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*Information and Technology for Better Decision Making*

# **2012 Workplace and Gender Relations Survey of Reserve Component Members**

## **Survey Note and Briefing**

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**2. AUTHOR/SPEAKER**

a. NAME (Last, First, Middle Initial) <b>Rock, Lindsay M</b>	b. RANK	c. TITLE <b>Social Science Analyst</b>
d. OFFICE <b>Defense Manpower Data Center</b>	e. AGENCY <b>DHRA</b>	

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a. NAME (Last, First, Middle Initial) <b>Rock, Lindsay M</b>	b. TELEPHONE NO. (Include Area Code) <b>571-338-1348</b>
-----------------------------------------------------------------	-------------------------------------------------------------

**5. PRIOR COORDINATION**

a. NAME (Last, First, Middle Initial) <b>Galbreath, Nate</b>	b. OFFICE/AGENCY <b>SAPRO</b>	c. TELEPHONE NO. (Include Area Code) <b>571-372-2657</b>
-----------------------------------------------------------------	----------------------------------	-------------------------------------------------------------

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c. NAME (Last, First, Middle Initial) <b>Hoffman, Kris L</b>	d. TITLE <b>Acting Deputy Director</b>
e. OFFICE <b>DMDC</b>	f. AGENCY <b>DHRA</b>

g. SIGNATURE  
**HOFFMAN.KRIS.L.1230543697**  
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# 2012 Workplace and Gender Relations Survey of Reserve Component Members

## Survey Note and Briefing

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## 2012 Workplace and Gender Relations Survey of Reserve Component Members

### Introduction

The Department of Defense (DoD) continues to emphasize sexual assault and sexual harassment response and prevention in the Reserve components. This survey note discusses findings from the *2012 Workplace and Gender Relations Survey of Reserve Component Members (2012 WGRR)*, a source of information for evaluating these programs and for assessing the gender-relations environment in the Reserves. The *2012 WGRR* is the third Reserve component survey on gender-relations issues (the first Reserve component survey was administered in 2004 and the second in 2008) as mandated by U.S. Code Title 10. This survey assesses the prevalence of sexual assault and sexual harassment and other gender-related issues in the National Guard and Reserves.

This survey note and accompanying briefing (Appendix) provide information on the prevalence rates of sexual assault, sexual harassment and sexist behavior, and gender discriminatory behaviors and sex discrimination; personnel policies, practices, and training related to sexual assault and sexual harassment; and an assessment of progress.

The *2012 WGRR* was fielded from April to June 2012. Completed surveys were received from 13,868 eligible respondents. The overall weighted response rate was 23%.

This survey note provides top-line results for members by gender.<sup>1</sup> When *2012 WGRR* questions are comparable to questions in the previous 2004 and 2008 surveys, an analysis of trends is also presented. If the questions do not have comparable trend comparisons, then only results from 2012 are presented. When a result is annotated as higher or lower than another result, the reader should understand that to be a statistically significant difference at the .05 level of significance.

### Overview

The ability to calculate annual prevalence rates is a distinguishing feature of this survey. This report includes rates of unwanted sexual contact, unwanted gender-related behaviors (i.e., sexual harassment and sexist behavior), and gender discriminatory behaviors and sex discrimination experienced during the past 12 months.

**Unwanted Sexual Contact.** The *2012 WGRR* survey includes a measure of unwanted sexual contact (i.e., sexual assault) originally developed for the *2006 Workplace and Gender Relations Survey of Active Duty Members*. Although this term does not appear in the Uniform Code of Military Justice (UCMJ), it is used as an umbrella term intended to include certain acts prohibited by the UCMJ. For the purposes of the *2012 WGRR* survey, the term “unwanted sexual contact” means intentional sexual contact that was against a person’s will or which occurred when the person did not or could not consent, and includes completed or attempted sexual intercourse, sodomy (oral or anal sex), penetration by an object, and the unwanted touching of genitalia and other sexually-related areas of the

<sup>1</sup> Additional details are provided in the tabulation volume (DMDC 2012a).

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body. Members were asked questions related to personal experiences of unwanted sexual contact in the 12 months prior to taking the survey. Members who indicated they experienced unwanted sexual contact were then asked to provide details of the experience that had the greatest effect (i.e., where the situation occurred and who the offenders were). Trend comparisons on unwanted sexual contact are presented from surveys administered in 2008 and 2012. Also included for the first time in *2012 WGRR* is a measure of unwanted sexual contact prior to entering and since joining the National Guard and Reserves.

**Unwanted Gender-Related Behaviors.** The *2012 WGRR* includes measures of unwanted gender-related behaviors (i.e., sexual harassment and sexist behavior) derived from the Sexual Experiences Questionnaire (Fitzgerald et al., 1988; Fitzgerald, Gelfand, & Drasgow, 1995). To determine the extent of unwanted gender-related behaviors, members were provided a list of 12 sexual harassment behaviors and four sexist behaviors and were asked to indicate how often they had experienced the behaviors in the past 12 months. The 12 sexual harassment behaviors comprise three components of sexual harassment—crude/offensive behavior (e.g., repeatedly told sexual stories or jokes that are offensive); unwanted sexual attention (e.g., unwanted attempts to establish a romantic sexual relationship despite efforts to discourage it); and sexual coercion (e.g., treated badly for refusing to have sex). To be included in the calculation of the sexual harassment rate, members must have experienced at least one behavior defined as sexual harassment and indicated they considered some or all of the behaviors to be sexual harassment. Sexist behavior is defined as verbal and/or nonverbal behaviors that convey insulting, offensive, or condescending attitudes based on the gender of the respondent (Fitzgerald et al., 1988). Members who indicated they experienced unwanted gender related behaviors were then asked to provide details of the experience that had the greatest effect (i.e., where the situation occurred and who the offenders were). Trend comparisons on unwanted gender-related behaviors are presented from surveys administered in 2004, 2008, and 2012.

**Gender Discriminatory Behaviors and Sex Discrimination.** Gender discriminatory behavior incident rates, constructed from 30 items, reflect whether members indicated they experienced gender-related insensitivity or discrimination. Members were asked to indicate if they had experienced any of the 12 behaviors or situations where they thought gender was a motivating factor during the 12 months prior to the survey. The 12 items form three incident rates—evaluation (gender was a factor in others’ judgments about their military performance), assignment (gender was a factor in their perceptions that they did not get the military assignments they wanted or ones that used their skills or facilitated military career advancement), and career (gender was a factor in access to military resources and mentoring that aid in military career development). In order to be counted as having experienced sex discrimination, respondents must have indicated experiencing one of the 12 behaviors where gender was a factor and they must have indicated that they considered at least some of the behaviors experienced to have been sex discrimination. Trend comparisons are presented from surveys administered in 2004, 2008, and 2012.

## Survey Results

**Unwanted Sexual Contact.** Overall, 2.8% of women and 0.5% of men indicated they experienced unwanted sexual contact in 2012. There were no statistically significant differences for women or men in the overall rate between 2008 and 2012. Of the 2.8% of women who experienced

Unwanted Sexual Contact	
2008	2012
Women: 3.5%	Women: 2.8%
Men: 0.9%	Men: 0.5%

unwanted sexual contact, 29% indicated the most serious behavior they experienced was unwanted sexual touching only, 32% indicated they experienced attempted sex, and 27% indicated they experienced completed sex. There were no statistically significant differences in the most serious behaviors for women between 2008 and 2012. Of the 0.5% of men who indicated experiencing unwanted sexual contact, 26% indicated the most serious behavior they experienced was unwanted sexual touching only and 11% indicated they experienced attempted sex. Indications of experiencing completed sex were not reportable for men. There were no statistically significant differences in the most serious behaviors for men between 2008 and 2012.

**Unwanted Sexual Contact (USC) Details of the Experience That Had the Greatest Effect.** Of the 2.8% of women who indicated experiencing USC, the circumstances of the experience that had the greatest effect were as follows:

- 28% indicated the situation occurred while they were activated and 16% indicated the situation occurred while they were deployed (both unchanged from 2008).
- 87% identified the offender(s) as male only (12 percentage points lower than 2008), 3% female only (unchanged from 2008), and 9% both male and females (unchanged from 2008).
- The top three types of offenders indicated were: military coworker(s) (49% – unchanged from 2008), another military person(s) of higher rank/grade who was not in their chain of command (37% – 29 percentage points lower than 2008), and someone in their military chain of command (30% – unchanged from 2008).
- 2% indicated the offender used drugs to knock them out, <1% indicated they or the offender had been using drugs before the incident, and 46% indicated they or the offender had been drinking alcohol before the incident.
- 46% indicated the offender used some degree of physical force, 17% indicated the offender threatened to ruin their reputation if they did not consent, and 9% indicated the offender threatened to physically harm them if they did not consent (all unchanged from 2008).
- 39% indicated that the offender sexually harassed them before or after the situation; 4% indicated the offender stalked them; and 22% indicated the offender both sexually harassed and stalked them.
- 10% indicated they reported the incident to a military authority or organization only and 10% reported to both a civilian and a military authority or organization.
  - Of the 20% of women who reported to a military authority, 34% made only a restricted report; 46% only an unrestricted report; and 20% a converted report.
    - The main reasons these women chose to report the incident were: to stop the offender from hurting others (90%), to seek closure on the incident (88%), and to stop the offender from hurting them again (87%).

- Of the 80% of women who did not report to a military authority, the main reasons they chose not to report the incident were: they did not want anyone to know (69%), they felt uncomfortable making a report (66%), and they were afraid of retaliation/reprisals from the person(s) who did it or from their friends (59%; all unchanged from 2008).

Of the 0.5% of men who indicated experiencing USC, the circumstances of their experience that had the greatest effect were as follows:<sup>2</sup>

- 49% indicated the situation occurred while they were activated and 26% indicated the situation occurred while they were deployed (both unchanged from 2008).
- The top three types of offenders indicated were: their military coworker(s) (51%), their military subordinate (31%), and other military person (23%; all unchanged from 2008).
- 2% indicated the offender used drugs to knock them out, 17% indicated they or the offender had been drinking alcohol before the incident, and 2% indicated they or the offender had been using drugs before the incident.
- 16% indicated the offender threatened to physically harm them if they did not consent, 14% indicated the offender used some degree of physical force, and 11% indicated the offender threatened to ruin their reputation if they did not consent (all unchanged from 2008).
- 14% indicated that the offender sexually harassed them before or after the situation and 15% indicated the offender both sexually harassed and stalked them.

**Unwanted Sexual Contact Prior To Joining and Since Joining Military.** Twenty-five percent of women and 4% of men indicated they experienced unwanted sexual contact prior to entry into the military. Including experiences of unwanted sexual contact in the past 12 months, 18% of women and 2% of men indicated they experienced unwanted sexual contact since joining military.<sup>3</sup>

**Unwanted Gender-Related Behaviors.** Eighteen percent of women and 2% of men indicated experiencing sexual harassment in past 12 months (both unchanged from 2008 and 2004). Thirty-one percent of women (7 percentage points lower than 2008 and 2004) and 15% of men (5 percentage points lower than 2008 and 6 percentage points lower than 2004) indicated experiencing crude/offensive behavior. Seventeen percent of women (unchanged from 2008 and 5 percentage points lower than 2004) and 3% of men (2 percentage points lower than 2008 and unchanged since 2004) indicated experiencing unwanted sexual attention. Six percent of women and 2% of men indicated experiencing sexual coercion (both unchanged from 2008 and 2004). Thirty-four percent of women (7 percentage points lower than 2008 and 6 percentage points lower than 2004) and 10% of men (4 percentage points lower than 2008 and 2004) indicated experiencing sexist behavior. Overall, 41% of women and 18% of men experienced one or more of the unwanted gender-related behaviors (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior).

<sup>2</sup> Some results are not reportable for men because of a small number of respondents.

<sup>3</sup> This variable was constructed by combining the unwanted sexual contact (USC) rate for the past 12 months with Q116 that asked members, who did not experience USC in the past 12 months, if they have experienced USC since joining the military. This variable is designed to give an overall percentage of Reserve component men and women who had experienced USC in their military career.

**Unwanted Gender-Related Behavior (UGR) Details of the Experience That Had the Greatest Effect.** Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior), the circumstances of their experience that had the greatest effect were as follows:

- 85% indicated the situation occurred during duty hours and 81% indicated at their military work (both unchanged from 2008).
- 59% indicated the offender(s) was a military coworker (unchanged from 2008 and 2004).
- 22% indicated they reported the incident to a military authority or organization and 9% reported to both a civilian and a military authority or organization (both unchanged from 2008).
  - Of the 31% of women who reported to a military authority, 57% indicated the situation was resolved informally; 52% indicated the situation was/is being corrected; and 28% indicated their complaint was/is being investigated.
- Of the 79% of women who did not report to a military authority, the main reasons they chose not to report the incident were: they took care of the problem themselves (58% – unchanged from 2008 and 6 percentage points lower than 2004) and they thought it was not important enough to report (56% – 10 percentage points lower than 2008 and unchanged from 2004).

Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior), the circumstances of their experience that had the greatest effect were as follows:

- 75% indicated the situation occurred during duty hours and 74% at their military work (both unchanged from 2008).
- 49% indicated the offender(s) was a military coworker (unchanged from 2008 and 18 percentage points lower than 2004).
- 11% indicated they reported the incident to a military authority or organization and 6% reported to both a civilian and a military authority or organization (both unchanged from 2008).
  - Of the 17% of men who reported to a military authority, 59% indicated the situation was resolved informally; 54% indicated the situation was/is being corrected; and 29% indicated their complaint was/is being investigated.
- Of the 83% of men who did not report to a military authority, the main reasons they chose not to report the incident were: they thought it was not important enough to report (54% – 10 percentage points lower than 2008 and 20 percentage points lower than 2004) and they took care of the problem themselves (43% – unchanged from 2008 and 17 percentage points lower than 2004).

**Gender Discriminatory Behaviors and Sex Discrimination.** Twelve percent of women and 2% of men indicated experiencing sex discrimination in the past 12 months (both unchanged from 2008 and 2004). Seven percent of women and 2% of men indicated experiencing evaluation discrimination

(both unchanged from 2008 and 2 percentage points lower than 2004); 6% of women (unchanged from 2008 and 2 percentage points lower than 2004) and 1% of men (unchanged from 2008 and 2004) indicated experiencing assignment discrimination; and 6% of women (unchanged from 2008 and 3 percentage points lower than 2004) and 1% of men (unchanged from 2008 and 2 percentage points lower than 2004) indicated experiencing career discrimination.

**Personnel Policies, Practices, and Training.** Reserve component members were asked their perceptions of policies, practices, and training related to sexual assault and sexual harassment:

- 68% of women (11 percentage points higher than 2008) and 76% of men (7 percentage points higher than 2008) indicated they would feel free to report sexual assault without fear of reprisals to a large extent; 66% of women and 76% of men indicated their complaints about sexual harassment would be taken seriously to a large extent (both unchanged from 2008); and 65% of women (10 percentage points higher than 2008) and 75% of men (9 percentage points higher than 2008) would feel free to report sexual harassment without fear of reprisals to a large extent.
- 87% of women and 93% of men agree their leadership would respond appropriately in the event a sexual assault was reported; 86% of women and 92% of men agree their unit commander would respond appropriately in the event a sexual assault was reported; and 84% of women and 90% of men agree their leadership promotes a climate that is free of sexual assault.
- 69% of women and 72% of men indicated they are aware of the Safe Helpline, 60% of women and 68% of men were aware of the Sexual Assault Prevention Web site ([www.myduty.mil](http://www.myduty.mil)), and 59% of women and 66% of men were aware of their installation's Sexual Assault Awareness Month programs.
- 70% of women (unchanged from 2008 and 8 percentage points higher than 2004) and 79% of men (6 percentage points higher than 2008 and 8 percentage points higher than 2004) indicated their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; 69% of women (6 percentage points higher than 2008 and 10 percentage points higher than 2004) and 79% of men (7 percentage points higher than 2008 and 10 percentage points higher than 2004) indicated their senior leadership of their Reserve component makes honest and reasonable efforts to stop sexual harassment; and 67% of women (5 percentage points higher than 2008 and 11 percentage points higher than 2004) and 77% of men (7 percentage points higher than 2008 and 11 percentage points higher than 2004) indicated their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment.
- 93% of women (14 percentage points higher than 2008) and 94% of men (10 percentage points higher than 2008) indicated they had sexual assault training in the past 12 months.
  - Of those women who had training in the past 12 months, the top three aspects of sexual assault training were: it teaches how to avoid situations that might increase the risk of sexual assault (93% – unchanged from 2008), it teaches that the consumption of alcohol might increase the likelihood of sexual assault (93%), and it provides a good understanding of what actions are considered sexual assault (93% – unchanged from 2008).

- Of those men who had training in the past 12 months, the top two aspects of sexual assault training were: it teaches that the consumption of alcohol might increase the likelihood of sexual assault (94%) and it provides a good understanding of what actions are considered sexual assault (94% – unchanged from 2008).
- 95% of women (8 percentage points higher than 2008 and 23 percentage points higher than 2004) and 96% of men (5 percentage points higher than 2008 and 23 percentage points higher than 2004) indicated they had sexual harassment training in the past 12 months.
  - Of those women who had training in the past 12 months, the top three aspects of sexual harassment training were: provides a good understanding of what words and actions are considered sexual harassment (92% – unchanged from 2008 and 9 percentage points higher than 2004), teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole (92% – 5 percentage points higher than 2008 and 11 percentage points higher than 2004), and identifies behaviors that are offensive to others and should not be tolerated (92% – unchanged from 2008 and 7 percentage points higher than 2004).
  - Of those men who had training in the past 12 months, the top four aspects of sexual harassment training were: provides information about policies, procedures, and consequences of sexual harassment (93% – 3 percentage points higher than 2008 and 8 percentage points higher than 2004); teaches that sexual harassment reduces the cohesion and effectiveness of their component as whole (93% – 3 percentage points higher than 2008 and 9 percentage points higher than 2004); provides a good understanding of what words and actions are considered sexual harassment (93% – 3 percentage points higher than 2008 and 9 percentage points higher than 2004); and identifies behaviors that are offensive to others and should not be tolerated (93% – 2 percentage points higher than 2008 and 7 percentage points higher than 2004).

**Assessment of Progress.** Seventeen percent of women and 28% of men indicated sexual harassment in the nation is less of a problem today than four years ago. Fourteen percent of women and 26% of men indicated sexual assault in the nation is less of a problem today than four years ago. Twenty-eight percent of women and 39% of men indicated sexual assault in the military is less of a problem today than four years ago. Twenty-eight percent of women and 38% of men indicated sexual harassment in the military is less of a problem today than four years ago.

### Survey Methodology

**Statistical Design.** The target population for the 2012 *WGRR* consisted of members from the Selected Reserve in Reserve Units, Active Guard/Reserve (AGR/FTS/AR;<sup>4</sup> Title 10 and Title 32), and Individual Mobilization Augmentee (IMA), programs from the Army National Guard (ARNG), U.S. Army Reserve (USAR), U.S. Navy Reserve (USNR), U.S. Marine Corps Reserve (USMCR), Air National Guard (ANG), U.S. Air Force Reserve (USAFR), and U.S. Coast Guard Reserve (USCGR), who had at least 6 months of service at the time the questionnaire was first fielded, and were below flag rank. The total sample consisted of 75,436 individuals drawn from the sample frame constructed

<sup>4</sup> Names for this program vary among Reserve components: AGR/FTS/AR is a combination of Active Guard/Reserve (AGR), Full-Time Support (FTS), and Active Reserve (AR).

from the Defense Manpower Data Center's *Reserve Component Common Personnel Data System*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., e-mails or telephone calls to the data collection contractor) they were not in a Reserve component as of the first day of the survey, April 23, 2012 (0.63% of sample). Completed surveys (defined as 50% or more of the survey questions asked of all participants are answered, including at least one valid response on the critical unwanted sexual contact question) were received from 13,868 eligible DoD respondents. The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 23%.<sup>5</sup>

**Presentation of Results.** Each finding in *2012 WGRR* is presented in graphical or tabular form along with its margin of error. The margin of error represents the degree of certainty that the percentage or mean would fall within the interval in repeated samples of the population. For example, if 55% of individuals selected an answer and the margin of error was  $\pm 3$ , in repeated surveyed samples from the population the percentage of individuals selecting the same answer would be between 52% (55 minus 3) and 58% (55 plus 3) in 95% of the samples. Because the results of comparisons are based on a weighted, representative sample, the reader can infer that the results generalize to the National Guard and Reserve, within the margin of error. The annotation "NR" used throughout the Appendix indicates that a specific result is not reportable due to low reliability.

**Statistical Comparisons.** When comparing results across survey years (e.g., 2012 compared to 2008), statistical tests for differences between means are used. All comparisons are made at the .05 level of significance.

## References

- DMDC. (2012a). *2012 Workplace and Gender Relations Survey of Reserve Component Members: Tabulation Volume* (Report No. 2012-050). Alexandria, VA: DMDC.
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**Prepared by:** Natalie Namrow and Lindsay Rock  
Survey Design, Analysis, & Operations Branch  
Human Resources Strategic Assessment Program, DMDC

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<sup>5</sup> Additional details on coding are provided in DMDC 2012b and additional details on sampling and weighting are provided in DMDC 2012c.

## 2012 Workplace and Gender Relations Survey of Reserve Component Members

For further information, see <http://www.dmdc.osd.mil/surveys>.

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# 2012 Workplace and Gender Relations Survey of Reserve Component Members

Briefing on Sexual Assault and  
Sexual Harassment





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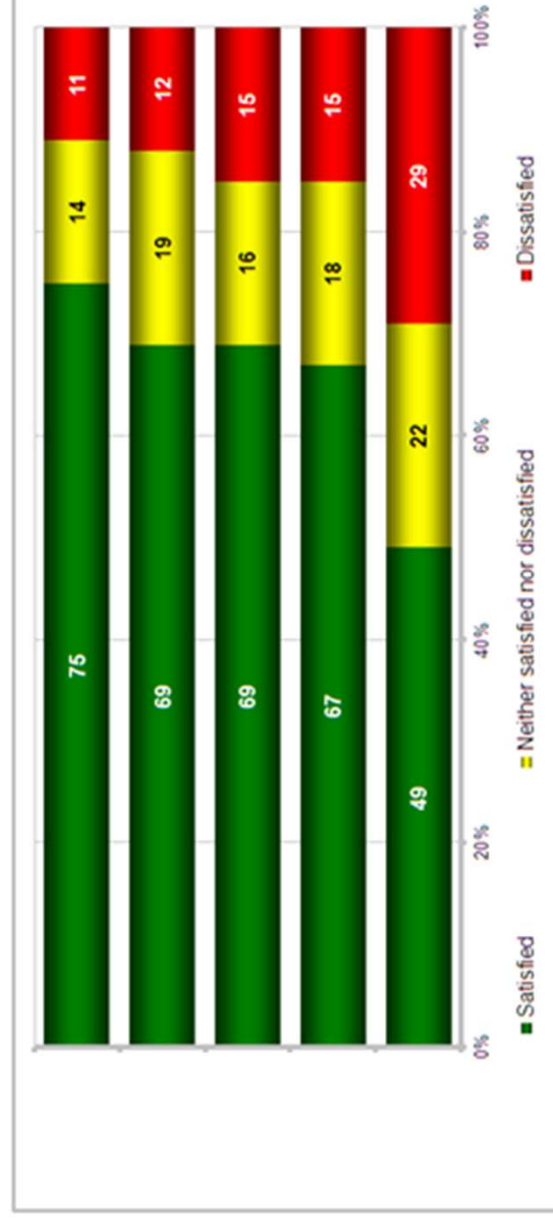
# INTRODUCTION

- **Web-based, Reserve component survey fielded April 23 – June 28, 2012**
- **75K Reserve component members surveyed, weighted response rate of 23%**
- **Briefing includes results from survey items related to sexual assault; sexual harassment; gender discriminatory behaviors and sex discrimination; personnel policies, practices, and training related to sexual assault and sexual harassment; and assessment of progress**
- **For each survey item, briefing includes the following:**
  - Graphic displays of overall results by gender
  - When data are reportable, tables showing results by reporting categories (e.g., Reserve component by gender and paygrade by gender)
  - When applicable, trend analysis
  - Summary of findings

# INTRODUCTION

## Briefing Includes

- Graphic displays of overall results



Percentages are reported with margins of error based on 95% confidence intervals. The range of margin of error is presented for the question or group of questions/subitems.



# INTRODUCTION

## Briefing Includes

- **Tables showing results by reporting categories (e.g., Reserve component by gender and paygrade by gender)**

- Statistical tests used to compare each subgroup to its respective “all other” group (i.e., to all others not in the subgroup)
  - For example, ARNG Women’s “all other” comparison group is USAR Women, USNR Women, USMCR Women, ANG Women, and USAFR Women
- Results of statistical tests are shown by color coding significant differences among reporting categories of 2% or more
- Results are not presented if the question does not apply to the reporting category or if the estimate is unstable
  - “NR” indicates the estimate is not reportable because it was based on fewer than 15 respondents or the relative standard error was high
  - “NA” indicates the response option was Not Applicable because the question did not apply to respondents in the reporting category based on answers to previous questions

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
At your civilian job		24	22	24	21	9	30	34	21	28	22	25
In your or someone else's quarters/home		13	14	16	13	12	6	11	16	14	8	7
At your civilian school		7	9	5	7	4	5	5	11	5	4	1

**KEY:**

Higher Response of Yes

Lower Response of Yes

# INTRODUCTION

## Briefing Includes

- **Trends are shown as estimated percentages or means**
  - Statistical tests used to compare current results with all previous survey administrations (2008 and 2004)
  - Purple cells indicate 2012 WGRR result is HIGHER
  - Yellow cells indicate 2012 WGRR result is LOWER

Indicates most recent survey result is significantly higher than past survey result

	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
* Total Women	20	11	17
* Total Men	13	8	8

Indicates most recent survey result is significantly lower than past survey result

- **Summary of findings**

- Overall results followed by a listing of reporting categories and trend year comparisons that are statistically significant



# INTRODUCTION

## Reporting Categories

Reserve Component by Gender
ARNG Women
USAR Women
USNR Women
USMCR Women
ANG Women
USAFR Women
ARNG Men
USAR Men
USNR Men
USMCR Men
ANG Men
USAFR Men

Gender by Paygrade
E1-E4 Women
E5-E9 Women
O1-O3 Women
O4-O6 Women
E1-E4 Men
E5-E9 Men
O1-O3 Men
O4-O6 Men



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## Unwanted Sexual Contact Incident Rates

- **Definition and measure of unwanted sexual contact:**

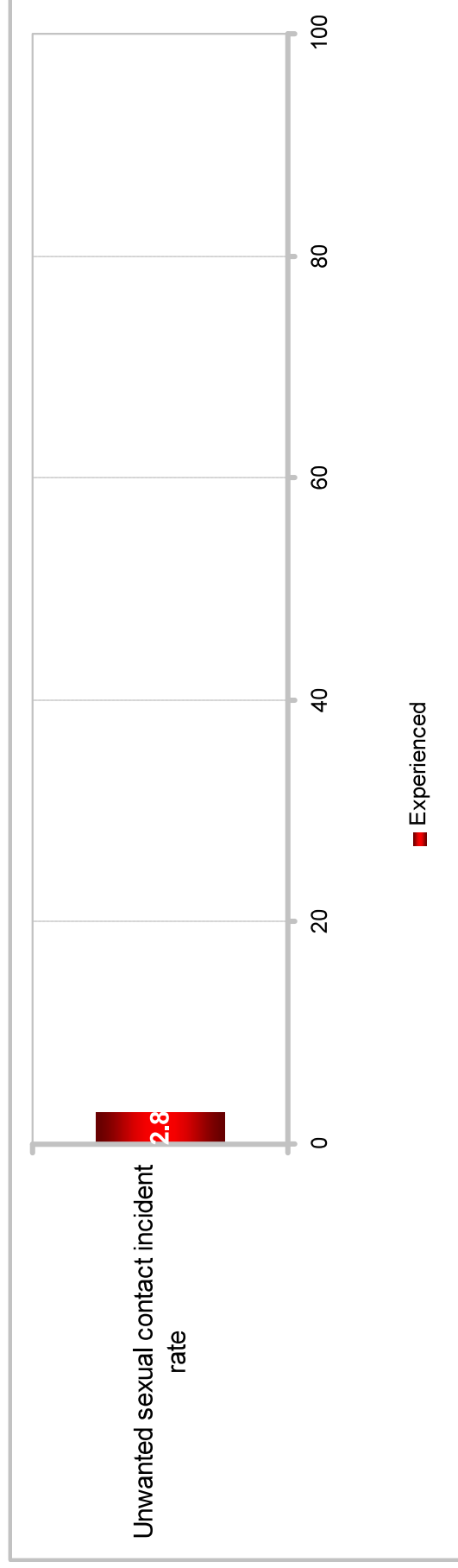
- The 2012 *WGRR* survey includes a measure of unwanted sexual contact (i.e., sexual assault). Although this term does not appear in the Uniform Code of Military Justice (UCMJ), it is used to refer to a range of activities and is an umbrella term intended to include certain acts prohibited by the UCMJ.
- Unwanted sexual contact is measured in the 2012 *WGRR* survey by asking members to refer to experiences in the past 12 months in which they experienced any of the following intentional sexual contacts that were against their will or which occurred when they did not or could not consent in which someone...
  - Sexually touched them (e.g., intentional touching of genitalia, breasts, or buttocks) or made them sexually touch someone,
  - Attempted to make them have sexual intercourse, but was not successful,
  - Made them have sexual intercourse,
  - Attempted to make them perform or receive oral sex, anal sex, or penetration by a finger or object, but was not successful, or
  - Made them perform or receive oral sex, anal sex, or penetration by a finger or object.
- A member is counted in the unwanted sexual contact incident rate if he or she replied “yes” to any of the behaviors listed.

- **Unwanted sexual contact one situation:**

- On the survey, members who had indicated they experienced USC were asked to consider the “one situation” occurring the past 12 months that had the greatest effect on them. With that one situation in mind, members then reported on the circumstances surrounding that experience (e.g., who were the offenders, where did the behaviors occur, were drugs/alcohol involved, was the experience reported, and were there any repercussions because of reporting the incident)
  - Results on the one situation of USC are not reportable for women or men by Reserve component and paygrade



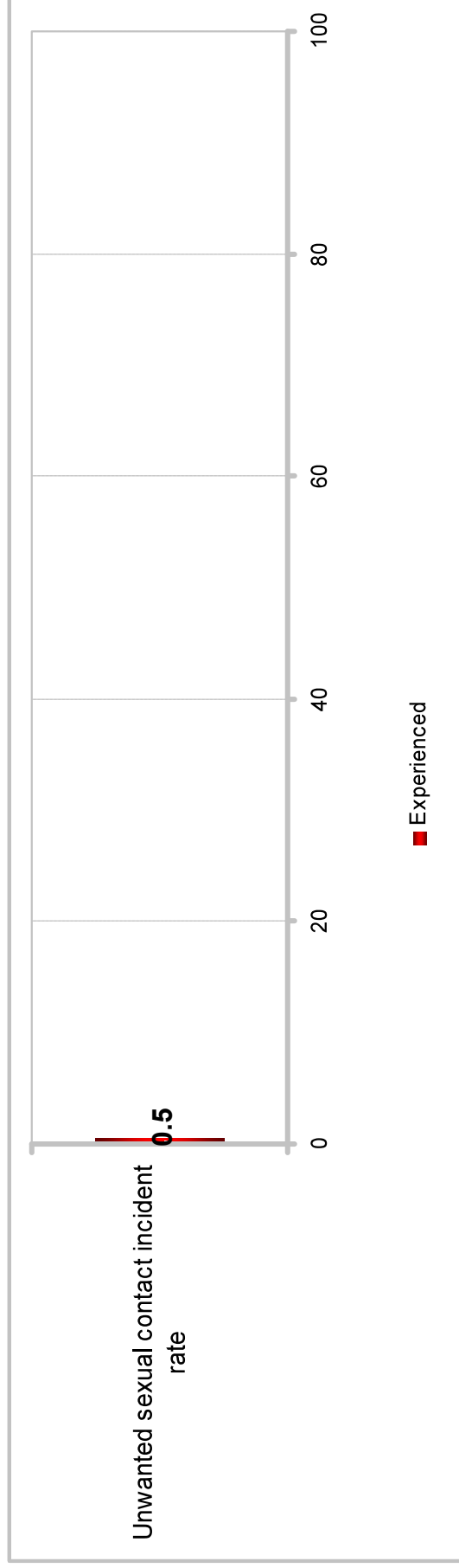
## Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Women



- **2.8% of women indicated experiencing USC the past 12 months**



## Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Men



- **0.5% of men indicated experiencing USC the past 12 months**



## Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Members

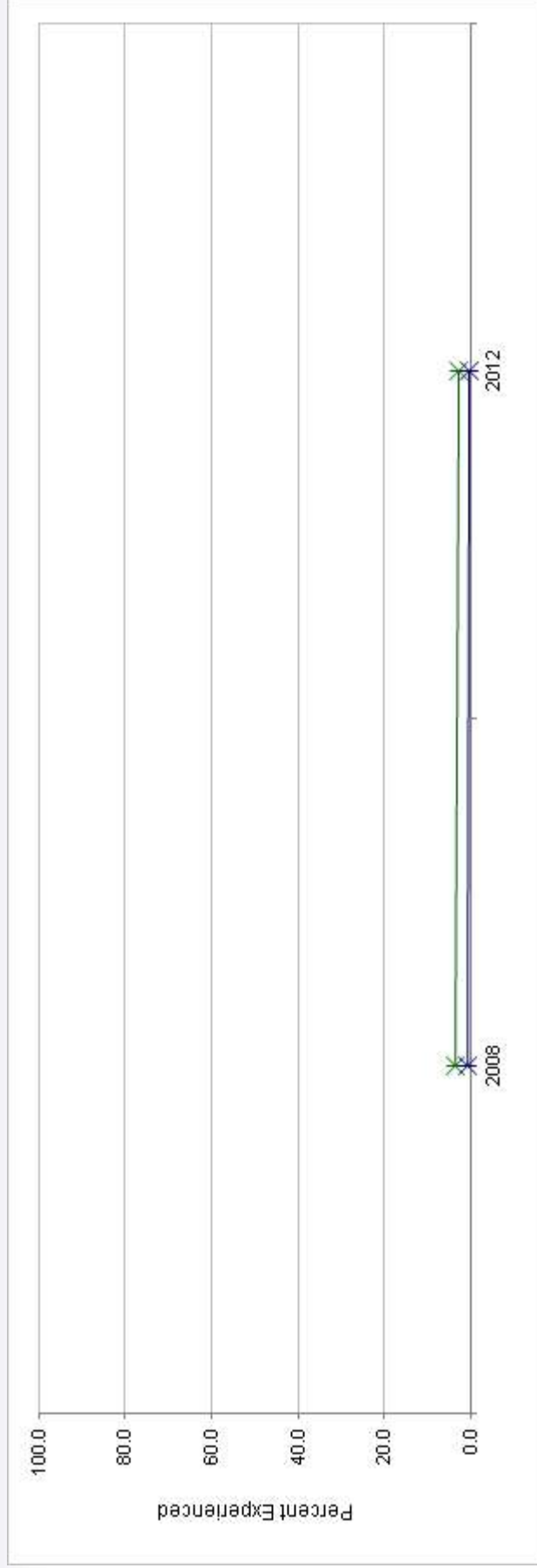
DoD Reserve Women	
KEY:	
Higher Response of Experienced	
Lower Response of Experienced	
Unwanted sexual contact incident rate	
Total Women	2.8
ARNG Women	3.3
USAR Women	3.2
USNR Women	2.0
USMCR Women	3.5
ANG Women	1.5
USAFR Women	2.5
E1 - E4 Women	3.4
E5 - E9 Women	2.6
O1 - O3 Women	2.1
O4 - O6 Women	1.7

DoD Reserve Men	
KEY:	
Higher Response of Experienced	
Lower Response of Experienced	
Unwanted sexual contact incident rate	
Total Men	0.5
ARNG Men	0.6
USAR Men	0.5
USNR Men	0.6
USMCR Men	0.2
ANG Men	0.1
USAFR Men	0.5
E1 - E4 Men	0.4
E5 - E9 Men	0.6
O1 - O3 Men	0.1
O4 - O6 Men	0.5

- There are no statistically significant differences for women or men by Reserve component or by paygrade



# Unwanted Sexual Contact Incident Rate Percent of All Reserve Component Members, by Gender

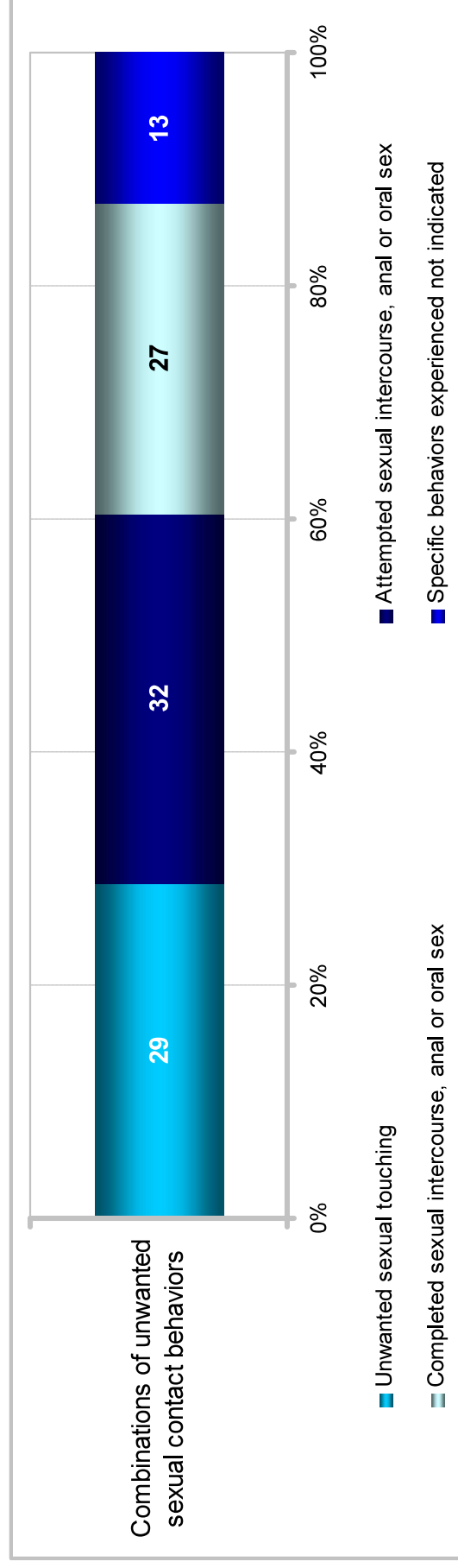


- There are no statistically significant differences for women or men between 2012 and 2008



# Most Serious Unwanted Sexual Contact Behaviors Experienced in the One Situation

## Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



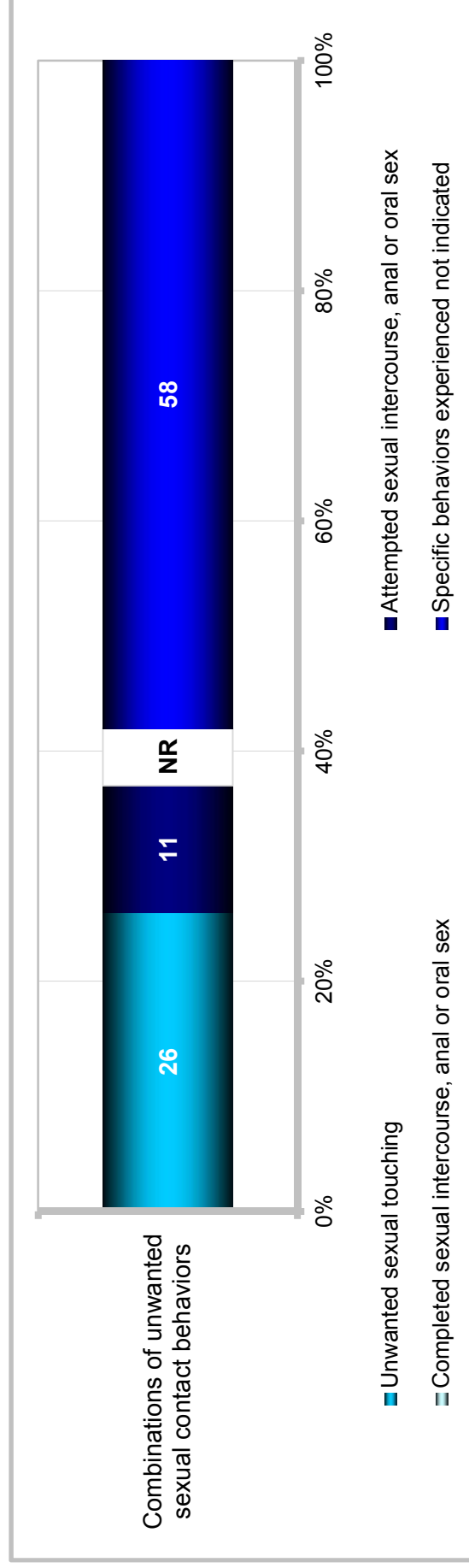
### • Of the 2.8% of women who experienced USC:

- 29% indicated experiencing unwanted sexual touching
- 32% indicated experiencing attempted sexual intercourse, anal or oral sex
- 27% indicated experiencing completed sexual intercourse, anal or oral sex
- 13% did not indicate what behaviors they experienced



# Most Serious Unwanted Sexual Contact Behaviors Experienced in the One Situation

## Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

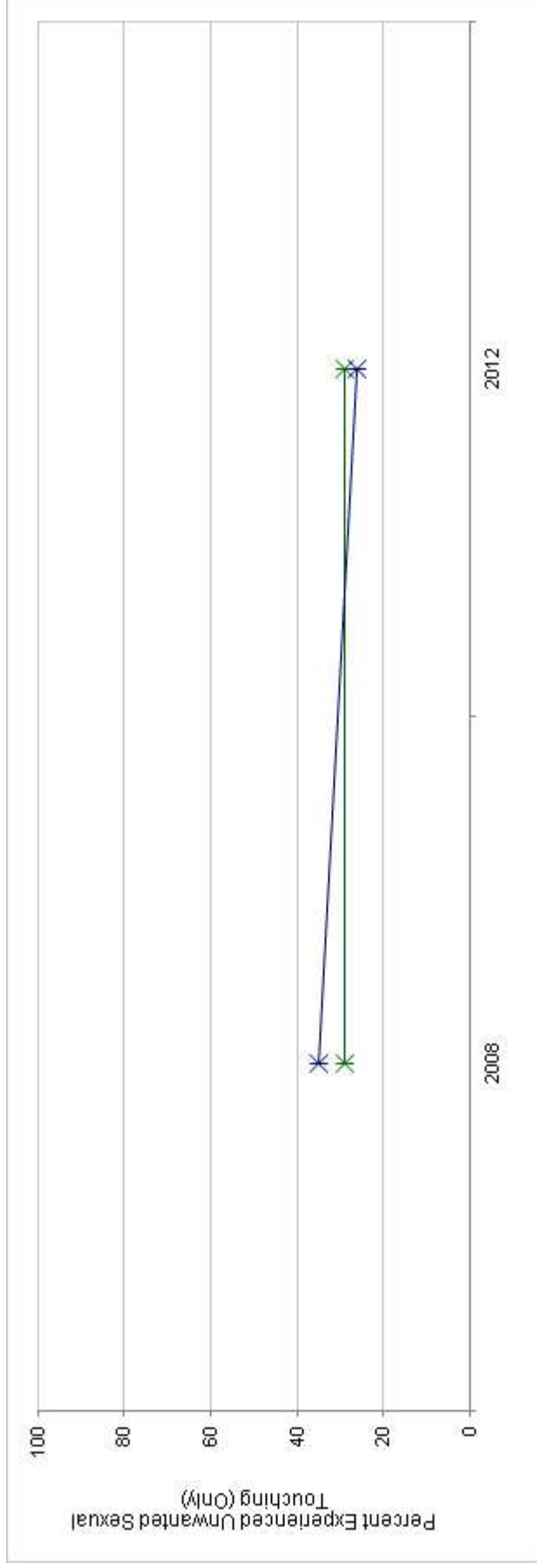


### • Of the 0.5% of men who experienced USC:

- 26% indicated experiencing unwanted sexual touching
- 11% indicated experiencing attempted sexual intercourse, anal or oral sex
- The percentage for men indicating experiencing completed sexual intercourse, anal or oral sex is not reportable
- 58% did not indicate what behaviors they experienced



## Experienced Unwanted Sexual Touching Only Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

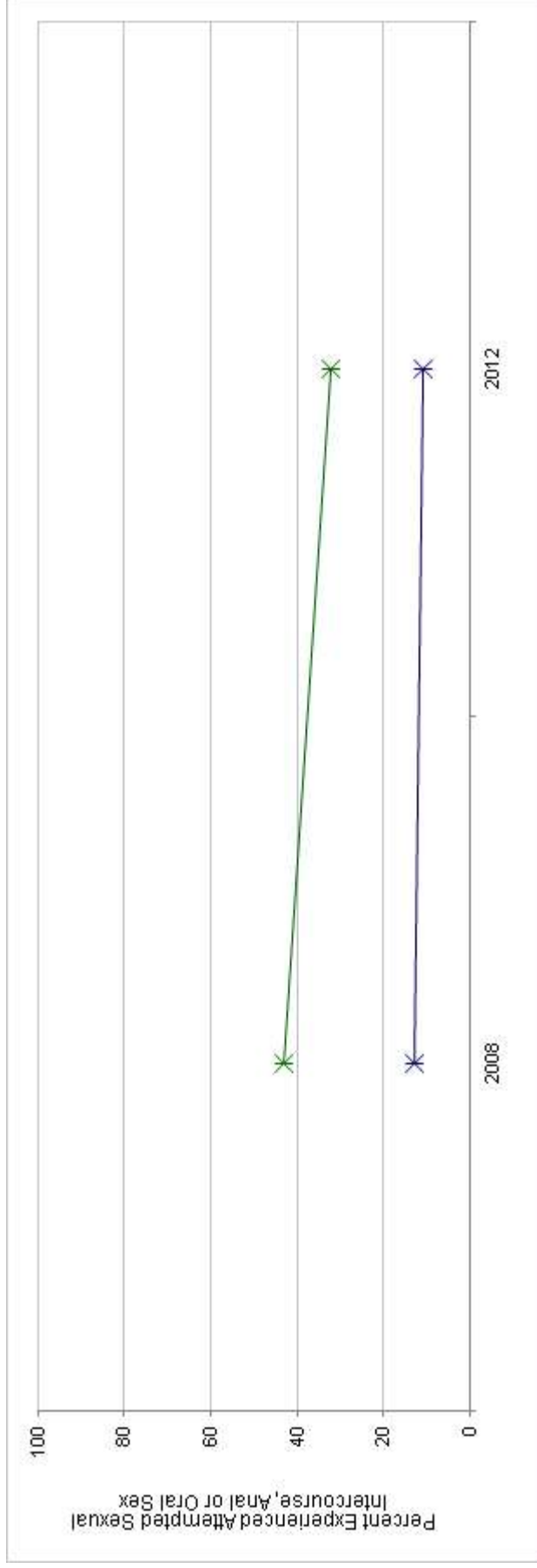


- **There are no statistically significant differences for women or men between 2012 and 2008**



## Experienced Attempted Sexual Intercourse, Anal or Oral Sex

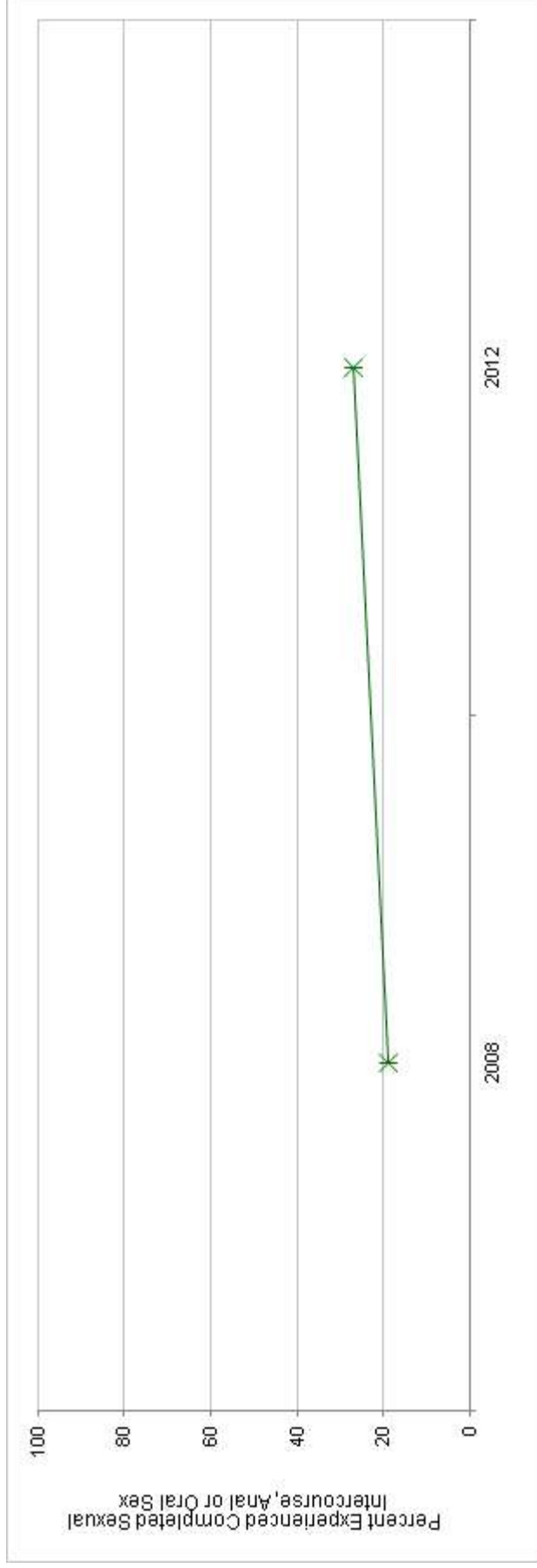
Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



- **There are no statistically significant differences for women or men between 2012 and 2008**



# Experienced Completed Sexual Intercourse, Anal or Oral Sex Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



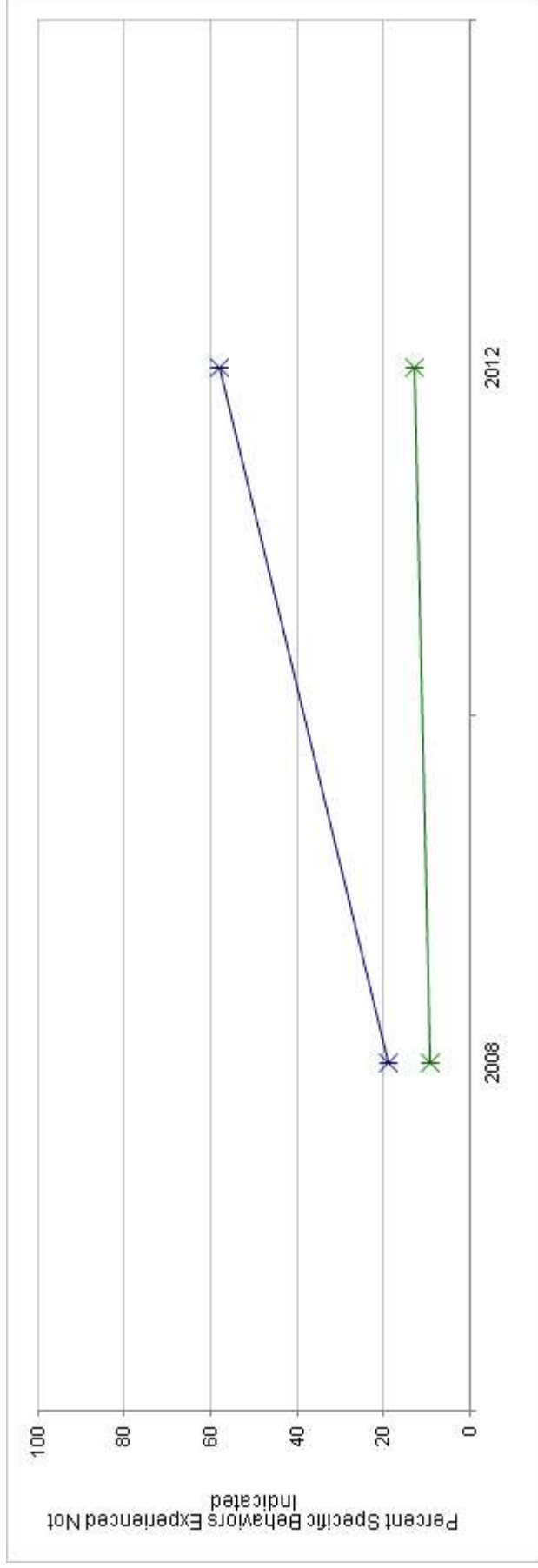
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	19	27
* Total Men	NR	NR

- There are no statistically significant differences for women between 2012 and 2008



## Specific Behaviors Experienced Not Indicated

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



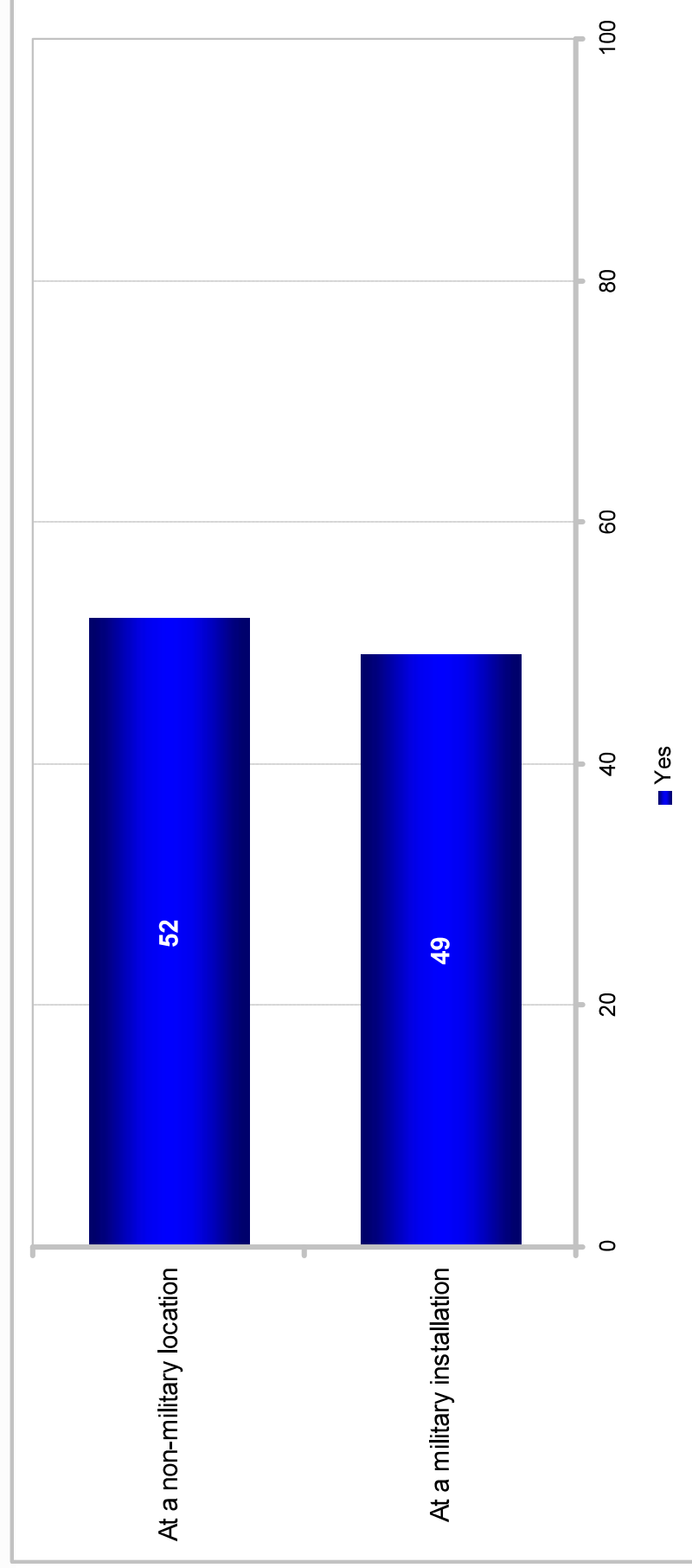
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	9	13
* Total Men	19	58

- For men, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for women



## Location Where the One Situation Occurred

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

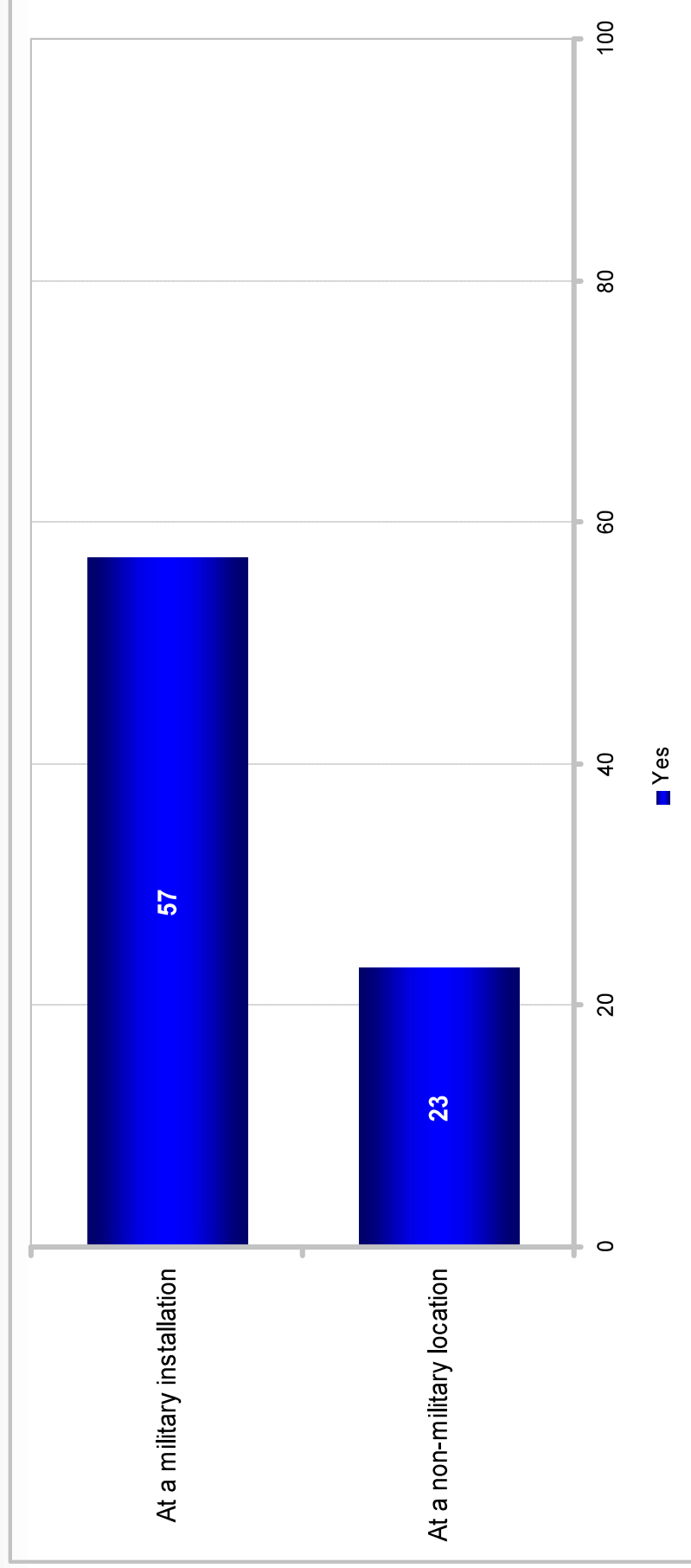


- **Of the 2.8% of women who experienced USC:**
  - 52% indicated the situation occurred at a non-military location
  - 49% indicated the situation occurred at a military installation



## Location Where the One Situation Occurred

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



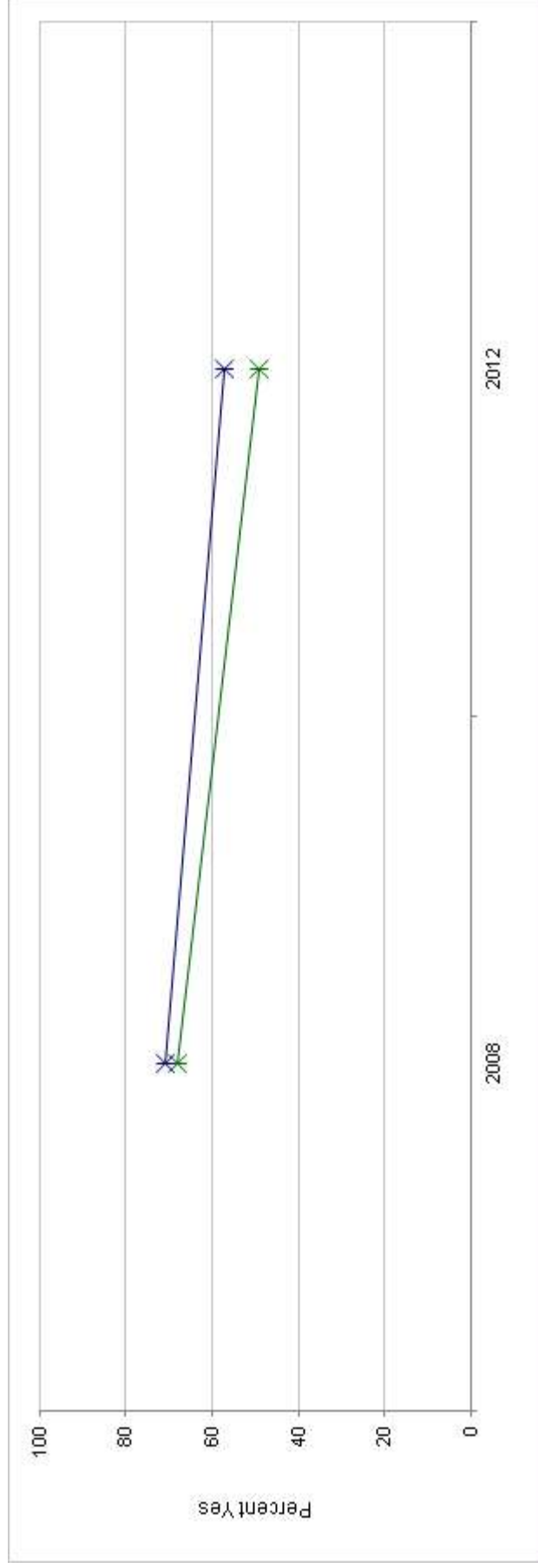
- **Of the 0.5% of men who experienced USC:**

- 57% indicated the situation occurred at a military installation
- 23% indicated the situation occurred at a non-military location



## One Situation Occurred at a Military Installation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

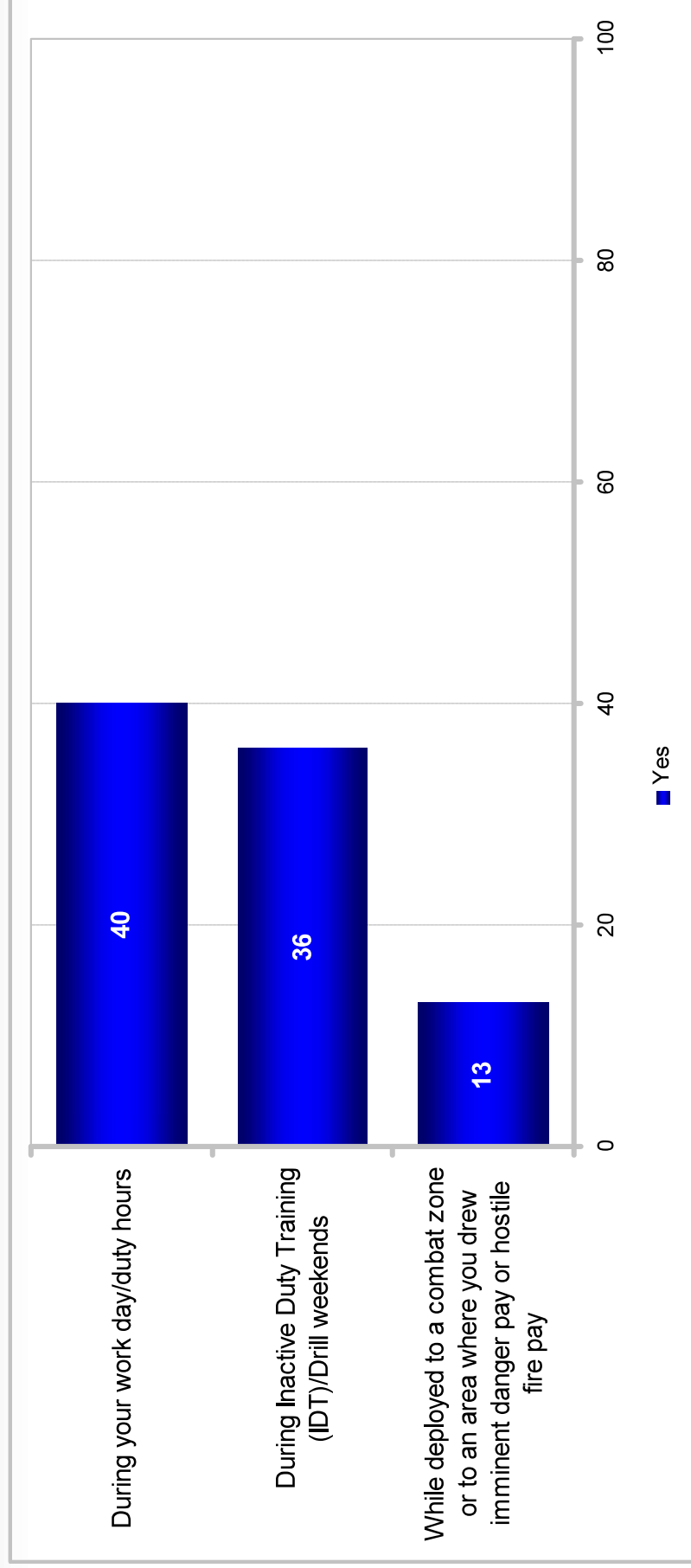


- There are no statistically significant differences for women or men between 2012 and 2008



## Characteristics of the Military Setting Where the One Situation Occurred

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



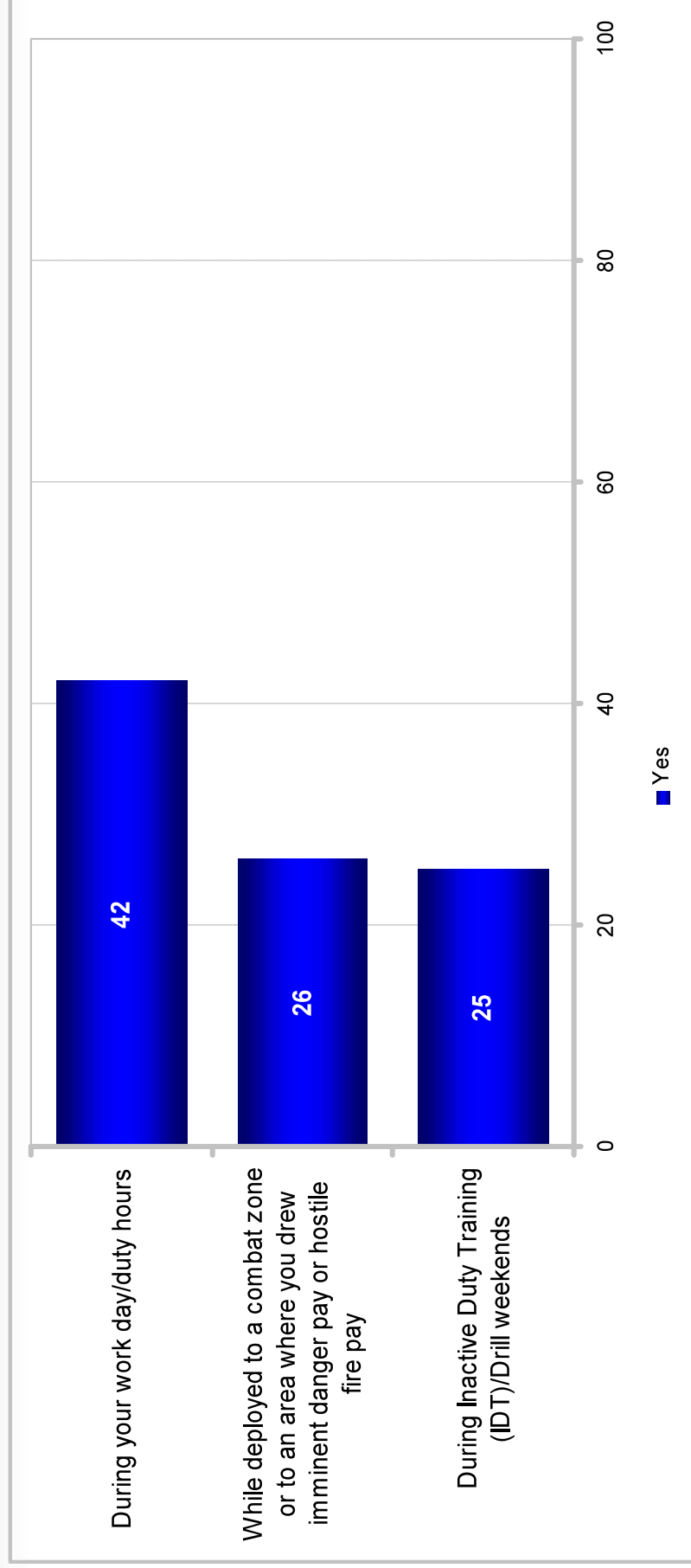
- **Of the 2.8% of women men who experienced USC:**

- 40% indicated the situation occurred during their work day/duty hours
- 36% indicated the situation occurred during Inactive Duty Training (IDT)/Drill weekends
- 13% indicated the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay



## Characteristics of the Military Setting Where the One Situation Occurred

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



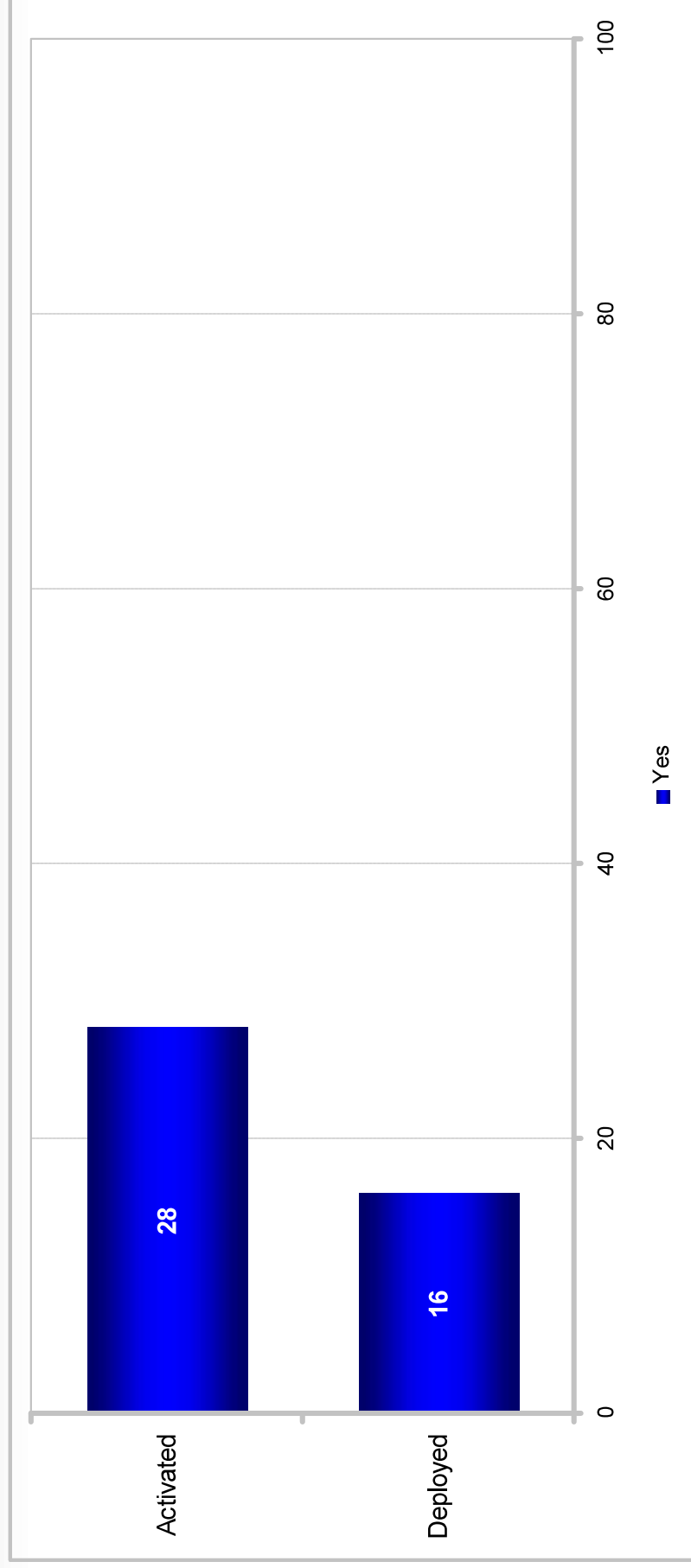
- **Of the 0.5% of men who experienced USC:**

- 42% indicated the situation occurred during their work day/duty hours
- 26% indicated the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
- 25% indicated the situation occurred during Inactive Duty Training (IDT)/Drill weekends



## Status When the One Situation Occurred

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

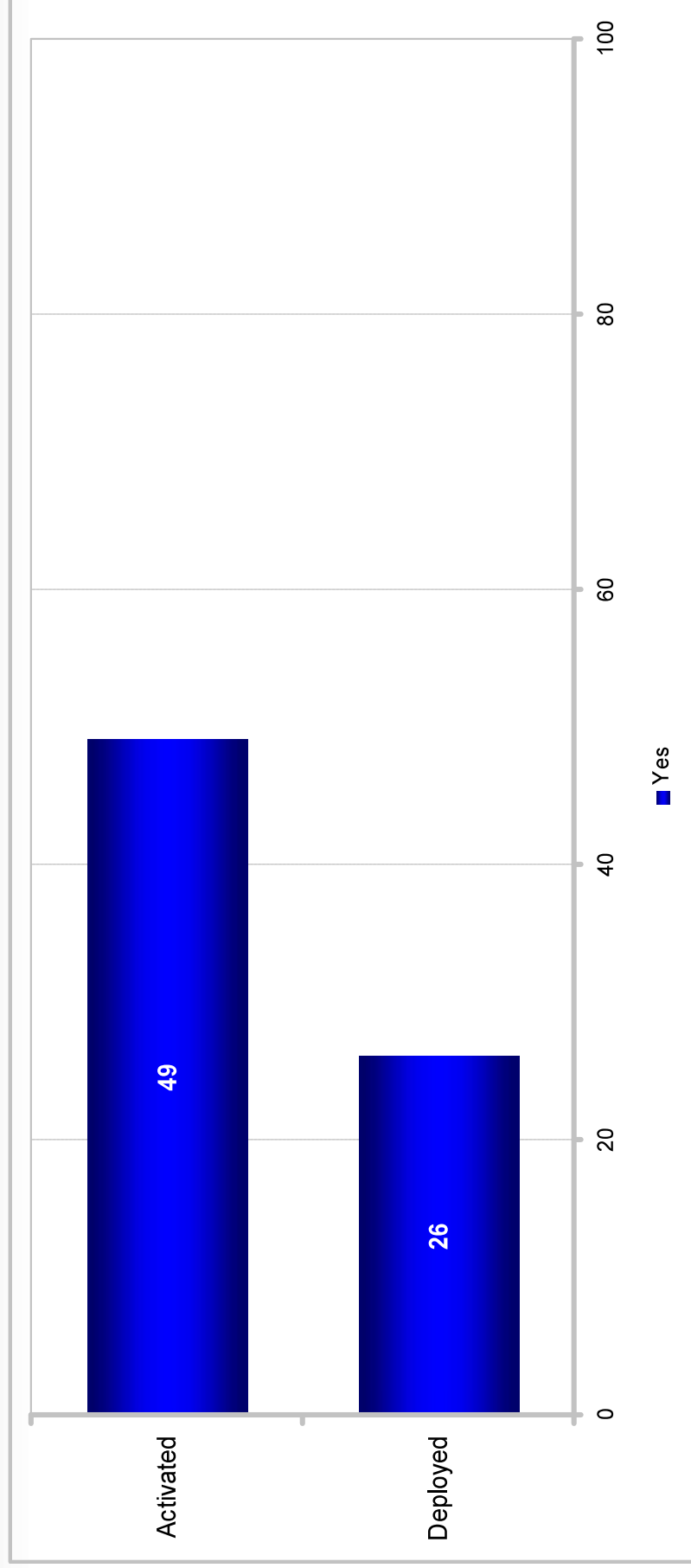


- **Of the 2.8% of women who experienced USC:**
  - 28% indicated the situation occurred while they were activated
  - 16% indicated the situation occurred while they were deployed



## Status When the One Situation Occurred

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

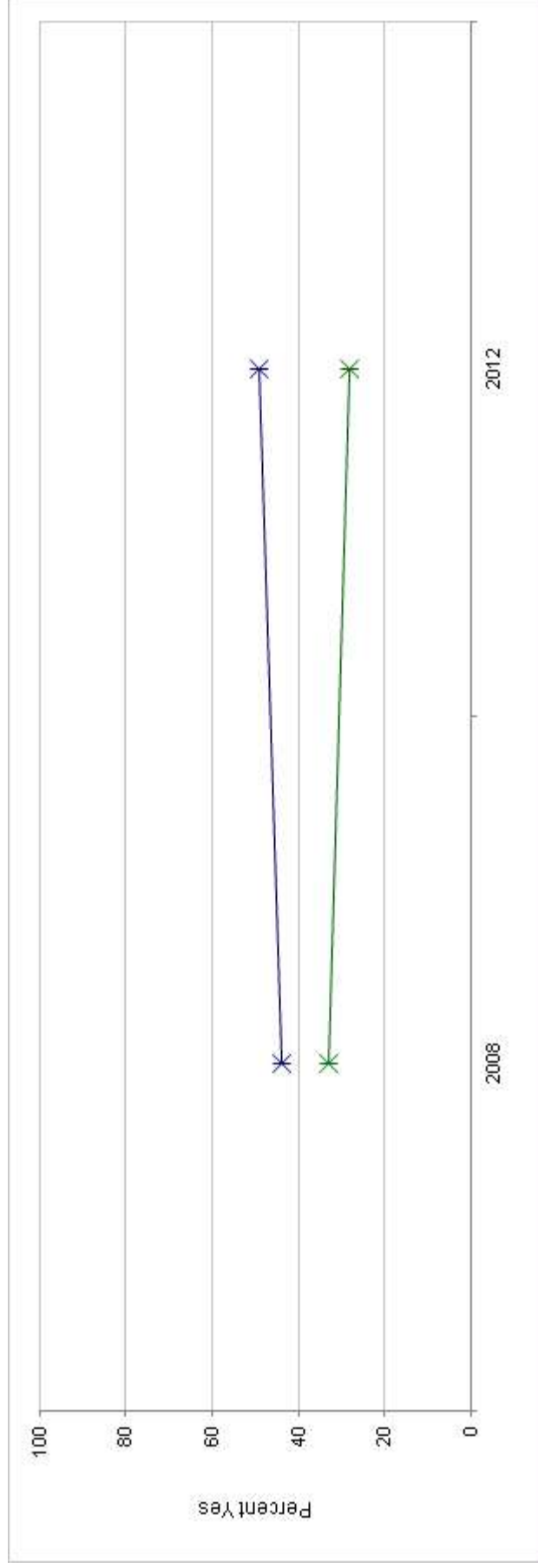


- **Of the 0.5% of men who experienced USC:**

- 49% indicated the situation occurred while they were activated
- 26% indicated the situation occurred while they were deployed



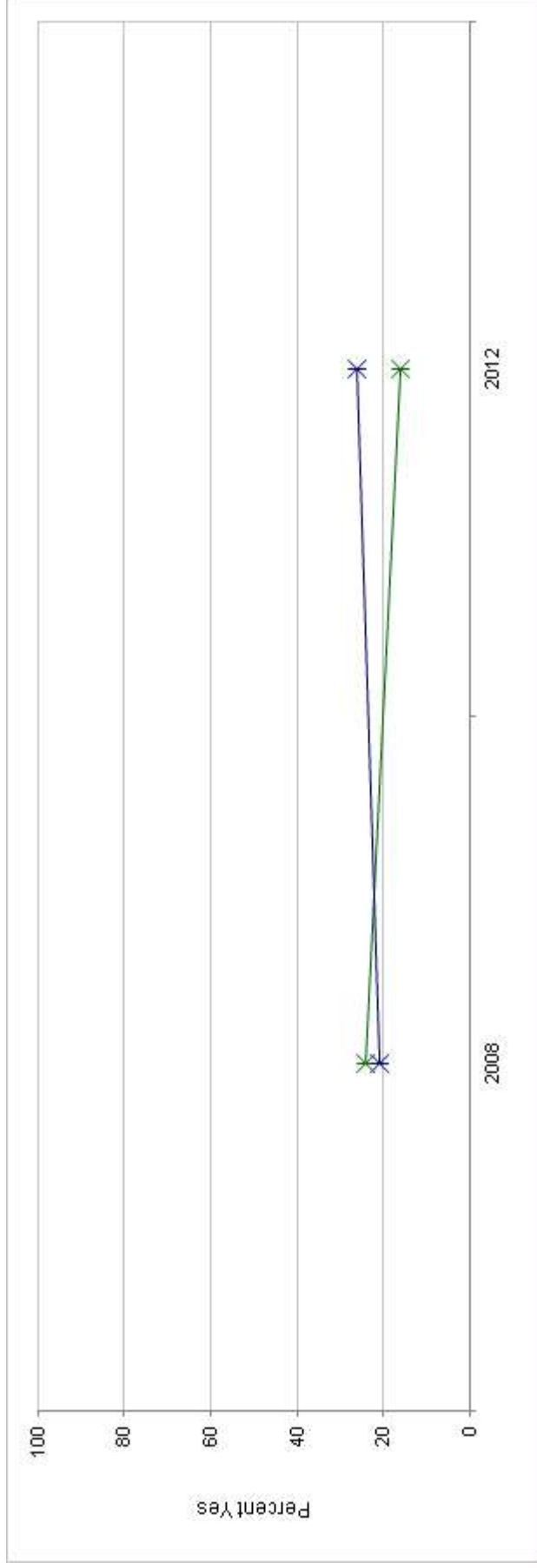
## Activated When the One Situation Occurred Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



- There are no statistically significant differences for women or men between 2012 and 2008



## Deployed When the One Situation Occurred Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

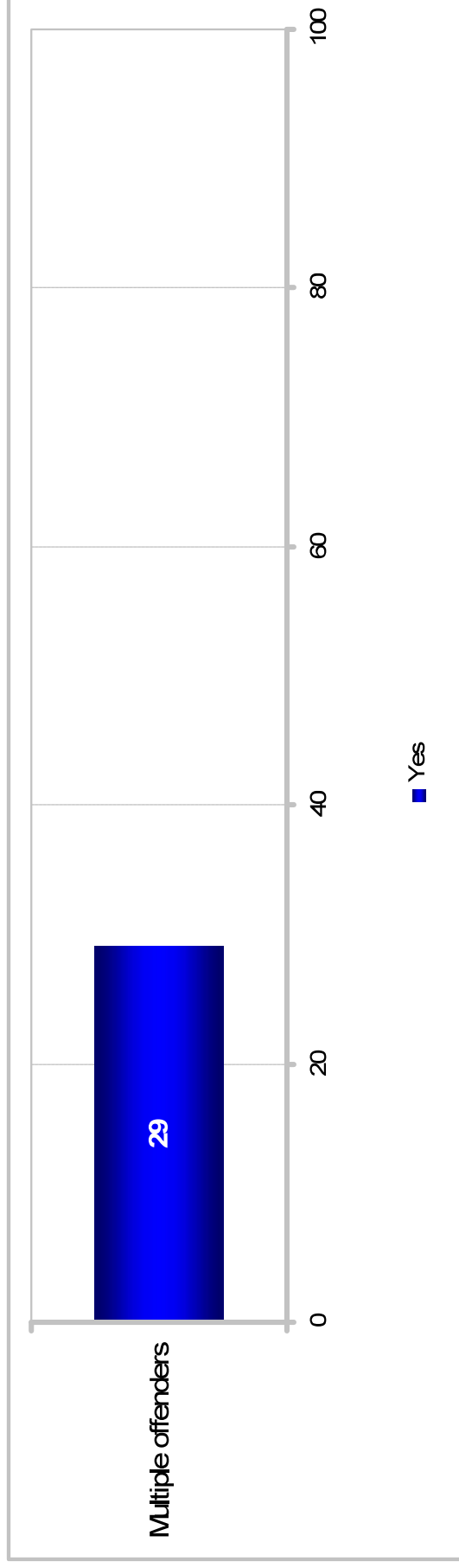


- There are no statistically significant differences for women or men between 2012 and 2008



## Multiple Offenders Involved in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



- **Of the 2.8% of women who experienced USC:**

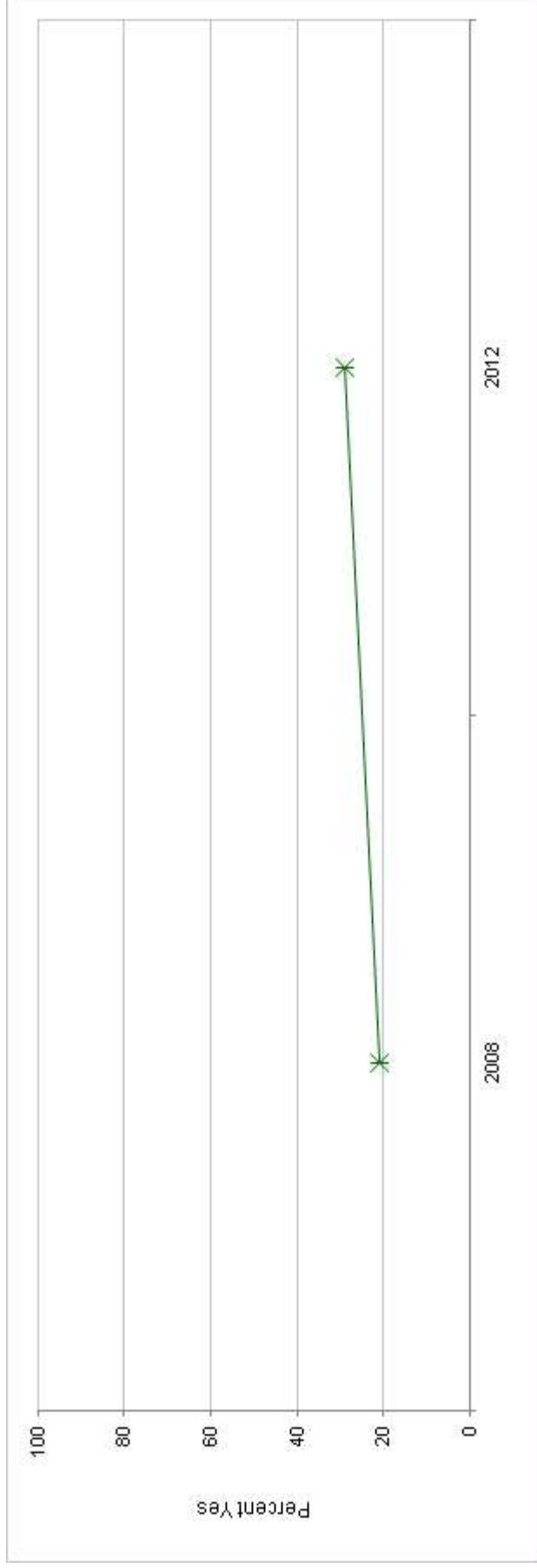
- 29% indicated the situation involved multiple offenders

