84HR2          |                | Prob at wk: unfarly disciplined--Recode 2  | 1149 |
| GR84IR2          |                | Prob at wk: denied promotion--Recode 2     | 1150 |
| GR84JR2          |                | Prob at wk: transf to wrse job--Recode 2   | 1151 |
| GR84KR2          |                | Prob at wk: unfairly demoted--Recode 2     | 1152 |
| GR84LR2          |                | Prob at wk: mistreated oth way--Recode 2   | 1153 |
| ANYPROBS         |                | Any Problems                               | 1154 |
| GR84AR3          |                | Prob at wk: ignored by others--Recode 3    | 1155 |
| GR84BR3          |                | Prob at wk: blamed for sit--Recode 3       | 1156 |
| GR84CR3          |                | Prob at wk: ppl gossiped about--Recode 3   | 1157 |
| GR84DR3          |                | Prob at wk: lost perk/prvileg--Recode 3    | 1158 |
| GR84ER3          |                | Prob at wk: less favor job dut--Recode 3   | 1159 |
| GR84FR3          |                | Prob at wk: deny opp for train--Recode 3   | 1160 |
| GR84GR3          |                | Prob at wk: unfair job eval--Recode 3      | 1161 |
| GR84HR3          |                | Prob at wk: unfarly disciplined--Recode 3  | 1162 |
| GR84IR3          |                | Prob at wk: denied promotion--Recode 3     | 1163 |
| GR84JR3          |                | Prob at wk: transf to wrse job--Recode 3   | 1164 |
| GR84KR3          |                | Prob at wk: unfairly demoted--Recode 3     | 1165 |
| GR84LR3          |                | Prob at wk: mistreated oth way--Recode 3   | 1166 |
| GR85AR           |                | Effort to stop: senior leadershp--Recode   | 1167 |
| GR85BR           |                | Effort to stop: instal/ship leadr--Recode  | 1168 |
| GR85CR           |                | Effort to stop: immediate suprvs--Recode   | 1169 |
| GR85AR2          |                | Effort to stop: sr leadershp--Recode 2     | 1170 |
| GR85BR2          |                | Efprt to stop: instal/ship leadr--Recode 2 | 1171 |
| GR85CR2          |                | Efprt to stop: immediate suprvs--Recode 2  | 1172 |
| GR85AR3          |                | Sen ldrship of Rsv Comp                    | 1173 |
| GR85BR3          |                | Sen ldrship of Instal Ship                 | 1174 |
| GR85CR3          |                | Imm Supervisor                             | 1175 |
| GR87R            |                | Pst 12 mo: amount SH training--Recode      | 1176 |
| GR88AR           |                | SH train: udrstnd wrd/actn are S--Recode   | 1177 |
| GR88BR           |                | SH train: reduce cohesion in RC--Recode    | 1178 |
| GR88CR           |                | SH train: SH mk difclt prfrm dt--Recode    | 1179 |
| GR88DR           |                | SH train: identify offensv bhvr--Recode    | 1180 |
| GR88ER           |                | SH train: tool for dealing w/SH--Recode    | 1181 |
| GR88FR           |                | SH train: feel safe to complain--Recode    | 1182 |
| GR88GR           |                | SH train: gives info on SH--Recode         | 1183 |
| GR89R            |                | How effective SH training--Recode          | 1184 |
| GR89R2           |                | How effective SH training-- Recode 2       | 1185 |
| GR90AR           |                | Unit: policies publicized--Recode          | 1186 |
| GR90BR           |                | Unit: complaint procedure pub--Recode      | 1187 |

WGRR2004 Workplace & Gender Relations Reserves  
 VARIABLES CREATED FOR ANALYSIS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| GR90CR           |                | Unit: complaints taken seriously--Recode | 1188 |
| GR90DR           |                | Unit: enlist, attend training--Recode    | 1189 |
| GR90ER           |                | Unit: officers, attend training--Recode  | 1190 |
| GR90FR           |                | Unit: leaders, respectful bhvr--Recode   | 1191 |
| GR90GR           |                | Unit: female officers deal with--Recode  | 1192 |
| GR90HR           |                | Ship: policies publicized--Recode        | 1193 |
| GR90IR           |                | Ship: complaint procedure pub--Recode    | 1194 |
| GR90JR           |                | Ship: complaints taken seriously--Recode | 1195 |
| GR90KR           |                | Ship: investigative office--Recode       | 1196 |
| GR90LR           |                | Ship: enlist, attend training--Recode    | 1197 |
| GR90MR           |                | Ship: officers, attend training--Recode  | 1198 |
| GR90NR           |                | Ship: leaders, respectful behavr--Recode | 1199 |
| GR90OR           |                | Svc: advice/hotline for cmlnt--Recode    | 1200 |
| GR92R            |                | Last4 yrs, SH in mil a problem--Recode   | 1201 |
| GR93R            |                | SH more/less freq in mil vs yrs--Recode  | 1202 |
| GR93R2           |                | SH more/less freq in mil v yrs--Recode 2 | 1203 |
| GR94R            |                | SH more/less freq in mil vs civ--Recode  | 1204 |
| GR94R2           |                | SH more/less freq mil vs civ--Recode 2   | 1205 |
| AGER             |                | Age--Record Data                         | 1206 |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION ON OPERATIONS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL    | PAGE |
|------------------|----------------|----------|------|
| WGRR03ID         |                | WGRR03ID | 1207 |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION ON WEIGHTING

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE      |
|------------------|----------------|--|-----------|
| ELIGFLGW         |                | Eligibility Flag                         | 1208      |
| DODELIGF         |                | Eligibility Flag without Coast Guard     | 1209      |
| TVSTR            |                | Taylor's Series Variance Strata          | 1210-1214 |
| <u>TOTAL</u>     |                | Variance estimation strata totals Based  | 1215      |
| DIM1             |                | First ranking dimension                  | 1216-1217 |
| DIM2             |                | Second ranking dimension                 | 1218      |
| DIM3             |                | Third ranking dimension                  | 1219      |
| DIM4             |                | Fourth ranking dimension                 | 1220      |
| DIM5             |                | Fifth ranking dimension                  | 1221      |
| DIM6             |                | Sixth ranking dimension                  | 1222      |
| DIM7             |                | Seventh ranking dimension                | 1223      |
| SMPTVSTR         |                | Taylor's Series Achieved Smp Size In Var | 1224-1226 |
| PSTSTR           |                | Final Raking Cell                        | 1227-1228 |
| POPTVSTR         |                | Taylor's Series Variance Strata Populati | 1229-1233 |
| RKW0             |                | Final Raked Weight                       | 1234      |
| RKW001           |                | Final Raked Weight for Replicate 1       | 1235      |
| RKW002           |                | Final Raked Weight for Replicate 2       | 1236      |
| RKW003           |                | Final Raked Weight for Replicate 3       | 1237      |
| RKW004           |                | Final Raked Weight for Replicate 4       | 1238      |
| RKW005           |                | Final Raked Weight for Replicate 5       | 1239      |
| RKW006           |                | Final Raked Weight for Replicate 6       | 1240      |
| RKW007           |                | Final Raked Weight for Replicate 7       | 1241      |
| RKW008           |                | Final Raked Weight for Replicate 8       | 1242      |
| RKW009           |                | Final Raked Weight for Replicate 9       | 1243      |
| RKW010           |                | Final Raked Weight for Replicate 10      | 1244      |
| RKW011           |                | Final Raked Weight for Replicate 11      | 1245      |
| RKW012           |                | Final Raked Weight for Replicate 12      | 1246      |
| RKW013           |                | Final Raked Weight for Replicate 13      | 1247      |
| RKW014           |                | Final Raked Weight for Replicate 14      | 1248      |
| RKW015           |                | Final Raked Weight for Replicate 15      | 1249      |
| RKW016           |                | Final Raked Weight for Replicate 16      | 1250      |
| RKW017           |                | Final Raked Weight for Replicate 17      | 1251      |
| RKW018           |                | Final Raked Weight for Replicate 18      | 1252      |
| RKW019           |                | Final Raked Weight for Replicate 19      | 1253      |
| RKW020           |                | Final Raked Weight for Replicate 20      | 1254      |
| RKW021           |                | Final Raked Weight for Replicate 21      | 1255      |
| RKW022           |                | Final Raked Weight for Replicate 22      | 1256      |
| RKW023           |                | Final Raked Weight for Replicate 23      | 1257      |
| RKW024           |                | Final Raked Weight for Replicate 24      | 1258      |
| RKW025           |                | Final Raked Weight for Replicate 25      | 1259      |
| RKW026           |                | Final Raked Weight for Replicate 26      | 1260      |
| RKW027           |                | Final Raked Weight for Replicate 27      | 1261      |
| RKW028           |                | Final Raked Weight for Replicate 28      | 1262      |
| RKW029           |                | Final Raked Weight for Replicate 29      | 1263      |
| RKW030           |                | Final Raked Weight for Replicate 30      | 1264      |
| RKW031           |                | Final Raked Weight for Replicate 31      | 1265      |
| RKW032           |                | Final Raked Weight for Replicate 32      | 1266      |
| RKW033           |                | Final Raked Weight for Replicate 33      | 1267      |
| RKW034           |                | Final Raked Weight for Replicate 34      | 1268      |
| RKW035           |                | Final Raked Weight for Replicate 35      | 1269      |
| RKW036           |                | Final Raked Weight for Replicate 36      | 1270      |
| RKW037           |                | Final Raked Weight for Replicate 37      | 1271      |
| RKW038           |                | Final Raked Weight for Replicate 38      | 1272      |
| RKW039           |                | Final Raked Weight for Replicate 39      | 1273      |
| RKW040           |                | Final Raked Weight for Replicate 40      | 1274      |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION ON WEIGHTING

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                               | PAGE |
|------------------|----------------|-------------------------------------|------|
| RKW041           |                | Final Raked Weight for Replicate 41 | 1275 |
| RKW042           |                | Final Raked Weight for Replicate 42 | 1276 |
| RKW043           |                | Final Raked Weight for Replicate 43 | 1277 |
| RKW044           |                | Final Raked Weight for Replicate 44 | 1278 |
| RKW045           |                | Final Raked Weight for Replicate 45 | 1279 |
| RKW046           |                | Final Raked Weight for Replicate 46 | 1280 |
| RKW047           |                | Final Raked Weight for Replicate 47 | 1281 |
| RKW048           |                | Final Raked Weight for Replicate 48 | 1282 |
| RKW049           |                | Final Raked Weight for Replicate 49 | 1283 |
| RKW050           |                | Final Raked Weight for Replicate 50 | 1284 |
| RKW051           |                | Final Raked Weight for Replicate 51 | 1285 |
| RKW052           |                | Final Raked Weight for Replicate 52 | 1286 |
| RKW053           |                | Final Raked Weight for Replicate 53 | 1287 |
| RKW054           |                | Final Raked Weight for Replicate 54 | 1288 |
| RKW055           |                | Final Raked Weight for Replicate 55 | 1289 |
| RKW056           |                | Final Raked Weight for Replicate 56 | 1290 |
| RKW057           |                | Final Raked Weight for Replicate 57 | 1291 |
| RKW058           |                | Final Raked Weight for Replicate 58 | 1292 |
| RKW059           |                | Final Raked Weight for Replicate 59 | 1293 |
| RKW060           |                | Final Raked Weight for Replicate 60 | 1294 |
| RKW061           |                | Final Raked Weight for Replicate 61 | 1295 |
| RKW062           |                | Final Raked Weight for Replicate 62 | 1296 |
| RKW063           |                | Final Raked Weight for Replicate 63 | 1297 |
| RKW064           |                | Final Raked Weight for Replicate 64 | 1298 |
| RKW065           |                | Final Raked Weight for Replicate 65 | 1299 |
| RKW066           |                | Final Raked Weight for Replicate 66 | 1300 |
| RKW067           |                | Final Raked Weight for Replicate 67 | 1301 |
| RKW068           |                | Final Raked Weight for Replicate 68 | 1302 |
| RKW069           |                | Final Raked Weight for Replicate 69 | 1303 |
| RKW070           |                | Final Raked Weight for Replicate 70 | 1304 |
| RKW071           |                | Final Raked Weight for Replicate 71 | 1305 |
| RKW072           |                | Final Raked Weight for Replicate 72 | 1306 |
| RKW073           |                | Final Raked Weight for Replicate 73 | 1307 |
| RKW074           |                | Final Raked Weight for Replicate 74 | 1308 |
| RKW075           |                | Final Raked Weight for Replicate 75 | 1309 |
| RKW076           |                | Final Raked Weight for Replicate 76 | 1310 |
| RKW077           |                | Final Raked Weight for Replicate 77 | 1311 |
| RKW078           |                | Final Raked Weight for Replicate 78 | 1312 |
| RKW079           |                | Final Raked Weight for Replicate 79 | 1313 |
| RKW080           |                | Final Raked Weight for Replicate 80 | 1314 |
| RKW081           |                | Final Raked Weight for Replicate 81 | 1315 |
| RKW082           |                | Final Raked Weight for Replicate 82 | 1316 |
| RKW083           |                | Final Raked Weight for Replicate 83 | 1317 |
| RKW084           |                | Final Raked Weight for Replicate 84 | 1318 |
| RKW085           |                | Final Raked Weight for Replicate 85 | 1319 |
| RKW086           |                | Final Raked Weight for Replicate 86 | 1320 |
| RKW087           |                | Final Raked Weight for Replicate 87 | 1321 |
| RKW088           |                | Final Raked Weight for Replicate 88 | 1322 |
| RKW089           |                | Final Raked Weight for Replicate 89 | 1323 |
| RKW090           |                | Final Raked Weight for Replicate 90 | 1324 |
| RKW091           |                | Final Raked Weight for Replicate 91 | 1325 |
| RKW092           |                | Final Raked Weight for Replicate 92 | 1326 |
| RKW093           |                | Final Raked Weight for Replicate 93 | 1327 |
| RKW094           |                | Final Raked Weight for Replicate 94 | 1328 |
| RKW095           |                | Final Raked Weight for Replicate 95 | 1329 |

WGRR2004 Workplace & Gender Relations Reserves  
INFORMATION ON WEIGHTING

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                | PAGE |
|------------------|----------------|--------------------------------------|------|
| RKW096           |                | Final Raked Weight for Replicate 96  | 1330 |
| RKW097           |                | Final Raked Weight for Replicate 97  | 1331 |
| RKW098           |                | Final Raked Weight for Replicate 98  | 1332 |
| RKW099           |                | Final Raked Weight for Replicate 99  | 1333 |
| RKW100           |                | Final Raked Weight for Replicate 100 | 1334 |
| RKW101           |                | Final Raked Weight for Replicate 101 | 1335 |
| RKW102           |                | Final Raked Weight for Replicate 102 | 1336 |
| RKW103           |                | Final Raked Weight for Replicate 103 | 1337 |
| RKW104           |                | Final Raked Weight for Replicate 104 | 1338 |
| RKW105           |                | Final Raked Weight for Replicate 105 | 1339 |
| RKW106           |                | Final Raked Weight for Replicate 106 | 1340 |
| RKW107           |                | Final Raked Weight for Replicate 107 | 1341 |
| RKW108           |                | Final Raked Weight for Replicate 108 | 1342 |
| RKW109           |                | Final Raked Weight for Replicate 109 | 1343 |
| RKW110           |                | Final Raked Weight for Replicate 110 | 1344 |
| RKW111           |                | Final Raked Weight for Replicate 111 | 1345 |
| RKW112           |                | Final Raked Weight for Replicate 112 | 1346 |
| RKW113           |                | Final Raked Weight for Replicate 113 | 1347 |
| RKW114           |                | Final Raked Weight for Replicate 114 | 1348 |
| RKW115           |                | Final Raked Weight for Replicate 115 | 1349 |
| RKW116           |                | Final Raked Weight for Replicate 116 | 1350 |
| RKW117           |                | Final Raked Weight for Replicate 117 | 1351 |
| RKW118           |                | Final Raked Weight for Replicate 118 | 1352 |
| RKW119           |                | Final Raked Weight for Replicate 119 | 1353 |
| RKW120           |                | Final Raked Weight for Replicate 120 | 1354 |
| RKW121           |                | Final Raked Weight for Replicate 121 | 1355 |
| RKW122           |                | Final Raked Weight for Replicate 122 | 1356 |
| RKW123           |                | Final Raked Weight for Replicate 123 | 1357 |
| RKW124           |                | Final Raked Weight for Replicate 124 | 1358 |
| RKW125           |                | Final Raked Weight for Replicate 125 | 1359 |
| RKW126           |                | Final Raked Weight for Replicate 126 | 1360 |
| RKW127           |                | Final Raked Weight for Replicate 127 | 1361 |
| RKW128           |                | Final Raked Weight for Replicate 128 | 1362 |
| RKW129           |                | Final Raked Weight for Replicate 129 | 1363 |
| RKW130           |                | Final Raked Weight for Replicate 130 | 1364 |
| RKW131           |                | Final Raked Weight for Replicate 131 | 1365 |
| RKW132           |                | Final Raked Weight for Replicate 132 | 1366 |
| RKW133           |                | Final Raked Weight for Replicate 133 | 1367 |
| RKW134           |                | Final Raked Weight for Replicate 134 | 1368 |
| RKW135           |                | Final Raked Weight for Replicate 135 | 1369 |
| RKW136           |                | Final Raked Weight for Replicate 136 | 1370 |
| RKW137           |                | Final Raked Weight for Replicate 137 | 1371 |
| RKW138           |                | Final Raked Weight for Replicate 138 | 1372 |
| RKW139           |                | Final Raked Weight for Replicate 139 | 1373 |
| RKW140           |                | Final Raked Weight for Replicate 140 | 1374 |
| RKW141           |                | Final Raked Weight for Replicate 141 | 1375 |
| RKW142           |                | Final Raked Weight for Replicate 142 | 1376 |
| RKW143           |                | Final Raked Weight for Replicate 143 | 1377 |
| RKW144           |                | Final Raked Weight for Replicate 144 | 1378 |
| RKW145           |                | Final Raked Weight for Replicate 145 | 1379 |
| RKW146           |                | Final Raked Weight for Replicate 146 | 1380 |
| RKW147           |                | Final Raked Weight for Replicate 147 | 1381 |
| RKW148           |                | Final Raked Weight for Replicate 148 | 1382 |
| RKW149           |                | Final Raked Weight for Replicate 149 | 1383 |
| RKW150           |                | Final Raked Weight for Replicate 150 | 1384 |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION ON WEIGHTING

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                | PAGE |
|------------------|----------------|--------------------------------------|------|
| RKW151           |                | Final Raked Weight for Replicate 151 | 1385 |
| RKW152           |                | Final Raked Weight for Replicate 152 | 1386 |
| RKW153           |                | Final Raked Weight for Replicate 153 | 1387 |
| RKW154           |                | Final Raked Weight for Replicate 154 | 1388 |
| RKW155           |                | Final Raked Weight for Replicate 155 | 1389 |
| RKW156           |                | Final Raked Weight for Replicate 156 | 1390 |
| RKW157           |                | Final Raked Weight for Replicate 157 | 1391 |
| RKW158           |                | Final Raked Weight for Replicate 158 | 1392 |
| RKW159           |                | Final Raked Weight for Replicate 159 | 1393 |
| RKW160           |                | Final Raked Weight for Replicate 160 | 1394 |
| RKW161           |                | Final Raked Weight for Replicate 161 | 1395 |
| RKW162           |                | Final Raked Weight for Replicate 162 | 1396 |
| RKW163           |                | Final Raked Weight for Replicate 163 | 1397 |
| RKW164           |                | Final Raked Weight for Replicate 164 | 1398 |
| RKW165           |                | Final Raked Weight for Replicate 165 | 1399 |
| RKW166           |                | Final Raked Weight for Replicate 166 | 1400 |
| RKW167           |                | Final Raked Weight for Replicate 167 | 1401 |
| RKW168           |                | Final Raked Weight for Replicate 168 | 1402 |
| RKW169           |                | Final Raked Weight for Replicate 169 | 1403 |
| RKW170           |                | Final Raked Weight for Replicate 170 | 1404 |
| ELIG_R           |                | Form Eligibility                     | 1405 |
| CAS_ELIG         |                | CASRO eligibility disposition code   | 1406 |
| RSTATUS          |                | WGR Resp Status                      | 1407 |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION ON OPERATIONS--CONFIDENTIAL VARIABLES OPERATIONS

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| BATCH            |                | DRC Batch Number applied                 | 1408 |
| BLKREAS          |                | Reason Survey Returned Blank             | 1409 |
| DARVDATE         |                | Date Survey Arrived                      | 1410 |
| DENTDATE         |                | Date Survey Processed                    | 1411 |
| DUPRET           |                | Multiple Returns Flag - Excludes Blanks  | 1412 |
| DUPRET2          |                | Multiple Returns Flag - Includes Blanks  | 1413 |
| FLAG_FIN         |                | Final Disposition                        | 1414 |
| INCWEB           |                | Incomplete Web Flag                      | 1415 |
| INRECNO          |                | Master SCS ID number                     | 1416 |
| LITHO            |                | Litho code                               | 1417 |
| MAILTYP          |                | Mail Type                                | 1418 |
| REFUSE           |                | Refused                                  | 1419 |
| SCSINEL          |                | SCSINEL - Reason reported for ineligibil | 1420 |
| SERIAL           |                | DRC Serial Number applied                | 1421 |
| SURVFORM         |                | Survey form type                         | 1422 |
| SURVMAIL         |                | Mailing Number                           | 1423 |
| WBTICKNO         |                | Web Survey Access Code                   | 1424 |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION ON SAMPLING AND RECORDS DATA--CONFIDENTIAL VARIABLES SAMPLING AND  
 RECORDS DATA

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE      |
|------------------|----------------|--|-----------|
| ACTVD            |                | Active Duty Date Group                   | 1425      |
| ACTVGRP          |                | Active DEERS and RCCPDS                  | 1426      |
| ACTVSOC          |                | DEERS End Condition and Date Activated   | 1427      |
| AD_DATE          |                | Active Duty Date Status                  | 1428      |
| AD_STR           |                | Active Duty Strength Accounting Code     | 1429      |
| ADGT911          |                | Active Duty Date Post 20010911 Status    | 1430      |
| AGE              |                | Member's Age                             | 1431-1432 |
| AGR_LGL          |                | AGR Service Legal Authority Code         | 1433      |
| CENREGN          |                | Census Region                            | 1434      |
| CRACE_CD         |                | Constructed Race Code                    | 1435      |
| DR200307         |                | 0307 DEERS PITE Eligibility              | 1436      |
| DRFLG9           |                | 0309 DEERS PITE Flag                     | 1437      |
| EDUC             |                | Education Level                          | 1438      |
| ETHNIC           |                | Ethnic Code                              | 1439      |
| FEMAREGN         |                | FEMA Regional Offices                    | 1440      |
| MARITAL          |                | Marital Status                           | 1441      |
| NSAMP            |                | Stratum Sample Count                     | 1442      |
| NSTRAT           |                | Stratum Population Count                 | 1443      |
| ORG_CD           |                | Reserve Component                        | 1444      |
| PAYGRD           |                | Pay Grade                                | 1445      |
| PCATCD           |                | Personnel Category Code                  | 1446      |
| PNDTHCD          |                | Person Death Code                        | 1447      |
| PNLECBGN         |                | Personnel Entitlement Condition Begin Dt | 1448      |
| PNLECEND         |                | Personnel Entitlement Condition End Date | 1449      |
| PNLECTYP         |                | Personnel Entitlement Condition Type Cod | 1450      |
| PNLEDDT          |                | Personnel End Calendar Date              | 1451      |
| PROGRAM          |                | Reserve Program                          | 1452      |
| PROGRAM1         |                | Reserve Program 1                        | 1453      |
| PUBGRP2          |                | Public Use File Group 2                  | 1454      |
| R_EDUC2          |                | Education                                | 1455      |
| RCOMPNN          |                | Military Component                       | 1456      |
| RETHC2           |                | Race Ethnic Category 2                   | 1457      |
| RETHC3           |                | Race Ethnic Category 3                   | 1458      |
| RETHC4           |                | Race Ethnic Category 4                   | 1459      |
| RMARITAL         |                | Marital Status                           | 1460      |
| RORG_CD          |                | Reserve Component                        | 1461      |
| RPAYGRP1         |                | Pay Grade Group 1                        | 1462      |
| RPAYGRP2         |                | Pay Grade Group 2                        | 1463      |
| RPAYGRP3         |                | Pay Grade Group 3                        | 1464      |
| RPAYGRP4         |                | Pay Grade Group 4                        | 1465      |
| RPAYGRP5         |                | Pay Grade Group 5                        | 1466      |
| RPAYGRP6         |                | Pay Grade Group 6                        | 1467      |
| RPAYGRP7         |                | Pay Grade Group 7                        | 1468      |
| RPAYGRP8         |                | Pay Grade Group 8                        | 1469      |
| RPROG1           |                | Reserve Program 1                        | 1470      |
| RPROG2           |                | Reserve Program 2                        | 1471      |
| RSERVICE         |                | Service                                  | 1472      |
| RSEX             |                | Gender                                   | 1473      |
| RSV_CAT          |                | Reserve Category Code                    | 1474      |
| RSV_SCAT         |                | Reserve Subcategory Code                 | 1475      |
| RSVCATGP         |                | Reserve Category Group Code              | 1476      |
| RSVCCCD          |                | Reserve Component Category Code          | 1477      |
| RSVFLG           |                | File Flag                                | 1478      |
| RTITLE           |                | Technician/AGR ID                        | 1479      |
| SEX              |                | Gender                                   | 1480      |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION ON SAMPLING AND RECORDS DATA--CONFIDENTIAL VARIABLES SAMPLING AND  
 RECORDS DATA

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                                    | PAGE |
|------------------|----------------|--|------|
| SOC              |                | Special Operations Code 0302             | 1481 |
| SOC0111          |                | Special Operation Code SC0111            | 1482 |
| SOC0112          |                | Special Operation Code SC0112            | 1483 |
| SOC0201          |                | Special Operation Code SC0201            | 1484 |
| SOC0202          |                | Special Operation Code SC0202            | 1485 |
| SOC0203          |                | Special Operation Code SC0203            | 1486 |
| SOC0204          |                | Special Operation Code SC0204            | 1487 |
| SOC0205          |                | Special Operation Code SC0205            | 1488 |
| SOC0206          |                | Special Operation Code SC0206            | 1489 |
| SOC0207          |                | Special Operation Code SC0207            | 1490 |
| SOC0208          |                | Special Operation Code SC0208            | 1491 |
| SOC0209          |                | Special Operation Code SC0209            | 1492 |
| SOC0210          |                | Special Operation Code SC0210            | 1493 |
| SOC0211          |                | Special Operation Code SC0211            | 1494 |
| SOC0212          |                | Special Operation Code SC0212            | 1495 |
| SOC0301          |                | Special Operation Code SC0301            | 1496 |
| SOC0302          |                | Special Operation Code SC0302            | 1497 |
| SOC0303          |                | Special Operation Code SC0303            | 1498 |
| SOC0304          |                | Special Operation Code SC0304            | 1499 |
| SOC0305          |                | Special Operation Code SC0305            | 1500 |
| SOC0306          |                | Special Operation Code SC0306            | 1501 |
| SOC0307          |                | Special Operation Code SC0307            | 1502 |
| SOC0308          |                | Special Operation Code SC0308            | 1503 |
| SOC0309          |                | Special Operation Code SC0309            | 1504 |
| SOC0310          |                | Special Operation Code SC0310            | 1505 |
| SOC0311          |                | Special Operation Code SC0311            | 1506 |
| SOC1324          |                | Most recent Active SOC 13-24 mnth prior  | 1507 |
| SOC1324F         |                | Most recent Active SOC 13-24 mnth prior  | 1508 |
| SOCLE12          |                | Most recent Active SOC 1-12 months prio  | 1509 |
| SOCLE12F         |                | Most recent Active SOC on 1-12 month pri | 1510 |
| SOCLE24          |                | Most recent Active SOC 1-24 month prior  | 1511 |
| SOCLE24F         |                | Most recent Active SOC 1-24 mnth prior   | 1512 |
| SOCLE24N         |                | Ops Noble Eagle/Enduring Freedom/Iraqi F | 1513 |
| PERCD            |                | Personnel End Reason Code                | 1514 |
| POPFLG           |                | Population Flag                          | 1515 |
| PUBGROUP         |                | Public Use File Group 1                  | 1516 |
| RACE             |                | Race Code                                | 1517 |
| RACE_ETH         |                | Construced Race Ethnicity                | 1518 |
| RANDOM           |                | Random Number                            | 1519 |
| STRAT            |                | Stratum Level                            | 1520 |
| UICCNTY          |                | Unit Location Country Code               | 1521 |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION ON WEIGHTING--CONFIDENTIAL VARIABLES WEIGHTING

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                              | PAGE      |
|------------------|----------------|------------------------------------|-----------|
| COMPFLAG         |                | Questionnaire Complete Flag        | 1522      |
| CRITFLAG         |                | Critical Questions Complete Flag   | 1523      |
| QCOMPN           |                | Questions completed count          | 1524      |
| QCOMPP           |                | Questions Completed Proportion     | 1525      |
| WEBSTAT          |                | Web Survey Status Code             | 1526      |
| WELIG            |                | Eligibility                        | 1527      |
| WG02CLL2         |                | Collapsed Stratification Cell      | 1528      |
| WG03CELL         |                | Stratification Cell (stratum)      | 1529      |
| BSW0             |                | Base Weight                        | 1530-1538 |
| ADJ1CC           |                | Non-Response Adjust Cell           | 1539-1544 |
| ADJ1F0           |                | FS Unk Elig NonResponse Adj Factor | 1545-1550 |
| ADJ1W0           |                | FS Unk Elig NonResponse Adj Weight | 1551      |
| ADJ2F0           |                | FS Elig NonRespondent Adj Factor   | 1552-1556 |
| ADJ2W0           |                | FS Elig NonRespondent Adj Weight   | 1557      |
| PSTATUS          |                | Ranking Disposition Code           | 1558      |
| RKF0             |                | Ranking adjustment factor          | 1559      |

WGRR2004 Workplace & Gender Relations Reserves  
 INFORMATION ON WEIGHTING--CONFIDENTIAL VARIABLES WEIGHTING

| VARIABLE<br>NAME | ITEM<br>NUMBER | LABEL                              | PAGE      |
|------------------|----------------|------------------------------------|-----------|
| COMPFLAG         |                | Questionnaire Complete Flag        | 1517      |
| CRITFLAG         |                | Critical Questions Complete Flag   | 1518      |
| QCOMPN           |                | Questions completed count          | 1519      |
| QCOMPP           |                | Questions Completed Proportion     | 1520      |
| WEBSTAT          |                | Web Survey Status Code             | 1521      |
| WELIG            |                | Eligibility                        | 1522      |
| WG02CELL2        |                | Collapsed Stratification Cell      | 1523      |
| WG03CELL         |                | Stratification Cell (stratum)      | 1524      |
| BSW0             |                | Base Weight                        | 1525-1533 |
| ADJ1CC           |                | Non-Response Adjust Cell           | 1534-1539 |
| ADJ1F0           |                | FS Unk Elig NonResponse Adj Factor | 1540-1545 |
| ADJ1W0           |                | FS Unk Elig NonResponse Adj Weight | 1546      |
| ADJ2F0           |                | FS Elig NonRespondent Adj Factor   | 1547-1551 |
| ADJ2W0           |                | FS Elig NonRespondent Adj Weight   | 1552      |
| PSTATUS          |                | Ranking Disposition Code           | 1553      |
| RKF0             |                | Ranking adjustment factor          | 1554      |