- **Results for men are not reportable**



## Multiple Offenders Involved in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



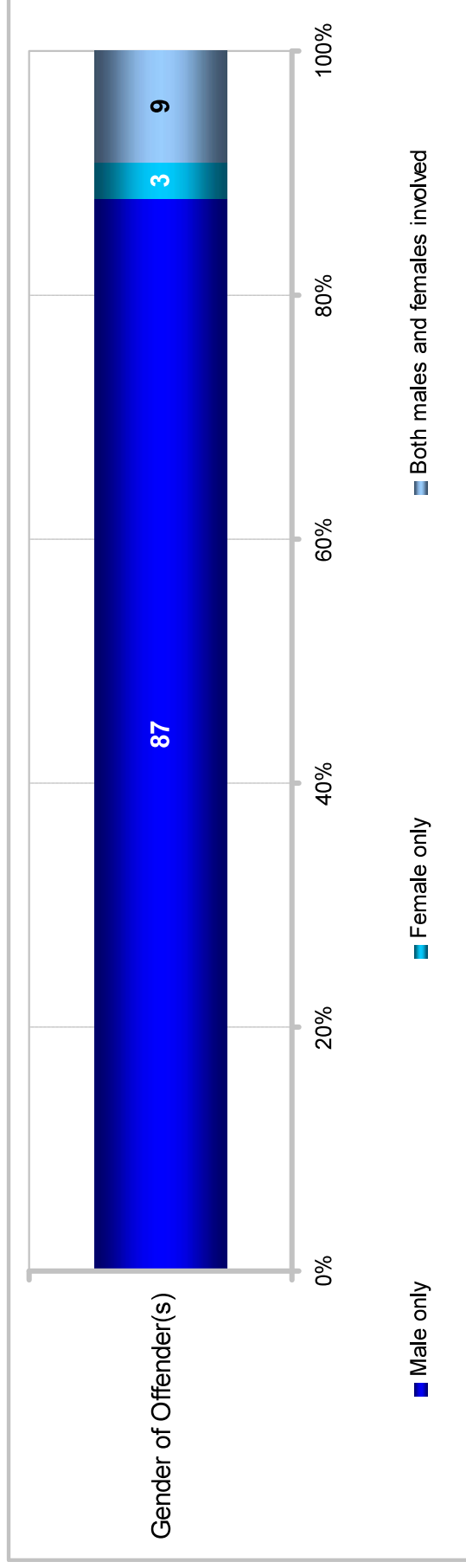
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	21	29
* Total Men	NR	NR

- There are no statistically significant differences for women between 2012 and 2008



## Gender of Offender(s) in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



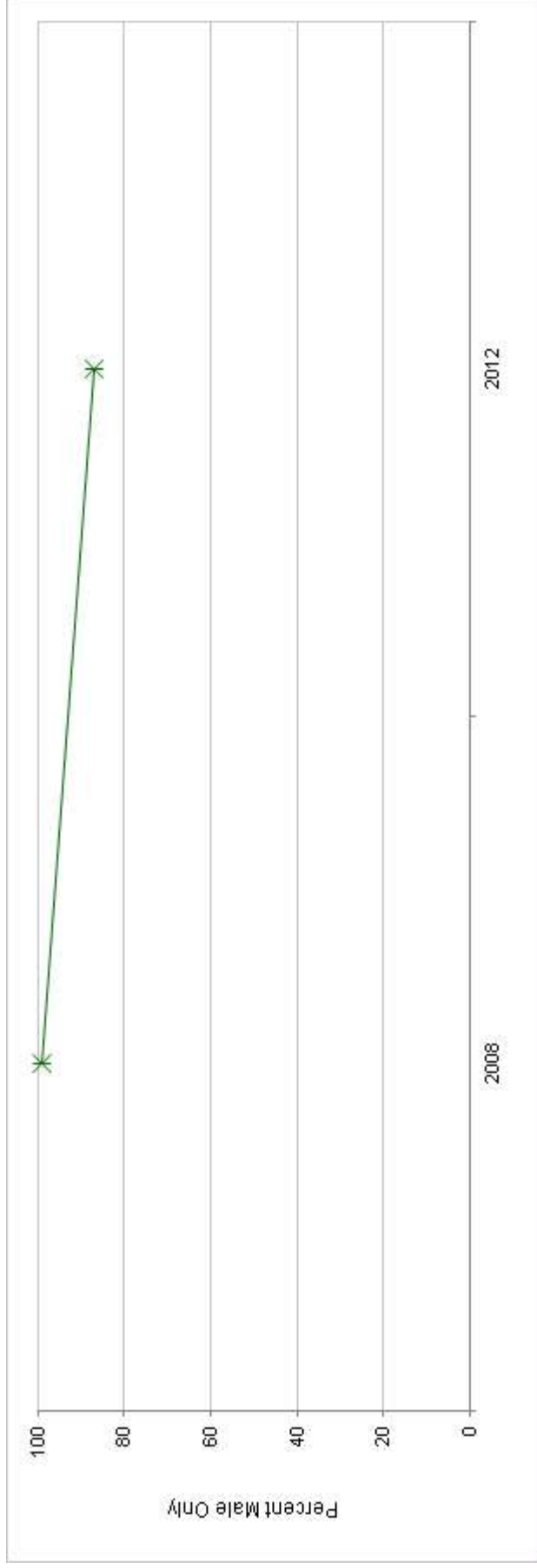
- **Of the 2.8% of women who experienced USC:**

- 87% indicated the offender(s) were male only; 3% indicated the offender(s) were female only; and 9% indicated the offenders were both males and females

- **Results for men are not reportable**



## Male Offender Only in the One Situation Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



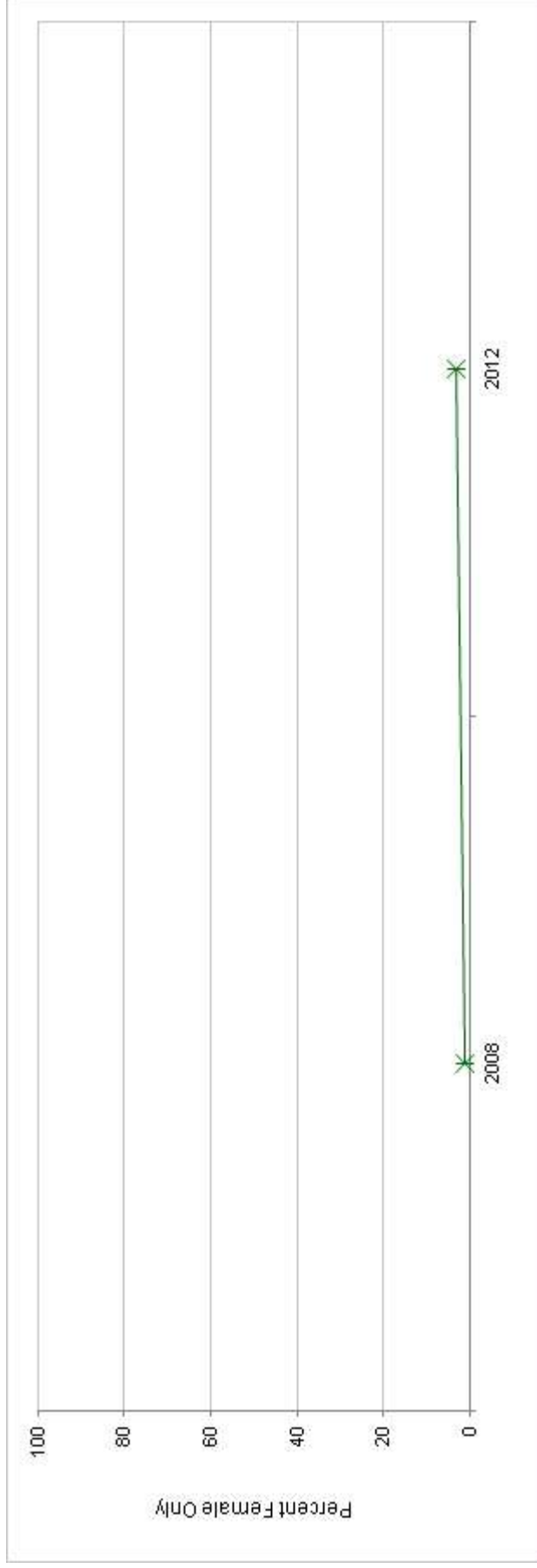
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	99	87
* Total Men	NR	NR

- For women, the percentage is significantly lower in 2012 than in 2008



## Female Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



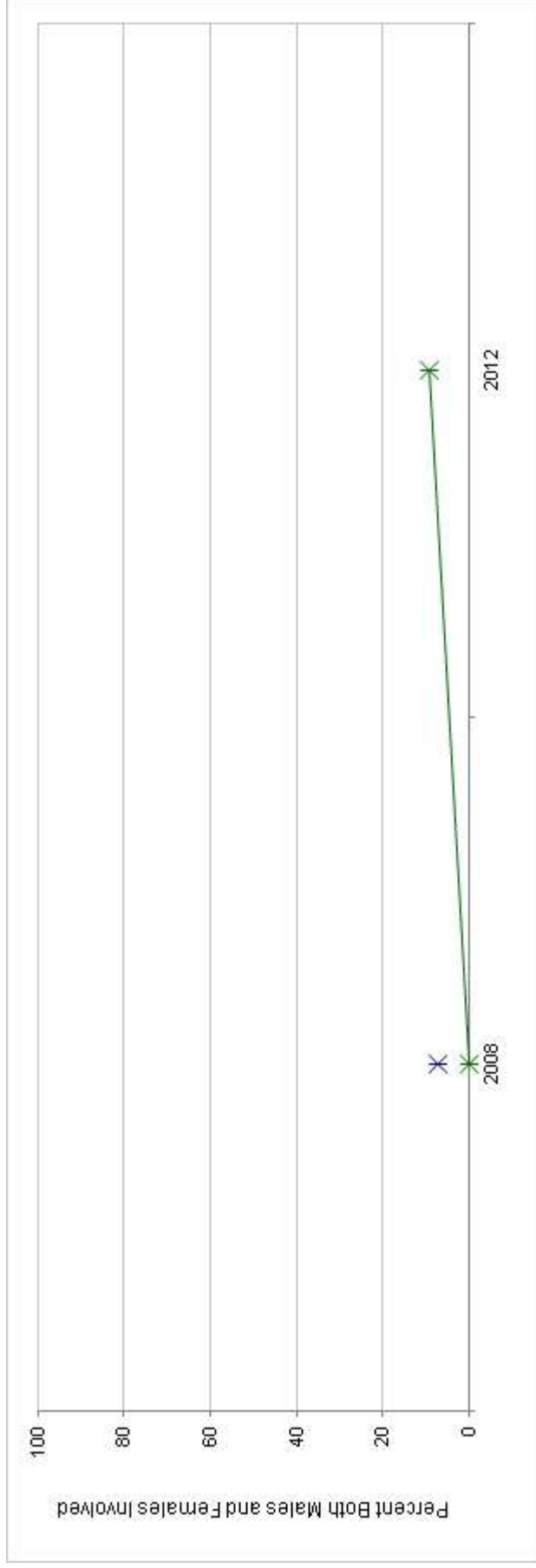
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	1	3
* Total Men	NR	NR

- There are no statistically significant differences for women between 2012 and 2008



## Both Male and Female Offenders in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

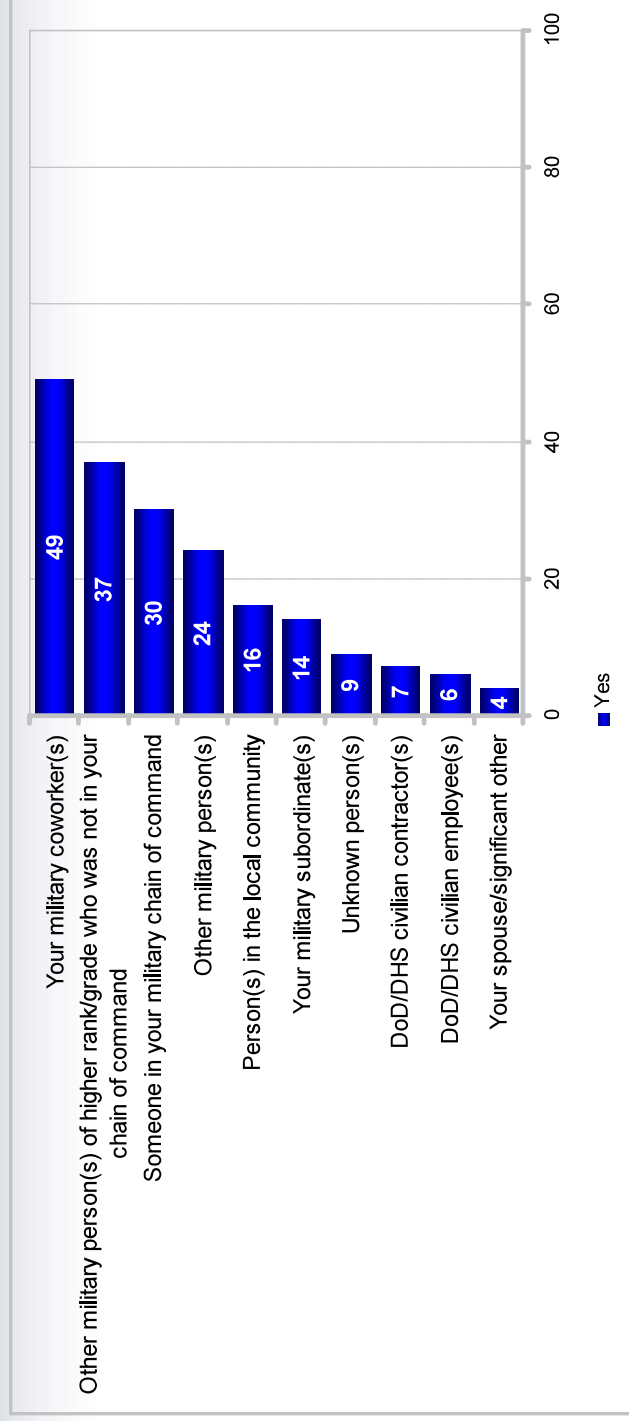


	2008	2012
Total Women	0	9
Total Men	7	NR

- There are no statistically significant differences for women between 2012 and 2008



# Offender(s) in the One Situation Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

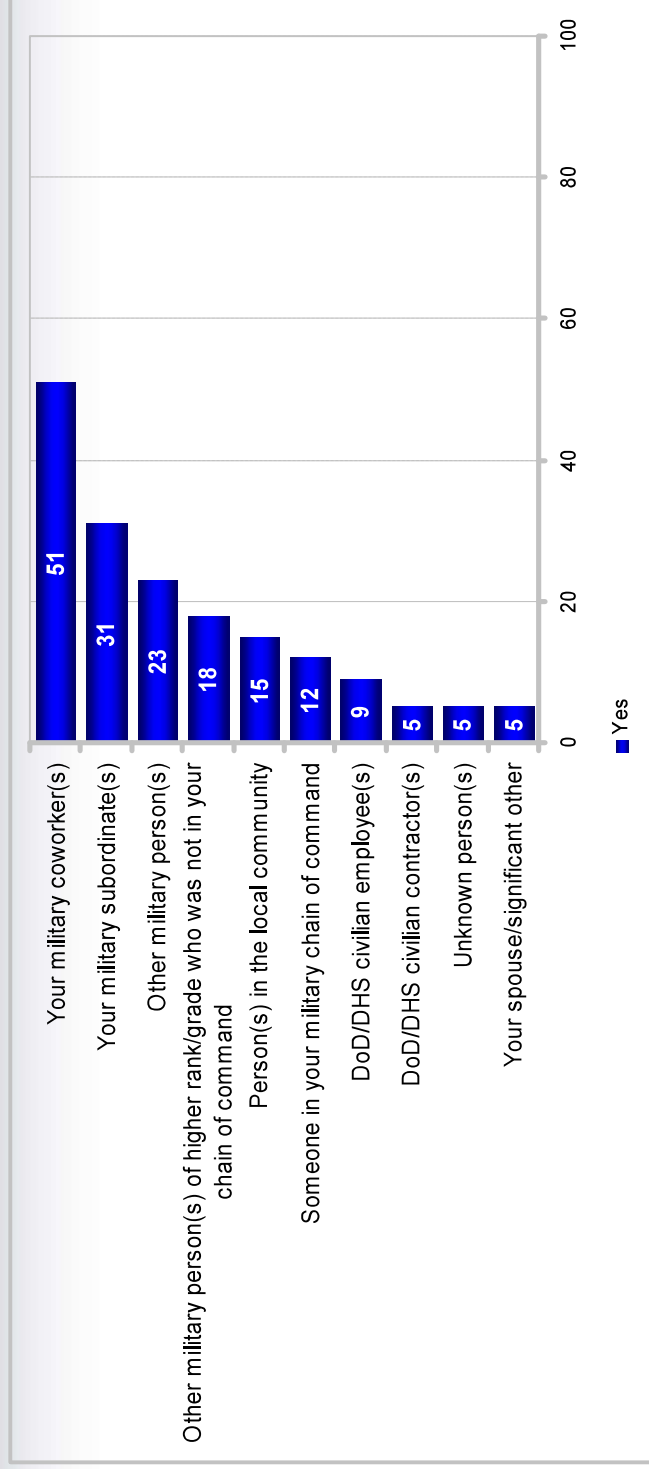


• **Of the 2.8% of women who experienced USC:**

- 49% indicated the offender was their military coworker(s)
- 37% indicated the offender was another military person(s) of higher rank/grade who was not in their chain of command
- 30% indicated the offender was someone in their military chain of command
- 24% indicated the offender was another military person(s)
- 16% indicated the offender was a person(s) in the local community
- 14% indicated the offender was their military subordinate(s)
- 9% indicated the offender was unknown
- 7% indicated the offender was a DoD/DHS civilian contractor(s)
- 6% indicated the offender was a DoD/DHS civilian employee(s)
- 4% indicated the offender was their spouse/significant other



# Offender(s) in the One Situation Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



• **Of the 0.5% of men who experienced USC:**

- 51% indicated the offender was their military coworker(s)
- 31% indicated the offender was their military subordinate(s)
- 23% indicated the offender was another military person(s)
- 18% indicated the offender was another military person(s) of higher rank/grade who was not in their chain of command
- 15% indicated the offender was a person(s) in the local community
- 12% indicated the offender was someone in their military chain of command
- 9% indicated the offender was a DoD/DHS civilian employee(s)
- 5% indicated the offender was unknown
- 5% indicated the offender was a DoD/DHS civilian contractor(s)
- 5% indicated the offender was their spouse/significant other

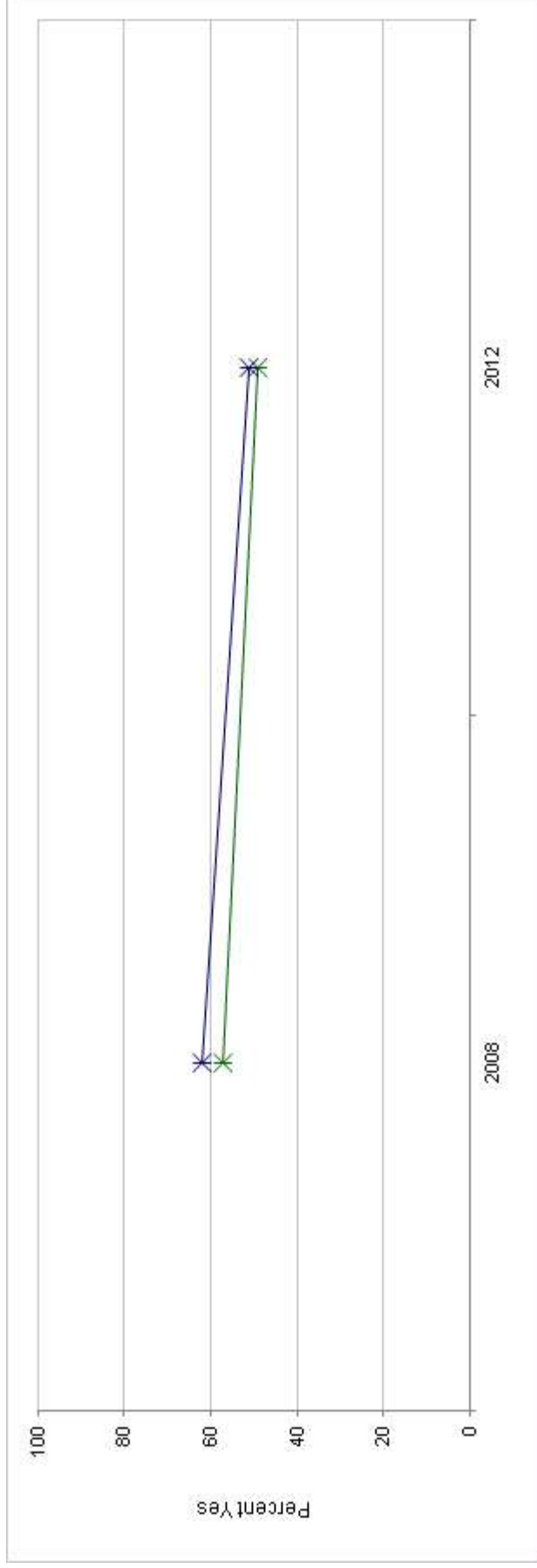
WGRR 2012 Q80

Margins of error range from ±14% to ±23%



## Offender Was Military Coworker

### Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



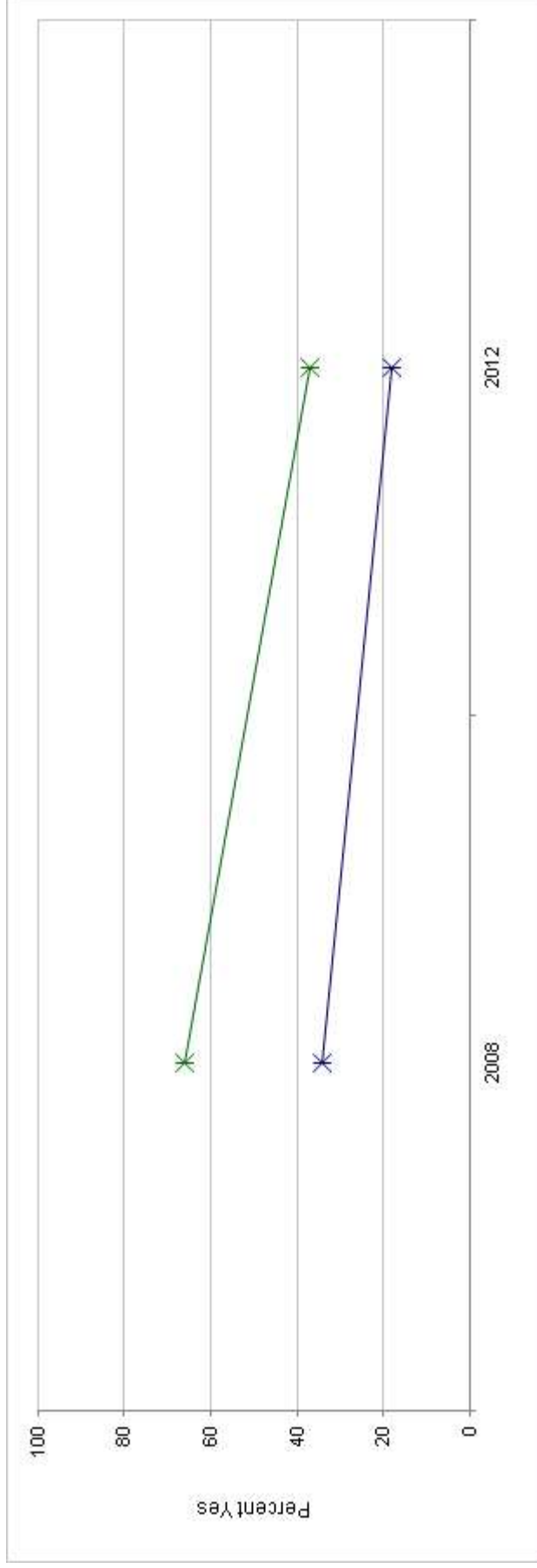
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	57	49
Total Men	62	51

- There are no statistically significant differences for women or men between 2012 and 2008



# Offender Was Other Military Person Of Higher Rank/Grade Who Was Not in Your Chain of Command

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



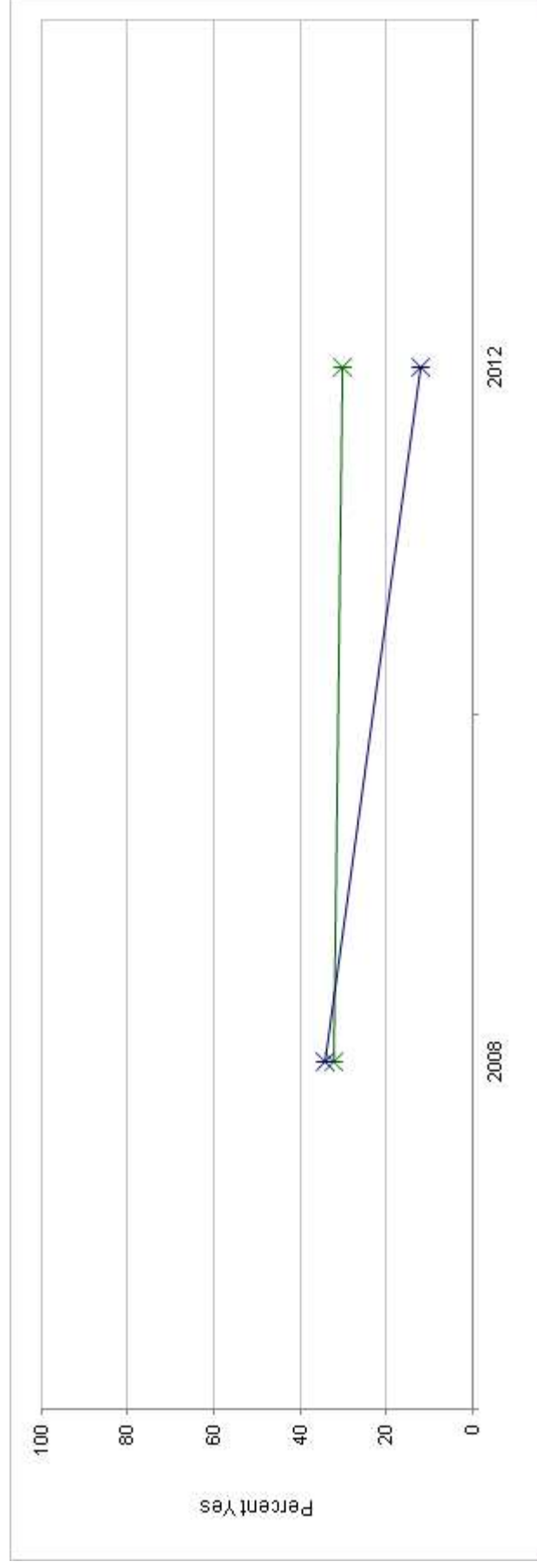
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	66*	37
Total Men	34*	18

- For women, the percentage is significantly lower in 2012 than in 2008; there are no statistically significant differences for men



## Offender Was Someone in Your Military Chain of Command

### Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



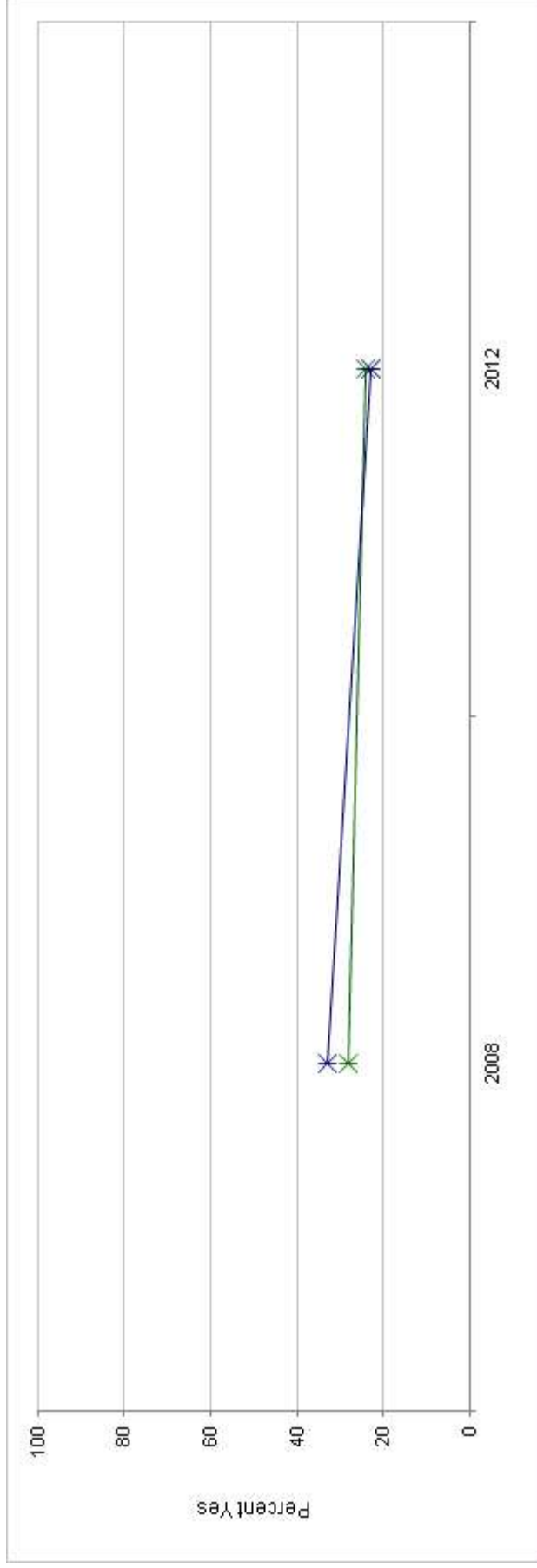
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	32	30
Total Men	34	12

- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was Other Military Person

### Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

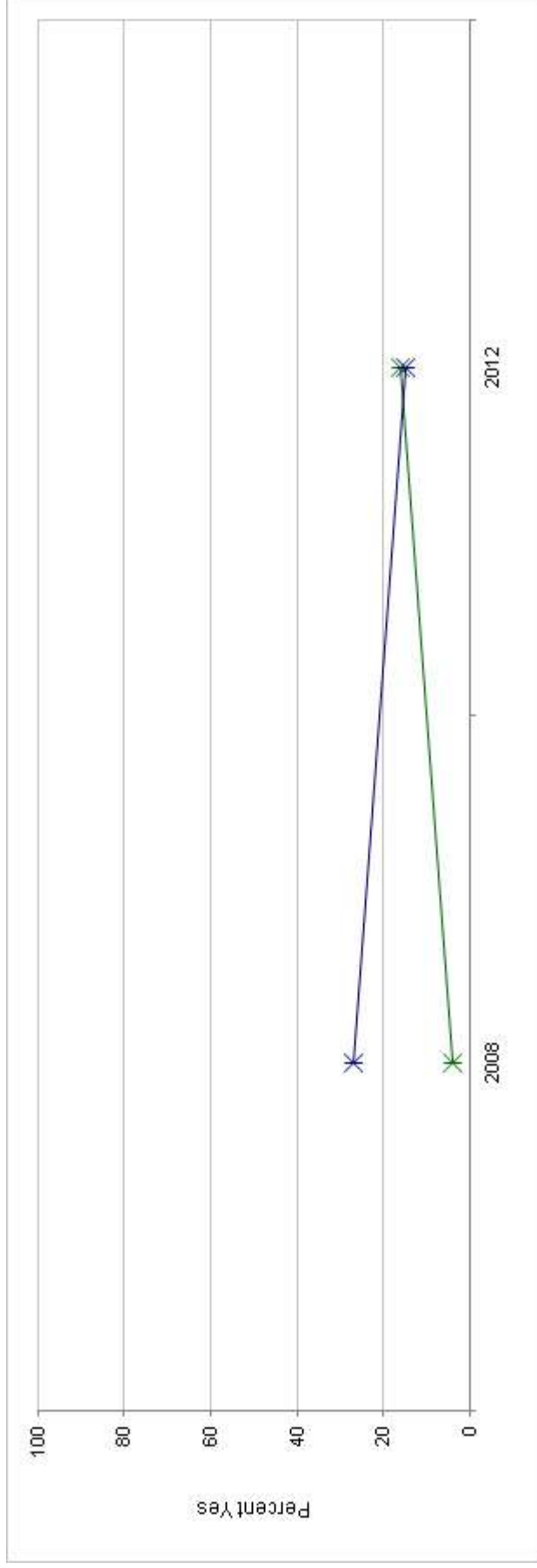


- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was Person in the Local Community

### Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

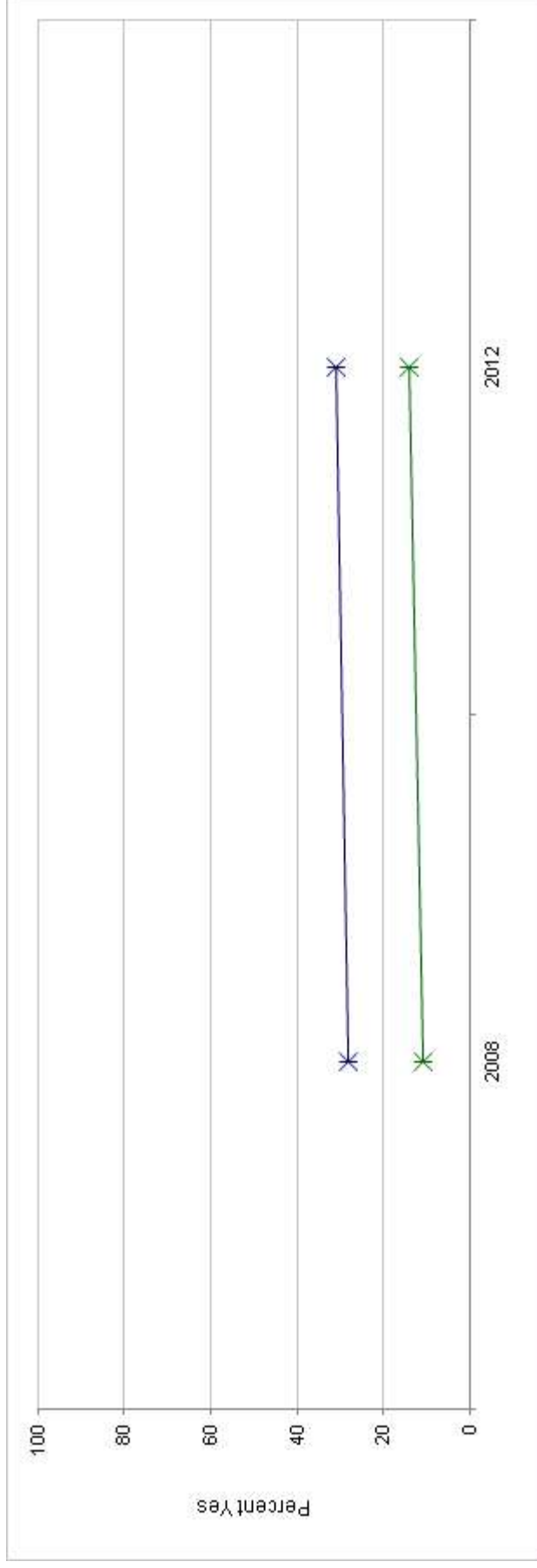


- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was Military Subordinate

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

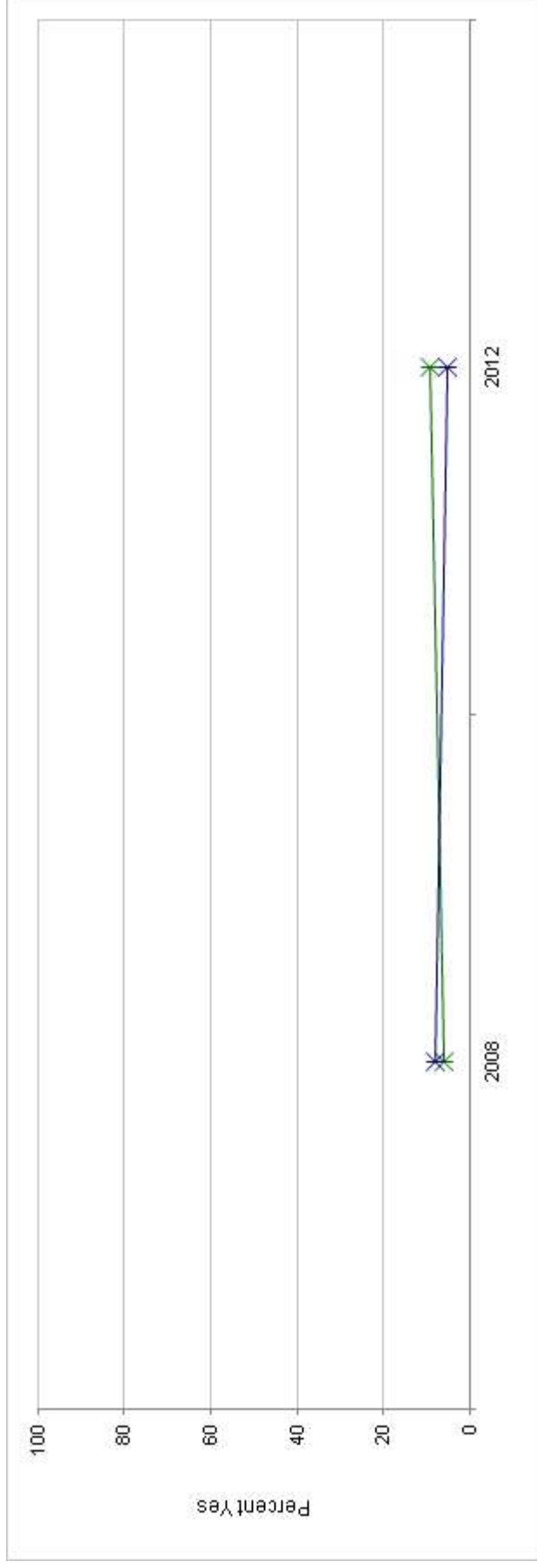


	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	11	14
* Total Men	28	31

- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was Unknown Person Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

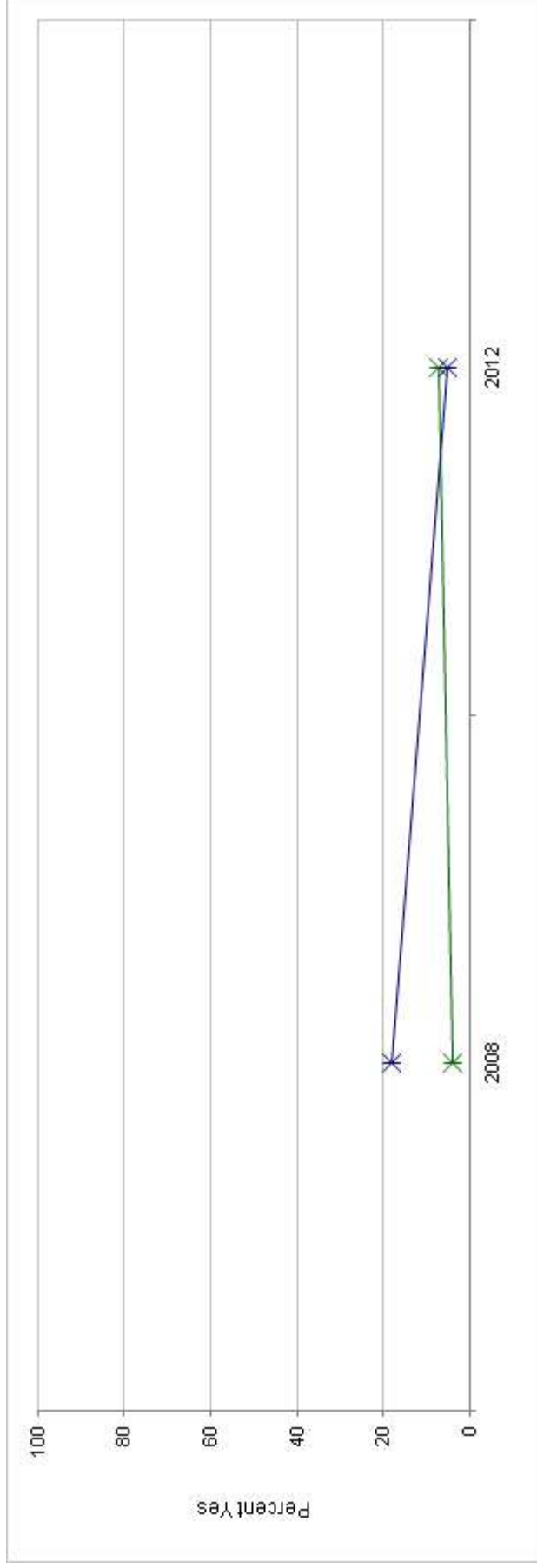


- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was DoD/DHS Civilian Contractor

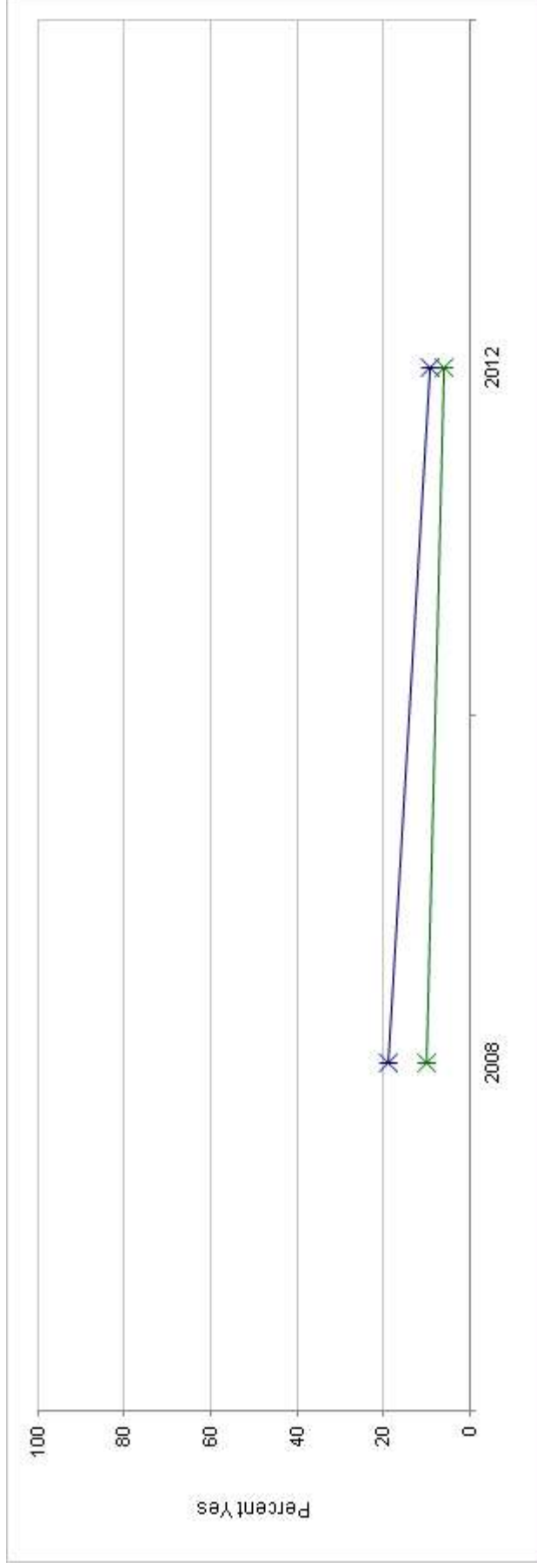
Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was DoD/DHS Civilian Employee Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

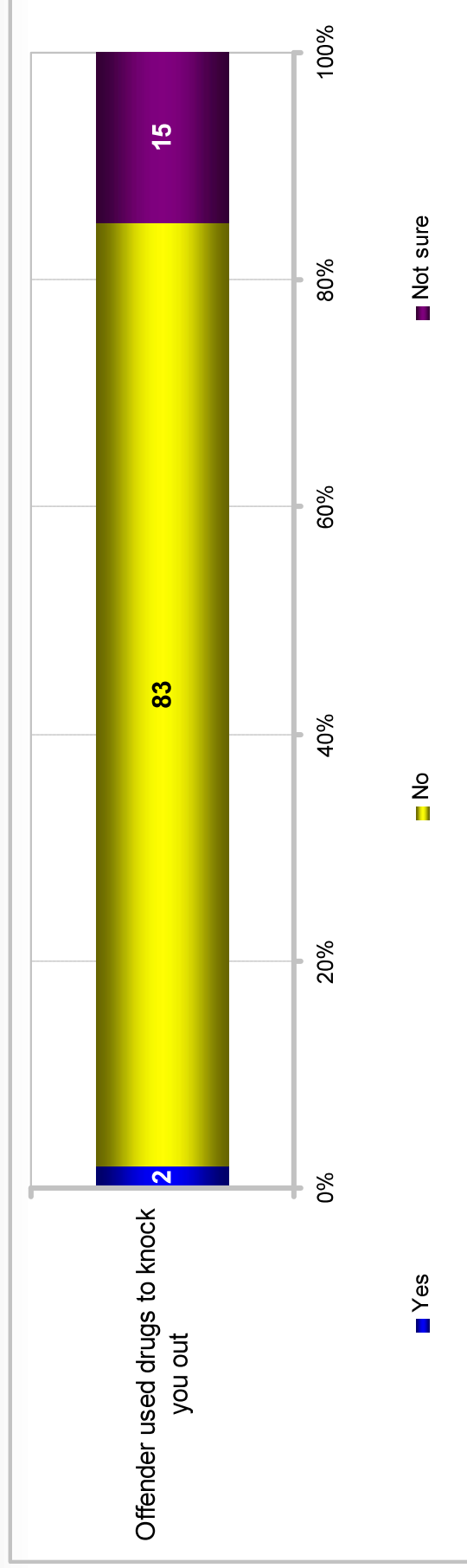


- There are no statistically significant differences for women or men between 2012 and 2008



## Knock Out Drugs Used in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



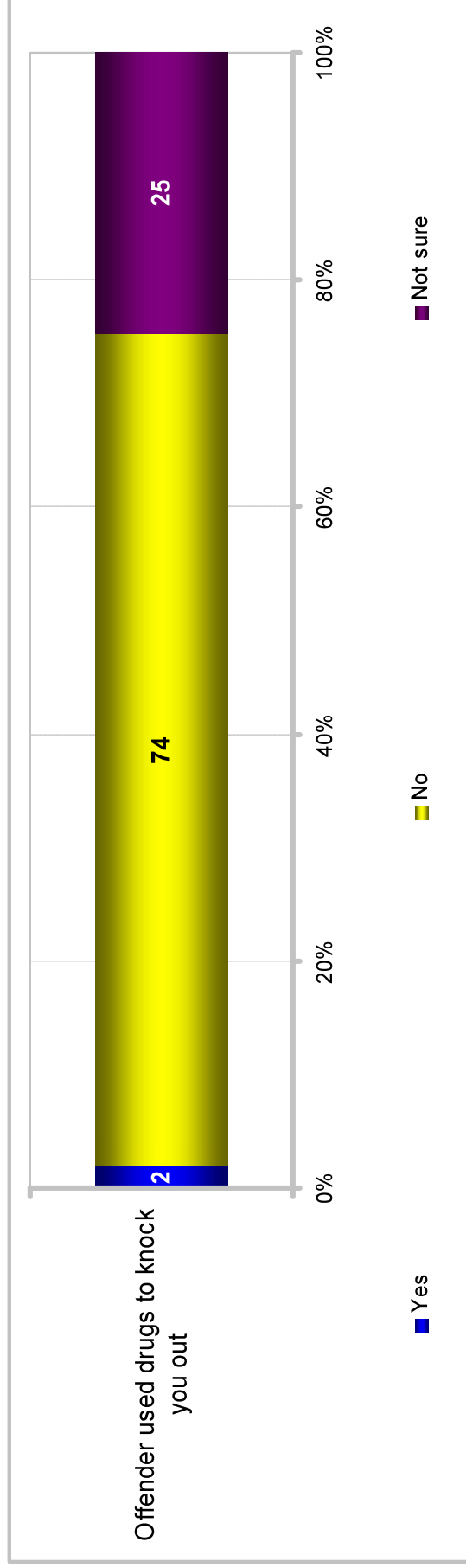
- **Of the 2.8% of women who experienced USC:**

- 2% indicated the offender used drugs to knock them out; 83% of women indicated the offender did not; and 15% of women were not sure



## Knock Out Drugs Used in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



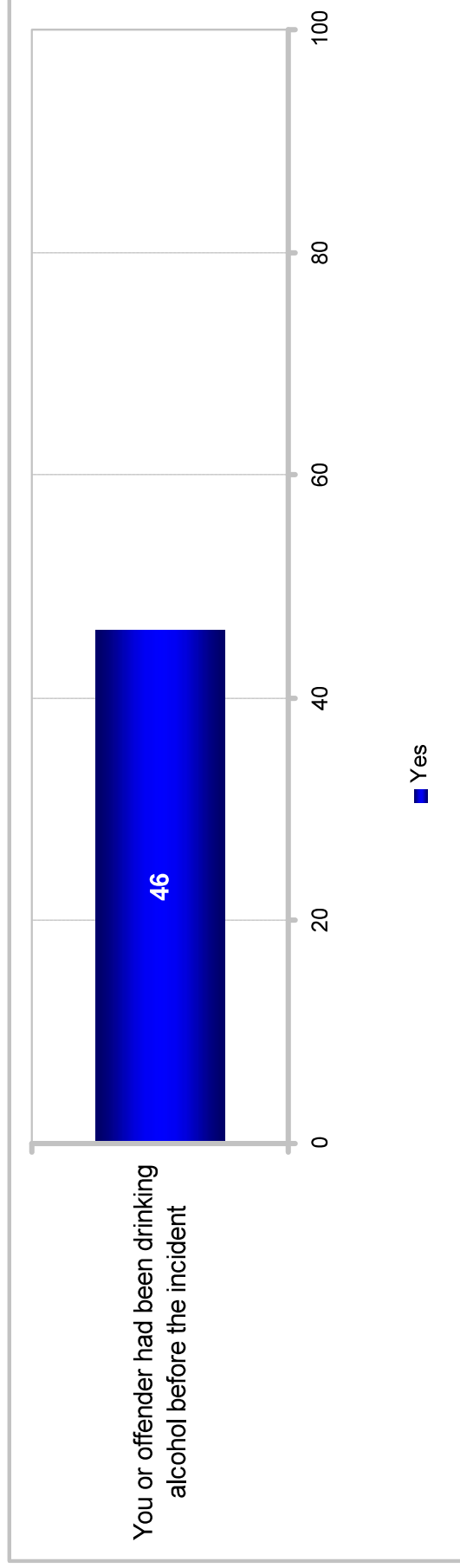
- **Of the 0.5% of men who experienced USC:**

- 2% indicated the offender used drugs to knock them out; 74% of men indicated the offender did not; and 25% of men were not sure



## Alcohol Used in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

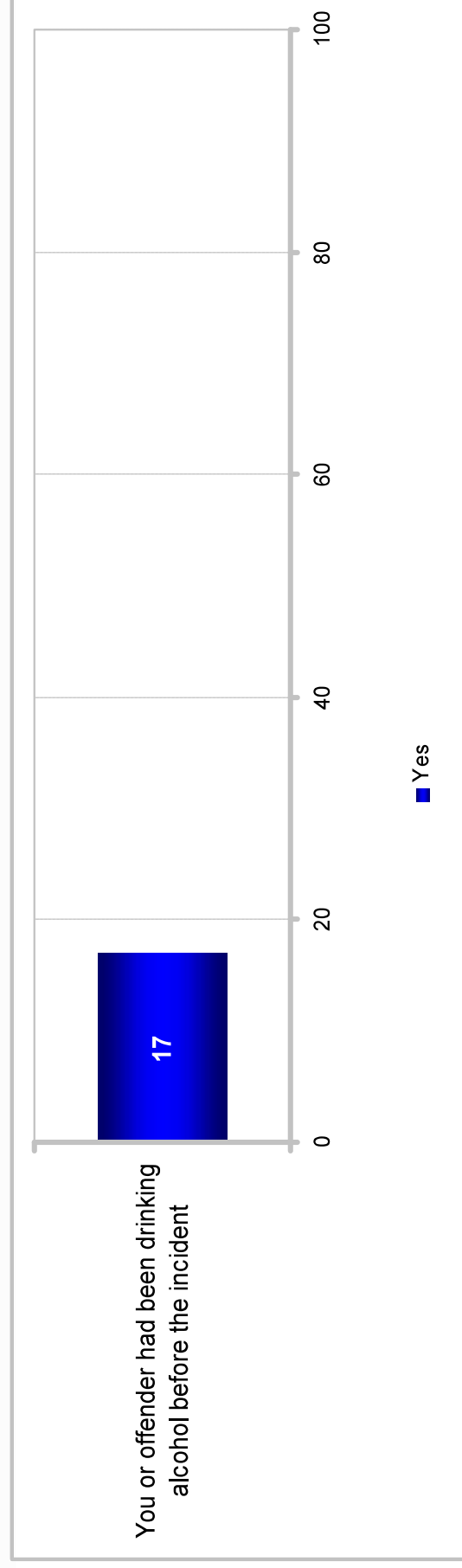


- **Of the 2.8% of women who experienced USC:**
  - 46% indicated they or the offender had been drinking alcohol before the incident



## Alcohol Used in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

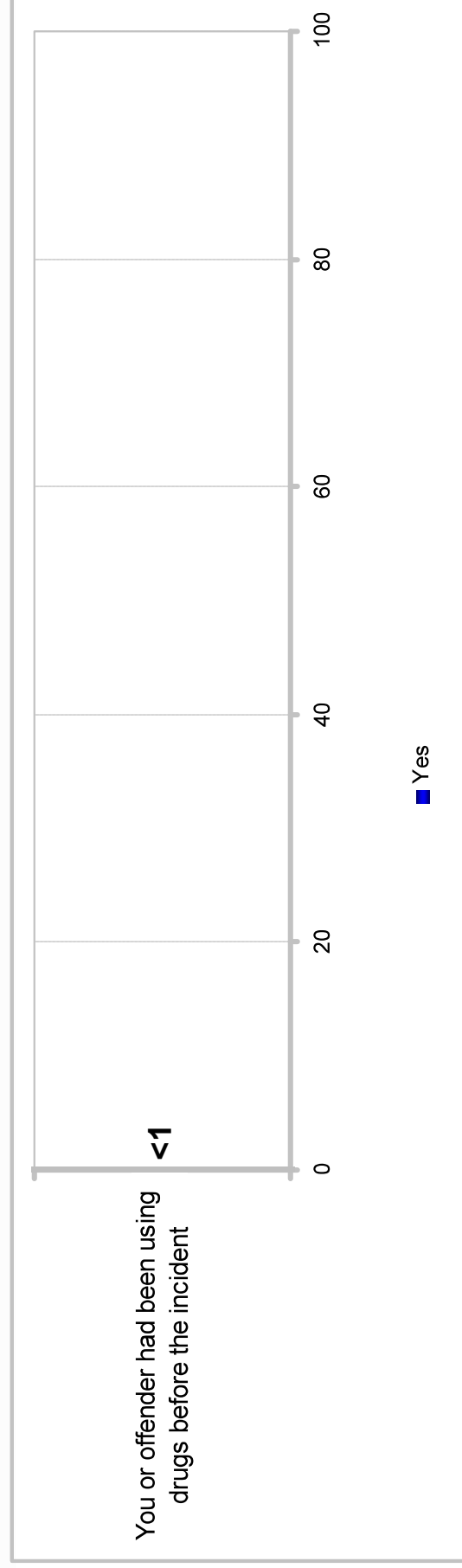


- **Of the 0.5% of men who experienced USC:**
  - 17% indicated they or the offender had been drinking alcohol before the incident



## Drugs Used in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



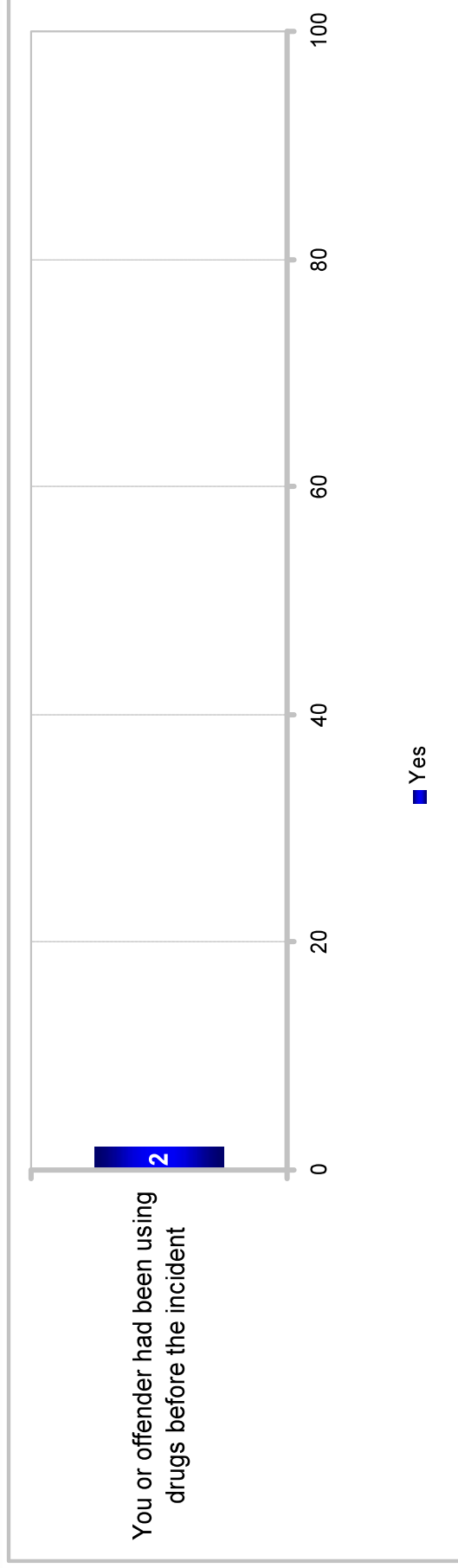
- **Of the 2.8% of women who experienced USC:**

- <1% indicated they or the offender had been using drugs before the incident



## Drugs Used in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

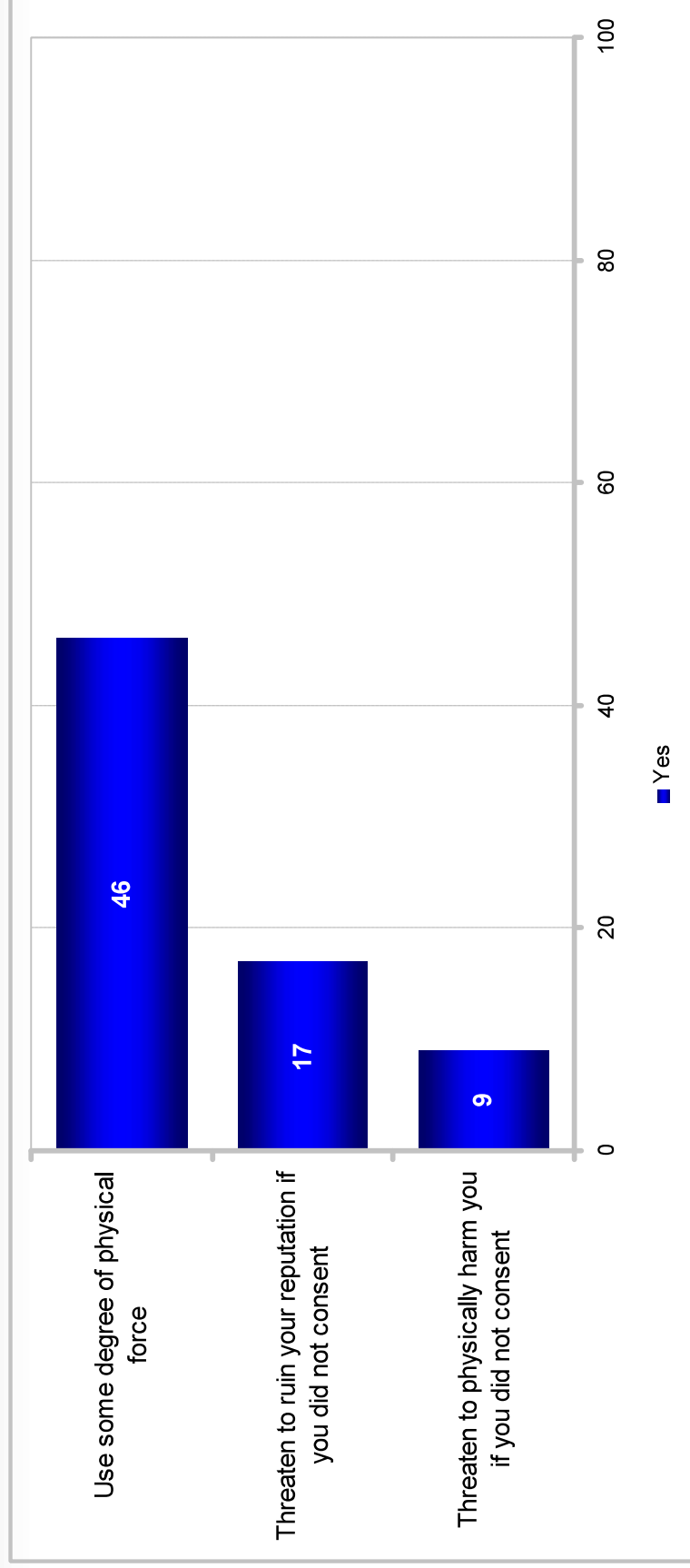


- **Of the 0.5% of men who experienced USC:**
  - 2% indicated they or the offender had been using drugs before the incident



## Threats/Force Used in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



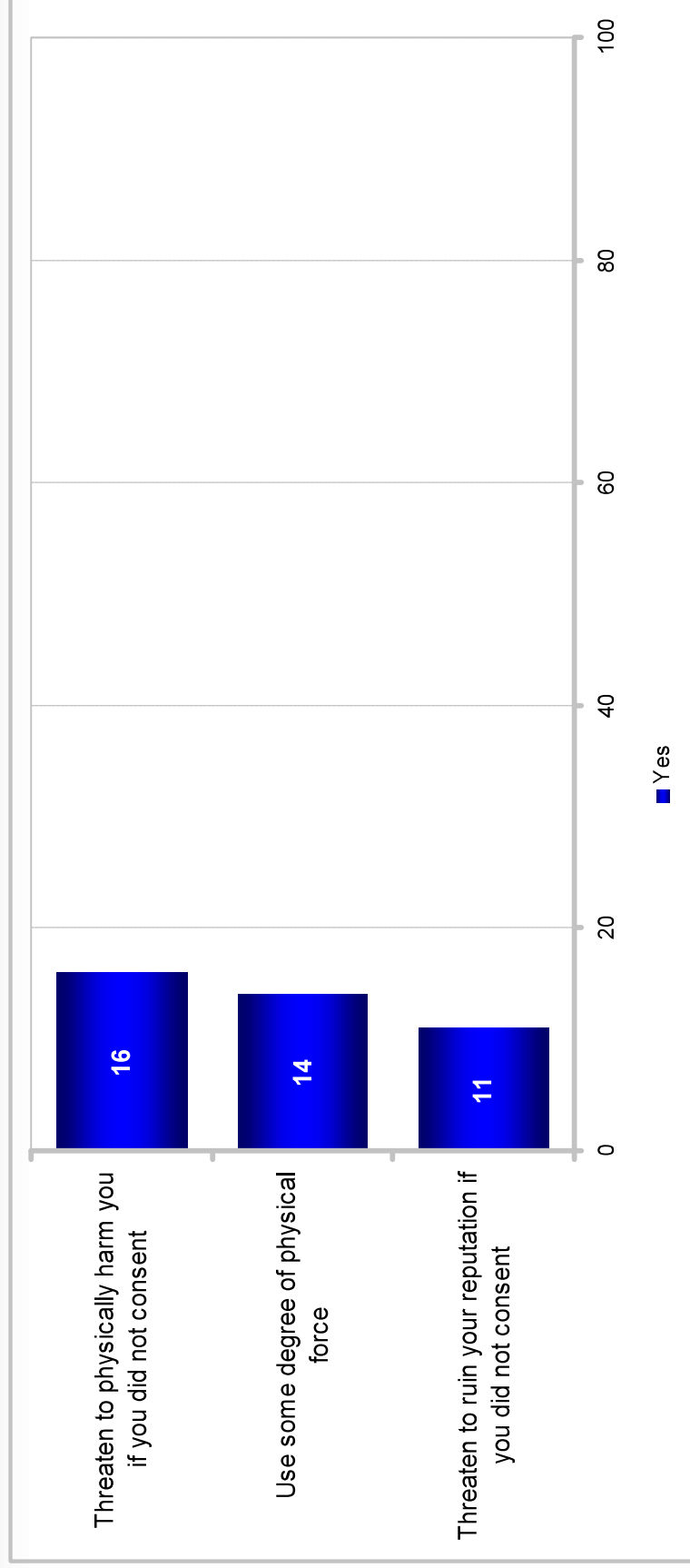
- **Of the 2.8% of women who experienced USC:**

- 46% indicated the offender used some degree of physical force
- 17% indicated the offender threatened to ruin their reputation if they did not consent
- 9% indicated the offender threatened to physically harm them if they did not consent



## Threats/Force Used in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



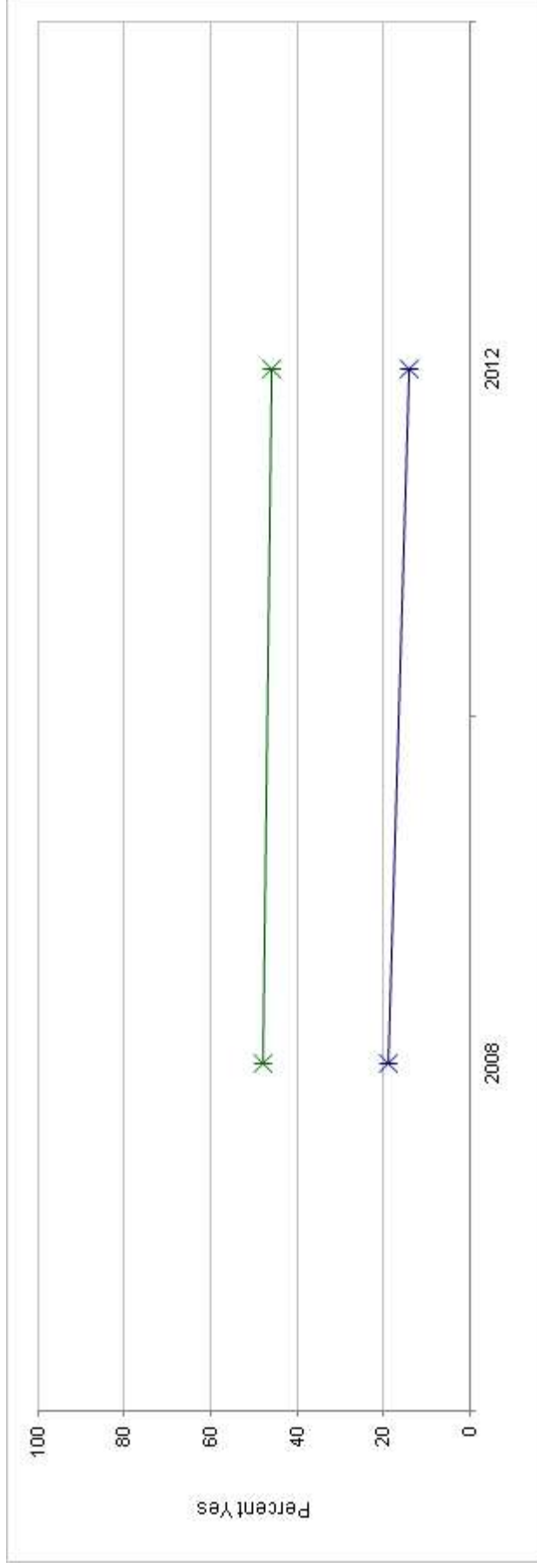
- **Of the 0.5% of men who experienced USC:**

- 16% indicated the offender threatened to physically harm them if they did not consent
- 14% indicated the offender used some degree of physical force
- 11% indicated the offender threatened to ruin their reputation if they did not consent



## Offender Used Some Degree of Physical Force

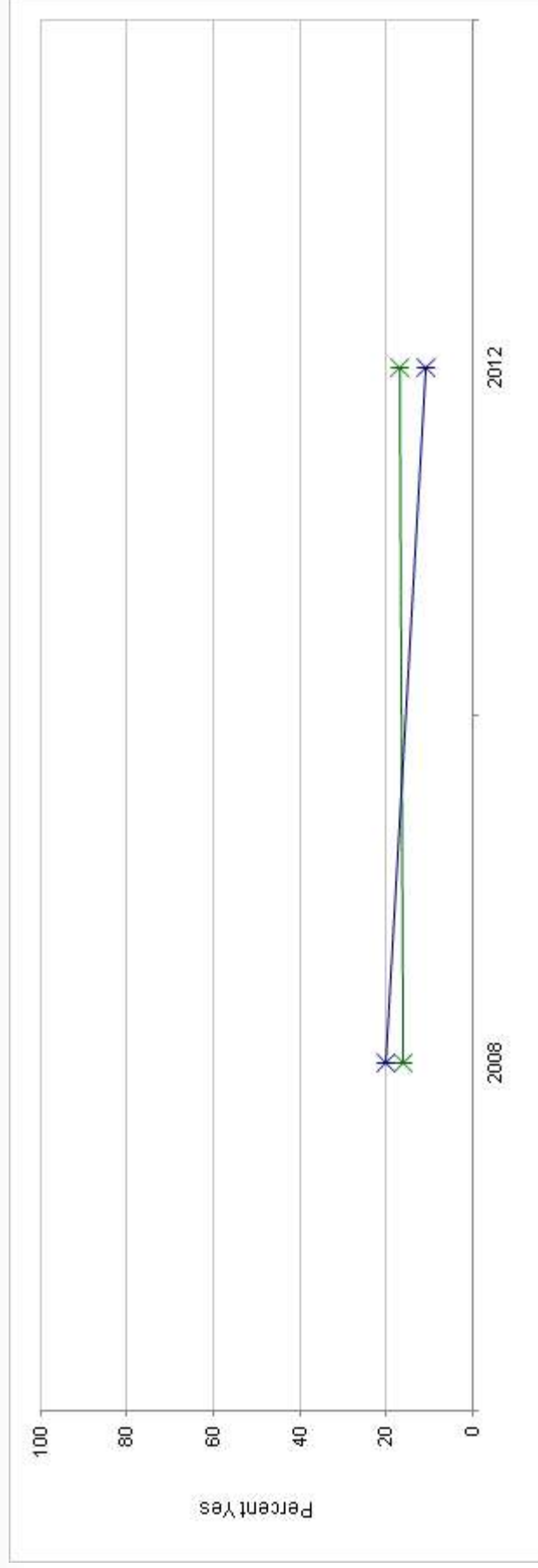
### Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



- There are no statistically significant differences for women or men between 2012 and 2008



# Offender Threatened To Ruin Your Reputation if You Did Not Consent Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender

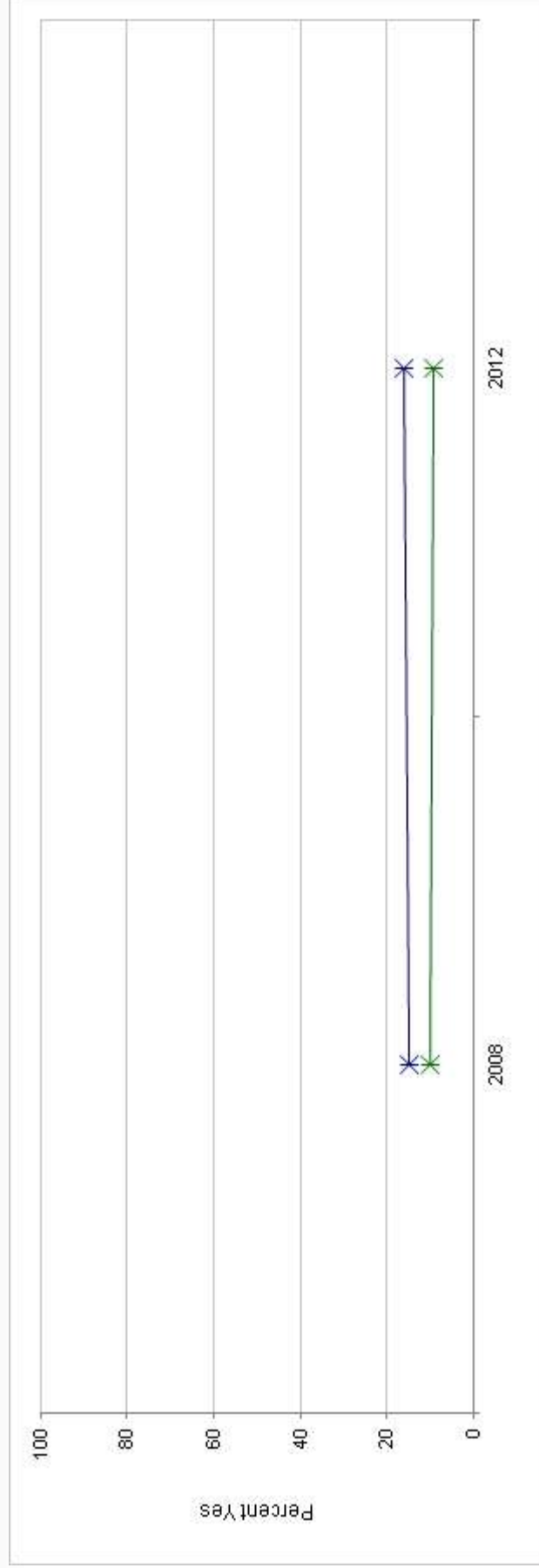


	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	16	17
* Total Men	20	11

- There are no statistically significant differences for women or men between 2012 and 2008



# Offender Threatened To Physically Harm You if You Did Not Consent Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact, by Gender



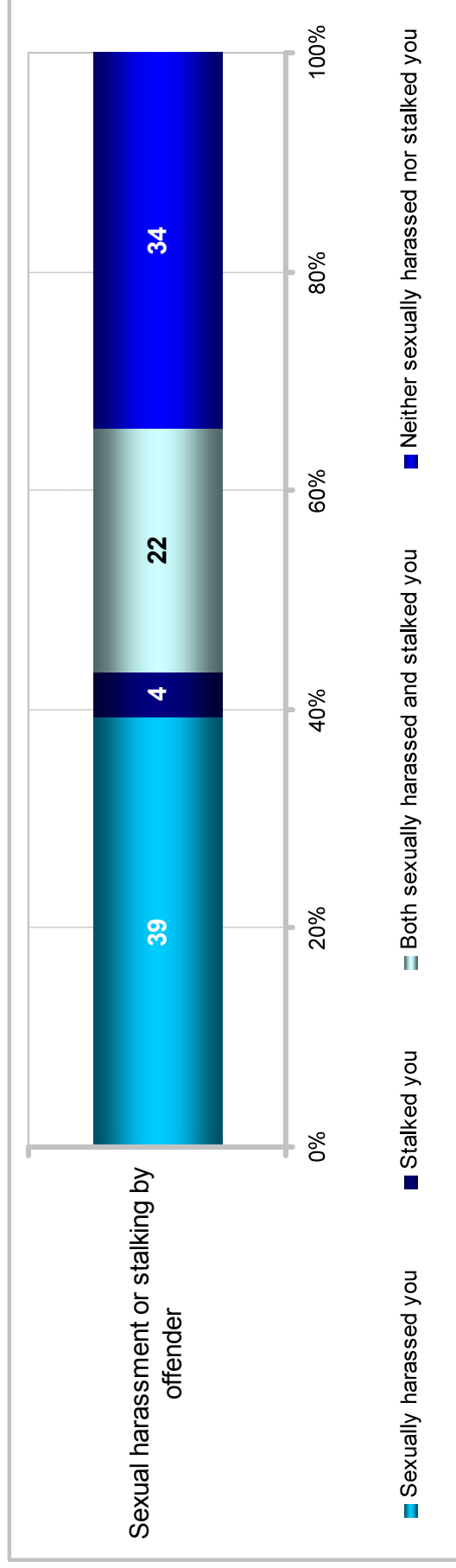
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	10	9
* Total Men	15	16

- There are no statistically significant differences for women or men between 2012 and 2008



## Sexual Harassment or Stalking by Offender Before/After the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



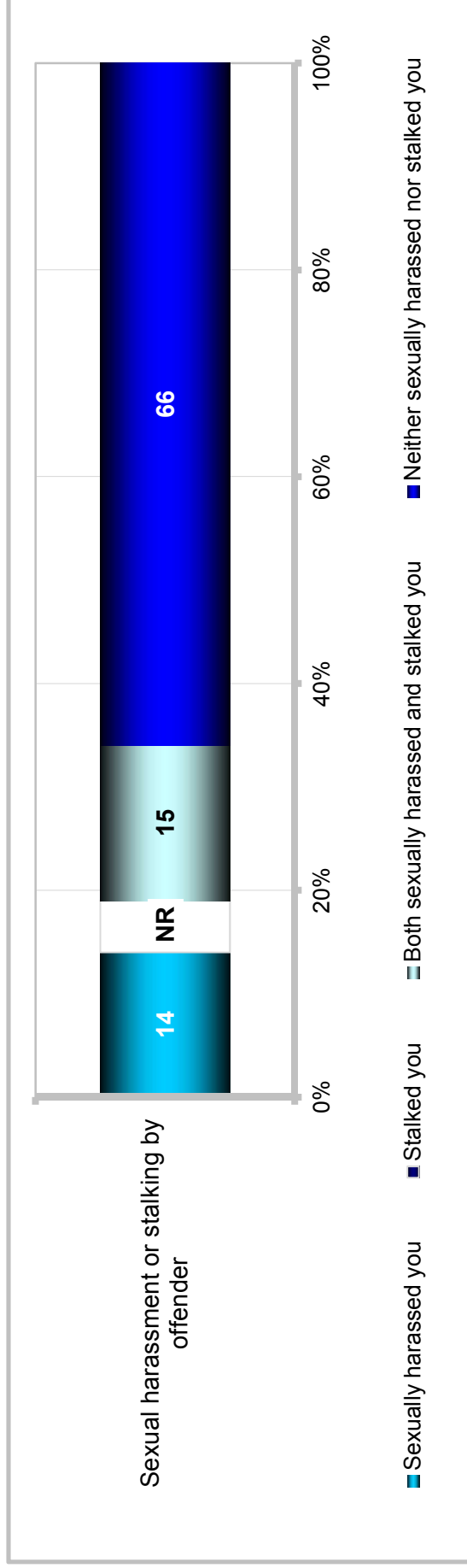
- **Of the 2.8% of women who experienced USC:**

- 39% indicated the offender sexually harassed them before/after the situation; 4% of women indicated the offender stalked them; 22% of women indicated the offender both sexually harassed and stalked them; and 34% of women indicated the offender did not sexually harass nor stalk them



# Sexual Harassment or Stalking by Offender Before/After the One Situation

## Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact

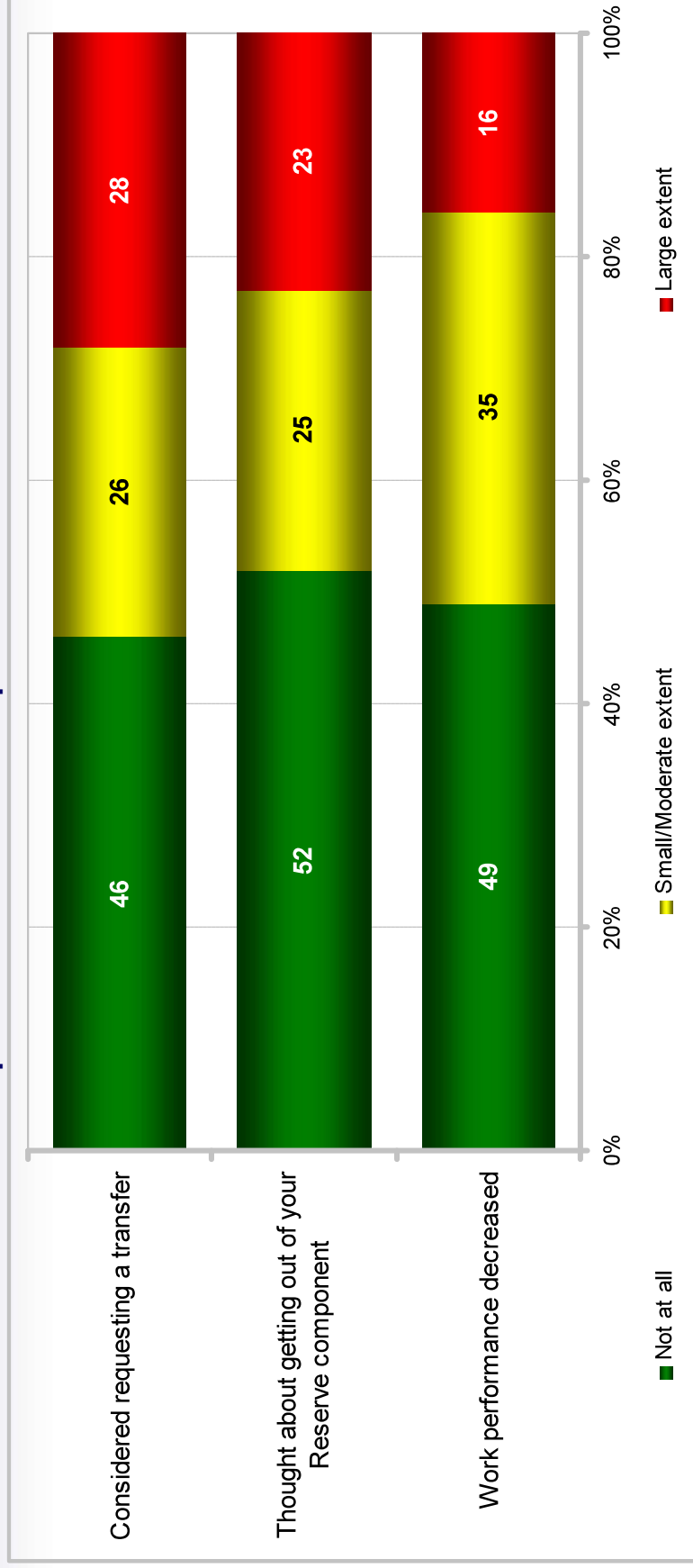


- **Of the 0.5% of men who experienced USC:**

- 14% indicated the offender sexually harassed them before/after the situation; the percentage of men who indicated the offender stalked them is not reportable; 15% of men indicated the offender both sexually harassed and stalked them; and 66% of men indicated the offender did not sexually harass nor stalk them



## Negative Actions as a Result of the One Situation Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact

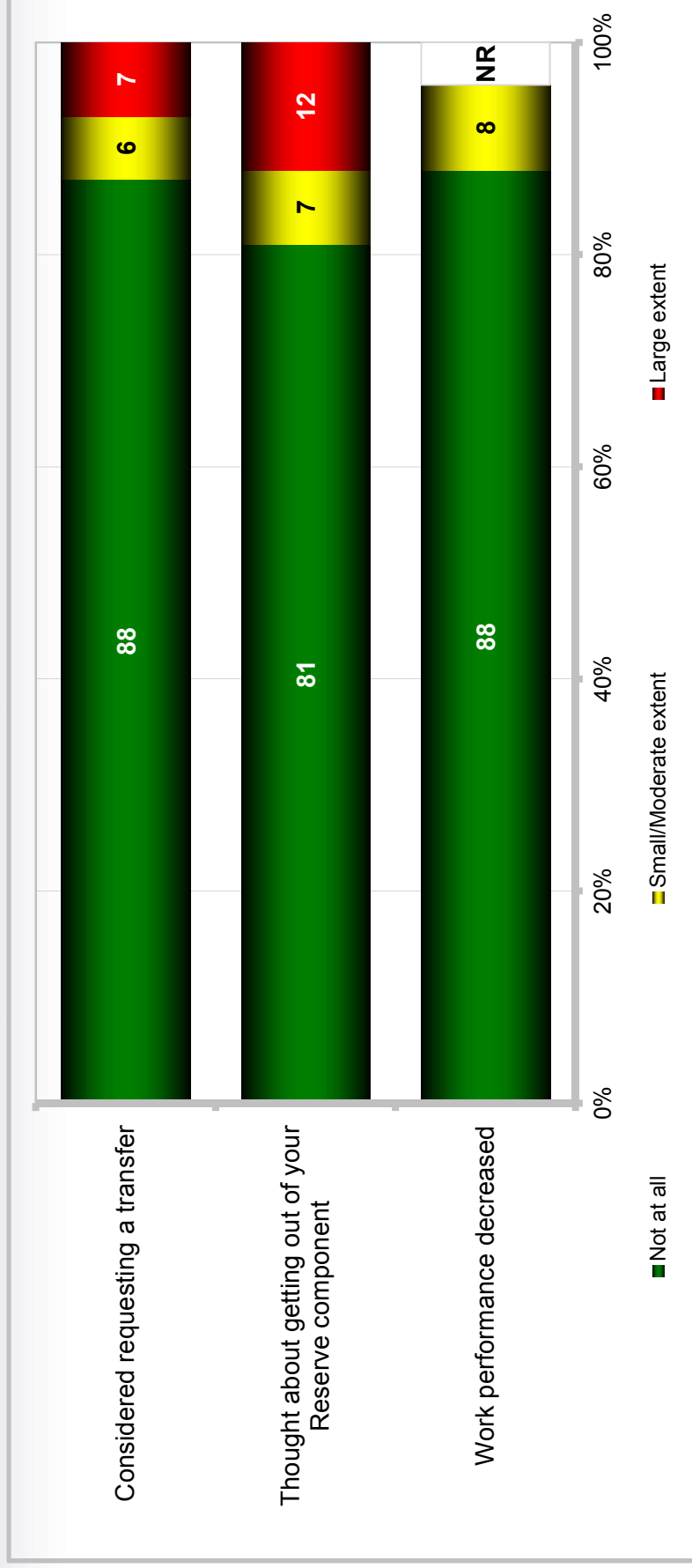


- **Of the 2.8% of women who experienced USC:**

- 46% indicated that as a result of the situation they did not consider requesting a transfer; 28% indicated they did to a large extent
- 52% indicated that as a result of the situation they did not think about getting out of their Reserve component; 23% indicated they did to a large extent
- 49% indicated that as a result of the situation their work performance did not decrease; 16% indicated it did to a large extent



## Negative Actions as a Result of the One Situation Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact



- **Of the 0.5% of men who experienced USC:**

- 88% indicated that as a result of the situation they did not consider requesting a transfer; 7% indicated they did to a large extent
- 81% indicated that as a result of the situation they did not think about getting out of their Reserve component; 12% indicated they did to a large extent
- 88% indicated that as a result of the situation their work performance did not decrease; the percentage of men who indicated a large extent is not reportable

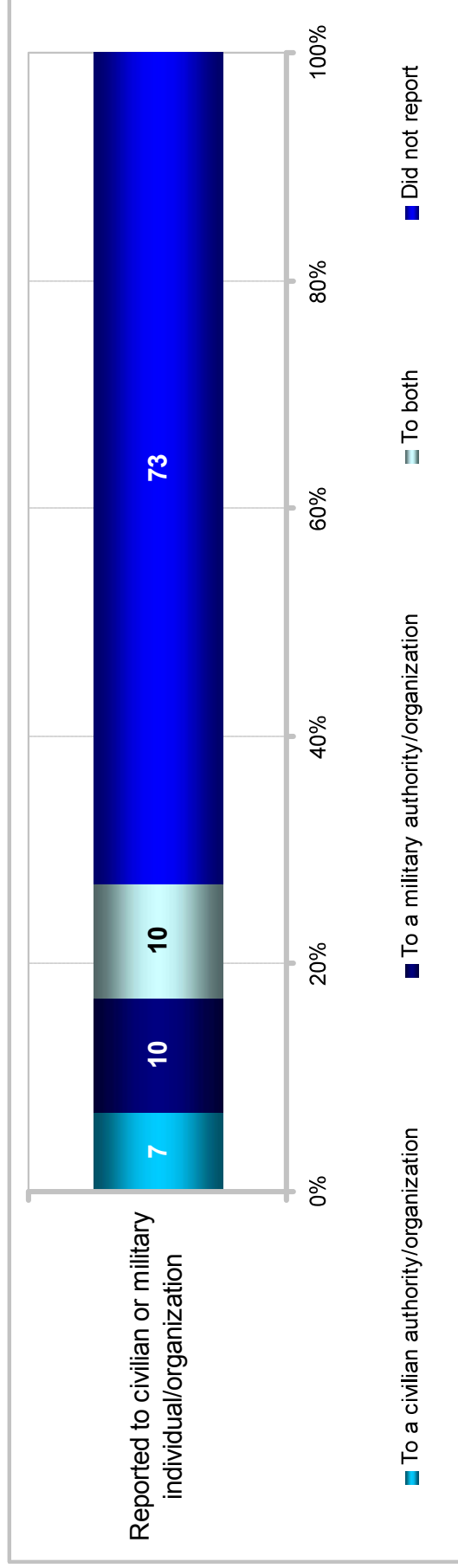
WGRR 2012 Q86

Margins of error range from ±15% to ±21%



# Reported the One Situation to Civilian or Military Individual/Organization

## Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact



- **Of the 2.8% of women who experienced USC:**

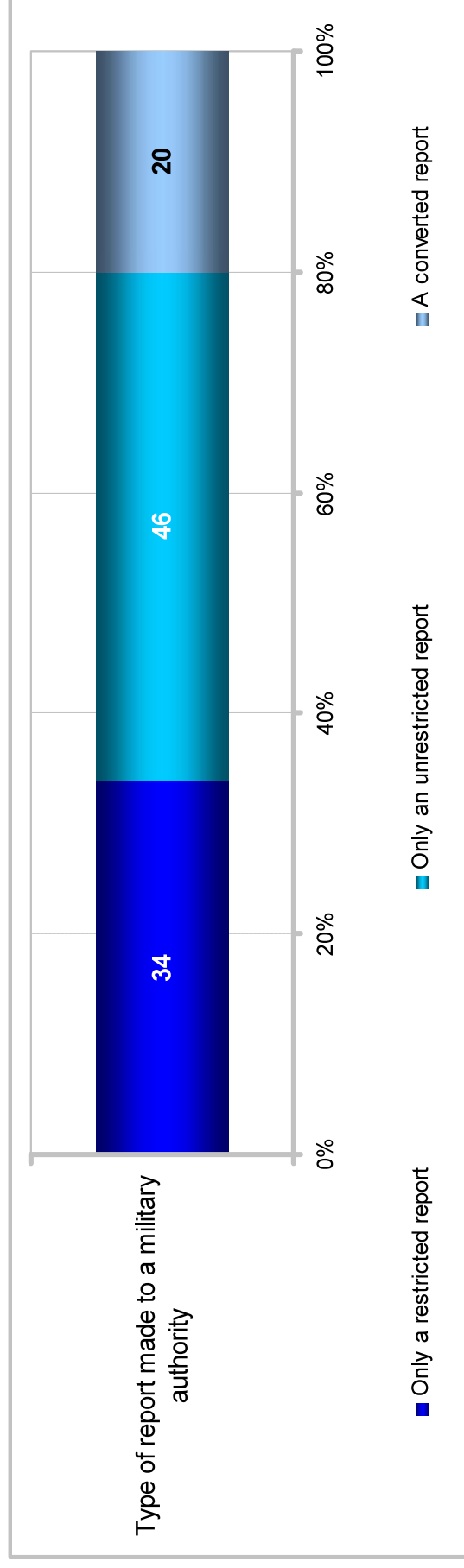
- 7% reported the situation to a civilian authority/organization; 10% reported to a military authority/organization; 10% reported to both; and 73% did not report