# APPENDIX

## Frequencies of Variables

# APPENDIX

## OS Flat File

| Variable | Type | Start | Stop | Length | Label  |
|----------|------|-------|------|--------|--|
| GR08     | Num  | 1     | 2    | 2      | Have you served on active duty, not as a member of the Reserve components, for a cumulative 24 months or more?   |
| GR10     | Num  | 3     | 4    | 2      | 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?   |
| GR13     | Num  | 5     | 6    | 2      | In general, has your life been better or worse than you expected when you first entered the National Guard/Reserve?  |
| GR14     | Num  | 7     | 8    | 2      | In general, has your Reserve duty been better or worse than you expected when you first entered the National Guard/Reserve?  |
| GR15A    | Num  | 9     | 10   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your total compensation (i.e., base pay, allowances, and bonuses)        |
| GR15B    | Num  | 11    | 12   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? The type of work you do in your military job                             |
| GR15C    | Num  | 13    | 14   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your opportunities for promotion in your unit                            |
| GR15D    | Num  | 15    | 16   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? The quality of your coworkers in your unit                               |
| GR15E    | Num  | 17    | 18   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? The quality of your supervisor in your unit                              |
| GR15F    | Num  | 19    | 20   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Military values, lifestyle, and tradition                                |
| GR15G    | Num  | 21    | 22   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Amount of enjoyment from your National Guard/Reserve duty                |
| GR15H    | Num  | 23    | 24   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Training received during your unit drills                                |
| GR15I    | Num  | 25    | 26   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your unit's morale   |
| GR15J    | Num  | 27    | 28   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Opportunities for leadership in your unit                                |
| GR15K    | Num  | 29    | 30   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Opportunities to use your primary MOS/D/R/AFSC skills during unit drills |
| GR15L    | Num  | 31    | 32   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Types of assignments received  |
| GR15M    | Num  | 33    | 34   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Assignment stability   |
| GR15N    | Num  | 35    | 36   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your personal workload   |
| GR15O    | Num  | 37    | 38   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Time required at National Guard/Reserve activities                       |
| GR15P    | Num  | 39    | 40   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Your possibility of being activated or deployed in the future            |
| GR15Q    | Num  | 41    | 42   | 2      | Taking all things into consideration, how satisfied are you, in general, with each of the following aspects of being in the National Guard/Reserve? Number of recent activations or deployments you have experienced         |
| GR16     | Num  | 43    | 44   | 2      | Overall, how satisfied are you with the military way of life?  |

|       |     |    |    |   |   |
|-------|-----|----|----|---|---|
| GR17A | Num | 45 | 46 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? I feel like "part of the family" in my Reserve component  |
| GR17B | Num | 47 | 48 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? My Reserve component has a great deal of personal meaning to me                                     |
| GR17C | Num | 49 | 50 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? It would be too costly for me to leave my Reserve component in the near future                      |
| GR17D | Num | 51 | 52 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? I am afraid of what might happen if I quit my Reserve component without having another job lined up |
| GR17E | Num | 53 | 54 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? Too much of my life would be interrupted if I decided to leave my Reserve component now             |
| GR17F | Num | 55 | 56 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? I feel a strong sense of belonging to my Reserve component  |
| GR17G | Num | 57 | 58 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? I feel "emotionally attached" to my Reserve component   |
| GR17H | Num | 59 | 60 | 2 | How much do you agree or disagree with the following statements about working for your Reserve component? One of the problems with leaving my Reserve component would be the lack of available alternatives   |
| GR18A | Num | 61 | 62 | 2 | If you had a friend considering military service, would you recommend that he/she join? Mark "Yes" or "No" for each item. A male friend   |
| GR18B | Num | 63 | 64 | 2 | If you had a friend considering military service, would you recommend that he/she join? Mark "Yes" or "No" for each item. A female friend   |
| GR19  | Num | 65 | 66 | 2 | 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.  |
| GR20  | Num | 67 | 68 | 2 | Was at least one of your activations in the past 24 months longer than 30 consecutive days?   |
| GR21  | Num | 69 | 70 | 2 | In the past 24 months, has (have) your activation(s) for more than 30 consecutive days been voluntary, involuntary, or both?  |
| GR22  | Num | 71 | 72 | 2 | Did any of your activations for more than 30 consecutive days in the past 24 months result in deployment?   |
| GR23  | Num | 73 | 74 | 2 | 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?                           |
| GR24  | Num | 75 | 76 | 2 | Are you currently activated?  |
| GR25  | Num | 77 | 78 | 2 | Are you currently deployed?   |
| GR38A | Num | 79 | 80 | 2 | Are you currently . . . Mark "Yes" or "No" for each item. A student in a resident military course?  |
| GR38B | Num | 81 | 82 | 2 | Are you currently . . . Mark "Yes" or "No" for each item. In a military occupational specialty (MOS/D/R/AFSC) not usually held by persons of your gender?   |
| GR38C | Num | 83 | 84 | 2 | Are you currently . . . Mark "Yes" or "No" for each item. In a military work environment where members of your gender are uncommon?   |
| GR39  | Num | 85 | 86 | 2 | What is the gender of your immediate supervisor in your current military workgroup?   |
| GR42A | Num | 87 | 88 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? I know what is expected of me at work  |
| GR42B | Num | 89 | 90 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? I have the materials and equipment I need to do my work right  |
| GR42C | Num | 91 | 92 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? At work, I have the opportunity to do what I do best every duty day                                      |

|       |     |     |     |   |   |
|-------|-----|-----|-----|---|---|
| GR42D | Num | 93  | 94  | 2 | To what extent do you agree or disagree with the following statements about your military workplace? In the last 7 duty days, I have received recognition or praise for doing good work   |
| GR42E | Num | 95  | 96  | 2 | To what extent do you agree or disagree with the following statements about your military workplace? My supervisor, or someone at work, seems to care about me as a person  |
| GR42F | Num | 97  | 98  | 2 | To what extent do you agree or disagree with the following statements about your military workplace? There is someone at work who encourages my development   |
| GR42G | Num | 99  | 100 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? At work, my opinions seem to count   |
| GR42H | Num | 101 | 102 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? The mission/purpose of my Reserve component makes me feel my job is important  |
| GR42I | Num | 103 | 104 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? My coworkers are committed to doing quality work   |
| GR42J | Num | 105 | 106 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? I have a best friend at work   |
| GR42K | Num | 107 | 108 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? In the last 6 months, someone at work has talked to me about my progress   |
| GR42L | Num | 109 | 110 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? This last year, I have had opportunities at work to learn and to grow  |
| GR42M | Num | 111 | 112 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? At my workplace, a person's job opportunities and promotions are based only on work-related characteristics                                      |
| GR42N | Num | 113 | 114 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? My supervisor helps everyone in my workgroup feel included   |
| GR42O | Num | 115 | 116 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? I trust my supervisor to deal fairly with issues of equal treatment at my workplace  |
| GR42P | Num | 117 | 118 | 2 | To what extent do you agree or disagree with the following statements about your military workplace? At my workplace, all employees are kept well informed about issues and decisions that affect them  |
| GR43A | Num | 119 | 120 | 2 | To what extent do you agree or disagree with the following statements about your military workgroup? If you make a request through channels in your military workgroup, you know somebody will listen   |
| GR43B | Num | 121 | 122 | 2 | To what extent do you agree or disagree with the following statements about your military workgroup? The leaders in your military workgroup are more interested in looking good than being good   |
| GR43C | Num | 123 | 124 | 2 | To what extent do you agree or disagree with the following statements about your military workgroup? You would go for help with a personal problem to people in your military chain-of-command  |
| GR43D | Num | 125 | 126 | 2 | To what extent do you agree or disagree with the following statements about your military workgroup? 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    |
| GR43E | Num | 127 | 128 | 2 | To what extent do you agree or disagree with the following statements about your military workgroup? You are impressed with the quality of leadership in your military workgroup  |
| GR43F | Num | 129 | 130 | 2 | To what extent do you agree or disagree with the following statements about your military workgroup? The leaders in your military workgroup are more interested in furthering their careers than in the well-being of their Reserve component members |
| GR44A | Num | 131 | 132 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? There is very little conflict among your coworkers.  |

|       |     |     |     |   |   |
|-------|-----|-----|-----|---|---|
| GR44B | Num | 133 | 134 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? Your coworkers put in the effort required for their jobs.  |
| GR44C | Num | 135 | 136 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? The people in your workgroup tend to get along.  |
| GR44D | Num | 137 | 138 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? The people in your workgroup are willing to help each other.   |
| GR44E | Num | 139 | 140 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? Your work provides you with a sense of pride.  |
| GR44F | Num | 141 | 142 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? Your work makes good use of your skills.   |
| GR44G | Num | 143 | 144 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? You like the kind of work you do.  |
| GR44H | Num | 145 | 146 | 2 | To what extent do you agree or disagree with the following statements about THE PEOPLE you work with at your military workplace? Your job gives you the chance to acquire valuable skills.  |
| GR45A | Num | 147 | 148 | 2 | 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? Using an angry tone of voice.                  |
| GR45B | Num | 149 | 150 | 2 | 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? Avoiding you                                   |
| GR45C | Num | 151 | 152 | 2 | 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? Making you look bad                            |
| GR45D | Num | 153 | 154 | 2 | 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? Yelling or raising one's voice                 |
| GR45E | Num | 155 | 156 | 2 | 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? Withholding information from you               |
| GR45F | Num | 157 | 158 | 2 | 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? Swearing directed at you                       |
| GR45G | Num | 159 | 160 | 2 | 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? Talking about you behind your back             |
| GR45H | Num | 161 | 162 | 2 | 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? Insulting, criticizing you (including sarcasm) |
| GR45I | Num | 163 | 164 | 2 | 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? Saying offensive or crude things about you     |
| GR45J | Num | 165 | 166 | 2 | 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? Flaunting status or power over you             |
| GR46  | Num | 167 | 168 | 2 | Overall, how well prepared are you to perform your wartime job?   |
| GR47  | Num | 169 | 170 | 2 | Overall, how well prepared is your unit to perform its wartime mission?   |

|       |     |     |     |   |   |
|-------|-----|-----|-----|---|---|
| GR48A | Num | 171 | 172 | 2 | How true or false is each of the following statements for you? Please mark one answer for each statement. I am as healthy as anybody I know   |
| GR48B | Num | 173 | 174 | 2 | How true or false is each of the following statements for you? Please mark one answer for each statement. I seem to get sick a little easier than other people  |
| GR48C | Num | 175 | 176 | 2 | How true or false is each of the following statements for you? Please mark one answer for each statement. I expect my health to get worse   |
| GR48D | Num | 177 | 178 | 2 | How true or false is each of the following statements for you? Please mark one answer for each statement. My health is excellent  |
| GR49A | Num | 179 | 180 | 2 | 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. Cut down on the amount of time you spe |
| GR49B | Num | 181 | 182 | 2 | 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. Accomplished less than you would like  |
| GR49C | Num | 183 | 184 | 2 | 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. Were limited in the kind of work or ot |
| GR49D | Num | 185 | 186 | 2 | 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. Had difficulty performing the work or  |
| GR50  | Num | 187 | 188 | 2 | Overall, how would you rate the current level of stress in your work life?  |
| GR51  | Num | 189 | 190 | 2 | Overall, how would you rate the current level of stress in your personal life?  |
| GR52A | Num | 191 | 192 | 2 | In the past month, how often have you . . . Been upset because of something that happened unexpectedly?   |
| GR52B | Num | 193 | 194 | 2 | In the past month, how often have you . . . Felt that you were unable to control the important things in your life?   |
| GR52C | Num | 195 | 196 | 2 | In the past month, how often have you . . . Felt nervous and stressed?  |
| GR52D | Num | 197 | 198 | 2 | In the past month, how often have you . . . Felt confident about your ability to handle your personal problems?   |
| GR52E | Num | 199 | 200 | 2 | In the past month, how often have you . . . Felt that things were going your way?   |
| GR52F | Num | 201 | 202 | 2 | In the past month, how often have you . . . Found that you could not cope with all of the things you had to do?   |
| GR52G | Num | 203 | 204 | 2 | In the past month, how often have you . . . Been able to control irritations in your life?  |
| GR52H | Num | 205 | 206 | 2 | In the past month, how often have you . . . Felt that you were on top of things?  |
| GR52I | Num | 207 | 208 | 2 | In the past month, how often have you . . . Been angered because of things that were outside of your control?   |
| GR52J | Num | 209 | 210 | 2 | In the past month, how often have you . . . Felt difficulties were piling up so high that you could not overcome them?  |
| GR53A | Num | 211 | 212 | 2 | 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." Activation or deployment                                  |
| GR53B | Num | 213 | 214 | 2 | 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." Military work and civilian career (for example, hours, co |
| GR53C | Num | 215 | 216 | 2 | 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." Finances (yours and your family's)                        |
| GR53D | Num | 217 | 218 | 2 | 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." Health (yours and your family's)                          |

|       |     |     |     |   |  |
|-------|-----|-----|-----|---|--|
| GR53E | Num | 219 | 220 | 2 | 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." Life events (for example, birth of a child, getting engaged) |
| GR53F | Num | 221 | 222 | 2 | 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." Relationship with your spouse or significant other           |
| GR53G | Num | 223 | 224 | 2 | 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." Relationship with your children or other family members      |
| GR53H | Num | 225 | 226 | 2 | 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." Time away from your family                                   |
| GR53I | Num | 227 | 228 | 2 | 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." Crime in your community                                      |
| GR53J | Num | 229 | 230 | 2 | 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." Natural disasters (for example, fires, floods, storms, ea    |
| GR53K | Num | 231 | 232 | 2 | 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." Terrorism, including threat of terrorism                     |
| GR53L | Num | 233 | 234 | 2 | 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." War or hostilities, including threat of war                  |
| GR53M | Num | 235 | 236 | 2 | 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." Loss of civilian job   |
| GR53N | Num | 237 | 238 | 2 | 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." Loss of career advancement opportunities                     |
| GR54A | Num | 239 | 240 | 2 | 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." Time with family   |
| GR54B | Num | 241 | 242 | 2 | 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." Time with friends  |
| GR54C | Num | 243 | 244 | 2 | 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." Vacation time  |
| GR54D | Num | 245 | 246 | 2 | 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." Work out/physical activity   |
| GR54E | Num | 247 | 248 | 2 | 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." TV/movies/music/Internet or other recreation or hobbies                          |
| GR54F | Num | 249 | 250 | 2 | 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." Financial counseling   |
| GR54G | Num | 251 | 252 | 2 | 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." Financial aid societies  |
| GR54H | Num | 253 | 254 | 2 | 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." Spouse employment  |

|       |     |     |     |   |  |
|-------|-----|-----|-----|---|--|
| GR54I | Num | 255 | 256 | 2 | 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." Second income  |
| GR54J | Num | 257 | 258 | 2 | 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." Couple/marital counseling  |
| GR54K | Num | 259 | 260 | 2 | 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." Personal counseling  |
| GR54L | Num | 261 | 262 | 2 | 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." Domestic violence counseling   |
| GR54M | Num | 263 | 264 | 2 | 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." Drinking/use of alcohol  |
| GR54N | Num | 265 | 266 | 2 | 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." Family support groups  |
| GR54O | Num | 267 | 268 | 2 | 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." Child care   |
| GR54P | Num | 269 | 270 | 2 | 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." Services (to individuals or families) concerning military deployment         |
| GR54Q | Num | 271 | 272 | 2 | 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." Religious activities   |
| GR54R | Num | 273 | 274 | 2 | 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." Other  |
| GR55A | Num | 275 | 276 | 2 | 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. You were rated lower than you deserved on your last military evaluation                        |
| GR55B | Num | 277 | 278 | 2 | 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. Your last military evaluation contained unjustified negative comments                          |
| GR55C | Num | 279 | 280 | 2 | 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. You were held to a higher performance standard than others in your military job                |
| GR55D | Num | 281 | 282 | 2 | 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. You did not get a military award or decoration given to others in similar circumstances        |
| GR55E | Num | 283 | 284 | 2 | 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. Your current military assignment has not made use of your job skills                           |
| GR55F | Num | 285 | 286 | 2 | 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. Your current military assignment is not good for your career if you continue in the military   |
| GR55G | Num | 287 | 288 | 2 | 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. You did not receive day-to-day, short-term tasks in your military job that would have helped y |
| GR55H | Num | 289 | 290 | 2 | 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. You did not have a professional relationship with someone who advised (mentored) you on milita |

|       |     |     |     |   |  |
|-------|-----|-----|-----|---|--|
| GR55I | Num | 291 | 292 | 2 | 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. You did not learn until it was too late of opportunities that would have helped your military    |
| GR55J | Num | 293 | 294 | 2 | 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. You were unable to get straight answers about your military promotion possibilities              |
| GR55K | Num | 295 | 296 | 2 | 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. You were excluded from social events important to military career development and being kept i   |
| GR55L | Num | 297 | 298 | 2 | 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. You did not get a military job assignment that you wanted and for which you were qualified       |
| GR55M | Num | 299 | 300 | 2 | You indicated, "Yes, and your gender was a factor" in not getting a military assignment that you wanted and for which you were qualified. Was this assignment legally open to women?   |
| GR55N | Num | 301 | 302 | 2 | 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. Have you had any other adverse personnel actions in the past 12 months?                          |
| GR56  | Num | 303 | 304 | 2 | Do you consider ANY of the behaviors (a through m) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sex discrimination?  |
| GR57A | Num | 305 | 306 | 2 | 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 d |
| GR57B | Num | 307 | 308 | 2 | 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 d |
| GR57C | Num | 309 | 310 | 2 | 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 d |
| GR57D | Num | 311 | 312 | 2 | 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 d |
| GR57E | Num | 313 | 314 | 2 | 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 d |
| GR57F | Num | 315 | 316 | 2 | 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 d |
| GR57G | Num | 317 | 318 | 2 | 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 d |
| GR57H | Num | 319 | 320 | 2 | 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 d |