- **Results for men are not reportable**



## Type of Report Made to a Military Authority in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



- **Of the 20% of women who reported to a military authority:**

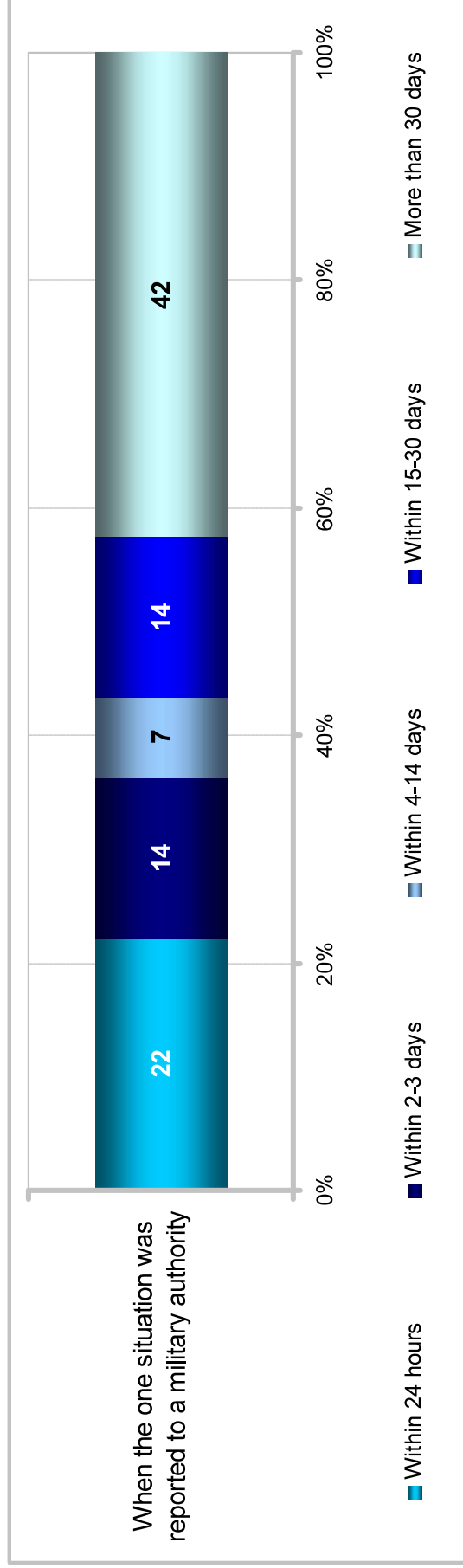
- 34% made only a restricted report; 46% only an unrestricted report; and 20% a converted report

- **Results for men are not reportable**



## When the One Situation Was Reported to a Military Authority

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



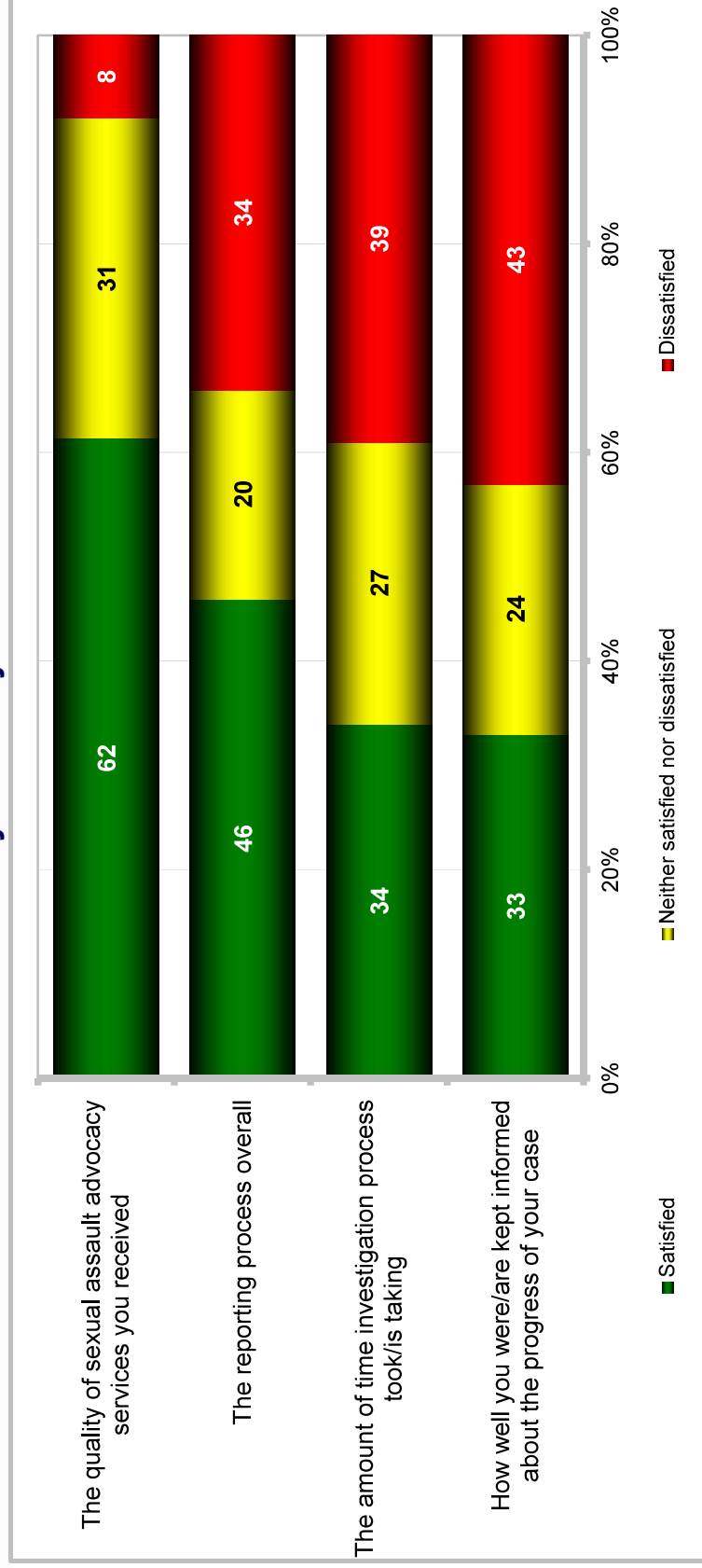
- **Of the 20% of women who reported to a military authority:**

- 22% reported within 24 hours; 14% within 2-3 days; 7% within 4-14 days; 14% within 15-30 days; and 42% after more than 30 days

- **Results for men are not reportable**



## Level of Satisfaction With the Sexual Assault Services in the One Situation Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



- **Of the 20% of women who reported to a military authority:**

- 62% were satisfied with the quality of sexual assault advocacy services they received; 8% dissatisfied
- 46% were satisfied with the reporting process overall; 34% dissatisfied
- 34% were satisfied with the amount of time investigation process took/is taking; 39% dissatisfied
- 33% were satisfied with how well they were/are kept informed about the progress of their case; 43% dissatisfied

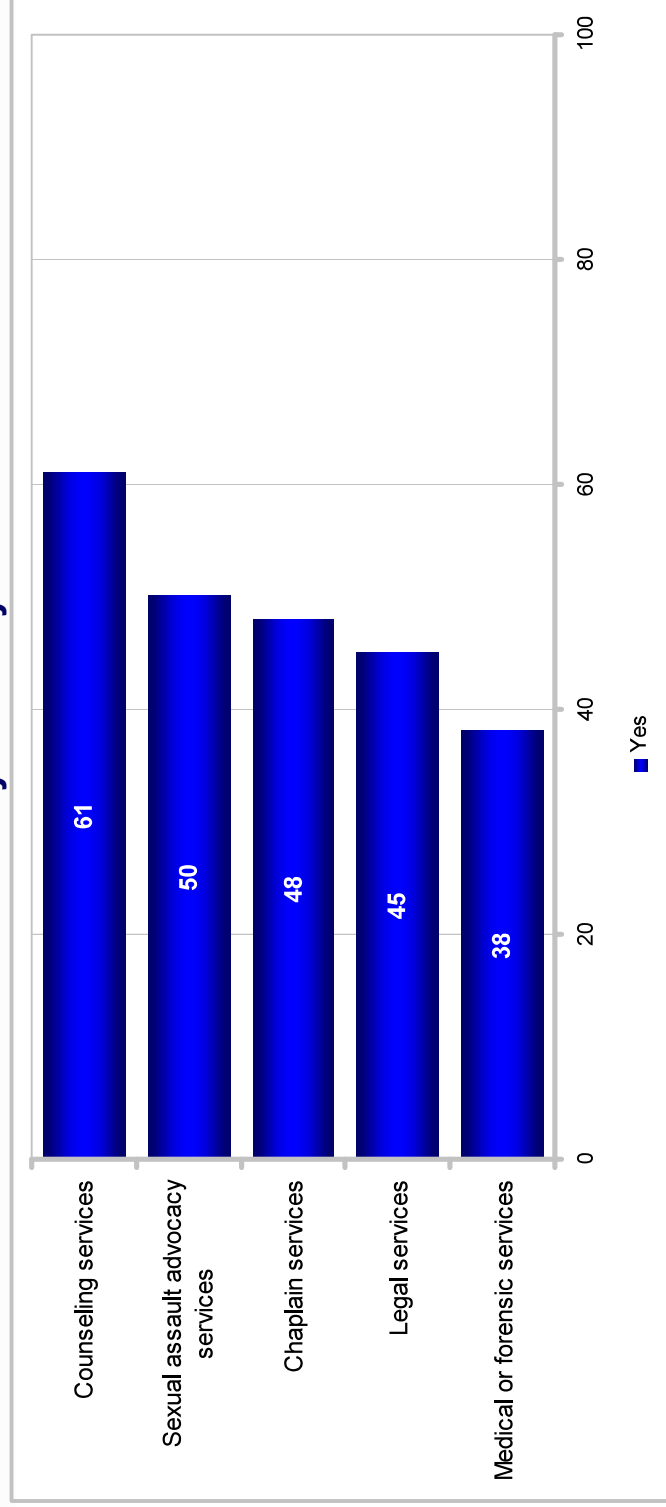
- **Results for men are not reportable**

WGRR 2012 Q93

Margins of error range from ±15% to ±25%



## Offered Sexual Assault Services When Reporting the One Situation Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



- **Of the 20% of women who reported to a military authority:**

- 61% were offered counseling services
- 50% were offered sexual assault advocacy services
- 48% were offered chaplain services
- 45% were offered legal services
- 38% were offered medical or forensic services

- **Results for men are not reportable**

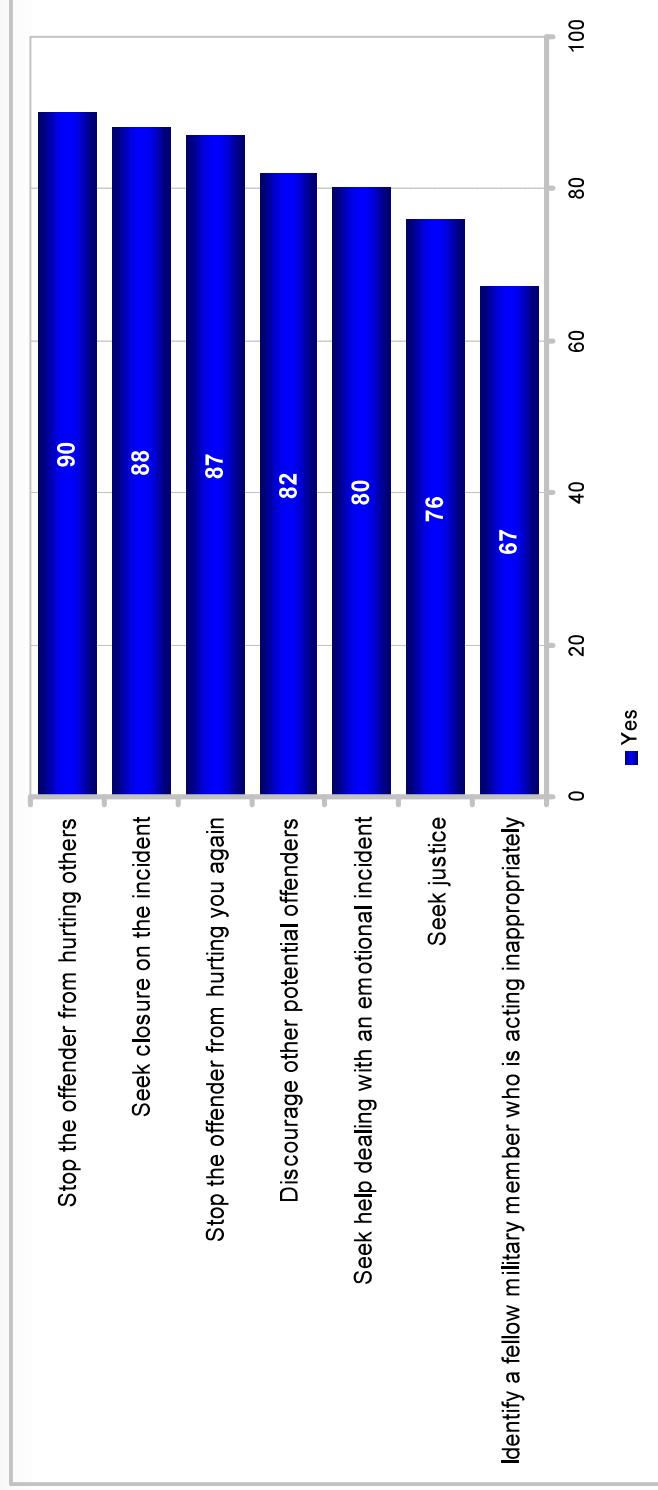
WGRR 2012 Q94

Margins of error range from ±19% to ±20%



# Reasons for Reporting the One Situation to a Military Authority

## Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



### • Of the 20% of women who reported to a military authority, the reasons for reporting were:

- 90% to stop the offender from hurting others
- 88% to seek closure on the incident
- 87% to stop the offender from hurting them again
- 82% to discourage other potential offenders
- 80% to seek help dealing with an emotional incident
- 76% to seek justice
- 67% to identify a fellow military member who is acting inappropriately

### • Results for men are not reportable

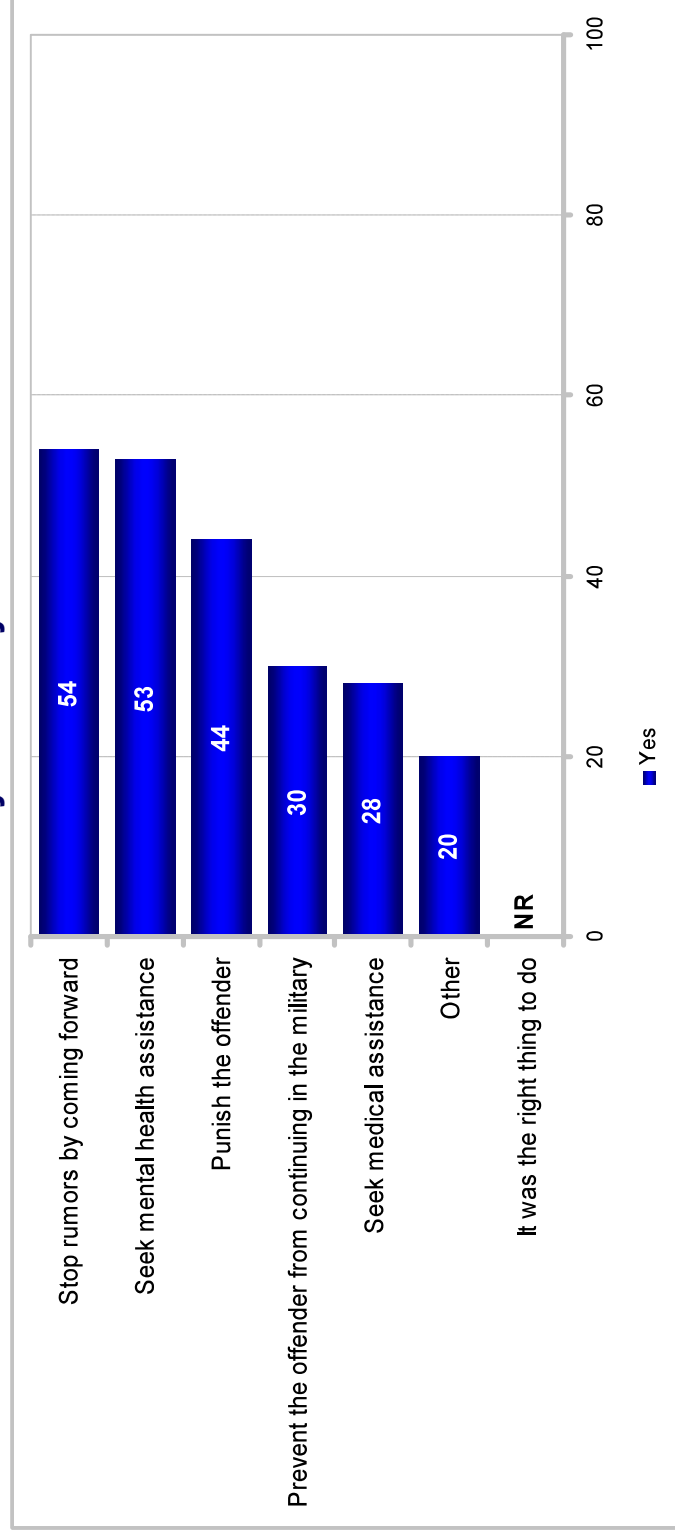
WGRR 2012 Q95

Margins of error range from ±19% to ±22%



# Reasons for Reporting the One Situation to a Military Authority (Continued)

## Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Reported to a Military Authority



• **Of the 20% of women who reported to a military authority, the reasons for reporting were (continued):**

- 54% to stop rumors by coming forward
- 53% to seek mental health assistance
- 44% to punish the offender
- 30% to prevent the offender from continuing in the military
- 28% to seek medical assistance
- 20% for another reason
- It was the right thing to do is not reportable

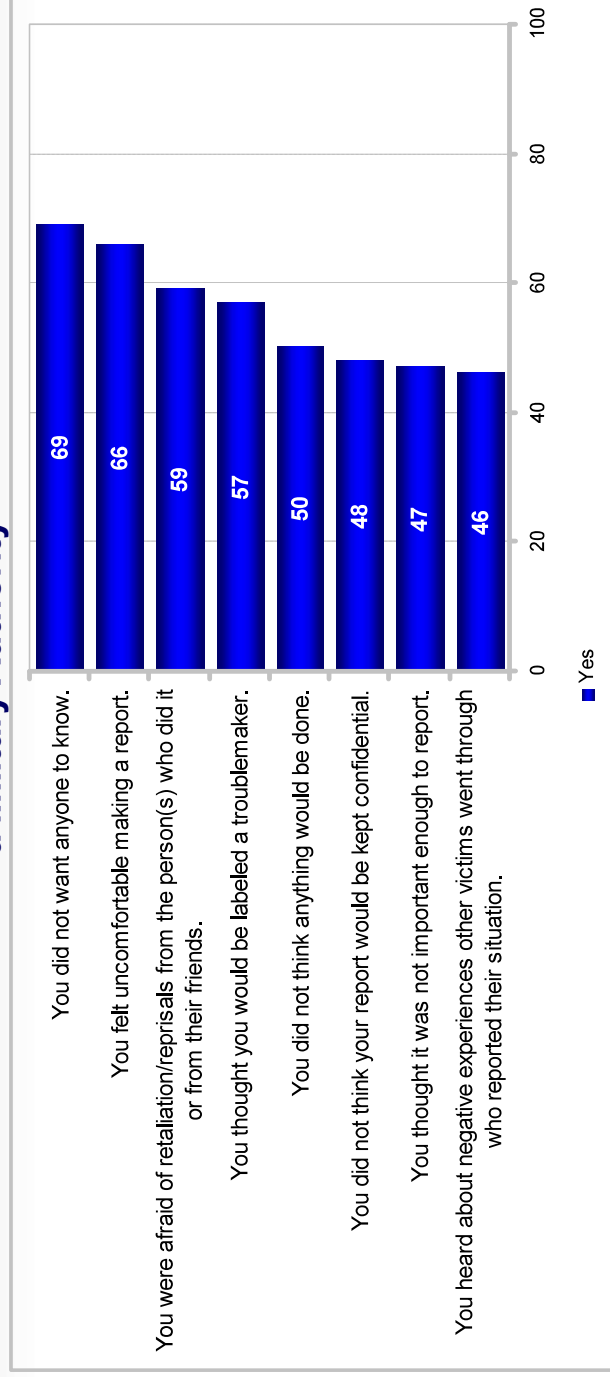
WGRR 2012 Q95

Margins of error range from ±19% to ±22%



## Reasons for Not Reporting the One Situation to a Military Authority

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



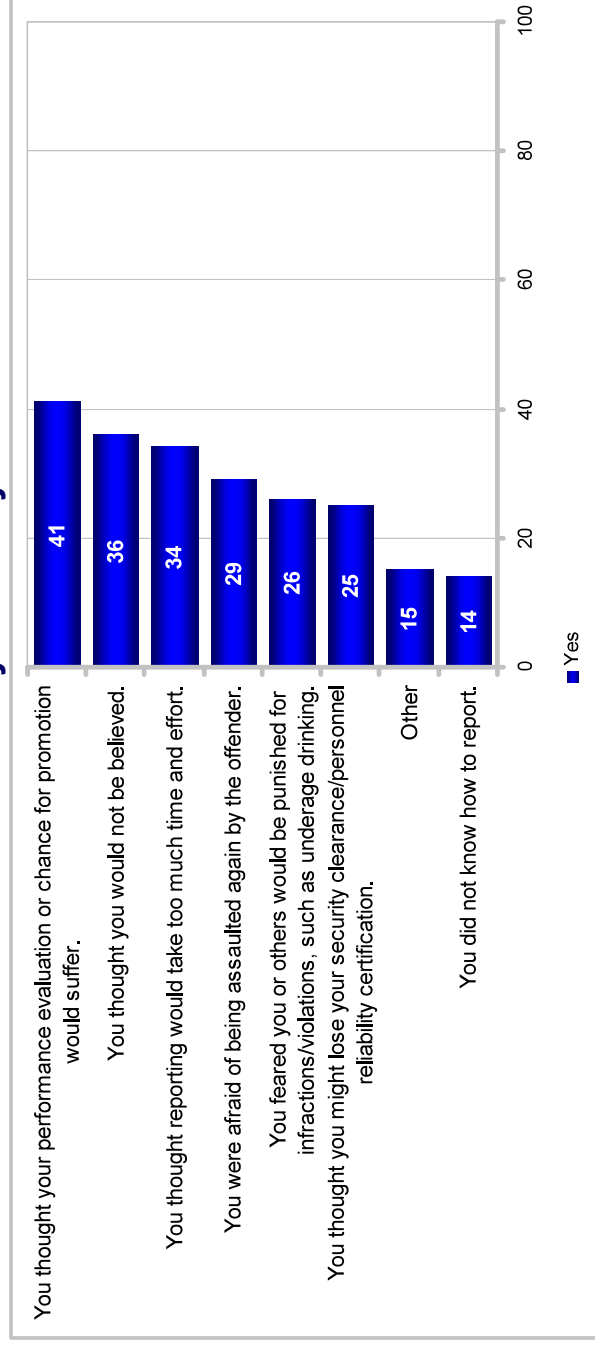
- **Of the 80% of women who did not report to a military authority, the reasons for not reporting were:**

- 69% did not want anyone to know
- 66% felt uncomfortable making a report
- 59% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 57% thought they would be labeled a troublemaker
- 50% did not think anything would be done
- 48% did not think their report would be kept confidential
- 47% thought it was not important enough to report
- 46% heard about negative experiences other victims went through who reported their situation



## Reasons for Not Reporting the One Situation to a Military Authority (Continued)

### Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



- **Of the 80% of women did not report to a military authority, the reasons for not reporting were (continued):**

- 41% thought their performance evaluation or chance for promotion would suffer
- 36% thought they would not be believed
- 34% thought reporting would take too much time and effort
- 29% were afraid of being assaulted again by the offender
- 26% feared they or others would be punished for infractions/violations, such as underage drinking
- 25% thought they might lose their security clearance/personnel reliability certification
- 15% indicated another reason
- 14% did not know how to report

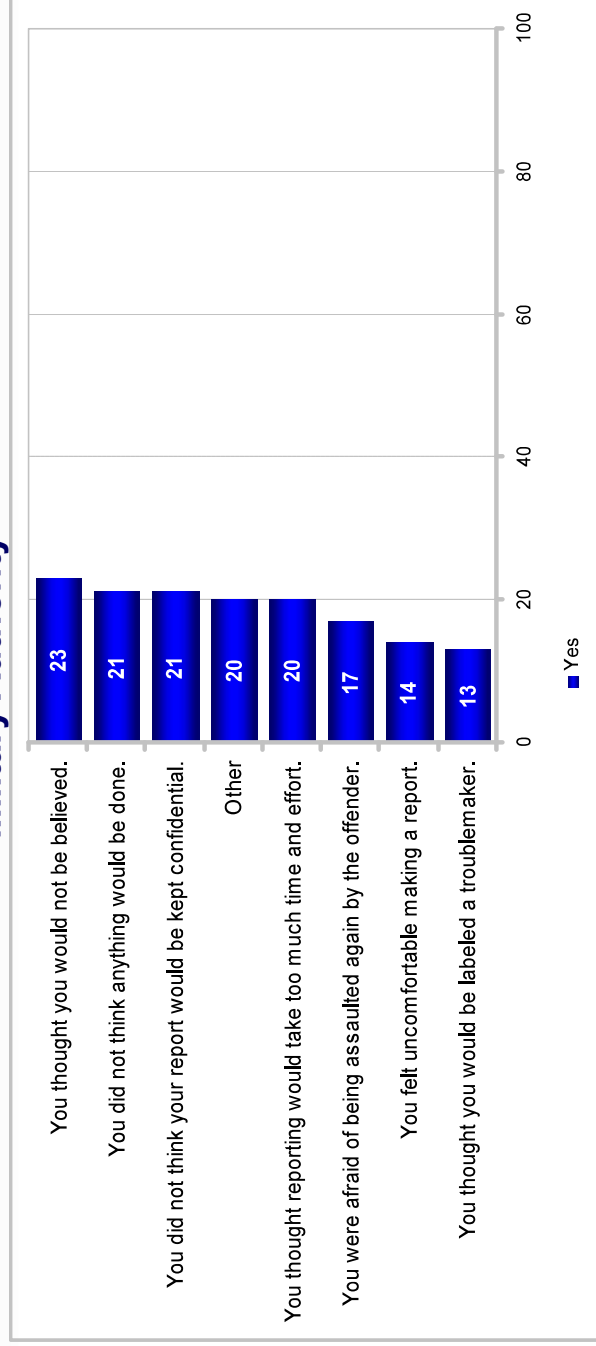
WGRR 2012 Q98

Margins of error range from ±9% to ±11%



# Reasons for Not Reporting the One Situation to a Military Authority

## Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



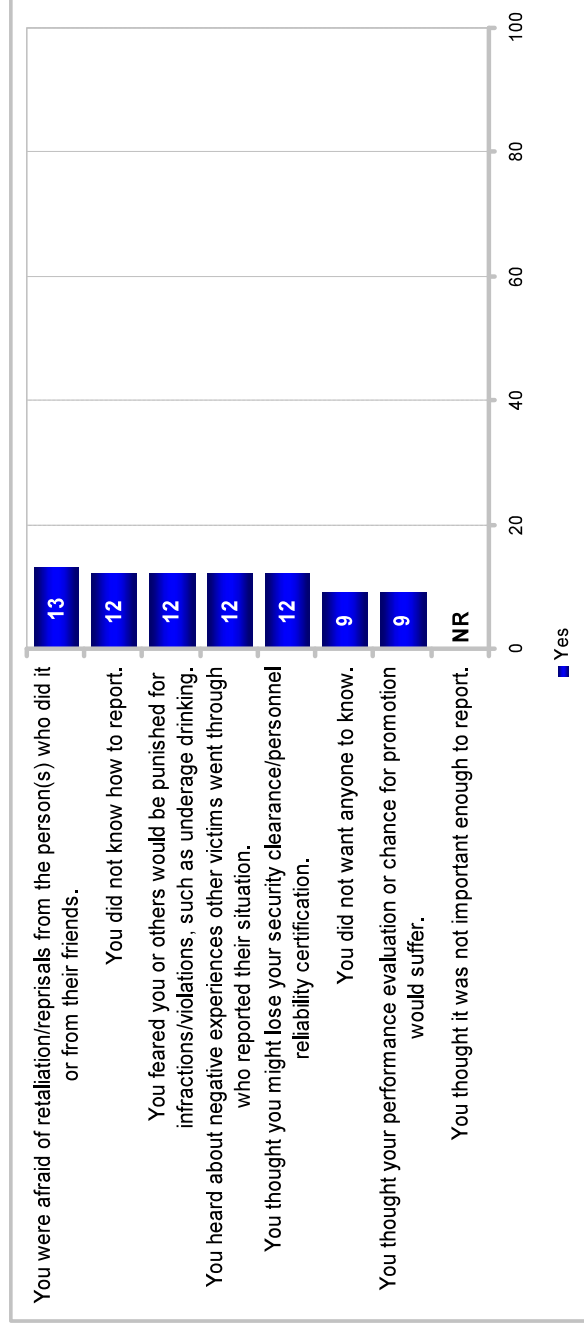
• **Of the 93% of men who did not report to a military authority, the reasons for not reporting were:**

- 23% thought they would not be believed
- 21% did not think anything would be done
- 21% did not think their report would be kept confidential
- 20% indicated another reason
- 20% thought reporting would take too much time and effort
- 17% were afraid of being assaulted again by the offender
- 14% felt uncomfortable making a report
- 13% thought they would be labeled a troublemaker



# Reasons for Not Reporting the One Situation to a Military Authority (Continued)

## Percent of Reserve Component Men Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority



• **Of the 93% of men who did not report to a military authority, the reasons for not reporting were (continued):**

- 13% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 12% did not know how to report
- 12% feared they or others would be punished for infractions/violations, such as underage drinking
- 12% thought they might lose their security clearance/personnel reliability certification
- 12% heard about negative experiences other victims went through who reported their situation
- 9% thought their performance evaluation or chance for promotion would suffer
- 9% did not want anyone to know
- You thought it was not important enough to report is not reportable

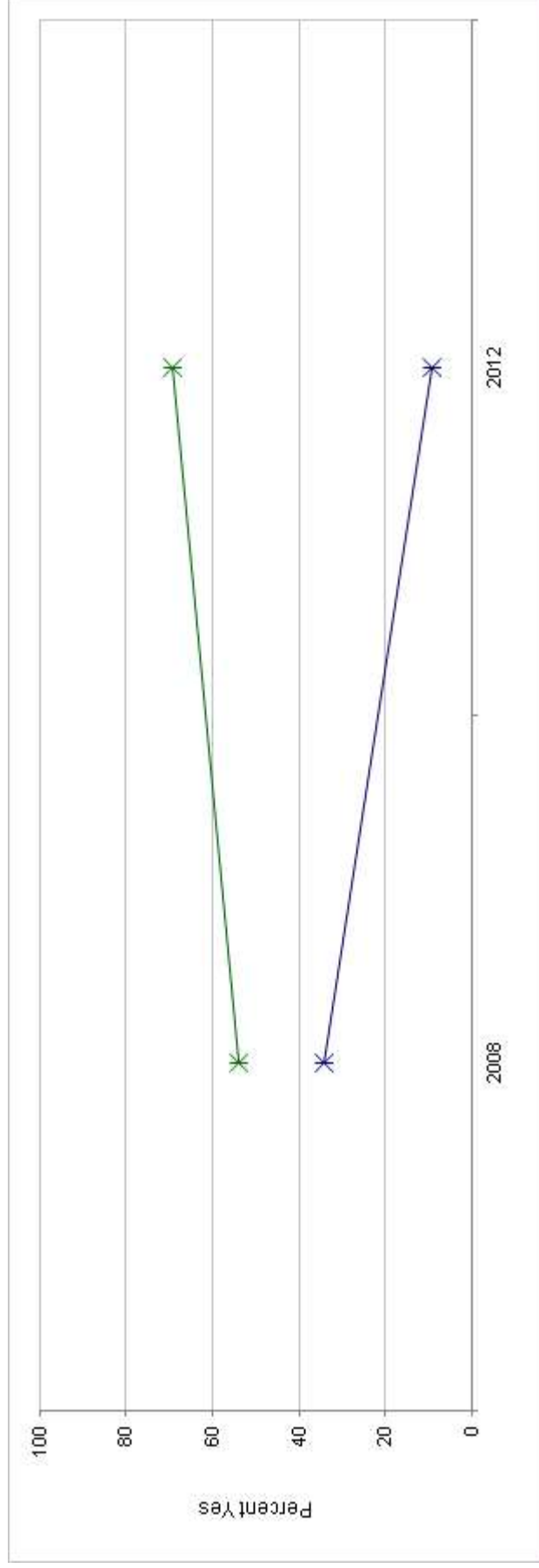
WGRR 2012 Q98

Margins of error range from ±17% to ±25%



## Reasons for Not Reporting to a Military Authority: Did Not Want Anyone To Know

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

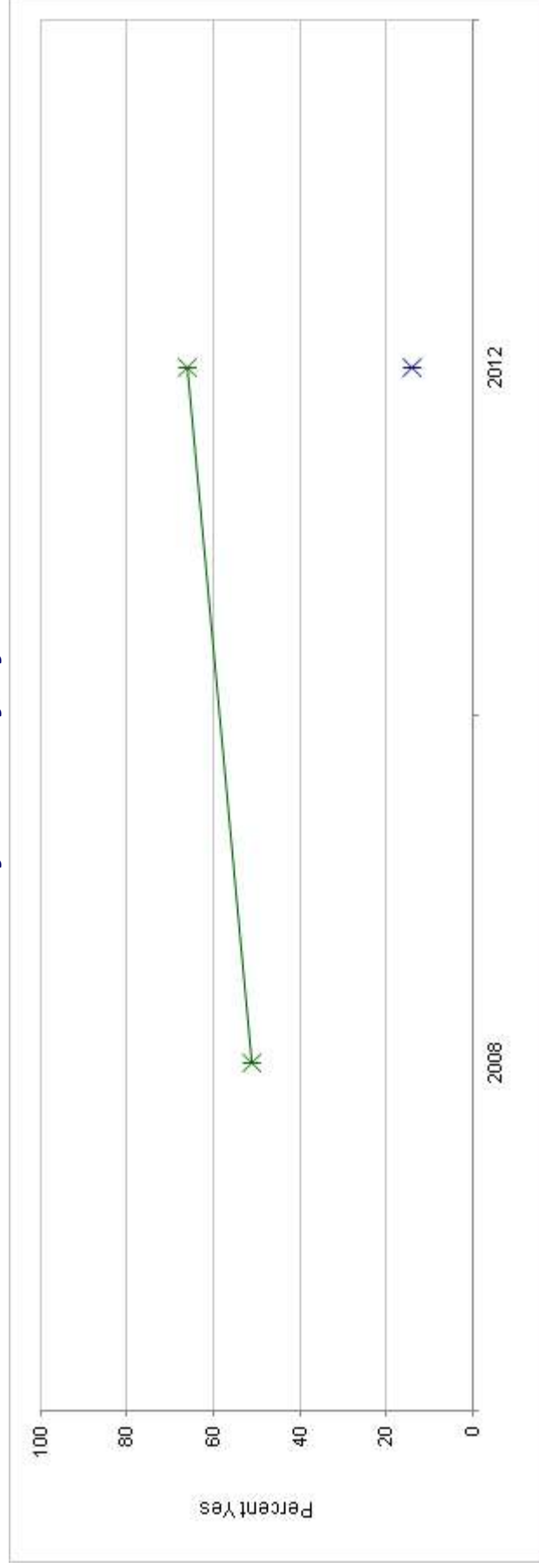


- There are no statistically significant differences for women or men between 2012 and 2008



## Reasons for Not Reporting to a Military Authority: Felt Uncomfortable Making a Report

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



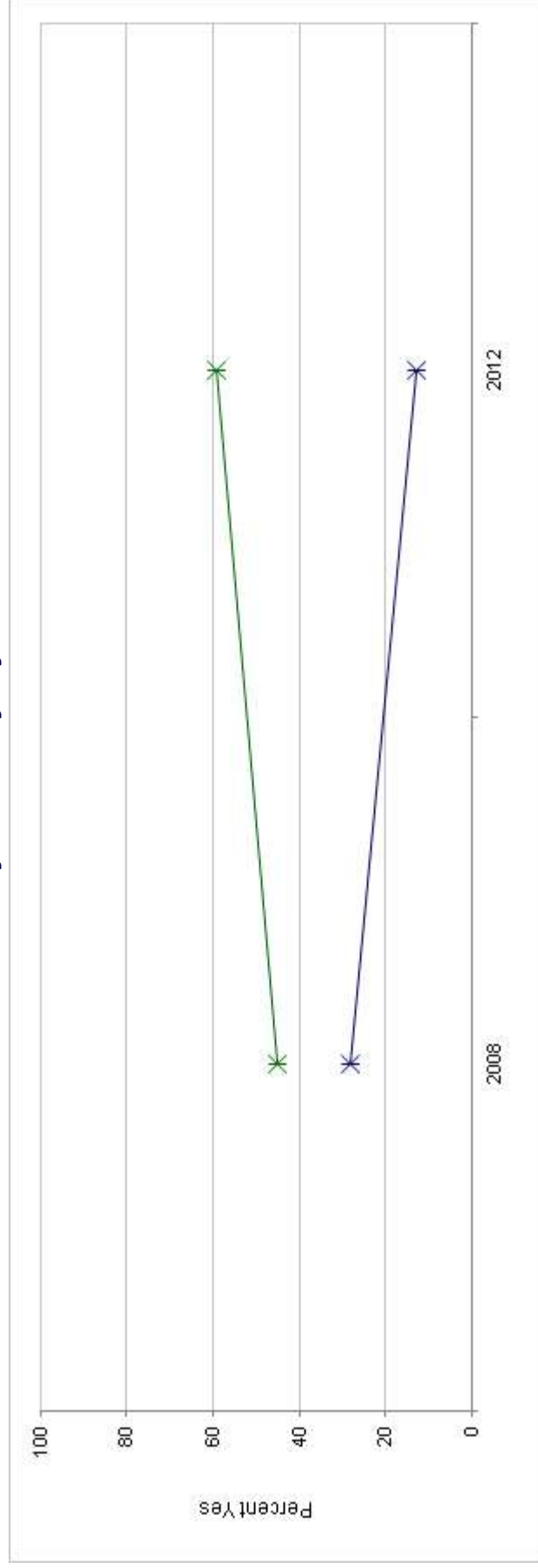
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	51	66
Total Men	NR	14

- There are no statistically significant differences for women or men between 2012 and 2008



## Reasons for Not Reporting to a Military Authority: Afraid of Retaliation/Reprisals From the Person(s) Who Did It or From Their Friends

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



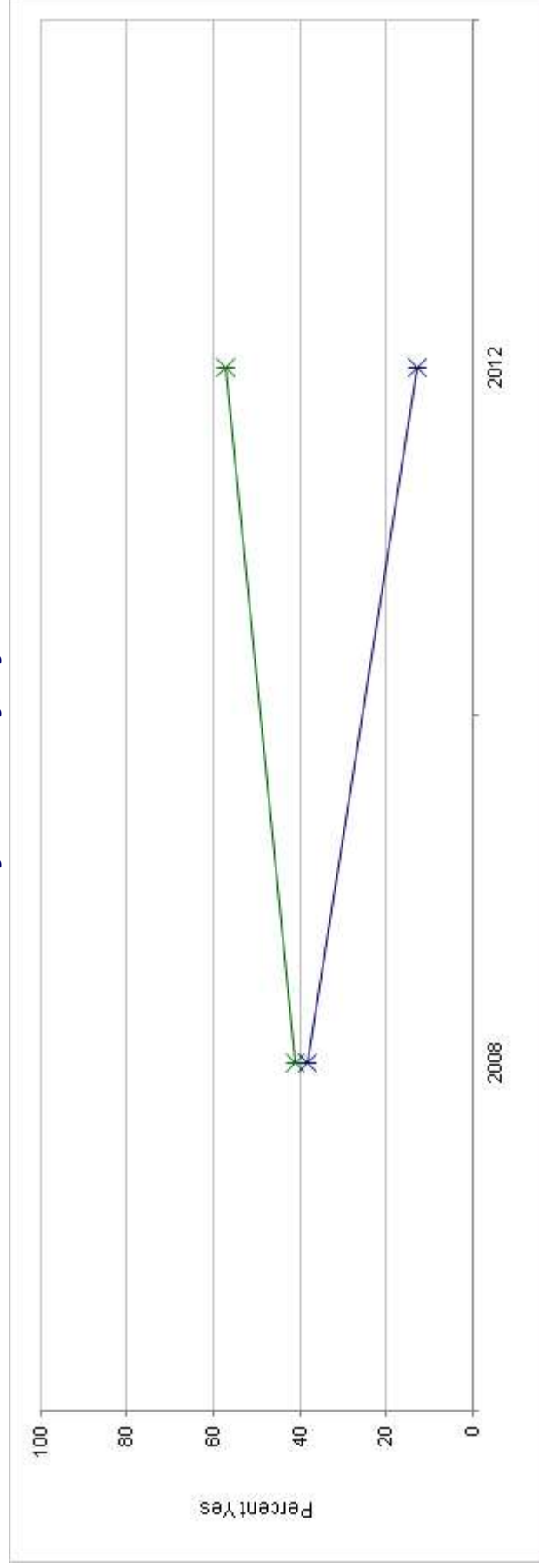
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	45	59
Total Men	28	13

- There are no statistically significant differences for women or men between 2012 and 2008



## Reasons for Not Reporting to a Military Authority: Thought You Would Be Labeled a Troublemaker

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



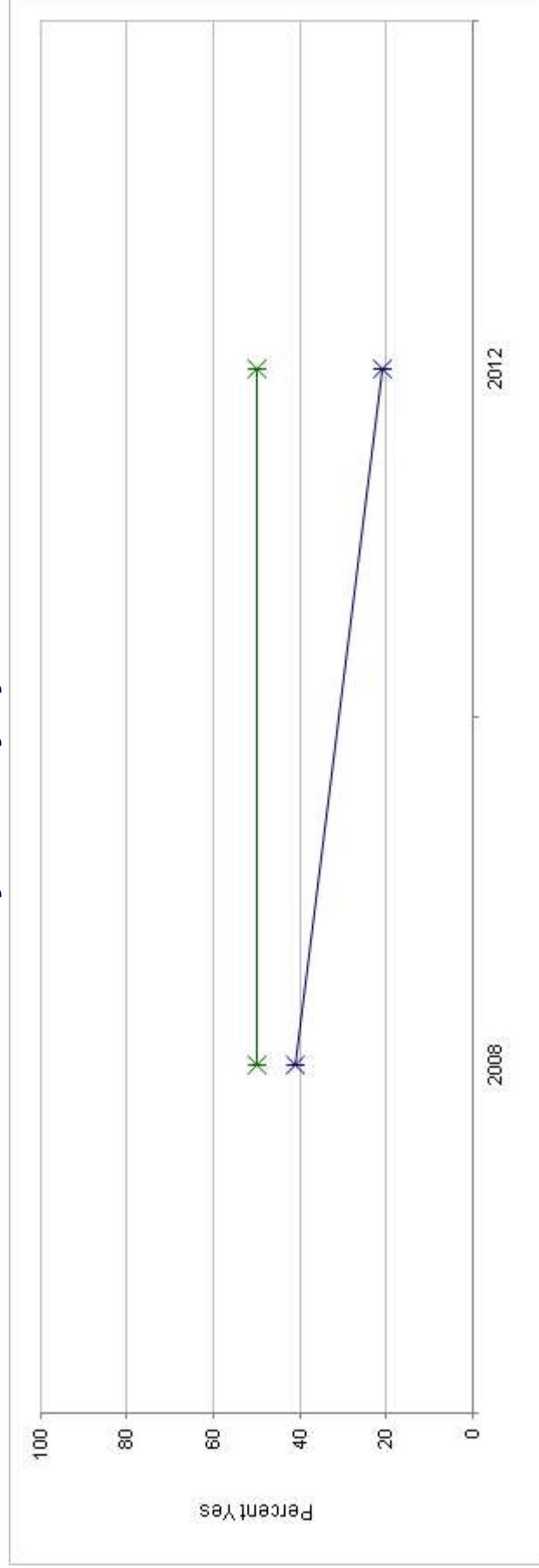
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	41*	57*
Total Men	38*	13*

- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting to a Military Authority: Did Not Think Anything Would Be Done

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

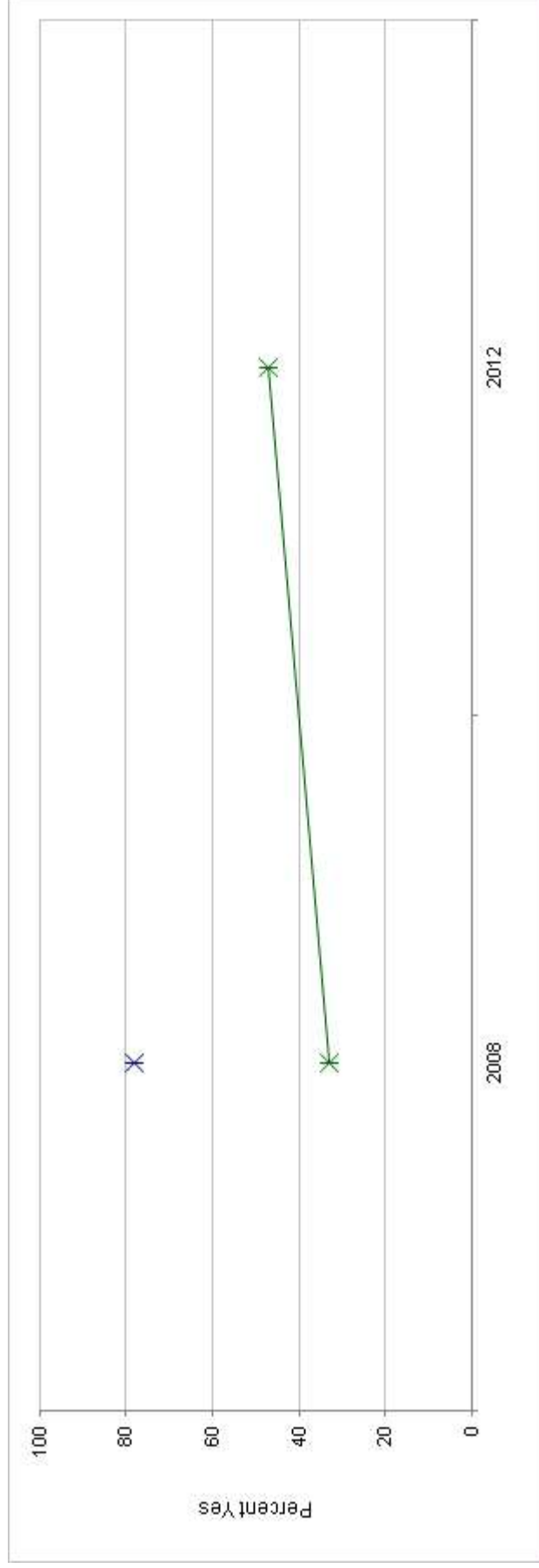


- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting the One Situation to a Military Authority: Thought It Was Not Important Enough To Report

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



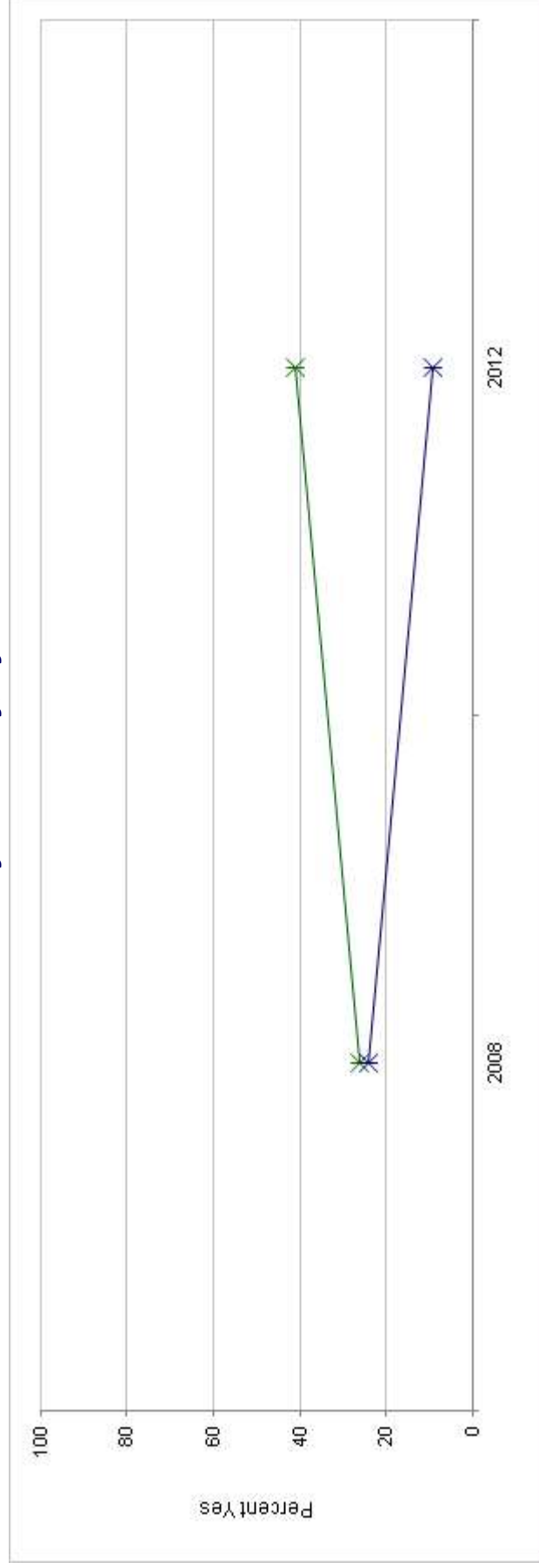
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	33	47
* Total Men	78	NR

- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting to a Military Authority: Thought Your Performance Evaluation or Chance for Promotion Would Suffer

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



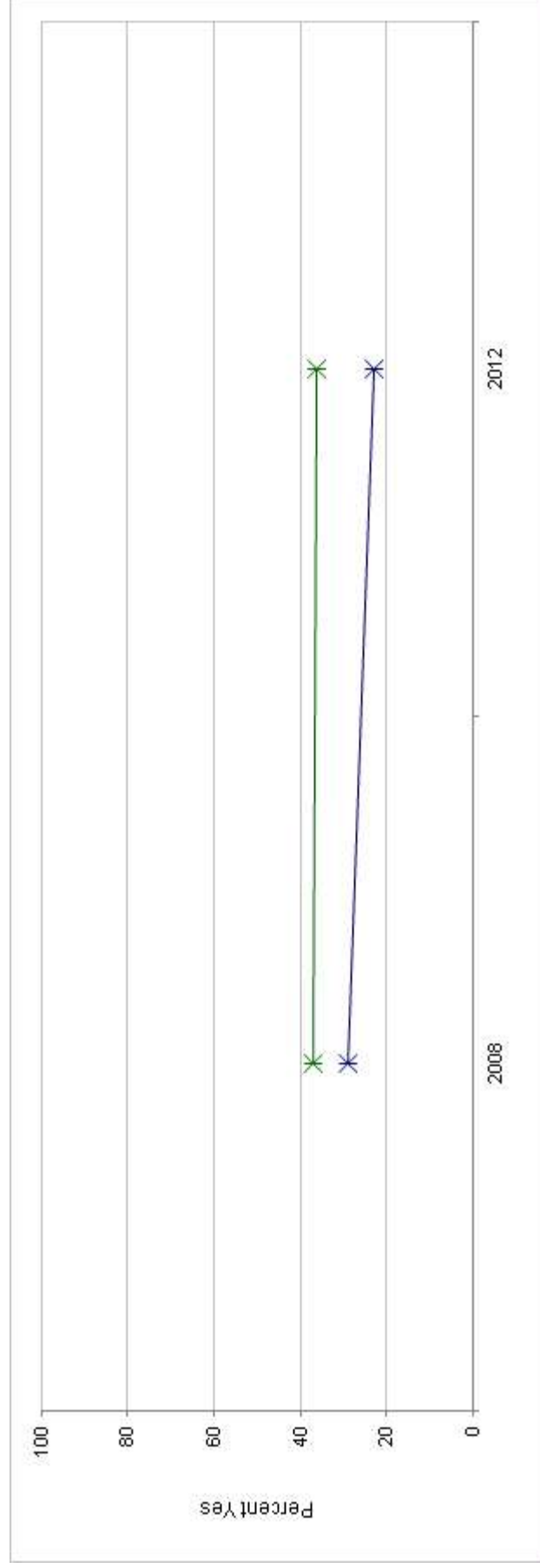
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	26	41
* Total Men	24	9

- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting to a Military Authority: Thought You Would Not Be Believed

Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



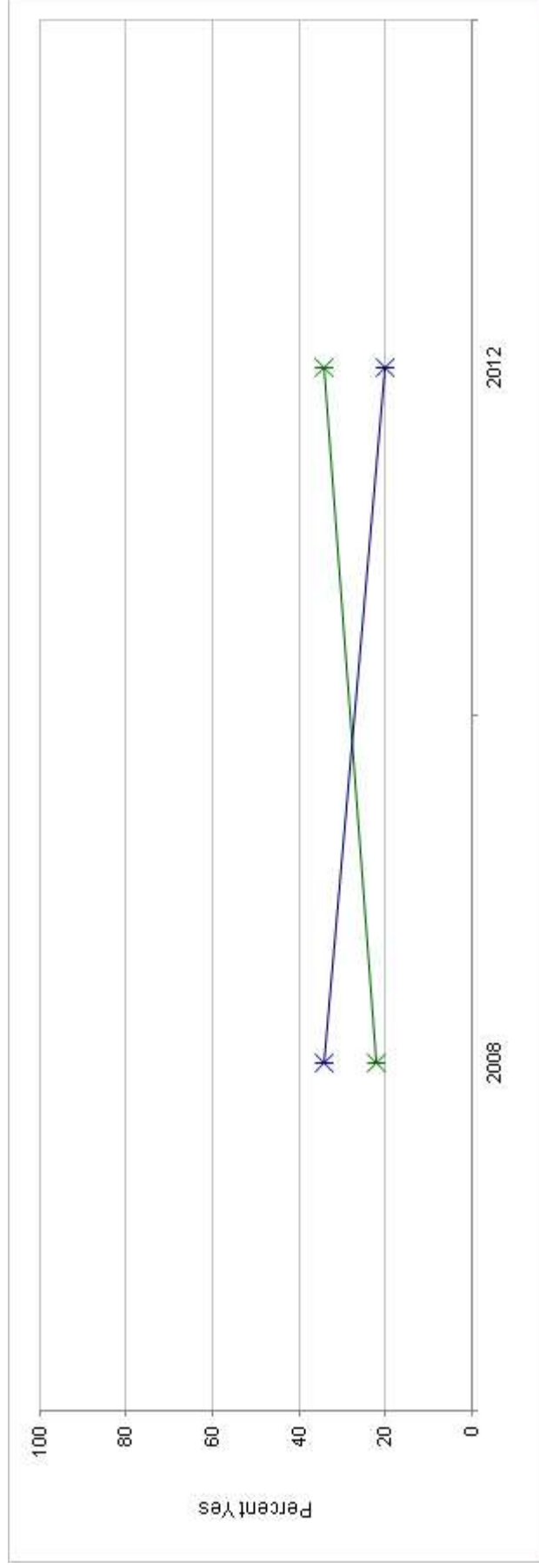
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	37	36
* Total Men	29	23

- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting to a Military Authority: Thought Reporting Would Take Too Much Time and Effort

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

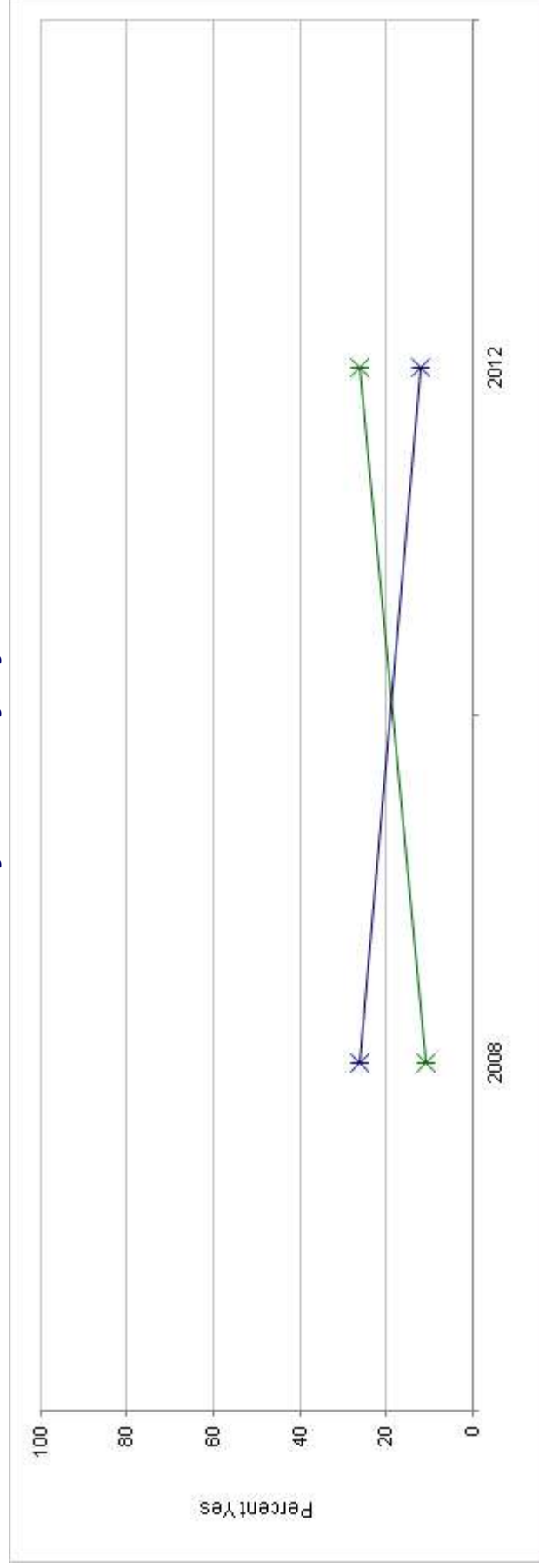


- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting to a Military Authority: Feared You or Others Would Be Punished for Infractions/Violations, Such as Underage Drinking

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



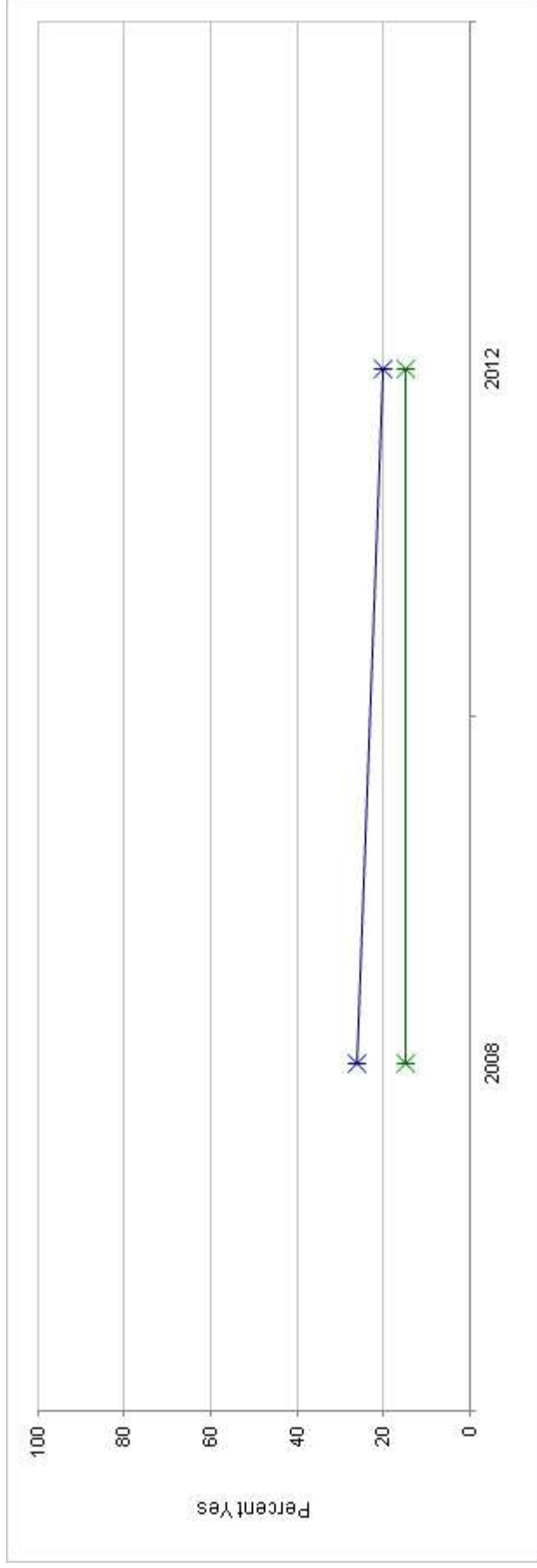
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	11	26
* Total Men	26	12

- There are no statistically significant differences for women or men between 2012 and 2008



## Reasons for Not Reporting to a Military Authority: Other

### Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender

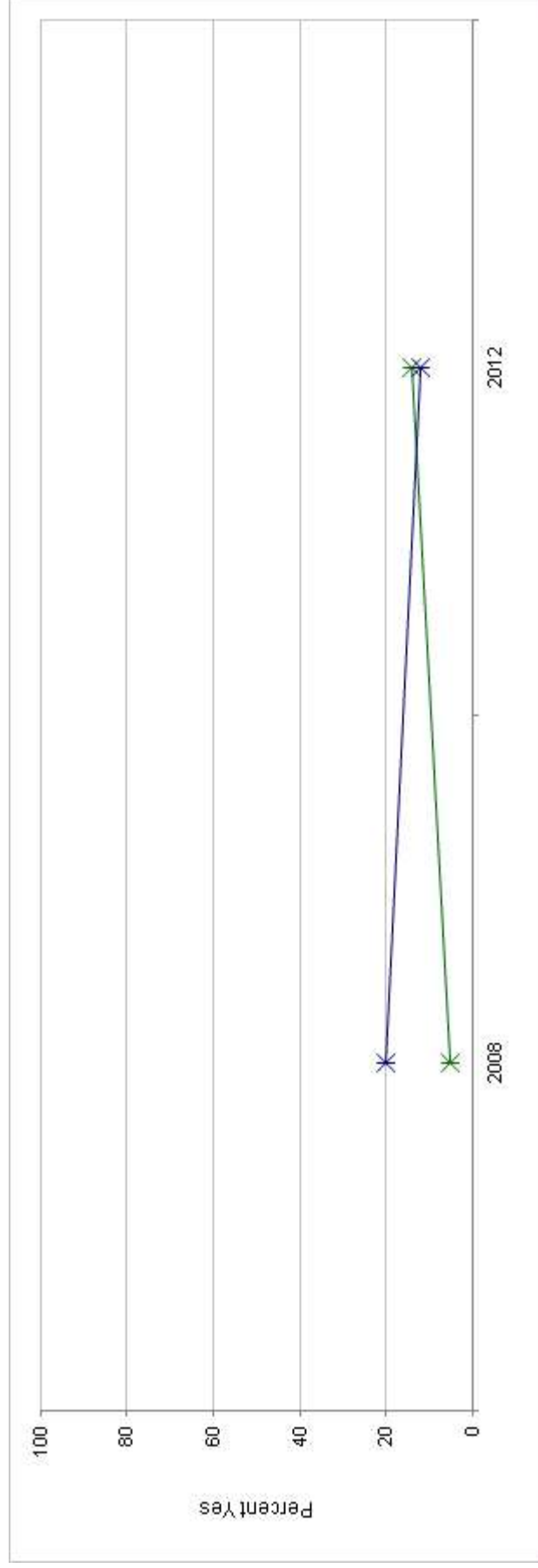


- There are no statistically significant differences for women or men between 2012 and 2008



# Reasons for Not Reporting to a Military Authority: Did Not Know How To Report

## Percent of Reserve Component Members Who Experienced Unwanted Sexual Contact and Did Not Report to a Military Authority, by Gender



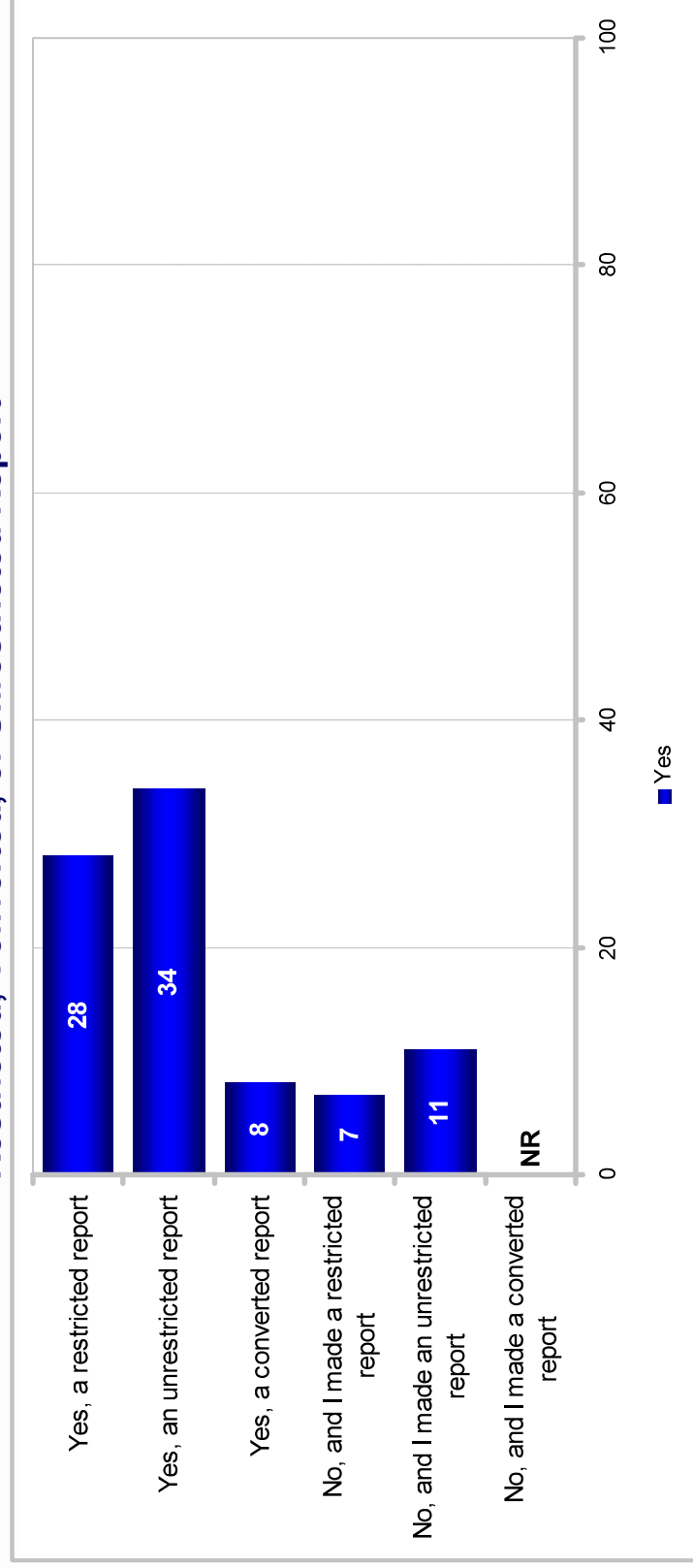
	2008	2012
Most recent HIGHER than	20	14
Most recent LOWER than	5	12
Total Women	5	14
Total Men	20	12

- There are no statistically significant differences for women or men between 2012 and 2008



## Would Make Same Reporting Decision Again in the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Sexual Contact and Who Made a Restricted, Converted, or Unrestricted Report



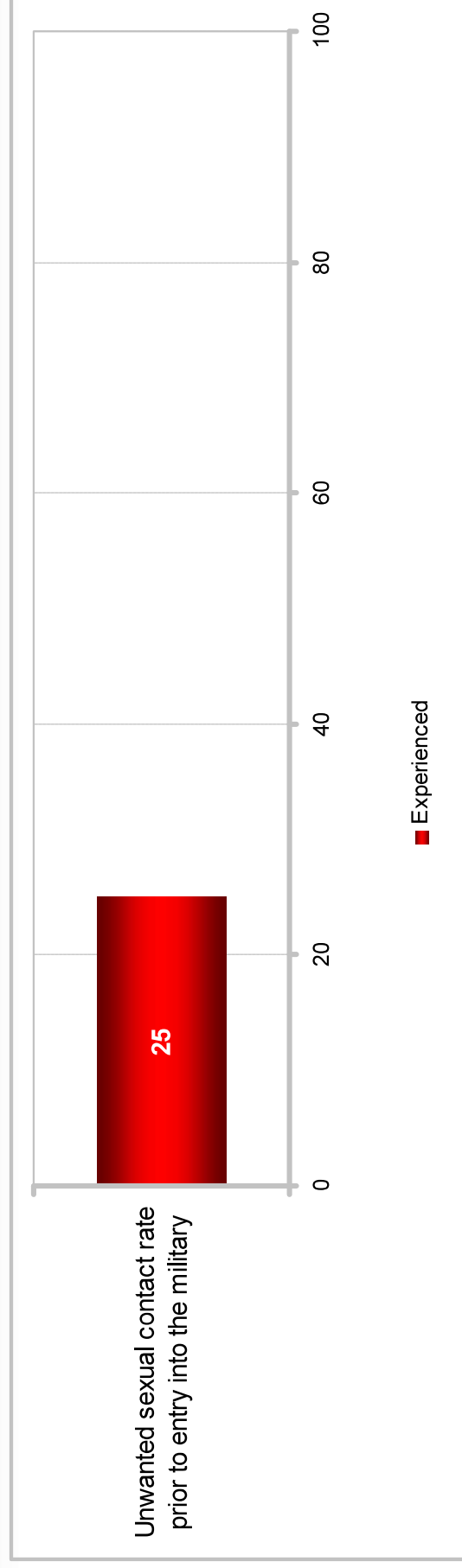
- **Of the 20% of women who made a restricted, converted, or unrestricted report to a military authority:**

- 28% would make the same decision of restricted report; 7% would not make the same decision of a restricted report
- 34% would make the same decision of an unrestricted report; 11% would not make the same decision of an unrestricted report
- 8% would make the same decision of a converted report; no, and I made a converted report is not reportable



## Unwanted Sexual Contact Rate Prior to Entry Into the Military

Percent of All Reserve Component Women

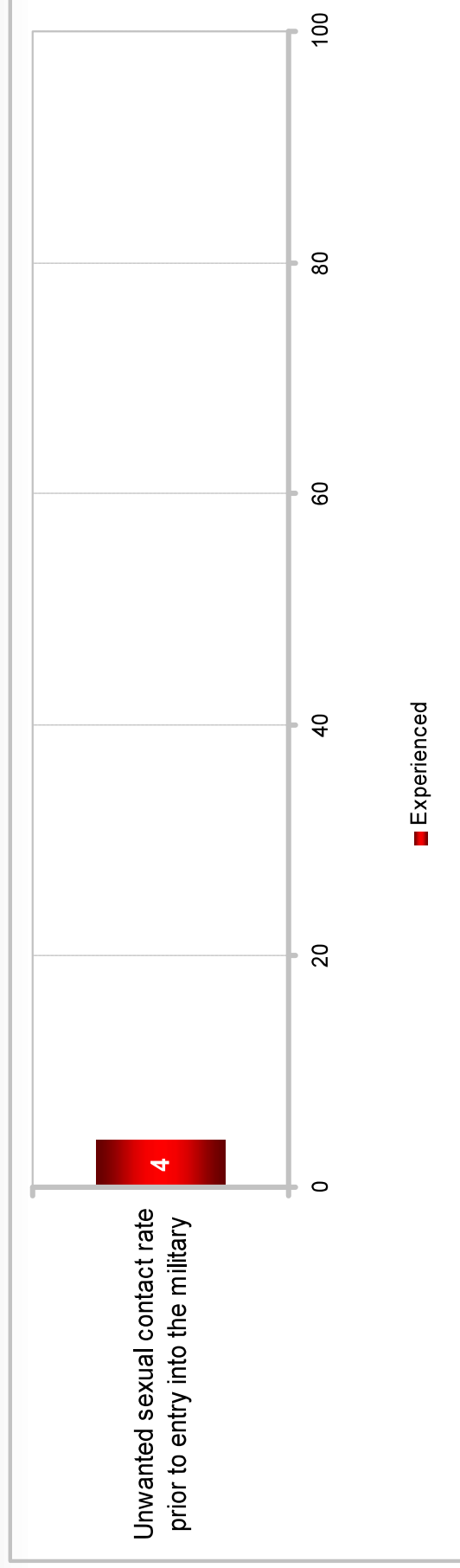


- **25% of women indicated they experienced unwanted sexual contact prior to entry into the military**



## Unwanted Sexual Contact Rate Prior to Entry Into the Military

Percent of All Reserve Component Men



- **4% of men indicated they experienced unwanted sexual contact prior to entry into the military**



# Unwanted Sexual Contact Rate Prior to Entry Into the Military

## Percent of All Reserve Component Members

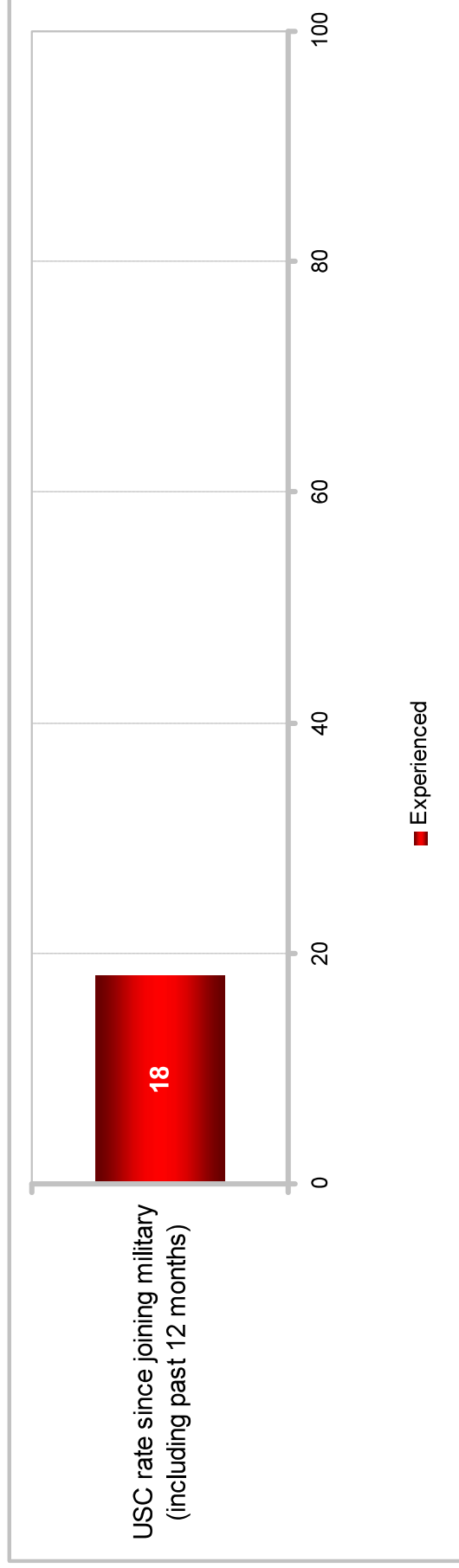
DoD Reserve Women	
KEY:	
Higher Response of Experienced	
Lower Response of Experienced	
Unwanted sexual contact rate prior to entry into the military	
Total Women	25
ARNG Women	24
USAR Women	25
USNR Women	28
USMCR Women	22
ANG Women	24
USAFR Women	26
E1 - E4 Women	21
E5 - E9 Women	28
O1 - O3 Women	26
O4 - O6 Women	30

DoD Reserve Men	
KEY:	
Higher Response of Experienced	
Lower Response of Experienced	
Unwanted sexual contact rate prior to entry into the military	
Total Men	4
ARNG Men	5
USAR Men	5
USNR Men	6
USMCR Men	3
ANG Men	3
USAFR Men	3
E1 - E4 Men	3
E5 - E9 Men	5
O1 - O3 Men	5
O4 - O6 Men	5

- Higher response of experienced led by O4 – O6 women and E5 – E9 women; lower response led by E1 – E4 women



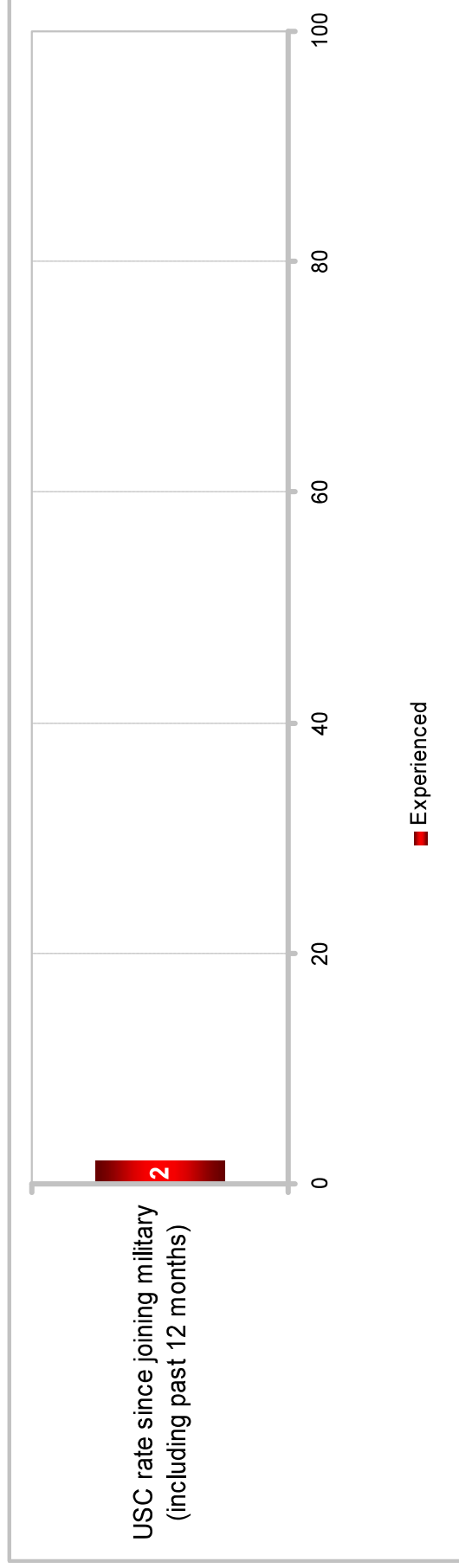
## Unwanted Sexual Contact Rate Since Joining the Military (Including Past 12 Months) Percent of All Reserve Component Women



- **18% of women indicated they experienced unwanted sexual contact since joining the military (including past 12 months)**



## Unwanted Sexual Contact Rate Since Joining the Military (Including Past 12 Months) Percent of All Reserve Component Men



- **2% of men indicated they experienced unwanted sexual contact since joining the military (including past 12 months)**



# Unwanted Sexual Contact Rate Since Joining the Military (Including Past 12 Months)

Percent of All Reserve Component Members

<u>DoD Reserve Women</u>	
KEY: Higher Response of Experienced Lower Response of Experienced	
USC rate since joining military (including past 12 months)	18
Total Women	18
ARNG Women	17
USAR Women	19
USNR Women	18
USMCR Women	18
ANG Women	16
USAFR Women	17
E1 - E4 Women	12
E5 - E9 Women	23
O1 - O3 Women	18
O4 - O6 Women	22

<u>DoD Reserve Men</u>	
KEY: Higher Response of Experienced Lower Response of Experienced	
USC rate since joining military (including past 12 months)	2
Total Men	2
ARNG Men	2
USAR Men	2
USNR Men	3
USMCR Men	2
ANG Men	1
USAFR Men	1
E1 - E4 Men	1
E5 - E9 Men	3
O1 - O3 Men	2
O4 - O6 Men	2

- Higher response of experienced led by E5 – E9 women and O4 – O6 women; lower response led by E1 – E4 women



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **2.8% of women and 0.5% of men indicated experiencing USC the past 12 months**
  - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 29% of women and 26% of men indicated experiencing unwanted sexual touching
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 32% of women and 11% of men indicated experiencing attempted sexual intercourse, anal or oral sex
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 27% of women indicated experiencing completed sexual intercourse, anal or oral sex (NR for men)
    - There are no statistically significant differences for women between 2012 and 2008
  - 13% of women and 58% of men did not indicate what behaviors they experienced
    - For men, the 2012 percentage is significantly higher than 2008
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 52% of women and 23% of men indicated the situation occurred at a non-military location
  - 49% of women and 57% of men indicated the situation occurred at a military installation
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 40% of women and 42% of men indicated the situation occurred during their work day/duty hours
  - 36% of women and 25% of men indicated the situation occurred during Inactive Duty Training (IDT)/Drill weekends
  - 13% of women and 26% of men indicated the situation occurred while they were deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 28% of women and 49% of men indicated the situation occurred while they were activated
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 16% of women and 26% of men indicated the situation occurred while they were deployed
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women who experienced USC:**
  - 29% indicated the situation involved multiple offenders
  - There are no statistically significant differences for women between 2012 and 2008
- **Of the 2.8% of women who experienced USC:**
  - 87% indicated the offender(s) were male only; 3% indicated the offender(s) were female only; and 9% indicated the offenders were both males and females
  - For women, the 2012 percentage who indicated the offenders were male only is significantly lower than 2008



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 49% of women and 51% of men indicated the offender was their military coworker(s)
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 37% of women and 18% of men indicated the offender was another military person(s) of higher rank/grade who was not in their chain of command
    - For women, the 2012 percentage is significantly lower than 2008
  - 30% of women and 12% of men indicated the offender was someone in their military chain of command
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 24% of women and 23% of men indicated the offender was another military person(s)
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 16% of women and 15% of men indicated the offender was a person(s) in the local community
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 14% of women and 31% of men indicated the offender was their military subordinate(s)
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 9% of women and 5% of men indicated the offender was unknown
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 7% of women and 5% of men indicated the offender was a DoD/DHS civilian contractor(s)
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 6% of women and 9% of men indicated the offender was a DoD/DHS civilian employee(s)
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 4% of women and 5% of men indicated the offender was their spouse/significant other



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 2% of women and men indicated the offender used drugs to knock them out; 83% of women and 74% of men indicated the offender did not; and 15% of women and 25% of men were not sure
  - 46% of women and 17% of men indicated they or the offender had been drinking alcohol before the incident
  - <1% of women and 2% of men indicated they or the offender had been using drugs before the incident
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 46% of women and 14% of men indicated the offender used some degree of physical force
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 17% of women and 11% of men indicated the offender threatened to ruin their reputation if they did not consent
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 9% of women and 16% of men indicated the offender threatened to physically harm them if they did not consent
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 39% of women and 14% of men indicated the offender sexually harassed them before/after the situation; 4% of women indicated the offender stalked them (NR for men); 22% of women and 15% of men indicated the offender both sexually harassed and stalked them; and 34% of women and 66% of men indicated the offender did not sexually harass nor stalked them
- **Of the 2.8% of women and 0.5% of men who experienced USC:**
  - 46% of women and 88% of men indicated that as a result of the situation they did not consider requesting a transfer; 28% of women and 7% of men indicated they did to a large extent
  - 52% of women and 81% of men indicated that as a result of the situation they did not think about getting out of their Reserve component; 23% of women and 12% of men indicated they did to a large extent
  - 49% of women and 88% of men indicated that as a result of the situation their work performance did not decrease; 16% of women indicated it did to a large extent (NR for men)



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 2.8% of women who experienced USC:**
  - 7% reported the situation to a civilian authority/organization; 10% reported to a military authority/organization; 10% reported to both; and 73% did not report
- **Of the 20% of women who reported to a military authority:**
  - 34% made only a restricted report; 46% only an unrestricted report; and 20% a converted report
- **Of the 20% of women who reported to a military authority:**
  - 22% reported within 24 hours; 14% within 2-3 days; 7% within 4-14 days; 14% within 15-30 days; and 42% after more than 30 days



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 20% of women who reported to a military authority:**
  - 62% satisfied with the quality of sexual assault advocacy services they received; 8% dissatisfied
  - 46% satisfied with the reporting process overall; 34% dissatisfied
  - 34% satisfied with the amount of time investigation process took/is taking; 39% dissatisfied
  - 33% satisfied with how well they were/are kept informed about the progress of their case; 43% dissatisfied
- **Of the 20% of women who reported to a military authority:**
  - 61% were offered counseling services
  - 50% were offered sexual assault advocacy services
  - 48% were offered chaplain services
  - 45% were offered legal services
  - 38% were offered medical or forensic services



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 20% of women who reported to a military authority, the reasons for reporting were:**
  - 90% to stop the offender from hurting others
  - 88% to seek closure on the incident
  - 87% to stop the offender from hurting them again
  - 82% to discourage other potential offenders
  - 80% to seek help dealing with an emotional incident
  - 76% to seek justice
  - 67% to identify a fellow military member who is acting inappropriately
  - 54% to stop rumors by coming forward
  - 53% to seek mental health assistance
  - 44% to punish the offender
  - 30% to prevent the offender from continuing in the military
  - 28% to seek medical assistance
  - 20% for another reason



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 80% of women and 93% of men who did not report to a military authority, the reasons for not reporting were:**
  - 69% of women and 9% of men did not want anyone to know
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 66% of women and 14% of men felt uncomfortable making a report
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 59% of women and 13% of men were afraid of retaliation/reprisals from the person(s) who did it or from their friends
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 57% of women and 13% of men thought they would be labeled a troublemaker
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 50% of women and 21% of men did not think anything would be done
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 48% of women and 21% of men did not think their report would be kept confidential
    - 47% of women thought it was not important enough to report (NR for men)
    - There are no statistically significant differences for women between 2012 and 2008
  - 46% of women and 12% of men heard about negative experiences other victims went through who reported their situation



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 80% of women and 93% of men who did not report to a military authority, the reasons for not reporting were (continued):**
  - 41% of women and 9% of men thought their performance evaluation or chance for promotion would suffer
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 36% of women and 23% of men thought they would not be believed
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 34% of women and 20% of men thought reporting would take too much time and effort
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 29% of women and 17% of men were afraid of being assaulted again by the offender
  - 26% of women and 12% of men feared they or others would be punished for infractions/violations, such as underage drinking
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 25% of women and 12% of men thought they might lose their security clearance/personnel reliability certification
    - 15% of women and 20% of men indicated another reason
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 14% of women and 12% of men did not know how to report
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **Of the 20% of women who made a restricted, converted, or unrestricted report to a military authority:**
  - 28% would make the same decision of restricted report
  - 34% would make the same decision of an unrestricted report
  - 8% would make the same decision of a converted report
  - 7% would not make the same decision of a restricted report
  - 11% would not make the same decision of an unrestricted report



# UNWANTED SEXUAL CONTACT (USC)

## Summary of Findings

- **25% of women and 4% of men indicated they experienced unwanted sexual contact prior to entry into the military**
  - Higher response of experienced led by O4 – O6 women and E5 – E9 women
  - Lower response of experienced led by E1 – E4 women
- **18% of women and 2% of men indicated they experienced unwanted sexual contact since joining military (including past 12 months)**
  - Higher response of experienced led by E5 – E9 women and O4 – O6 women
  - Lower response of experienced led by E1 – E4 women

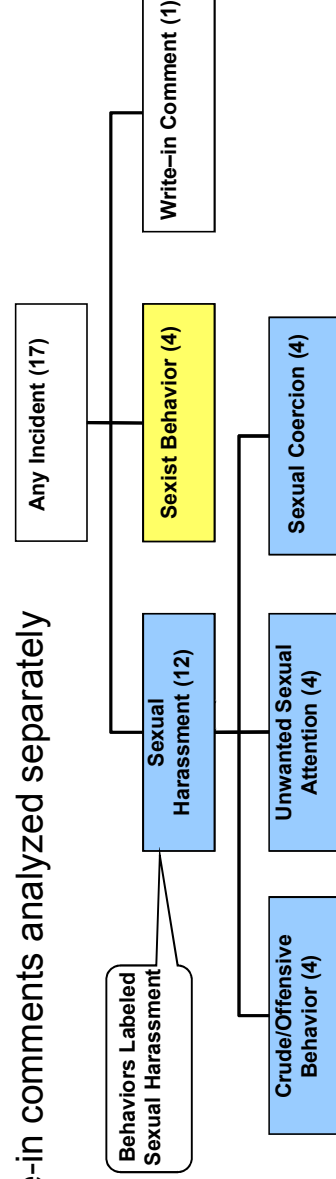


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## Unwanted Gender-Related Behaviors: Sexual Harassment and Sexist Behavior Incident Rates

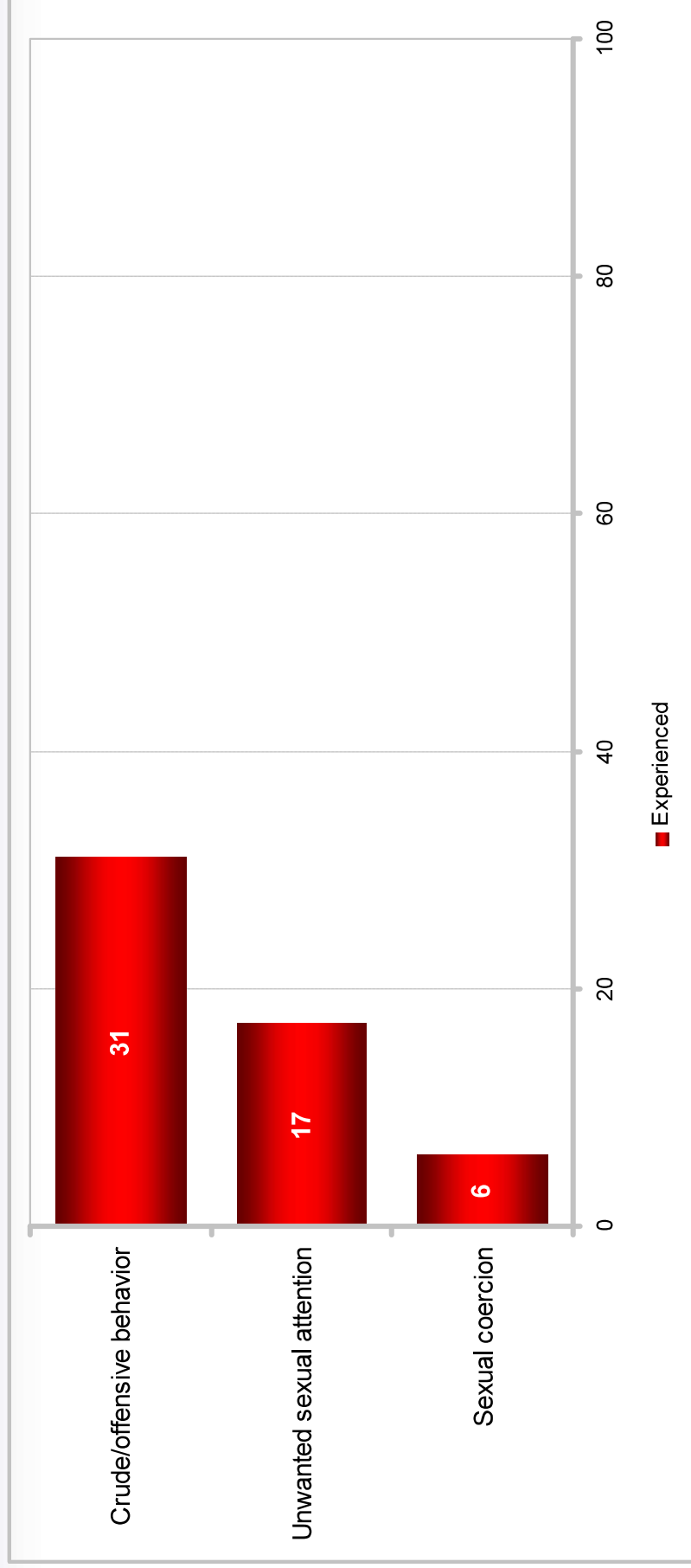
- **Definition and measure of sexual harassment and sexist behavior:**
  - DoD defines sexual harassment as “a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:
    - Submission to such conduct is made either explicitly or implicitly a term or condition of a person’s job, pay, or career, or
    - Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person, or
    - Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creates an intimidating, hostile, or offensive working environment” (Department of Defense, 1995).
  - The core measure of unwanted gender-related behaviors on the 2012 WGRR consists of 17 items
    - Sexual harassment measure has 12 items in a three-factor structure and a single “labeling” item
      - Crude/Offensive Behavior – four items regarding offensive or embarrassing verbal/nonverbal behaviors of a sexual nature
      - Unwanted Sexual Attention – four items regarding unwanted attempts to establish a sexual relationship
      - Sexual Coercion – four items regarding classic *quid pro quo* instances of special treatment or favoritism conditioned on sexual cooperation
      - One “labeling” item that asks if the member considers any of the selected behaviors to be sexual harassment
    - Sexist behavior measure has four items that include verbal/nonverbal behaviors that convey insulting, offensive, and/or condescending attitudes based on gender of the Reserve component member
  - Write-in comments analyzed separately





## Incident Rates for Components of Sexual Harassment

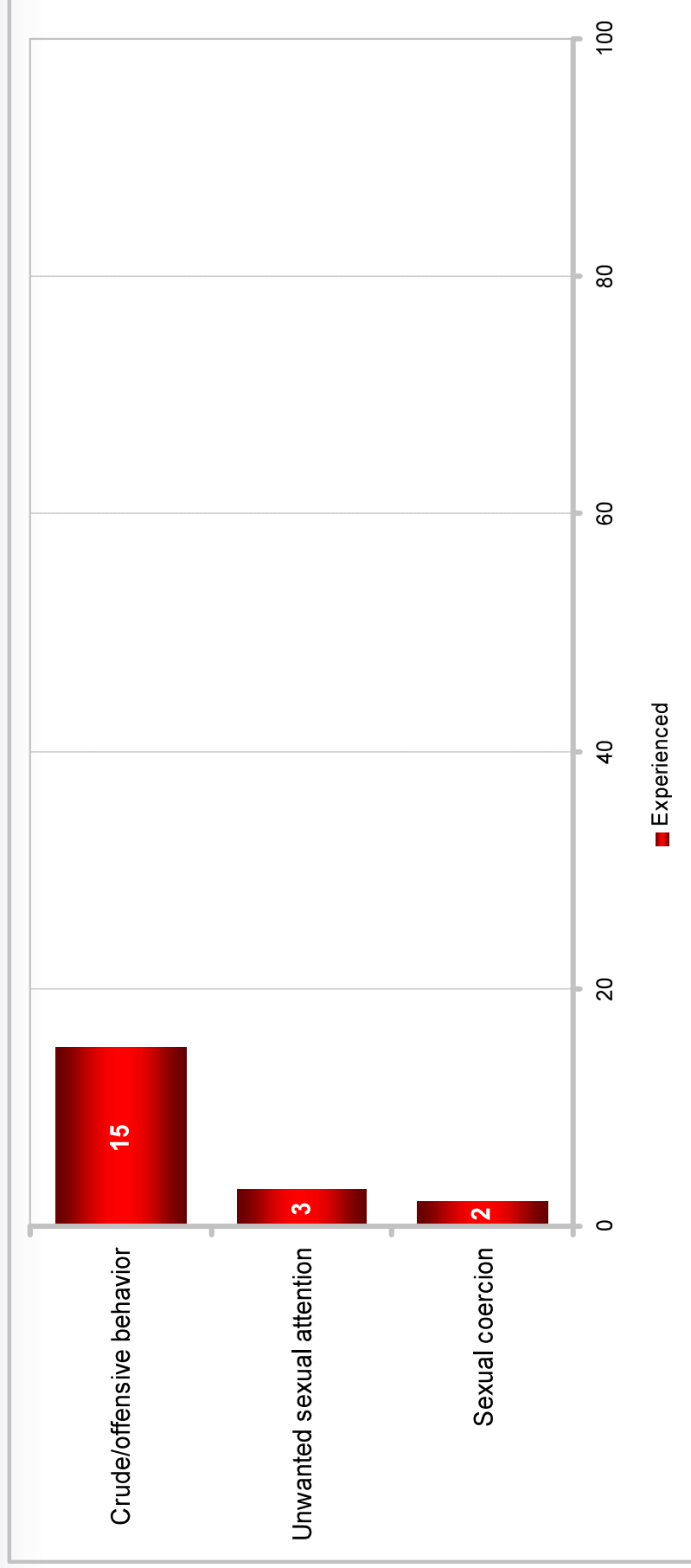
Percent of All Reserve Component Women



- **31% of women indicated experiencing crude/offensive behavior in the past 12 months**
- **17% of women indicated experiencing unwanted sexual attention in the past 12 months**
- **6% of women indicated experiencing sexual coercion in the past 12 months**



## Incident Rates for Components of Sexual Harassment Percent of All Reserve Component Men



- **15% of men indicated experiencing crude/offensive behavior in the past 12 months**
- **3% of men indicated experiencing unwanted sexual attention in the past 12 months**
- **2% of men indicated experiencing sexual coercion in the past 12 months**



# Incident Rates for Components of Sexual Harassment

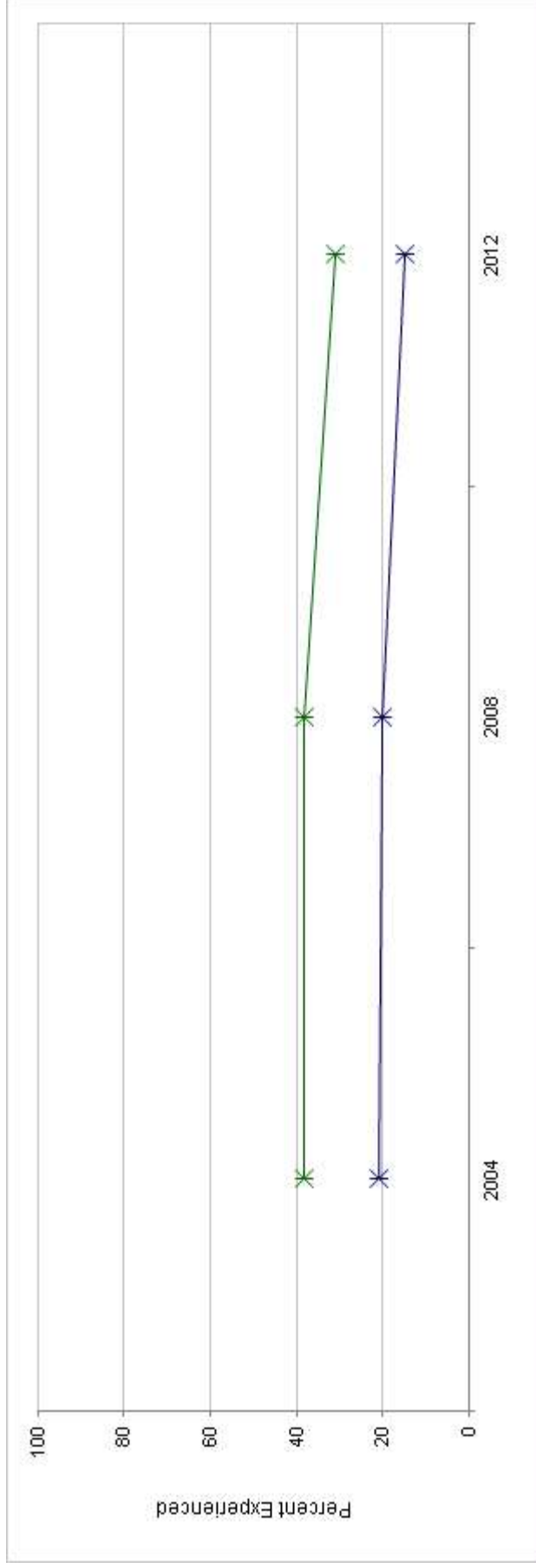
## Percent of All Reserve Component Members

DoD Reserve Women											
KEY:											
Higher Response of Experienced											
Lower Response of Experienced											
	Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Crude/offensive behavior	31	36	31	25	33	27	24	29	33	33	28
Unwanted sexual attention	17	21	17	13	21	10	12	17	17	17	10
Sexual coercion	6	8	7	4	8	3	3	7	6	5	2
DoD Reserve Men											
KEY:											
Higher Response of Experienced											
Lower Response of Experienced											
	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Crude/offensive behavior	15	17	15	16	18	12	11	14	16	20	13
Unwanted sexual attention	3	3	2	3	4	1	2	3	3	3	1
Sexual coercion	2	2	1	3	3	0	1	2	2	1	0

- Higher response of crude/offensive behavior led by ARNG women and O1 – O3 men; lower response led by USAFR men, ANG men, USAFR women, USNR women, and ANG women
- Higher response of unwanted sexual attention led by ARNG women; lower response led by ANG women, O4 – O6 women, and USAFR women
- Higher response of sexual coercion led by ARNG women; lower response led by O4 – O6 women, ANG women, USAFR women, and USNR women



# Crude/Offensive Behavior Incident Rate Percent of All Reserve Component Members, by Gender

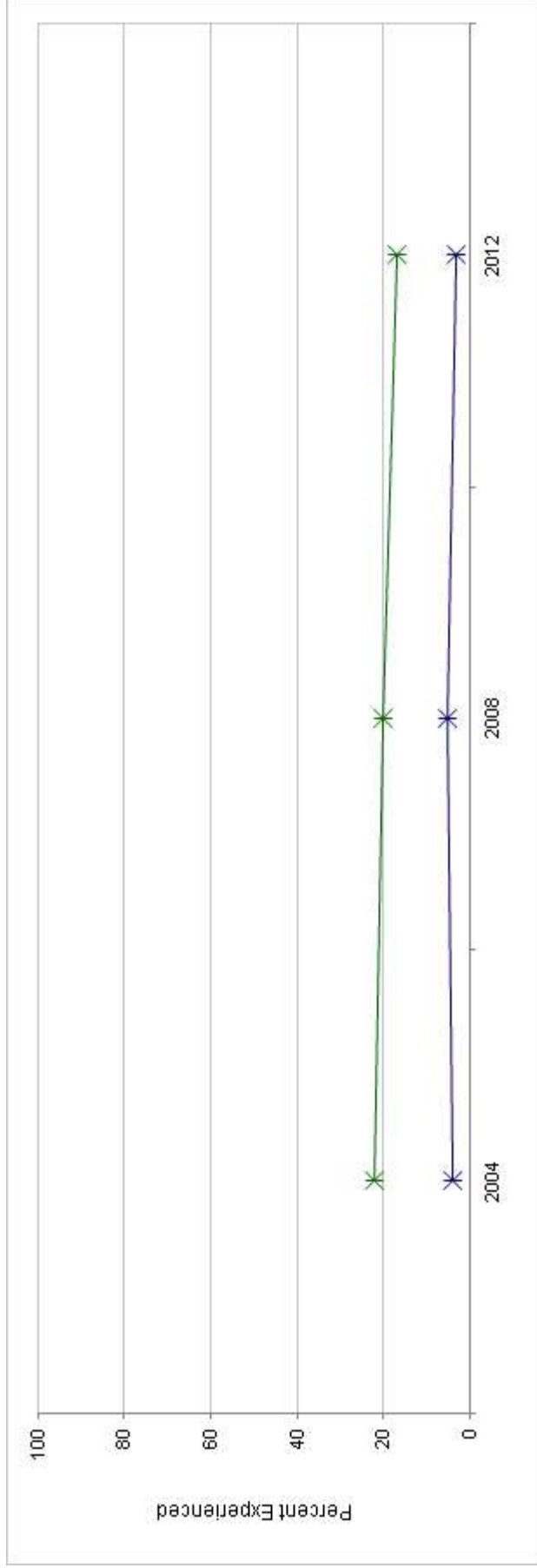


	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
Total Women	38	38	31
Total Men	21	20	15

- For both women and men, the 2012 percentages are significantly lower than 2004 and 2008



# Unwanted Sexual Attention Incident Rate Percent of All Reserve Component Members, by Gender

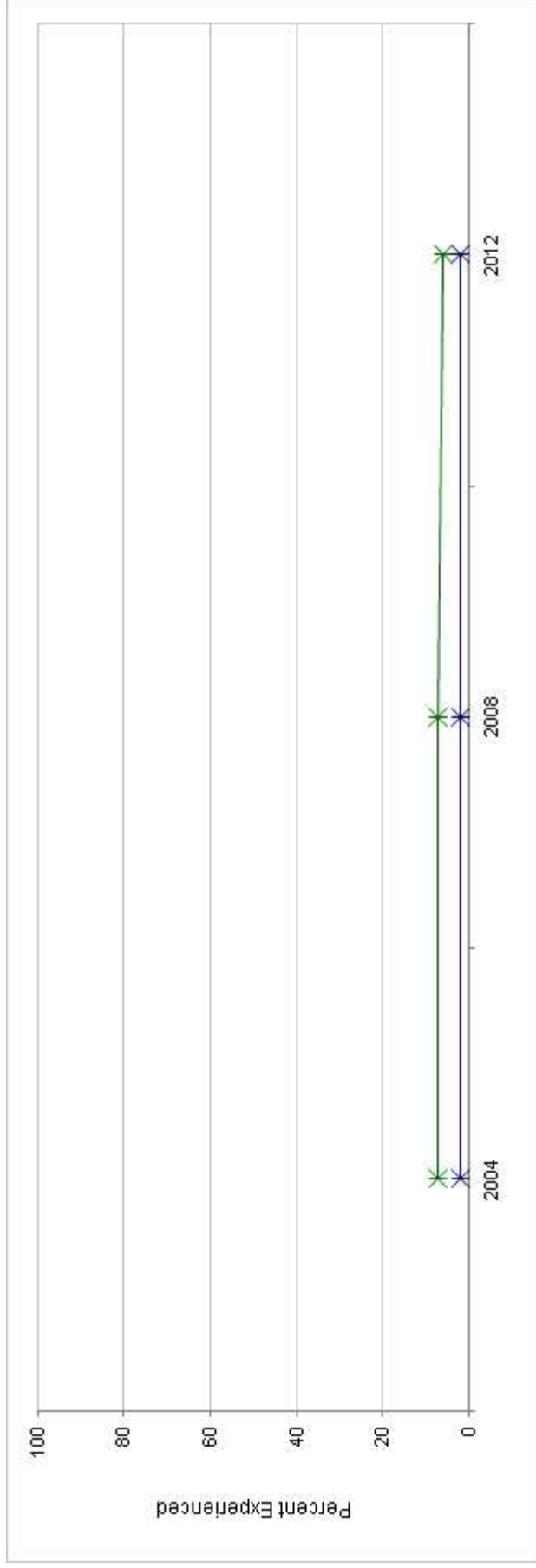


	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	22	20	17
* Total Men	4	5	3

- For women, the 2012 percentage is significantly lower than 2004; for men the 2012 percentage is significantly lower than 2008



## Sexual Coercion Incident Rate Percent of All Reserve Component Members, by Gender

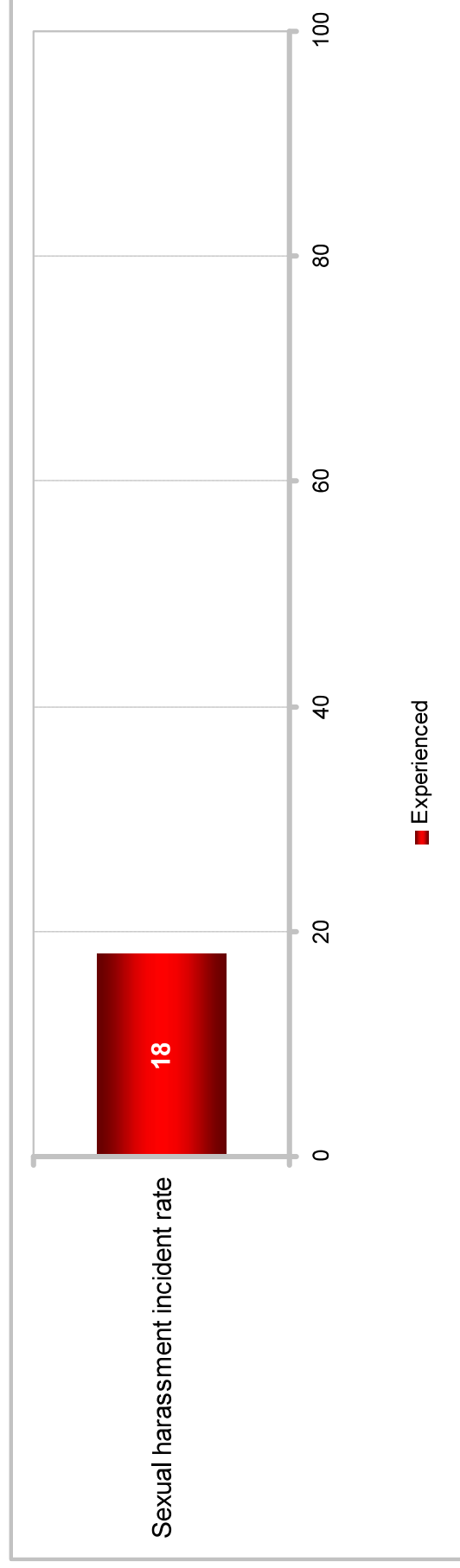


	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	7	7	6
* Total Men	2	2	2

- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



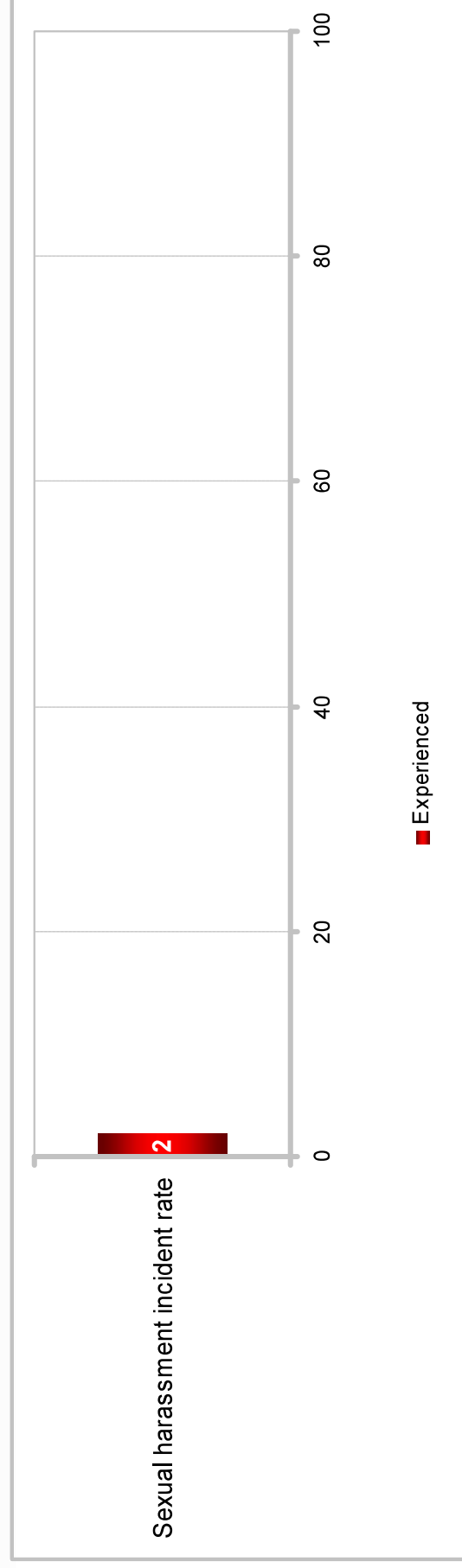
## Sexual Harassment Incident Rate Percent of All Reserve Component Women



- **18% of women indicated experiencing sexual harassment in the past 12 months**



## Sexual Harassment Incident Rate Percent of All Reserve Component Men



- **2% of men indicated experiencing sexual harassment in the past 12 months**



## Sexual Harassment Incident Rate Percent of All Reserve Component Members

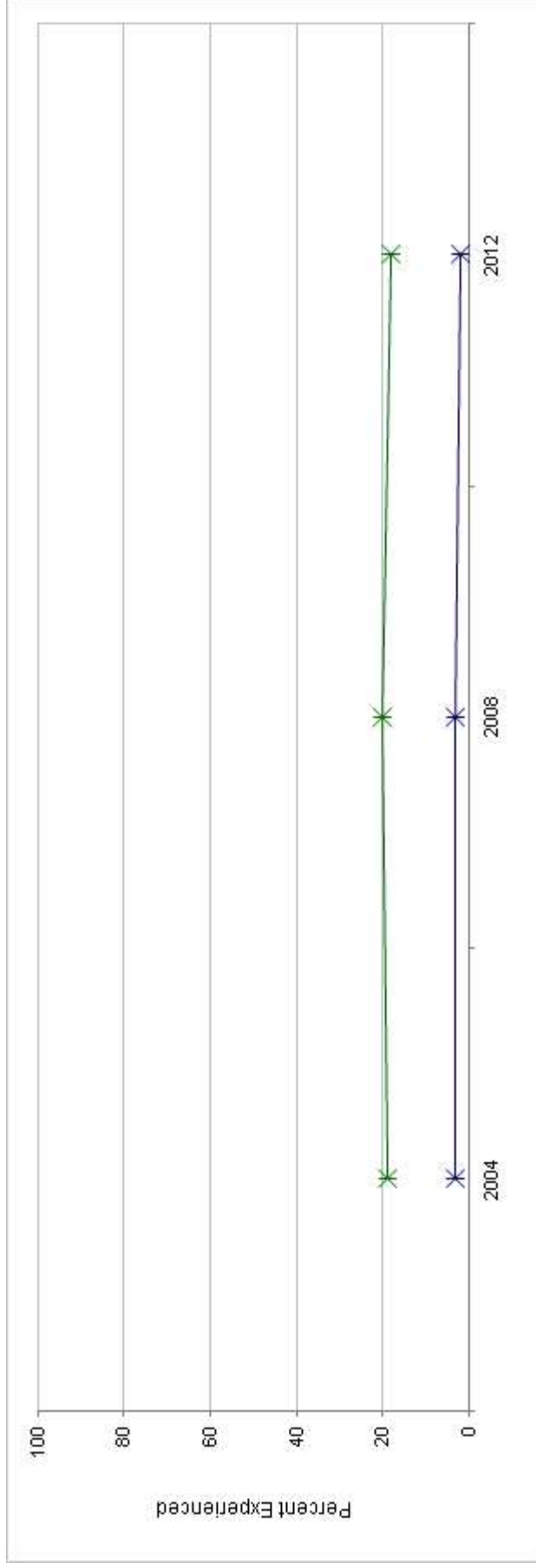
DoD Reserve Women	
KEY:	
Higher Response of Experienced	
Lower Response of Experienced	
Sexual harassment incident rate	
Total Women	18
ARNG Women	22
USAR Women	20
USNR Women	12
USMCR Women	17
ANG Women	12
USAFR Women	13
E1 - E4 Women	18
E5 - E9 Women	19
O1 - O3 Women	19
O4 - O6 Women	14

DoD Reserve Men	
KEY:	
Higher Response of Experienced	
Lower Response of Experienced	
Sexual harassment incident rate	
Total Men	2
ARNG Men	2
USAR Men	2
USNR Men	3
USMCR Men	3
ANG Men	1
USAFR Men	1
E1 - E4 Men	2
E5 - E9 Men	2
O1 - O3 Men	2
O4 - O6 Men	1

- Higher response of experienced led by ARNG women; lower response led by ANG women, USNR women, USAFR women, and O4 – O6 women



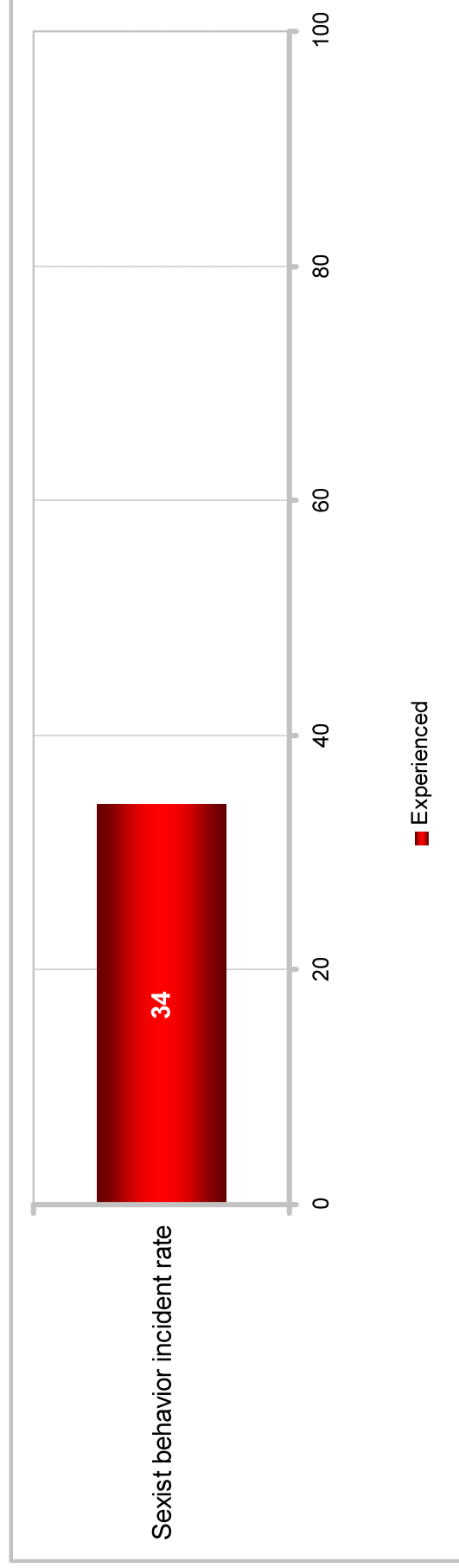
## Sexual Harassment Incident Rate Percent of All Reserve Component Members, by Gender



- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



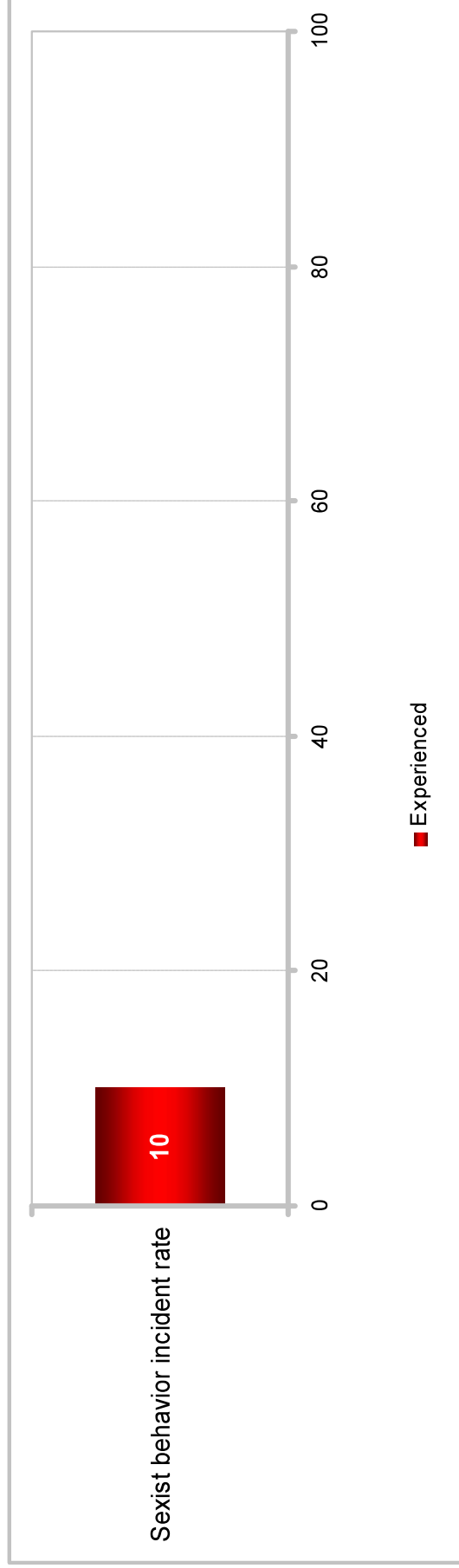
## Sexist Behavior Incident Rate Percent of All Reserve Component Women



- **34% of women indicated experiencing sexist behavior in the past 12 months**



# Sexist Behavior Incident Rate Percent of All Reserve Component Men



- **10% of men indicated experiencing sexist behavior in the past 12 months**



## Sexist Behavior Incident Rate Percent of All Reserve Component Members

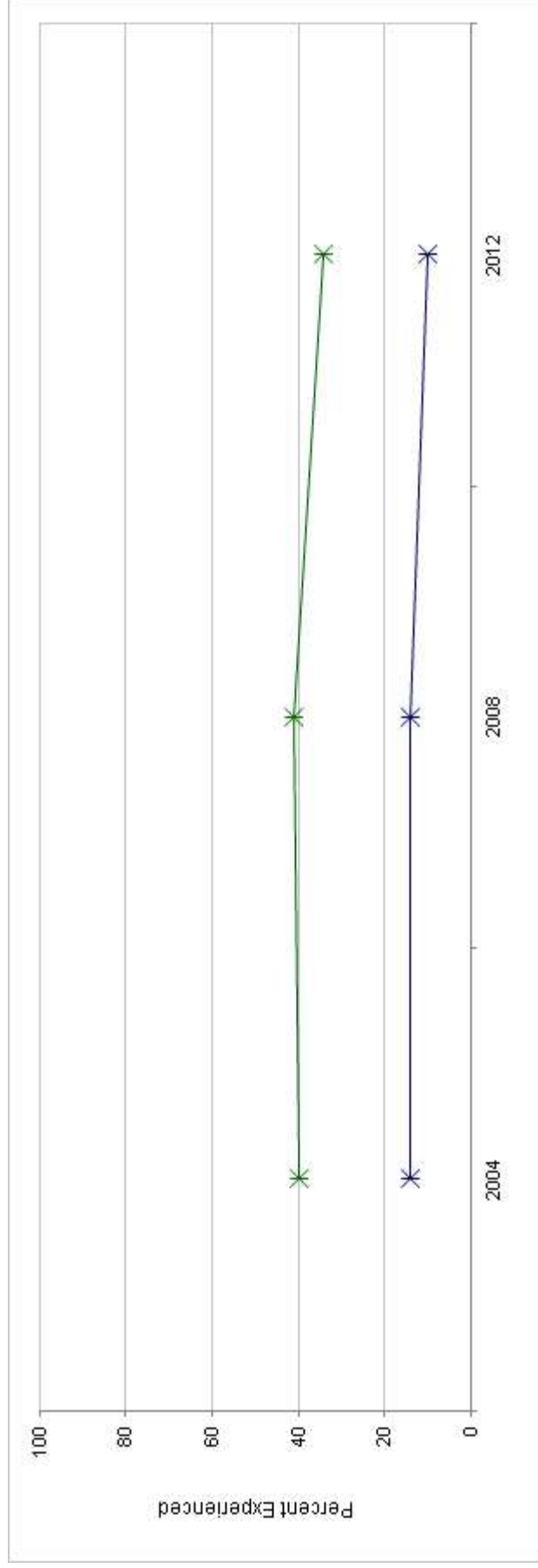
<u>DoD Reserve Women</u>																
KEY:																
Higher Response of Experienced																
Lower Response of Experienced																
Sexist behavior incident rate		Total Women	34	41	33	27	25	32	42	32	36	39	36			
		ARNG Women			USAR Women			USMCR Women		ANG Women		USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women

<u>DoD Reserve Men</u>																
KEY:																
Higher Response of Experienced																
Lower Response of Experienced																
Sexist behavior incident rate		Total Men	10	11	10	12	7	8	9	8	11	13	9			
		ARNG Men			USAR Men			USMCR Men		ANG Men		USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men

- Higher response of experienced led by ARNG women and E5 – E9 men; lower response led by USAFR men, ANG men, E1 – E4 men, USAFR women, USNR women, and E1 – E4 women



## Sexist Behavior Incident Rate Percent of All Reserve Component Members, by Gender



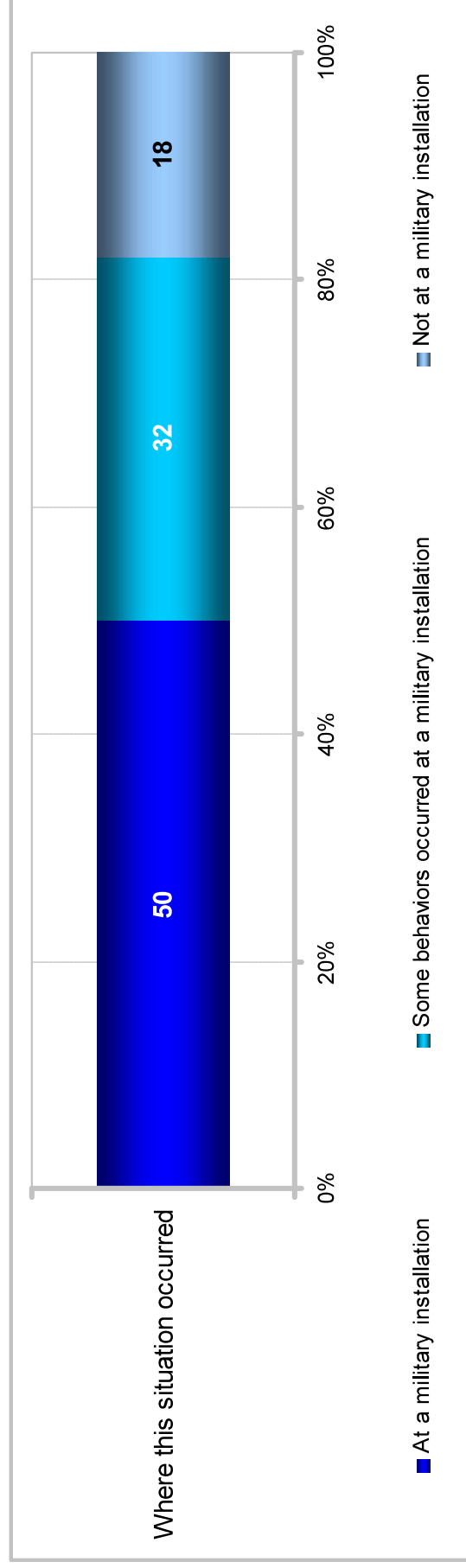
	2004	2008	2012
Most recent	HIGHER than		
Most recent	LOWER than		
Total Women	40	41	34
Total Men	14	14	10

- For both women and men, the 2012 percentages are significantly lower than 2004 and 2008



## Location Where the One Situation Occurred

### Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



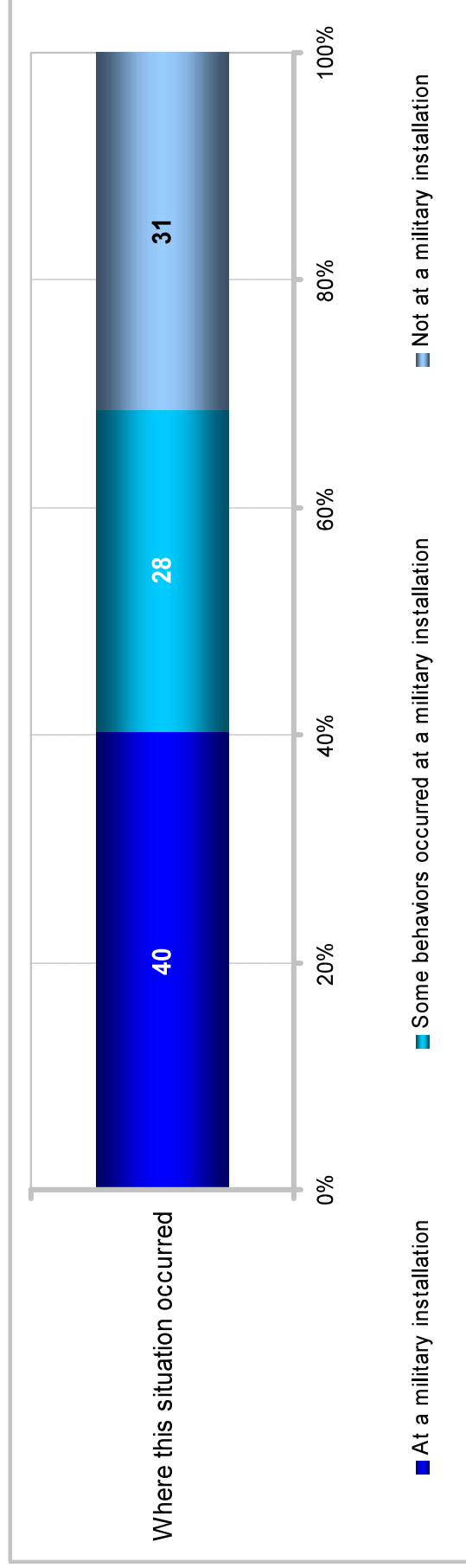
- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 50% indicated the situation occurred at a military installation; 32% indicated some behaviors occurred at a military installation; 18% indicated the situation did not occur at a military installation



## Location Where the One Situation Occurred

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 40% indicated the situation occurred at a military installation; 28% indicated some behaviors occurred at a military installation; 31% indicated the situation did not occur at a military installation



## Location Where the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Where this situation occurred	At a military installation	50	49	50	49	50	52	55	45	52	55	65
	Some behaviors occurred at a military installation	32	32	34	30	33	31	29	35	31	29	24
	Not at a military installation	18	19	16	20	17	17	15	20	17	15	11

KEY:

Higher Response

Lower Response

- Higher response of at a military installation led by O4 – O6 women; lower response led by E1 – E4 women
- Lower response of some behaviors occurred at a military installation led by O4 – O6 women
- Lower response of not at a military installation led by O4 – O6 women



## Location Where the One Situation Occurred

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Where this situation occurred	At a military installation	40	39	44	37	42	39	44	38	39	52	40
	Some behaviors occurred at a military installation	28	28	28	26	30	30	27	29	28	27	29
	Not at a military installation	31	33	28	37	29	31	29	33	32	21	30

KEY:

Higher Response

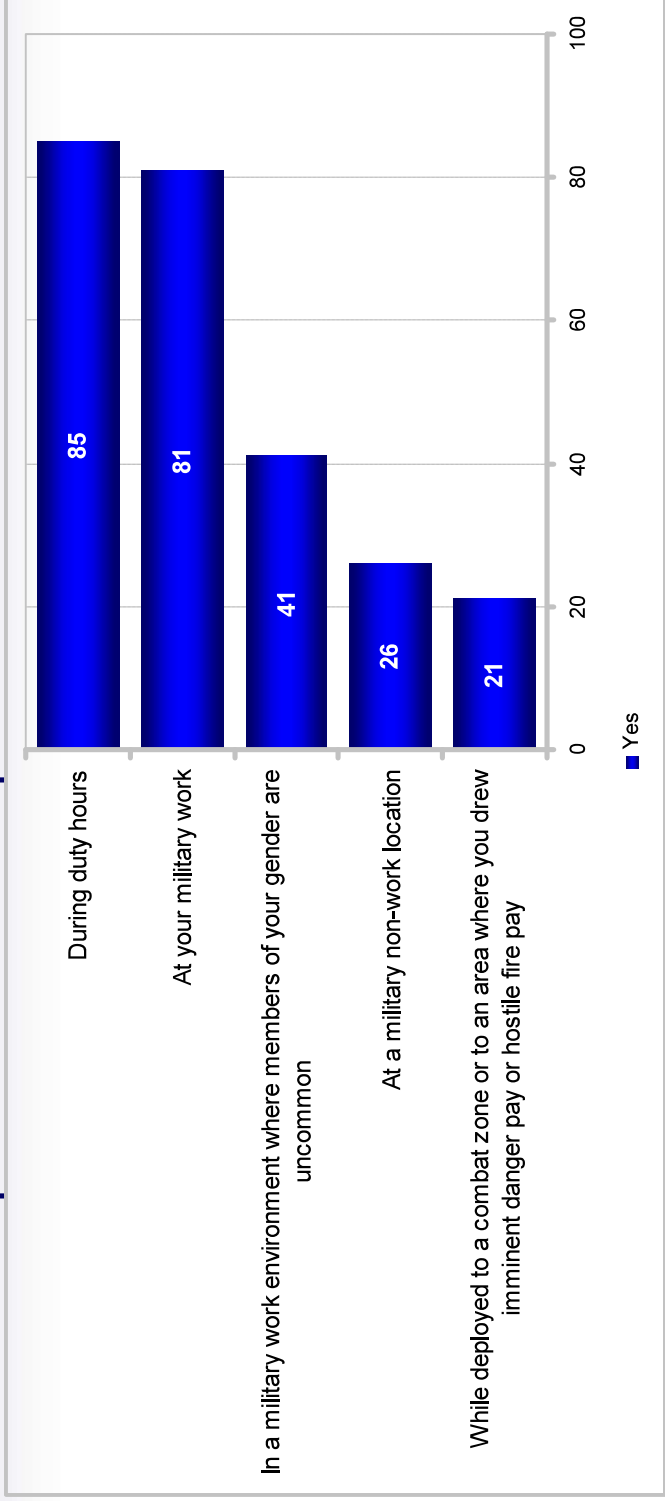
Lower Response

- Higher response of at a military installation led by O1 – O3 men
- Lower response of not at a military installation led by O1 – O3 men



# Characteristics of the Military Setting Where the One Situation Occurred

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior On Base

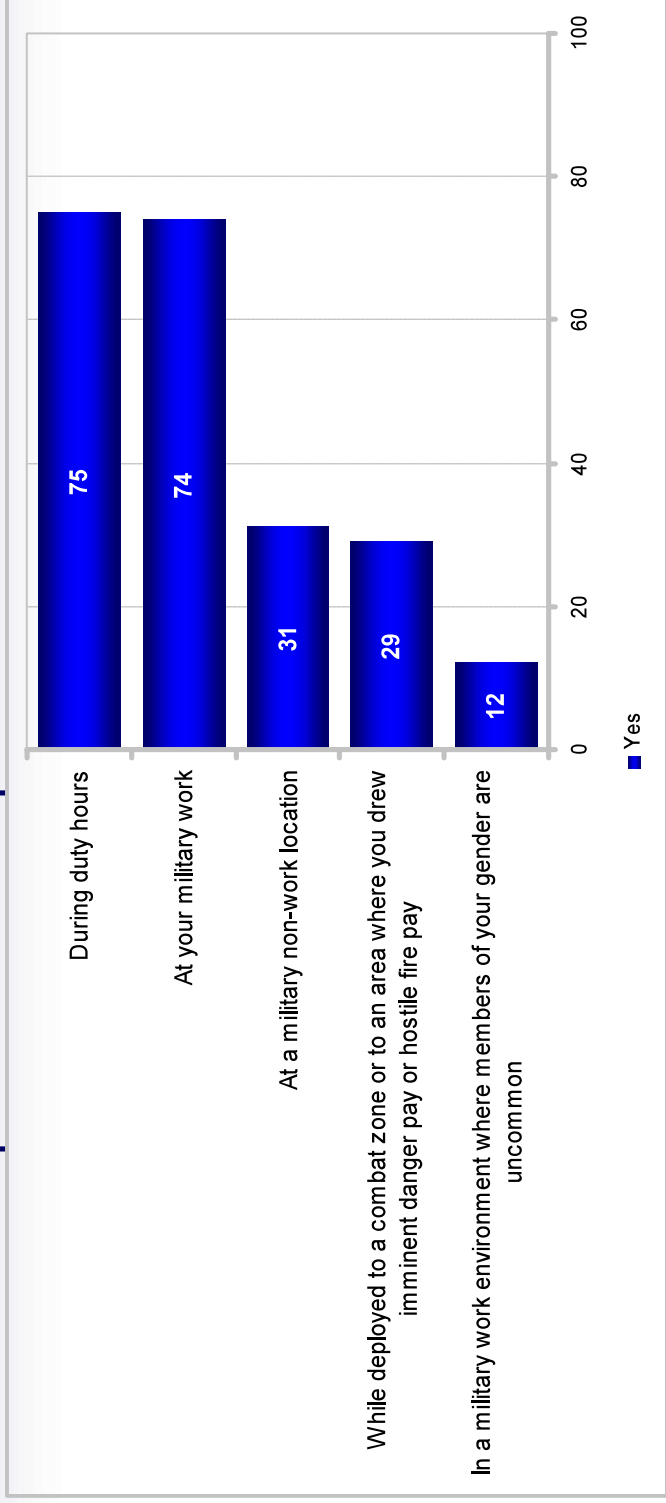


- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior) on base:**

- 85% indicated the situation occurred during duty hours
- 81% indicated the situation occurred at their military work
- 41% indicated the situation occurred in a military work environment where members of their gender are uncommon
- 26% indicated the situation occurred at a military non-work location
- 21% indicated the situation occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay



## Characteristics of the Military Setting Where the One Situation Occurred Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior On Base



### • Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):

- 75% indicated the situation occurred during duty hours
- 74% indicated the situation occurred at their military work
- 31% indicated the situation occurred at a military non-work location
- 29% indicated the situation occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
- 12% indicated the situation occurred in a military work environment where members of their gender are uncommon



# Characteristics of the Military Setting Where the One Situation Occurred

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior On Base

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
During duty hours		85	85	86	80	82	86	86	81	88	85	90
At your military work		81	80	81	75	86	84	80	77	83	77	86
In a military work environment where members of your gender are uncommon		41	43	37	40	51	47	41	42	42	42	38
At a military non-work location		26	26	29	27	31	20	22	25	27	24	22
While deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay		21	27	20	18	16	15	11	17	25	21	21

KEY:

Higher Response of Yes

Lower Response of Yes

- Higher response of situation occurred during duty hours led by O4 – O6 women and E5 – E9 women; lower response led by E1 – E4 women
- Higher response of situation occurred while deployed to a combat zone led by ARNG women and E5 – E9 women; lower response led by USAFR women, ANG women, and E1 – E4 women



# Characteristics of the Military Setting Where the One Situation Occurred

## Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior On Base

DoD Reserve Men	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
	75	78	69	83	55	79	85	69	77	85	78
	74	78	64	80	59	76	80	71	74	80	71
During duty hours	12	13	9	15	14	13	13	13	12	13	9
At your military work	31	31	30	27	46	19	32	35	28	30	28
In a military work environment where members of your gender are uncommon	29	35	26	30	12	20	18	26	29	32	26
At a military non-work location											
While deployed to a combat zone or to an area where you drew imminent danger pay or hostile fire pay											

KEY:

Higher Response of Yes

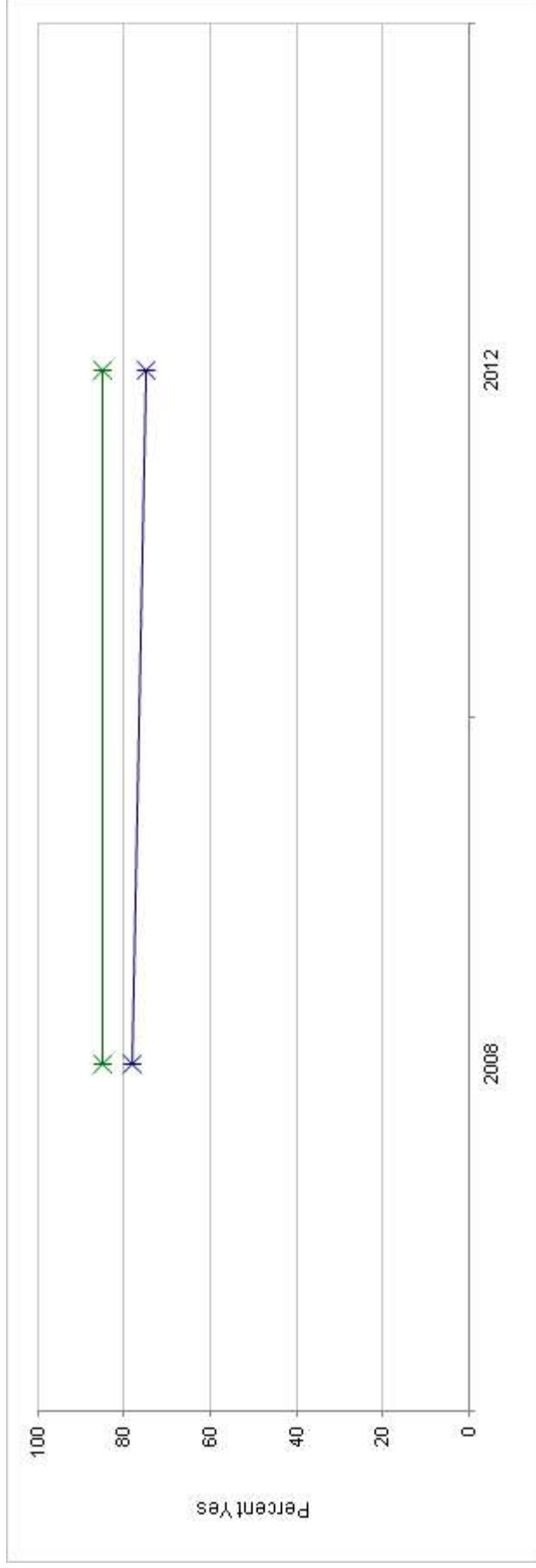
Lower Response of Yes

- Lower response of situation occurred at their military work led by USAR men
- Lower response of situation occurred at a military non-work location led by ANG men
- Higher response of situation occurred while deployed to a combat zone led by ARNG men; lower response led by USMCR men



## One Situation Occurred During Duty Hours

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender



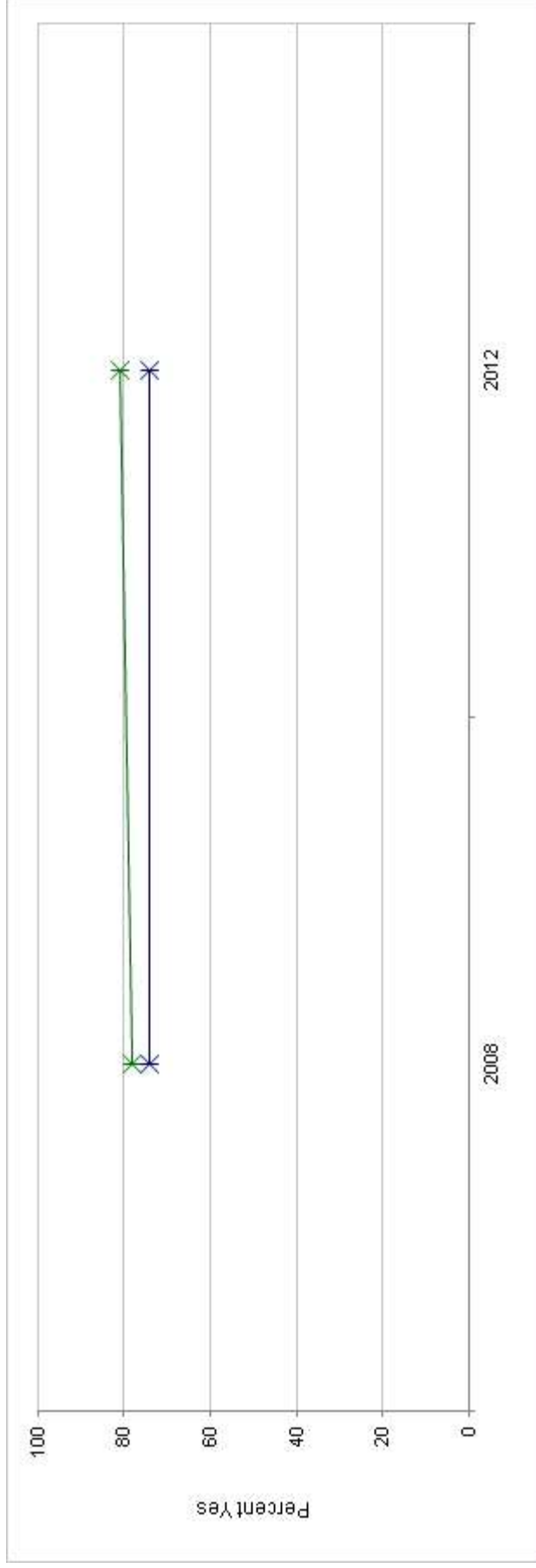
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	85	85
* Total Men	78	75

- There are no statistically significant differences for women or men between 2012 and 2008



## One Situation Occurred at Your Military Work

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender



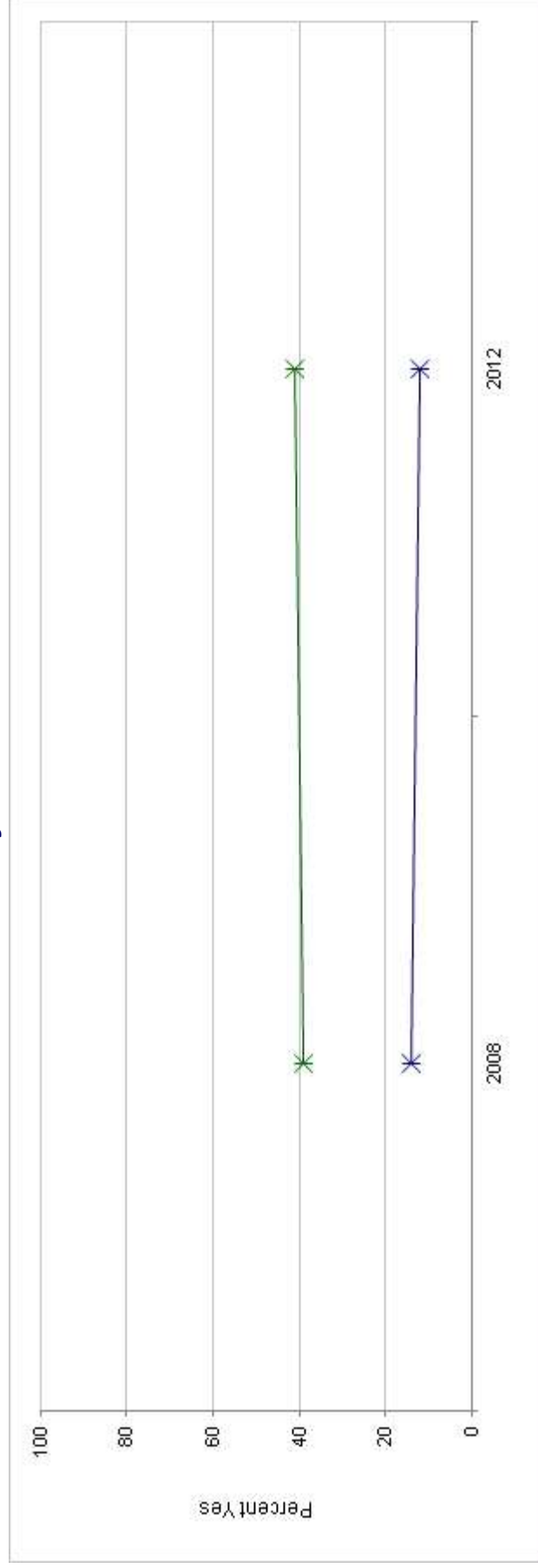
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	78	81
* Total Men	74	74

- There are no statistically significant differences for women or men between 2012 and 2008



# One Situation Occurred in a Military Work Environment Where Members of Your Gender are Uncommon

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender



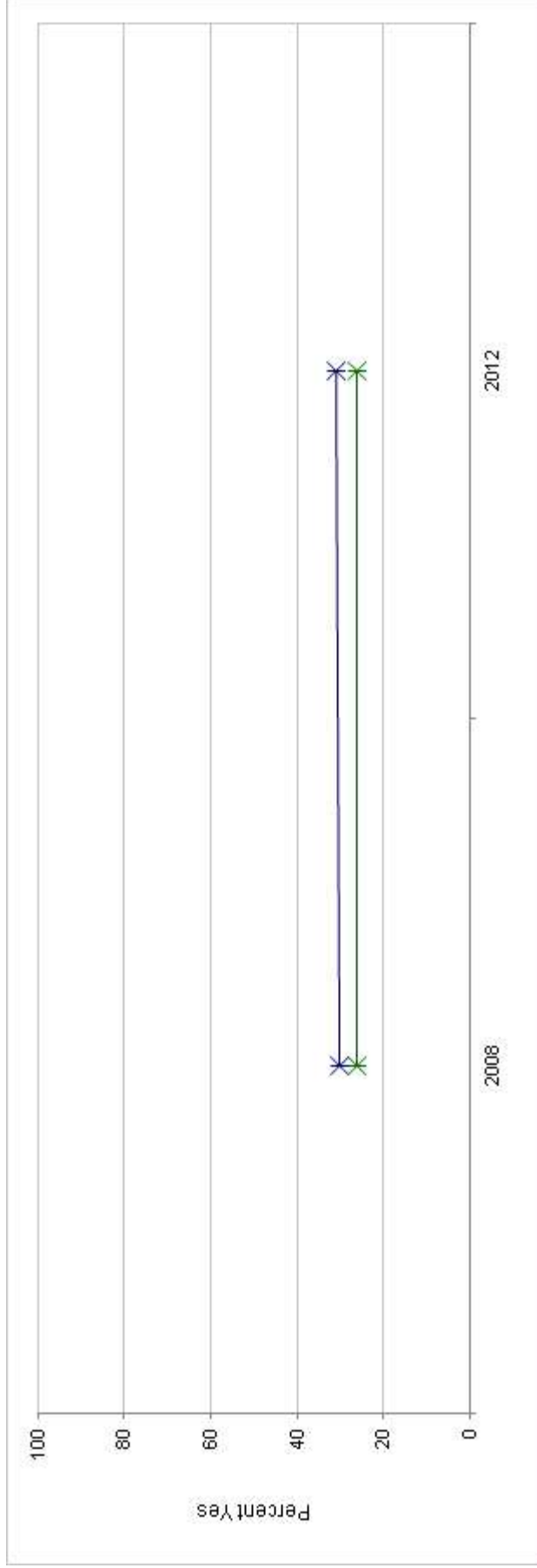
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
Total Women	39	41
Total Men	14	12

- There are no statistically significant differences for women or men between 2012 and 2008



## One Situation Occurred at a Military non-work Location

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior On Base, by Gender

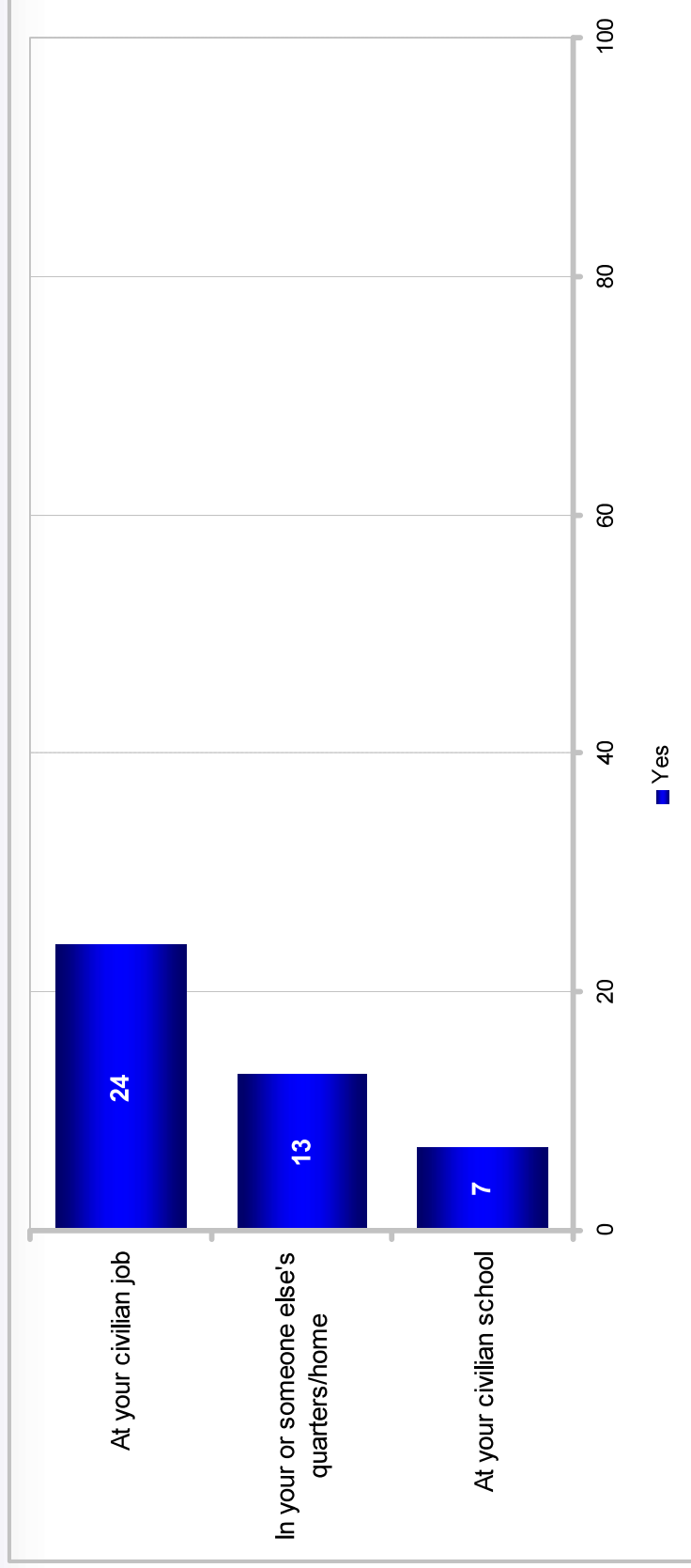


- There are no statistically significant differences for women or men between 2012 and 2008



## Other Locations Where the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



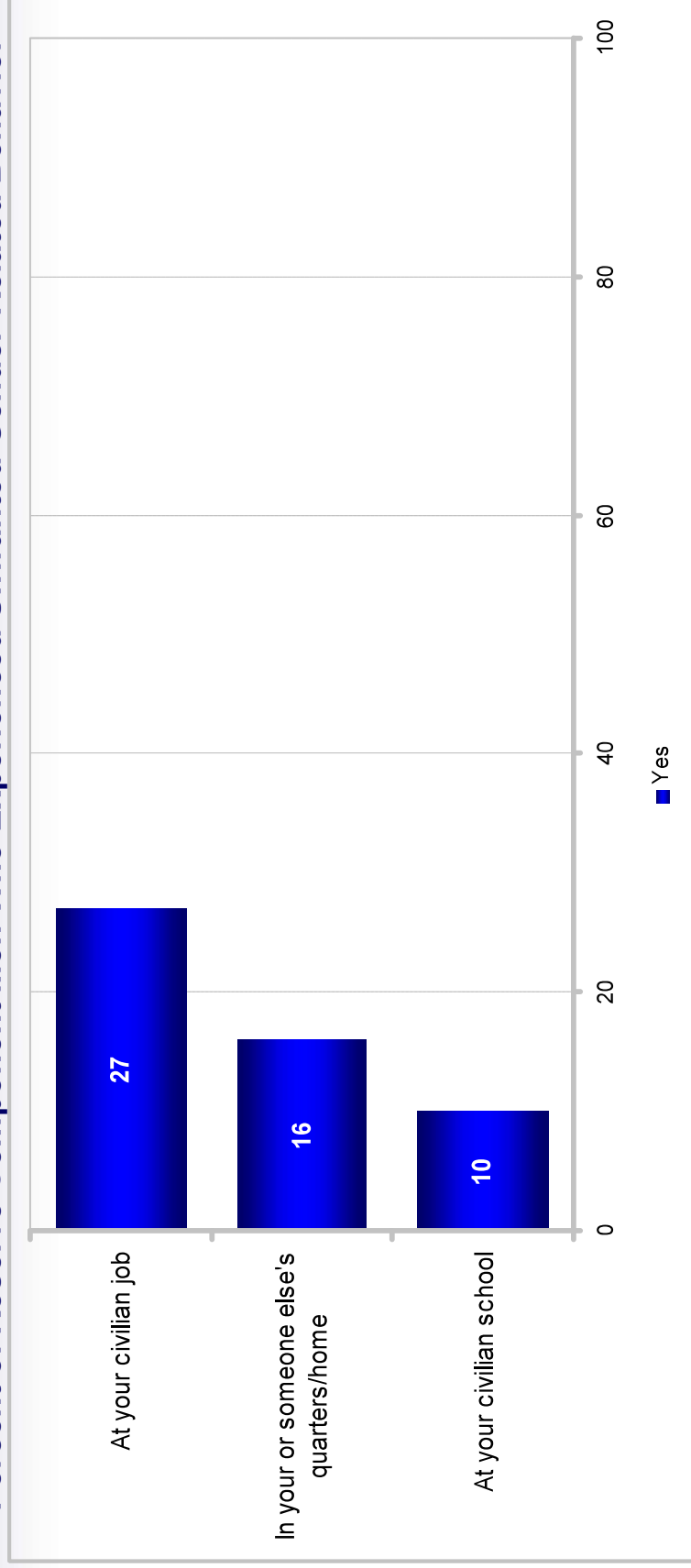
- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 24% indicated the situation occurred at their civilian job
- 13% indicated the situation occurred in their or someone else's quarters/home
- 7% indicated the situation occurred at their civilian school



## Other Locations Where the One Situation Occurred

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 27% indicated the situation occurred at their civilian job
- 16% indicated the situation occurred in their or someone else's quarters/home
- 10% indicated the situation occurred at their civilian school



## Other Locations Where the One Situation Occurred

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

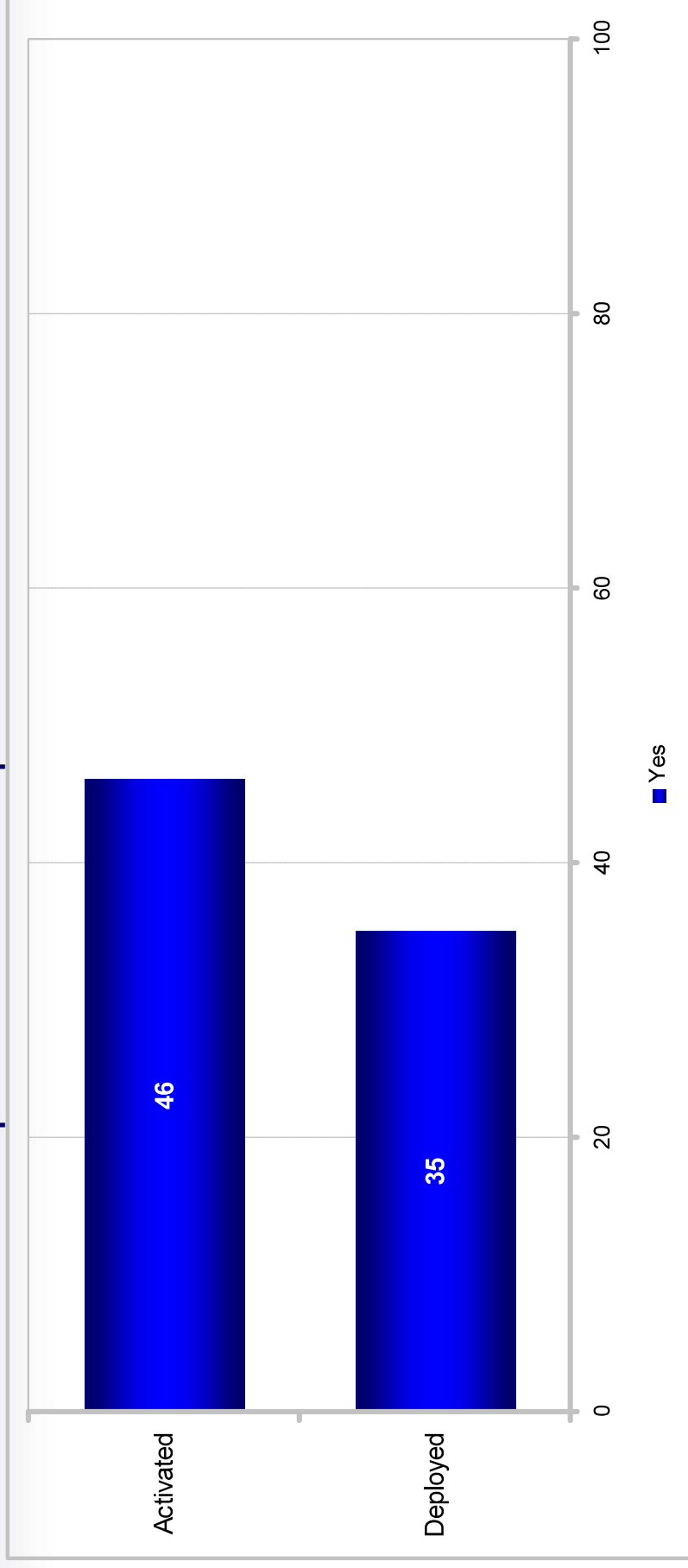
DoD Reserve Women											
KEY:											
Higher Response of Yes											
Lower Response of Yes											
	Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	F5 - E9 Women	O1 - O3 Women	O4 - O6 Women
At your civilian job	24	22	24	21	9	30	34	21	28	22	25
In your or someone else's quarters/home	13	14	16	13	12	6	11	16	14	8	7
At your civilian school	7	9	5	7	4	5	5	11	5	4	1
DoD Reserve Men											
KEY:											
Higher Response of Yes											
Lower Response of Yes											
	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	F5 - E9 Men	O1 - O3 Men	O4 - O6 Men
At your civilian job	27	23	23	26	30	37	44	26	29	18	29
In your or someone else's quarters/home	16	18	12	15	34	7	5	20	16	11	2
At your civilian school	10	13	5	8	22	3	4	12	10	11	3

- Higher response of situation occurred at their civilian job led by USAFR men and USAFR women; lower response led by USMCR women
- Lower response of situation occurred in their or someone else's quarters/home led by O4 – O6 men, USAFR men, ANG women, ANG men, O4 – O6 women, and O1 – O3 women
- Higher response of situation occurred at their civilian school led by E1 – E4 women; lower response led by O4 – O6 women, ANG men, and O4 – O6 men



## Status When the One Situation Occurred

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



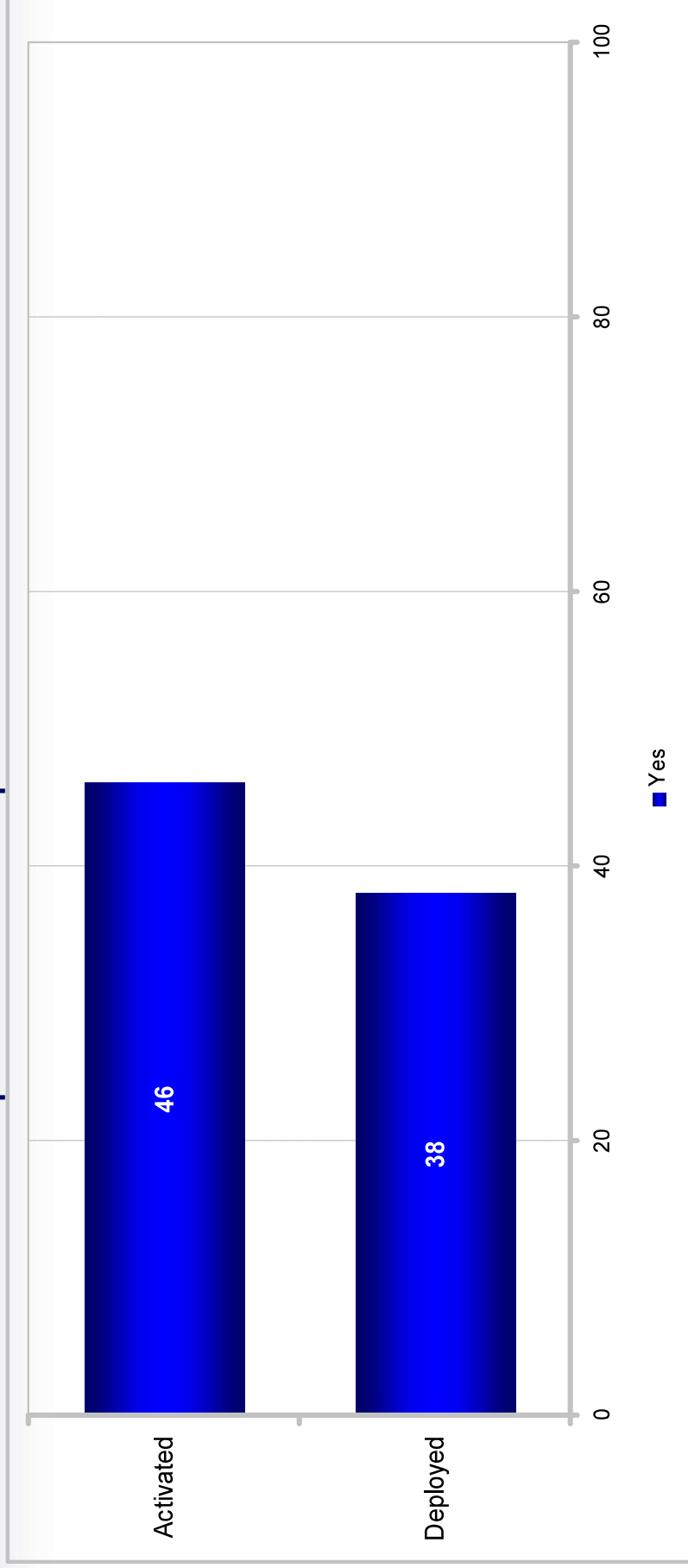
- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 46% indicated the situation occurred while activated
- 35% indicated the situation occurred while deployed



## Status When the One Situation Occurred

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):

- 46% indicated the situation occurred while activated
- 38% indicated the situation occurred while deployed



## Status When the One Situation Occurred

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

		DoD Reserve Women										
		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Activated		46	45	53	47	50	34	38	48	44	44	45
Deployed		35	39	36	35	25	29	24	29	40	33	36

DoD Reserve Women

KEY:

Higher Response of Yes

Lower Response of Yes

		DoD Reserve Men										
		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Activated		46	48	49	47	33	43	27	45	44	54	48
Deployed		38	43	40	43	15	30	21	35	39	43	37

DoD Reserve Men

KEY:

Higher Response of Yes

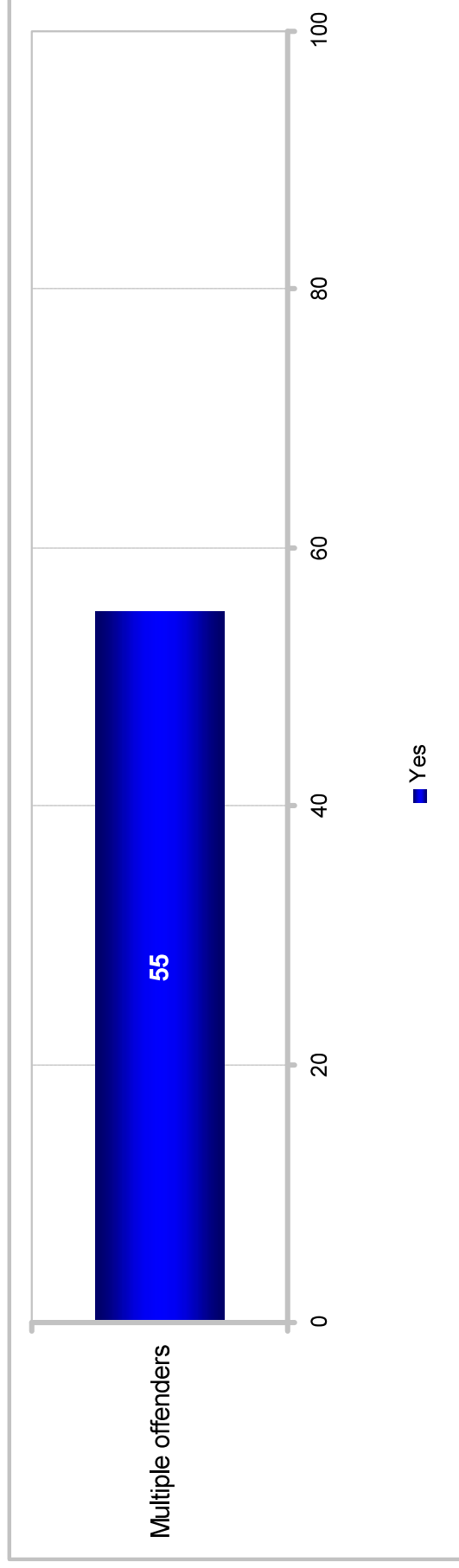
Lower Response of Yes

- Higher response of activated led by USAR women; lower response led by USAFR men and ANG women
- Higher response of deployed led by E5 – E9 women; lower response led by USMCR men, USAFR men, USAFR women, and E1 – E4 women



## Multiple Offenders Involved in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



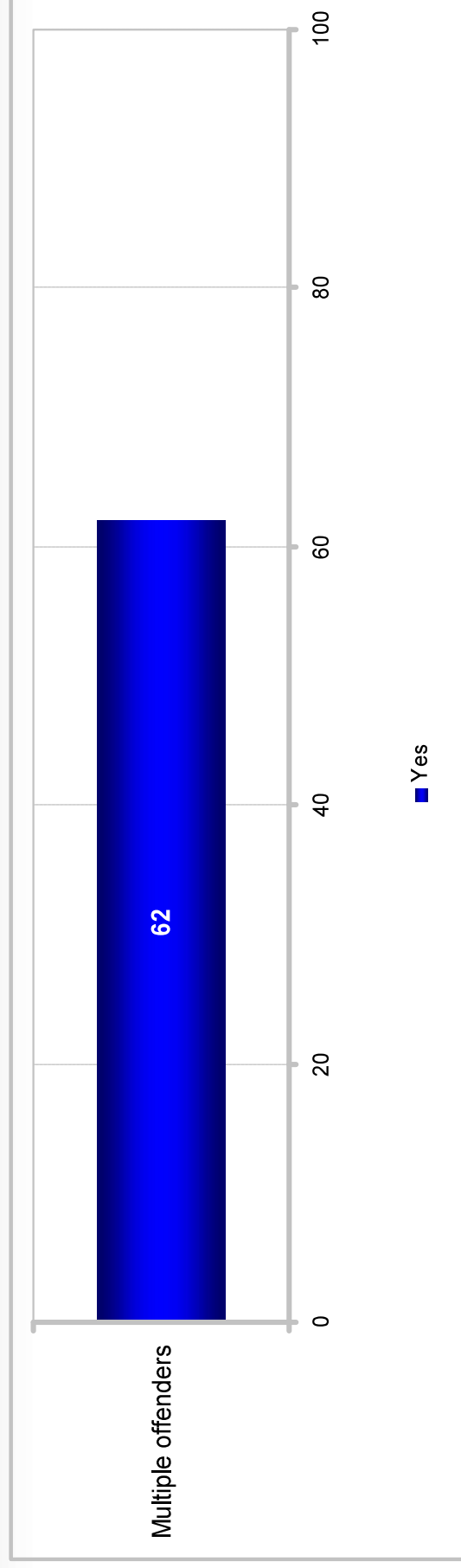
- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

— 55% indicated the situation involved multiple offenders



## Multiple Offenders Involved in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 62% indicated the situation involved multiple offenders



## Multiple Offenders Involved in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Women	
KEY:	
	Higher Response of Yes
	Lower Response of Yes
Total Women	55
ARNG Women	57
USAR Women	54
USNR Women	51
USMCR Women	54
ANG Women	57
USAFR Women	53
E1 - E4 Women	56
E5 - E9 Women	56
O1 - O3 Women	49
O4 - O6 Women	53
Multiple offenders	

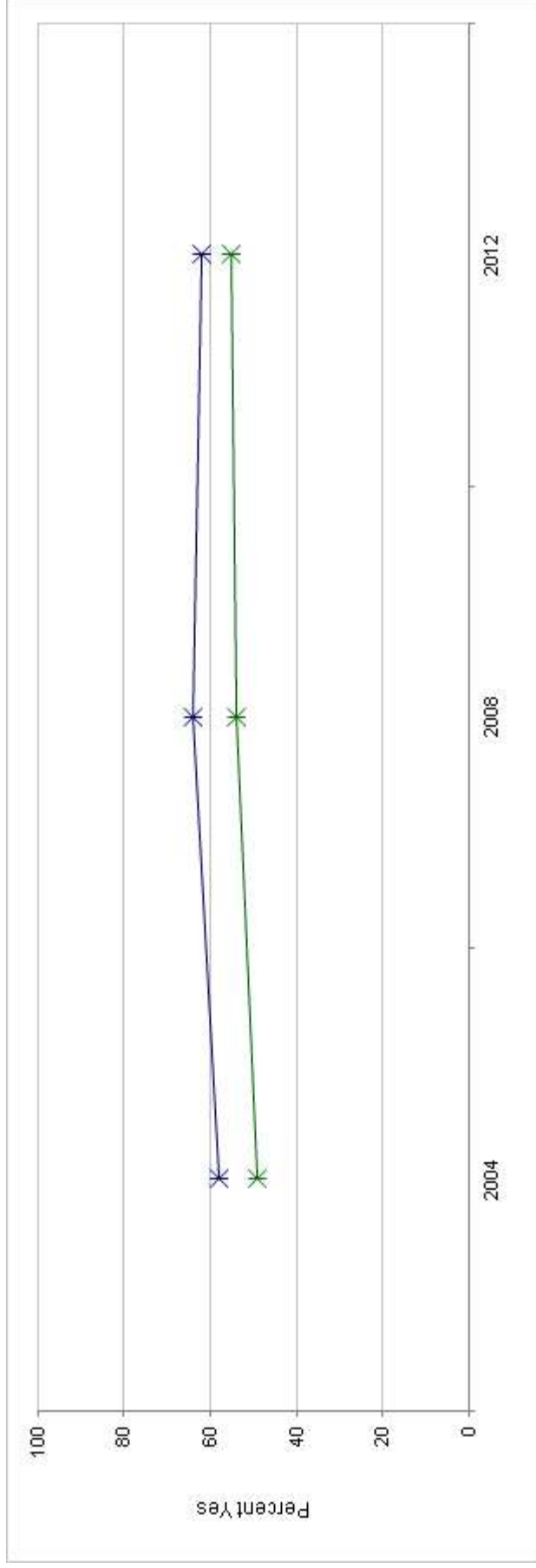
DoD Reserve Men	
KEY:	
	Higher Response of Yes
	Lower Response of Yes
Total Men	62
ARNG Men	64
USAR Men	53
USNR Men	64
USMCR Men	63
ANG Men	74
USAFR Men	62
E1 - E4 Men	62
E5 - E9 Men	63
O1 - O3 Men	66
O4 - O6 Men	49
Multiple offenders	

- There are no statistically significant differences for women or men by Reserve component or by paygrade



## Multiple Offenders Involved in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

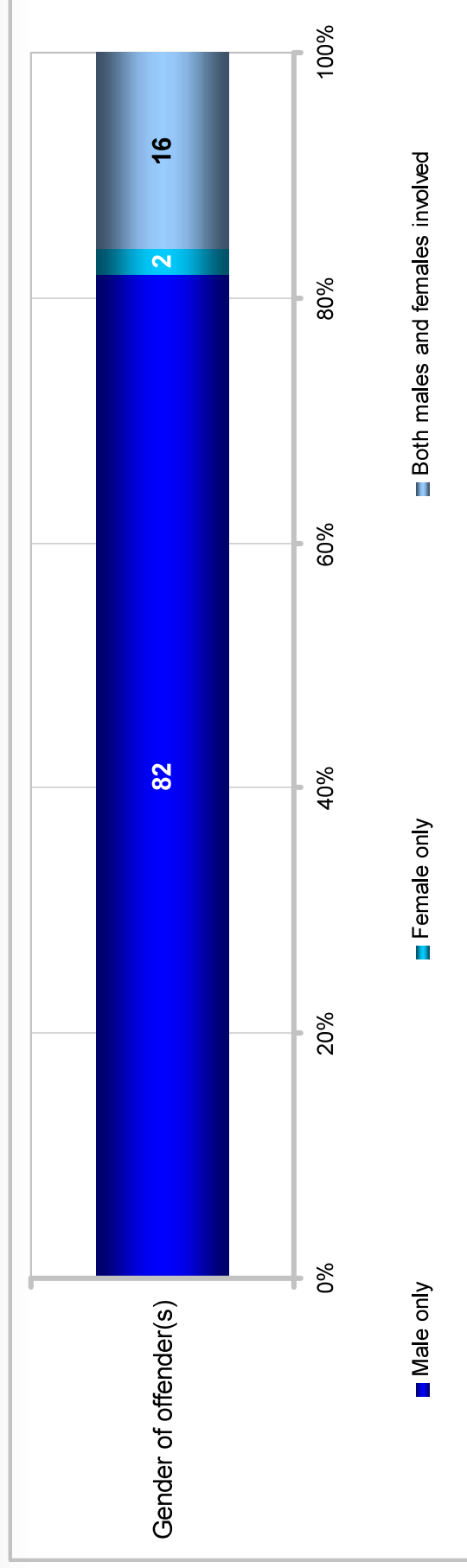


- For women, the 2012 percentage is significantly higher than 2004; there are no statistically significant differences for men