|       |     |     |     |   |  |
|-------|-----|-----|-----|---|--|
| GR57I | Num | 321 | 322 | 2 | 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 d |
| GR57J | Num | 323 | 324 | 2 | 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 d |
| GR57K | Num | 325 | 326 | 2 | 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 d |
| GR57L | Num | 327 | 328 | 2 | 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 d |
| GR57M | Num | 329 | 330 | 2 | 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 d |
| GR57N | Num | 331 | 332 | 2 | 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 d |
| GR57O | Num | 333 | 334 | 2 | 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 d |
| GR57P | Num | 335 | 336 | 2 | 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 d |
| GR57Q | Num | 337 | 338 | 2 | 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 d |
| GR57R | Num | 339 | 340 | 2 | 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 d |
| GR57S | Num | 341 | 342 | 2 | 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 d |
| GR58  | Num | 343 | 344 | 2 | Do you consider ANY of the behaviors (a through s) which YOU MARKED AS HAPPENING TO YOU in the previous question to have been sexual harassment?   |
| GR59A | Num | 345 | 346 | 2 | Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT   |
| GR59B | Num | 347 | 348 | 2 | Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT   |



|       |     |     |     |   |  |
|-------|-----|-----|-----|---|--|
| GR59Q | Num | 377 | 378 | 2 | Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT |
| GR59R | Num | 379 | 380 | 2 | Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT |
| GR59S | Num | 381 | 382 | 2 | Think about the situation(s) you experienced during the past 12 months that involved sex/gender related talk and/or behavior that was unwanted, uninvited, and in which you did not participate willingly. Now pick the SITUATION THAT HAD THE GREATEST EFFECT |
| GR60A | Num | 383 | 384 | 2 | To what degree was this situation . . . Annoying?  |
| GR60B | Num | 385 | 386 | 2 | To what degree was this situation . . . Offensive?   |
| GR60C | Num | 387 | 388 | 2 | To what degree was this situation . . . Disturbing?  |
| GR60D | Num | 389 | 390 | 2 | To what degree was this situation . . . Threatening?   |
| GR60E | Num | 391 | 392 | 2 | To what degree was this situation . . . Embarrassing?  |
| GR60F | Num | 393 | 394 | 2 | To what degree was this situation . . . Frightening?   |
| GR61A | Num | 395 | 396 | 2 | Where and when did this situation occur? At a military installation  |
| GR61B | Num | 397 | 398 | 2 | Where and when did this situation occur? At your military work (the place where you perform your military duties)  |
| GR61C | Num | 399 | 400 | 2 | Where and when did this situation occur? While in compensated (pay or points) status   |
| GR61D | Num | 401 | 402 | 2 | Where and when did this situation occur? While activated or deployed   |
| GR61E | Num | 403 | 404 | 2 | Where and when did this situation occur? At your civilian work   |
| GR61F | Num | 405 | 406 | 2 | Where and when did this situation occur? At your civilian school   |
| GR61G | Num | 407 | 408 | 2 | Where and when did this situation occur? At some other civilian location   |
| GR65  | Num | 409 | 410 | 2 | Did you work with the person(s) involved at your civilian job?   |
| GR66  | Num | 411 | 412 | 2 | Are/were you in a civilian school setting with the person(s) involved?   |
| GR67A | Num | 413 | 414 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Your immediate military supervisor?  |
| GR67B | Num | 415 | 416 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Your unit commander?   |
| GR67C | Num | 417 | 418 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Other military person(s) of higher rank/grade than you?  |
| GR67D | Num | 419 | 420 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Your military coworker(s)?   |
| GR67E | Num | 421 | 422 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Your military subordinate(s)?  |
| GR67F | Num | 423 | 424 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Your military training instructor?   |
| GR67G | Num | 425 | 426 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Other military person(s)?  |
| GR67H | Num | 427 | 428 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. DoD civilian employees?  |
| GR67I | Num | 429 | 430 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. DoD contractors?   |
| GR67J | Num | 431 | 432 | 2 | Was the person(s) involved . . . Mark "Yes" or "No" for each. Other civilian person?   |
| GR68  | Num | 433 | 434 | 2 | During the course of the situation you have in mind, how often did the event(s) occur?   |
| GR70  | Num | 435 | 436 | 2 | Is the situation still going on?   |
| GR71A | Num | 437 | 438 | 2 | To what extent did you . . . Try to avoid the person(s) who bothered you?  |
| GR71B | Num | 439 | 440 | 2 | To what extent did you . . . Try to forget it?   |
| GR71C | Num | 441 | 442 | 2 | To what extent did you . . . Tell the person(s) you didn't like what he or she was doing?  |
| GR71D | Num | 443 | 444 | 2 | To what extent did you . . . Stay out of the person's or persons' way?   |
| GR71E | Num | 445 | 446 | 2 | To what extent did you . . . Tell yourself it was not really important?  |
| GR71F | Num | 447 | 448 | 2 | To what extent did you . . . Talk to some of your family about the situation?  |
| GR71G | Num | 449 | 450 | 2 | To what extent did you . . . Talk to some of your coworkers about the situation?   |

|       |     |     |     |   |   |
|-------|-----|-----|-----|---|---|
| GR71H | Num | 451 | 452 | 2 | To what extent did you . . . Talk to some of your friends about the situation?  |
| GR71I | Num | 453 | 454 | 2 | To what extent did you . . . Talk to a chaplain or counselor about the situation?   |
| GR71J | Num | 455 | 456 | 2 | To what extent did you . . . Try to avoid being alone with the person(s)?   |
| GR71K | Num | 457 | 458 | 2 | To what extent did you . . . Tell the person(s) to stop?  |
| GR71L | Num | 459 | 460 | 2 | To what extent did you . . . Just put up with it?   |
| GR71M | Num | 461 | 462 | 2 | To what extent did you . . . Ask the person(s) to leave you alone?  |
| GR71N | Num | 463 | 464 | 2 | To what extent did you . . . Blame yourself for what happened?  |
| GR71O | Num | 465 | 466 | 2 | To what extent did you . . . Assume the person(s) meant well?   |
| GR71P | Num | 467 | 468 | 2 | To what extent did you . . . Pray about it?   |
| GR71Q | Num | 469 | 470 | 2 | To what extent did you . . . Pretend not to notice, hoping the person(s) would leave you alone?   |
| GR71R | Num | 471 | 472 | 2 | To what extent did you . . . Do something else in response to the situation?  |
| GR72  | Num | 473 | 474 | 2 | Do you consider this situation to have been sexual harassment?  |
| GR73A | Num | 475 | 476 | 2 | Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each. Your civilian supervisor or someone else at your civilian work, including a special office responsible for handling these kin |
| GR73B | Num | 477 | 478 | 2 | Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each. Your academic advisor/professor at your civilian school or special office responsible for handling these kinds of complaints  |
| GR73C | Num | 479 | 480 | 2 | Did you discuss/report this situation to any of the following civilian individuals or organizations? Mark "Yes" or "No" for each. Community officials, office, or courts (for example, local police or harassment hotline)                                      |
| GR74A | Num | 481 | 482 | 2 | Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each. Your immediate supervisor   |
| GR74B | Num | 483 | 484 | 2 | Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each. Someone else in your military chain-of-command (including your commanding officer)                          |
| GR74C | Num | 485 | 486 | 2 | Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each. Supervisor(s) of the person(s) who did it   |
| GR74D | Num | 487 | 488 | 2 | Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each. Special military office responsible for handling these kinds of complaints (for example, Military Equal Opp |
| GR74E | Num | 489 | 490 | 2 | Did you report this situation to any of the following installation/Reserve component/DoD individuals or organizations? Mark "Yes" or "No" for each. Other installation/Reserve component/DoD person or office with responsibility for follow-up                 |
| GR76A | Num | 491 | 492 | 2 | What actions were taken in response to your report? Person(s) who bothered you was/were talked to about the behavior  |
| GR76B | Num | 493 | 494 | 2 | What actions were taken in response to your report? Your complaint was/is being investigated  |
| GR76C | Num | 495 | 496 | 2 | What actions were taken in response to your report? You were encouraged to drop the complaint   |
| GR76D | Num | 497 | 498 | 2 | What actions were taken in response to your report? Your complaint was discounted or not taken seriously (for example, you were told that's just the way it is, not to overreact, etc.)   |
| GR76E | Num | 499 | 500 | 2 | What actions were taken in response to your report? No action was taken   |
| GR77A | Num | 501 | 502 | 2 | How satisfied are you with the following aspects of the reporting process? Availability of information about how to file a complaint  |
| GR77B | Num | 503 | 504 | 2 | How satisfied are you with the following aspects of the reporting process? Treatment by personnel handling your complaint   |

|       |     |     |     |   |   |
|-------|-----|-----|-----|---|---|
| GR77C | Num | 505 | 506 | 2 | How satisfied are you with the following aspects of the reporting process? Amount of time it took/is taking to resolve your complaint   |
| GR77D | Num | 507 | 508 | 2 | How satisfied are you with the following aspects of the reporting process? How well you were/are kept informed about the progress of your complaint                                     |
| GR77E | Num | 509 | 510 | 2 | How satisfied are you with the following aspects of the reporting process? Degree to which your privacy was/is being protected  |
| GR78  | Num | 511 | 512 | 2 | Is the action still being processed?  |
| GR79  | Num | 513 | 514 | 2 | Was your complaint found to be true?  |
| GR80A | Num | 515 | 516 | 2 | What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each. The outcome of your complaint was explained to you  |
| GR80B | Num | 517 | 518 | 2 | What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each. The situation was corrected   |
| GR80C | Num | 519 | 520 | 2 | What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each. Some action was taken against the person(s) who bothered you  |
| GR80D | Num | 521 | 522 | 2 | What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each. Nothing was done about the complaint  |
| GR80E | Num | 523 | 524 | 2 | What was the outcome of your complaint? Mark "Yes," "No," or "Don't know" for each. Action was taken against you  |
| GR81  | Num | 525 | 526 | 2 | How satisfied were you with the outcome of your complaint?  |
| GR82  | Num | 527 | 528 | 2 | Did you report all of the behaviors you experienced to one of the installation/Reserve component/DoD individuals or organizations?  |
| GR84A | Num | 529 | 530 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were ignored or shunned by others at work          |
| GR84B | Num | 531 | 532 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were blamed for the situation                      |
| GR84C | Num | 533 | 534 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. People gossiped about you in an unkind or negative way |
| GR84D | Num | 535 | 536 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You lost perks/privileges that you had before          |
| GR84E | Num | 537 | 538 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were given less favorable job duties               |
| GR84F | Num | 539 | 540 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were denied an opportunity for training            |
| GR84G | Num | 541 | 542 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were given an unfair job performance appraisal     |
| GR84H | Num | 543 | 544 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were unfairly disciplined                          |
| GR84I | Num | 545 | 546 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were denied a promotion                            |
| GR84J | Num | 547 | 548 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were transferred to a less desirable job           |
| GR84K | Num | 549 | 550 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were unfairly demoted                              |

|       |     |     |     |   |   |
|-------|-----|-----|-----|---|---|
| GR84L | Num | 551 | 552 | 2 | Did any of the following things happen in response to how you handled the situation? Mark "Yes," "No," or "Don't know" for each. You were mistreated in some other way  |
| GR85A | Num | 553 | 554 | 2 | 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. Senior leadership of my Reserve component |
| GR85B | Num | 555 | 556 | 2 | 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. Senior leadership of my installation/ship |
| GR85C | Num | 557 | 558 | 2 | 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. My immediate supervisor                   |
| GR86  | Num | 559 | 560 | 2 | Have you had any training from military sources during the past 12 months on topics related to sexual harassment?   |
| GR88A | Num | 561 | 562 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Provides a good understanding of what words and actions are considered sexual harassment.                               |
| GR88B | Num | 563 | 564 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Teaches that sexual harassment reduces the cohesion and effectiveness of your Reserve component as a whole.             |
| GR88C | Num | 565 | 566 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Teaches that sexual harassment makes it difficult for individual Reserve component members to perform their duties.     |
| GR88D | Num | 567 | 568 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Identifies behaviors that are offensive to others and should not be tolerated.  |
| GR88E | Num | 569 | 570 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Gives useful tools for dealing with sexual harassment.  |
| GR88F | Num | 571 | 572 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Makes you feel it is safe to complain about unwanted, sex-related attention.  |
| GR88G | Num | 573 | 574 | 2 | My Reserve component's training . . . Mark the extent to which you agree or disagree with each of the following statements. Provides information about military policies, procedures, and consequences of sexual harassment.                        |
| GR89  | Num | 575 | 576 | 2 | In your opinion, how effective was the training you received in actually reducing/preventing sexual harassment?   |
| GR90A | Num | 577 | 578 | 2 | In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . . MILITARY UNIT/WORKGROUP - Policies forbidding sexual harassment publicized?                                   |
| GR90B | Num | 579 | 580 | 2 | In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . . MILITARY UNIT/WORKGROUP - Complaint procedures related to sexual harassment publicized?                       |
| GR90C | Num | 581 | 582 | 2 | In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . . MILITARY UNIT/WORKGROUP - Complaints about sexual harassment taken seriously no matter who files them?        |
| GR90D | Num | 583 | 584 | 2 | In your MILITARY UNIT/WORKGROUP / at your MILITARY DUTY STATION/SHIP / in your SERVICE/RESERVE COMPONENT, to what extent are/is . . . MILITARY UNIT/WORKGROUP - Enlisted members required to attend formal sexual harassment training?              |

# APPENDIX

## Notes on Analysis

## Notes on Analysis for the 2004 Workplace and Gender Relations Reserve Survey

This section is focused on the analytic variables contained on the survey analysis files that were used in reporting the results of the survey. The section describes basic crossing variables that were constructed, the race/ethnicity variables based on OMB guidelines, and variables constructed for sample design.

### *Analytic Variables*

The most important variables constructed for analyses have been preserved on the survey analysis files. Where possible these variables are on the public-release file. In every case where a crossing of demographic variables would allow the isolation of one or two respondents, however, either a variable was collapsed into broader categories or were set to missing in the public-release file in order to preserve respondents' confidentiality.

### *Key Demographic Variables*

Demographic data are obtained both from respondents' self-reports on questionnaire and from the Reserve Personnel Edit File. Self-reported race/ethnicity, gender, Reserve Program, and paygrade were used when available in the analyses reported. Where self-reported data were missing, values were imputed through the use of the master file data extracted from the July 2003 Reserve Personnel Edit File. These imputed variables are referred to as X (crossing) variables. The lone crossing variable where we implemented different procedures in its construction was the variable XPROG.<sup>1</sup> The only variables that were imputed are those crucial to the tabulation of data. Figure I.1 provides SAS code for the imputation and creation of the DMDC standard for reporting Federal data on race and ethnicity. Figures I.2-I.5 contain the SAS code of the crossing variables for Reserve Component, gender and Paygrade.

***Race and Ethnicity.*** XRETH8 implements the US Office of Management and Budget Bulletin 00-02 (2000) standards for reporting Federal data on race and ethnicity. SRRETH1 groups responses to SRRACEA-SRRACEF into racial/ethnic categories including multi-racial combinations. The categories are broken down by whether the respondent indicates Hispanic descent (from variable SRHISPA1). Each description in the "RACIAL CATEGORY" column of the chart is preceded by an H for "Hispanic" if the respondent has a value of 2 for SRHISPA1, and by a NH for "Non-Hispanic" if SRHISPA1 has a value of 1. The columns to the right of the descriptions show the Hispanic and race /ethnicity codes matching each description. The coding for SRRETH1 follows the coding provided in the chart. For example, Hispanic single-race respondents who mark only one of the SRRACEA-SRRACEF are assigned the corresponding code (1-5) from the racial/ethnic categories. Hispanics selecting more than one race are coded 7. Non-Hispanics reporting no race code are coded as missing (-9). The "Unassigned categories (coded as 6 and 14), are not populated in this survey, but are used when the additional response

---

<sup>1</sup> There were two steps used to create XPROG. The first was constructing the variable based on record data (PROGRAM) and the second step was imputing for missing values with self-report data (GR31, GR26, GR32, GR27, GR28, GR33). "Missing" values can include partial information, completely missing information, and incorrect information. Because there are very specific conditions for meeting our definition of Reserve Program, we require that the respondent's information be complete and accurate.

option of “Other” for race/ethnicity are included in the question. The categories for Non-Hispanics are similar, except that some racial combinations form their own categories (codes 15-18). The remaining combinations reported by Non-Hispanics are coded as 19.

| CODE | RACIAL CATEGORY (SRRETH1)                                       | SR-    | SR-   | SR-   | SR-   | SR-   | SR-   | SR-   |
|------|---|--------|---|-------|-------|-------|-------|-------|
|      |   | HISPA1 | RACEA   | RACEB | RACEC | RACED | RACEE | RACEF |
| 1    | H American Indian or Alaska Native                              | 2      | 1   | 1     | 2     | 1     | 1     | 1     |
| 2    | H Asian   | 2      | 1   | 1     | 1     | 2     | 1     | 1     |
| 3    | H Black or African American                                     | 2      | 1   | 2     | 1     | 1     | 1     | 1     |
| 4    | H Native Hawaiian or Other Pacific Islander                     | 2      | 1   | 1     | 1     | 1     | 2     | 1     |
| 5    | H White   | 2      | 2   | 1     | 1     | 1     | 1     | 1     |
| 6    | H Some other race   | 2      | 1   | 1     | 1     | 1     | 1     | 2     |
| 7    | Hispanic/Latino reporting more than one race                    | 2      | (Any combination of more than one 2 in SRRACEA-F)       |       |       |       |       |       |
| 8    | H Unknown race  | 2      | -9  | -9    | -9    | -9    | -9    | -9    |
| 9    | NH American Indian or Alaska Native                             | 1      | 1   | 1     | 2     | 1     | 1     | 1     |
| 10   | NH Asian  | 1      | 1   | 1     | 1     | 2     | 1     | 1     |
| 11   | NH Black or African American                                    | 1      | 1   | 2     | 1     | 1     | 1     | 1     |
| 12   | NH Native Hawaiian or Other Pacific Islander                    | 1      | 1   | 1     | 1     | 1     | 2     | 1     |
| 13   | NH White  | 1      | 2   | 1     | 1     | 1     | 1     | 1     |
| 14   | NH Some other race  | 1      | 1   | 1     | 1     | 1     | 1     | 2     |
| 15   | NH American Indian or Alaska Native & White                     | 1      | 2   | 1     | 2     | 1     | 1     | 1     |
| 16   | NH Asian & White  | 1      | 2   | 1     | 1     | 2     | 1     | 1     |
| 17   | NH Black or African American & White                            | 1      | 2   | 2     | 1     | 1     | 1     | 1     |
| 18   | NH American Indian or Alaska Native & Black or African American | 1      | 1   | 2     | 2     | 1     | 1     | 1     |
| 19   | NH Balance of individuals reporting more than one race          | 1      | (Any other combination of more than one 2 in SRRACEA-F) |       |       |       |       |       |

**Figure I.1**  
***SAS Code for Race/Ethnicity***

***Race/Ethnicity.*** XRETH2 and XRETH4 denote the member’s race/ethnicity and are the crossing variables used for tabulations. These variables were created from self-reported information using questions 3 (SRHISPA) and 4 (SRRACEA-SRRACEF). The values for these constructed variables were filled in for members, using ETHNIC and RACE, if the self-report items were missing and the member record was found on the Reserve Personnel Edit File.

```

/*CREATE ETHNICITY FROM SELF-REPORT & IMPUTATIONS (HISP_IM)*/
HISP_IMF =1;

HISP_IM = SRHISPA; /*HISP_IM IS SELF-REPORT ETHNICITY EXCEPT WHEN IMPUTED*/
IF SRHISPA = 1 THEN HISP_IM = 1; /*NOT-HISPANIC*/
IF SRHISPA = 2 THEN HISP_IM = 2; /*HISPANIC*/
ELSE HISP_IM = .;

IF HISP_IM = . AND ETHNIC IN ('AK', 'AL', 'AM', 'AN', 'AO') THEN DO;
    HISP_IM = 2; /*HISPANIC*/
    HISP_IMF = 2; /*IMPUTED VARIABLE FLAG*/
END;

IF INCWEB = .B THEN HISP_IM = .B;
IF INCWEB = .B THEN HISP_IMF = .B;

/*CREATE NON-IMPUTED SELF-REPORT OF RACE WITH OTHER (RACE_NI)*/
RACE_NI = .;
RACE_NI = (100000*SRRACEa) /*White*/
+ (10000*SRRACEb) /* Black */
+ (1000*SRRACEc) /* American Indian or Alaskan Native */
+ (100*SRRACEd) /* Asian*/
+ (10*SRRACEe) /* Hawaiian */
+ (1*SRRACEf) /* Other */
IF SRRACEa LT 1 THEN RACE_NI = .;

IF INCWEB = .B THEN RACE_NI = .B;

/* NEXT CREATE SELF-REPORTED RACE LEVELS (SRRACE1) */
SRRACE1 = .;
IF RACE_NI = . THEN SRRACE1 = .; /*MISSING */
ELSE IF RACE_NI = 111121 THEN SRRACE1 = 004; /* HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 111211 THEN SRRACE1 = 002; /* ASIAN */
ELSE IF RACE_NI = 112111 THEN SRRACE1 = 001; /* AMERICAN INDIAN OR ALASKAN NATIVE*/
ELSE IF RACE_NI = 121111 THEN SRRACE1 = 003; /* BLACK */
ELSE IF RACE_NI = 211111 THEN SRRACE1 = 005; /* WHITE */
ELSE IF RACE_NI = 111112 THEN SRRACE1 = 006; /*OTHER*/
ELSE IF RACE_NI = 112211 THEN SRRACE1 = 100; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN */
ELSE IF RACE_NI = 122211 THEN SRRACE1 = 101; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK */
ELSE IF RACE_NI = 122221 THEN SRRACE1 = 102; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER*/
ELSE IF RACE_NI = 222221 THEN SRRACE1 = 103; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 222211 THEN SRRACE1 = 104; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK WHITE */
ELSE IF RACE_NI = 112221 THEN SRRACE1 = 105; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 212221 THEN SRRACE1 = 106; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 222111 THEN SRRACE1 = 107; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN WHITE */
ELSE IF RACE_NI = 122111 THEN SRRACE1 = 108; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK */
ELSE IF RACE_NI = 122121 THEN SRRACE1 = 109; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 222121 THEN SRRACE1 = 110; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 222111 THEN SRRACE1 = 111; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK WHITE */
ELSE IF RACE_NI = 112121 THEN SRRACE1 = 112; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER*/
ELSE IF RACE_NI = 212121 THEN SRRACE1 = 113; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 212111 THEN SRRACE1 = 114; /* AMERICAN INDIAN OR ALASKAN NATIVE WHITE */
ELSE IF RACE_NI = 121211 THEN SRRACE1 = 115; /* ASIAN BLACK */
ELSE IF RACE_NI = 121221 THEN SRRACE1 = 116; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 221221 THEN SRRACE1 = 117; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 221211 THEN SRRACE1 = 118; /* ASIAN BLACK WHITE */
ELSE IF RACE_NI = 111221 THEN SRRACE1 = 119; /* ASIAN HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 211221 THEN SRRACE1 = 120; /*ASIAN HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 211211 THEN SRRACE1 = 121; /* ASIAN WHITE */
ELSE IF RACE_NI = 121121 THEN SRRACE1 = 122; /* BLACK HAWAIIAN PACIFIC ISLANDER */
ELSE IF RACE_NI = 221121 THEN SRRACE1 = 123; /* BLACK HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 221111 THEN SRRACE1 = 124; /* BLACK WHITE */
ELSE IF RACE_NI = 211121 THEN SRRACE1 = 125; /* HAWAIIAN PACIFIC ISLANDER WHITE */
ELSE IF RACE_NI = 111122 THEN SRRACE1 = 126; /* HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 111212 THEN SRRACE1 = 127; /* ASIAN OTHER*/
ELSE IF RACE_NI = 112112 THEN SRRACE1 = 128; /* AMERICAN INDIAN OR ALASKAN NATIVE OTHER*/
ELSE IF RACE_NI = 121112 THEN SRRACE1 = 129; /* BLACK OTHER*/
ELSE IF RACE_NI = 211112 THEN SRRACE1 = 130; /* WHITE OTHER*/
ELSE IF RACE_NI = 112212 THEN SRRACE1 = 131; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN OTHER*/
ELSE IF RACE_NI = 122212 THEN SRRACE1 = 132; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK OTHER*/
ELSE IF RACE_NI = 122222 THEN SRRACE1 = 133; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 222222 THEN SRRACE1 = 134; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 222212 THEN SRRACE1 = 135; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN BLACK WHITE OTHER*/
ELSE IF RACE_NI = 112222 THEN SRRACE1 = 136; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER OTHER*/
ELSE IF RACE_NI = 212222 THEN SRRACE1 = 137; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN HAWAIIAN PACIFIC ISLANDER WHITE OTHER*/
ELSE IF RACE_NI = 212212 THEN SRRACE1 = 138; /* AMERICAN INDIAN OR ALASKAN NATIVE ASIAN WHITE OTHER*/
ELSE IF RACE_NI = 122112 THEN SRRACE1 = 139; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK OTHER*/
ELSE IF RACE_NI = 122122 THEN SRRACE1 = 140; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER OTHER*/

```

```

ELSE IF RACE_NI = 222122 THEN SRRACE1 = 141; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER */
ELSE IF RACE_NI = 222112 THEN SRRACE1 = 142; /* AMERICAN INDIAN OR ALASKAN NATIVE BLACK WHITE OTHER */
ELSE IF RACE_NI = 112122 THEN SRRACE1 = 143; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER OTHER */
ELSE IF RACE_NI = 212122 THEN SRRACE1 = 144; /* AMERICAN INDIAN OR ALASKAN NATIVE HAWAIIAN PACIFIC ISLANDER WHITE OTHER */
ELSE IF RACE_NI = 212112 THEN SRRACE1 = 145; /* AMERICAN INDIAN OR ALASKAN NATIVE WHITE OTHER */
ELSE IF RACE_NI = 121212 THEN SRRACE1 = 146; /* ASIAN BLACK OTHER */
ELSE IF RACE_NI = 121222 THEN SRRACE1 = 147; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER OTHER */
ELSE IF RACE_NI = 221222 THEN SRRACE1 = 148; /* ASIAN BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER */
ELSE IF RACE_NI = 221212 THEN SRRACE1 = 149; /* ASIAN BLACK WHITE OTHER */
ELSE IF RACE_NI = 111222 THEN SRRACE1 = 150; /* ASIAN HAWAIIAN PACIFIC ISLANDER OTHER */
ELSE IF RACE_NI = 211222 THEN SRRACE1 = 151; /* ASIAN HAWAIIAN PACIFIC ISLANDER WHITE OTHER */
ELSE IF RACE_NI = 211212 THEN SRRACE1 = 152; /* ASIAN WHITE OTHER */
ELSE IF RACE_NI = 121122 THEN SRRACE1 = 153; /* BLACK HAWAIIAN PACIFIC ISLANDER OTHER */
ELSE IF RACE_NI = 221122 THEN SRRACE1 = 154; /* BLACK HAWAIIAN PACIFIC ISLANDER WHITE OTHER */
ELSE IF RACE_NI = 221112 THEN SRRACE1 = 155; /* BLACK WHITE OTHER */
ELSE IF RACE_NI = 211122 THEN SRRACE1 = 156; /* HAWAIIAN PACIFIC ISLANDER WHITE OTHER */

IF INCWEB = .B THEN SRRACE1 = .B;

/* coding for RACE_IM variable */
RACE_IM=SRRACE1 ; /* RACE_IM IS SELF-REPORT, EXCEPT IMPUTED WHEN SELF-REPORT MISSING */
IF RACE_IM NE . THEN RACE_IMF = 1; /* NOT IMPUTED */

/*Imputing for Missing*/
IF SRRACE1 = . AND 1<=RACE<=125 THEN DO;
    RACE_IM = RACE; /* IF RACE=999 THEN RACE_IM = . */
    RACE_IMF = 2; /* IMPUTED */
END;

IF INCWEB = .B THEN RACE_IM = .B;
IF INCWEB = .B THEN RACE_IMF = .B;

/*IMPUTED RACE/ETHNICITY 2 LEVELS (XRETH2)*/
XRETH2 = XRETH7;
IF XRETH7 IN (1 2 3 5 6 7) THEN XRETH2 = 2; /* TOTAL MINORITY */
ELSE IF XRETH7 = 4 THEN XRETH2 = 1; /* WHITE */

IF INCWEB = .B THEN XRETH2 = .B;

```

**Figure I.2**  
**SAS Code Reserve Component**

**Reserve Component.** This variable denotes the member's reserve component and is the crossing variable used for tabulations. It is created from question 6 (SRCOMP). The values for this constructed variable were filled in for members from RORG\_CD if SRCOMP was missing and the member record is found on the Reserve Personnel Edit File.

```

IF SRCOMP = 1 THEN XCOMP = 1; /*ARMY NATIONAL GUARD*/
ELSE IF SRCOMP = 2 THEN XCOMP= 2; /*ARMY RESERVE*/
ELSE IF SRCOMP = 3 THEN XCOMP= 3; /*NAVAL RESERVE*/
ELSE IF SRCOMP = 4 THEN XCOMP= 4; /*MARINE CORPS RESERVE*/
ELSE IF SRCOMP = 5 THEN XCOMP= 5; /*AIR NATIONAL GUARD*/
ELSE IF SRCOMP = 6 THEN XCOMP= 6; /*AIR FORCE RESERVE*/
ELSE IF SRCOMP = 7 THEN XCOMP= 7; /*COAST GUARD RESERVE*/
ELSE XCOMP=.;

/*Imputing for Missing*/
IF XCOMP = . & RORG_CD IN (1,2,3,4,5,6,7) THEN DO;
    XCOMP = RORG_CD;
    XCOMPF = 2; /*Imputed variable flag*/
End;
ELSE XCOMPF = 1; /*Not imputed variable flag*/

IF INCWEB = .B THEN XCOMP = .B;
IF INCWEB = .B THEN XCOMPF = .B;

```

**Figure I.3**

***SAS Code Gender***

***Gender.*** This variable denotes the member's gender. It is created from question 1 (SRSEX). The values for this constructed variable were filled in for members from RSEX if SRSEX is missing.

```

IF SRSEX = 1 then XSEX = 1; /*male*/
else if SRSEX = 2 then XSEX = 2; /*female*/
Else XSEX = .;

/*Imputing for Missing*/
If XSEX = . & (RSEX = 1 or RSEX = 2)
then do;
    XSEX = RSEX;
    XSEXF = 2; /*Imputed variable flag */
END;
Else XSEXF = 1; /* Not imputed variable flag*/

IF INCWEB = .B THEN XSEX = .B;
IF INCWEB = .B THEN XSEXF = .B;

```

**Figure I.4**  
**SAS Code XPAY**

**Paygrade.** This variable denotes the member's Paygrade. It is created from question 7 (SRGRADE). Missing values were imputed from the Reserve Personnel Edit File variable, PAYGRD.

```
IF SRGRADE >=1 THEN
XPAY=SRGRADE;
ELSE XPAY = .;

/*Imputing for Missing*/
IF XPAY = . and PAYGRD Not in ('E00','O00') THEN DO;
  IF PAYGRD='E01' THEN XPAY = 1; /*E1*/
  ELSE IF PAYGRD='E02' THEN XPAY = 2; /*E2*/
  ELSE IF PAYGRD='E03' THEN XPAY = 3; /*E3*/
  ELSE IF PAYGRD='E04' THEN XPAY = 4; /*E4*/
  ELSE IF PAYGRD='E05' THEN XPAY = 5; /*E5*/
  ELSE IF PAYGRD='E06' THEN XPAY = 6; /*E6*/
  ELSE IF PAYGRD='E07' THEN XPAY = 7; /*E7*/
  ELSE IF PAYGRD='E08' THEN XPAY = 8; /*E8*/
  ELSE IF PAYGRD='E09' THEN XPAY = 9; /*E9*/
  ELSE IF PAYGRD='W01' THEN XPAY =11; /*W1*/
  ELSE IF PAYGRD='W02' THEN XPAY =12; /*W2*/
  ELSE IF PAYGRD='W03' THEN XPAY =13; /*W3*/
  ELSE IF PAYGRD='W04' THEN XPAY =14; /*W4*/
  ELSE IF PAYGRD='W05' THEN XPAY =15; /*W5*/
  ELSE IF PAYGRD='O01' THEN XPAY =21; /*O1*/
  ELSE IF PAYGRD='O02' THEN XPAY =22; /*O2*/
  ELSE IF PAYGRD='O03' THEN XPAY =23; /*O3*/
  ELSE IF PAYGRD='O04' THEN XPAY =24; /*O4*/
  ELSE IF PAYGRD='O05' THEN XPAY =25; /*O5*/
  ELSE IF PAYGRD='O06' THEN XPAY =26; /*O6*/
  XPAYF = 2; /*IMPUTED VARIABLE FLAG*/
END;
ELSE XPAYF = 1; /*NOT IMPUTED VARIABLE FLAG*/

IF INCWEB = .B THEN XPAY = .B;
IF INCWEB = .B THEN XPAYF = .B;
```