## Gender of Offender(s) in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



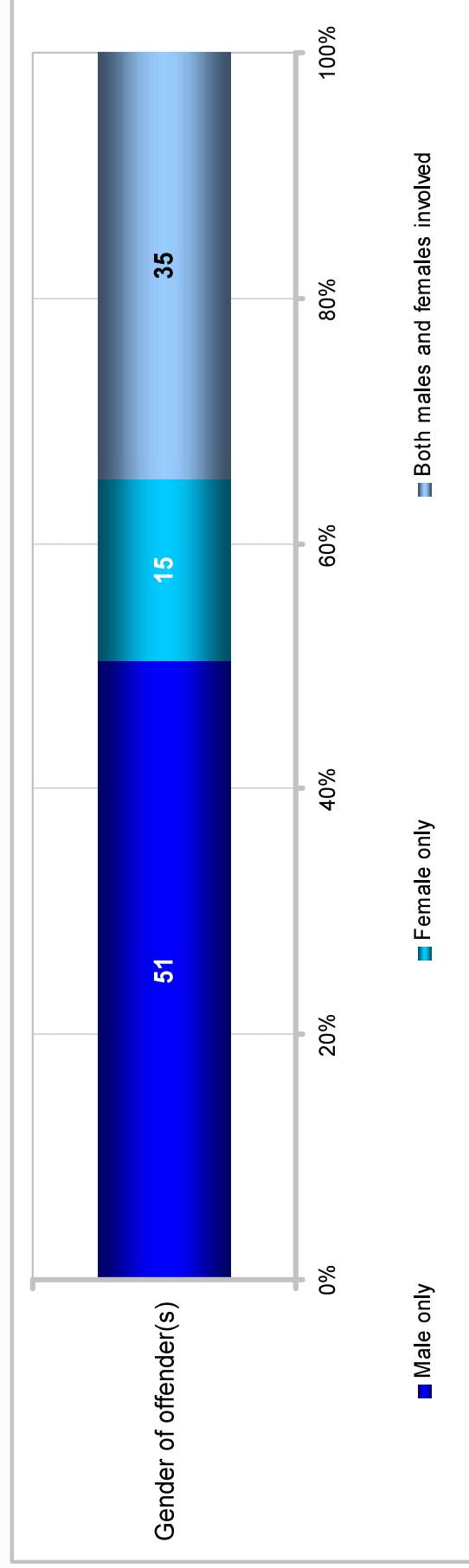
- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 82% indicated the offender(s) was male only; 2% indicated the offender(s) was female only; and 16% indicated both males and females were involved



## Gender of Offender(s) in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 51% indicated the offender(s) was male only; 15% indicated the offender(s) was female only; and 35% indicated both males and females were involved



## Gender of Offender(s) in the One Situation

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Gender of offender(s)	Male only	82	83	82	79	87	84	82	80	82	88	88
	Female only	2	2	1	2	2	2	2	2	2	1	2
	Both males and females involved	16	15	17	19	11	14	16	18	16	11	10
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Gender of offender(s)	Male only	51	53	43	50	56	55	52	53	50	45	56
	Female only	15	16	18	9	3	10	20	13	16	16	13
	Both males and females involved	35	31	39	41	42	35	28	33	35	39	30

- Higher response of male only led by O4 – O6 women and O1 – O3 women
- Lower response of female only led by USMCR men
- Lower response of both males and females involved led by O4 – O6 women and O1 – O3 women

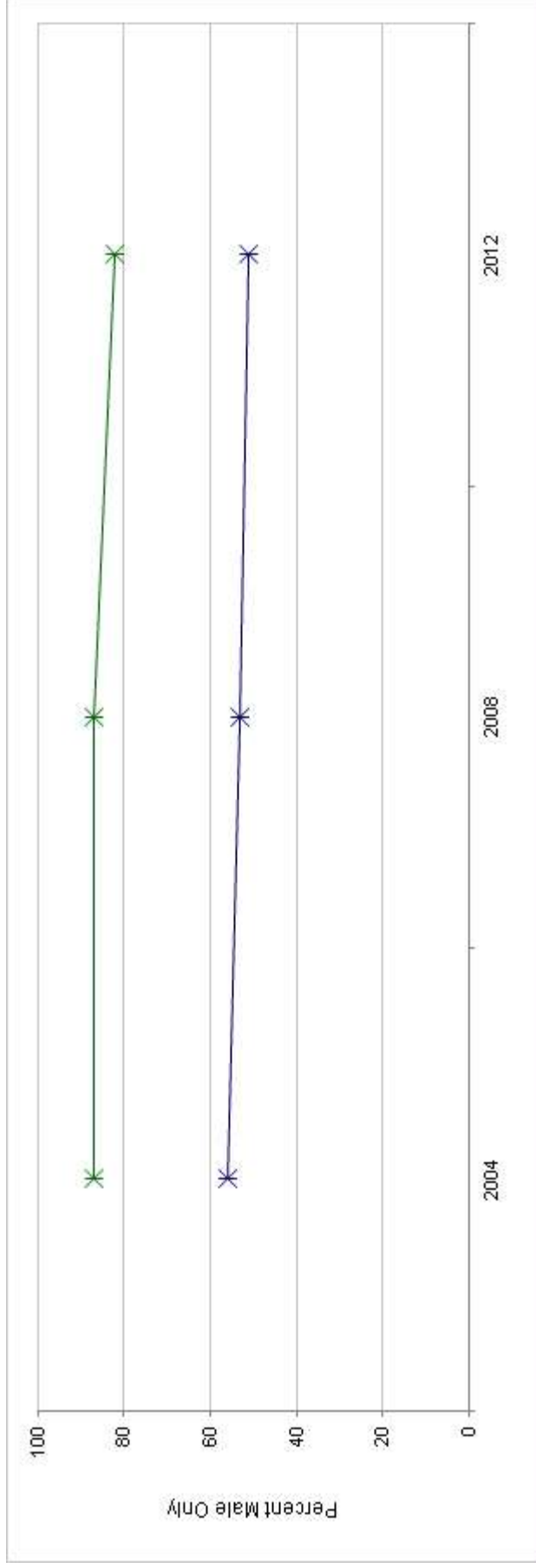
WGRR 2012 Q63

Margins of error range from ±1% to ±18%



## Male Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



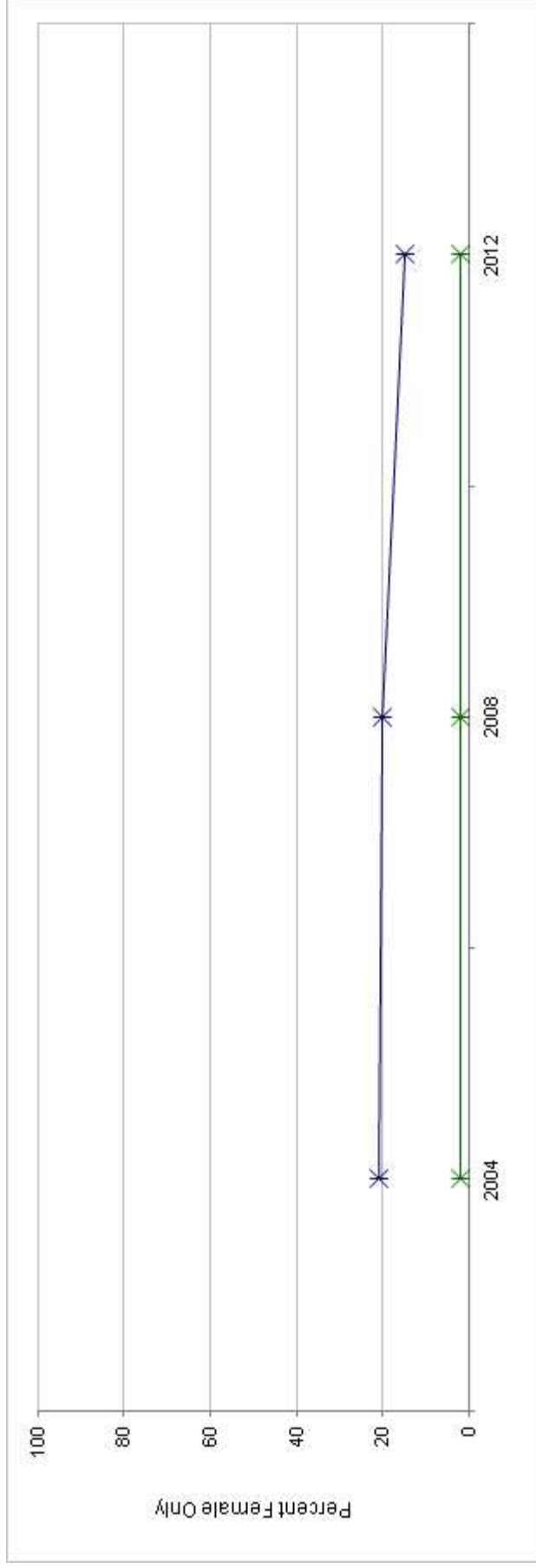
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	87	87	82
* Total Men	56	53	51

- For women, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for men



## Female Offender Only in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

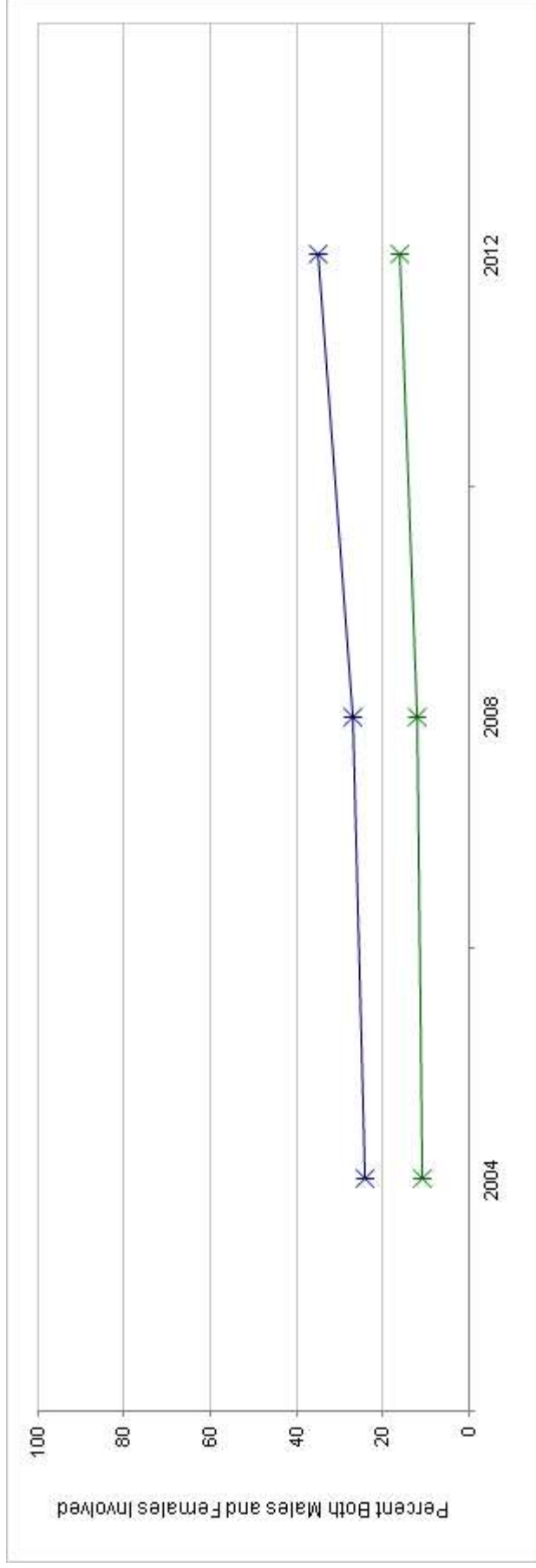


- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



## Both Male and Female Offenders in the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

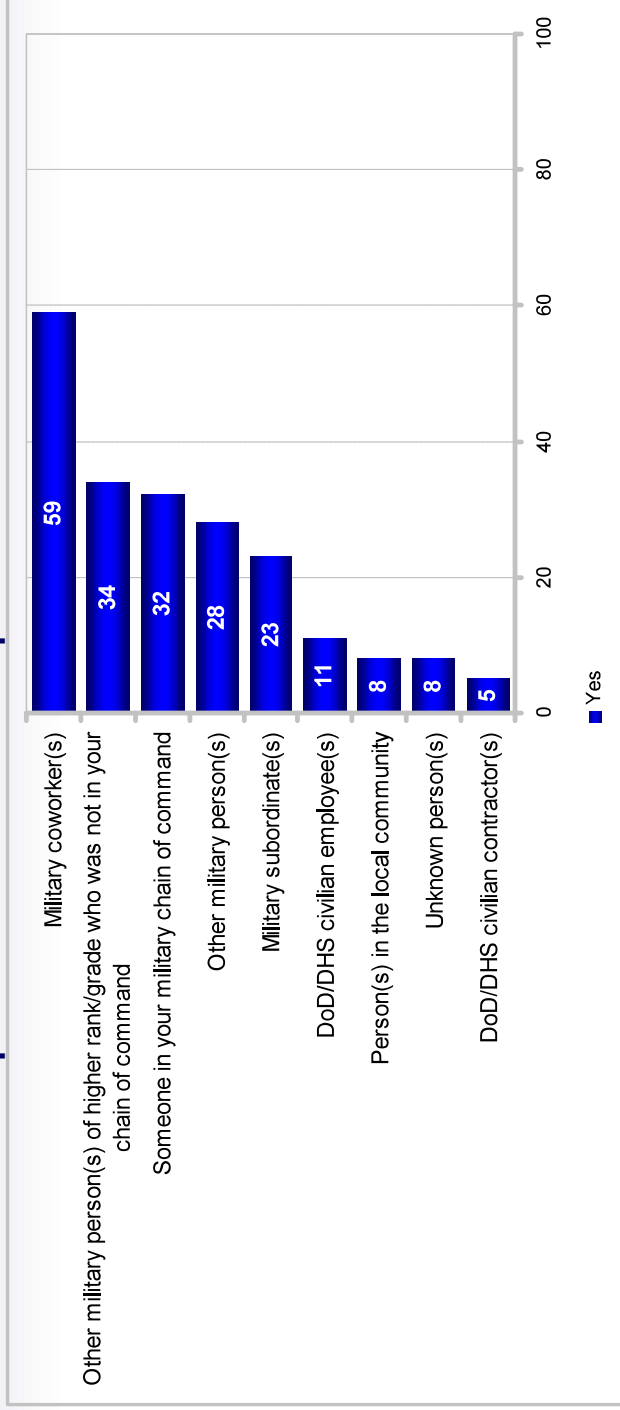


	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	11	24	35
* Total Men	12	27	35

- For women and men, the 2012 percentages are significantly higher than 2004



## Offender(s) in the One Situation Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



• **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

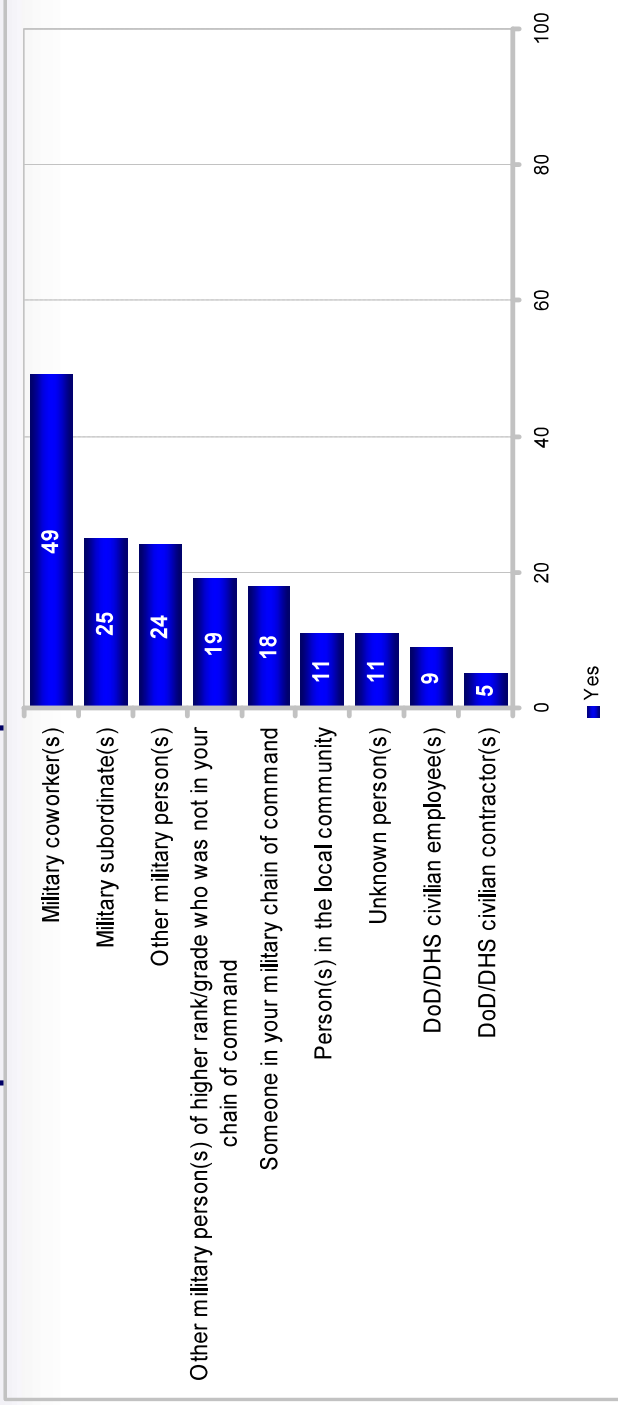
- 59% indicated the offender(s) was a military coworker(s)
- 34% indicated the offender(s) was another military person(s) of higher rank/grade who was not in their chain of command
- 32% indicated the offender(s) was someone in their military chain of command
- 28% indicated the offender(s) was another military person(s)
- 23% indicated the offender(s) was a military subordinate(s)
- 11% indicated the offender(s) was a DoD/DHS civilian employee(s)
- 8% indicated the offender(s) was a person(s) in the local community
- 8% indicated the offender(s) was an unknown person(s)
- 5% indicated the offender(s) was a DoD/DHS civilian contractor(s)

WGRR 2012 Q64

Margins of error range from ±1% to ±3%



## Offender(s) in the One Situation Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 49% indicated the offender(s) was a military coworker(s)
- 25% indicated the offender(s) was a military subordinate(s)
- 24% indicated the offender(s) was another military person(s)
- 19% indicated the offender(s) was another military person(s) of higher rank/grade who was not in their chain of command
- 18% indicated the offender(s) was someone in their military chain of command
- 11% indicated the offender(s) was a person(s) in the local community
- 11% indicated the offender(s) was an unknown person(s)
- 9% indicated the offender(s) was a DoD/DHS civilian employee(s)
- 5% indicated the offender(s) was a DoD/DHS civilian contractor(s)

WGRR 2012 Q64

Margins of error range from ±2% to ±4%



## Offender(s) in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Women	Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Military coworker(s)	59	60	58	56	49	60	62	58	61	59	53
Other military person(s) of higher rank/grade who was not in your chain of command	34	36	33	29	35	37	35	38	33	30	25
Someone in your military chain of command	32	32	36	31	30	26	27	31	31	32	34
Other military person(s)	28	28	28	25	29	32	29	26	32	26	26
Military subordinate(s)	23	23	24	22	24	21	20	17	26	30	28
DoD/DHS civilian employee(s)	11	7	10	12	6	18	18	8	13	6	15
Person(s) in the local community	8	8	8	7	4	8	12	10	8	4	6
Unknown person(s)	8	9	7	3	9	8	8	9	8	5	5
DoD/DHS civilian contractor(s)	5	4	6	3	3	3	5	3	5	4	6

KEY:

Higher Response of Yes

Lower Response of Yes

- Higher response of offender(s) was another military person(s) of higher rank/grade who was not in their chain of command led by E1 – E4 women; lower response led by O4 – O6 women
- Lower response of offender(s) was someone in their military chain of command led by ANG women
- Higher response of offender(s) was another military person(s) led by E5 – E9 women
- Higher response of offender(s) was a military subordinate(s) led by O1 – O3 women; lower response of led by E1 – E4 women
- Higher response of offender(s) was a DoD/DHS civilian employee(s) led by USAFR women, ANG women, and E5 – E9 women; lower response led by O1 – O3 women, ARNG women, and E1 – E4 women
- Lower response of offender(s) was a person(s) in the local community led by O1 – O3 women
- Lower response of offender(s) was an unknown person led by USNR women



## Offender(s) in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
<b>Total Men</b>	49	47	49	44	59	47	50	48	52	47
Military coworker(s)	19	18	21	11	19	19	23	19	11	12
Other military person(s) of higher rank/grade who was not in your chain of command	18	14	27	14	16	20	18	20	13	12
Someone in your military chain of command	24	24	31	16	21	26	21	27	26	23
Other military person(s)	25	26	28	19	22	29	14	29	38	36
Military subordinate(s)	9	9	10	7	14	30	6	11	6	14
DoD/DHS civilian employee(s)	11	9	10	20	10	11	11	11	8	8
Person(s) in the local community	11	8	11	15	11	12	11	12	5	10
Unknown person(s)	5	4	4	5	6	7	3	5	4	8
DoD/DHS civilian contractor(s)										

KEY:

Higher Response of Yes

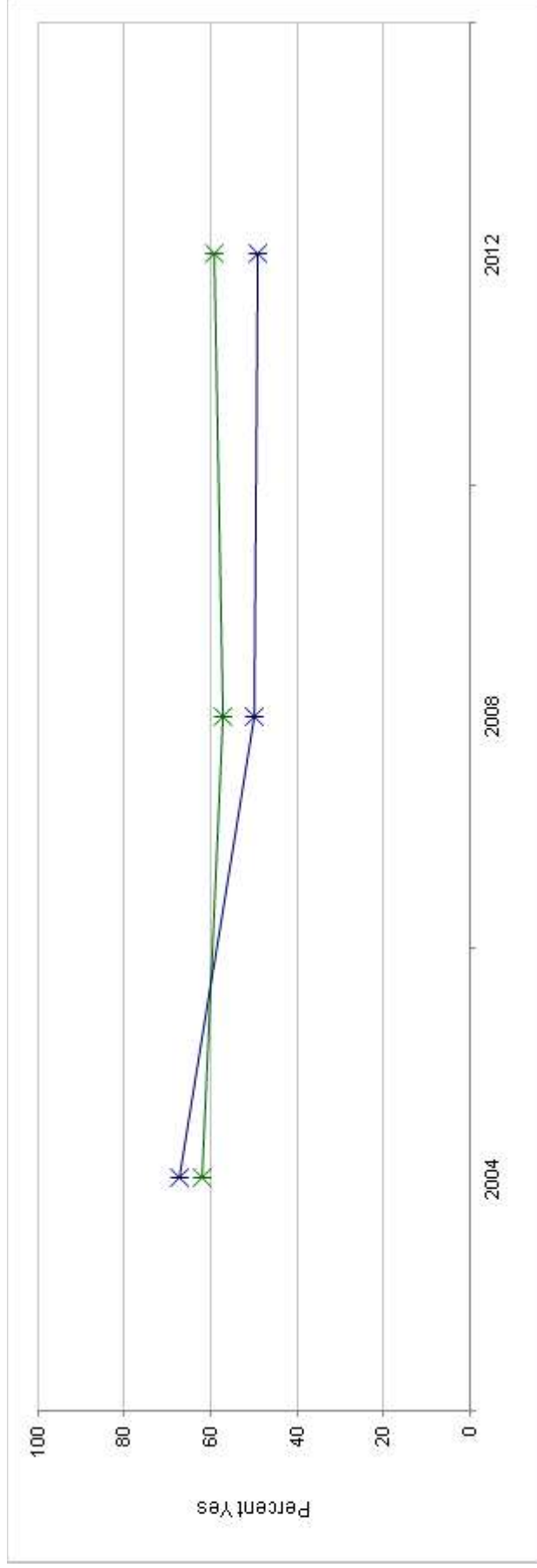
Lower Response of Yes

- Lower response of offender(s) was another military person(s) of higher rank/grade who was not in your chain of command led by O1 – O3 men
- Higher response of offender(s) was a military subordinate(s) led by O1 – O3 men, O4 – O6 men, and E5 – E9 men; lower response led by E1 – E4 men
- Higher response of offender(s) was a DoD/DHS civilian employee(s) led by USAFR men; lower response led by ARNG men
- Lower response of offender(s) was an unknown person(s) led by O1 – O3 men



## Offender Was Military Coworker

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
Total Women	62	57	59
Total Men	67	50	49

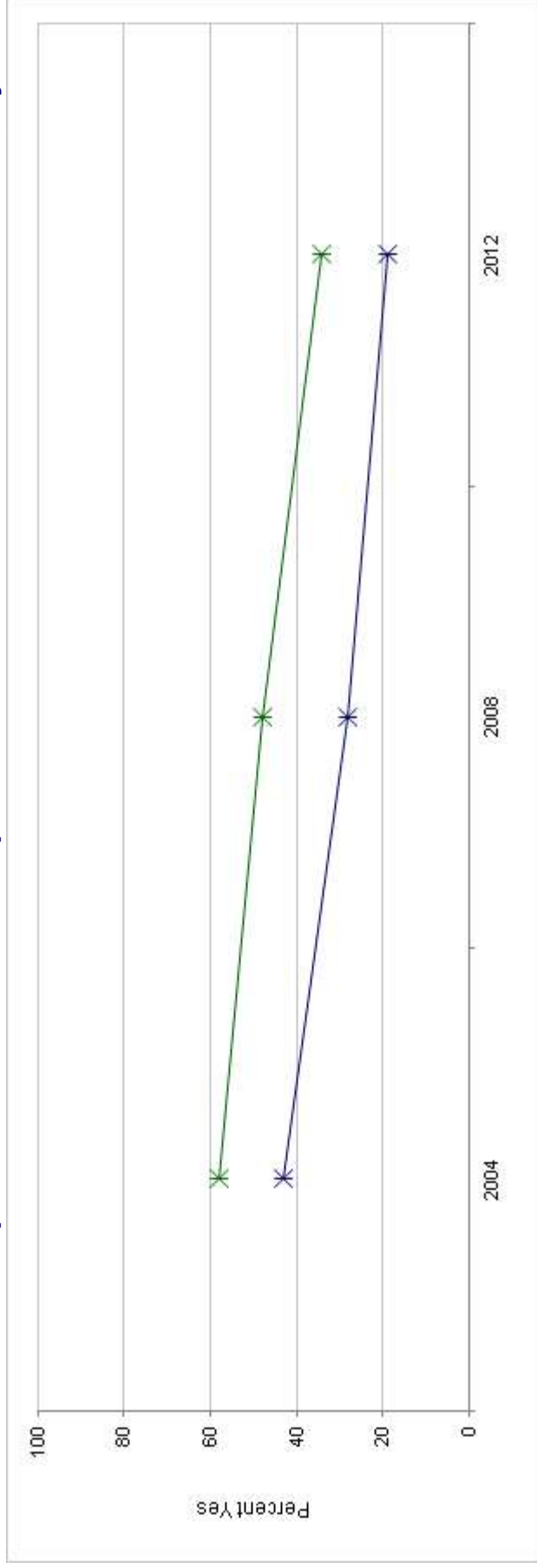
- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women



Serving Those Who Serve Our Country

# Offender Was Other Military Person of Higher Rank/Grade Who Was Not in Your Chain of Command

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



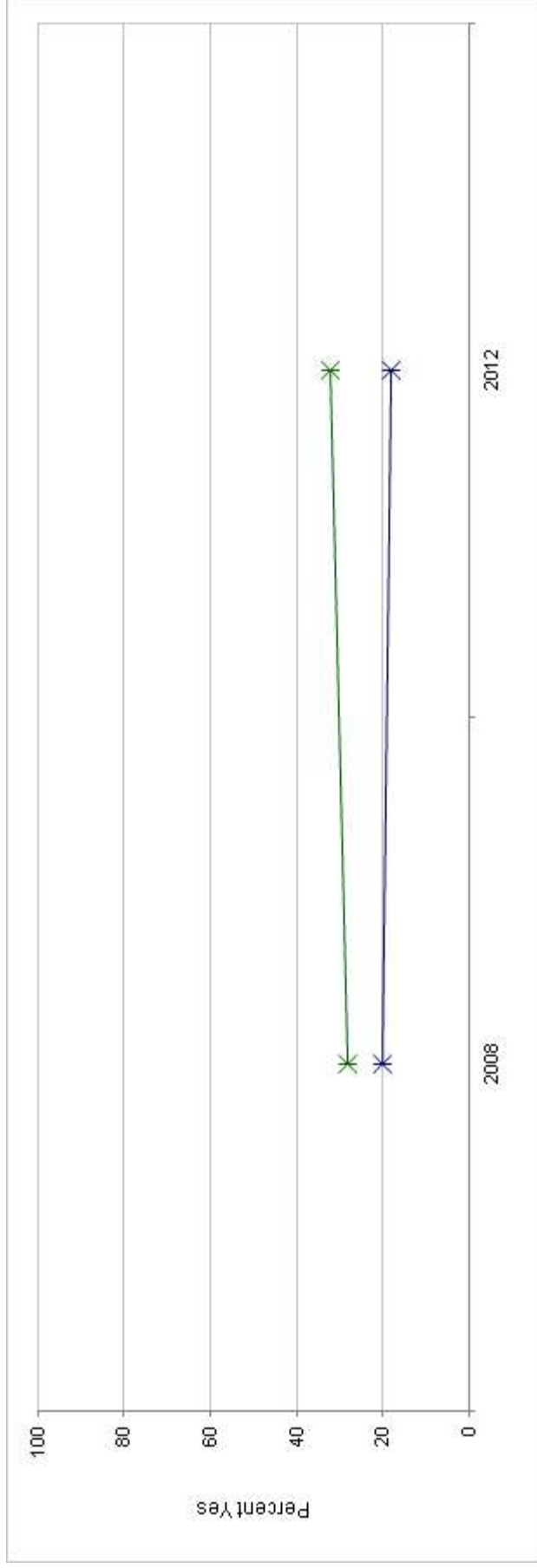
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	58	48	34
* Total Men	43	28	19

- For women and men, the 2012 percentages are significantly lower than 2004 and 2008



## Offender Was Someone in Your Military Chain of Command

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



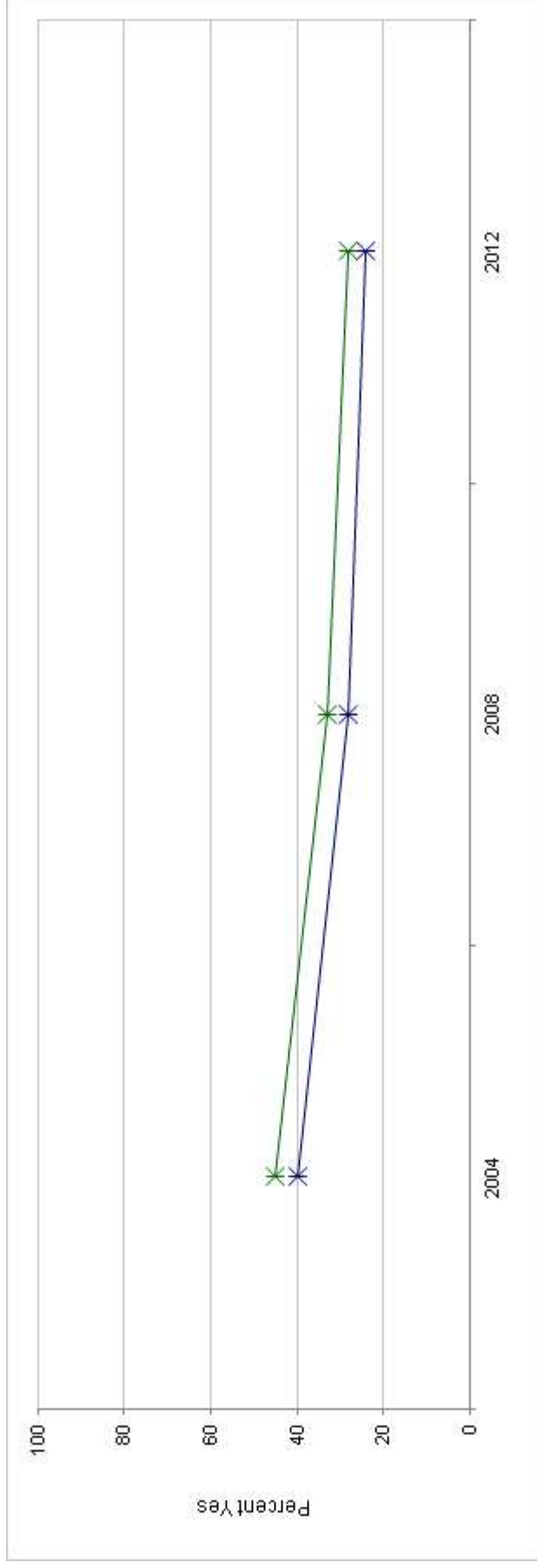
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	28	32
* Total Men	20	18

- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was Other Military Person

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



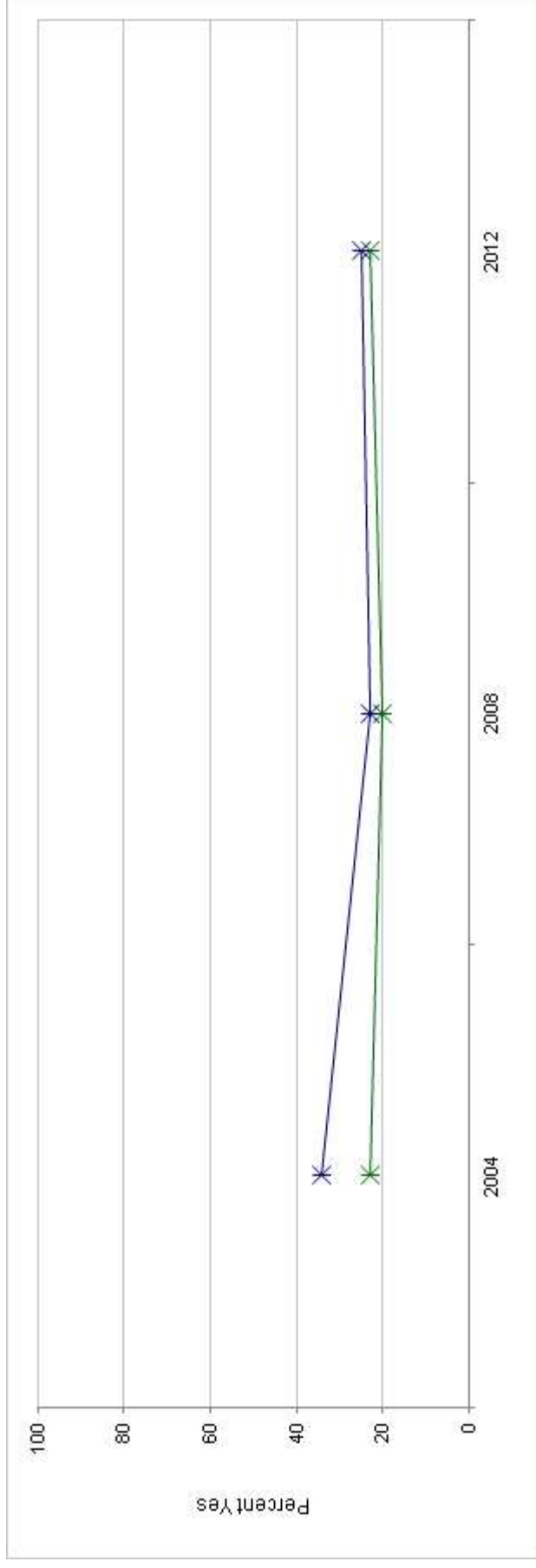
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	45	33	28
* Total Men	40	28	24

- For women and men, the 2012 percentages are significantly lower than 2004



## Offender Was Military Subordinate

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

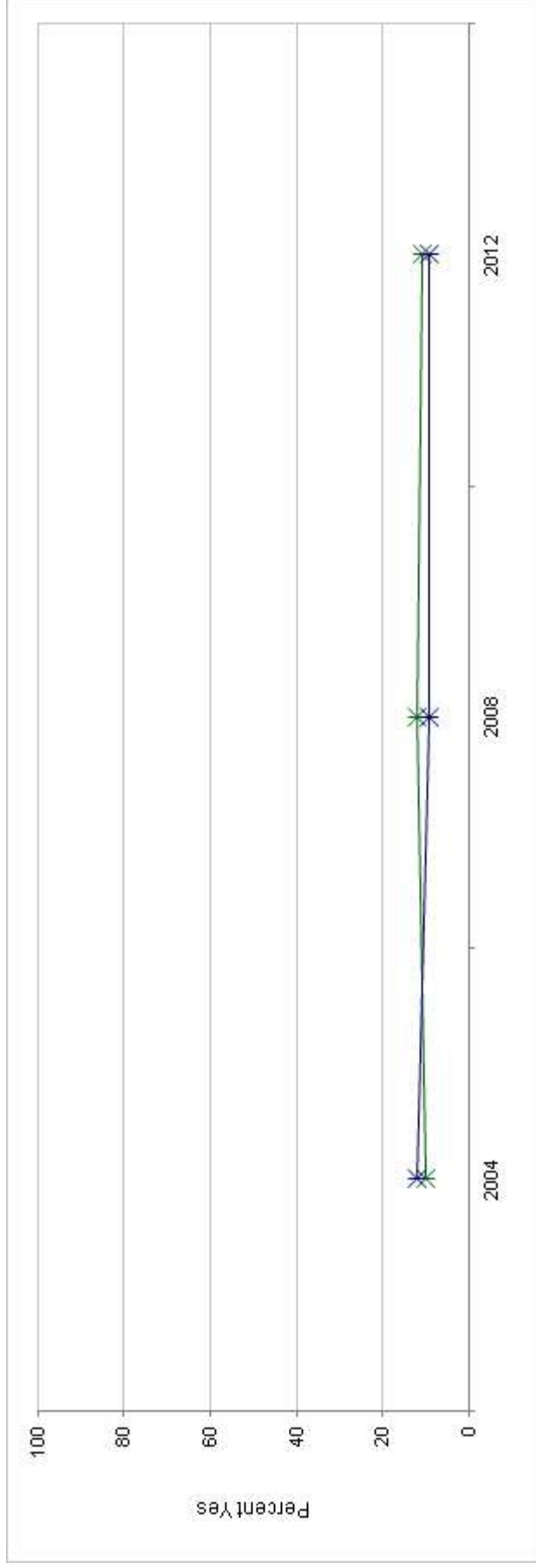


- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women



## Offender Was DoD/DHS Civilian Employee

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



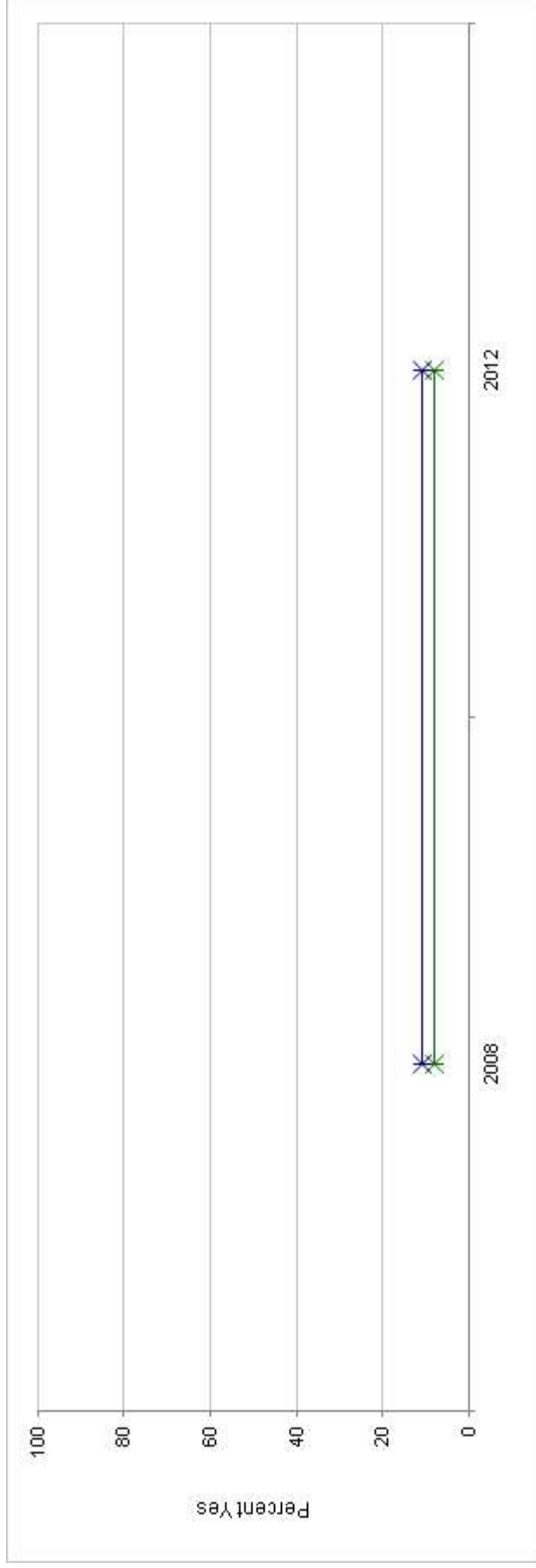
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
Total Women	10	12	11
Total Men	12	9	9

- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



# Offender Was Person in the Local Community

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

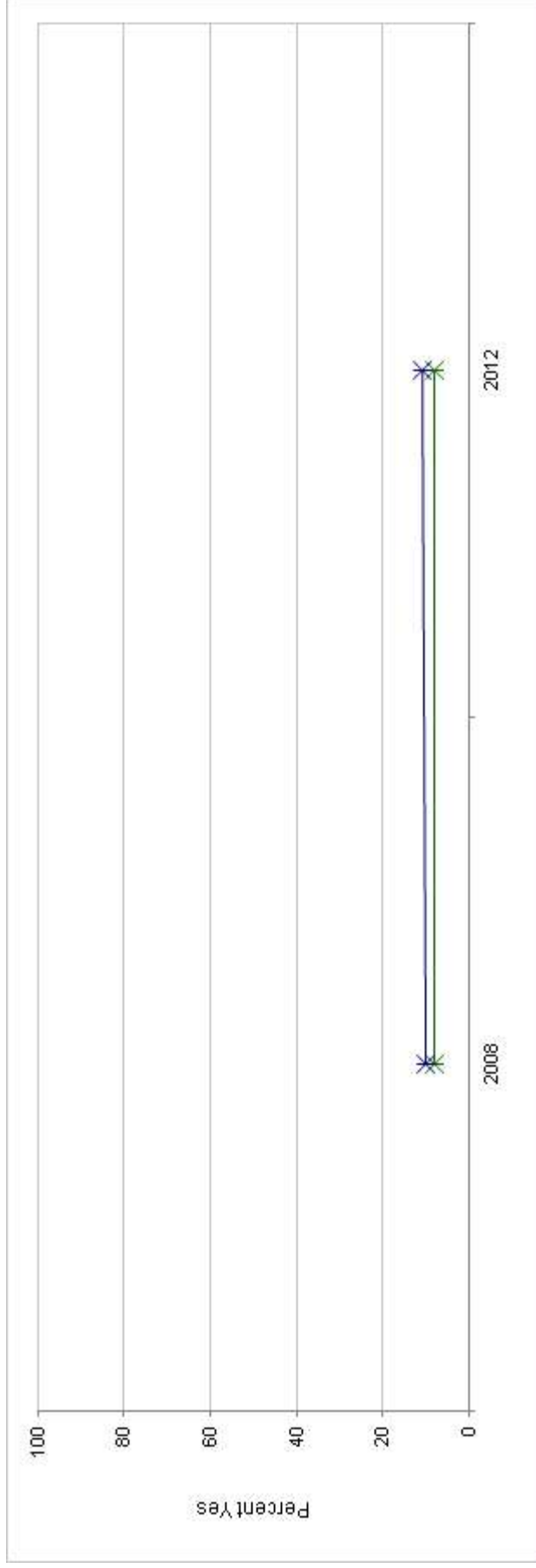


- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was Unknown Person

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

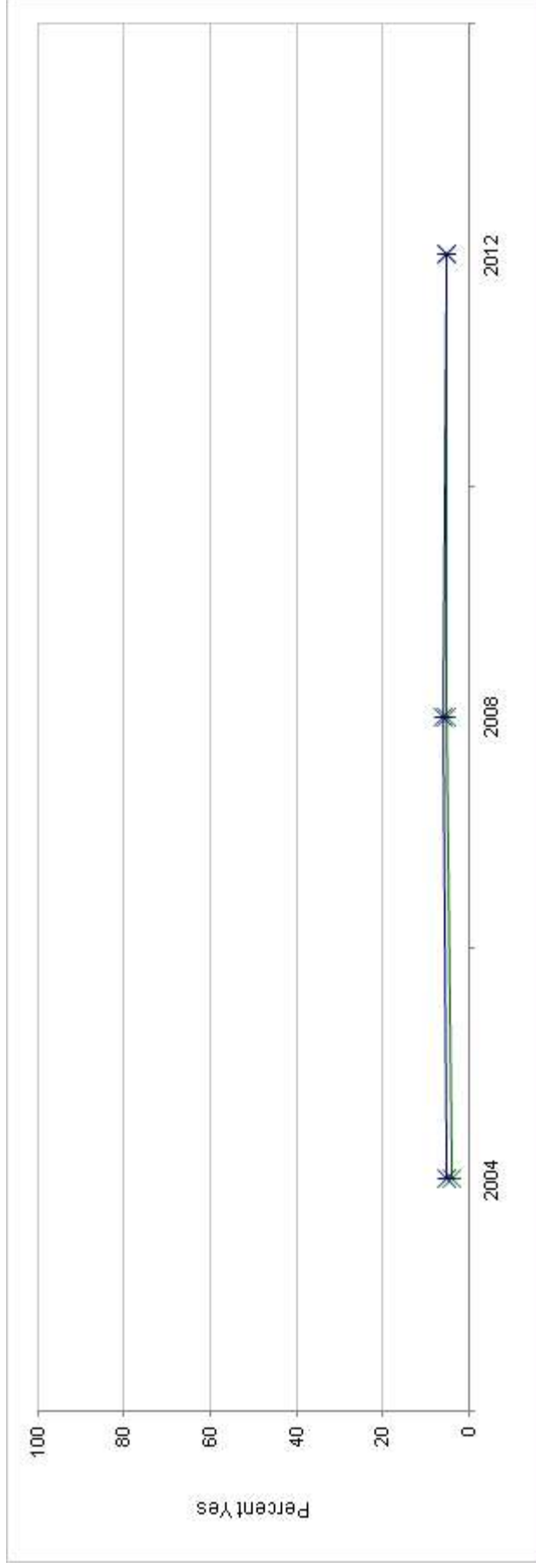


- There are no statistically significant differences for women or men between 2012 and 2008



## Offender Was DoD/DHS Civilian Contractor(s)

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



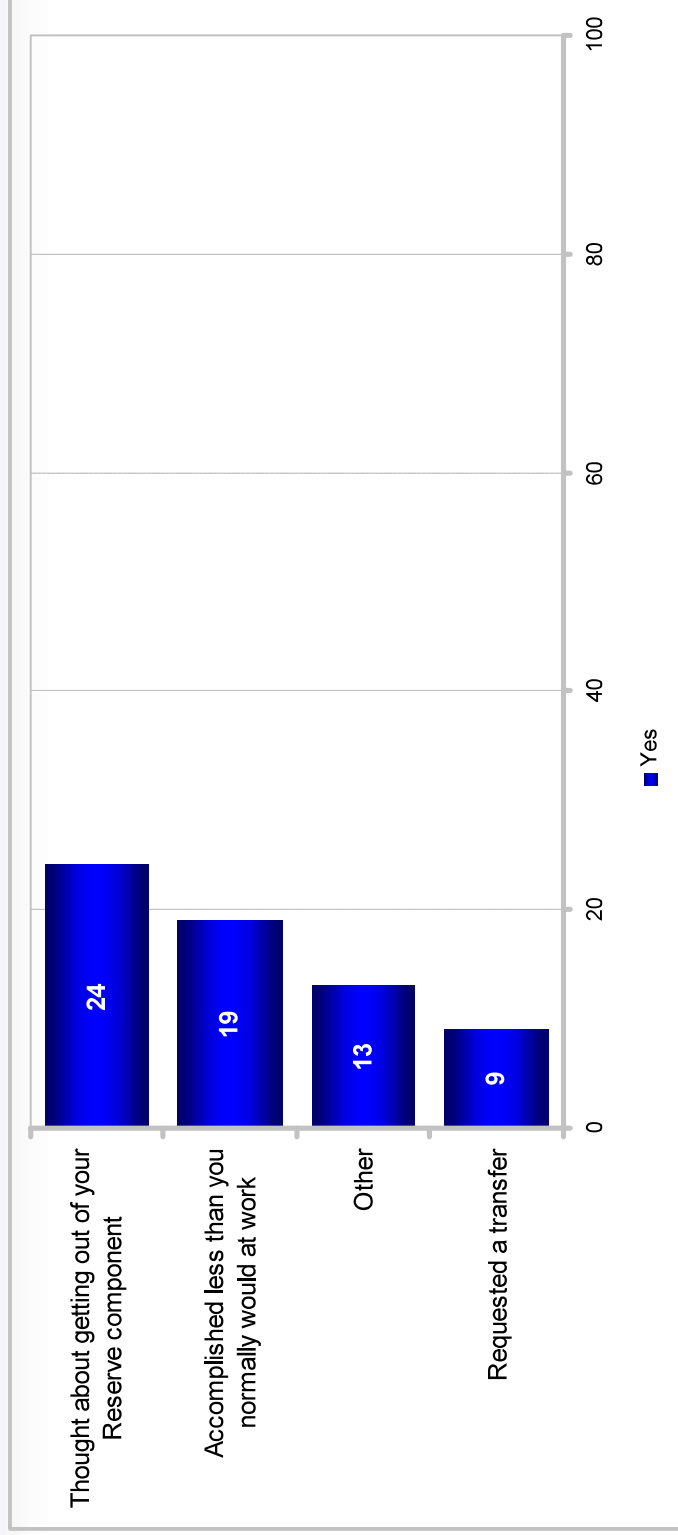
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	4	5	5
* Total Men	5	6	5

- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



## Negative Actions as a Result of the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



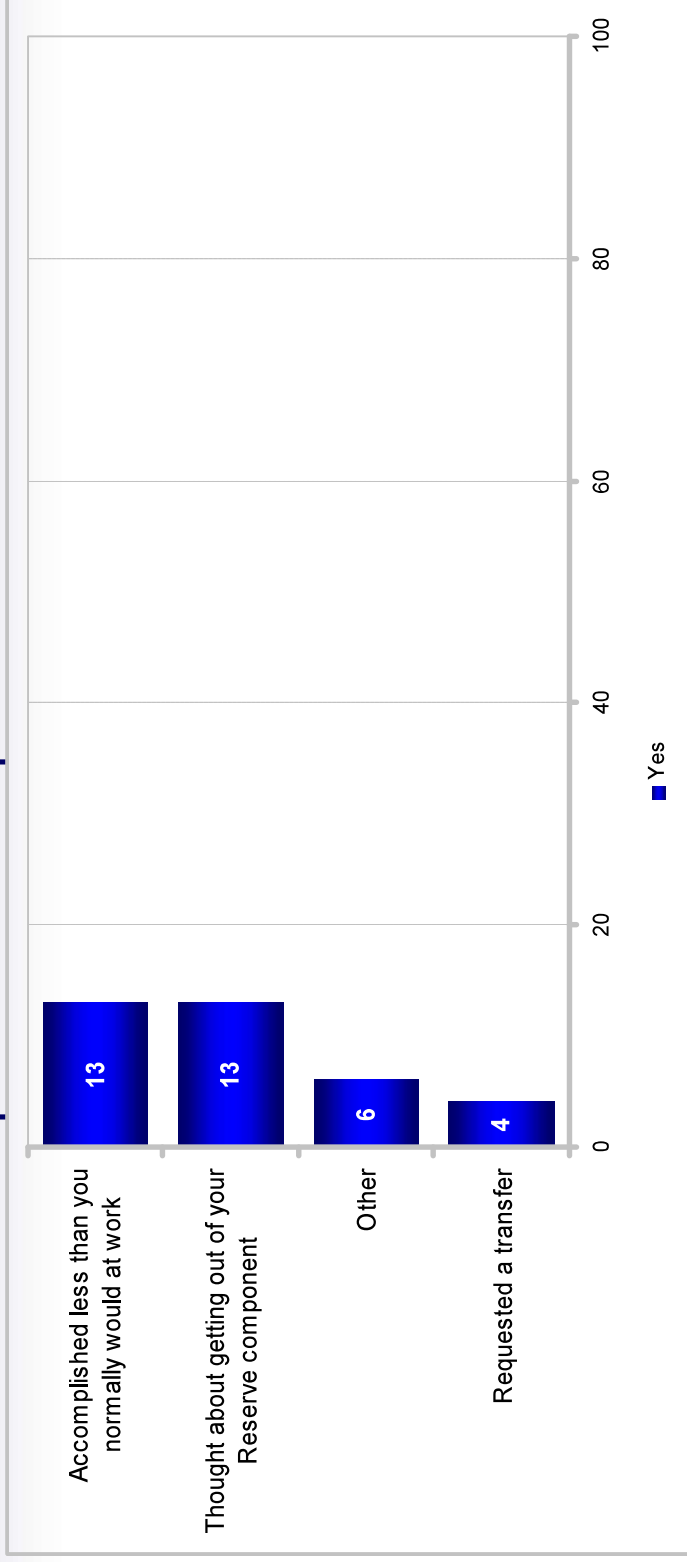
- **Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 24% indicated that as a result of the situation they thought about getting out of their Reserve component
- 19% indicated that as a result of the situation they accomplished less than they normally would at work
- 13% indicated that as a result of the situation they experienced another negative action
- 9% indicated that as a result of the situation they requested a transfer



## Negative Actions as a Result of the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 13% of men indicated that as a result of the situation they accomplished less than they normally would at work
- 13% of men indicated that as a result of the situation they thought about getting out of their Reserve component
- 6% of men indicated that as a result of the situation, they experienced another negative action
- 4% of men indicated that as a result of the situation, they requested a transfer



## Negative Actions as a Result of the One Situation

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Women		ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Thought about getting out of your Reserve component	24	25	30	16	23	17	21	28	23	21	20
Accomplished less than you normally would at work	19	18	23	18	23	14	22	18	20	17	22
Other	13	13	13	17	13	10	12	12	14	10	15
Requested a transfer	9	8	14	4	8	5	7	9	10	5	8
DoD Reserve Men		ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Thought about getting out of your Reserve component	13	13	13	13	18	10	11	16	13	9	6
Accomplished less than you normally would at work	13	12	13	16	18	11	9	16	12	9	7
Other	6	5	6	9	7	5	9	7	6	5	4
Requested a transfer	4	5	4	6	3	1	4	4	4	4	2

KEY:  
 Higher Response of Yes  
 Lower Response of Yes

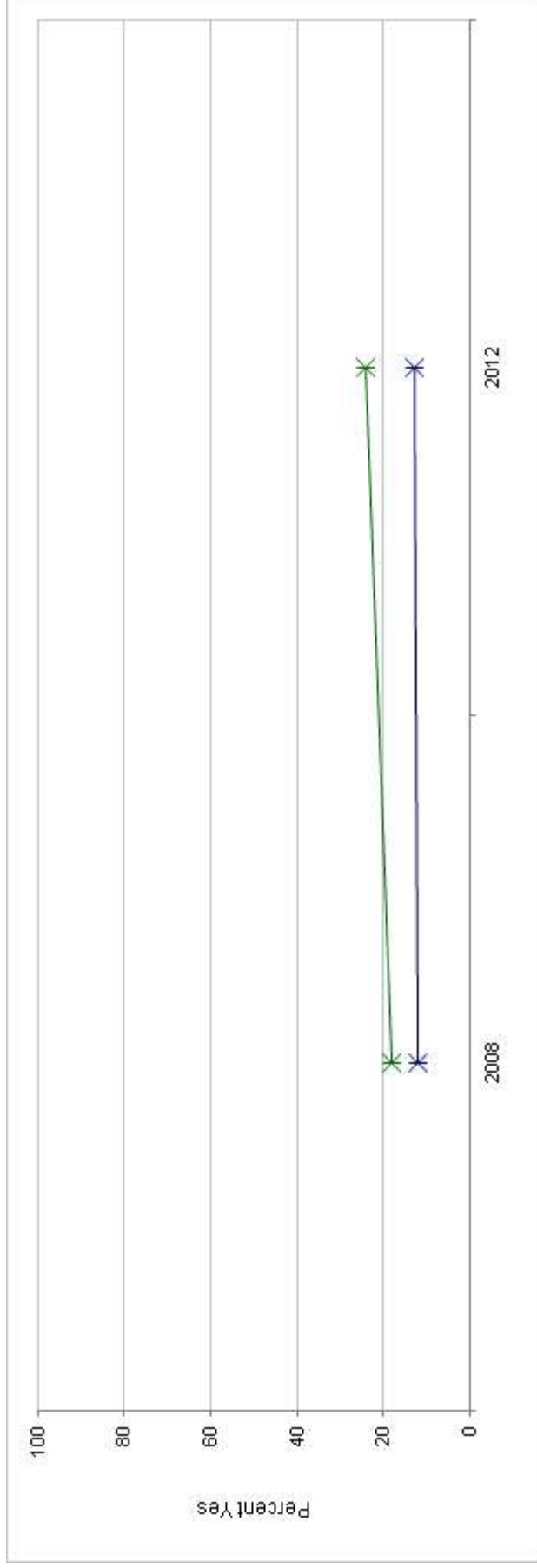
KEY:  
 Higher Response of Yes  
 Lower Response of Yes

- Higher response of thought about getting out of their Reserve component led by USAR women; lower response led by O4 – O6 men, USNR women, and ANG women
- Lower response of accomplished less than they normally would at work led by ANG women
- Higher response of requested a transfer led by USAR women; lower response led by ANG men, USNR women, ANG women, and O1 – O3 women



# Thought About Getting Out of Your Reserve Component as a Result of the One Situation

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

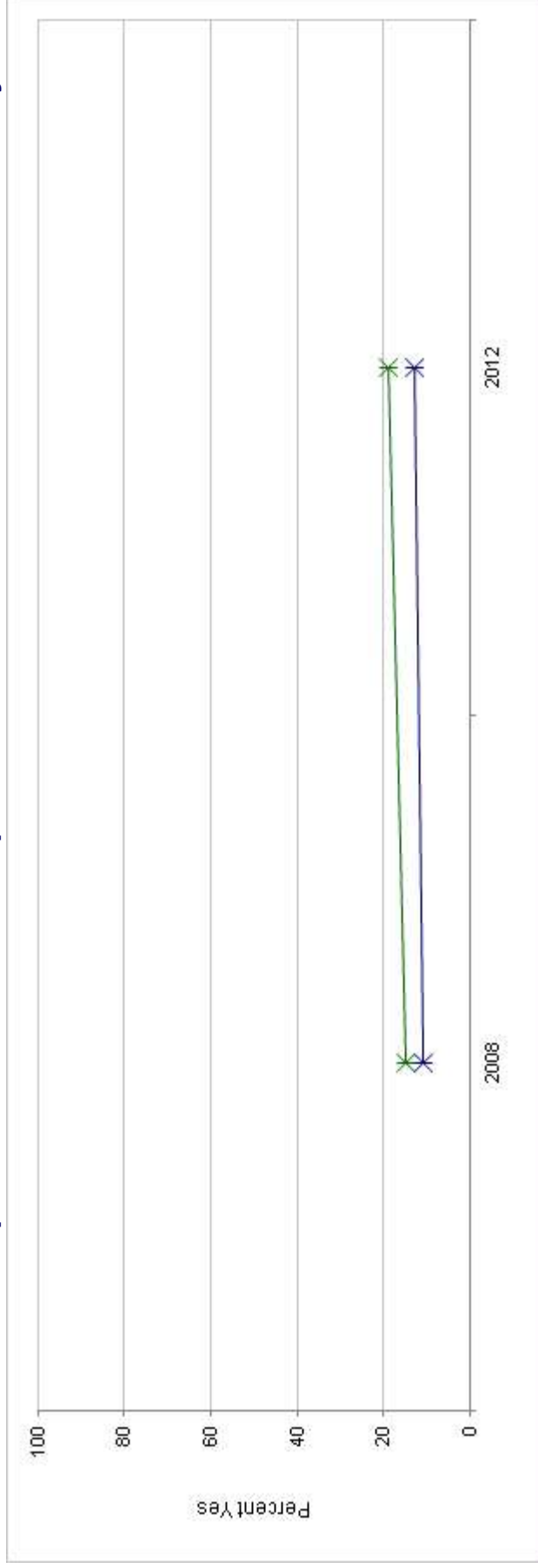


- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men



## Accomplished Less Than You Normally Would at Work as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

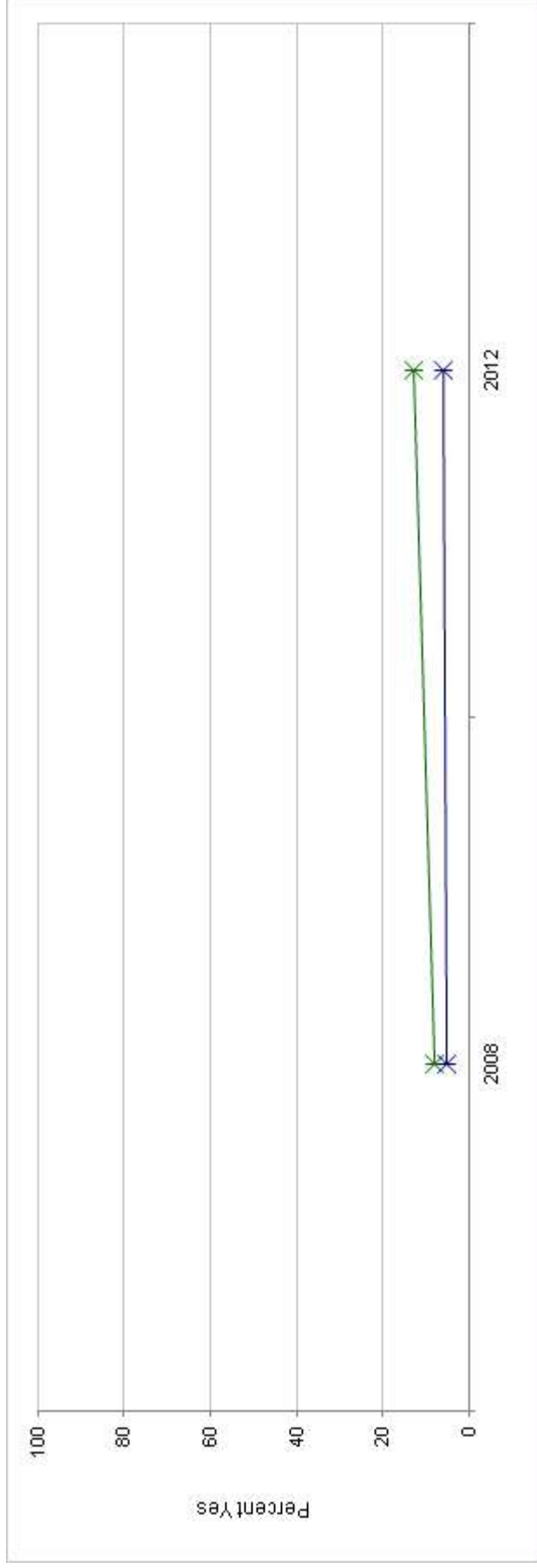


- There are no statistically significant differences for women or men between 2012 and 2008



## Experienced Other Negative Action as a Result of the One Situation

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

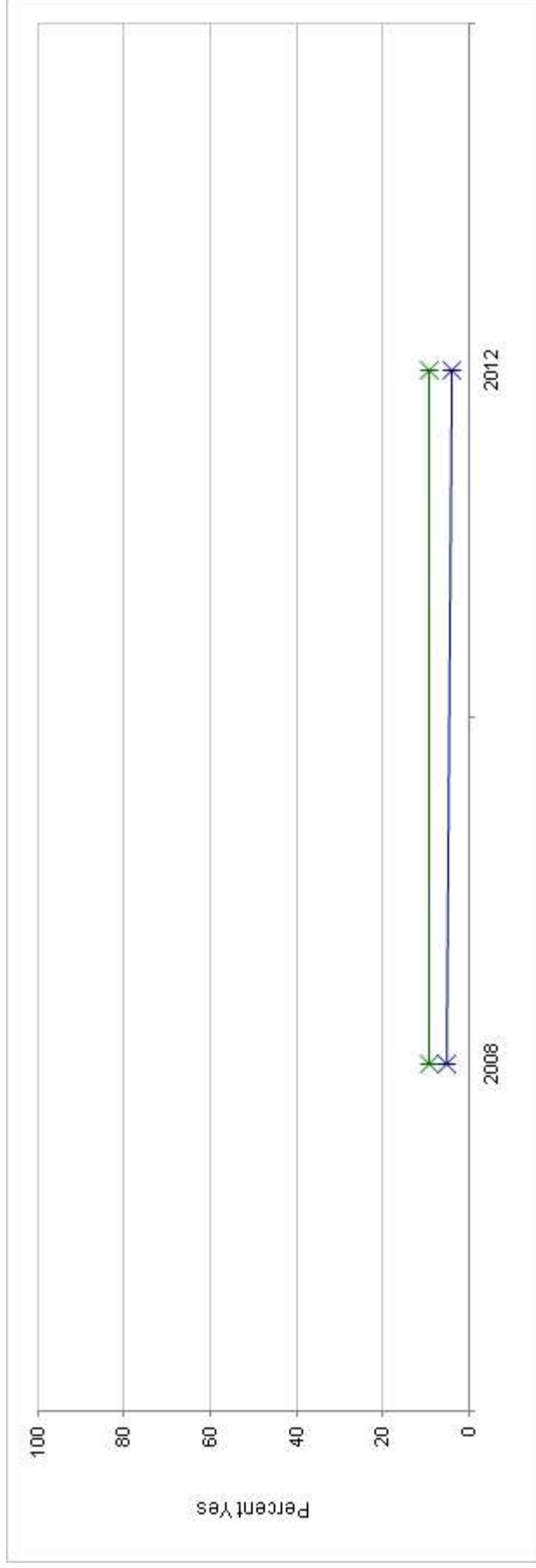


- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men



## Requested a Transfer as a Result of the One Situation

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



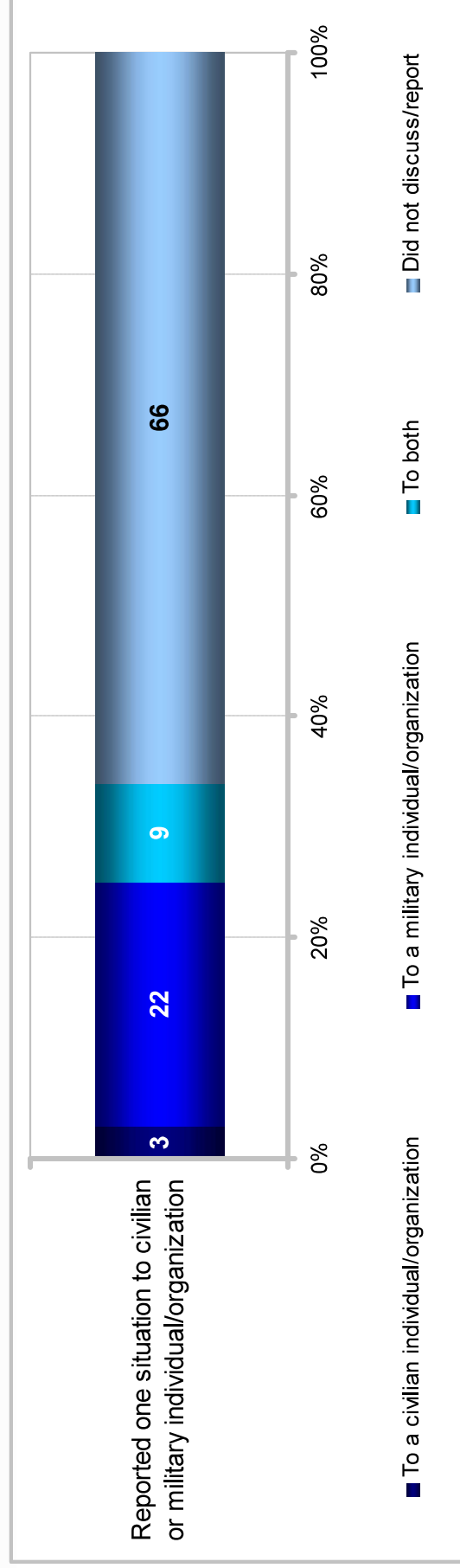
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	9	9
* Total Men	5	4

- There are no statistically significant differences for women or men between 2012 and 2008



# Reported the One Situation to a Civilian or Military Individual/Organization

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior



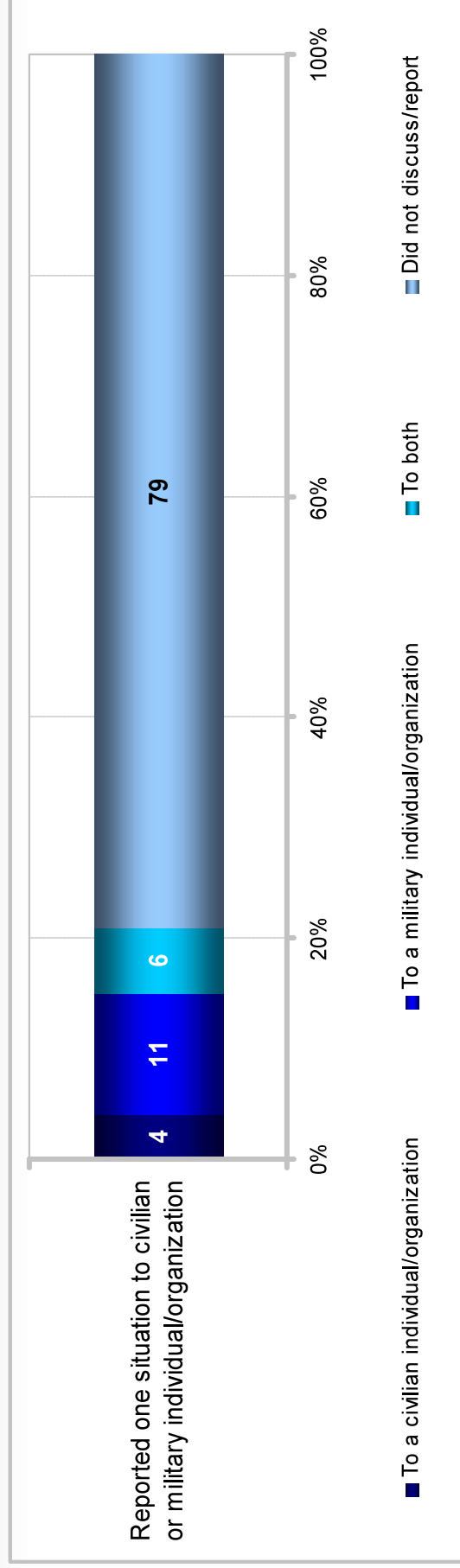
- Of the 41% of women who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 3% reported to a civilian individual/organization; 22% reported to a military individual/organization; 9% reported to both; and 66% did not discuss/report



# Reported the One Situation to a Civilian or Military Individual/Organization

## Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior



- **Of the 18% of men who experienced UGR (crude/offensive behavior, unwanted sexual attention, sexual coercion, and/or sexist behavior):**

- 4% reported to a civilian individual/organization; 11% reported to a military individual/organization; 6% reported to both; and 79% did not discuss/report



# Reported the One Situation to a Civilian or Military Individual/Organization

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
<b>KEY:</b> Higher Response Lower Response	To a civilian individual/organization	3	2	3	3	2	5	3	3	3	4	2
	To a military individual/organization	22	25	23	21	21	15	19	24	22	19	17
	To both	9	7	10	7	5	11	11	7	11	5	9
	Did not discuss/report	66	65	64	70	71	69	67	66	64	72	73

- Lower response of to a military individual/organization led by ANG women
- Higher response of to both led by E5 – E9 women; lower response led by O1 – O3 women



# Reported the One Situation to a Civilian or Military Individual/Organization

## Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior

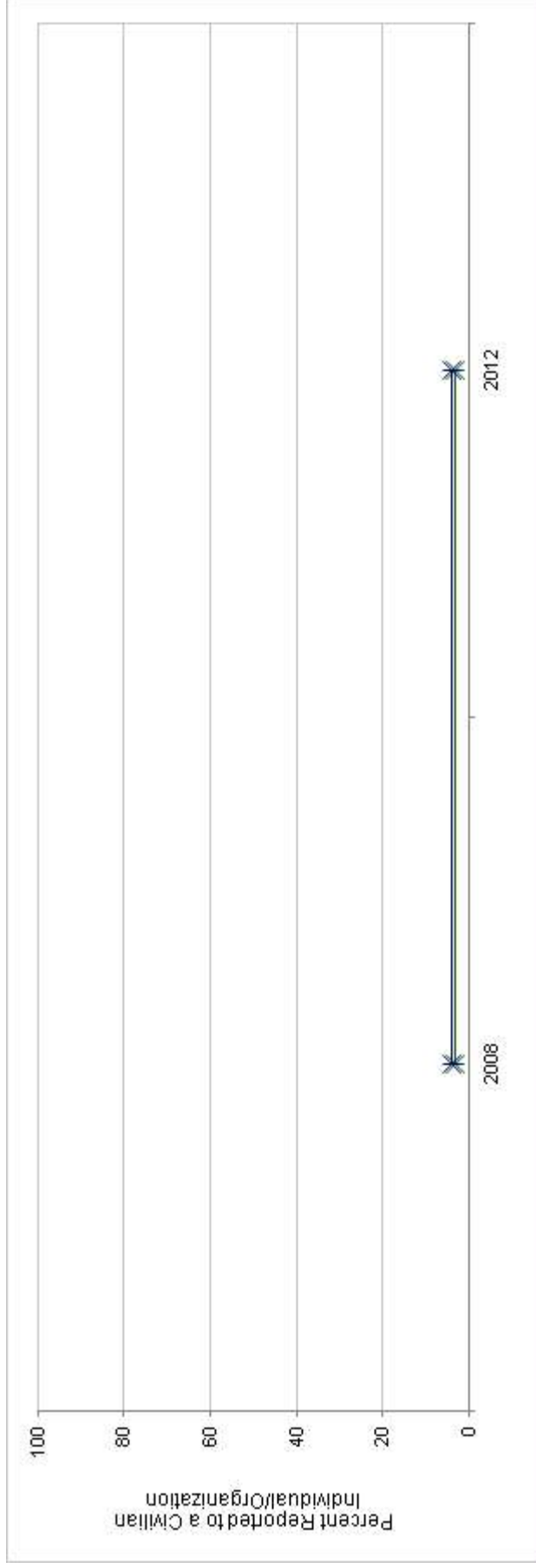
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Reported one situation to civilian or military individual/organization	KEY:											
	Higher Response											
	Lower Response											
	To a civilian individual/organization	4	4	3	2	9	5	3	6	3	2	2
	To a military individual/organization	11	12	10	14	2	10	7	8	14	6	8
	To both	6	6	6	10	3	3	10	5	6	8	8
	Did not discuss/report	79	78	80	74	85	83	80	81	77	83	83

- Higher response of to a military individual/organization led by E5 – E9 men; lower response led by USMCR men



## Reported One Situation to a Civilian Individual/Organization

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



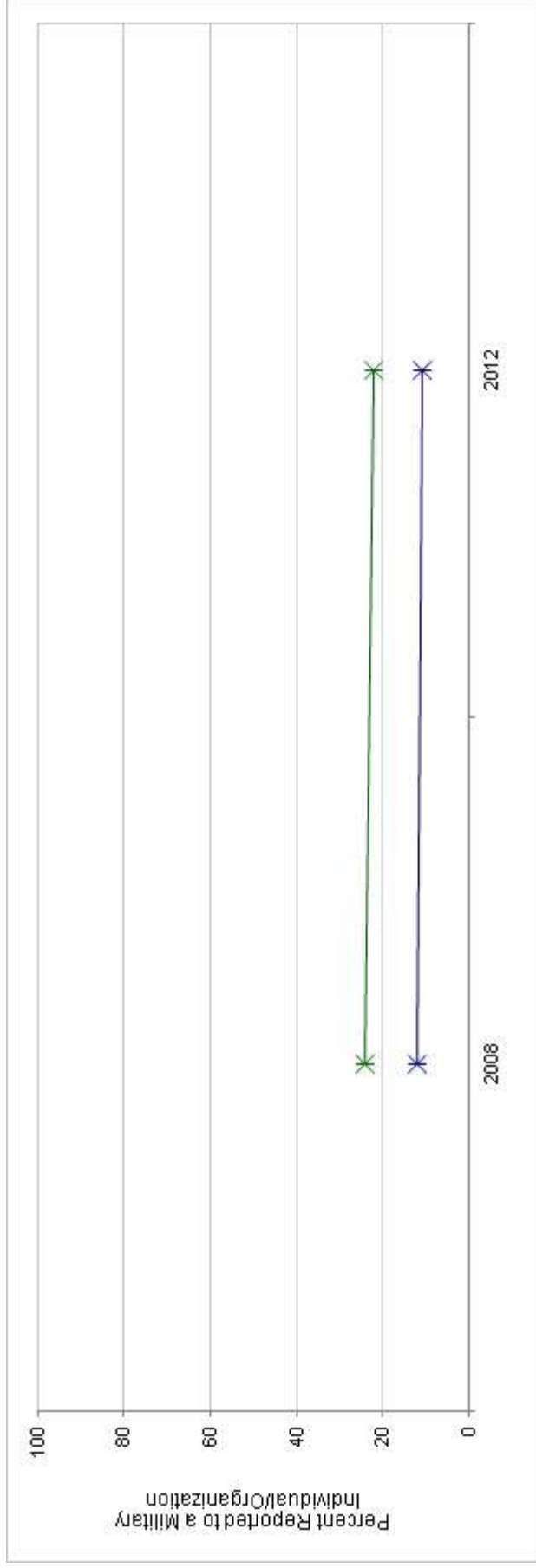
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	3	3
* Total Men	4	4

- There are no statistically significant differences for women or men between 2012 and 2008



## Reported One Situation to a Military Individual/Organization

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



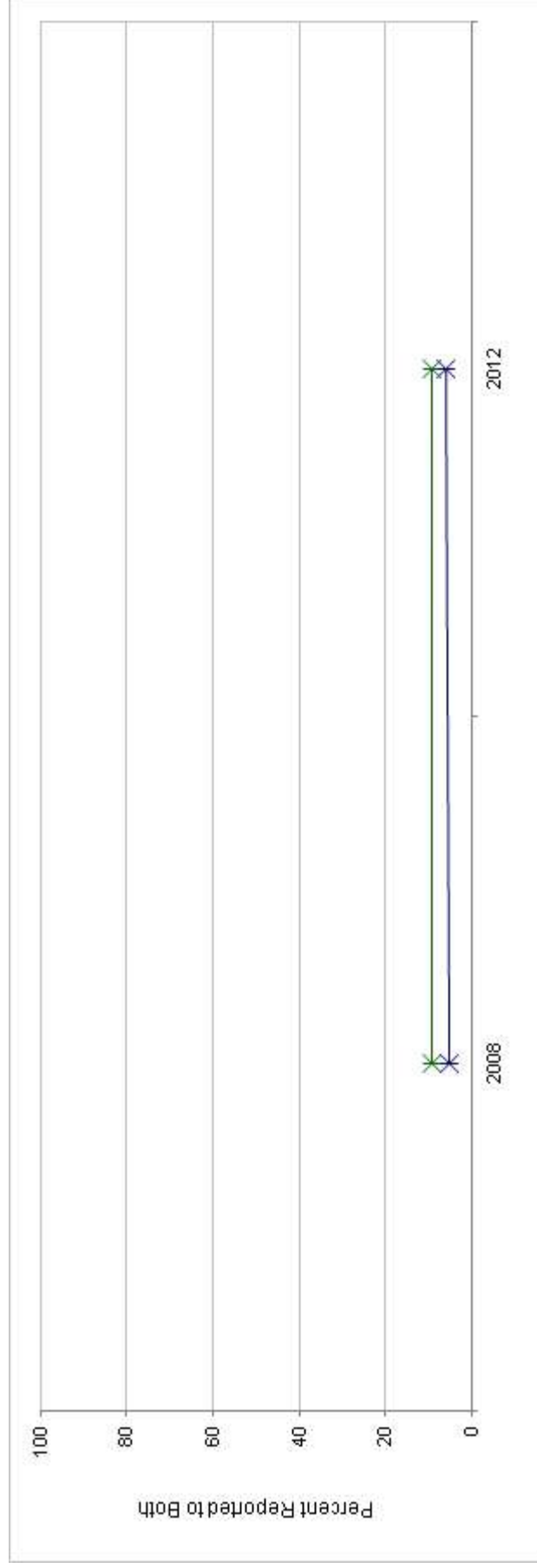
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	24	22
* Total Men	12	11

- There are no statistically significant differences for women or men between 2012 and 2008



# Reported One Situation to Both Civilian and Military Individual/Organization

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender

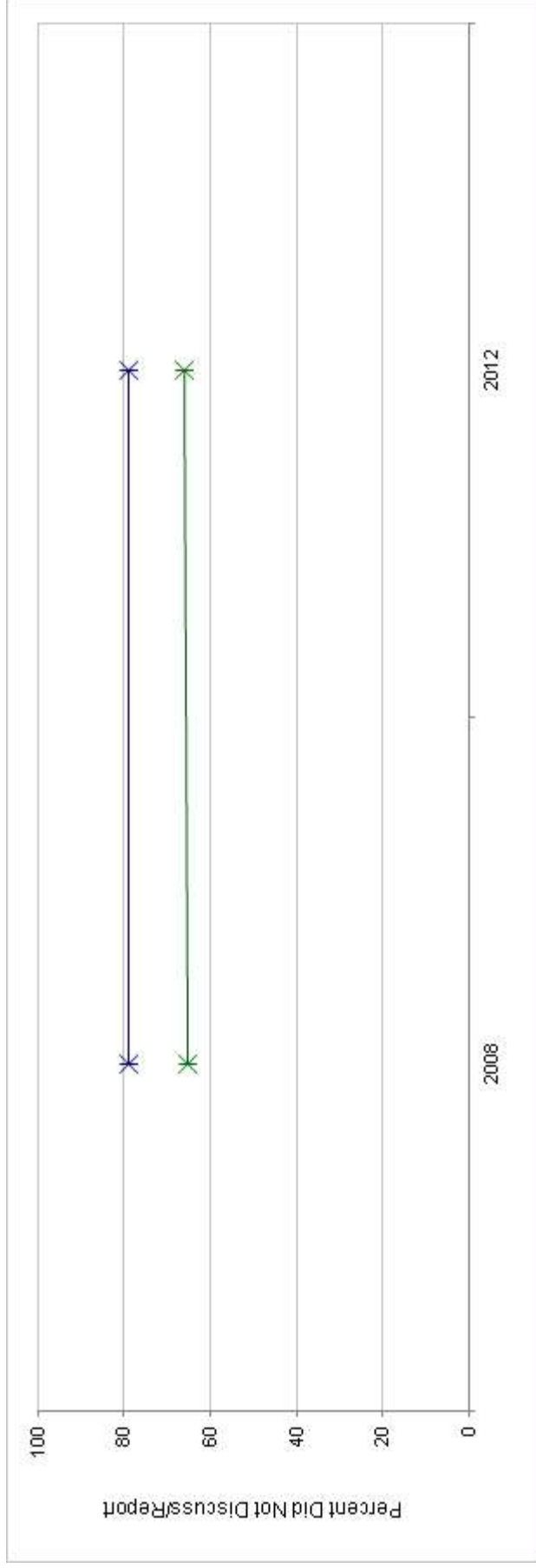


- There are no statistically significant differences for women or men between 2012 and 2008



# Did Not Report One Situation to Civilian or Military Individual/Organization

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior, by Gender



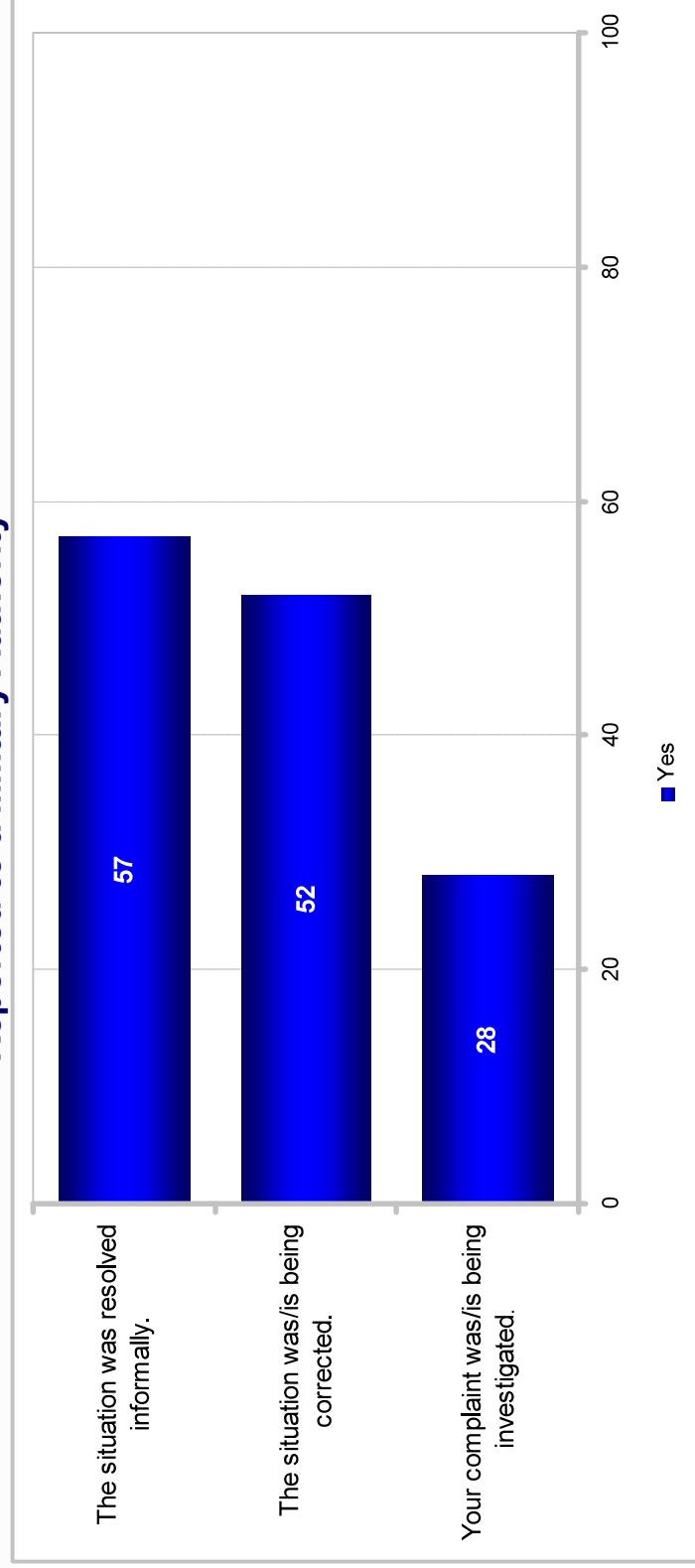
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	65	66
* Total Men	79	79

- There are no statistically significant differences for women or men between 2012 and 2008