**Figure I.5**  
**SAS Code Combining Items GR55L and GR55M**

```
GR55LM = .;
IF GR55L = 1 THEN GR55LM = 4; /*NO, OR DOES NOT APPLY*/
ELSE IF GR55L = 2 THEN GR55LM = 3; /*YES, BUT YOUR GENDER WAS NOT A FACTOR*/
ELSE IF GR55L = 3 AND GR55M = 1 THEN GR55LM = 2; /*YES, AND YOUR GENDER WAS A FACTOR (ASSIGNMENT WAS NOT LEGALLY OPEN TO WOMEN)*/
ELSE IF GR55L = 3 AND GR55M = 2 THEN GR55LM = 1; /*YES, AND YOR GENDER WAS A FACTOR (ASSIGNMENT WAS LEGALLY OPEN TO WOMEN)*/
ELSE IF GR55L = .A OR GR55M = .A THEN GR55LM = .A;

IF INCWEB = .B THEN GR55LM = .B;
```

**Figure I.6**  
**SAS Code Creating Unprofessional Gender Related Behaviors Scales**

```
/**Each count factor is set to 1 if any behavior comprising it is rated as happening at least once else it is set to 0;**/

/* Code for Crude Offensive Behavior */
IF (SUM(GR57AR2 GE 1 OR GR57CR2 GE 1 OR GR57ER2 GE 1 OR GR57FR2 GE 1) GE 1) THEN CRDBVR = 2;
ELSE CRDBVR = 1;

IF INCWEB = .B THEN CRDBVR = .B;

/*Code for Sexual Attention */
IF (SUM(GR57HR2 GE 1 OR GR57JR2 GE 1 OR GR57MR2 GE 1 OR GR57NR2 GE 1) GE 1) THEN SEXATTN = 2;
ELSE SEXATTN = 1;

IF INCWEB = .B THEN SEXATTN = .B;

/*Code for Sexual Coercion */
IF (SUM(GR57KR2 GE 1 OR GR57LR2 GE 1 OR GR57OR2 GE 1 OR GR57PR2 GE 1) GE 1) THEN SEXCOER = 2;
ELSE SEXCOER = 1;

IF INCWEB = .B THEN SEXCOER = .B;

/*Code for Sexual Behavior */
IF (SUM(GR57DR2 GE 1 OR GR57GR2 GE 1 OR GR57IR2 GE 1 OR GR57BR2 GE 1) GE 1) THEN SEXBEH = 2;
ELSE SEXBEH = 1;

IF INCWEB = .B THEN SEXBEH = .B;

/*Code for Sexual Assault variable */
IF (SUM(GR57QR2 GE 1 OR GR57RR2 GE 1) GE 1) THEN SEXASLT = 2;
ELSE SEXASLT = 1;

IF INCWEB = .B THEN SEXASLT = .B;

/*Creation of SH with Label Factor*/
/*Code for SH*/
SEX_HAR = SUM(GR57AR2, GR57CR2, GR57ER2, GR57FR2, GR57HR2, GR57JR2, GR57MR2, GR57NR2, GR57KR2, GR57LR2, GR57OR2, GR57PR2);

IF INCWEB = .B THEN SEX_HAR = .B;

/*Code for Label */
SEXHAR = SEX_HAR;
IF SEX_HAR GE 1 AND GR58 IN (2 3) THEN SEXHAR = 2;
ELSE SEXHAR = 1;
```

# APPENDIX

## Examples of Analysis

```

title1 '2004 Workplace and Gender Relations Survey of Reserve Component Members
-- Proc SurveyMeans and SurveyReg Examples';
title2 'THIS DATA IS SUBJECT TO THE RESTRICTIONS OF THE PRIVACY ACT OF 1974.';

```

```

options nocenter ls=252 ps=555 nodate;
libname library '.';
libname sasout '.';

```

```

/*-----*
This procedure gives unweighted counts of the full dataset broken out by
EligFlgW that can be used to verify that the dataset has been properly
imported. Use the counts below as a reference.

```

```

Eligible                26443
Ineligible              201
Non-response/ fram ineligible  49387

```

```

*-----*/

```

```

title3 'Unweighted frequency of EligFlgW ';
proc freq data=sasout.grrtrnap;
tables EligFlgW /missing;

```

```

/*-----*
This procedure gives the weighted count of eligible & ineligible
respondents that can be used to verify that the dataset has been
properly imported. Use the counts below as a reference.

```

```

Eligible                783391.2
Ineligible              5951.799

```

```

*-----*/

```

```

title4 'Weighted frequency of EligFlgW';
proc freq data=sasout.grrtrnap;
tables EligFlgW/mismissing;
weight FinalWgt;

```

```

/*-----*
This procedure creates a dataset to hold the stratum totals required by
Proc SurveyMeans and thus enabeling Proc SurveyMeans to apply the
finite population correction to variance estimtates.

```

```

*-----*/

```

```

proc means data=sasout.grrtrnap p noprint;
  var _TOTAL_ ;
  output out=tots4fpc max=;
  class EligFlgW TVSTR;
run;

```

```
/*-----*
This procedure runs Proc SurveyMeans. Proc SurveyMeans uses Taylor
series variance estimates and is one of a few procedures in SAS that
applies sample design corrections to the estimated variances. Most
commonly available statistical programs have little or no capability to
compensate for survey sample designs and produce inaccurate variance
estimates.
```

In the example below Gender (XSEX) is the dependent variable and is treated as class variable. EligFlgW and XCOMP are the independent variable. The results for EligFlgW show the estimated eligible and ineligible population totals for each sex. The EligFlgW\*XCOMP show the estimated eligible and ineligible population totals for each sex by Reserve Component.

Note that weighted ineligible records need to be included in all domain definitions in order to properly estimate variances even though the point estimates for the ineligible records may be of no interest. SAS does provide a macro that enables Proc SurveyMeans to analyze sub-populations without printing the point estimates of unwanted domains while still include the unwanted domain information in variance estimates.

```
*-----*/
```

```
title5 'Weighted Percentages of Gender by Service with Taylor series corrected
variance estimates';
proc SurveyMeans data=sasout.grrtrnap total=tots4fpc MEAN CLM nobs sumwgt;
strata TVSTR;
var XSEX;
class XSEX;
domain ELIGFLGW ELIGFLGW*XCOMP;
weight RKW0;
where EligFlgW in (1 2);
run;
```

```
/*-----*
This procedure runs Proc SurveyReg and performs an analysis of variance
on XSEX where XSEX is treated as an equal interval variable. Service is the
class variable. Weighted ineligible cases are excluded from the analysis.
*-----*/
```

```
title6 'ANOVA of Gender by Service with Taylor series corrected variance
estimates';
proc surveyreg data=sasout.grrtrnap total=tots4fpc;
strata TVSTR;
class XCOMP;
model XSEX=XCOMP;
weight RKW0;
where ELIGFLGW=1;
run;
```

```
endsas;
```

# APPENDIX

## Crosswalk

| WGR<br>-R | Descriptive label  | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|--|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q1        | Are you . . .  | 1           | Q81         | Q206                | Q5                  | Q2              | 3               | 111             | 2               | 2               |
| Q2        | Highest degree/level of school completed                                       | 2           | Q89~        | Q209~               |                     |                 | 4               | 112             | 13              | 13              |
| Q3        | Are you Spanish/Hispanic/Latino  | 3           | Q82~        | Q210                | Q8                  | Q10             | 13              | 118             | 16              | 16              |
| Q4        | What is your race  | 4           | Q83         | Q211~               | Q9~                 | Q11             | 14              | 119~            | 17              | 17              |
| Q5        | What is your marital status  | 5           | Q102~       | Q03                 | Q58                 | Q5              | 5               | 29              | 4               | 4               |
| Q6        | Of which reserve component are you a member                                    | 6~          | Q1          | Q1~                 | Q1~                 | Q1~             | 1~              | 1~              | 1~              | 1~              |
| Q7        | What is your current paygrade  | 7           | Q3          | Q205                | Q7                  | Q4              | 2               | 110             | 3               | 3               |
| Q8        | Have you served on active duty   |             |             | Q207~               | Q6~                 | Q3~             |                 |                 |                 |                 |
| Q9        | How many years served in military Service                                      | 8~          | Q2~         |                     | Q55                 | Q60             | 19~             |                 |                 |                 |
| Q10       | How likely choose to stay in Nat Guard/Reserve                                 | 11~         | Q29         | Q8                  | Q12                 | Q46             | 22~             | 6~              | 23~             | 22~             |
| Q11       | How likely serve until retirement  | 12~         | Q30         | Q9                  |                     | Q62             | 23~             |                 |                 |                 |
| Q12       | How many years do you expect to complete when leave military                   | 13~         | Q32~        |                     |                     | Q66             | 24~             | 8~              |                 |                 |
| Q13       | In gen'l, life better/worse than expect when first entered Nat'l Guard/Reserve | 14~         |             |                     |                     | Q67             |                 | 25~             |                 |                 |
| Q14       | In gen'l, Reserve duty better/worse than expect                                | 15~         |             |                     |                     | Q68             |                 | 24~             |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R  | Descriptive label   | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------------|---|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|            | when first entered Nat'l Guard/Reserve                                |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q15<br>(a) | Sat/dissat: Your total compensation                                   |             |             | Q6a                 | 10a                 | Q44a            | 51a             | 2a~             | 21a             | 20a             |
| Q15<br>(b) | Sat/dissat: The type of work you do in your military job              |             |             | Q6b                 | 10b                 | Q44b            | 51b             | 2b~             | 21b             | 20b             |
| Q15<br>(c) | Sat/dissat: Your opportunities for promotion in your unit             |             | Q44d        | Q6c                 | 10c                 | Q44c            | 51c~            | 2c~             | 21c             | 20c             |
| Q15<br>(d) | Sat/dissat: The quality of your coworkers in your unit                |             |             | Q6d                 | 10d                 | Q44d            | 51d~            | 2d~             | 21d             | 20d             |
| Q15<br>(e) | Sat/dissat: The quality of your supervisor in your unit               |             |             | Q6e                 | 10e                 | Q44e            | 51e~            | 2e~             | 21e             | 20e             |
| Q15<br>(f) | Sat/dissat: Military values, lifestyle, and tradition                 |             |             |                     |                     | Q76a            | 27a             |                 |                 |                 |
| Q15<br>(g) | Sat/dissat: Amount of enjoyment from your National Guard/Reserve duty |             |             |                     |                     | Q76b            | 27b~            |                 |                 |                 |
| Q15<br>(h) | Sat/dissat: Training received during your unit drills                 |             | Q44a        |                     |                     | Q79a~           | 27e~~           |                 |                 |                 |
| Q15<br>(i) | Sat/dissat: Your unit's morale  |             |             |                     |                     | Q76c            | 27g             |                 |                 |                 |
| Q15<br>(j) | Sat/dissat: Opportunities for leadership in your unit                 |             | Q44e        |                     |                     | Q76d            |                 |                 |                 |                 |
| Q15<br>(k) | Sat/dissat: Opportunities to use your primary                         |             | Q44c        |                     | 47~                 | Q76e            |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR     | Descriptive label   | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|---------|---|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R      |   |             |             |                     |                     |                 |                 |                 |                 |                 |
|         | MOS/D/R/AFSC skills during unit drills  |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q15 (l) | Sat/dissat: Types of assignments received                                     |             |             |                     |                     | Q80a~           |                 |                 |                 |                 |
| Q15 (m) | Sat/dissat: Assignment stability  |             | Q44m        |                     |                     | Q80b~           | 27h~            |                 |                 |                 |
| Q15 (n) | Sat/dissat: Your personal workload  |             | Q44l~       |                     |                     | Q80c~           | 27c             |                 |                 |                 |
| Q15 (o) | Sat/dissat: Time required at National Guard/Reserve activities                |             |             |                     |                     | Q80d~           |                 |                 |                 |                 |
| Q15 (p) | Sat/dissat: Your possibility of being activated or deployed in the future     |             | Q44r~       |                     |                     | Q80e/Q80f~      |                 |                 |                 |                 |
| Q15 (q) | Sat/dissat: Number of recent activations or deployments you have experienced  |             |             |                     |                     | Q80g~           |                 |                 |                 |                 |
| 16      | How satisfied with military way of life                                       |             |             | Q7                  | Q11                 | Q45             | 52              | 3               | 22              | 21              |
| 17(a)   | Agree/disagr: Feel like part of the family in Reserve Component               |             |             |                     |                     |                 |                 |                 |                 |                 |
| 17(b)   | Agree/disagr: My Reserve Component has a great deal of personal meaning to me |             |             |                     |                     |                 |                 |                 |                 |                 |
| 17(c)   | Agree/disagr: Too costly to leave   |             |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label  | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|--|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 17(d)     | Agree/disagr: Afraid of what would happen if I quit without having something else lined up |             |             |                     |                     |                 |                 |                 |                 |                 |
| 17(e)     | Agree/disagr: Too much of my life would be interrupted if I leave                          |             |             |                     |                     |                 |                 |                 |                 |                 |
| 17(f)     | Agree/disagr: I have a strong sense of belonging   |             |             |                     |                     |                 |                 |                 |                 |                 |
| 17(g)     | Agree/disagr: Emotionally attached to Reserve Component                                    |             |             |                     |                     |                 |                 |                 |                 |                 |
| 17(h)     | Agree/disagr: Lack of available alternatives would be a problem                            |             |             |                     |                     |                 |                 |                 |                 |                 |
| 18a       | If male friend considering military Service, would recommend join                          | 19a         |             |                     |                     | 74a             |                 |                 |                 |                 |
| 18b       | If female friend considering military Service, would recommend join                        | 19b         |             |                     |                     | 74b             |                 |                 |                 |                 |
| 19        | Have been activated within last 24 months  |             |             | Q13                 | Q16                 | Q12             |                 |                 |                 |                 |
| 20        | Was activation longer than 30 days   |             |             | Q14                 | Q17                 | Q13             |                 |                 |                 |                 |
| 21        | Past 24 mo, have your activations for more than 30   |             |             | Q15                 | Q18                 | Q14             |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                                                          | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|------------------------------------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | days voluntary, involuntary,<br>or both                                                                    |             |             |                     |                     |                 |                 |                 |                 |                 |
| 22        | Past 24 mo, activations of<br>over 30 days result in<br>deployment                                         |             |             | Q27                 | Q20                 | Q16             |                 |                 |                 |                 |
| 23        | Past 24 mo, deployed<br>CONUS or OCONUS, or<br>both                                                        |             |             | Q29                 | Q21                 | Q17             |                 |                 |                 |                 |
| 24        | Are you currently activated                                                                                |             |             | Q20                 | Q19                 | Q15             |                 |                 |                 |                 |
| 25        | Are you currently deployed                                                                                 | 31f~~       | Q12~        | Q33                 |                     | Q18             |                 |                 |                 |                 |
| 26        | Prior to activation, member<br>of Reserves on Active Duty,<br>National Guard Duty, or<br>State Active Duty |             |             |                     |                     | Q19             |                 |                 |                 |                 |
| 27        | Prior to activation, were an<br>individual Mobilization<br>Augmentee                                       |             |             |                     |                     | Q22             |                 |                 |                 |                 |
| 28        | Prior to activation, were a<br>military technician                                                         |             |             |                     |                     | Q24             |                 |                 |                 |                 |
| 29        | In week prior to activation,<br>did have full-time job                                                     |             |             |                     | 23~~                | 34              |                 |                 |                 |                 |
| 30        | At time of most recent<br>activation, student in a<br>civilian school                                      |             |             |                     | 33~                 | 42~~            |                 |                 |                 |                 |
| 31        | Are you currently member<br>of Reserves on Active Duty,<br>National Guard Duty, or                         |             | Q122~       |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                      | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | State Active Duty                                                      |             |             |                     |                     |                 |                 |                 |                 |                 |
| 32        | Are you currently an Individual Mobilization Augmentee                 |             |             |                     | Q2~                 | 21~             |                 |                 |                 |                 |
| 33        | Are you currently a military technician                                |             |             |                     | Q4                  | Q23             |                 |                 |                 |                 |
| 34        | Do you currently have a civilian job                                   |             | Q123~       |                     | Q30~                | Q33~            |                 |                 |                 |                 |
| 35        | Are you currently student in a civilian school                         |             | Q91~        | Q106~               | Q32~                | Q40             |                 |                 |                 |                 |
| 36        | Past 12 mo, days spent in National Guard/Reserve status                |             |             | Q112                | Q36                 |                 |                 |                 |                 |                 |
| 37        | How long been in present military unit                                 |             | Q6~         |                     |                     |                 |                 |                 |                 |                 |
| Q38a      | Currently: a student in resident military course                       | 31a~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q38b      | Currently: MOS not usually held by gender                              | 31d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q38c      | Currently: work environment uncommon                                   | 31e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q39       | Gender of your immediate supervisor in your current military workgroup | 32~         |             |                     |                     |                 |                 |                 |                 |                 |
| Q40       | Paygrade of your immediate supervisor in currently military workgroup  | 33~         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                         | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|-----------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q41       | Statement describes gend mix of current military work grp | 34~         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42a      | Agr/disagr in mil workplace: know what is expected of me  | 35a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42b      | Agr/disagr in mil workplace: material/equip to do work    | 35b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42c      | Agr/disagr in mil workplace: opportunity to do best       | 35c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42d      | Agr/disagr in mil workplace: last 7 days, receive recog   | 35d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42e      | Agr/disagr in mil workplace: supv cares about me          | 35e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42f      | Agr/disagr in mil workplace: someone energs development   | 35f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42g      | Agr/disagr in mil workplace: my opinions seem to count    | 35g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42h      | Agr/disagr in mil workplace: Svc mission makes job impt   | 35h~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q42i      | Agr/disagr in mil workplace: coworkers committed to qual  | 35i         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42j      | Agr/disagr in mil workplace: have best friend at work     | 35j         |             |                     |                     |                 |                 |                 |                 |                 |
| Q42k      | Agr/disagr in mil workplace:                              | 35k         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label                                                       | WGR  | RCS | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|-------------------------------------------------------------------------|------|-----|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   | talk to me about my progress                                            |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q42l | Agr/disagr in mil workplace: last yr, opps to learn/grow                | 35l  |     |                     |                     |                 |                 |                 |                 |                 |
| Q42m | Agr/disagr in mil workplace: opp/promo wrk related charac               | 35m  |     |                     |                     |                 |                 |                 |                 |                 |
| Q42n | Agr/disagr in mil workplace: supv helps all feel included               | 35n  |     |                     |                     |                 |                 |                 |                 |                 |
| Q42o | Agr/disagr in mil workplace: trust supv deal fairly                     | 35o  |     |                     |                     |                 |                 |                 |                 |                 |
| Q42p | Agr/disagr in mil workplace: employees kept well informed               | 35p  |     |                     |                     |                 |                 |                 |                 |                 |
| Q43a | Agr/disagr in mil workgroup: make request through channels, will listen | 36b~ |     |                     |                     |                 | 33a             |                 |                 |                 |
| Q43b | Agr/disagr in mil workgroup: lead interested in look good               | 38b  |     |                     |                     |                 | 33b             |                 |                 |                 |
| Q43c | Agr/disagr in mil workgroup: prsnl prob, chain of command               | 38d~ |     |                     |                     |                 | 33c             |                 |                 |                 |
| Q43d | Agr/disagr in mil workgroup: lead not concern, treatment                | 38e~ |     |                     |                     |                 | 33d             |                 |                 |                 |
| Q43e | Agr/disagr in mil                                                       | 38c  |     |                     |                     |                 | 33e             |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                               | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|-----------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | workgroup: impressed<br>w/qual of leader                        |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q43f      | Agr/disagr in mil<br>workgroup: leader interested<br>in career  | 38f~        |             |                     |                     |                 | 33f             |                 |                 |                 |
| Q44a      | Agr/disagr in mil<br>workgroup: little conflict<br>w/coworkers  | 39a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q44b      | Agr/disagr in mil<br>workgroup: coworkers put<br>in effort      | 39c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q44c      | Agr/disagr in mil<br>workgroup: work group tend<br>to get along | 39e~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q44d      | Agr/disagr in mil<br>workgroup: work group<br>willing to help   | 39f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q44e      | Agr/disagr in mil<br>workgroup: work provides<br>sense of pride | 39g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q44f      | Agr/disagr in mil<br>workgroup: work makes<br>good use of skill | 39h         |             |                     |                     |                 |                 |                 |                 |                 |
| Q44g      | Agr/disagr in mil<br>workgroup: you like the<br>work you do     | 39j         |             |                     |                     |                 |                 |                 |                 |                 |
| Q44h      | Agr/disagr in mil                                               | 39k         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                    | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|----------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | workgroup: chance to<br>acquire skills                               |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q45a      | Past 12 mos, target in<br>military workplace: angry<br>tone of voice | 40a~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45b      | Past 12 mos, target in<br>military workplace: avoiding<br>you        | 40b~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45c      | Past 12 mos, target in<br>military workplace: making<br>you look bad | 40c~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45d      | Past 12 mos, target in<br>military workplace:<br>yelling/raise voice | 40d~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45e      | Past 12 mos, target in<br>military workplace:<br>withholding info    | 40e~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45f      | Past 12 mos, target in<br>military workplace:<br>swearing at you     | 40f~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45g      | Past 12 mos, target in<br>military workplace: talk<br>behind back    | 40g~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45h      | Past 12 mos, target in<br>military workplace: insult,<br>criticize   | 40h~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q45i      | Past 12 mos, target in                                               | 40i~        |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.

~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                   | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|---------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | military workplace:<br>offensive/crude                              |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q45j      | Past 12 mos, target in<br>military workplace: flaunt<br>status over | 40j~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q46       | Overall: Prepared to prfrm<br>wartime job                           | 45~         |             | Q41                 |                     | Q56             | 29              | 18              | 33              | 34              |
| Q47       | Unit prepared to prfrm<br>wartime mission                           |             |             | Q42                 |                     | Q57             |                 | 19              | 34              | 35              |
| Q48a      | True/False: I am as healthy<br>as anybody                           | 50a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q48b      | True/False: I get sick a little<br>easier                           | 50b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q48c      | True/False: expect health to<br>get worse                           | 50c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q48d      | True/False: my health is<br>excellent                               | 50d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q49a      | Pst 4 wk, hlth prb: cut down<br>work time                           | 51a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q49b      | Pst 4 wk, hlth prb:<br>accomplished less                            | 51b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q49c      | Pst 4 wk, hlth prb: limit kind<br>of work                           | 51c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q49d      | Pst 4 wk, hlth prb: diff<br>performing work                         | 51d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q50       | Stress in military work life                                        |             |             | Q117                | Q43                 | Q58             |                 | 20              | 35~             | 36~             |
| Q51       | Stress in personal life                                             |             |             | Q118                | Q44                 | Q59             |                 | 21              | 36              | 37              |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                              | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|----------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q52a      | Past month: Been upset because something happened unexpectedly |             |             |                     |                     |                 |                 | 81a             |                 |                 |
| Q52b      | Past month: Unable to control important things in your life    |             |             |                     |                     |                 |                 | 81b             |                 |                 |
| Q52c      | Past month: Felt nervous and stressed                          |             |             |                     |                     |                 |                 | 81c             |                 |                 |
| Q52d      | Past month: Felt confident about ability to handle problems    |             |             |                     |                     |                 |                 | 81d             |                 |                 |
| Q52e      | Past month: Felt things were going your way                    |             |             |                     |                     |                 |                 | 81e             |                 |                 |
| Q52f      | Past month: Could not cope                                     |             |             |                     |                     |                 |                 | 81f             |                 |                 |
| Q52g      | Past month: Able to control irritations in your life           |             |             |                     |                     |                 |                 | 81g             |                 |                 |
| Q52h      | Past month: Felt that you were on top of things                |             |             |                     |                     |                 |                 | 81h             |                 |                 |
| Q52i      | Past month: Angered because of things outside your control     |             |             |                     |                     |                 |                 | 81i             |                 |                 |
| Q52j      | Past month: Difficulties were piling up                        |             |             |                     |                     |                 |                 | 81j             |                 |                 |
| Q53a      | Created stress in life: Deployment                             |             |             |                     |                     |                 |                 | 82a~            |                 |                 |
| Q53b      | Created stress in life: Work and career                        |             |             |                     |                     |                 |                 | 82b~            |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                               | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|---------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q53c      | Created stress in life:<br>Finances                                             |             |             |                     |                     |                 |                 | 82c             |                 |                 |
| Q53d      | Created stress in life: Health                                                  |             |             |                     |                     |                 |                 | 82d             |                 |                 |
| Q53e      | Created stress in life: Life<br>events                                          |             |             |                     |                     |                 |                 | 82e             |                 |                 |
| Q53f      | Created stress in life:<br>Relationship with spouse or<br>sig other             |             |             |                     |                     |                 |                 | 82f             |                 |                 |
| Q53g      | Created stress in life:<br>Relationship with children<br>or other family member |             |             |                     |                     |                 |                 | 82g             |                 |                 |
| Q53h      | Created stress in life: Time<br>away from family                                |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q53i      | Created stress in life: Crime<br>in your community                              |             |             |                     |                     |                 |                 | 82h             |                 |                 |
| Q53j      | Created stress in life:<br>Natural disasters                                    |             |             |                     |                     |                 |                 | 82i             |                 |                 |
| Q53k      | Created stress in life:<br>Terrorism, including threat<br>of terrorism          |             |             |                     |                     |                 |                 | 82j             |                 |                 |
| Q53l      | Created stress in life: War or<br>hostilities, including threat<br>of war       |             |             |                     |                     |                 |                 | 82k             |                 |                 |
| Q53m      | Created stress in life: Loss<br>of civilian job                                 |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q53n      | Created stress in life: Loss<br>of career advancement                           |             |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label   | WGR 2002 | RCS 2000 | 05/03 SOFS-R | 09/03 SOFS-R | 05/04 SOFS-R | 07/02 SOFS-A | 03/03 SOFS-A | 07/03 SOFS-A | 11/03 SOFS-A |
|------|---|----------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| -R   |   |          |          |              |              |              |              |              |              |              |
|      | opportunities   |          |          |              |              |              |              |              |              |              |
| Q54a | Reduced stress: Time with family  |          |          |              |              |              |              | 83a          |              |              |
| Q54b | Reduced stress: Time with friends   |          |          |              |              |              |              | 83b          |              |              |
| Q54c | Reduced stress: Vacation time   |          |          |              |              |              |              | 83c          |              |              |
| Q54d | Reduced stress: Work out/physical activity                                |          |          |              |              |              |              | 83d          |              |              |
| Q54e | Reduced stress: TV/movies/music/internet/or other recreational or hobbies |          |          |              |              |              |              | 83e          |              |              |
| Q54f | Reduced stress: Financial counseling                                      |          |          |              |              |              |              | 83f          |              |              |
| Q54g | Reduced stress: Financial aid societies                                   |          |          |              |              |              |              | 83g          |              |              |
| Q54h | Reduced stress: Spouse employment   |          |          |              |              |              |              | 83h          |              |              |
| Q54i | Reduced stress: Second income   |          |          |              |              |              |              | 83i          |              |              |
| Q54j | Reduced stress: Couple/marital counseling                                 |          |          |              |              |              |              |              |              |              |
| Q54k | Reduced stress: Personal counseling                                       |          |          |              |              |              |              | 83j          |              |              |
| Q54l | Reduced stress: Domestic violence counseling                              |          |          |              |              |              |              | 83k          |              |              |
| Q54m | Reduced stress:   |          |          |              |              |              |              | 83l          |              |              |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label                                       | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|---------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   |                                                         |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q54n | Drinking/use of alcohol                                 |             |             |                     |                     |                 |                 | 83m             |                 |                 |
| Q54o | Reduced stress: Family support groups                   |             |             |                     |                     |                 |                 | 83n             |                 |                 |
| Q54p | Reduced stress: Child care                              |             |             |                     |                     |                 |                 | 83o             |                 |                 |
|      | Reduced stress: Services concerning military deployment |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q54q | Reduced stress: Religious activities                    |             |             |                     |                     |                 |                 | 83p             |                 |                 |
| Q54r | Reduced stress: Other                                   |             |             |                     |                     |                 |                 | 83q             |                 |                 |
| Q55a | Pst 12 mo: rated lower than deserve mil evaluation      | 54a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q55b | Pst 12 mo: unjustified neg comments on mil evaluation   | 54b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q55c | Pst 12 mo: higher performance standard in mil job       | 54c~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q55d | Pst 12 mo: did not get mil award/decoration             | 54d~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q55e | Pst 12 mo: mil assignment not use job skills            | 54e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q55f | Pst 12 mo: mil assignmnt not good for career            | 54f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q55g | Pst 12 mo: no day-to-day short term mil task            | 54g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q55h | Pst 12 mo: no mentor for mil career develop             | 54h         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label                                         | WGR  | RCS  | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|-----------------------------------------------------------|------|------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   |                                                           | 2002 | 2000 |                     |                     |                 |                 |                 |                 |                 |
| Q55i | Pst 12 mo: didn't learn opps for mil career               | 54i~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q55j | Pst 12 mo: no straight answer for mil promo               | 54j  |      |                     |                     |                 |                 |                 |                 |                 |
| Q55k | Pst 12 mo: excluded from social events                    | 54k  |      |                     |                     |                 |                 |                 |                 |                 |
| Q55l | Pst 12 mo: Didn't get mil job assignment wanted           | 54l  |      |                     |                     |                 |                 |                 |                 |                 |
| Q55m | Answered yes to I, assignment legally open to women       | 54m  |      |                     |                     |                 |                 |                 |                 |                 |
| Q55n | Pst 12 mo: Other adverse conditions                       | 54n  |      |                     |                     |                 |                 |                 |                 |                 |
| Q56  | Any of the behaviors which happened to you discrimination |      |      |                     |                     |                 |                 |                 |                 |                 |
| Q57a | Pst 12 mo, freq: offnsv sex story/joke                    | 55a  |      |                     |                     |                 |                 |                 |                 |                 |
| Q57b | Pst 12 mo, freq: offensive gender terms                   | 55b  |      |                     |                     |                 |                 |                 |                 |                 |
| Q57c | Pst 12 mo, freq: unwelcome sex discuss                    | 55c  |      |                     |                     |                 |                 |                 |                 |                 |
| Q57d | Pst 12 mo, freq: treat diff because gend                  | 55d  |      |                     |                     |                 |                 |                 |                 |                 |
| Q57e | Pst 12 mo, freq: remark on appearance                     | 55e  |      |                     |                     |                 |                 |                 |                 |                 |
| Q57f | Pst 12 mo, freq:                                          | 55f  |      |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label  | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|--|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   |  |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q57g | embarrassing gestures<br>Pst 12 mo, freq: offnsv<br>sexist remarks | 55g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57h | Pst 12 mo, freq:<br>romantic/sex relation                          | 55h         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57i | Pst 12 mo, freq: put down,<br>gender                               | 55i         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57j | Pst 12 mo, freq: ask date<br>after said no                         | 55j         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57k | Pst 12 mo, freq: bribed to<br>engage in sex                        | 55k         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57l | Pst 12 mo, freq: threat, sex<br>cooperation                        | 55l         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57m | Pst 12 mo, freq: touch<br>uncomfortably                            | 55m         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57n | Pst 12 mo, freq: attempt<br>stroke/fondle                          | 55n         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57o | Pst 12 mo, freq: treat bad,<br>refuse sex                          | 55o         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57p | Pst 12 mo, freq: promo, sex<br>cooperative                         | 55p         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57q | Pst 12 mo, freq: attempt sex,<br>unsuccess                         | 55q         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57r | Pst 12 mo, freq: sex without<br>consent                            | 55r         |             |                     |                     |                 |                 |                 |                 |                 |
| Q57s | Pst 12 mo, freq: other<br>behavior                                 | 55s         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                      | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|----------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q58       | Consider Q57 marked as sex harassment  | 56          |             |                     |                     |                 |                 |                 |                 |                 |
| Q59a      | Pst 12 mo, eff: offnsv sex story/joke  | 57a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59b      | Pst 12 mo, eff: offensive gender terms | 57b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59c      | Pst 12 mo, eff: unwelcome sex discuss  | 57c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59d      | Pst 12 mo, eff: treat diff, gender     | 57d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59e      | Pst 12 mo, eff: remark on appearance   | 57e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59f      | Pst 12 mo, eff: embarrassing gestures  | 57f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59g      | Pst 12 mo, eff: offnsv sexist remarks  | 57g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59h      | Pst 12 mo, eff: romantic/sex relation  | 57h         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59i      | Pst 12 mo, eff: put down, gender       | 57i         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59j      | Pst 12 mo, eff: ask date after said no | 57j         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59k      | Pst 12 mo, eff: bribed engage in sex   | 57k         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59l      | Pst 12 mo, eff: thrt, sex cooperation  | 57l         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59m      | Pst 12 mo, eff: touch                  | 57m         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                      | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|--|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | uncomfortably                          |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q59n      | Pst 12 mo, eff: attempt stroke/fondle  | 57n         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59o      | Pst 12 mo, eff: treat bad, refuse sex  | 57o         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59p      | Pst 12 mo, eff: promo, sex cooperative | 57p         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59q      | Pst 12 mo, eff: attempt sex, unsuccess | 57q         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59r      | Pst 12 mo, eff: sex without consent    | 57r         |             |                     |                     |                 |                 |                 |                 |                 |
| Q59s      | Pst 12 mo, eff: other behavior         | 57s         |             |                     |                     |                 |                 |                 |                 |                 |
| Q60a      | Degree of situation: annoying          | 58a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q60b      | Degree of situation: offensive         | 58b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q60c      | Degree of situation: disturbing        | 58c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q60d      | Degree of situation: threatening       | 58d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q60e      | Degree of situation: embarrassing      | 58e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q60f      | Degree of situation: frightening       | 58f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q61a      | Situation occur: at a mil installation | 59a         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                          | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q61b      | Situation occur: at your mil work                          | 59b~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q61c      | Situation occur: while in compensated status               | 59c~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q61d      | Situation occur: while activated or deployed               |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q61e      | Situation occur: your civilian work                        |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q61f      | Situation occur: at your civilian school                   |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q61g      | Situation occur: some other civilian location              |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q62       | How many people responsible for the behaviors in situation |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q63       | What was gender of person(s) involved                      | 60          |             |                     |                     |                 |                 |                 |                 |                 |
| Q64       | How well know offender                                     |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q65       | Do you work with persons involved at your civilian job     |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q66       | Were/are you in a civilian school with person(s) involved  |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q67a      | Person involved: immediate mil supv                        | 61a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67b      | Person involved: immediate civ supv                        | 61b         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                      | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|----------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q67c      | Person involved: unit commander        | 61c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67d      | Person involved: mil, higher rank      | 61d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67e      | Person involved: civ, higher rank      | 61e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67f      | Person involved: military coworkers    | 61f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67g      | Person involved: civilian coworkers    | 61g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67h      | Person involved: military subordinates | 61h         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67i      | Person involved: civilian subordinates | 61i         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67j      | Person involved: mil train instructor  | 61j         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67k      | Person involved: civ train instructor  | 61k         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67l      | Person involved: other mil persons     | 61l         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67m      | Person involved: other civ persons     | 61m         |             |                     |                     |                 |                 |                 |                 |                 |
| Q67n      | Person involved: other/unknown persons | 61n         |             |                     |                     |                 |                 |                 |                 |                 |
| Q68       | During situation, how often occur      | 62~         |             |                     |                     |                 |                 |                 |                 |                 |
| Q69       | How long situation last/been           | 63~         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                    | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|--------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | going on                             |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q70       | Is the situation still going on      | 64~         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71a      | What extent you: tried to avoid      | 65a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71b      | What extent you: tried to forget     | 65b         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71c      | What extent you: told didn't like    | 65c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71d      | What extent you: stayed out of way   | 65d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71e      | What extent you: not important       | 65e         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71f      | What extent you: talked to family    | 65f         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71g      | What extent you: talked to coworkers | 65g~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q71h      | What extent you: talked to friends   | 65h         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71i      | What extent you: chaplain/counselor  | 65i         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71j      | What extent you: avoid being alone   | 65j         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71k      | What extent you: told to stop        | 65k         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71l      | What extent you: put up with it      | 65l         |             |                     |                     |                 |                 |                 |                 |                 |