## Investigations and Actions Taken in the One Situation

### Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



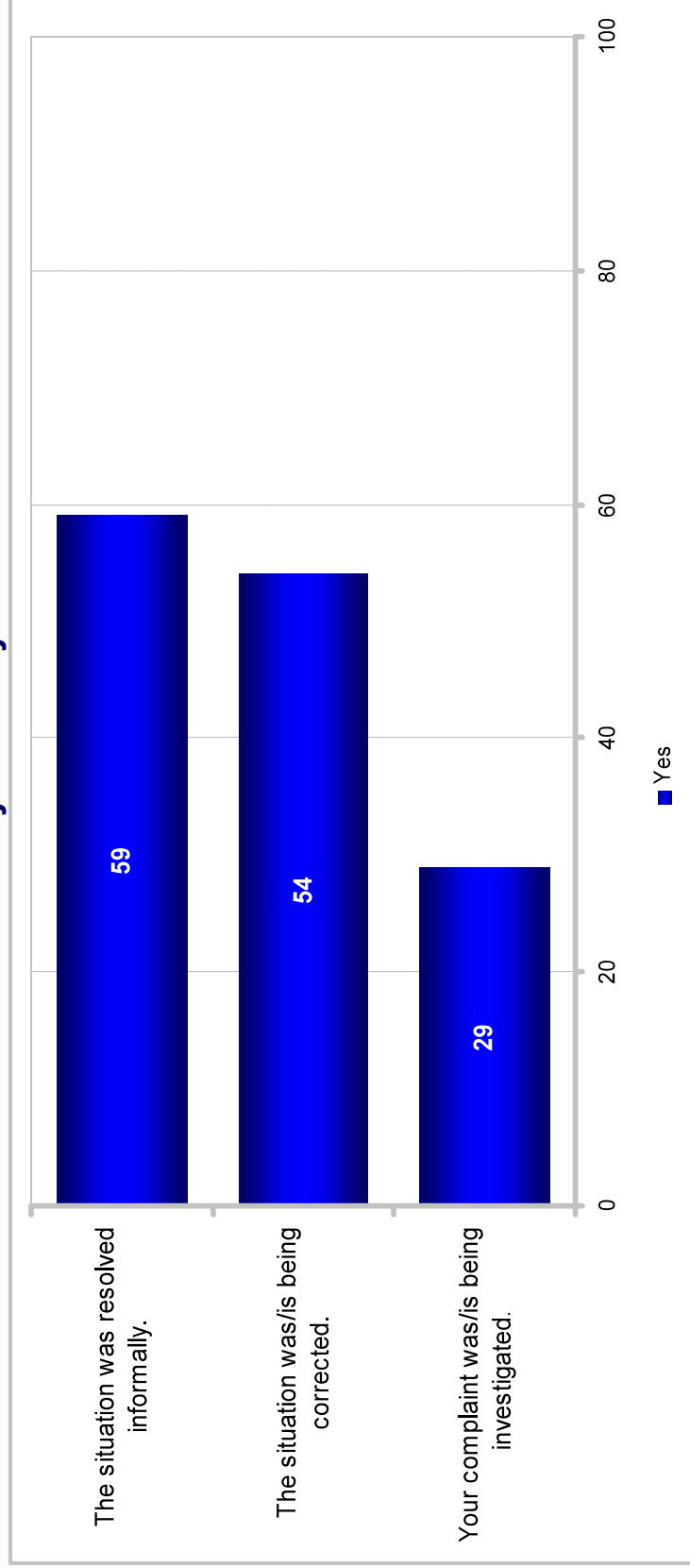
- **Of the 31% of women who reported to a military authority:**

- 57% indicated the situation was resolved informally
- 52% indicated the situation was/is being corrected
- 28% indicated their complaint was/is being investigated



## Investigations and Actions Taken in the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 59% indicated the situation was resolved informally
- 54% indicated the situation was/is being corrected
- 29% indicated their complaint was/is being investigated



## Investigations and Actions Taken in the One Situation

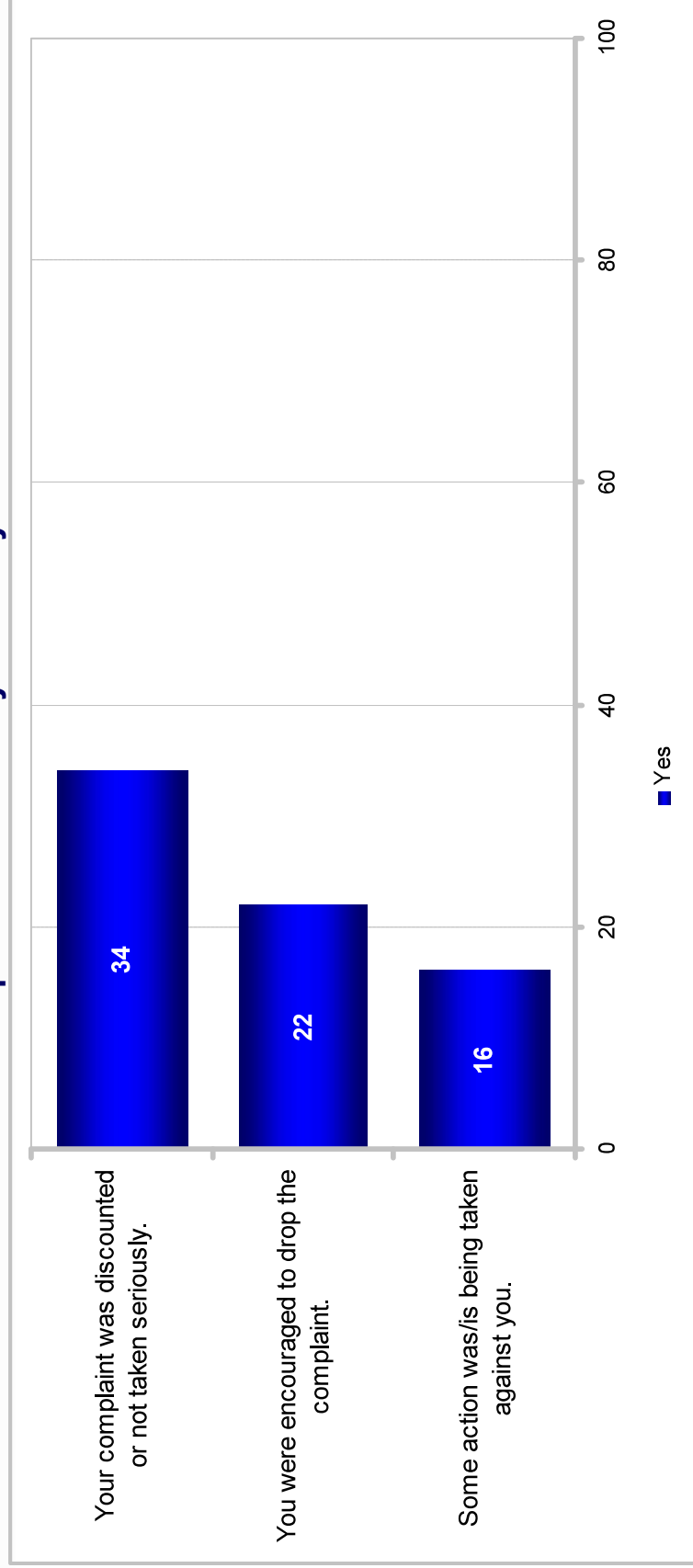
### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
<b>DoD Reserve Women</b> KEY: Higher Response of Yes Lower Response of Yes	The situation was resolved informally.	57	60	52	61	63	58	60	55	61	52	47
	The situation was/is being corrected.	52	58	48	38	42	52	57	56	51	59	27
	Your complaint was/is being investigated.	28	24	32	27	27	26	32	29	28	28	22
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
<b>DoD Reserve Men</b> KEY: Higher Response of Yes Lower Response of Yes	The situation was resolved informally.	59	57	61	NR	NR	57	NR	62	57	NR	79
	The situation was/is being corrected.	54	53	56	42	93	NR	NR	56	52	NR	NR
	Your complaint was/is being investigated.	29	28	39	20	NR	13	NR	31	30	NR	NR

- Higher response of situation was/is being corrected led by USMCR men; lower response led by O4 – O6 women



## Negative Actions in Response To Reporting the One Situation Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



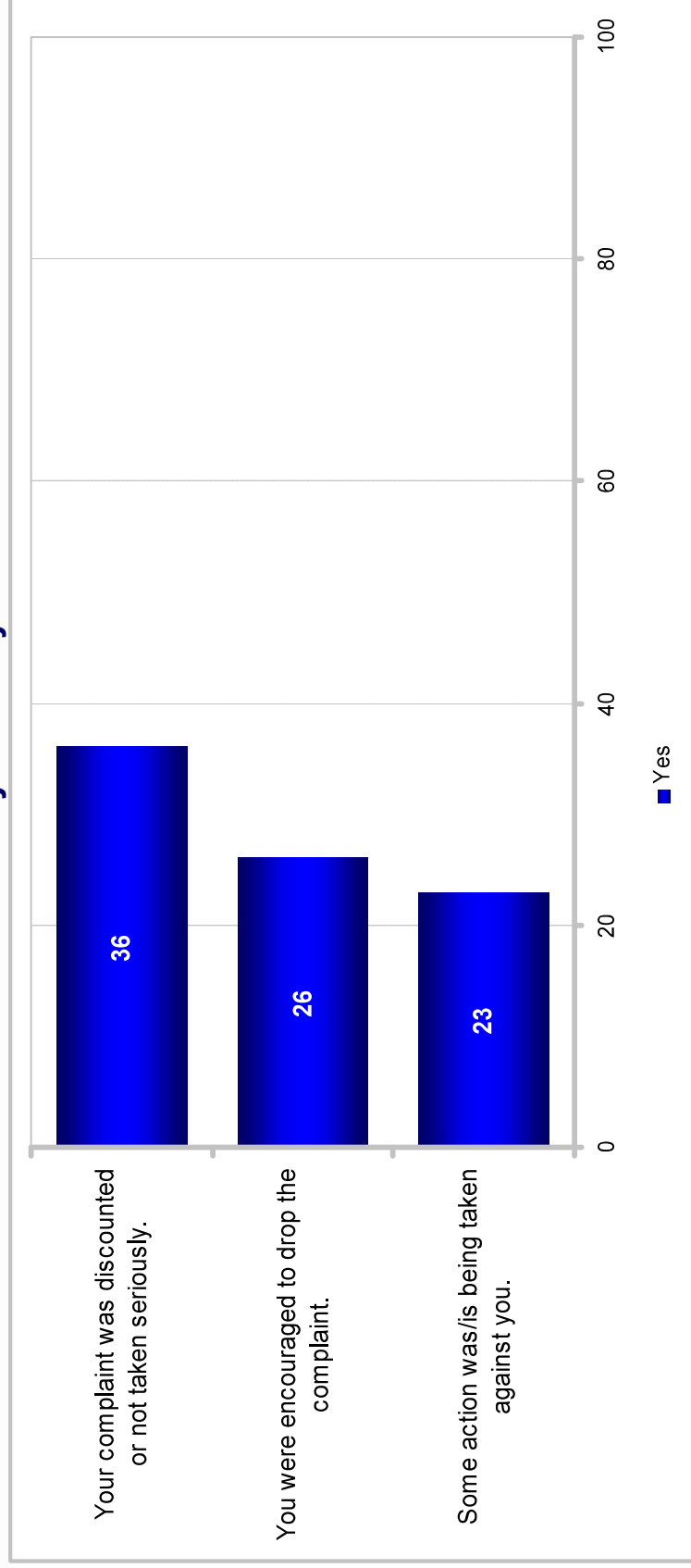
- **Of the 31% of women who reported to a military authority:**

- 34% indicated their complaint was discounted or not taken seriously
- 22% indicated they were encouraged to drop the complaint
- 16% indicated some action was/is being taken against them



## Negative Actions in Response To Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 36% indicated their complaint was discounted or not taken seriously
- 26% indicated they were encouraged to drop the complaint
- 23% indicated some action was/is being taken against them



## Negative Actions in Response To Reporting the One Situation Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

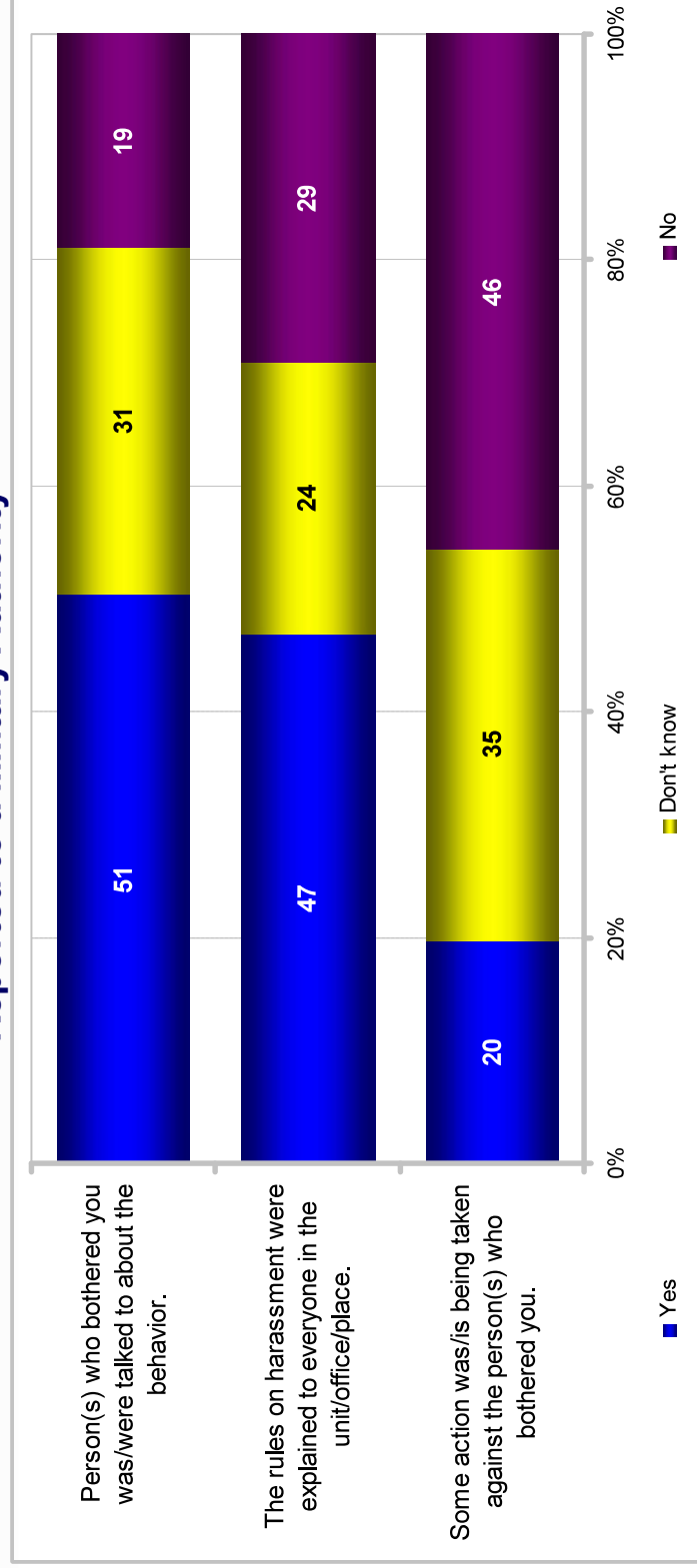
DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
KEY:												
Higher Response of Yes												
Lower Response of Yes												
Your complaint was discounted or not taken seriously.		34	28	37	37	45	34	41	27	38	32	46
You were encouraged to drop the complaint.		22	18	25	22	31	18	31	18	24	22	34
Some action was/is being taken against you.		16	14	19	11	26	12	15	15	15	13	24

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
KEY:												
Higher Response of Yes												
Lower Response of Yes												
Your complaint was discounted or not taken seriously.		36	38	35	34	NR	20	NR	42	34	NR	26
You were encouraged to drop the complaint.		26	24	21	NR	NR	9	NR	40	23	NR	NR
Some action was/is being taken against you.		23	22	22	26	NR	9	NR	39	18	NR	NR

- Lower response of complaint was discounted or not taken seriously led by E1 – E4 women
- Lower response of encouraged to drop the complaint led by ANG men



# Positive Actions in Response To Reporting the One Situation Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

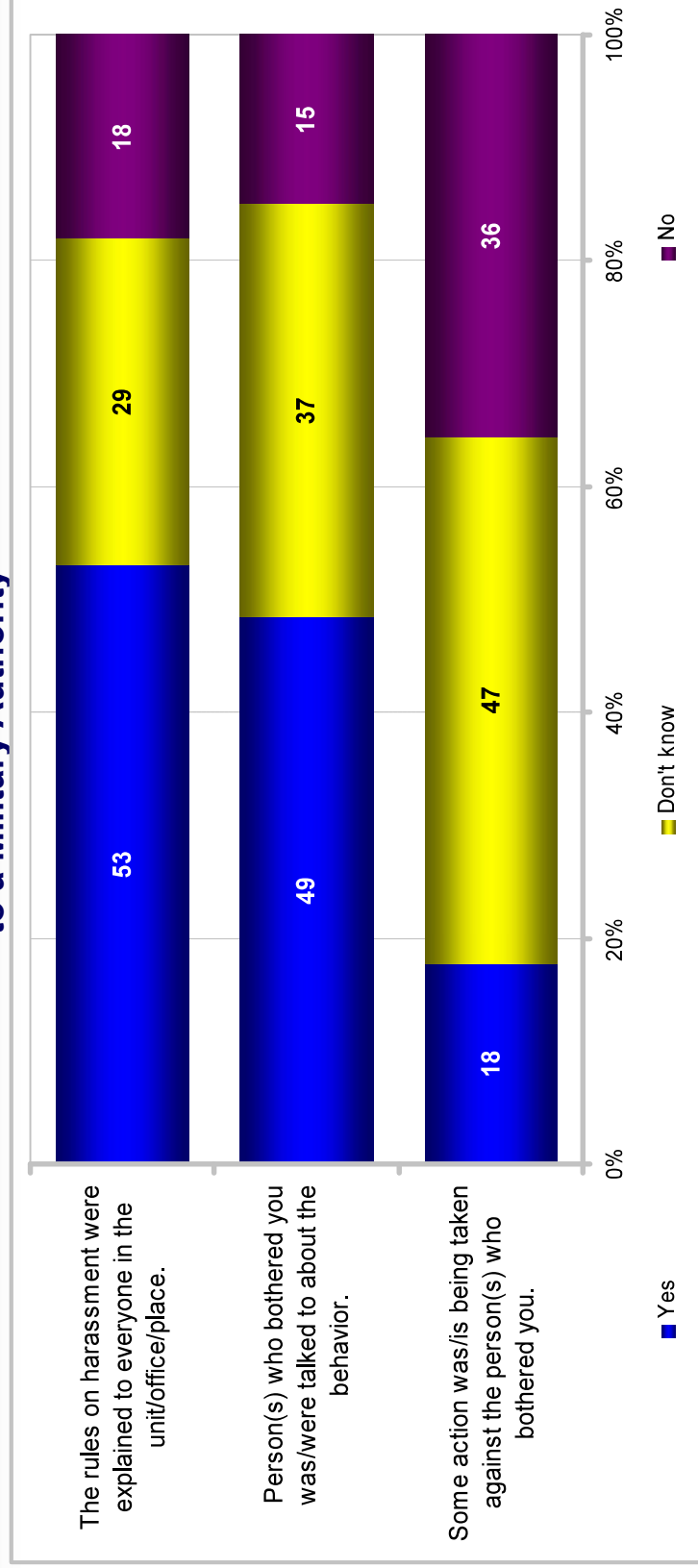


• **Of the 31% of women who reported to a military authority:**

- 51% indicated *yes*, the person(s) who bothered them was/were talked to about the behavior; 31% indicated *don't know*; and 19% indicated *no*
- 47% indicated *yes*, the rules on harassment were explained to everyone in the unit/office/place; 24% indicated *don't know*; and 29% indicated *no*
- 20% indicated *yes*, some action was/is being taken against the person(s) who bothered them; 35% indicated *don't know*; and 46% indicated *no*



## Positive Actions in Response To Reporting the One Situation Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 53% indicated *yes*, the rules on harassment were explained to everyone in the unit/office/place; 29% indicated *don't know*; and 18% indicated *no*
- 49% indicated *yes*, the person(s) who bothered them was/were talked to about the behavior; 37% indicated *don't know*; and 15% indicated *no*
- 18% indicated *yes*, some action was/is being taken against the person(s) who bothered them; 47% indicated *don't know*; and 36% indicated *no*



## Positive Actions in Response To Reporting the One Situation Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Person(s) who bothered you was/were talked to about the behavior.	Yes	51	58	46	51	28	44	42	55	49	47	34
	Don't know	31	24	37	29	37	32	37	24	34	30	47
	No	19	18	18	20	35	24	20	21	17	23	19
The rules on harassment were explained to everyone in the unit/office/place.	Yes	47	54	47	43	25	35	36	54	45	38	31
	Don't know	24	21	25	23	31	31	23	22	24	23	28
	No	29	25	28	33	44	35	41	23	31	39	41
Some action was/is being taken against the person(s) who bothered you.	Yes	20	23	21	19	NR	10	13	26	16	18	9
	Don't know	35	34	37	31	47	42	23	34	35	32	35
	No	46	43	42	49	53	48	64	40	49	50	56

KEY:

Higher Response

Lower Response

- Higher response of yes the person(s) who bothered them was/were talked to about the behavior led by ARNG women; lower response led by O4 - O6 women
- Higher response of don't know if the person(s) who bothered them was/were talked to about the behavior led by O4 - O6 women; lower response led by ARNG women and E1 - E4 women
- Higher response of yes the rules on harassment were explained to everyone in the unit/office/place led by E1 - E4 women and ARNG women; lower response led by O4 - O6 women
- Higher response of yes some action was/is being taken against the person(s) who bothered them led by E1 - E4 women; lower response led by O4 - O6 women and ANG women
- Higher response of no some action was/is being taken against the person(s) who bothered them led by USAFR women



## Positive Actions in Response To Reporting the One Situation Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

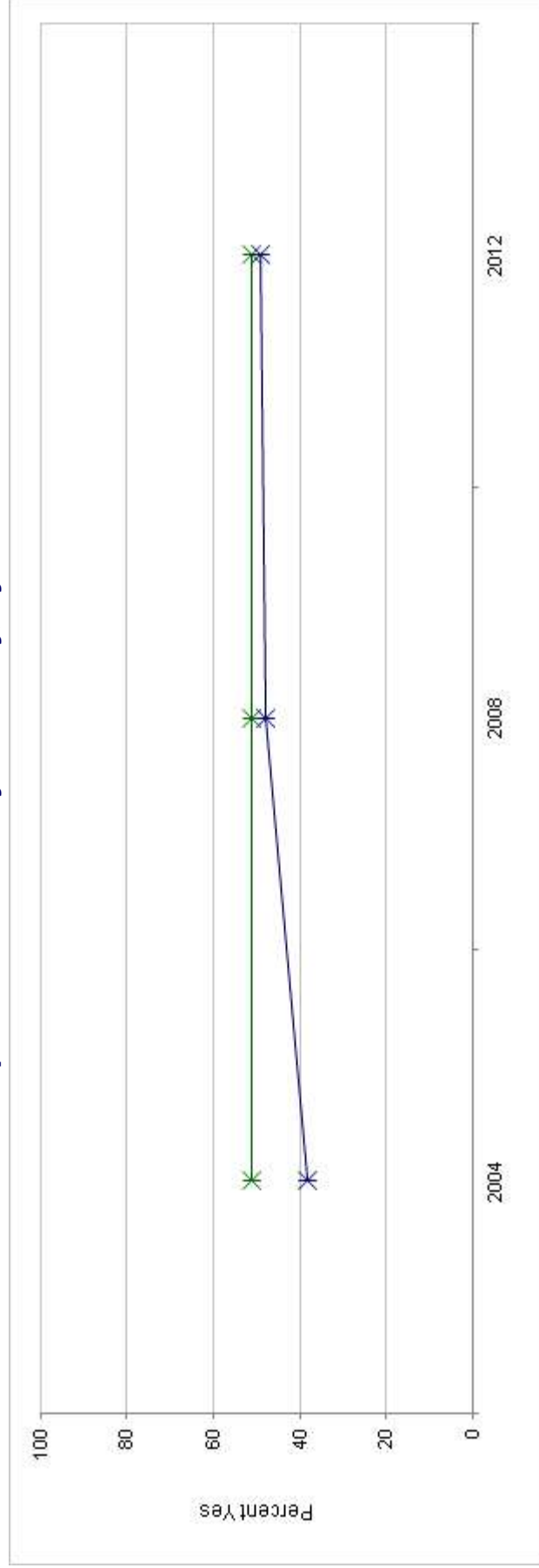
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Person(s) who bothered you was/were talked to about the behavior.	Yes	49	45	48	NR	NR	NR	NR	45	51	28	NR
	Don't know	37	39	38	29	NR	32	NR	34	39	NR	18
	No	15	16	14	15	NR	13	NR	21	10	NR	21
The rules on harassment were explained to everyone in the unit/office/place.	Yes	53	52	48	65	NR	NR	NR	64	54	19	NR
	Don't know	29	28	31	21	NR	29	NR	23	29	NR	NR
	No	18	20	21	14	NR	15	9	14	17	30	NR
Some action was/is being taken against the person(s) who bothered you.	Yes	18	20	10	19	NR	23	NR	25	15	11	16
	Don't know	47	47	56	27	NR	NR	NR	49	45	NR	NR
	No	36	33	34	NR	NR	25	NR	26	40	NR	NR

- Lower response of yes the rules on harassment were explained to everyone in the unit/office/place led by O1 – O3 men



# Positive Actions: Person(s) Who Bothered You/Were Talked to About the Behavior

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

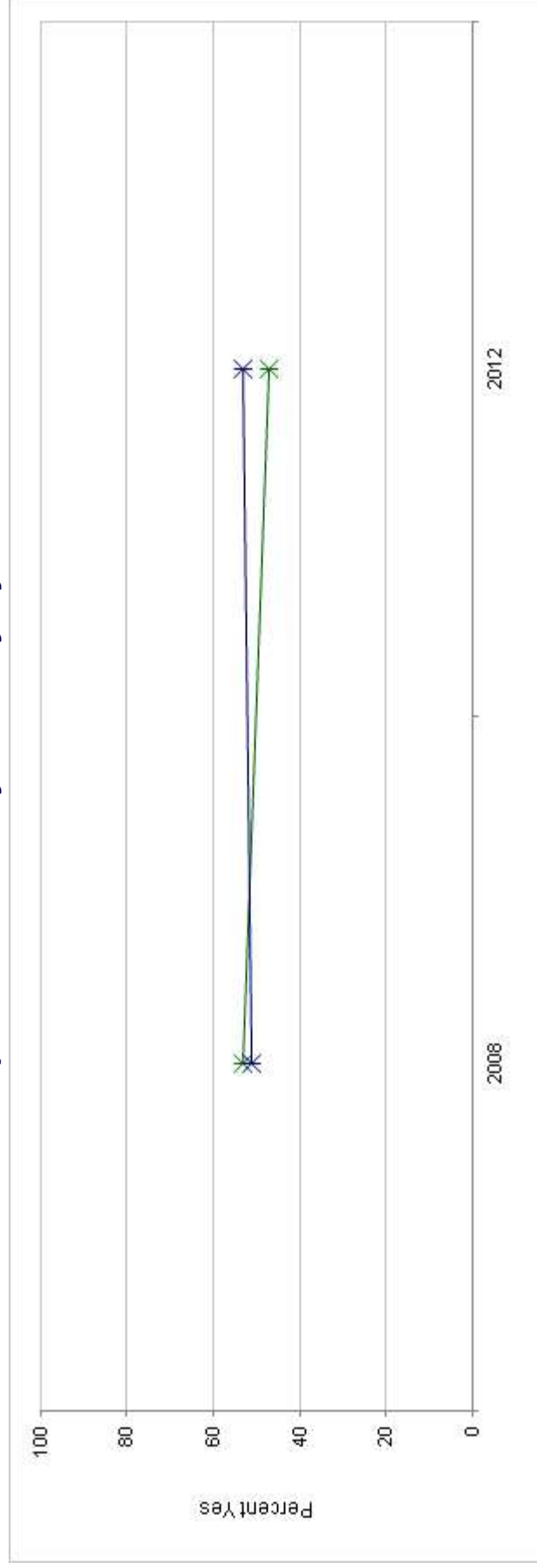


- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



# Positive Actions: The Rules on Harassment Were Explained to Everyone in the Unit/Office/Place

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



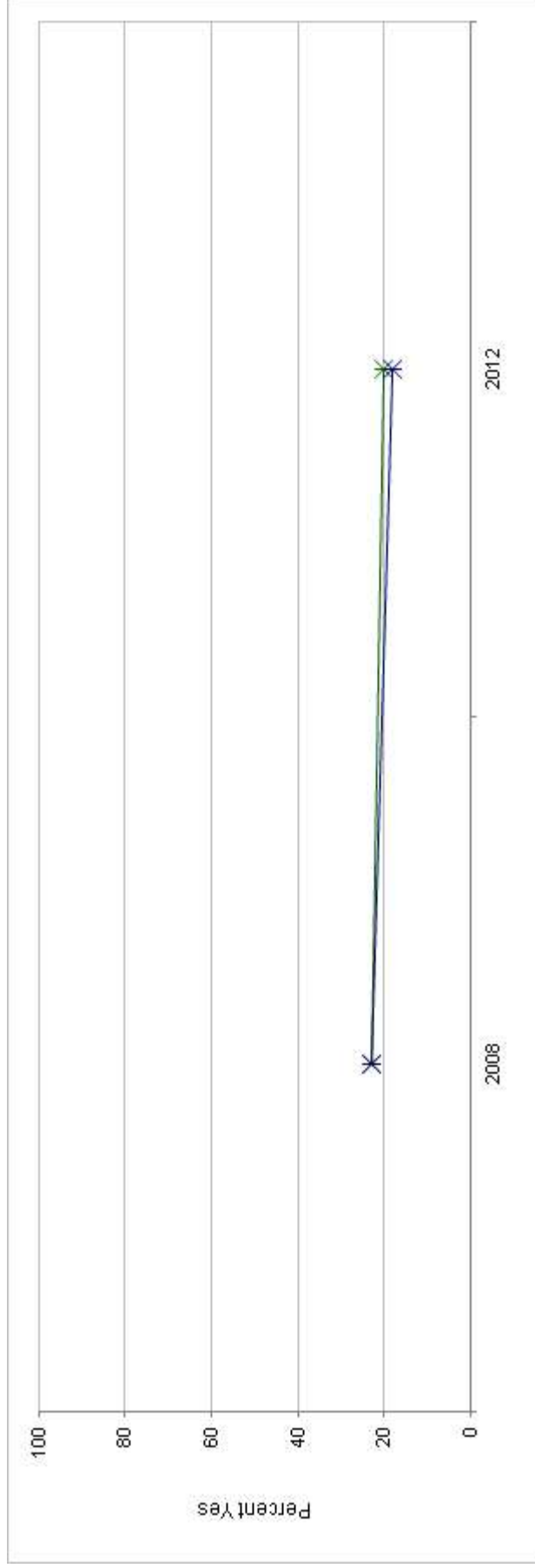
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	53	47
* Total Men	51	53

- There are no statistically significant differences for women or men between 2012 and 2008



## Positive Actions: Some Action Was/Is Being Taken Against the Person Who Bothered You

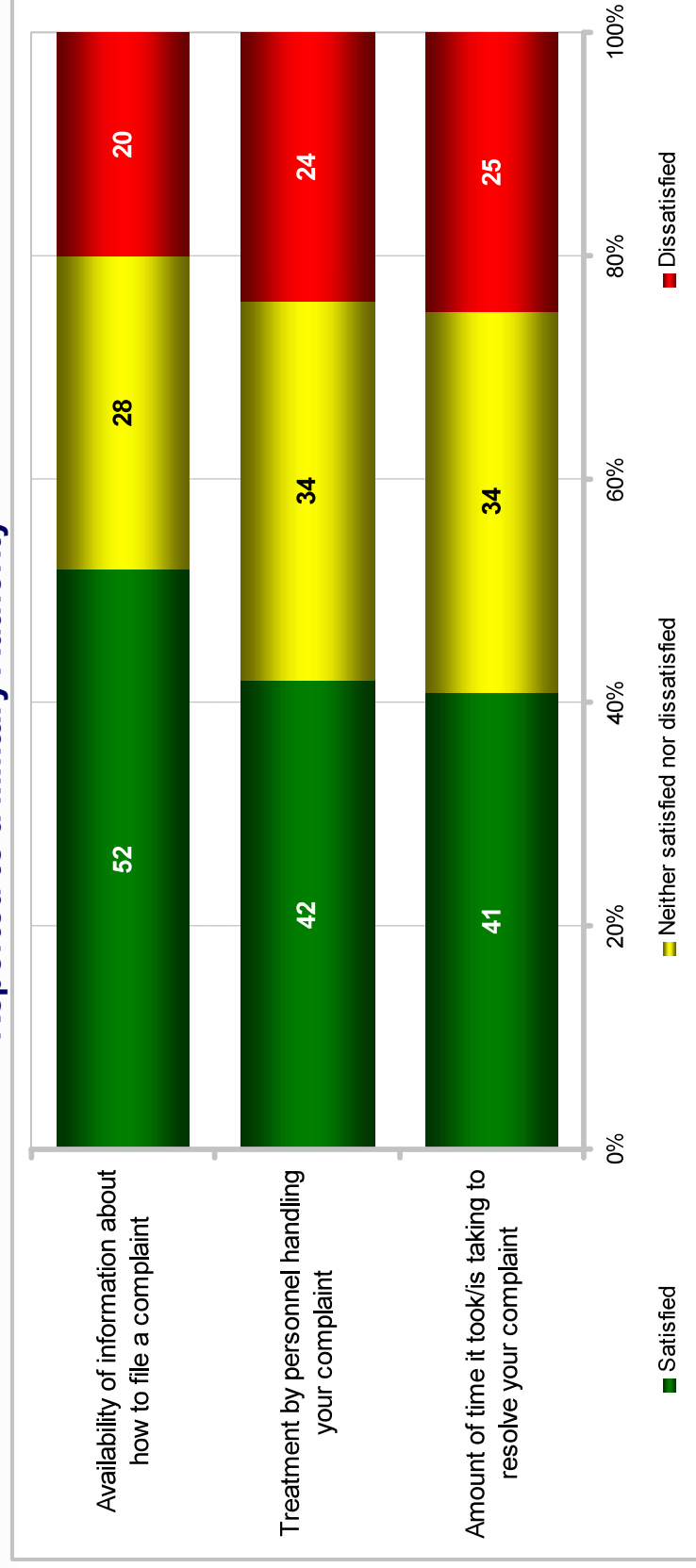
### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



- There are no statistically significant differences for women or men between 2012 and 2008



## Satisfaction With Aspects of the Reporting Process in the One Situation Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

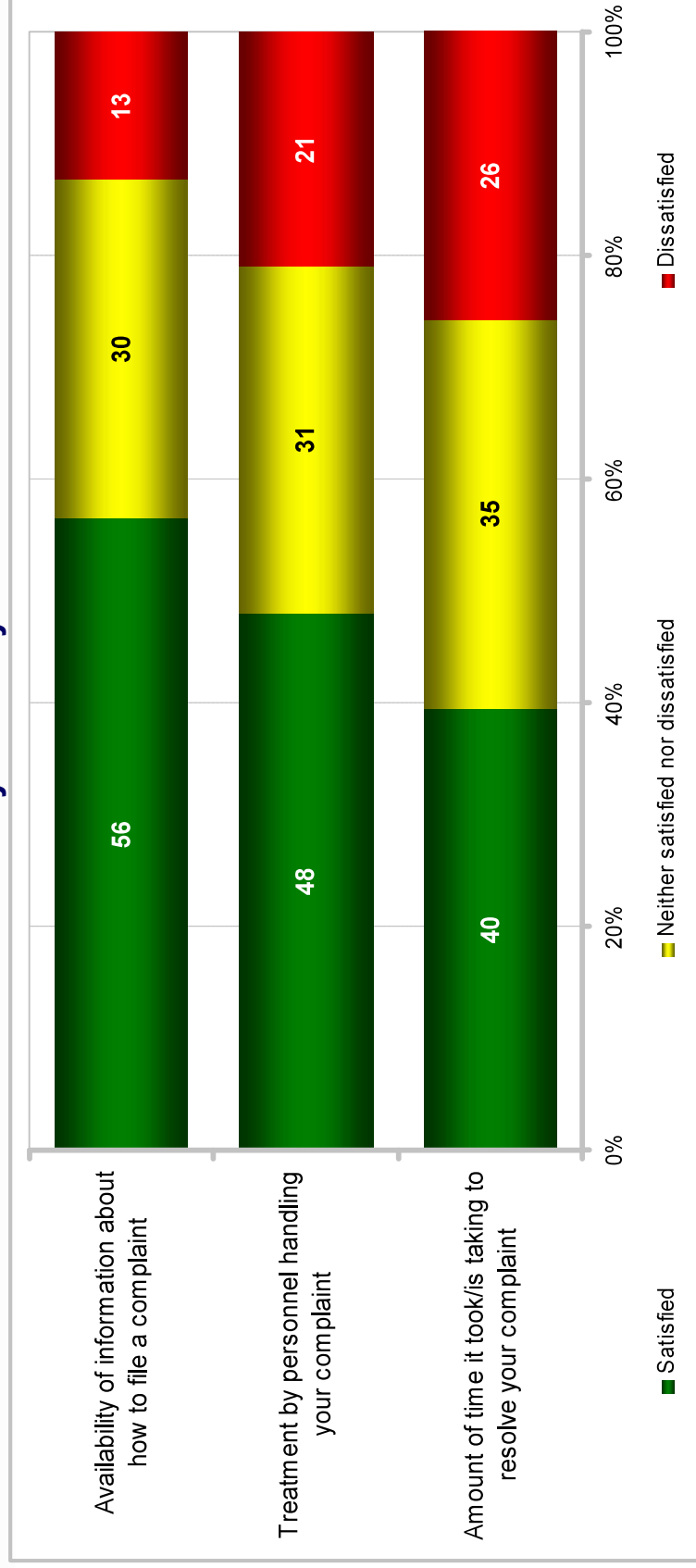


- **Of the 31% of women who reported to a military authority:**

- 52% were satisfied with the availability of information about how to file a complaint; 20% were dissatisfied
- 42% were satisfied with the treatment by personnel handling their complaint; 24% were dissatisfied
- 41% were satisfied with the amount of time it took/is taking to resolve their complaint; 25% were dissatisfied



## Satisfaction With Aspects of the Reporting Process in the One Situation Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 56% were satisfied with the availability of information about how to file a complaint; 13% were dissatisfied
- 48% were satisfied with the treatment by personnel handling their complaint; 21% were dissatisfied
- 40% were satisfied with the amount of time it took/is taking to resolve their complaint; 26% were dissatisfied



# Satisfaction With Aspects of the Reporting Process in the One Situation

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Availability of information about how to file a complaint	Satisfied	52	59	42	53	31	51	56	51	52	62	44
	Dissatisfied	20	21	23	13	23	19	13	23	19	10	25
Treatment by personnel handling your complaint	Satisfied	42	46	39	35	NR	45	41	47	40	47	27
	Dissatisfied	24	23	25	15	23	24	23	23	25	16	31
Amount of time it took/is taking to resolve your complaint	Satisfied	41	48	37	34	26	37	33	48	38	42	17
	Dissatisfied	25	24	28	16	28	24	24	23	26	20	35

KEY:

Higher Response of Satisfied

Higher Response of Dissatisfied

- Higher response of satisfied with the availability of information about how to file a complaint led by ARNG women
- Higher response of satisfied with the amount of time it took/is taking to resolve their complaint led by ARNG women



## Satisfaction With Aspects of the Reporting Process in the One Situation

### Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Availability of information about how to file a complaint	Satisfied	56	56	61	17	NR	62	NR	69	52	NR	NR
	Dissatisfied	13	15	14	38	NR	NR	NR	9	15	NR	NR
Treatment by personnel handling your complaint	Satisfied	48	48	56	23	NR	NR	NR	56	46	NR	NR
	Dissatisfied	21	22	18	23	NR	12	NR	16	22	NR	20
Amount of time it took/is taking to resolve your complaint	Satisfied	40	42	39	32	NR	NR	NR	44	36	NR	NR
	Dissatisfied	26	25	30	35	NR	7	NR	26	27	NR	20

KEY:

Higher Response of Satisfied

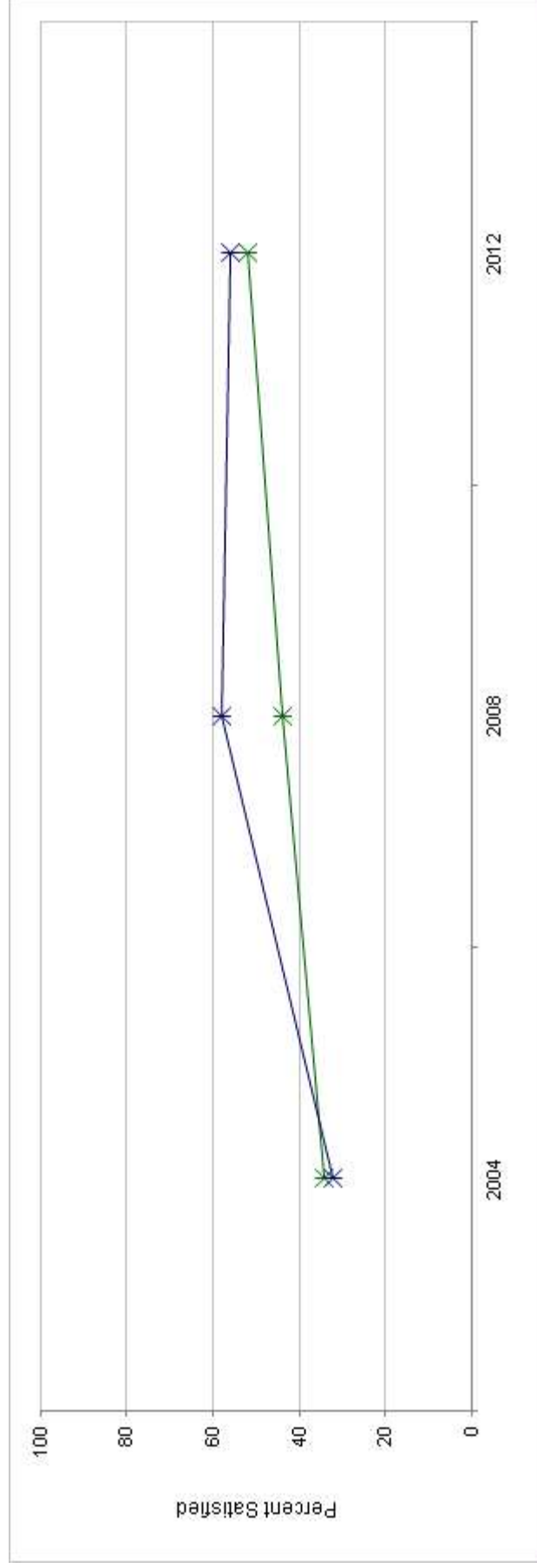
Higher Response of Dissatisfied

- There are no statistically significant differences for men by Reserve component or by paygrade



# Satisfied With the Availability of Information About How To File a Complaint

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

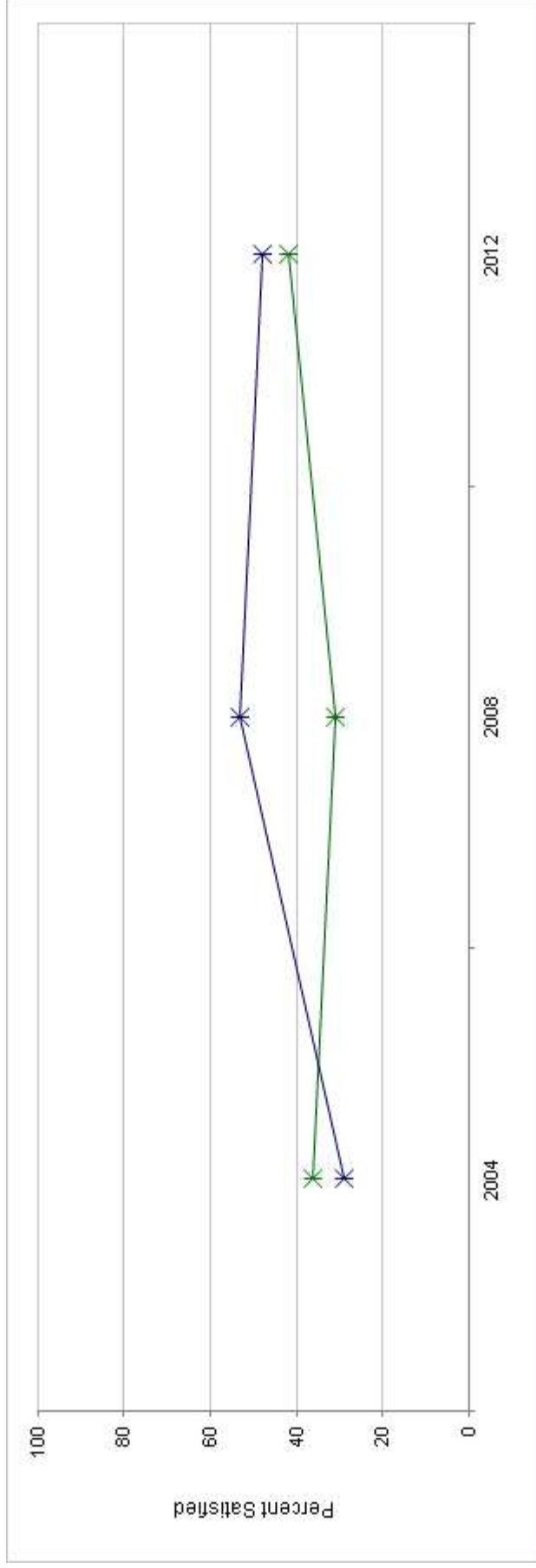


	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
* Total Women	34	44	52
* Total Men	32	58	56

- For women and men, the 2012 percentages are significantly higher than 2004



# Satisfied With the Treatment by Personnel Handling Your Complaint Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
Total Women	36	53	42
Total Men	29	53	48

- For men, the 2012 percentage is significantly higher than 2004; there are no statistically significant differences for women



# Satisfied With the Amount of Time it Took/Is Taking To Resolve Your Complaint

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

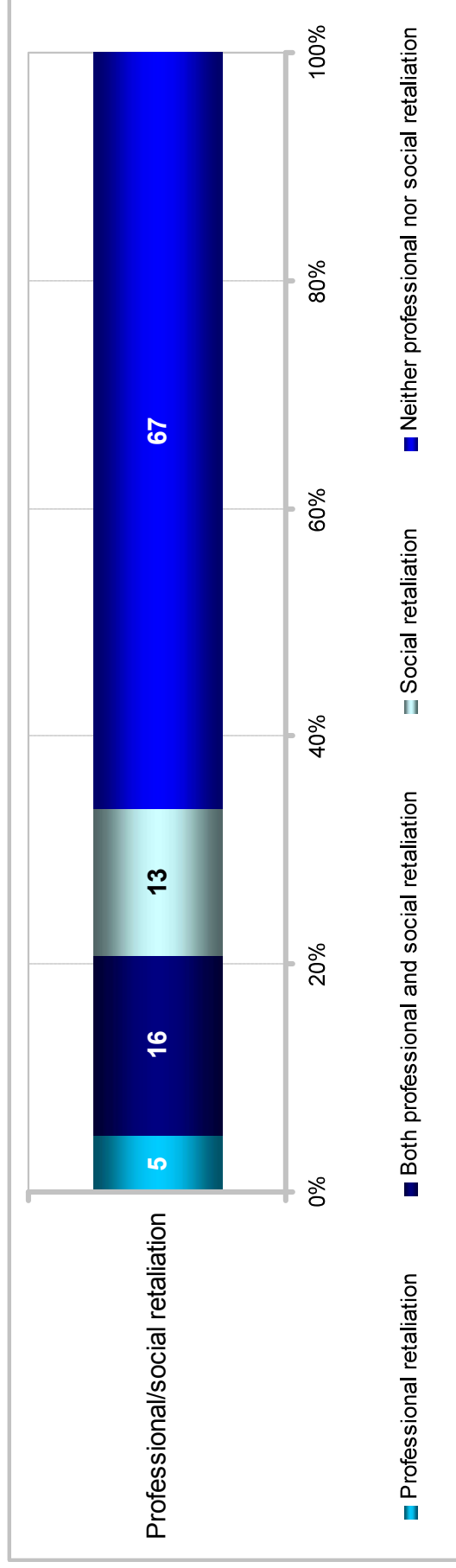


- For women and men, the 2012 percentages are significantly higher than 2004



## Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



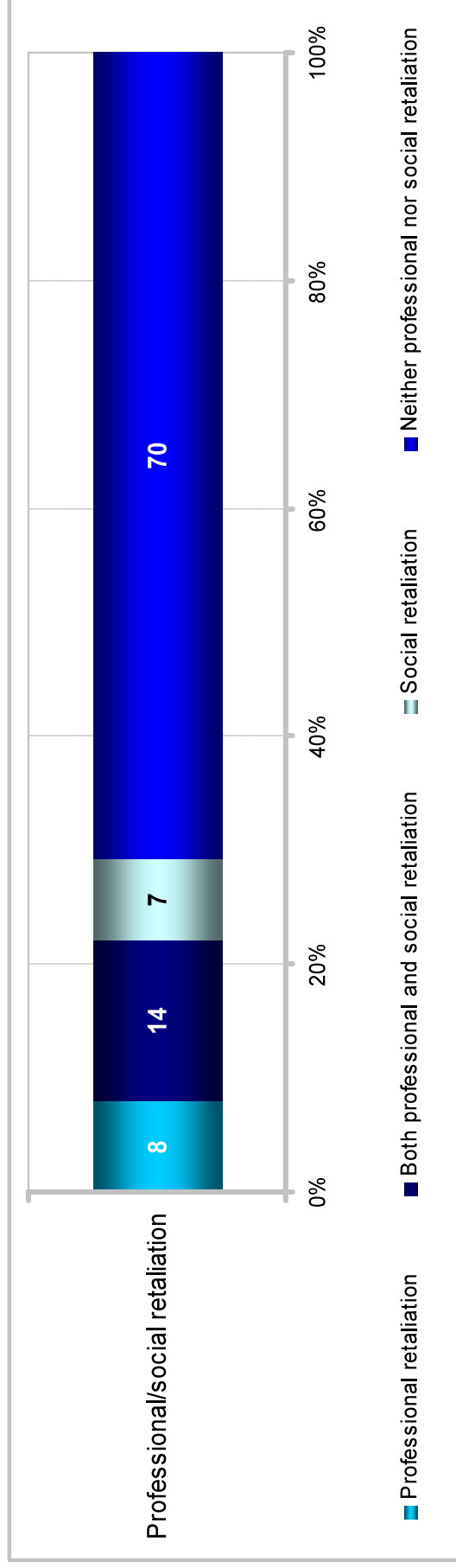
- **Of the 31% of women who reported to a military authority:**

- 5% experienced professional retaliation only; 16% experienced both professional and social retaliation; 13% experienced social retaliation only; and 67% experienced neither professional nor social retaliation



## Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority



- **Of the 17% of men who reported to a military authority:**

- 8% experienced professional retaliation only; 14% experienced both professional and social retaliation; 7% experienced social retaliation only; and 70% experienced neither professional nor social retaliation



# Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Professional/social retaliation	Professional retaliation	5	5	5	3	NR	4	5	3	4	6	7
	Both professional and social retaliation	16	15	15	12	28	14	23	14	16	20	26
	Social retaliation	13	13	14	4	9	13	16	10	16	11	11
	Neither professional nor social retaliation	67	67	66	81	63	70	56	73	64	64	56

- Lower response of social retaliation led by USNR women
- Higher response of neither professional nor social retaliation led by USNR women



# Experiences of Professional and/or Social Retaliation for Reporting the One Situation

Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Professional/social retaliation	Professional retaliation	8	10	7	3	NR	NR	NR	15	7	NR	NR
	Both professional and social retaliation	14	16	13	17	NR	13	4	21	11	NR	NR
	Social retaliation	7	8	13	NR	NR	NR	NR	12	5	9	NR
	Neither professional nor social retaliation	70	66	67	79	NR	77	96	53	77	NR	NR

KEY:

Higher Response

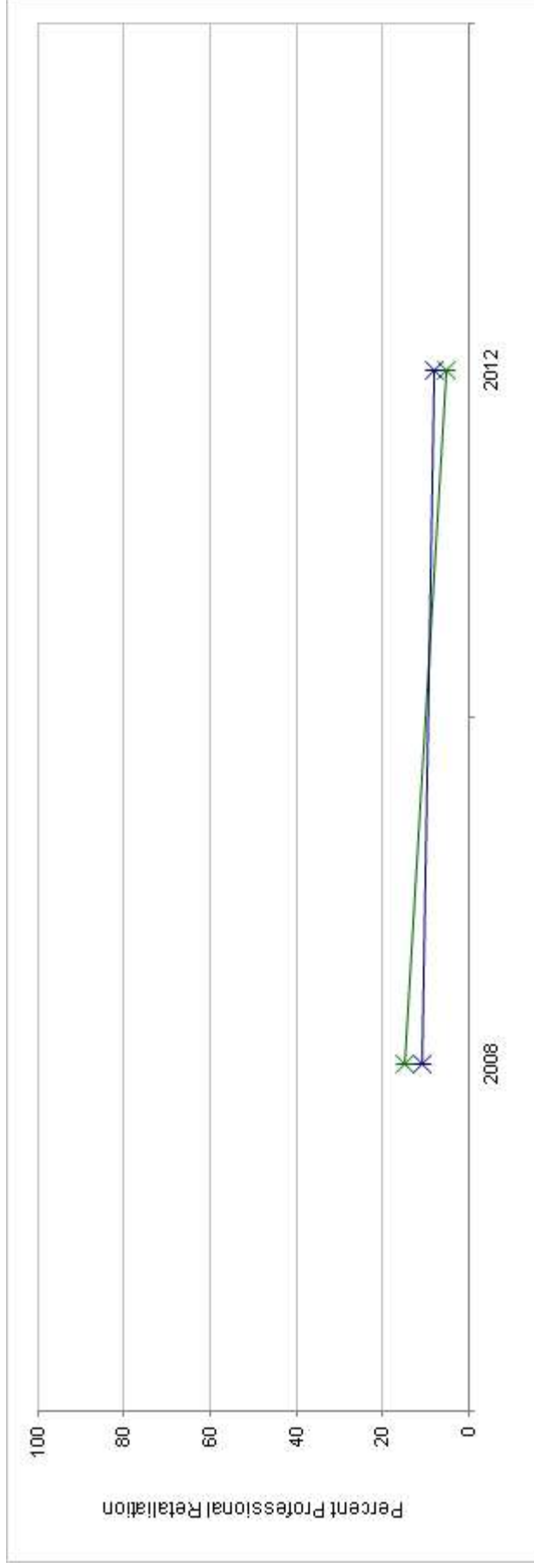
Lower Response

- Higher response of *neither professional nor social retaliation* led by USAFR men



# Experienced Professional Retaliation for Reporting the One Situation

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



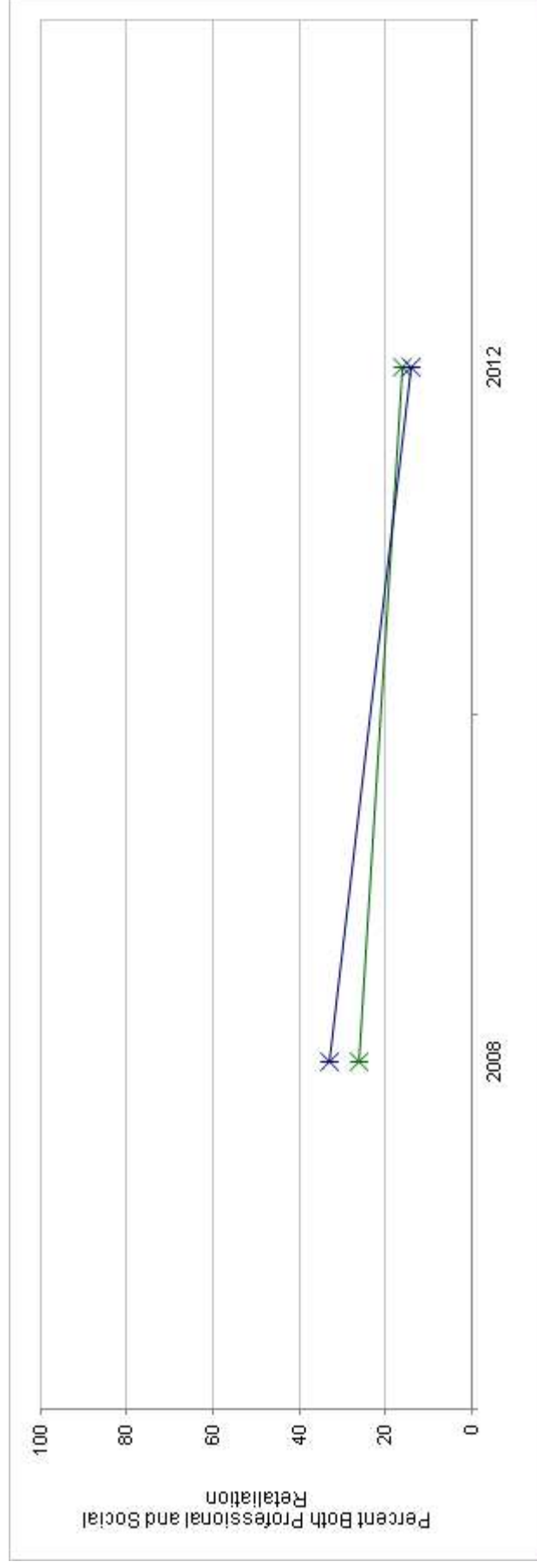
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	15	5
* Total Men	11	8

- There are no statistically significant differences for women or men between 2012 and 2008



# Experienced Both Professional and Social Retaliation for Reporting the One Situation

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender

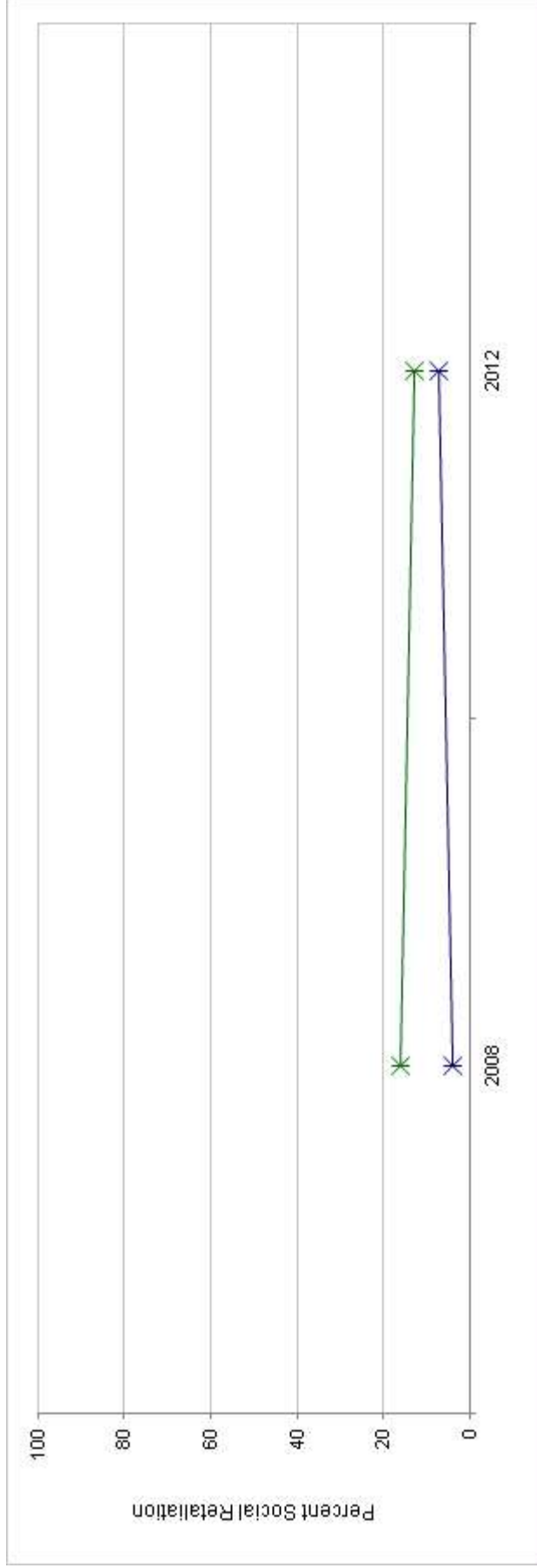


- There are no statistically significant differences for women or men between 2012 and 2008



# Experienced Social Retaliation for Reporting the One Situation

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



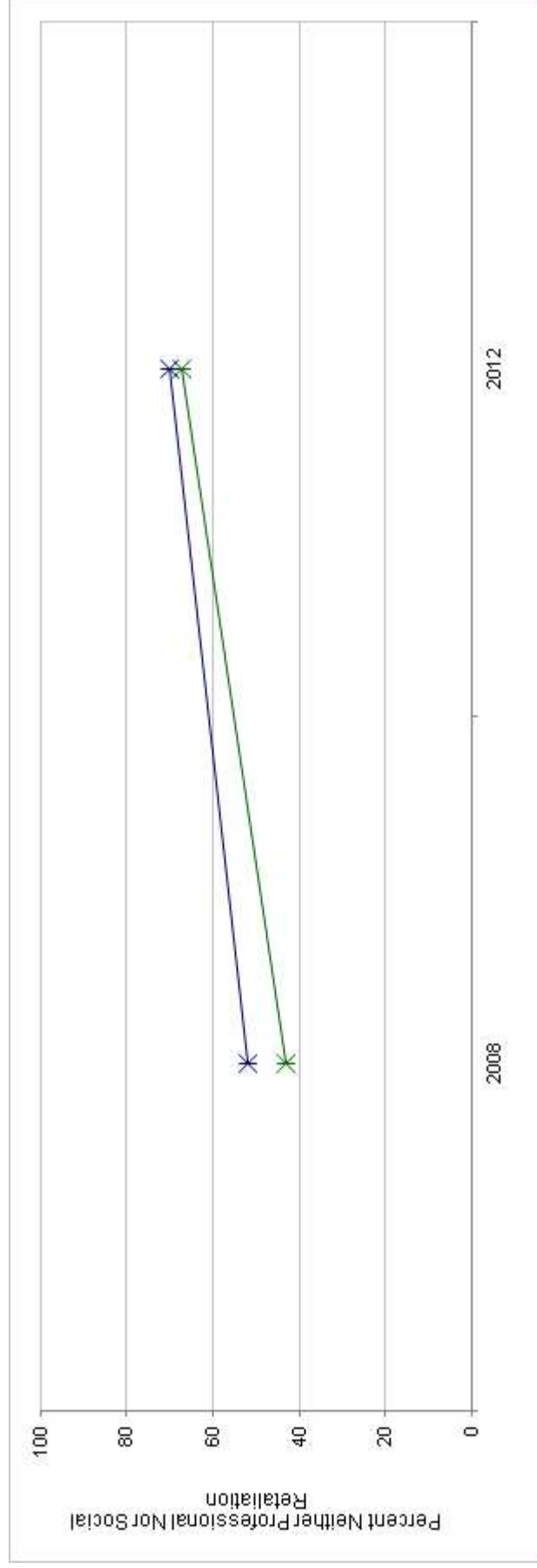
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	16	13
* Total Men	4	7

- There are no statistically significant differences for women or men between 2012 and 2008



# Did Not Experience Professional or Social Retaliation for Reporting the One Situation

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Reported to a Military Authority, by Gender



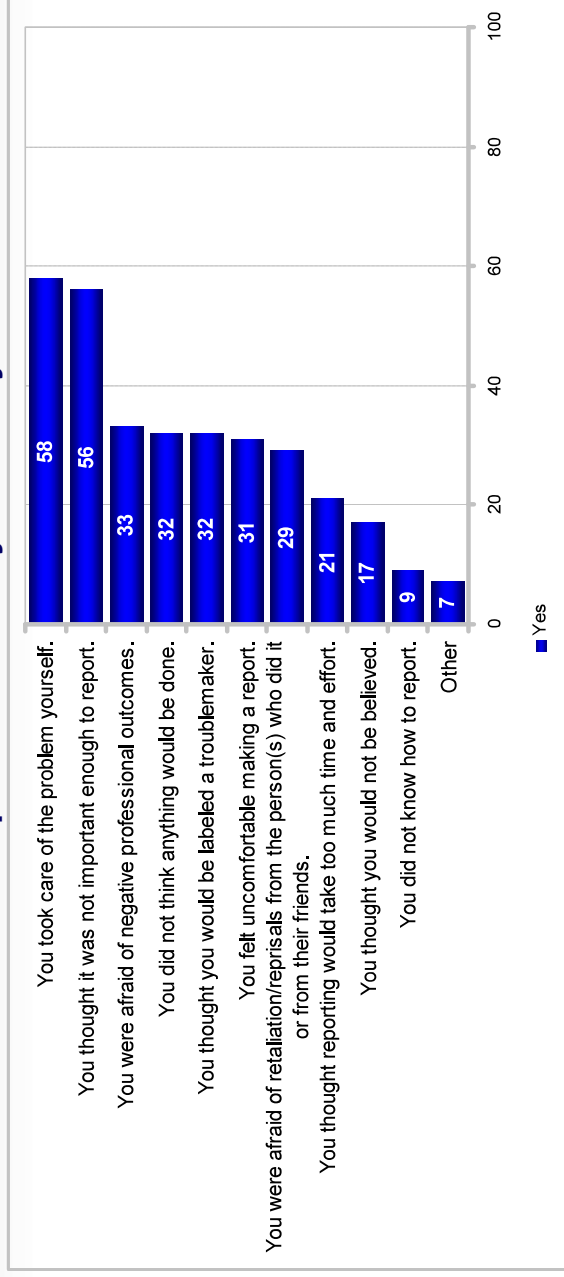
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	43	67
* Total Men	52	70

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men



# Reasons for Not Reporting the One Situation to a Military Authority

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority



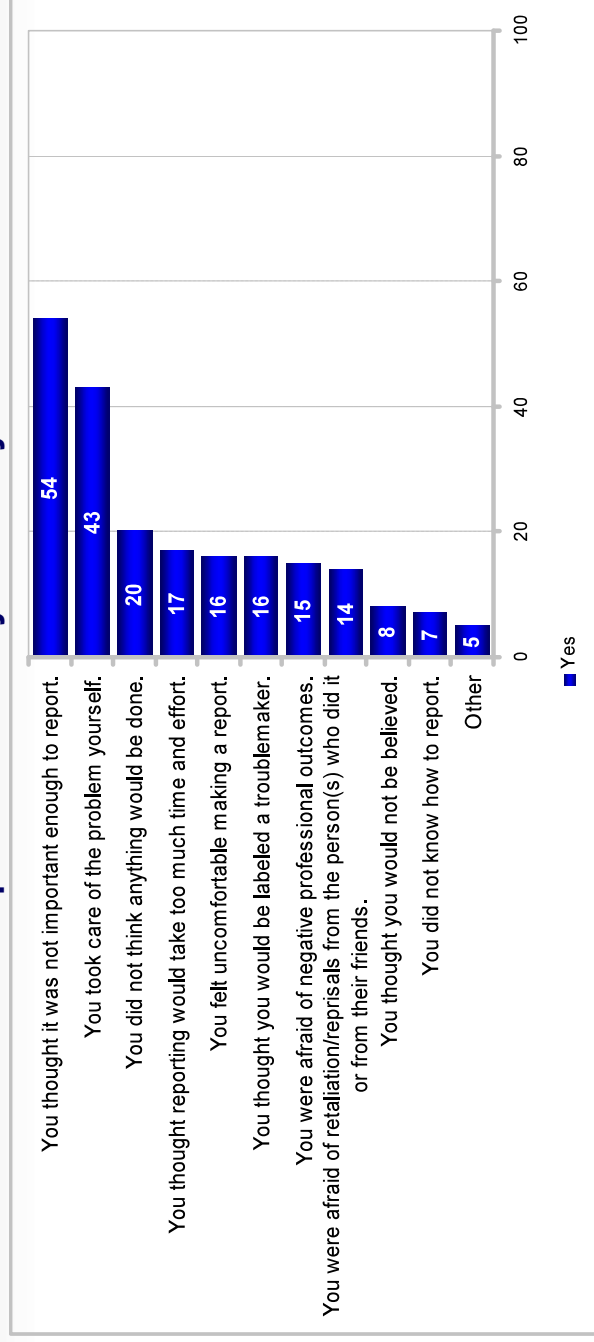
• **Of the 69% of women who did not report to a military authority, the reasons for not reporting were:**

- 58% took care of the problem themselves
- 56% thought it was not important enough to report
- 33% were afraid of negative professional outcomes
- 32% did not think anything would be done
- 32% thought they would be labeled a troublemaker
- 31% felt uncomfortable making a report
- 29% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 21% thought reporting would take too much time and effort
- 17% thought they would not be believed
- 9% did not know how to report
- 7% for another reason



# Reasons for Not Reporting the One Situation to a Military Authority

## Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority



• **Of the 83% of men who did not report to a military authority, the reasons for not reporting were:**

- 54% thought it was not important enough to report
- 43% took care of the problem themselves
- 20% did not think anything would be done
- 17% thought reporting would take too much time and effort
- 16% uncomfortable making a report
- 16% thought they would be labeled a troublemaker
- 15% were afraid of negative professional outcomes
- 14% were afraid of retaliation/reprisals from the person(s) who did it or from their friends
- 8% thought they would not be believed
- 7% did not know how to report
- 5% for another reason



# Reasons for Not Reporting the One Situation to a Military Authority

## Percent of Reserve Component Women Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority

	Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
<b>DoD Reserve Women</b>											
<b>KEY:</b>											
Higher Response of Yes											
Lower Response of Yes											
You took care of the problem yourself.	58	59	58	55	55	55	60	54	62	56	63
You thought it was not important enough to report.	56	57	54	57	57	61	56	59	52	60	64
You were afraid of negative professional outcomes.	33	30	36	37	25	33	27	32	33	33	35
You did not think anything would be done.	32	32	38	29	9	29	24	34	31	34	30
You thought you would be labeled a troublemaker.	32	29	37	33	20	32	29	31	32	37	33
You felt uncomfortable making a report.	31	29	35	32	23	31	29	35	28	32	32
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	29	28	32	27	14	29	25	30	28	28	25
You thought reporting would take too much time and effort.	21	21	23	18	23	17	21	22	19	23	23
You thought you would not be believed.	17	14	24	15	7	15	9	18	17	15	11
You did not know how to report.	9	8	10	14	1	5	7	10	8	11	3
Other	7	7	9	5	6	7	4	7	7	6	8

- Lower response of thought it was not important enough to report led by E5 – E9 women
- Higher response of did not think anything would be done led by USAR women; lower response led by USMCR women
- Lower response of afraid of retaliation/reprisals from the person(s) who did it or from their friends led by USMCR women
- Higher response of thought they would not be believed led by USAR women; lower response led by USAFR women and O4 – O6 women
- Lower response of did not know how to report led by USMCR women and O4 – O6 women
- Lower response of other led by USAFR women



# Reasons for Not Reporting the One Situation to a Military Authority

## Percent of Reserve Component Men Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority

DoD Reserve Men	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
<b>KEY:</b>											
Higher Response of Yes											
Lower Response of Yes											
You took care of the problem yourself.	43	46	41	38	39	46	39	35	47	47	51
You thought it was not important enough to report.	54	52	53	48	53	61	63	54	50	64	67
You were afraid of negative professional outcomes.	15	14	16	10	20	21	9	19	13	15	13
You did not think anything would be done.	20	20	21	9	27	22	18	26	18	12	14
You thought you would be labeled a troublemaker.	16	16	16	10	15	21	7	19	14	12	12
You felt uncomfortable making a report.	16	13	21	13	21	24	10	18	16	13	13
You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.	14	14	17	8	14	18	11	17	13	16	10
You thought reporting would take too much time and effort.	17	15	15	18	23	24	12	22	13	14	14
You thought you would not be believed.	8	9	10	3	7	6	3	9	9	2	5
You did not know how to report.	7	6	8	4	8	10	5	7	7	6	3
Other	5	6	5	2	4	3	6	6	5	1	6

- Lower response of took care of the problem themselves led by E1 – E4 men
- Higher response of thought it was not important enough to report led by O4 – O6 men
- Lower response of did not think anything would be done led by USNR men
- Lower response of thought they would be labeled a troublemaker led by USAFR men
- Lower response of thought they would not be believed led by O1 – O3 men
- Lower response of other led by O1 – O3 men

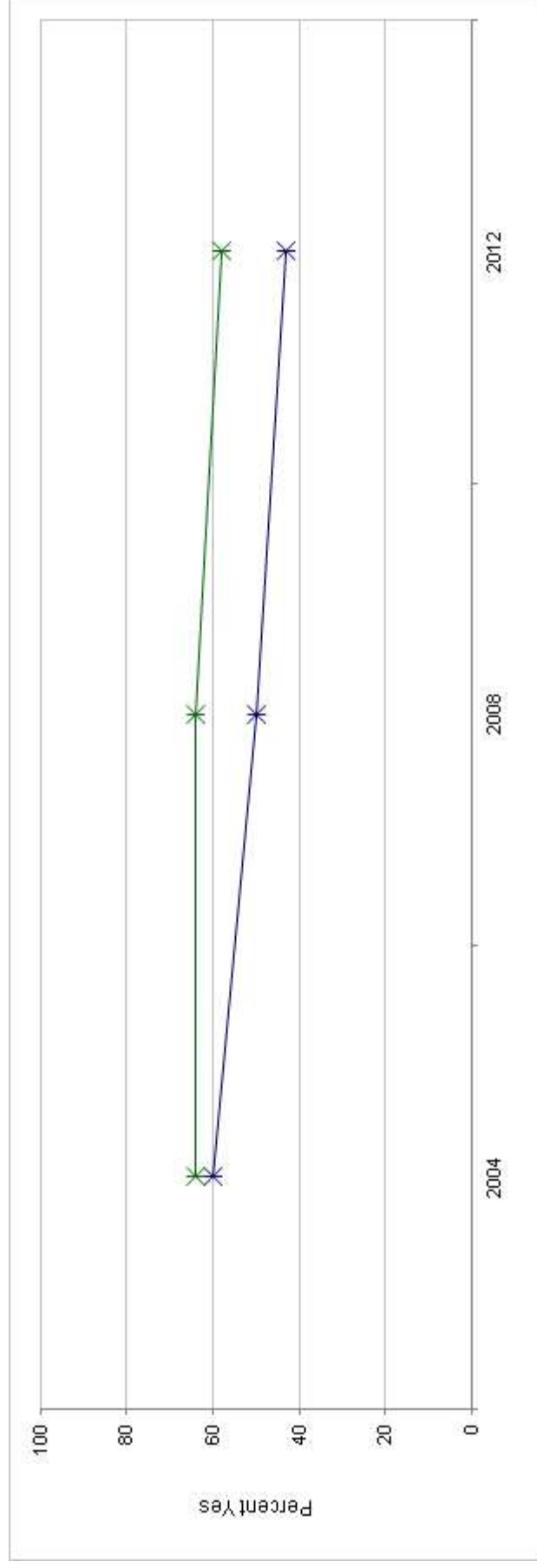
WGRR 2012 Q72

Margins of error range from ±2% to ±16%



## Reasons for Not Reporting to a Military Authority: You Took Care of the Problem Yourself

**Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender**



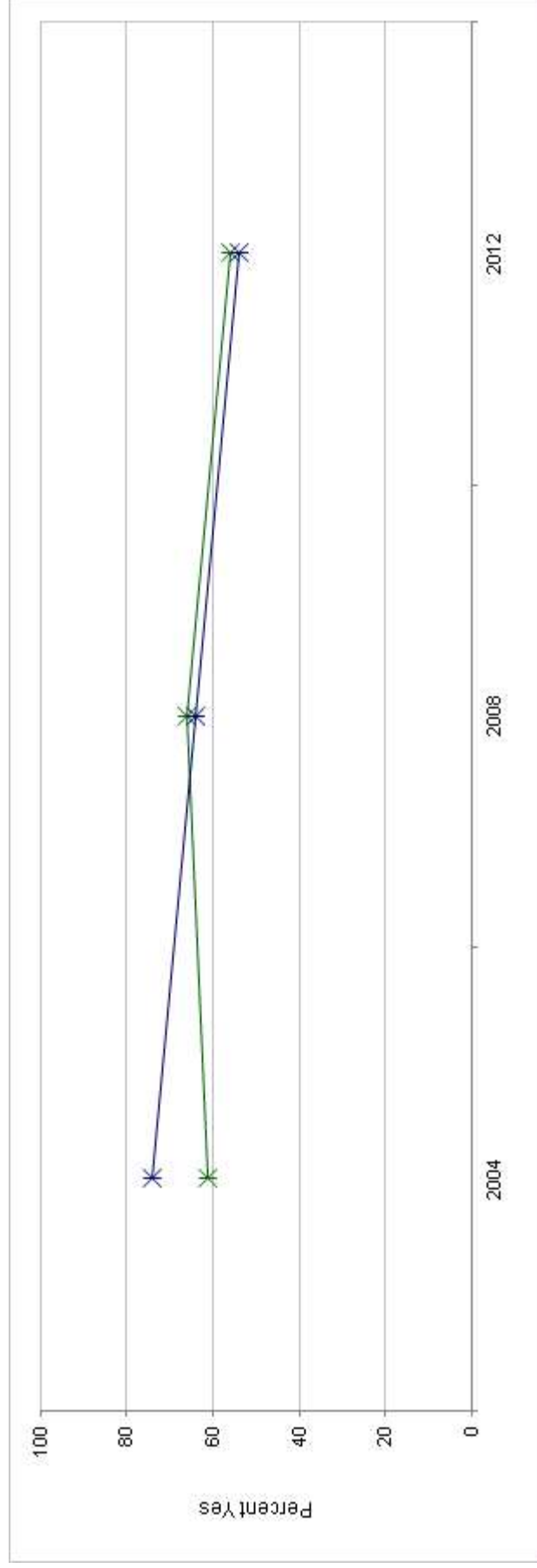
	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
* Total Women	64	64	58
* Total Men	60	50	43

- For women and men, the 2012 percentages are significantly lower than 2004



## Reasons for Not Reporting to a Military Authority: You Thought it Was Not Important Enough To Report

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

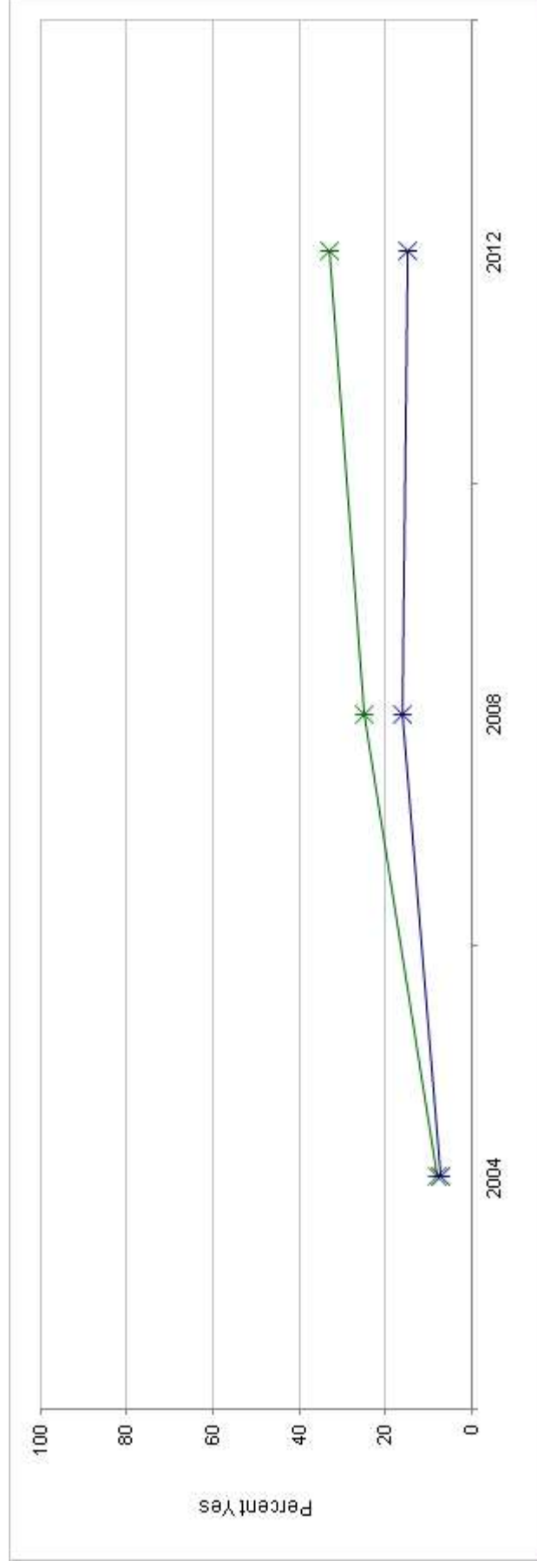


- For women, the 2012 percentage is significantly lower than 2008; for men, the 2012 percentage is significantly lower than 2008 and 2004



## Reasons for Not Reporting to a Military Authority: You Were Afraid of Negative Professional Outcomes

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



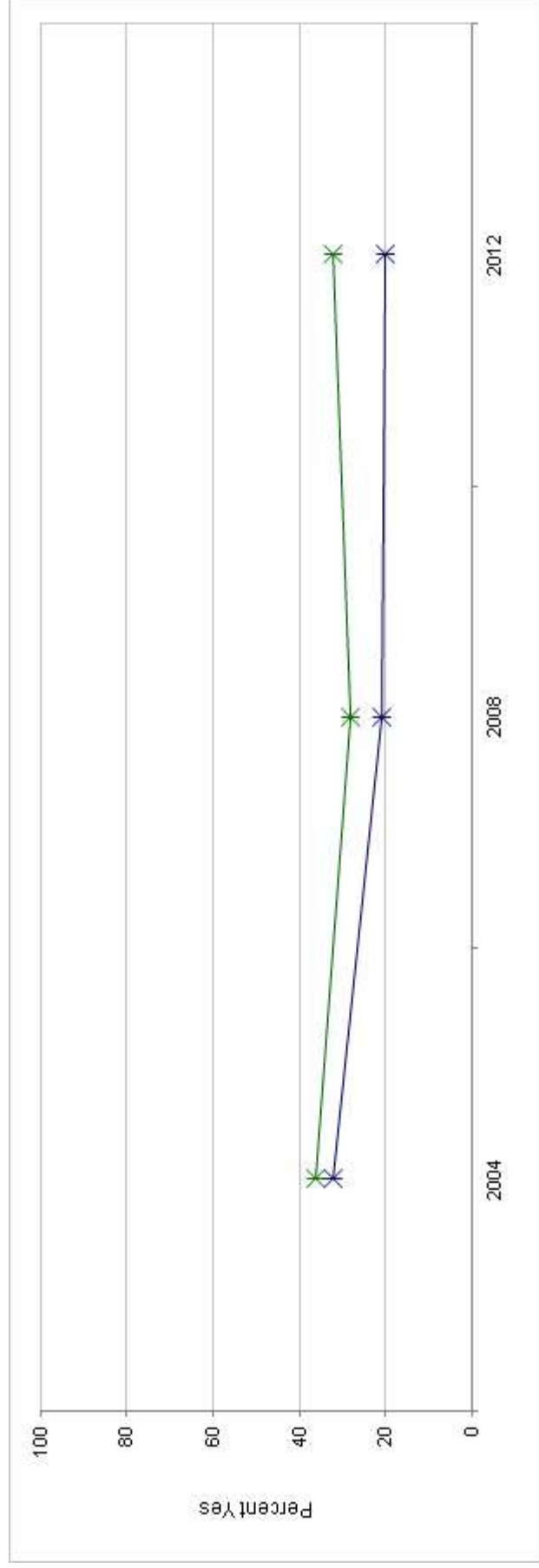
	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
Total Women	8*	25	33
Total Men	7*	16	15

- For women and men, the 2012 percentages are significantly higher than 2004



## Reasons for Not Reporting to a Military Authority: You Did Not Think Anything Would Be Done

Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
Total Women	36*	28	32
Total Men	32*	21	20

- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women



## Reasons for Not Reporting to a Military Authority: You Thought You Would Be Labeled a Troublemaker

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



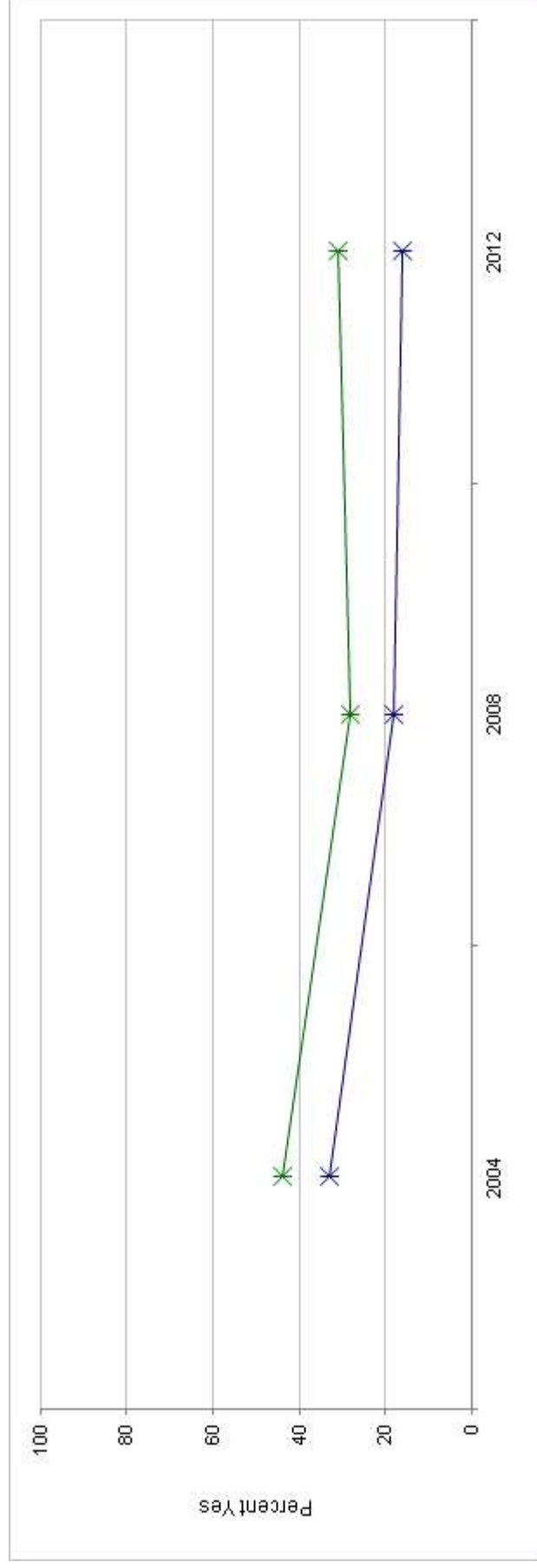
	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
Total Women	37*	27	32
Total Men	30*	16	16

- For men, the 2012 percentage is significantly lower than 2004; there are no statistically significant differences for women



## Reasons for Not Reporting to a Military Authority: You Felt Uncomfortable Making a Report

**Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender**



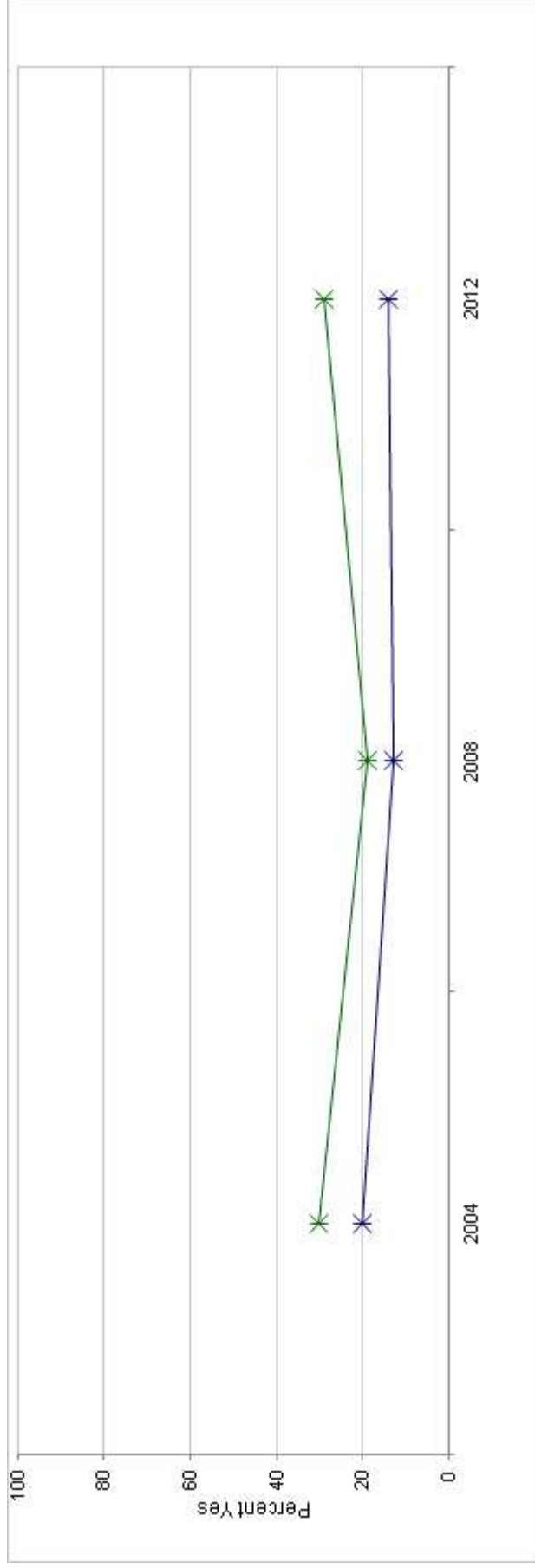
	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
Total Women	44*	28	31
Total Men	33*	18	16