| Q71m      | What extent you: asked to            | 65m         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label                                                                                          | WGR  | RCS | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|------------------------------------------------------------------------------------------------------------|------|-----|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   |                                                                                                            |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q71n | leave alone                                                                                                |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q71o | What extent you: blamed self                                                                               | 65n  |     |                     |                     |                 |                 |                 |                 |                 |
| Q71p | What extent you: assumed meant well                                                                        | 65o  |     |                     |                     |                 |                 |                 |                 |                 |
| Q71q | What extent you: prayed about it                                                                           | 65p  |     |                     |                     |                 |                 |                 |                 |                 |
| Q71r | What extent you: pretend not to notice                                                                     | 65q  |     |                     |                     |                 |                 |                 |                 |                 |
| Q72  | What extent you: do something else                                                                         | 65r  |     |                     |                     |                 |                 |                 |                 |                 |
| Q73a | Consider situation to be sexual harassment                                                                 |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q73b | Discuss or report situation with civilian: supervisor or someone else at civilian work                     |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q73c | Discuss or report situation with civilian: academic advisor/professor at civilian school or special office |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q74a | Discuss or report situation with civilian: community officials, offices, or courts                         |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q74a | Report situation installation/Reserve component/DoD ors or                                                 | 66a~ |     |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                                            | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|----------------------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | individuals: immediate supervisor                                                            |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q74b      | Report situation installation/Reserve component/DoD ors or individuals: someone in command   | 66b~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q74c      | Report situation installation/Reserve component/DoD ors or individuals: supervisor of person | 66c         |             |                     |                     |                 |                 |                 |                 |                 |
| Q74d      | Report situation installation/Reserve component/DoD ors or individuals: special mil office   | 66d         |             |                     |                     |                 |                 |                 |                 |                 |
| Q74e      | Report situation installation/Reserve component/DoD ors or individuals: other installation   | 66e~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q75       | Answer Yes to at least 1 item in Q74                                                         | 67          |             |                     |                     |                 |                 |                 |                 |                 |
| Q76a      | Actions taken: person talked to                                                              | 68a         |             |                     |                     |                 |                 |                 |                 |                 |
| Q76b      | Actions taken: complaint                                                                     | 68b         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label                         | WGR  | RCS | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|-------------------------------------------|------|-----|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   |                                           |      |     |                     |                     |                 |                 |                 |                 |                 |
|      | investigated                              |      |     |                     |                     |                 |                 |                 |                 |                 |
| Q76c | Actions taken: enrgd drop<br>complaint    | 68c  |     |                     |                     |                 |                 |                 |                 |                 |
| Q76d | Actions taken: complaint<br>discounted    | 68d  |     |                     |                     |                 |                 |                 |                 |                 |
| Q76e | Actions taken: no action<br>taken         | 68e  |     |                     |                     |                 |                 |                 |                 |                 |
| Q77a | Sat w/process: avlblty of<br>info to file | 69a  |     |                     |                     |                 |                 |                 |                 |                 |
| Q77b | Sat w/process: trtmnt by<br>pers hndlng   | 69b  |     |                     |                     |                 |                 |                 |                 |                 |
| Q77c | Sat w/process: amount time<br>to resolve  | 69c  |     |                     |                     |                 |                 |                 |                 |                 |
| Q77d | Sat w/process: how well<br>kept informed  | 69d  |     |                     |                     |                 |                 |                 |                 |                 |
| Q77e | Sat w/process: degree<br>privacy protect  | 69e  |     |                     |                     |                 |                 |                 |                 |                 |
| Q78  | Is the action still being<br>processed    | 70   |     |                     |                     |                 |                 |                 |                 |                 |
| Q79  | Was your complaint found<br>to be true    | 71a~ |     |                     |                     |                 |                 |                 |                 |                 |
| Q80a | Outcome complaint:<br>outcome explained   | 71d  |     |                     |                     |                 |                 |                 |                 |                 |
| Q80b | Outcome complaint:<br>situation corrected | 71e  |     |                     |                     |                 |                 |                 |                 |                 |
| Q80c | Outcome complaint: some<br>action taken   | 71f  |     |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                                                       | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|---------------------------------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q80d      | Outcome complaint: nothing was done                                                                     | 71g         |             |                     |                     |                 |                 |                 |                 |                 |
| Q80e      | Outcome complaint: action taken against you                                                             | 71h         |             |                     |                     |                 |                 |                 |                 |                 |
| Q81       | How satisfied w/outcome of complaint                                                                    | 72          |             |                     |                     |                 |                 |                 |                 |                 |
| Q82       | Report all behaviors marked in Q59 to installation/ Reserve component/DoD orgs or individuals in Q74    | 73~         |             |                     |                     |                 |                 |                 |                 |                 |
| Q83a      | Not report to installation/ Reserve component/DoD orgs or individuals in Q74: not important enough      | 74a~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83b      | Not report to installation/ Reserve component/DoD orgs or individuals in Q74: didn't know how           | 74b~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83c      | Not report to installation/ Reserve component/DoD orgs or individuals in Q74: felt uncomfortable        | 74c~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83d      | Not report to installation/ Reserve component/DoD orgs or individuals in Q74: took care of prob by self | 74d~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83e      | Not report to installation/                                                                             | 74e~        |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                                                            | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|--------------------------------------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | Reserve component/DoD<br>orgs or individuals in Q74:<br>talk informally, command                             |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q83f      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>nothing would be done | 74f~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83g      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>not believed          | 74g~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83h      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>coworkers angry       | 74h~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83i      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>wanted to fit in      | 74i~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83j      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>too much time/effort  | 74j~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83k      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>labeled troublemaker  | 74k~        |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                                                                 | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|-------------------------------------------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q83l      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>peer talked out of         | 74l~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83m      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>supv talked out of         | 74m~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83n      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>not hurt feelings/family   | 74n~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83o      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>performance eval suffer    | 74o~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83p      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>afraid retaliation, person | 74p~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83q      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>afraid retaliation, friend | 74q~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q83r      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:                               | 74r~        |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                                                                                                          | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Q83s      | afraid retaliation, supv<br>Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>negatively impact civilian<br>job       |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q83t      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>even though civilian setting,<br>thought would impact mil<br>career |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q83u      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>warned not to complain                                              |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q83v      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>already reported situation to<br>civilian                           |             |             |                     |                     |                 |                 |                 |                 |                 |
| Q83w      | Not report to installation/<br>Reserve component/DoD<br>orgs or individuals in Q74:<br>some other reason                                                   | 74s~        |             |                     |                     |                 |                 |                 |                 |                 |
| Q84a      | happen in response to how<br>handled situation: ignored                                                                                                    | 75a         |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label                                                           | WGR<br>2002                  | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|-----------------------------------------------------------------------------|------------------------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           | by others                                                                   |                              |             |                     |                     |                 |                 |                 |                 |                 |
| Q84b      | happen in response to how<br>handled situation: blamed                      | 75b                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84c      | happen in response to how<br>handled situation: gossip<br>unkind/negative   | 75c                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84d      | happen in response to how<br>handled situation: lost<br>perk/privileges     | 75d                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84e      | happen in response to how<br>handled situation: less<br>favorable job duty  | 75e                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84f      | happen in response to how<br>handled situation: denied<br>opp for training  | 75f                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84g      | happen in response to how<br>handled situation: unfair job<br>evaluation    | 75g                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84h      | happen in response to how<br>handled situation: unfairly<br>disciplined     | 75h                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84i      | happen in response to how<br>handled situation: denied a<br>promotion       | 75i                          |             |                     |                     |                 |                 |                 |                 |                 |
| Q84j      | happen in response to how<br>handled situation: transfer<br>less desire job | Prob at<br>work;<br>transfer |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label   | WGR 2002                              | RCS 2000 | 05/03 SOFS-R | 09/03 SOFS-R | 05/04 SOFS-R | 07/02 SOFS-A | 03/03 SOFS-A | 07/03 SOFS-A | 11/03 SOFS-A |
|------|---|---------------------------------------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| -R   |   | less desire job75j                    |          |              |              |              |              |              |              |              |
| Q84k | happen in response to how handled situation: unfairly demoted     | 75k                                   |          |              |              |              |              |              |              |              |
| Q84l | happen in response to how handled situation: mistreated other way | Prob at work: mistreated other way75l |          |              |              |              |              |              |              |              |
| Q85a | Effort to stop: senior leadership, Svc                            | 79a~                                  |          |              |              |              |              |              |              |              |
| Q85b | Effort to stop: senior leadership, ship                           | 79b                                   |          |              |              |              |              |              |              |              |
| Q85c | Effort to stop: my immediate supervisor                           | 79c                                   |          |              |              |              |              |              |              |              |
| Q86  | Train from mil sources in past 12 mos on sex harass               | 80~                                   |          |              |              |              |              |              |              |              |
| Q87  | Pst 12 months, times trained on sex harassment from mil sources   | 81~                                   |          |              |              |              |              |              |              |              |
| Q88a | Agr/disagr, Reserve component train: undrstrnd word/actn          | 82a~                                  |          |              |              |              |              |              |              |              |
| Q88b | Agr/disagr, Reserve component train: reduce                       | 82b~                                  |          |              |              |              |              |              |              |              |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label   | WGR 2002 | RCS 2000 | 05/03 SOFS-R | 09/03 SOFS-R | 05/04 SOFS-R | 07/02 SOFS-A | 03/03 SOFS-A | 07/03 SOFS-A | 11/03 SOFS-A |
|------|---|----------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| -R   |   |          |          |              |              |              |              |              |              |              |
| Q88c | cohesion/eff<br>Agr/disagr, Reserve<br>component train: diff to<br>prfrm duty | 82c~     |          |              |              |              |              |              |              |              |
| Q88d | Agr/disagr, Reserve<br>component train: idntfy<br>offnsv behave               | 82d~     |          |              |              |              |              |              |              |              |
| Q88e | Agr/disagr, Reserve<br>component train: tool for sex<br>harass                | 82e~     |          |              |              |              |              |              |              |              |
| Q88f | Agr/disagr, Reserve<br>component train: safe to<br>complain                   | 82f~     |          |              |              |              |              |              |              |              |
| Q88g | Agr/disagr, Reserve<br>component train: info on sex<br>harass                 | 82g~     |          |              |              |              |              |              |              |              |
| Q89  | How effective training in<br>reducing/preventing sexual<br>harassment         |          |          |              |              |              |              |              |              |              |
| Q90a | Extent, mil unit, workgroup:<br>policies publized                             | 83a      |          |              |              |              |              |              |              |              |
| Q90b | Extent, mil unit, workgroup:<br>complaint procedures<br>publized              | 83b~     |          |              |              |              |              |              |              |              |
| Q90c | Extent, mil unit, workgroup:<br>complaints taken seriously                    | 83c~     |          |              |              |              |              |              |              |              |
| Q90d | Extent, mil unit, workgroup:  | 83d~     |          |              |              |              |              |              |              |              |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label  | WGR  | RCS  | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|--|------|------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   |  | 2002 | 2000 |                     |                     |                 |                 |                 |                 |                 |
| Q90e | enlisted required to attend training   | 83e~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90f | Extent, mil unit, workgroup: officers required to attend training  | 83f~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90g | Extent, mil unit, workgroup: leaders model respectful behavior   | 83g~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90h | Extent, mil unit, workgroup: Male supervisors asking female officers to deal with problems involving female subordinates | 83h~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90i | Mil duty station/ship: policies publicized   | 83i~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90j | Mil duty station/ship: complaint procedures publicized   | 83j~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90k | Mil duty station/ship: complaints taken seriously  | 83k~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90l | Mil duty station/ship: office with authority to investigate SH complaints  | 83l~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90m | Mil duty station/ship: enlisted required to attend training  | 83m~ |      |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR  | Descriptive label  | WGR  | RCS  | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|------|--|------|------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| -R   | officers required to attend training   |      |      |                     |                     |                 |                 |                 |                 |                 |
| Q90n | Mil duty station/ship: leaders model respectful behavior                                       | 83n~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q90o | Service/Reserve component: advice/hotline available for reporting sexual harassment complaints | 83o~ |      |                     |                     |                 |                 |                 |                 |                 |
| Q91  | Last 4 yrs, sex harass in nation prob  | 85   |      |                     |                     |                 |                 |                 |                 |                 |
| Q92  | Last 4 yrs, sex harass in military prob  | 86   |      |                     |                     |                 |                 |                 |                 |                 |
| Q93  | Compare how often harass occur in mil, as compared to a few years ago                          | 87   |      |                     |                     |                 |                 |                 |                 |                 |
| Q94  | Sexual harassment at mil workplaces compared to civilian workplaces                            |      |      |                     |                     |                 |                 |                 |                 |                 |
| Q95  | Would you like to know results of survey   | 88   | Q180 |                     | Q132~               |                 |                 | 124~            | 137~            | 128             |
| Q96  | On what date did you complete survey   | 89   | Q181 |                     |                     |                 |                 |                 |                 |                 |
| Q97  | Comments/concerns about survey   | 90   | Q182 | Q215                |                     | Q160            |                 |                 |                 | 127             |
|      |  |      |      |                     |                     |                 |                 |                 |                 |                 |
|      |  |      |      |                     |                     |                 |                 |                 |                 |                 |
|      |  |      |      |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~ symbol indicates a vague or weak connection

| WGR<br>-R | Descriptive label | WGR<br>2002 | RCS<br>2000 | 05/03<br>SOFS-<br>R | 09/03<br>SOFS-<br>R | 05/04<br>SOFS-R | 07/02<br>SOFS-A | 03/03<br>SOFS-A | 07/03<br>SOFS-A | 11/03<br>SOFS-A |
|-----------|-------------------|-------------|-------------|---------------------|---------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
|           |                   |             |             |                     |                     |                 |                 |                 |                 |                 |
|           |                   |             |             |                     |                     |                 |                 |                 |                 |                 |
|           |                   |             |             |                     |                     |                 |                 |                 |                 |                 |
|           |                   |             |             |                     |                     |                 |                 |                 |                 |                 |
|           |                   |             |             |                     |                     |                 |                 |                 |                 |                 |

NOTE: ~ symbol means that the question is functionally the same but the wording is different.  
 ~~~ symbol indicates a vague or weak connection