- **For women and men, the 2012 percentages are significantly lower than 2004**



# Reasons for Not Reporting to a Military Authority: You Were Afraid of Retaliation/Reprisals From the Person(s) Who Did it or From Their Friends

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

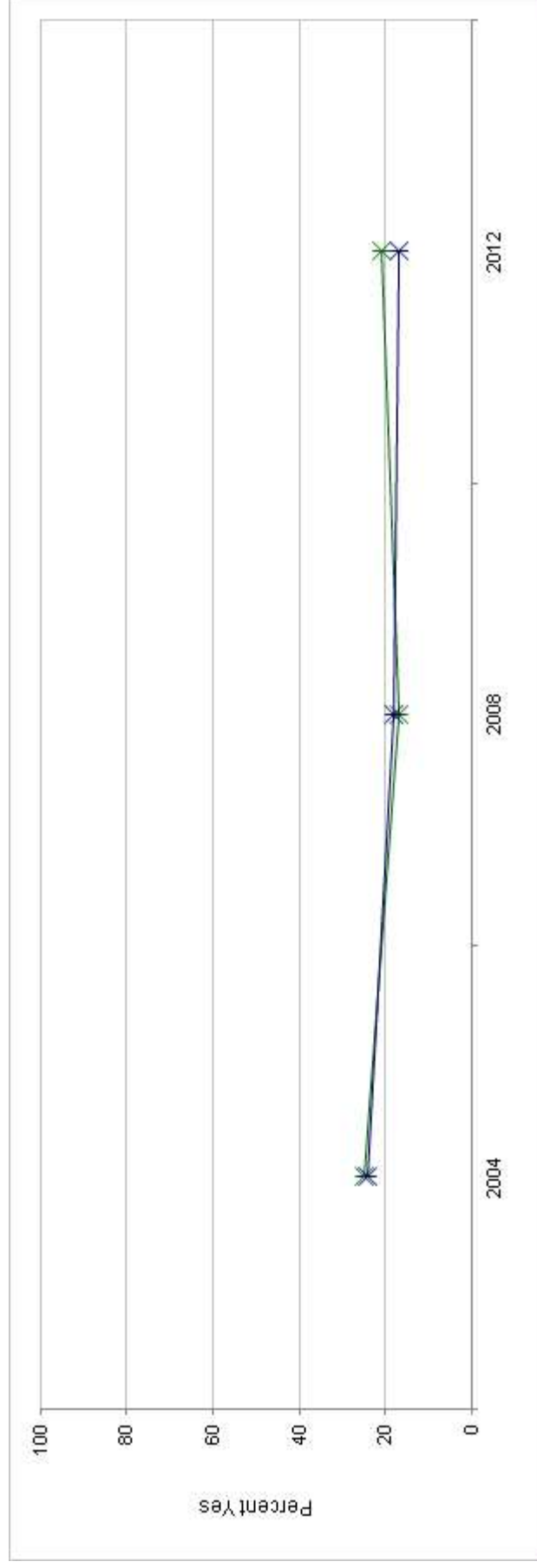


- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men



# Reasons for Not Reporting to a Military Authority: You Thought Reporting Would Take too Much Time and Effort

## Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender

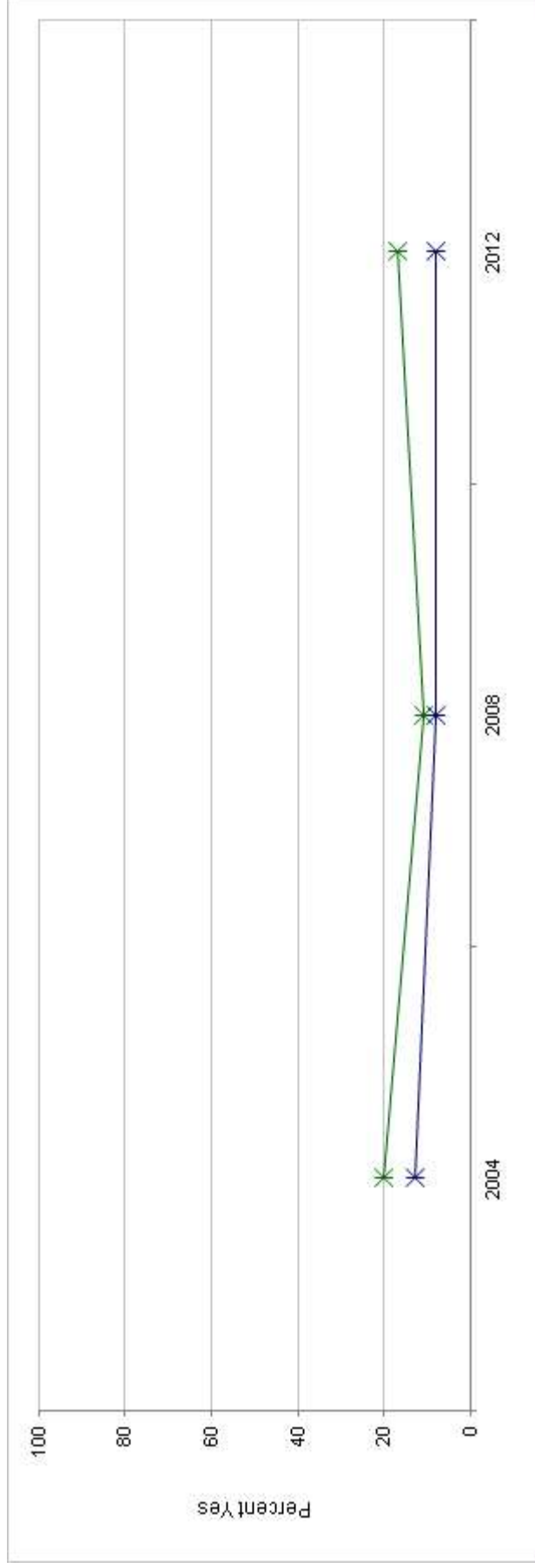


- For women and men, the 2012 percentages are significantly lower than 2004



## Reasons for Not Reporting to a Military Authority: You Thought You Would Not Be Believed

**Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender**



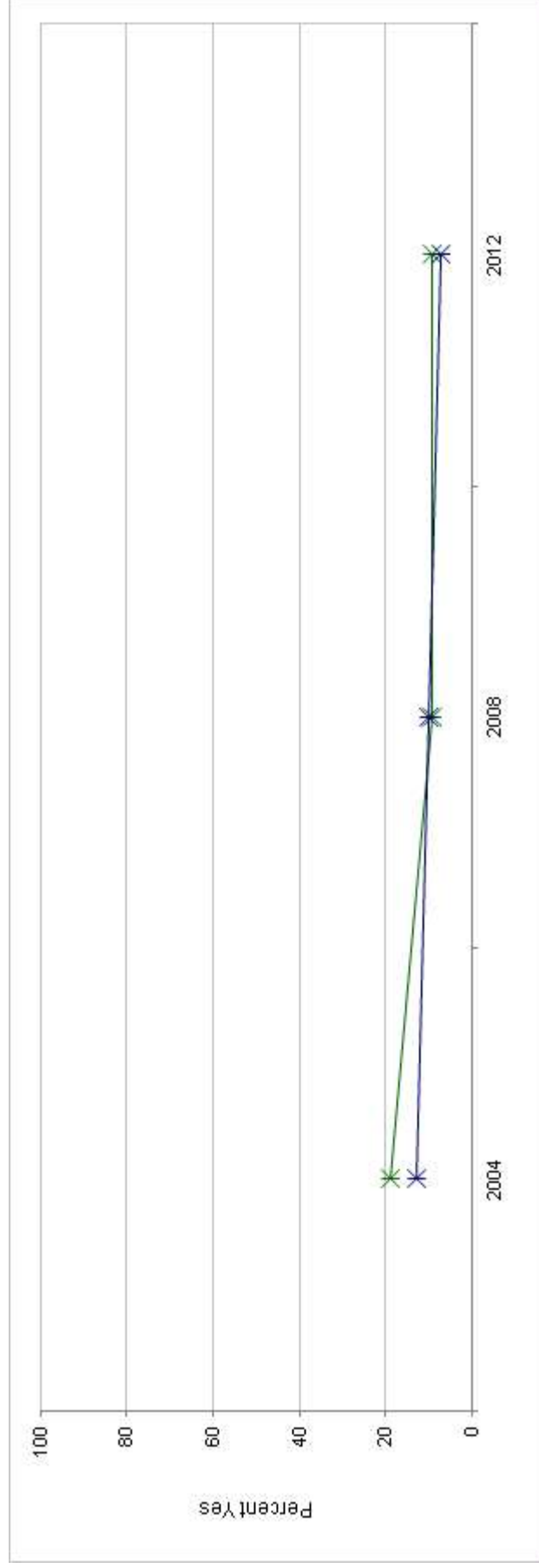
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	20	11	17
* Total Men	13	8	8

- **For women, the 2012 percentage is significantly higher than 2008; for men, the 2012 percentage is significantly lower than 2004**



## Reasons for Not Reporting to a Military Authority: You Did Not Know How To Report

**Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender**



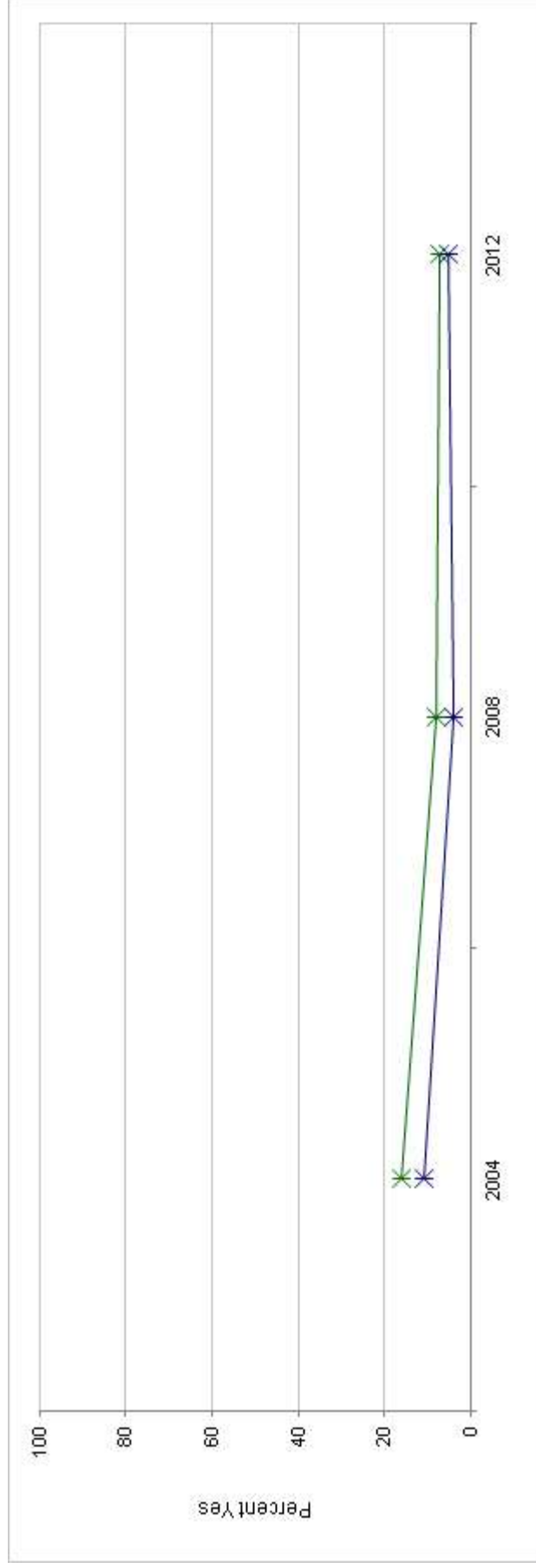
	2004	2008	2012
Most recent HIGHER than Most recent			
Most recent LOWER than			
Total Women	19*	9	9
Total Men	13*	10	7

- For women and men, the 2012 percentages are significantly lower than 2004



## Reasons for Not Reporting to a Military Authority: Other

### Percent of Reserve Component Members Who Experienced Unwanted Gender-Related Behavior and Did Not Report to a Military Authority, by Gender



- For women and men, the 2012 percentages are significantly lower than 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **31% of women and 15% of men indicated experiencing crude/offensive behavior in the past 12 months**
  - Higher response of experienced led by ARNG women and O1 – O3 men
  - Lower response of experienced led by USAFR men, ANG men, USAFR women, USNR women, and ANG women
  - For both women and men, the 2012 percentages are significantly lower than 2004 and 2008
- **17% of women and 3% of men indicated experiencing unwanted sexual attention in the past 12 months**
  - Higher response of experienced led by ARNG women
  - Lower response of experienced led by ANG women, O4 – O6 women, and USAFR women
  - For women, the 2012 percentage is significantly lower than 2004; for men the 2012 percentage is lower than 2008
- **6% of women and 2% of men indicated experiencing sexual coercion in the past 12 months**
  - Higher response of experienced led by ARNG women
  - Lower response of experienced led by O4 – O6 women, ANG women, USAFR women, and USNR women
  - There are no statistically significant differences for women or men between 2012 and 2008 or 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **18% of women and 2% of men indicated experiencing sexual harassment in the past 12 months**
  - Higher response of experienced led by ARNG women
  - Lower response of experienced led by ANG women, USAFR women, and O4 – O6 women
  - There are no statistically significant differences for women or men between 2012 and 2008 or 2004
- **34% of women and 10% of men indicated experiencing sexist behavior in the past 12 months**
  - Higher response of experienced led by ARNG women and E5 – E9 men
  - Lower response of experienced led by USAFR men, ANG men, E1 – E4 men, USAFR women, USNR women, and E1 – E4 women
  - For both women and men, the 2012 percentages are significantly lower than 2004 and 2008

\*The percentage who experienced Unwanted Gender-Related (UGR) behavior (i.e., crude/offensive, behavior, unwanted sexual attention, sexual coercion, and sexist behavior) is 41% for women and 18% for men.



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 50% of women and 40% of men indicated the situation occurred at a military installation; 32% of women and 28% of men indicated some behaviors occurred at a military installation; 18% of women and 31% of men indicated the situation did not occur at a military installation
  - Higher response of at a military installation led by O4 – O6 women and O1 – O3 men
  - Lower response of at a military installation led by E1 – E4 women
  - Lower response of some behaviors occurred at a military installation led by O4 – O6 women
  - Lower response of not at a military installation led by O1 – O3 men and O4 – O6 women



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 85% of women and 75% of men indicated the situation occurred during duty hours
    - Higher response led by O4 – O6 women and E5 – E9 women
    - Lower response led by E1 – E4 women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 81% of women and 74% of men indicated the situation occurred at their military work
    - Lower response led by USAR men
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 41% of women and 12% of men indicated the situation occurred in a military work environment where members of their gender are uncommon
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 26% of women and 31% of men indicated the situation occurred at a military non-work location
    - Lower response led by ANG men
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 21% of women and 29% of men indicated the situation occurred while deployed to a combat zone or to an area where they drew imminent danger pay or hostile fire pay
    - Higher response led by ARNG men, ARNG women, and E5 – E9 women
    - Lower response led by USAFR women, USMCR men, ANG women, and E1 – E4 women



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 24% of women and 27% of men indicated the situation occurred at their civilian job
    - Higher response led by USAFR men and USAFR women
    - Lower response led by USMCR women
  - 13% of women and 16% of men indicated the situation occurred in their or someone else's quarters/home
    - Lower response led by O4 – O6 men, USAFR men, ANG women, ANG men, O4 – O6 women, and O1 – O3 women
  - 7% of women and 10% of men indicated the situation occurred at their civilian school
    - Higher response led by E1 – E4 women
    - Lower response led by O4 – O6 women, ANG men, and O4 – O6 men



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 46% of women and men indicated the situation occurred while activated
    - Higher response led by USAR women
    - Lower response led by USAFR men and ANG women
  - 35% of women and 38% of men indicated the situation occurred while deployed
    - Higher response led by E5 – E9 women
    - Lower response led by USMCR men, USAFR men, USAFR women, and E1 – E4 women



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 55% of women and 62% of men indicated the situation involved multiple offenders
    - For women, the 2012 percentages are significantly higher than 2004
- **Of the 41% of women and 18% of men who experienced UGR:**
  - 82% of women and 51% of men indicated the offender(s) was male only; 2% of women and 15% of men indicated the offender(s) was female only; and 16% of women and 35% of men indicated both males and females were involved
    - Higher response of male only led by O1 – O3 women and O4 – O6 women
    - Lower response of female only led by USMGR men
    - Lower response of both males and females involved led by O4 – O6 women and O1 – O3 women
  - For women, the 2012 percentage who indicated male only is significantly lower than 2004; for women and men, the 2012 percentages who indicated males and females involved are significantly higher than 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 59% of women and 49% of men indicated the offender(s) was a military coworker(s)
    - For men, the 2012 percentage is significantly lower than 2004
  - 34% of women and 19% of men indicated the offender(s) was another military person(s) of higher rank/grade who was not in their chain of command
    - Higher response led by E1 – E4 women
    - Lower response led by O1 – O3 men and O4 – O6 women
    - For women and men, the 2012 percentages are significantly lower than 2004, 2008
  - 32% of women and 18% of men indicated the offender(s) was someone in their military chain of command
    - Lower response led by ANG women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 28% of women and 24% of men indicated the offender(s) was another military person(s)
    - Higher response led by E5 – E9 women
    - For women and men, the 2012 percentages are significantly lower than 2004
  - 23% of women and 25% of men indicated the offender(s) was a military subordinate(s)
    - Higher response led by O1 – O3 men, O4 – O6 men, O1 – O3 women, and E5 – E9 men
    - Lower response led by E1 – E4 men and E1 – E4 women
    - For men, the 2012 percentage is significantly lower than 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR (continued):**
  - 11% of women and 9% of men indicated the offender(s) was a DoD/DHS civilian employee(s)
    - Higher response led by USAFR men, USAFR women, ANG women, and E5 – E9 women
    - Lower response led by O1 – O3 women, ARNG men, ARNG women, and E1 – E4 women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 8% of women and 11% of men indicated the offender(s) was a person(s) in the local community
    - Lower response led by O1 – O3 women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 8% of women and 11% of men indicated the offender(s) was unknown
    - Lower response led by USNR women and O1 – O3 men
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 5% of women and men indicated the offender(s) was a DoD/DHS civilian contractor(s)
    - There are no statistically significant differences for women or men between 2012 and 2008 or 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 24% of women and 13% of men indicated that as a result of the situation they thought about getting out of their Reserve component
    - Higher response led by USAR women
    - Lower response led by O4 – O6 men, USNR women, and ANG women
    - For women, the 2012 percentage is significantly higher than 2008
  - 19% of women and 13% of men indicated that as a result of the situation they accomplished less than they normally would at work
    - Lower response led by ANG women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 13% of women and 6% of men indicated that as a result of the situation they experienced another negative action
    - For women, the 2012 percentage is significantly higher than 2008
  - 9% of women and 4% of men indicated that as a result of the situation they requested a transfer
    - Higher response led by USAR women
    - Lower response led by ANG men, USNR women, ANG women, and O1 – O3 women
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 41% of women and 18% of men who experienced UGR:**
  - 3% of women and 4% of men reported to a civilian individual/organization; 22% of women and 11% of men reported to a military individual/organization; 9% of women and 6% of men reported to both; and 66% of women and 79% of men did not discuss/report
    - Higher response of to a military individual/organization led by E5 – E9 men
    - Lower response of to a military individual/organization led by ANG women and USMCR men
    - Higher response of to both led by E5 – E9 women
    - Lower response of to both led by O1 – O3 women
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
  - 57% of women and 59% of men indicated the situation was resolved informally
  - 52% of women and 54% of men indicated the situation was/is being corrected
    - Higher response led by USMCR men
    - Lower response led by O4 – O6 women
  - 28% of women and 29% of men indicated their complaint was/is being investigated



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
  - 34% of women and 36% of men indicated their complaint was discounted or not taken seriously
    - Lower response led by E1 – E4 women
  - 22% of women and 26% of men indicated they were encouraged to drop the complaint
    - Lower response led by ANG men
  - 16% of women and 23% of men indicated some action was/is being taken against them



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
  - 51% of women and 49% of men indicated yes, the person(s) who bothered them was/were talked to about the behavior; 31% of women and 37% of men indicated don't know; and 19% of women and 15% of men indicated no
    - Higher response of yes led by ARNG women
    - Lower response of yes led by O4 – O6 women
    - Higher response of don't know led by O4 – O6 women
    - Lower response of don't know led by ARNG women and E1 – E4 women
    - There are no statistically significant differences for women or men between 2012 and 2008 or 2004
  - 47% of women and 53% of men indicated yes, the rules on harassment were explained to everyone in the unit/office/place; 24% of women and 29% of men indicated don't know; and 29% of women and 18% of men indicated no
    - Higher response of yes led by E1 – E4 women and ARNG women
    - Lower response of yes led by O4 – O6 women and O1 – O3 men
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 20% of women and 18% of men indicated yes, some action was/is being taken against the person(s) who bothered them; 35% of women and 47% of men indicated don't know; and 46% of women and 36% of men indicated no
    - Higher response of yes led by E1 – E4 women
    - Lower response of yes led by O4 – O6 women and ANG women
    - Higher response of no led by USAFR women
    - There are no statistically significant differences for women or men between 2012 and 2008



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
  - 52% of women and 56% of men were satisfied with the availability of information about how to file a complaint; 20% of women and 13% of men were dissatisfied
    - Higher response of satisfied led by ARNG women
    - For women and men, the 2012 percentages are significantly higher than 2004
  - 42% of women and 48% of men were satisfied with the treatment by personnel handling their complaint; 24% of women and 21% of men were dissatisfied
    - For men, the 2012 percentage is significantly higher than 2004
  - 41% of women and 40% of men were satisfied with the amount of time it took/is taking to resolve their complaint; 25% of women and 26% of men were dissatisfied
    - Higher response of satisfied led by ARNG women
    - For women and men, the 2012 percentages are significantly higher than 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 31% of women and 17% of men who reported to a military authority:**
  - 5% of women and 8% of men experienced professional retaliation only; 16% of women and 14% of men experienced both professional and social retaliation; 13% of women and 7% of men experienced social retaliation only; and 67% of women and 70% of men experienced neither professional nor social retaliation
    - Lower response of social retaliation only USNR women
    - Higher response of neither professional nor social retaliation led by USAFR men and USNR women
    - For women, the 2012 percentage for experienced neither professional nor social retaliation is significantly higher than 2008



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 69% of women and 83% of men who did not report to a military**

- authority:**

- 58% of women and 43% of men did not report because they took care of the problem themselves
  - Lower response led by E1 – E4 men
  - For women and men, the 2012 percentages are significantly lower than 2004
- 56% of women and 54% of men did not report because they thought it was not important enough to report
  - Higher response led by O4 – O6 men
  - Lower response led by E5 – E9 women
  - For women, the 2012 percentage is significantly lower than 2004; for men, the 2012 percentage is significantly lower than 2008 and 2004
- 33% of women and 15% of men did not report because they were afraid of negative professional outcomes
  - For women and men, the 2012 percentages are significantly higher than 2004
- 32% of women and 20% of men did not report because they did not think anything would be done
  - Higher response led by USAR women
  - Lower response led by USNR men and USMCR women
  - For men, the 2012 percentage is significantly lower than 2004
- 32% of women and 16% of men did not report because they thought they would be labeled a troublemaker
  - Lower response led by USAFR men
  - For men, the 2012 percentage is significantly lower than 2004



# UNWANTED Gender-Related (UGR) EXPERIENCES

## Summary of Findings

- **Of the 69% of women and 83% of men who did not report to a military**

- authority (continued):**

- 31% of women and 16% of men did not report because they felt uncomfortable making a report
  - For women and men, the 2012 percentages are significantly lower than 2004
- 29% of women and 14% of men did not report because they were afraid of retaliation/reprisals from the person(s) who did it or from their friends
  - Lower response led by USMCR women
  - For women, the 2012 percentage is significantly higher than 2008
- 21% of women and 17% of men did not report because they thought reporting would take too much time and effort
  - For women and men, the 2012 percentages are significantly lower than 2004
- 17% of women and 8% of men did not report because they thought they would not be believed
  - Higher response led by USAR women
  - Lower response led by O1 – O3 men, USAFR women, and O4 – O6 women
  - For women, the 2012 percentage is significantly higher than 2008; for men, the 2012 percentage is significantly lower than 2004
- 9% of women and 7% of men did not report because they did not know how to report
  - Lower response led by USMCR women and O4 – O6 women
- For women and men, the 2012 percentages are significantly lower than 2004
- 7% of women and 5% of men did not report because of another reason
  - Lower response led by O1 – O3 men and USAFR women
  - For women and men, the 2012 percentages are significantly lower than 2004



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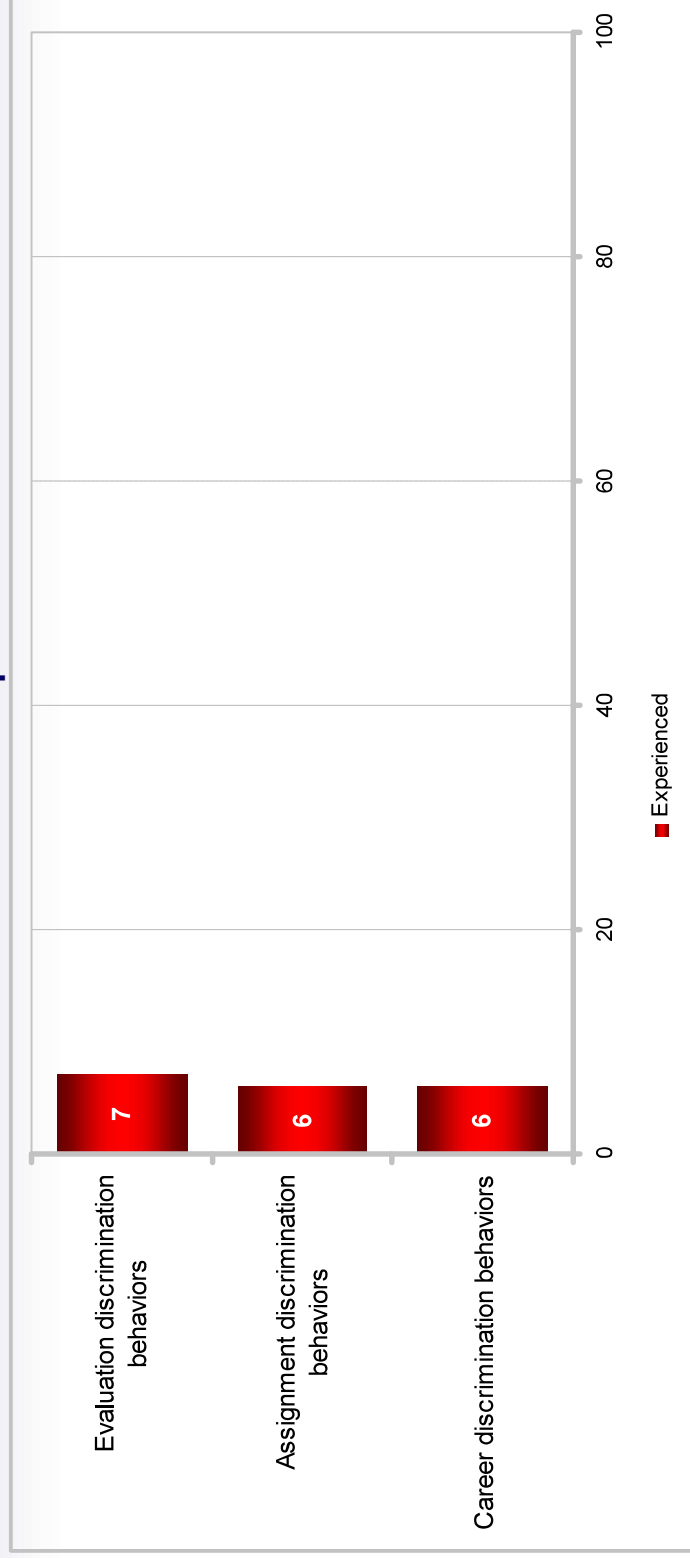


## Gender Discriminatory Behaviors and Sex Discrimination

- **Definition and measure of gender discriminatory behaviors and sex discrimination:**
  - Gender discriminatory behaviors:
    - Evaluation discrimination behaviors – four survey items (Q54a-d) to assess the member’s belief that gender was a factor in others’ judgments about their military performance (e.g., evaluations or awards)
    - Career discrimination behaviors – four survey items (Q54h-k) are used to assess the member’s belief that gender was a factor in their access to military resources and mentoring that aid in military career development (e.g., professional networks)
    - Assignment discrimination behaviors – four survey items (Q54e,f,g,i) are used to assess the member’s belief that gender was a factor in their perceptions that they did not get the military assignments they wanted or ones that used their skills or facilitated military career advancement
    - For each behavior, members were asked to indicate whether they had experienced the behavior in the 12 months preceding the survey and whether they believed their gender was a factor
  - Sex discrimination is defined as treating individuals differently in their employment resources and opportunities due to a Reserve component member’s gender). It is illegal to create artificial barriers to career advancement because of an individual’s sex.
    - Members who had experienced evaluation, career, and/or assignment discrimination behaviors in the 12 months preceding the survey were asked whether they considered at least some of the behaviors to be sex discrimination. If the member considered the behavior to be sex discrimination, then they are included in the sex discrimination incident rate.



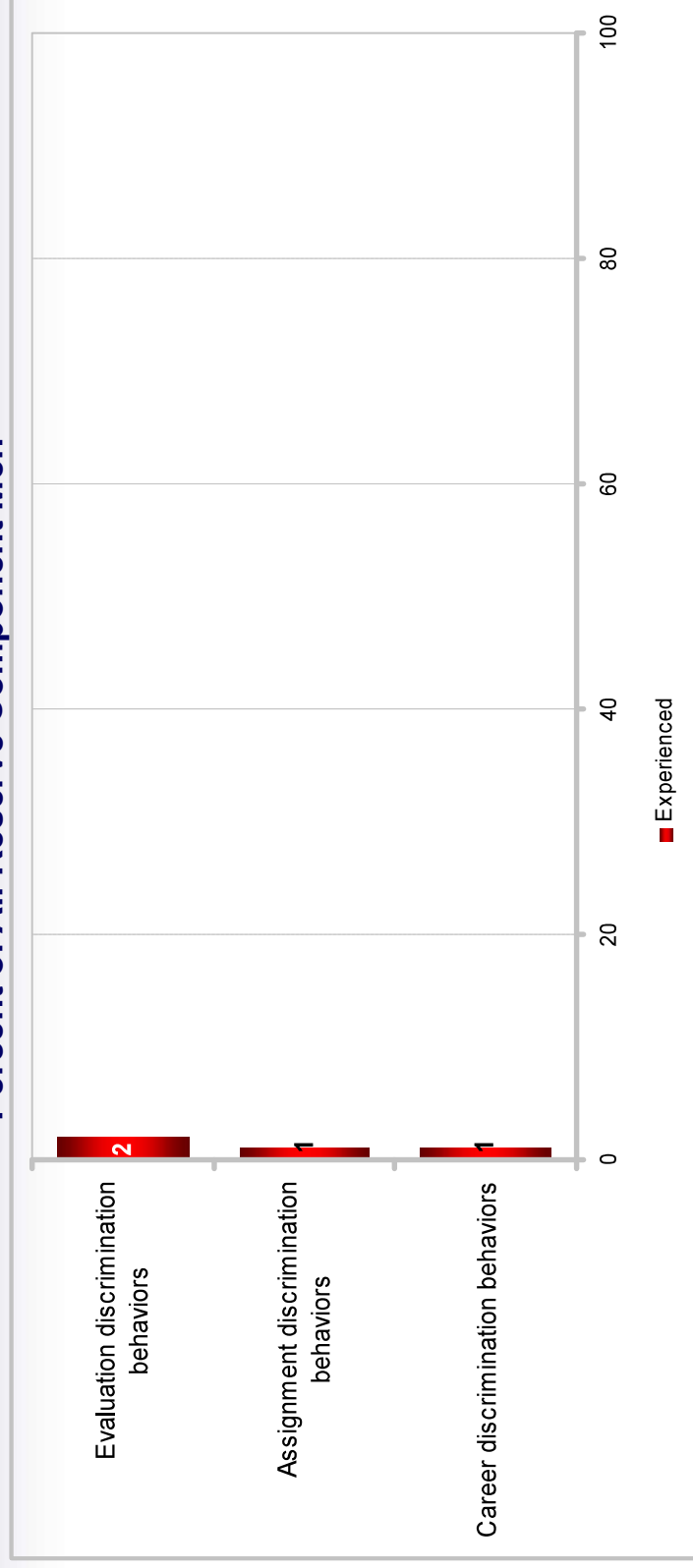
## Evaluation, Assignment, and Career Discrimination Incident Rates Percent of All Reserve Component Women



- **7% of women indicated experiencing evaluation discrimination behaviors in the past 12 months**
- **6% of women indicated experiencing assignment discrimination behaviors in the past 12 months**
- **6% of women indicated experiencing career discrimination behaviors in the past 12 months**



## Evaluation, Assignment, and Career Discrimination Incident Rates Percent of All Reserve Component Men

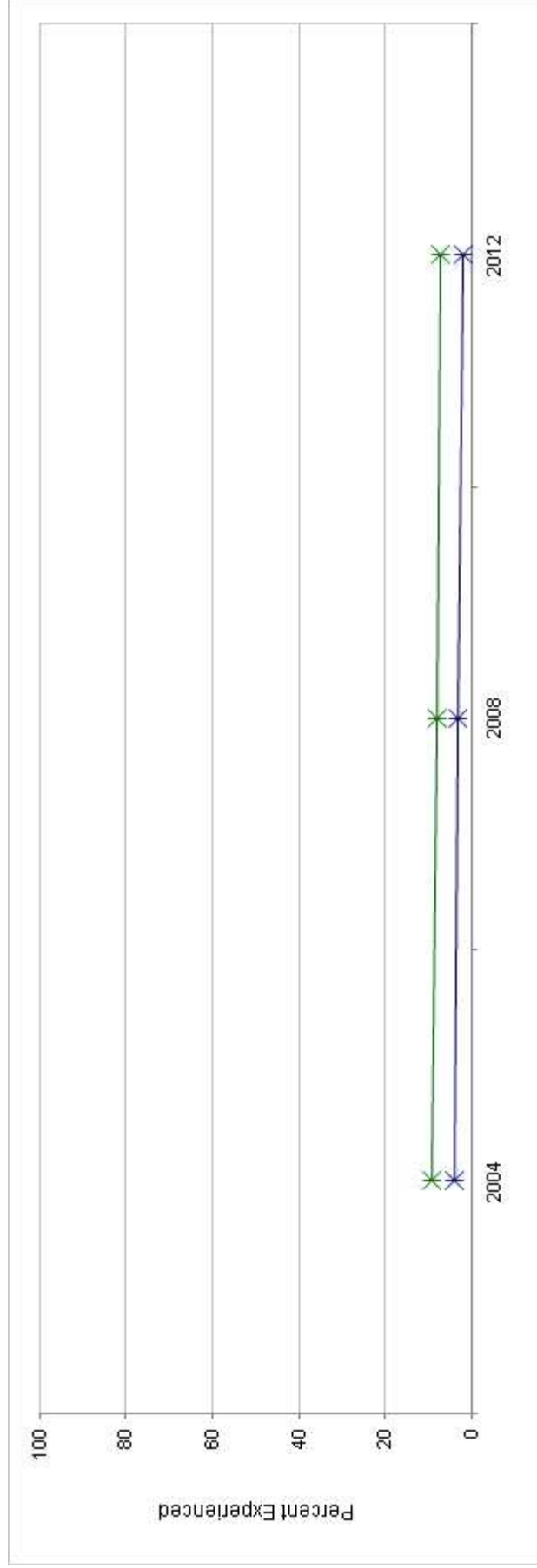


- **2%** indicated experiencing *evaluation discrimination behaviors* in the past 12 months
- **1%** indicated experiencing *assignment discrimination behaviors* in the past 12 months
- **1%** indicated experiencing *career discrimination behaviors* in the past 12 months





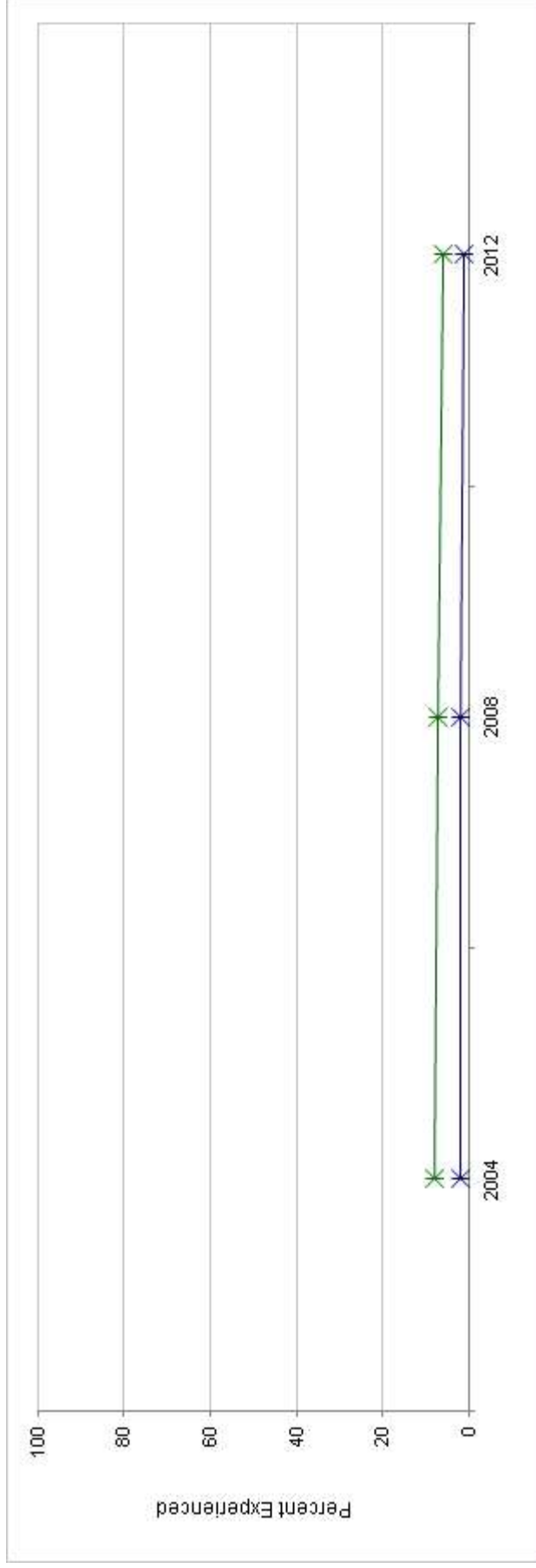
## Evaluation Discrimination Behaviors Percent of All Reserve Component Members, by Gender



- For women and men, the 2012 percentages are significantly lower than 2004



# Assignment Discrimination Behaviors Percent of All Reserve Component Members, by Gender

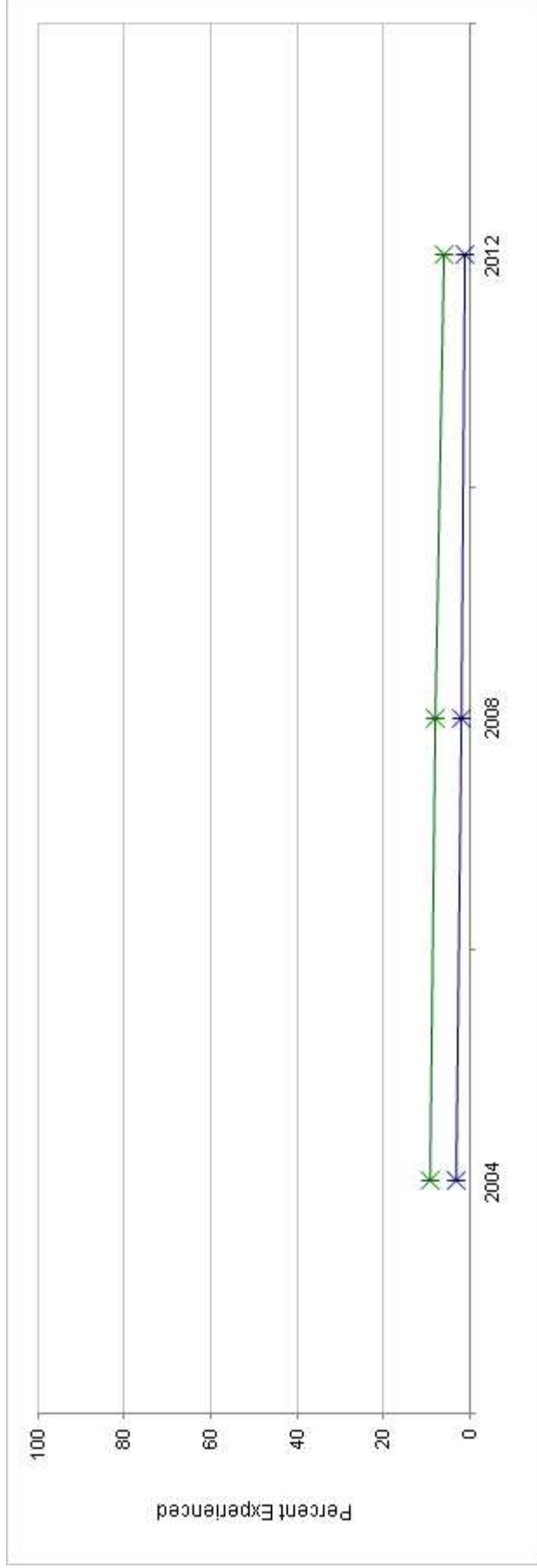


	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	8	7	6
* Total Men	2	2	1

- For women, the 2012 percentages are significantly lower than 2004; there are no statistically significant differences for men



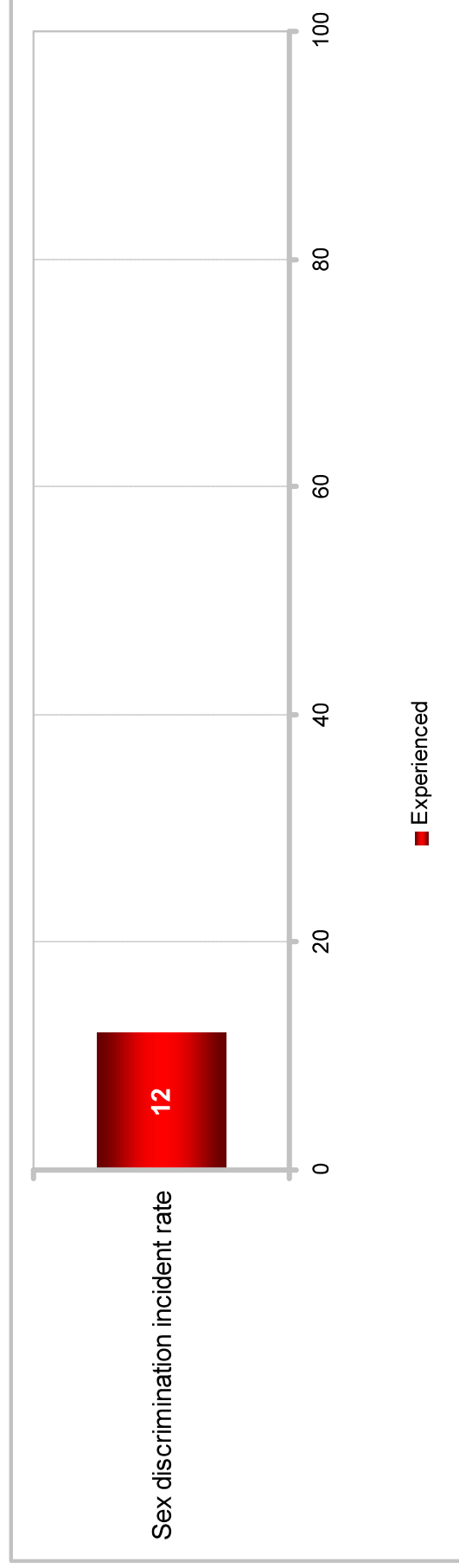
## Career Discrimination Behaviors Percent of All Reserve Component Members, by Gender



- For women and men, the 2012 percentages are significantly lower than 2004



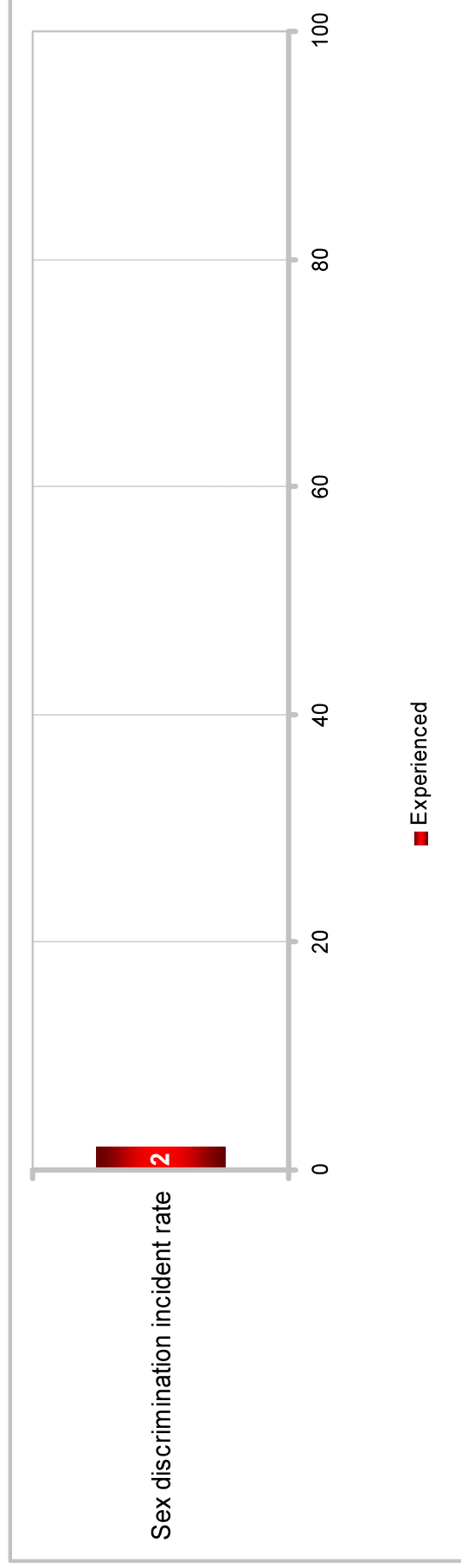
## Sex Discrimination Incident Rate Percent of All Reserve Component Women



- **12% of women indicated experiencing sex discrimination in the past 12 months**



## Sex Discrimination Incident Rate Percent of All Reserve Component Men



- **2% of men indicated experiencing sex discrimination in the past 12 months**



## Sex Discrimination Incident Rate Percent of All Reserve Component Members

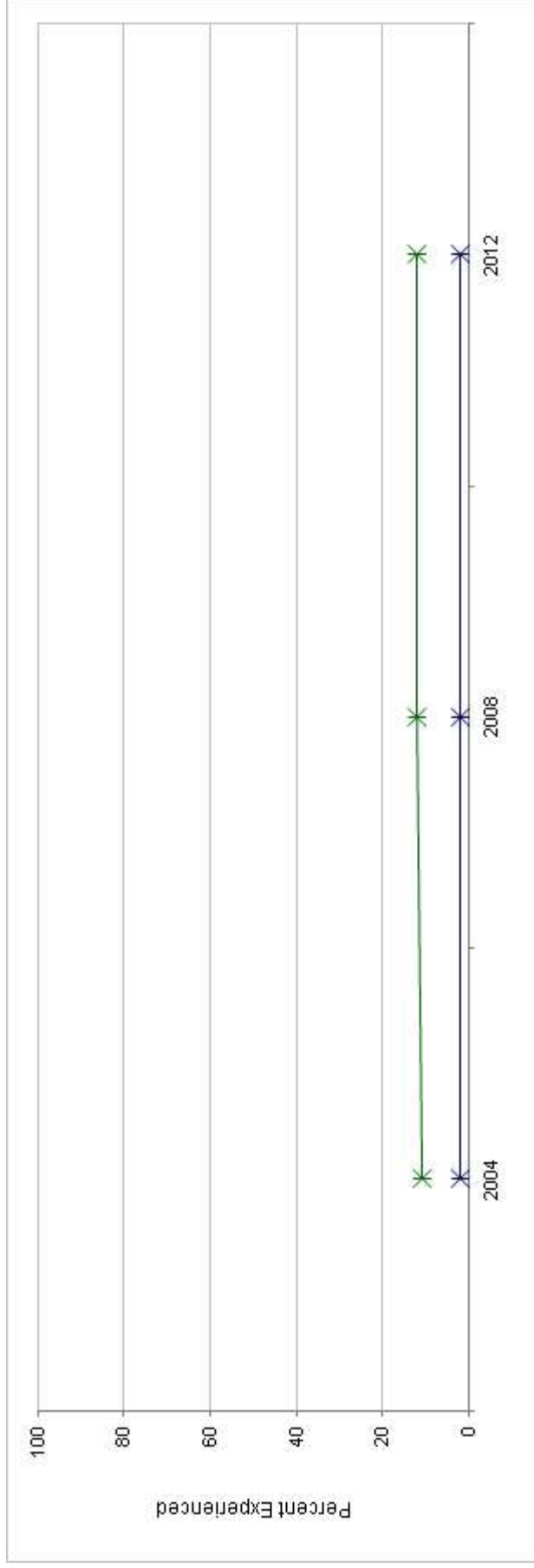
DoD Reserve Women	
KEY:	
	Higher Response of Experienced
	Lower Response of Experienced
Sex discrimination incident rate	12
Total Women	12
ARNG Women	15
USAR Women	12
USNR Women	7
USMCR Women	15
ANG Women	11
USAFR Women	7
E1 - E4 Women	9
E5 - E9 Women	13
O1 - O3 Women	16
O4 - O6 Women	17

DoD Reserve Men	
KEY:	
	Higher Response of Experienced
	Lower Response of Experienced
Sex discrimination incident rate	2
Total Men	2
ARNG Men	2
USAR Men	2
USNR Men	2
USMCR Men	2
ANG Men	1
USAFR Men	1
E1 - E4 Men	1
E5 - E9 Men	2
O1 - O3 Men	2
O4 - O6 Men	2

- Higher response led by O4 – O6 women, O1 – O3 women, ARNG women, and E5 – E9 women; lower response led by USAFR women, USNR women, and E1 – E4 women



## Sex Discrimination Incident Rate Percent of All Reserve Component Members, by Gender



	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	11	12	12
* Total Men	2	2	2

- There are no statistically significant differences for women or men between 2012 and 2008 or 2004



# GENDER DISCRIMINATORY BEHAVIORS AND SEX DISCRIMINATION

## Summary of Findings

- **7% of women and 2% of men indicated experiencing evaluation discrimination behaviors in the past 12 months**
  - Higher response led by O4 – O6 women and ARNG women
  - Lower response led by USAFR women, USNR women, and E1 – E4 women
  - For women and men, the 2012 percentages are significantly lower than 2004
- **6% of women and 1% of men indicated experiencing assignment discrimination behaviors in the past 12 months**
  - Higher response led by O4 – O6 women
  - Lower response led by E1 – E4 women
  - For women, the 2012 percentage is significantly lower than 2004
- **6% of women and 1% of men indicated experiencing career discrimination behaviors in the past 12 months**
  - Higher response led by O4 – O6 women, O1 – O3 women, and ARNG women
  - Lower response led by USNR women, USAFR women, and E1 – E4 women
  - For women and men, the 2012 percentages are significantly lower than 2004



# GENDER DISCRIMINATORY BEHAVIORS AND SEX DISCRIMINATION

## Summary of Findings

- **12% of women and 2% of men indicated experiencing sex discrimination in the past 12 months**
  - Higher response led by O4 – O6 women, O1 – O3 women, ARNG women, and E5 – E9 women
  - Lower response led by USAFR women, USNR women, and E1 – E4 women
  - There are no statistically significant differences for women or men between 2012 and 2008 or 2004



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## Reporting Environment in Military Work Group Percent of All Reserve Component Women



- **68% would feel free to report sexual assault without fear of reprisals to a large extent; 10% indicated not at all**
- **66% indicated their complaints about sexual harassment would be taken seriously to a large extent; 9% indicated not at all**
- **65% would feel free to report sexual harassment without fear of reprisals to a large extent; 11% indicated not at all**



## Reporting Environment in Military Work Group Percent of All Reserve Component Men



- **76% indicated their complaints about sexual harassment would be taken seriously to a large extent; 9% indicated not at all**
- **76% would feel free to report sexual assault without fear of reprisals to a large extent; 10% indicated not at all**
- **75% would feel free to report sexual harassment without fear of reprisals to a large extent; 11% indicated not at all**



## Reporting Environment in Military Work Group Percent of All Reserve Component Women

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
You would feel free to report sexual assault without fear of reprisals	Large extent	68	66	66	76	55	70	73	65	68	73	79
	Not at all	10	10	12	7	13	8	8	9	11	8	8
Your complaints about sexual harassment would be taken seriously	Large extent	66	64	64	74	58	68	70	65	65	68	74
	Not at all	9	9	10	6	11	8	6	8	9	6	8
You would feel free to report sexual harassment without fear of reprisals	Large extent	65	62	64	72	49	66	69	63	65	65	73
	Not at all	11	11	12	7	13	10	8	10	12	9	9

KEY:

Higher Response of Large Extent

Higher Response of Not At All

- Higher response of feel free to report sexual assault without fear of reprisals to a large extent led by O4 – O6 women, USNR women, and USAFR women
- Higher response of complaints about sexual harassment would be taken seriously to a large extent led by USNR women, and O4 – O6 women
- Higher response of feel free to report sexual harassment without fear of reprisals to a large extent led by O4 – O6 women and USNR women



## Reporting Environment in Military Work Group Percent of All Reserve Component Men

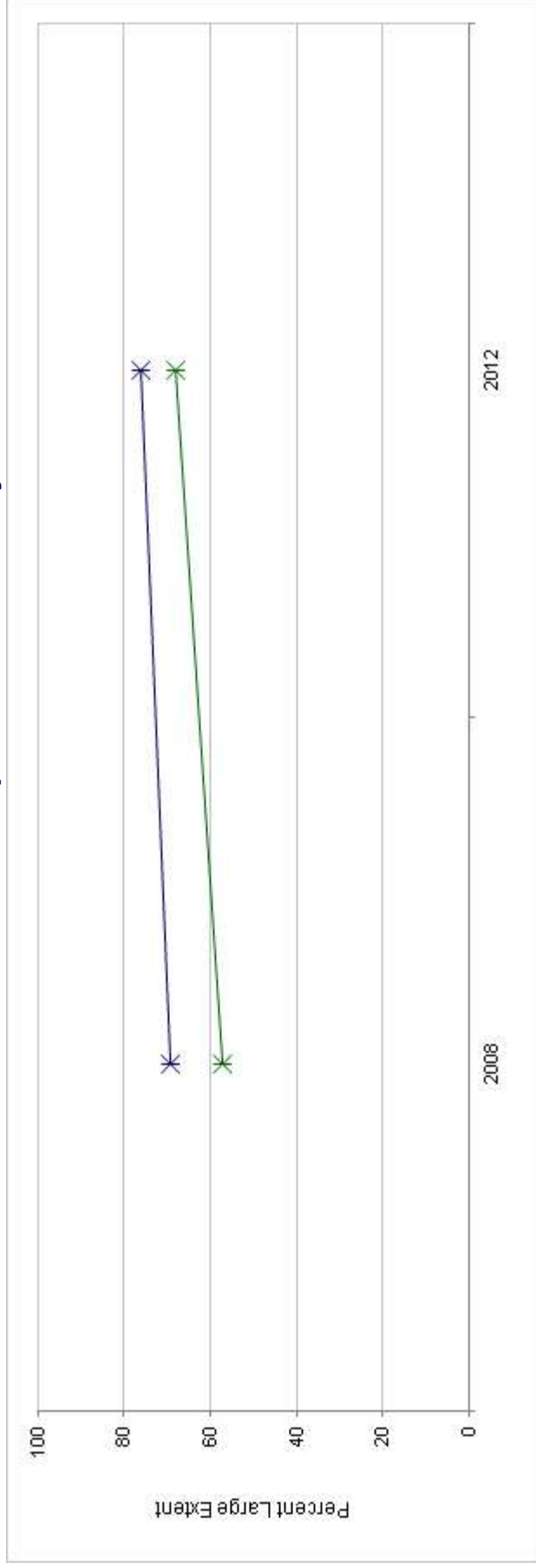
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMC Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
KEY:												
Higher Response of Large Extent												
Higher Response of Not At All												
You would feel free to report sexual assault without fear of reprisals	Large extent	76	75	76	81	74	78	77	73	76	84	89
	Not at all	10	11	11	7	10	10	10	11	11	9	3
Your complaints about sexual harassment would be taken seriously	Large extent	76	74	76	81	76	78	76	73	75	81	88
	Not at all	9	9	8	7	9	8	10	10	9	7	3
You would feel free to report sexual harassment without fear of reprisals	Large extent	75	74	76	80	71	77	75	72	74	80	87
	Not at all	11	11	11	8	11	10	10	11	11	8	4

- Higher response of *feel free to report sexual assault without fear of reprisals* to a large extent led by O4 – O6 men, O1 – O3 men, and USNR men
- Higher response of *complaints about sexual harassment would be taken seriously* to a large extent led by O4 – O6 men, USNR men, and O1 – O3 men
- Higher response of *feel free to report sexual harassment without fear of reprisals* to a large extent led by O4 – O6 men, USNR men, and O1 – O3 men



# Reporting Environment: You Would Feel Free To Report Sexual Assault Without Fear of Reprisals to a Large Extent

## Percent of All Reserve Component Members, by Gender



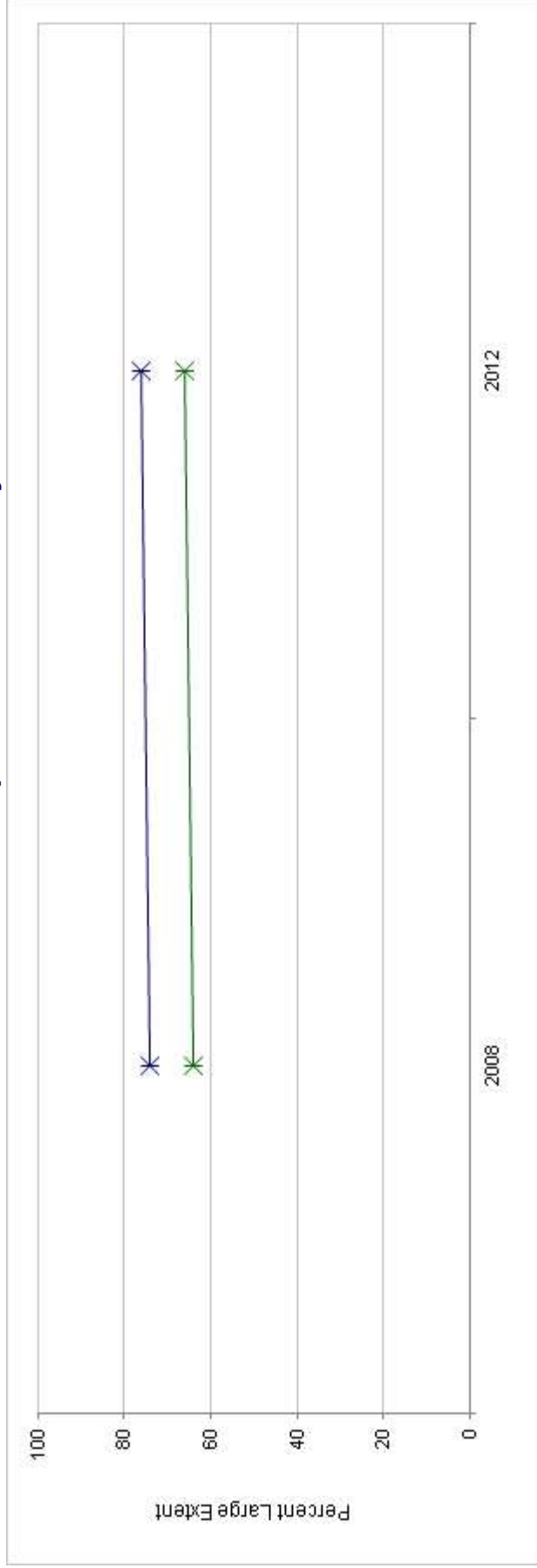
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	57	68
* Total Men	69	76

- For women and men, the 2012 percentages are significantly higher than 2008



# Reporting Environment: Your Complaints About Sexual Harassment Would Be Taken Seriously to a Large Extent

## Percent of All Reserve Component Members, by Gender



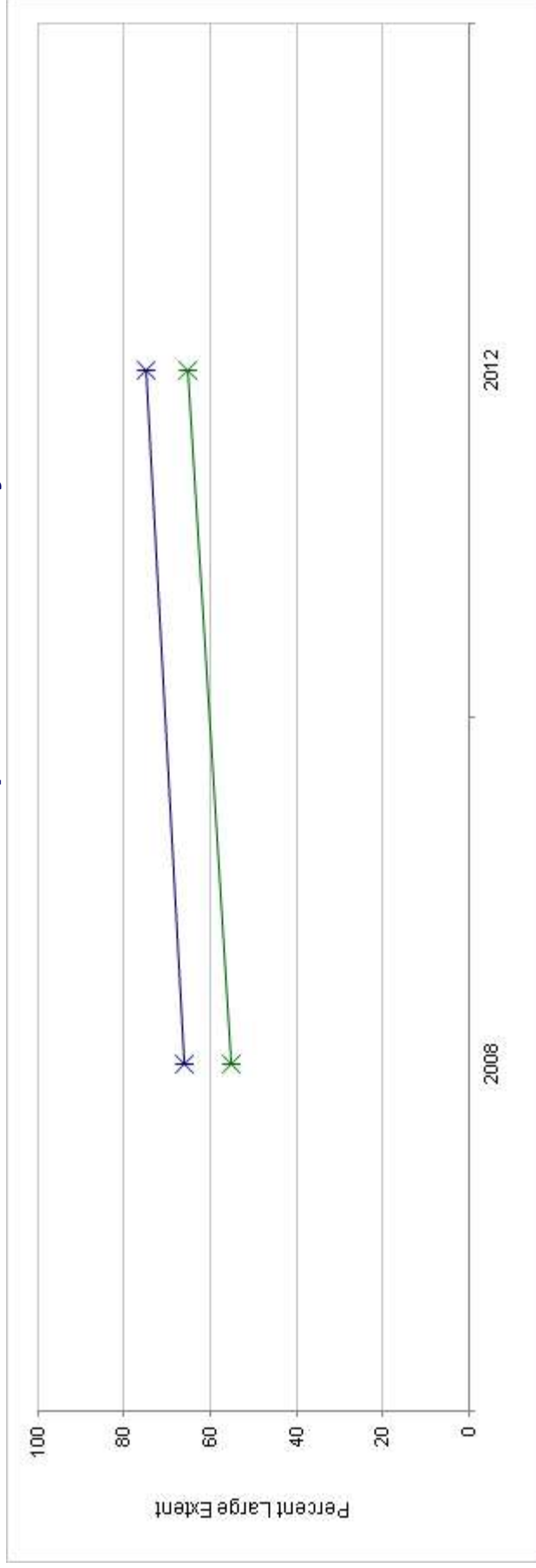
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	64	66
* Total Men	74	76

- There are no statistically significant differences for women or men between 2012 and 2008



# Reporting Environment: You Would Feel Free To Report Sexual Harassment Without Fear of Reprisals to a Large Extent

## Percent of All Reserve Component Members, by Gender



	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	55	65
* Total Men	66	75

- For women and men, the 2012 percentages are significantly higher than 2008



## Sexual Assault Climate Percent of All Reserve Component Women



- **87% agree that their leadership would respond appropriately in the event a sexual assault was reported; 4% disagree**
- **86% agree that their unit commander would respond appropriately in the event a sexual assault was reported; 3% disagree**
- **84% agree that their leadership promotes a climate that is free of sexual assault; 4% disagree**



## Sexual Assault Climate Percent of All Reserve Component Men



- **93% agree that their leadership would respond appropriately in the event a sexual assault was reported; 2% disagree**
- **92% agree that their unit commander would respond appropriately in the event a sexual assault was reported; 1% disagree**
- **90% agree that their leadership promotes a climate that is free of sexual assault; 2% disagree**



## Sexual Assault Climate

### Percent of All Reserve Component Women

DoD Reserve Women	Total Women									
	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
My leadership would respond appropriately in the event a sexual assault was reported.	87	84	93	88	88	90	87	86	89	91
My unit commander would respond appropriately in the event a sexual assault was reported.	4	5	1	4	3	3	4	4	3	2
My leadership promotes a climate that is free of sexual assault.	86	82	94	86	90	90	86	86	88	88
	3	4	1	3	2	2	3	3	3	2
	84	83	92	83	86	88	83	83	87	89
	4	5	2	3	3	2	4	4	2	2

KEY:  
 Higher Response of Agree  
 Higher Response of Disagree

- Higher response of agree their leadership would respond appropriately in the event a sexual assault was reported led by USNR women, O4 – O6 women, and USAFR women
- Higher response of agree their unit commander would respond appropriately in the event a sexual assault was reported led by USNR women, USAFR women, and ANG women
- Higher response of disagree their unit commander would respond appropriately in the event a sexual assault was reported led by USAR women
- Higher response of agree their leadership promotes a climate that is free of sexual assault led USNR women, O4 – O6 women, USAFR women, and O1 – O3 women



## Sexual Assault Climate Percent of All Reserve Component Men

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
My leadership would respond appropriately in the event a sexual assault was reported.	Agree	93	92	92	94	92	94	92	92	92	95	96
	Disagree	2	2	2	1	1	1	2	2	2	1	1
My unit commander would respond appropriately in the event a sexual assault was reported.	Agree	92	92	90	94	91	94	93	90	92	95	96
	Disagree	1	2	2	1	0	1	1	1	2	1	1
My leadership promotes a climate that is free of sexual assault.	Agree	90	90	89	92	90	93	92	89	91	93	96
	Disagree	2	2	2	1	2	1	1	3	1	2	1

**KEY:**

Higher Response of Agree

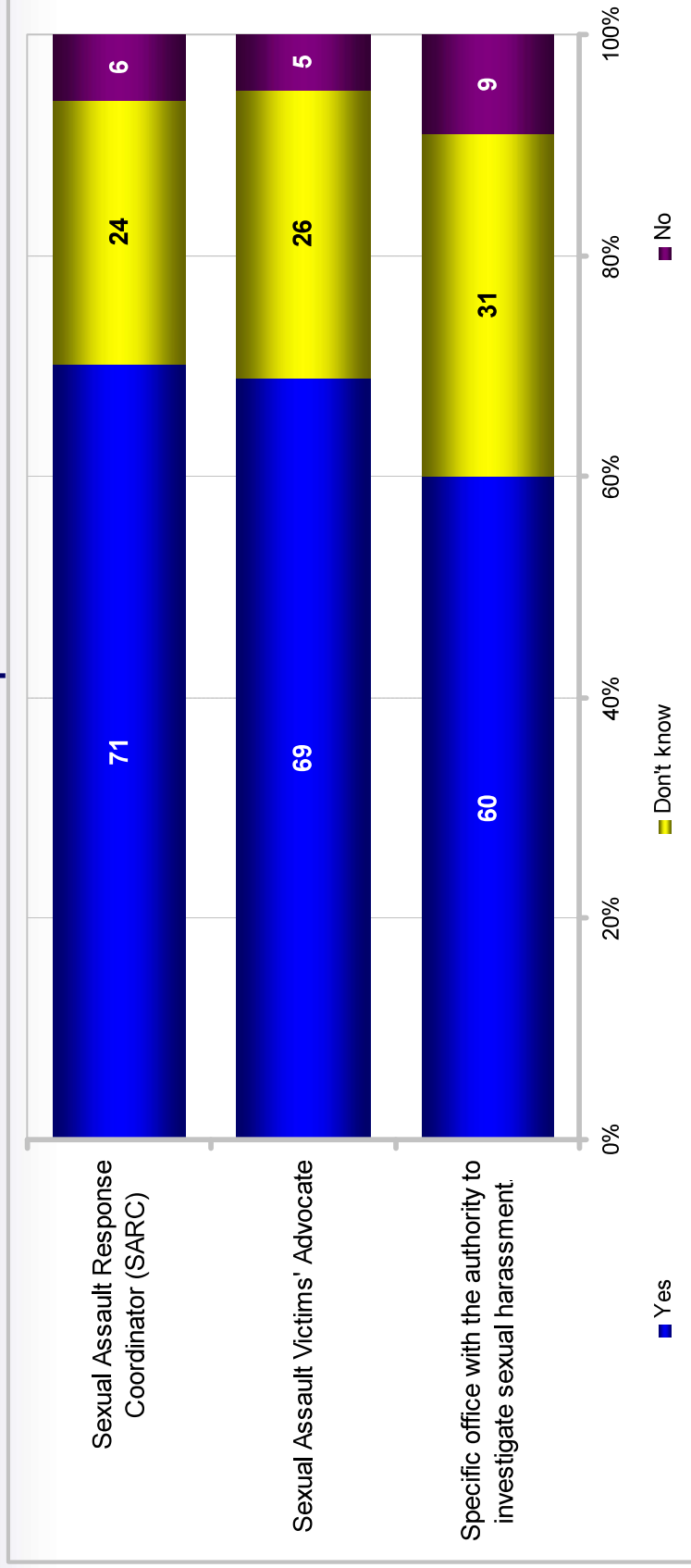
Higher Response of Disagree

- Higher response of agree their leadership would respond appropriately in the event a sexual assault was reported led by O4 – O6 men
- Higher response of agree their unit commander would respond appropriately in the event a sexual assault was reported led by O4 – O6 men and O1 – O3 men
- Higher response of agree their leadership promotes a climate that is free of sexual assault led by O4 – O6 men and ANG men



## Available Resources on Installation/Ship

Percent of All Reserve Component Women



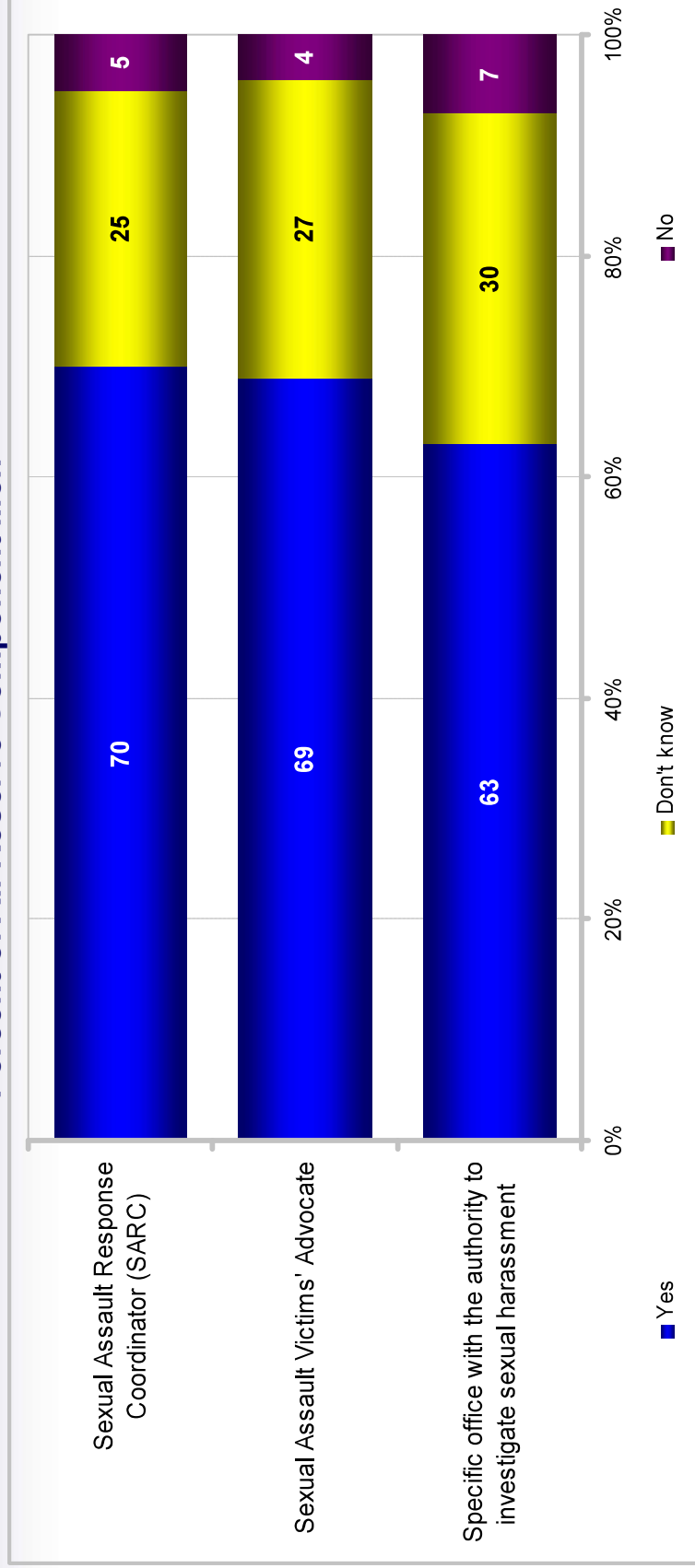
- **71%** indicated **yes**, there is a Sexual Assault Response Coordinator (SARC) on their installation/ship; **24%** indicated **don't know**; and **6%** indicated **no**
- **69%** indicated **yes**, there is a Sexual Assault Victims' Advocate on their installation/ship; **26%** indicated **don't know**; and **5%** indicated **no**
- **60%** indicated **yes**, there is a specific office with the authority to investigate sexual harassment on their installation/ship; **31%** indicated **don't know**; and **9%** indicated **no**

WGRR 2012 Q102

Margins of error range from  $\pm 1\%$  to  $\pm 2\%$



## Available Resources on Installation/Ship Percent of All Reserve Component Men



- **70% indicated yes, there is a Sexual Assault Response Coordinator (SARC) on their installation/ship; 25% indicated don't know; and 5% indicated no**
- **69% indicated yes, there is a Sexual Assault Victims' Advocate on their installation/ship; 27% indicated don't know; and 4% indicated no**
- **63% indicated yes, there is a specific office with the authority to investigate sexual harassment on their installation/ship; 30% indicated don't know; and 7% indicated no**



# Available Resources on Installation/Ship

## Percent of All Reserve Component Women

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Sexual Assault Response Coordinator (SARC)	Yes	71	66	55	82	77	92	91	61	78	70	82
	Don't know	24	28	36	15	18	6	8	34	16	22	15
	No	6	6	9	4	5	2	1	5	6	8	3
Sexual Assault Victims' Advocate	Yes	69	66	55	81	85	87	85	59	76	73	81
	Don't know	26	29	37	16	14	12	14	36	19	22	17
	No	5	5	8	3	1	2	2	5	5	5	3
Specific office with the authority to investigate sexual harassment.	Yes	60	55	49	63	67	78	82	51	67	62	77
	Don't know	31	35	38	29	30	17	17	40	24	29	18
	No	9	11	12	8	4	5	1	9	9	9	5

- Higher response of yes *there is a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by ANG women, USAFR women, O4 – O6 women, USNR women, and E5 – E9 women; lower response led by USAR women, E1 – E4 women, and ARNG women
- Higher response of don't know *if there is a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by USAR women, E1 – E4 women, and ARNG women; lower response led by ANG women, USAFR women, USNR women, O4 – O6 women, and E5 – E9 women
- Higher response of no *there is not a Sexual Assault Response Coordinator (SARC) on their installation/ship* led by USAR women; lower response led by USAFR women, ANG women, and O4 – O6 women
- Higher response of yes *there is a Sexual Assault Victims' Advocate on their installation/ship* led by ANG women, USAFR women, USMCR women, USNR women, O4 – O6 women, and E5 – E9 women; lower response led by USAR women, E1 – E4 women, and ARNG women
- Higher response of don't know *if there is a Sexual Assault Victims' Advocate on their installation/ship* led by USAR women, E1 – E4 women, and ARNG women; lower response led by ANG women, USMCR women, USNR women, O4 – O6 women, and E5 – E9 women
- Higher response of no *there is not a Sexual Assault Victims' Advocate on their installation/ship* led by USAR women; lower response led by USMCR women, ANG women, USAFR women, and USNR women
- Higher response of yes *there is a specific office with the authority to investigate sexual harassment on their installation/ship* led by USAFR women, ANG women, O4 – O6 women, and E5 – E9 women; lower response led by USAR women, E1 – E4 women, and ARNG women
- Higher response of don't know *if there is a specific office with the authority to investigate sexual harassment on their installation/ship* led by E1 – E4 women, USAR women, and ARNG women; lower response led by ANG women, USAFR women, O4 – O6 women, and E5 – E9 women
- Higher response of no *there is not a specific office with the authority to investigate sexual harassment on their installation/ship* led by USAR women; lower response led by USAFR women, USMCR women, ANG women, and O4 – O6 women



# Available Resources on Installation/Ship

## Percent of All Reserve Component Men

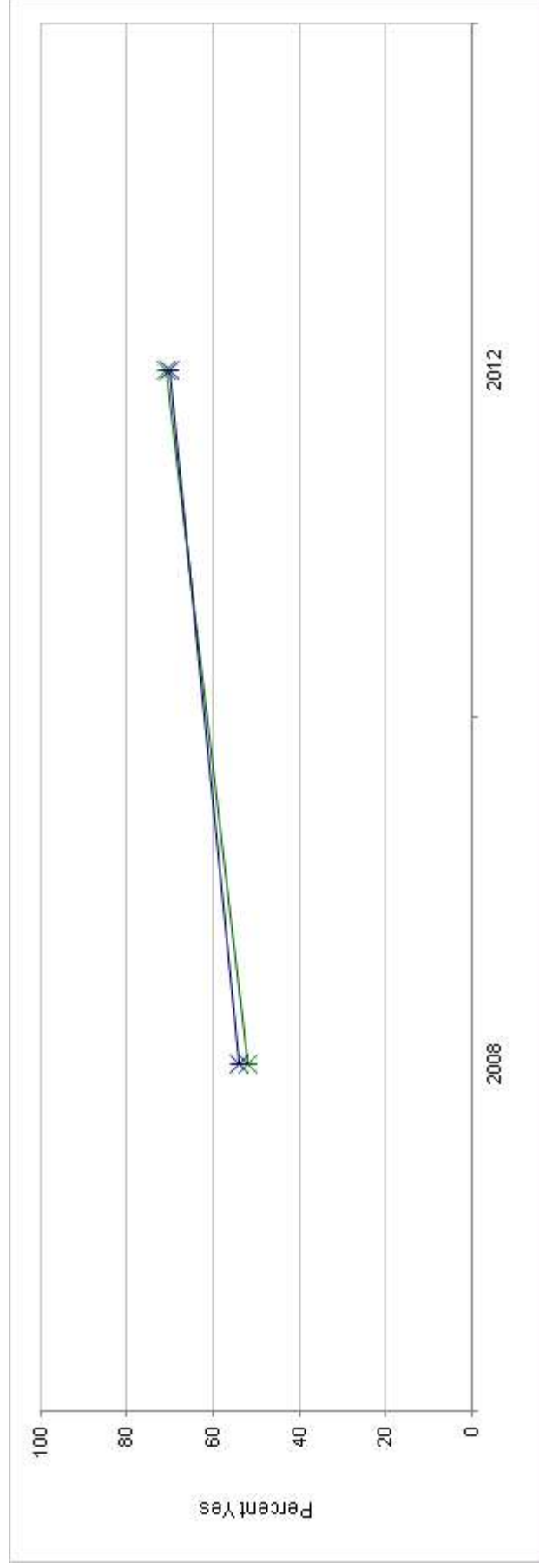
DoD Reserve Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men	Total Men
<b>KEY:</b>											
Higher Response											
Lower Response											
Sexual Assault Response Coordinator (SARC)	66	60	79	71	89	87	60	76	75	86	70
	28	34	17	25	9	12	35	19	21	12	25
	6	6	4	4	2	1	5	5	4	2	5
Sexual Assault Victims' Advocate	65	60	79	76	85	82	59	74	76	85	69
	30	35	18	20	14	17	37	21	21	13	27
	5	5	3	4	1	1	4	5	3	1	4
Specific office with the authority to investigate sexual harassment.	58	54	68	64	82	81	52	68	68	81	63
	33	37	24	31	15	17	42	23	25	14	30
	10	9	8	4	3	1	6	9	7	5	7

- Higher response of yes there is a Sexual Assault Response Coordinator (SARC) on their installation/ship led by ANG men, USAFR men, O4 – O6 men, USNR men, E5 – E9 men, and O1 – O3 men; lower response led by USAR men, E1 – E4 men, and ARNG men
- Higher response of don't know if there is a Sexual Assault Response Coordinator (SARC) on their installation/ship led by E1 – E4 men, USAR men, and ARNG men; lower response led by ANG men, USAFR men, O4 – O6 men, USNR men, E5 – E9 men, and O1 – O3 men
- Higher response of no there is not a Sexual Assault Response Coordinator (SARC) on their installation/ship led by ARNG men; lower response led by USAFR men, ANG men, and O4 – O6 men
- Higher response of yes there is a Sexual Assault Victims' Advocate on their installation/ship led by O4 – O6 men, ANG men, USAFR men, USNR men, USMCR men, O1 – O3 men, and E5 – E9 men; lower response led by E1 – E4 men, USAR men, and ARNG men
- Higher response of don't know if there is a Sexual Assault Victims' Advocate on their installation/ship led by E1 – E4 men, USAR men, and ARNG men; lower response led by O4 – O6 men, ANG men, USAFR men, USNR men, USMCR men, E5 – E9 men, and O1 – O3 men
- Higher response of no there is not a Sexual Assault Victims' Advocate on their installation/ship led by ARNG men; lower response of led by ANG men, USAFR men, and O4 – O6 men
- Higher response of yes there is a specific office with the authority to investigate sexual harassment on their installation/ship led by ANG men, USAFR men, O4 – O6 men, E5 – E9 men, and O1 – O3 men; lower response led by E1 – E4 men, USAR men, and ARNG men
- Higher response of don't know if there is a specific office with the authority to investigate sexual harassment on their installation/ship led by E1 – E4 men, USAR men, and ARNG men; lower response led by O4 – O6 men, ANG men, USAFR men, E5 – E9 men, USNR men, and O1 – O3 men
- Higher response of no there is not a specific office with the authority to investigate sexual harassment on their installation/ship led by ARNG men and E5 – E9 men; lower response led by USAFR men, ANG men, USMCR men, O4 – O6 men, and E1 – E4 men



# Sexual Assault Response Coordinator (SARC) Available on Installation/Ship

## Percent of All Reserve Component Members, by Gender

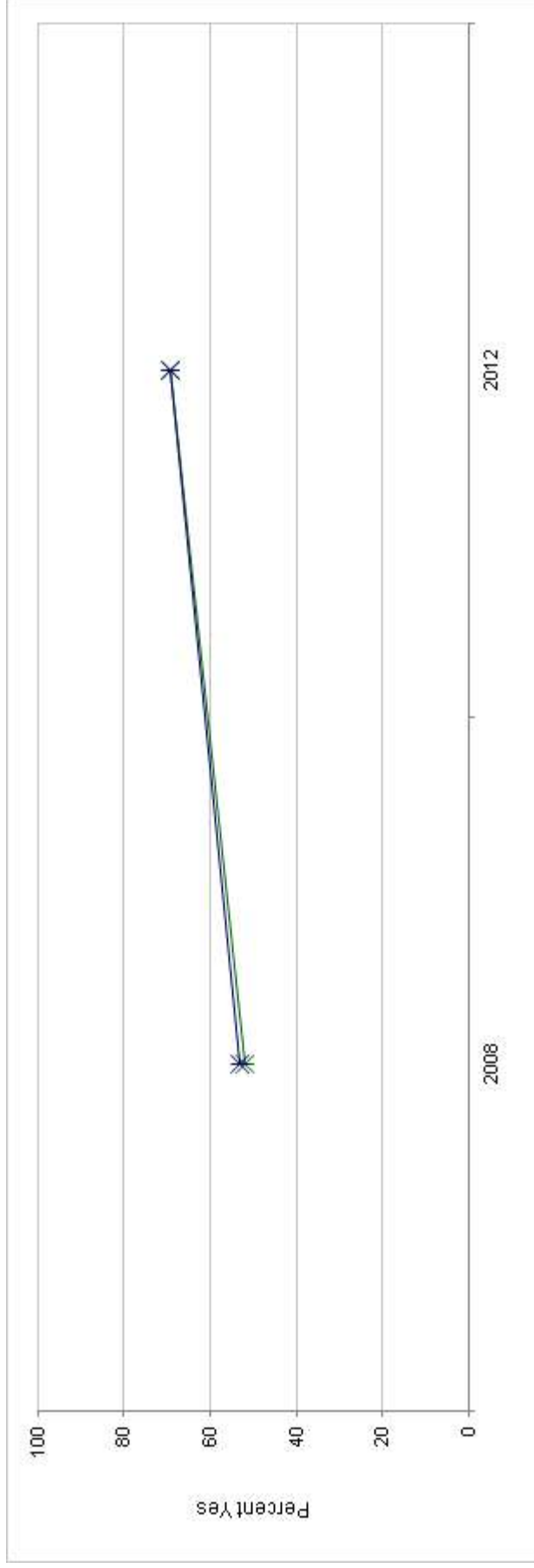


- For women and men, the 2012 percentages are significantly higher than 2008



# Sexual Assault Victims' Advocate Available on Installation/Ship

## Percent of All Reserve Component Members, by Gender

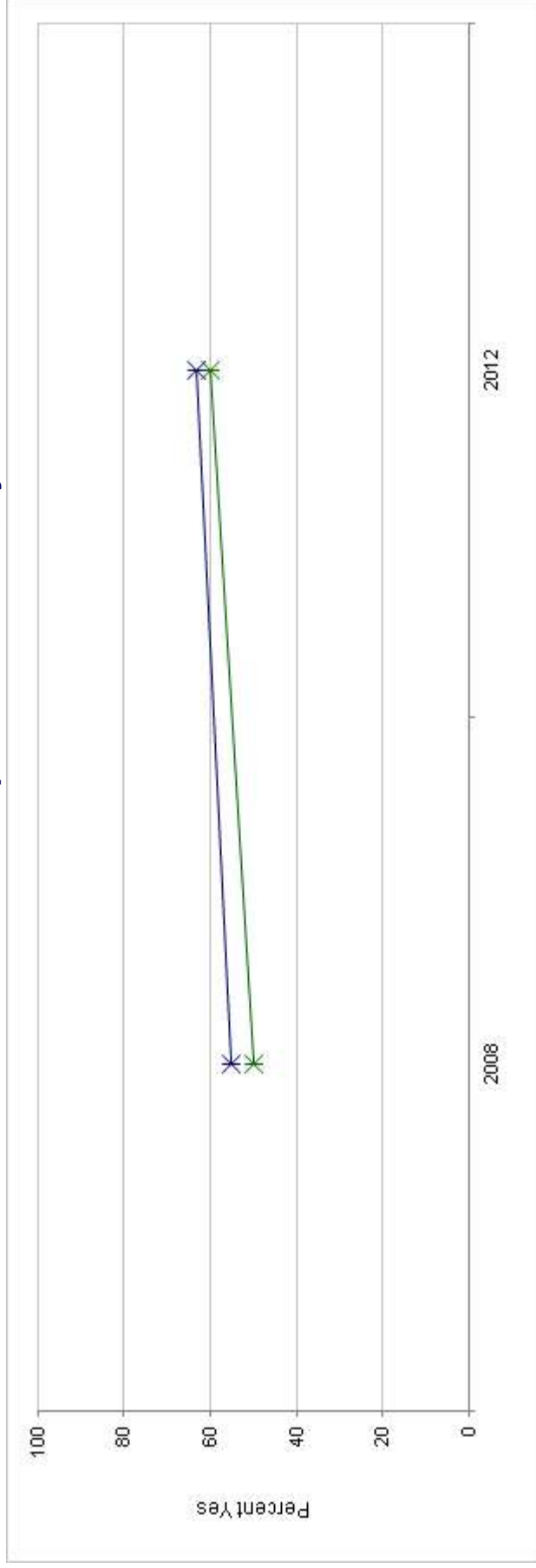


- For women and men, the 2012 percentages are significantly higher than 2008



# Specific Office With the Authority To Investigate Sexual Harassment Available on Installation/Ship

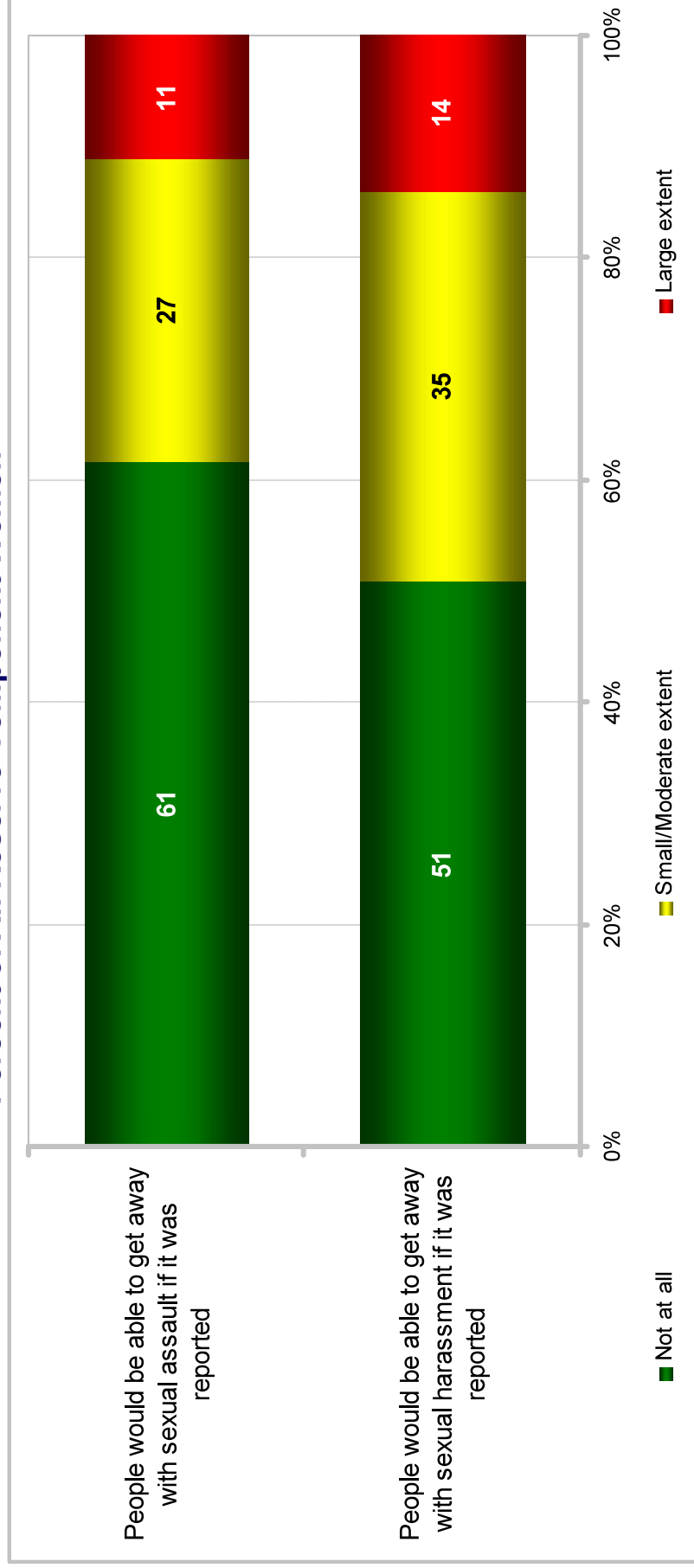
## Percent of All Reserve Component Members, by Gender



- For women and men, the 2012 percentages are significantly higher than 2008



## Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group Percent of All Reserve Component Women



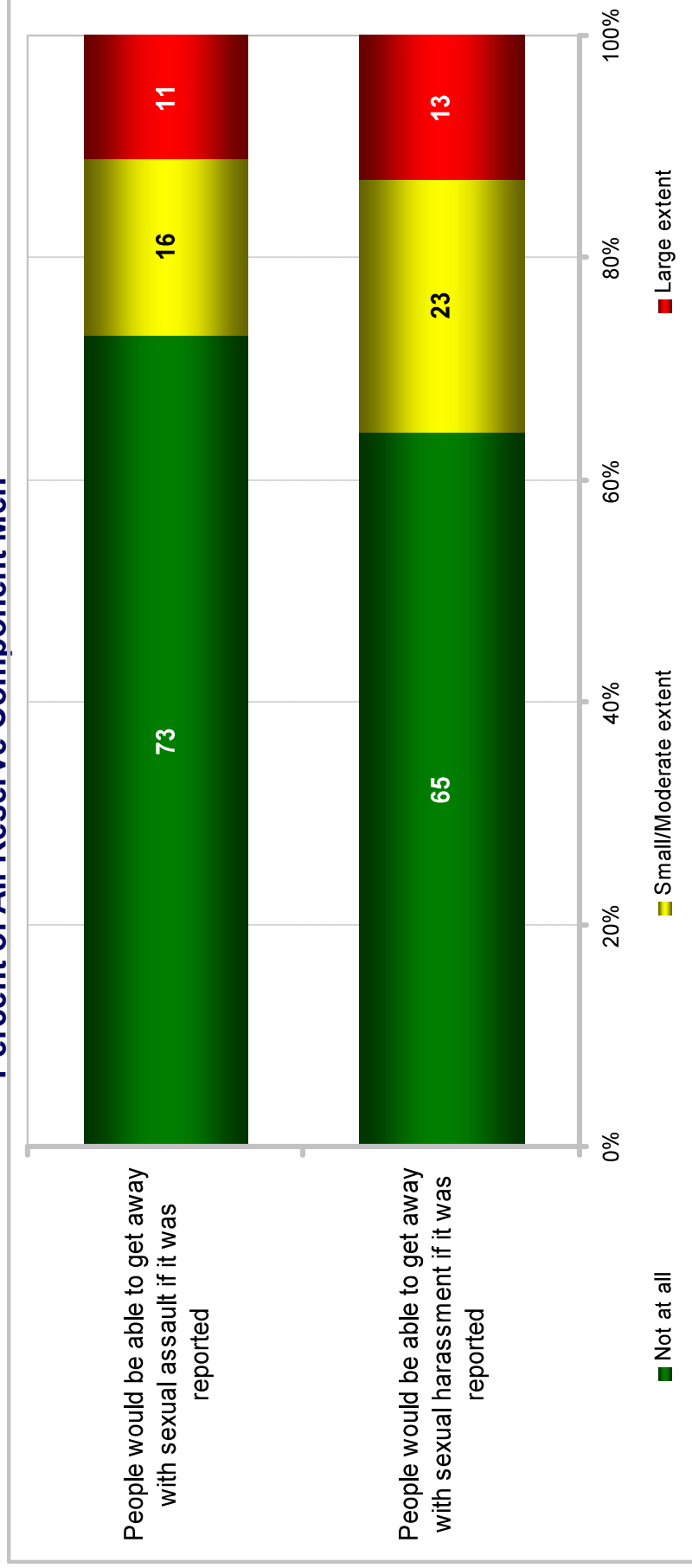
- **61% indicated people would not be able to get away with sexual assault if it was reported; 11% indicated to a large extent**
- **51% indicated people would not be able to get away with sexual harassment if it was reported; 14% indicated to a large extent**

WGRR 2012 Q101d,e

Margins of error range from  $\pm 1\%$  to  $\pm 2\%$



## Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group Percent of All Reserve Component Men



- **73% indicated people would not be able to get away with sexual assault if it was reported; 11% indicated to a large extent**
- **65% indicated people would not be able to get away with sexual harassment if it was reported; 13% indicated to a large extent**



# Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group

## Percent of All Reserve Component Women

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
<b>KEY:</b> Higher Response of Not At All Higher Response of Large Extent	Not at all	61	59	61	68	55	60	66	61	61	61	67
	Large extent	11	11	12	11	9	12	8	12	11	10	9
	Not at all	51	47	53	60	45	49	56	53	51	45	48
	Large extent	14	15	15	13	13	15	11	14	15	14	14

- Higher response of people would be able to get away with sexual assault if it was reported not at all led by USNR women, O4 – O6 women, and USAFR women
- Higher response of people would be able to get away with sexual harassment if it was reported not at all led by USNR women



# Getting Away With Sexual Harassment/Sexual Assault in Your Military Work Group

Percent of All Reserve Component Men

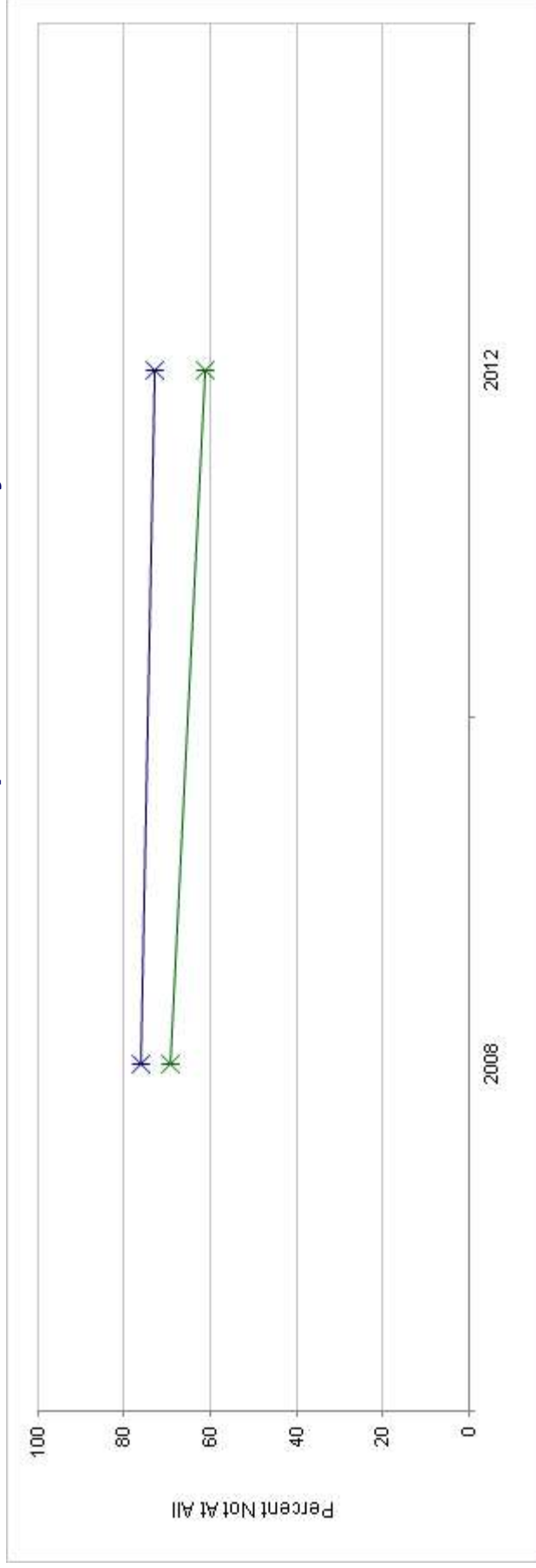
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
<b>KEY:</b> Higher Response of Not At All Higher Response of Large Extent	Not at all	73	71	74	73	71	75	75	71	74	72	74
	Large extent	11	12	11	14	11	10	8	12	11	12	11
	Not at all	65	63	64	66	66	67	67	64	66	61	64
	Large extent	13	14	13	15	12	12	9	13	12	14	12

- There are no statistically significant differences for men by Reserve component or by paygrade



# People Would Not Be Able To Get Away With Sexual Assault if Reported in Your Military Work Group

## Percent of All Reserve Component Members, by Gender



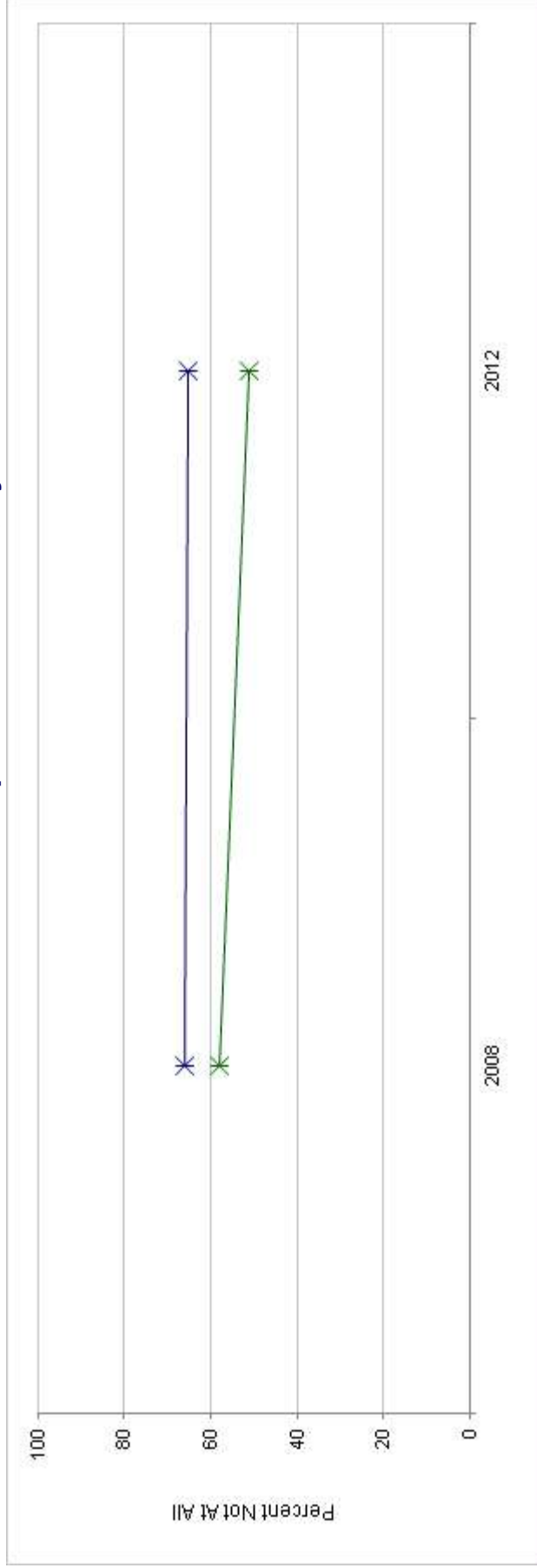
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	69	61
* Total Men	76	73

- For women and men, the 2012 percentages are significantly lower than 2008



# People Would Not Be Able To Get Away With Sexual Harassment if Reported in Your Military Work Group

## Percent of All Reserve Component Members, by Gender

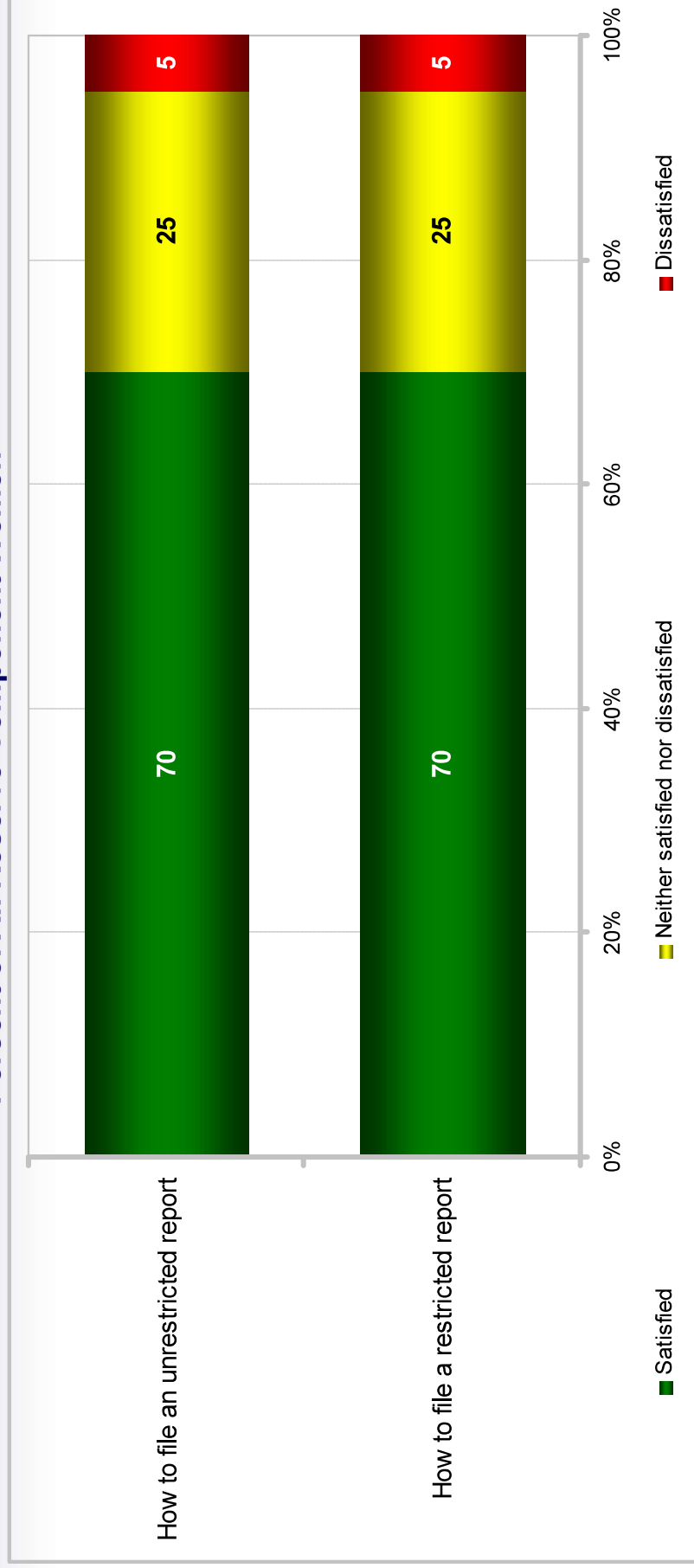


	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	58	51
* Total Men	66	65

- For women, the 2012 percentages are significantly lower than 2008; there are no statistically significant differences for men



## Satisfaction With Information on Reporting Options Percent of All Reserve Component Women

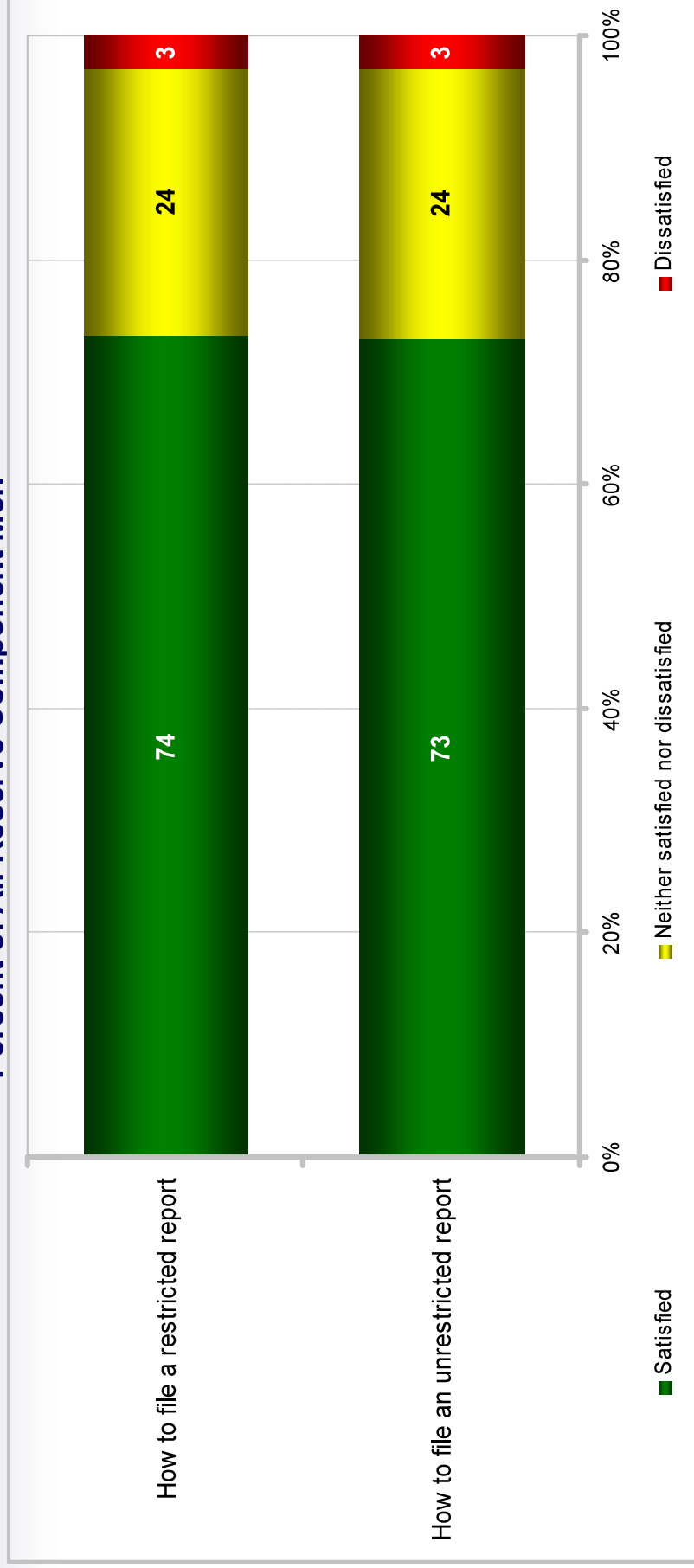


- **70% indicated they were satisfied with information on how to file an unrestricted report; 5% indicated dissatisfied**
- **70% indicated they were satisfied with information on how to file a restricted report; 5% indicated dissatisfied**



## Satisfaction With Information on Reporting Options

Percent of All Reserve Component Men



- **74% indicated they were satisfied with information on how to file a restricted report; 3% indicated dissatisfied**
- **73% indicated they were satisfied with information on how to file an unrestricted report; 3% indicated dissatisfied**



# Satisfaction With Information on Reporting Options

## Percent of All Reserve Component Members

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
KEY:												
	Higher Response of Satisfied											
	Higher Response of Dissatisfied											
How to file an unrestricted report	Satisfied	70	68	63	85	74	74	76	68	71	71	73
	Dissatisfied	5	7	2	8	3	2	5	5	5	5	4
How to file a restricted report	Satisfied	70	69	63	85	74	75	75	68	71	71	74
	Dissatisfied	5	7	2	9	3	3	3	5	5	5	4

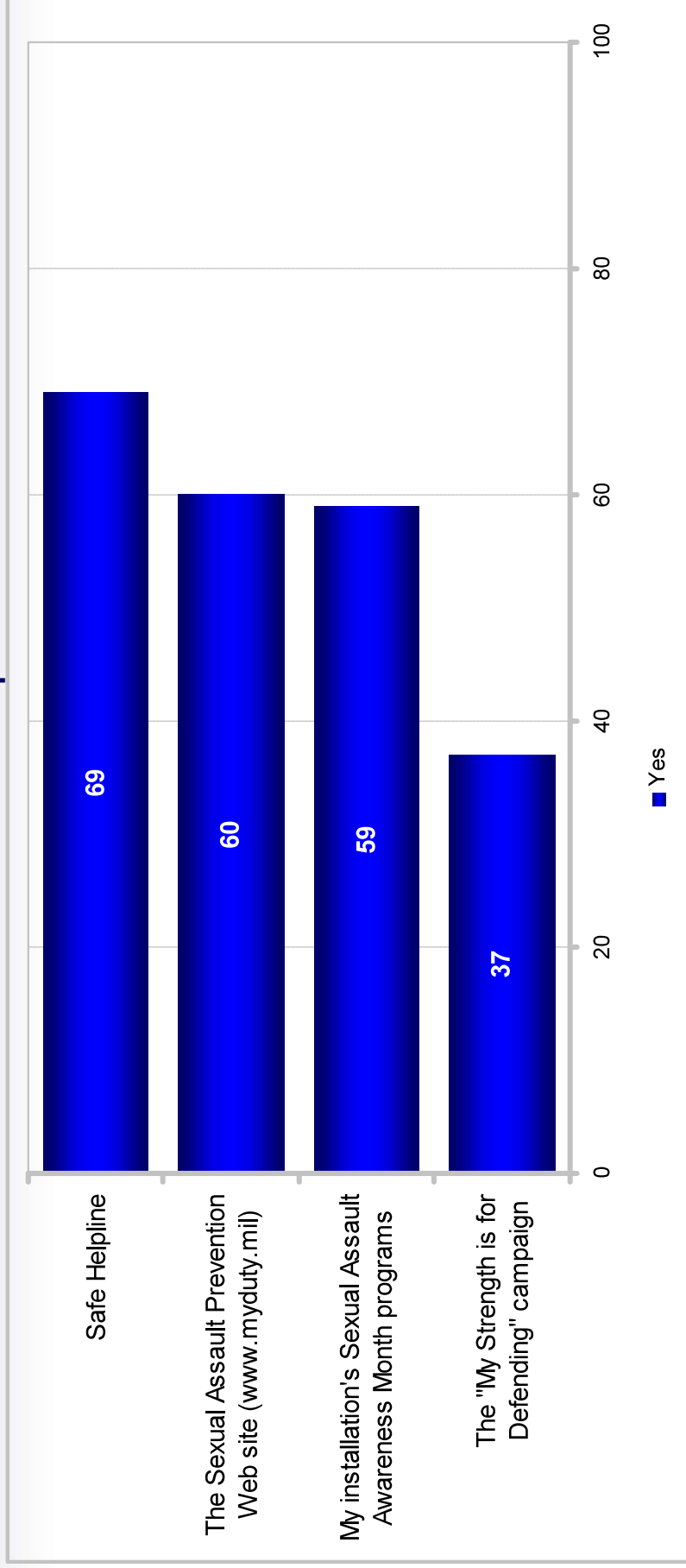
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
KEY:												
	Higher Response of Satisfied											
	Higher Response of Dissatisfied											
How to file an unrestricted report	Satisfied	73	72	69	88	75	77	71	70	76	72	78
	Dissatisfied	3	3	3	0	3	2	1	3	2	4	2
How to file a restricted report	Satisfied	74	73	70	88	75	77	72	70	76	73	79
	Dissatisfied	3	3	3	0	3	2	2	3	2	4	2

- Higher response of satisfied with how to file an unrestricted report led by USNR men, USNR women, O4 – O6 men, ANG men, E5 – E9 men, USAFR women, and ANG women
- Higher response of dissatisfied with how to file an unrestricted report led by USAR women
- Higher response of satisfied with how to file a restricted report led by USNR men, USNR women, O4 – O6 men, E5 – E9 men, USAFR women, and ANG women
- Higher response of dissatisfied with how to file a restricted report led by USAR women



## Awareness of Sexual Assault Prevention and Response Resources

Percent of All Reserve Component Women

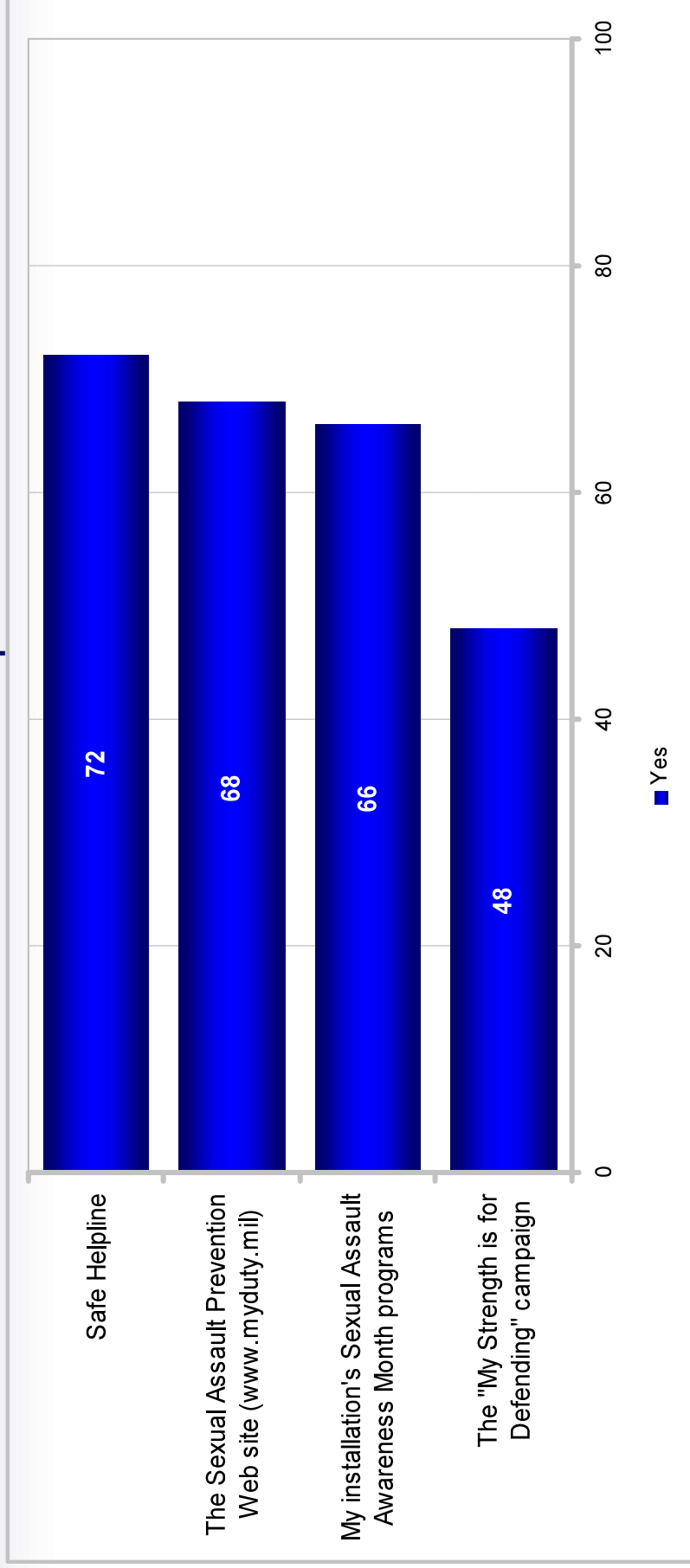


- **69% are aware of the Safe Helpline**
- **60% are aware of the Sexual Assault Prevention Web site ([www.myduty.mil](http://www.myduty.mil))**
- **59% are aware of their installation's Sexual Assault Awareness Month programs**
- **37% are aware of the "My Strength is for Defending" campaign**



# Awareness of Sexual Assault Prevention and Response Resources

Percent of All Reserve Component Men



- **72% are aware of the Safe Helpline**
- **68% are aware of the Sexual Assault Prevention Web site (www.myduty.mil)**
- **66% are aware of their installation's Sexual Assault Awareness Month programs**
- **48% are aware of the "My Strength is for Defending" campaign**



# Awareness of Sexual Assault Prevention and Response Resources

## Percent of All Reserve Component Women

DoD Reserve Women	Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 – E4 Women	E5 – E9 Women	O1 – O3 Women	O4 – O6 Women
Safe Helpline	69	69	65	82	77	71	64	73	68	62	57
The Sexual Assault Prevention Web site (www.myduty.mil)	60	62	58	67	59	57	56	64	60	48	52
My installation's Sexual Assault Awareness Month programs	59	58	52	76	59	67	63	58	61	52	60
The "My Strength is for Defending" campaign	37	40	35	43	37	34	30	41	36	25	26

**KEY:**

Higher Response of Yes

Lower Response of Yes

- Higher response *Safe Helpline* led by USNR women, USMCR women, and E1 – E4 women; lower response led by O4 – O6 women, O1 – O3 women, USAFR women, and USAR women
- Higher response the *Sexual Assault Prevention Web site (www.myduty.mil)* led by USNR women and E1 – E4 women; lower response led by O1 – O3 women and O4 – O6 women
- Higher response *installation's Sexual Assault Awareness Month programs* led by USNR women, ANG women, and E5 – E9 women; lower response led by USAR women and O1 – O3 women
- Higher response the *"My Strength is for Defending" campaign* led by USNR women, E1 – E4 women, and ARNG women; lower response led by O1 – O3 women, O4 – O6 women, and USAFR women



# Awareness of Sexual Assault Prevention and Response Resources

## Percent of All Reserve Component Men

DoD Reserve Men	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Safe Helpline	72	72	70	82	72	71	68	75	72	62	63
The Sexual Assault Prevention Web site (www.myduty.mil)	68	70	67	76	65	65	56	71	69	58	57
My installation's Sexual Assault Awareness Month programs	66	63	62	81	67	73	66	67	67	59	62
The "My Strength is for Defending" campaign	48	50	49	53	47	41	37	54	47	39	31

KEY:

Higher Response of Yes

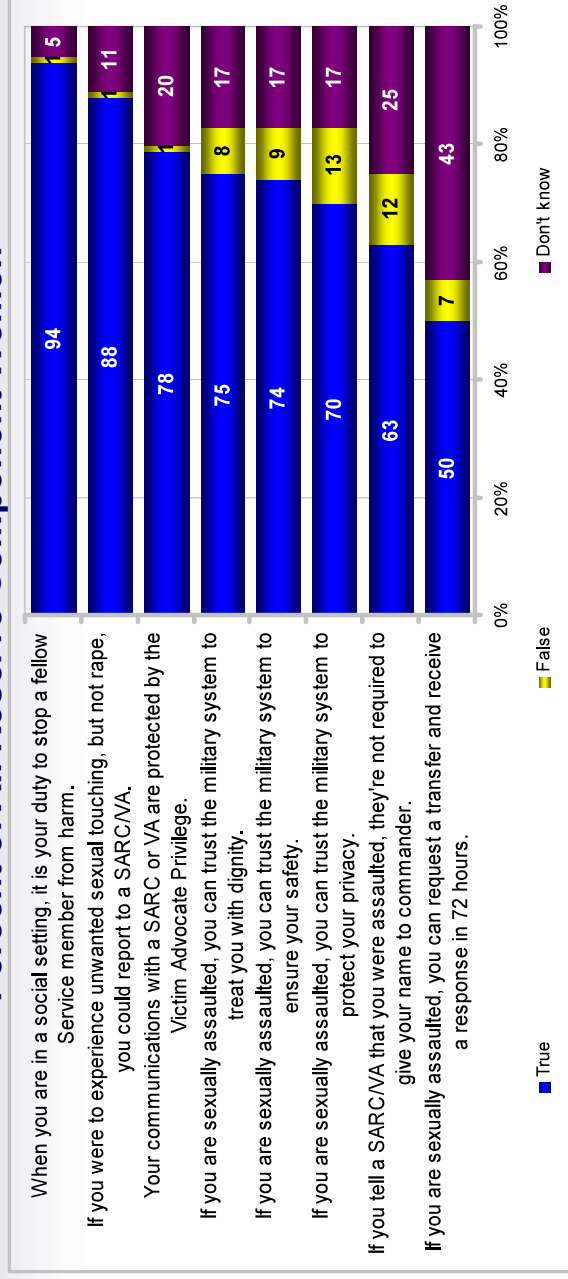
Lower Response of Yes

- Higher response *Safe Helpline* led by USNR men and E1 – E4 men; lower response led by O1 – O3 men and O4 – O6 men
- Higher response the *Sexual Assault Prevention Web site (www.myduty.mil)* led by USNR men, E1 – E4 men, and ARNG men; lower response led by USAFR men, O4 – O6 men, and O1 – O3 men
- Higher response *installation's Sexual Assault Awareness Month programs* led by USNR men and ANG men; lower response led by O1 – O3 men, USAR men, and ARNG men
- Higher response the *"My Strength is for Defending" campaign* led by E1 – E4 men, USNR men and ARNG men; lower response led by O4 – O6 men, USAFR men, O1 – O3 men, and ANG men



# Perceptions of Military Sexual Assault Prevention and Response System

## Percent of All Reserve Component Women



- 94% indicated it is true that when they are in a social setting, it is their duty to stop a fellow Service member from harm; 1% indicated false; and 5% indicated don't know
- 88% indicated it is true that if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA; 1% indicated false; and 11% indicated don't know
- 78% indicated it is true their communications with a SARC or VA are protected by the Victim Advocate Privilege; 1% indicated false; and 20% indicated don't know
- 75% indicated it is true if they are sexually assaulted, they can trust the military system to treat them with dignity; 8% indicated false; and 17% indicated don't know
- 74% indicated it is true if they are sexually assaulted, they can trust the military system to ensure their safety; 9% indicated false; and 17% indicated don't know
- 70% indicated it is true if they are sexually assaulted, they can trust the military system to protect their privacy; 13% indicated false; and 17% indicated don't know
- 63% indicated it is true that if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander; 12% indicated false; and 25% indicated don't know
- 50% indicated it is true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours; 7% indicated false; and 43% indicated don't know

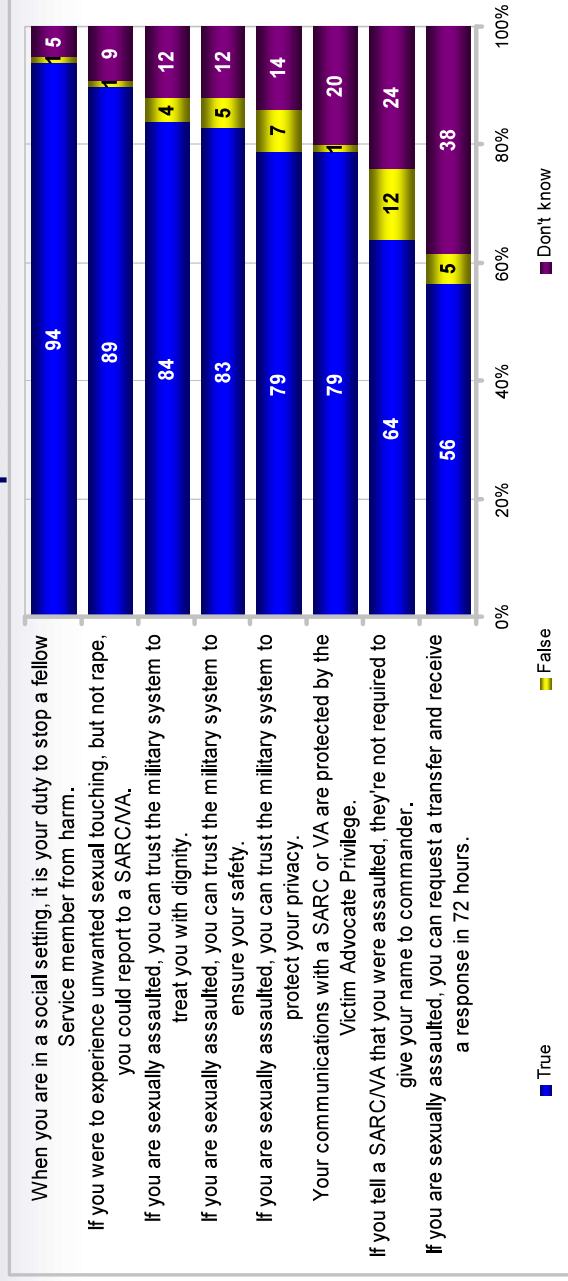
WGRR 2012 Q112

Margins of error range from ±1% to ±2%



# Perceptions of Military Sexual Assault Prevention and Response System

## Percent of All Reserve Component Men



- 94% indicated it is true that when they are in a social setting, it is their duty to stop a fellow Service member from harm; 1% indicated false; and 5% indicated don't know
- 89% indicated it is true that if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA; 1% indicated false; and 9% indicated don't know
- 84% indicated it is true if they are sexually assaulted, they can trust the military system to treat them with dignity; 4% indicated false; and 12% indicated don't know
- 83% indicated it is true if they are sexually assaulted, they can trust the military system to ensure their safety; 5% indicated false; and 12% indicated don't know
- 79% indicated it is true if they are sexually assaulted, they can trust the military system to protect their privacy; 7% indicated false; and 14% indicated don't know
- 79% indicated it is true their communications with a SARC or VA are protected by the Victim Advocate Privilege; 1% indicated false; and 20% indicated don't know
- 64% indicated it is true that if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander; 12% indicated false; and 24% indicated don't know
- 56% indicated it is true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours; 5% indicated false; and 38% indicated don't know

WGRR 2012 Q112

Margins of error range from ±1% to ±2%



# Perceptions of Military Sexual Assault Prevention and Response System Percent of All Reserve Component Women

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 – E4 Women	E5 – E9 Women	O1 – O3 Women	O4 – O6 Women
When you are in a social setting, it is your duty to stop a fellow Service member from harm.	True	94	95	93	94	90	95	95	91	96	98	98
	False	1	1	1	1	0	1	1	1	1	1	1
	Don't know	5	5	6	5	10	4	4	8	3	1	1
If you were to experience unwanted sexual touching, but not rape, you could report to a SARC/VA.	True	88	87	86	91	86	90	91	85	90	90	93
	False	1	1	1	1	1	2	1	1	1	1	1
	Don't know	11	12	13	8	13	8	7	14	9	8	6
Your communications with a SARC or VA are protected by the Victim Advocate Privilege.	True	78	79	77	84	76	78	76	76	79	80	83
	False	1	1	1	1	1	2	2	1	1	1	2
	Don't know	20	20	22	15	23	20	22	23	20	19	15
If you are sexually assaulted, you can trust the military system to treat you with dignity.	True	75	75	72	82	68	78	78	78	74	73	73
	False	8	8	10	5	12	6	6	6	9	9	11
	Don't know	17	17	18	13	20	16	15	16	17	18	16

- Higher response of true when they are in a social setting, it is their duty to stop a fellow Service member from harm led by O1 – O3 women, O4 – O6 women, and E5 – E9 women; lower response led by E1 – E4 women
- Higher response of don't know when they are in a social setting, it is their duty to stop a fellow Service member from harm led by E1 – E4 women; lower response led by O1 – O3 women, O4 – O6 women, and E5 – E9 women
- Higher response of true if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA led by E1 – E4 women and USAR women; lower response led by E1 – E4 women and USAR women
- Higher response of don't know if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA led by E1 – E4 women and USAR women; lower response led by O4 – O6 women, USAFR women, and E5 – E9 women
- Higher response of true their communications with a SARC or VA are protected by the Victim Advocate Privilege led by USNR women and O4 – O6 women
- Higher response of don't know their communications with a SARC or VA are protected by the Victim Advocate Privilege led by E1 – E4 women; lower response led by USNR women and O4 – O6 women
- Higher response of true if they are sexually assaulted, they can trust the military system to treat them with dignity led by USNR women and E1 – E4 women; lower response led by USAR women
- Higher response of false if they are sexually assaulted, they can trust the military system to treat them with dignity led by O4 – O6 women and USAR women; lower response led by USNR women and E1 – E4 women





# Perceptions of Military Sexual Assault Prevention and Response System

## Percent of All Reserve Component Men

DoD Reserve Men	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
When you are in a social setting, it is your duty to stop a fellow Service member from harm.	94	94	94	94	93	95	93	92	95	97	98
True	1	1	1	1	0	1	1	1	1	0	1
False	5	5	5	5	7	3	6	7	4	3	2
Don't know	89	88	88	93	88	91	90	86	91	92	93
If you were to experience unwanted sexual touching, but not rape, you could report to a SARC/VA.	1	1	2	1	2	1	1	2	1	2	1
True	9	10	10	6	10	7	9	13	8	5	6
False	79	78	78	83	82	80	77	76	80	80	83
Don't know	1	2	1	1	0	1	1	2	1	1	1
Your communications with a SARC or VA are protected by the Victim Advocate Privilege.	20	20	21	16	18	19	21	22	19	18	15
True	84	84	83	87	85	86	82	84	83	86	88
False	4	4	4	4	5	4	3	3	5	4	3
Don't know	12	12	13	9	10	10	15	13	12	10	8

- Higher response of true when they are in a social setting, it is their duty to stop a fellow Service member from harm led by O4 - O6 men and O1 - O3 men; lower response led by E1 - E4 men
  - Higher response of don't know when they are in a social setting, it is their duty to stop a fellow Service member from harm led by E1 - E4 men; lower response led by O4 - O6 men, ANG men, and O1 - O3 men
  - Higher response of true if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA led by USNR men, O4 - O6 men, O1 - O3 men, and E5 - E9 men; lower response led by E1 - E4 men
  - Higher response of don't know if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA, led by E1 - E4 men; lower response led by O1 - O3 men, USNR men, O4 - O6 men, and E5 - E9 men
  - Higher response of true their communications with a SARC or VA are protected by the Victim Advocate Privilege led by O4 - O6 men; lower response led by E1 - E4 men
  - Higher response of don't know their communications with a SARC or VA are protected by the Victim Advocate Privilege, led E1 - E4 men; lower response led O4 - O6 men
  - Higher response of true if they are sexually assaulted, they can trust the military system to treat them with dignity led by O4 - O6 men
  - Lower response of don't know if they are sexually assaulted, they can trust the military system to treat them with dignity led by O4 - O6 men
- Margins of error range from ±1% to ±9%



# Perceptions of Military Sexual Assault Prevention and Response System

## Percent of All Reserve Component Men

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
If you are sexually assaulted, you can trust the military system to ensure your safety.	True	83	82	82	86	85	84	80	84	82	85	85
	False	5	5	4	6	4	4	4	3	6	5	5
	Don't know	12	13	13	9	11	11	16	13	13	11	10
If you are sexually assaulted, you can trust the military system to protect your privacy.	True	79	79	79	82	82	79	75	81	79	79	78
	False	7	7	6	8	5	7	7	6	8	8	9
	Don't know	14	13	15	10	13	13	18	14	14	13	14
If you tell a SARC/VA that you were assaulted, they're not required to give your name to commander.	True	64	63	58	71	69	67	65	59	66	69	69
	False	12	11	14	10	10	11	9	12	12	10	11
	Don't know	24	25	27	18	21	21	26	29	22	21	20
If you are sexually assaulted, you can request a transfer and receive a response in 72 hours.	True	56	58	57	60	60	49	49	59	55	56	51
	False	5	5	5	7	6	4	6	4	6	6	7
	Don't know	38	37	38	33	34	47	45	37	39	38	42

- Higher response of false if they are sexually assaulted, they can trust the military system to ensure their safety led by E5 - E9 men; lower response led by E1 - E4 men
- Lower response of don't know if they are sexually assaulted, they can trust the military system to ensure their safety led by USNR men
- Lower response of false if they are sexually assaulted, they can trust the military system to protect their privacy led by E1 - E4 men
- Higher response of don't know if they are sexually assaulted, they can trust the military system to protect their privacy led by USNR men
- Higher response of true if they tell a SARC/VA that they were assaulted, they're not required to give their name to commander led by USNR men, O4 - O6 men, O1 - O3 men, and E5 - E9 men; lower response led by USAR men and E1 - E4 men
- Higher response of false if they tell a SARC/VA that they were assaulted, they're not required to give their name to commander led by USAR men
- Higher response of don't know if they tell a SARC/VA that they were assaulted, they're not required to give their name to commander led by E1 - E4 men; lower response led by USNR men, O4 - O6 men, E5 - E9 men, and ANG men
- Higher response of true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours led by E1 - E4 men; lower response led by ANG men, USAFR men, O4 - O6 men
- Lower response of false if they are sexually assaulted, they can request a transfer and receive a response in 72 hours led by E1 - E4 men
- Higher response of don't know if they are sexually assaulted, they can request a transfer and receive a response in 72 hours led by ANG men and USAFR men; lower response led by USNR men



## Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

Percent of All Reserve Component Women



- **70% indicated yes their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; 21% indicated don't know; and 9% indicated no**
- **69% indicated yes their senior leadership of your Reserve component makes honest and reasonable efforts to stop sexual harassment; 23% indicated don't know; and 8% indicated no**
- **67% indicated yes their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment; 25% indicated don't know; and 8% indicated no**

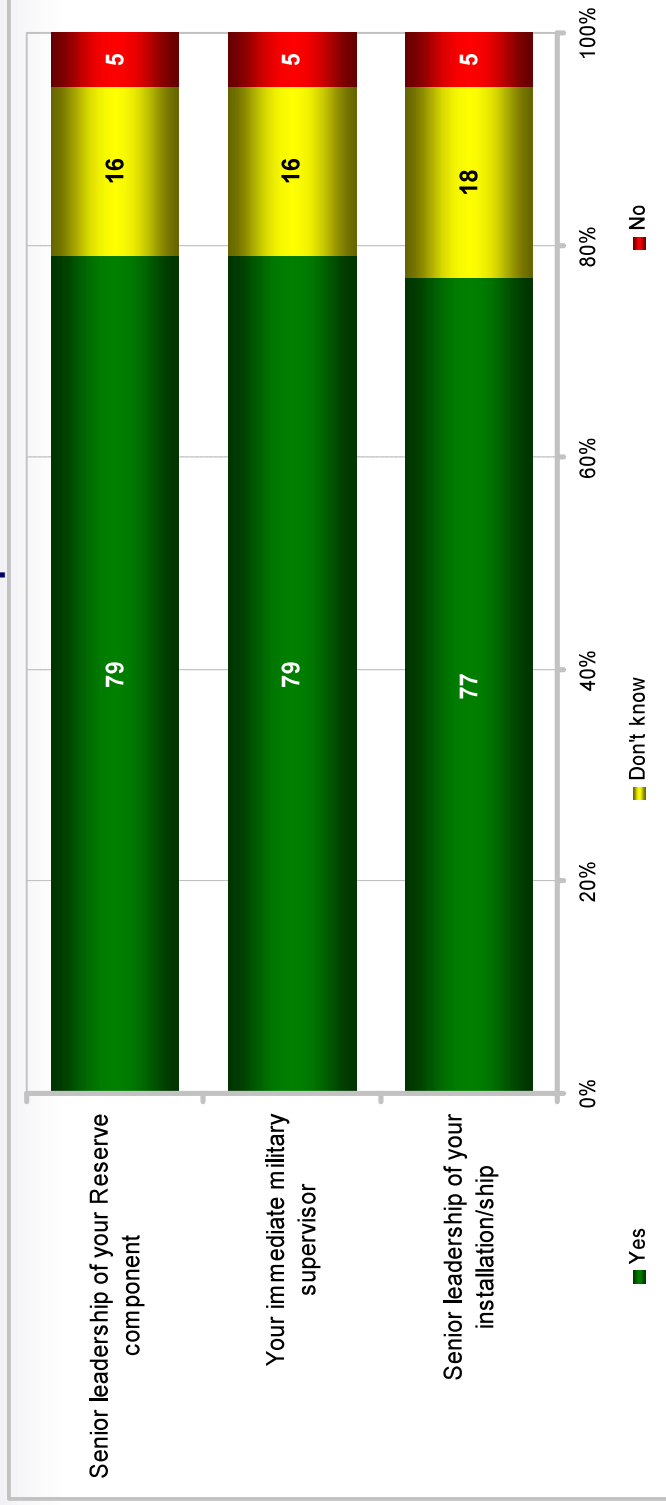
WGRR 2012 Q100

Margins of error range from  $\pm 1\%$  to  $\pm 2\%$



# Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

## Percent of All Reserve Component Men



- **79% indicated yes their senior leadership of your Reserve component makes honest and reasonable efforts to stop sexual harassment; 16% indicated don't know; and 5% indicated no**
- **79% indicated yes their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; 16% indicated don't know; and 5% indicated no**
- **77% indicated yes their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment; 18% indicated don't know; and 5% indicated no**

WGRR 2012 Q100

Margins of error range from ±1% to ±2%



# Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

## Percent of All Reserve Component Women

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
KEY:												
Your immediate military supervisor	Yes	70	69	67	78	73	74	71	69	70	72	76
	Don't know	21	19	23	18	16	18	23	21	21	19	17
	No	9	11	10	4	11	8	7	9	10	8	7
Senior leadership of your Reserve component	Yes	69	69	66	76	72	72	68	69	68	70	73
	Don't know	23	21	25	19	18	21	26	23	23	22	20
	No	8	10	9	5	11	7	6	8	9	8	7
Senior leadership of your installation/ship	Yes	67	66	62	76	68	72	68	66	67	67	71
	Don't know	25	24	30	21	23	21	26	26	25	26	21
	No	8	9	9	4	9	7	6	8	9	6	7

- Higher response of yes *immediate military supervisor* led by USNR women, O4 – O6 women, and ANG women; lower response led by USAR women
- Higher response of don't know *immediate military supervisor* led by USAR women
- Higher response of no *immediate military supervisor* led by ARNG women; lower response led by USNR women and USAFR women
- Higher response of yes *senior leadership of your Reserve component* led by USNR women; lower response led by USAR women
- Higher response of don't know *senior leadership of your Reserve component* led by USAR women
- Higher response of no *senior leadership of your Reserve component* led by ARNG women; lower response led by USNR women and USAFR women
- Higher response of yes *senior leadership of their installation/ship* led by USNR women, ANG women, and O4 – O6 women; lower response led by USAR women
- Higher response of don't know *senior leadership of their installation/ship* led by USAR women; lower response led by ANG women
- Lower response of no *senior leadership of their installation/ship* led by USNR women



# Leaders Make Honest and Reasonable Efforts To Stop Sexual Harassment

## Percent of All Reserve Component Men

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Your immediate military supervisor	Yes	79	79	78	79	80	82	79	76	80	83	88
	Don't know	16	15	17	15	16	14	18	19	15	12	10
	No	5	6	5	7	4	4	3	5	6	6	2
Senior leadership of your Reserve component	Yes	79	78	77	79	82	82	78	76	79	82	86
	Don't know	16	16	18	14	15	14	19	19	15	12	11
	No	5	6	5	7	3	3	3	5	6	6	3
Senior leadership of your installation/ship	Yes	77	78	73	78	80	82	77	74	78	81	86
	Don't know	18	17	21	16	16	15	20	21	16	14	12
	No	5	5	5	7	3	3	3	5	5	5	2

KEY:

Higher Response

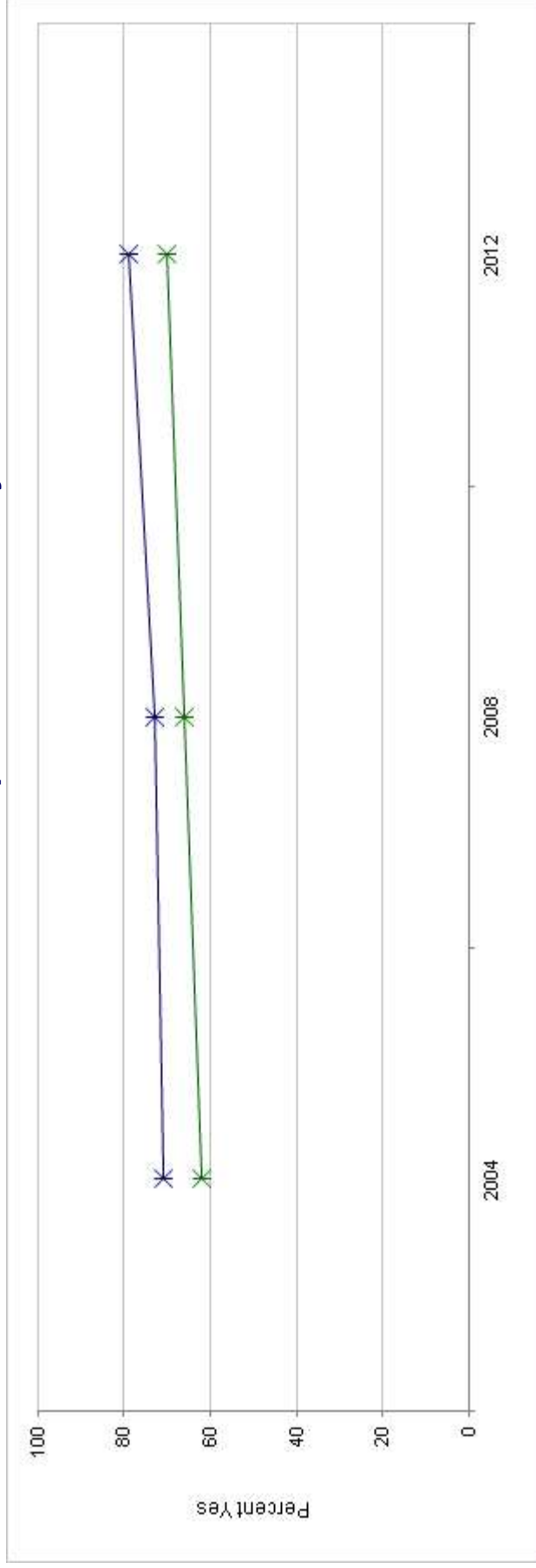
Lower Response

- Higher response of yes *immediate military supervisor* led by O4 – O6 men and ANG men; lower response led by E1 – E4 men
- Higher response of don't know *immediate military supervisor* led by E1 – E4 men; lower response led by O4 – O6 men and O1 – O3 men
- Lower response of no *immediate military supervisor* led by O4 – O6 men and USAFR men
- Higher response of yes *senior leadership of your Reserve component* led by O4 – O6 men and ANG men; lower response led by E1 – E4 men
- Higher response of don't know *senior leadership of your Reserve component* led by E1 – E4 men; lower response led by O4 – O6 men and O1 – O3 men
- Lower response of no *senior leadership of your Reserve component* led by ANG men, USAFR men, and O4 – O6 men
- Higher response of yes *senior leadership of their installation/ship* led by O4 – O6 men and ANG men; lower response led by USAR men and E1 – E4 men
- Higher response of don't know *senior leadership of their installation/ship* led by E1 – E4 men and USAR men; lower response led by O4 – O6 men, E5 – E9 men, and ANG men
- Lower response of no *senior leadership of their installation/ship* led by O4 – O6 men and USAFR men



# Your Immediate Military Supervisor Makes Honest and Reasonable Efforts To Stop Sexual Harassment

## Percent of All Reserve Component Members, by Gender



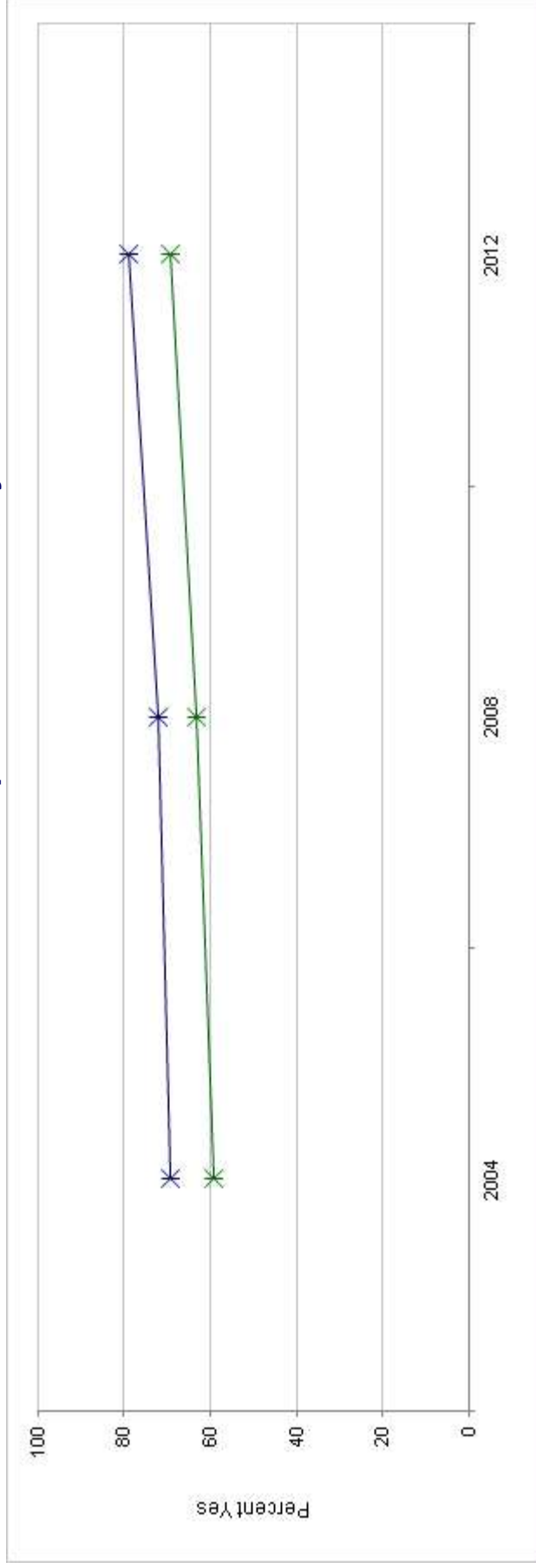
	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
* Total Women	62	66	70
* Total Men	71	73	79

- For women, the 2012 percentage is significantly higher than 2004; for men, the 2012 percentage is significantly higher than 2008 and 2004



# Senior Leadership of Your Reserve Component Makes Honest and Reasonable Efforts To Stop Sexual Harassment

## Percent of All Reserve Component Members, by Gender

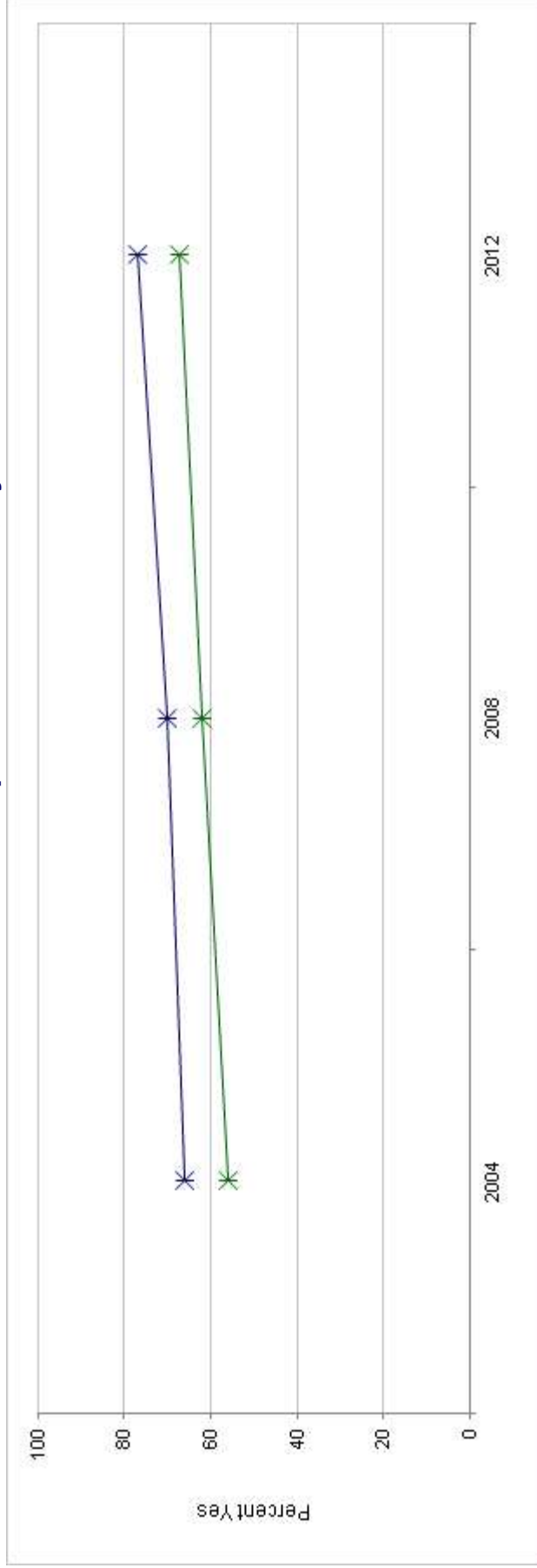


- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



# Senior Leadership of Your Installation/Ship Makes Honest and Reasonable Efforts To Stop Sexual Harassment

## Percent of All Reserve Component Members, by Gender

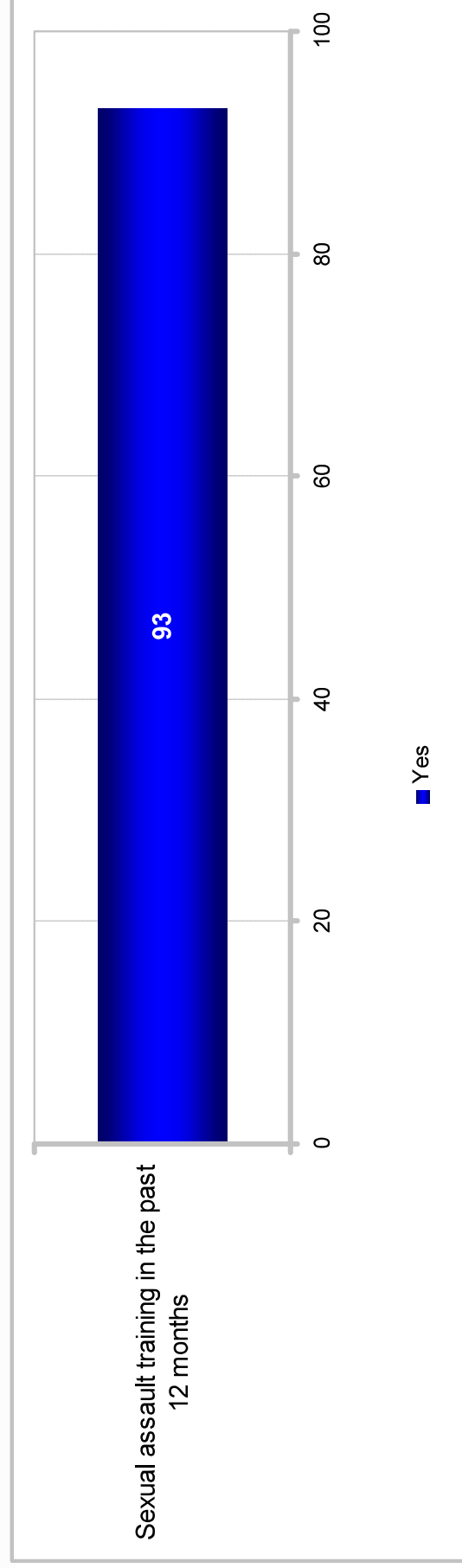


- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



## Sexual Assault Training in the Past 12 Months

Percent of All Reserve Component Women

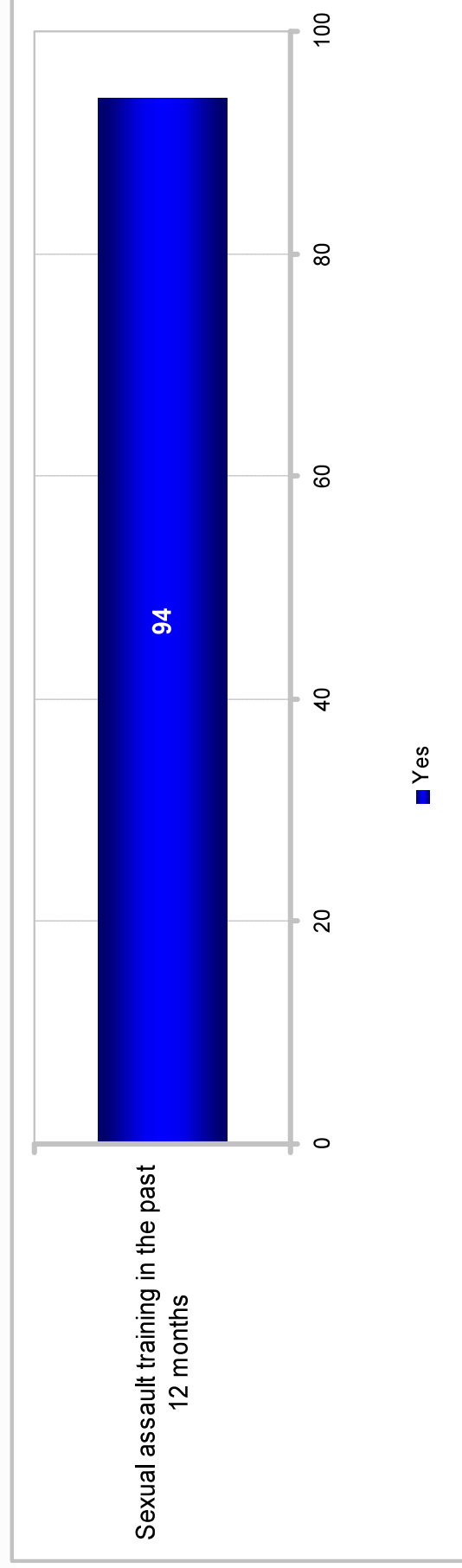


- **93% of women indicated they had sexual assault training in the past 12 months**



## Sexual Assault Training in the Past 12 Months

Percent of All Reserve Component Men



- **94% of men indicated they had sexual assault training in the past 12 months**



## Sexual Assault Training in the Past 12 Months

### Percent of All Reserve Component Members

<u>DoD Reserve Women</u>	
KEY:	
Higher Response of Yes	
Lower Response of Yes	
Sexual assault training in the past 12 months	
Total Women	93
ARNG Women	93
USAR Women	89
USNR Women	98
USMCR Women	93
ANG Women	96
USAFR Women	93
E1 - E4 Women	92
E5 - E9 Women	94
O1 - O3 Women	92
O4 - O6 Women	90

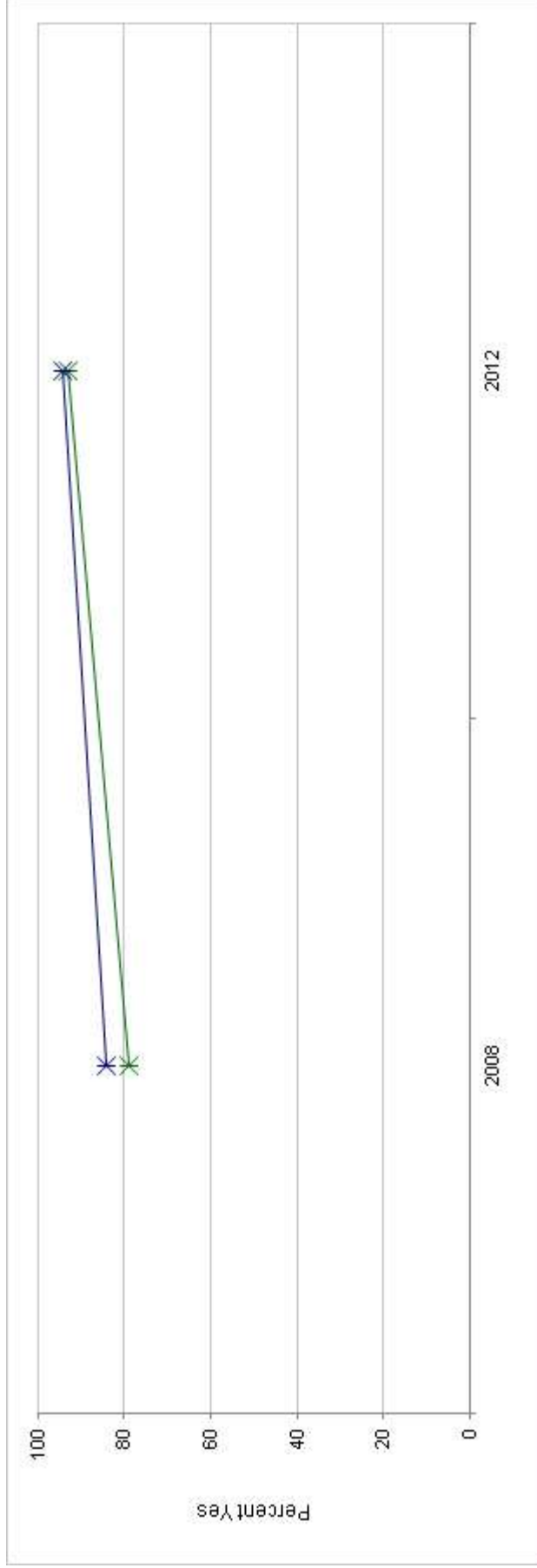
<u>DoD Reserve Men</u>	
KEY:	
Higher Response of Yes	
Lower Response of Yes	
Sexual assault training in the past 12 months	
Total Men	94
ARNG Men	93
USAR Men	93
USNR Men	98
USMCR Men	96
ANG Men	97
USAFR Men	94
E1 - E4 Men	93
E5 - E9 Men	96
O1 - O3 Men	93
O4 - O6 Men	94

- Higher response led by USNR men, USNR women, ANG men, ANG women, and E5 – E9 men; lower response led by USAR women and E1 – E4 men



# Sexual Assault Training in the Past 12 Months

## Percent of All Reserve Component Members, by Gender



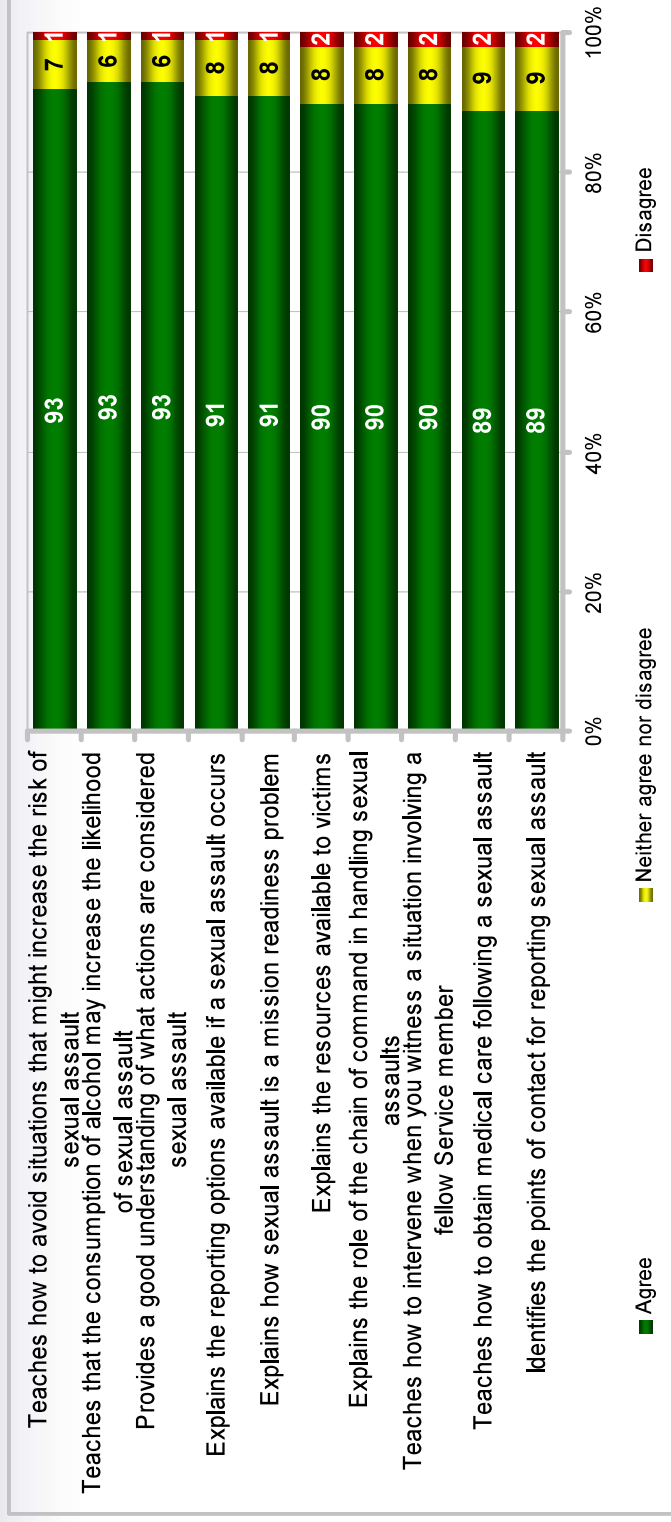
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	79	93
* Total Men	84	94

- For women and men, the 2012 percentages are significantly higher than 2008



## Aspects of Sexual Assault Training

### Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months



• **Of the 93% of women who had sexual assault training in the past 12 months:**

- 93% agree their training teaches how to avoid situations that might increase the risk of sexual assault; 1% disagree
- 93% agree their training teaches that the consumption of alcohol may increase the likelihood of sexual assault; 1% disagree
- 93% agree their training provides a good understanding of what actions are considered sexual assault; 1% disagree
- 91% agree their training explains the reporting options available if a sexual assault occurs; 1% disagree
- 91% agree their training explains how sexual assault is a mission readiness problem; 1% disagree
- 90% agree their training explains the resources available to victims; 2% disagree
- 90% agree their training explains the role of the chain of command in handling sexual assaults; 2% disagree
- 90% agree their training teaches how to intervene when they witness a situation involving a fellow Service member; 2% disagree
- 89% agree their training teaches how to obtain medical care following a sexual assault; 2% disagree
- 89% agree their training identifies the points of contact for reporting sexual assault; 2% disagree

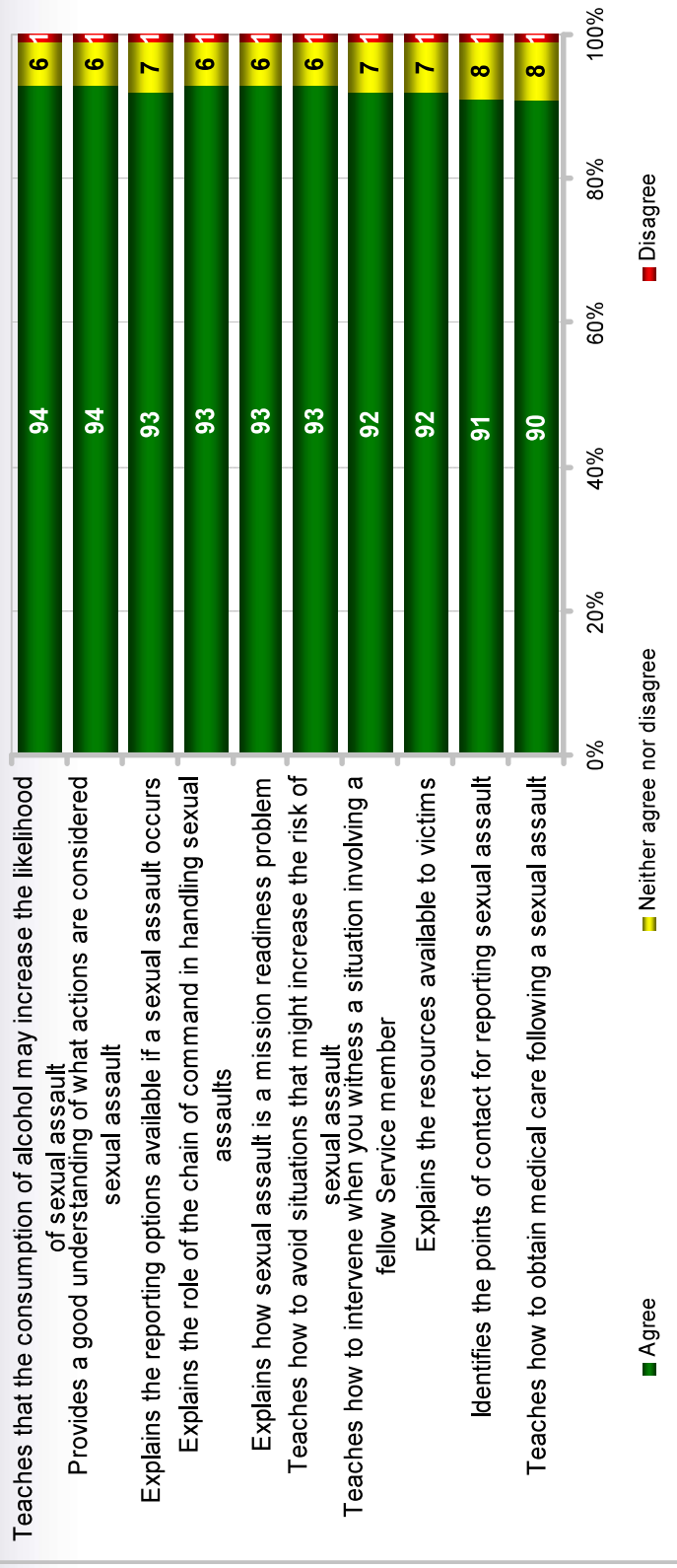
WGRR 2012 Q109

Margins of error do not exceed ±1%



## Aspects of Sexual Assault Training

### Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months



• **Of the 94% of men who had sexual assault training in the past 12 months:**

- 94% agree their training teaches that the consumption of alcohol may increase the likelihood of sexual assault; 1% disagree
- 94% agree their training provides a good understanding of what actions are considered sexual assault; 1% disagree
- 93% agree their training explains the reporting options available if a sexual assault occurs; 1% disagree
- 93% agree their training explains the role of the chain of command in handling sexual assaults; 1% disagree
- 93% agree their training explains how sexual assault is a mission readiness problem; 1% disagree
- 93% agree their training teaches how to avoid situations that might increase the risk of sexual assault; 1% disagree
- 92% agree their training teaches how to intervene when they witness a situation involving a fellow Service member; 1% disagree
- 92% agree their training explains the resources available to victims; 1% disagree
- 91% agree their training identifies the points of contact for reporting sexual assault; 1% disagree
- 90% agree their training teaches how to obtain medical care following a sexual assault; 1% disagree

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Margins of error do not exceed ±1%



## Aspects of Sexual Assault Training

### Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
KEY:												
Higher Response of Agree												
Higher Response of Disagree												
Teaches how to avoid situations that might increase the risk of sexual assault	Agree	93	92	91	95	92	95	93	92	93	92	95
	Disagree	1	1	1	0	1	1	1	1	1	1	2
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	Agree	93	93	92	95	93	95	93	92	93	94	96
	Disagree	1	0	1	0	1	0	0	0	1	1	1
Provides a good understanding of what actions are considered sexual assault	Agree	93	93	92	94	93	96	93	93	93	94	95
	Disagree	1	0	1	1	1	1	1	0	1	1	1
Explains the reporting options available if a sexual assault occurs	Agree	91	90	88	94	93	94	93	90	91	91	94
	Disagree	1	1	2	0	1	1	1	1	1	2	2
Explains how sexual assault is a mission readiness problem	Agree	91	91	88	93	92	93	93	90	91	92	94
	Disagree	1	1	2	1	0	1	1	1	1	2	2

- Higher response of agree teaches how to avoid situations that might increase the risk of sexual assault led by O4 – O6 women and ANG women
- Higher response of agree teaches that the consumption of alcohol may increase the likelihood of sexual assault led by O4 – O6 women
- Higher response of agree provides a good understanding of what actions are considered sexual assault led by ANG women
- Higher response of agree explains the reporting options available if a sexual assault occurs led by USNR women, ANG women, and O4 – O6 women
- Higher response of agree explains how sexual assault is a mission readiness problem led by O4 – O6 women and ANG women



## Aspects of Sexual Assault Training

### Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months

DoD Reserve Women	Total Women									
	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Explains the resources available to victims	90	86	94	91	93	91	89	90	89	91
Explains the role of the chain of command in handling sexual assaults	2	3	1	1	1	1	2	2	3	3
Teaches how to intervene when you witness a situation involving a fellow Service member	90	88	94	92	91	91	90	91	89	91
Teaches how to obtain medical care following a sexual assault	2	2	1	0	2	1	1	2	3	2
Identifies the points of contact for reporting sexual assault	90	86	94	91	95	93	89	91	91	93
	2	3	1	1	1	1	2	2	3	2
	89	87	91	91	91	89	88	89	88	90
	2	2	1	1	2	1	2	2	3	3
	89	84	94	93	95	93	88	90	87	91
	2	3	1	1	1	0	2	2	3	2

KEY:

Higher Response of Agree

Higher Response of Disagree

- Higher response of agree explains the resources available to victims led by USNR women and ANG women
- Higher response of agree explains the role of the chain of command in handling sexual assaults led by USNR women
- Higher response of agree training teaches how to intervene when they witness a situation involving a fellow Service member led by ANG women and USNR women
- Higher response of agree identifies the points of contact for reporting sexual assault led by ANG women, USNR women, and USAFR women
- Higher response of disagree identifies the points of contact for reporting sexual assault led by USAR women



## Aspects of Sexual Assault Training

### Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Teaches how to avoid situations that might increase the risk of sexual assault	Agree	93	94	92	94	90	94	93	92	93	95	95
	Disagree	1	1	1	1	1	0	0	1	1	1	1
Teaches that the consumption of alcohol may increase the likelihood of sexual assault	Agree	94	94	93	94	90	95	93	93	93	96	96
	Disagree	1	1	1	0	1	0	0	1	1	0	0
Provides a good understanding of what actions are considered sexual assault	Agree	94	94	93	94	90	94	94	93	94	95	96
	Disagree	1	1	1	0	1	0	0	1	1	1	0
Explains the reporting options available if a sexual assault occurs	Agree	93	93	92	94	89	93	93	92	93	93	95
	Disagree	1	1	1	0	1	1	0	1	1	1	0
Explains how sexual assault is a mission readiness problem	Agree	93	93	92	93	89	94	94	92	93	94	96
	Disagree	1	1	1	1	2	0	0	1	1	1	0

- Higher response of agree teaches that the consumption of alcohol may increase the likelihood of sexual assault led by O1 – O3 men and O4 – O6 men
- Higher response of agree provides a good understanding of what actions are considered sexual assault led by O4 – O6 men
- Higher response of agree explains the reporting options available if a sexual assault occurs led by O4 – O6 men
- Higher response of agree explains how sexual assault is a mission readiness problem led by O4 – O6 men



## Aspects of Sexual Assault Training

### Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months

	DoD Reserve Men										
	Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Explains the resources available to victims	92	92	91	93	88	93	93	91	92	91	94
	1	1	1	0	2	1	0	1	1	1	0
Explains the role of the chain of command in handling sexual assaults	93	93	92	94	89	93	93	92	93	93	95
	1	1	1	1	1	1	0	1	1	2	1
Teaches how to intervene when you witness a situation involving a fellow Service member	92	92	91	94	88	94	92	91	92	92	93
	1	1	2	0	2	1	1	1	1	2	0
Teaches how to obtain medical care following a sexual assault	90	91	89	93	88	91	91	90	90	90	92
	1	2	1	0	1	1	0	1	1	2	1
Identifies the points of contact for reporting sexual assault	91	91	89	92	89	94	93	90	91	91	93
	1	1	2	0	1	0	0	1	1	1	1

KEY:

Higher Response of Agree

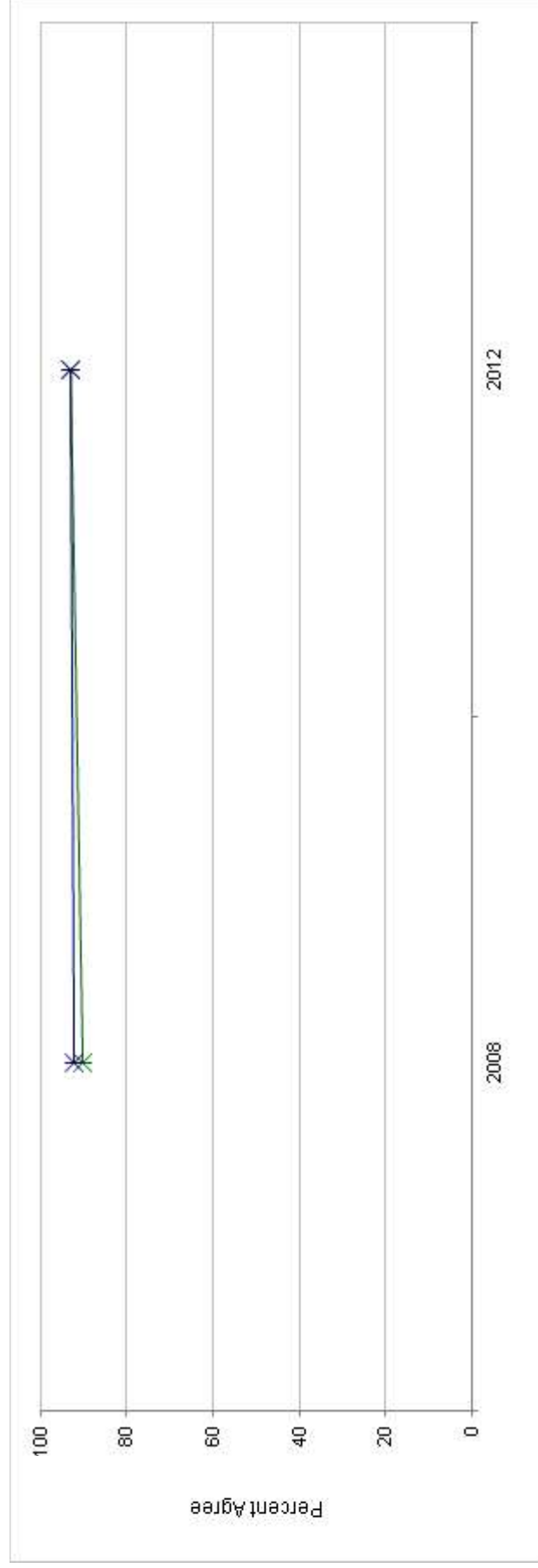
Higher Response of Disagree

- Higher response of agree explains the role of the chain of command in handling sexual assaults led by O4 – O6 men
- Higher response of agree training teaches how to intervene when they witness a situation involving a fellow Service member led by ANG men
- Higher response of agree teaches how to obtain medical care following a sexual assault led by USNR men
- Higher response of agree identifies the points of contact for reporting sexual assault led by ANG men



# Sexual Assault Training Teaches How To Avoid Situations That Might Increase the Risk of Sexual Assault

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

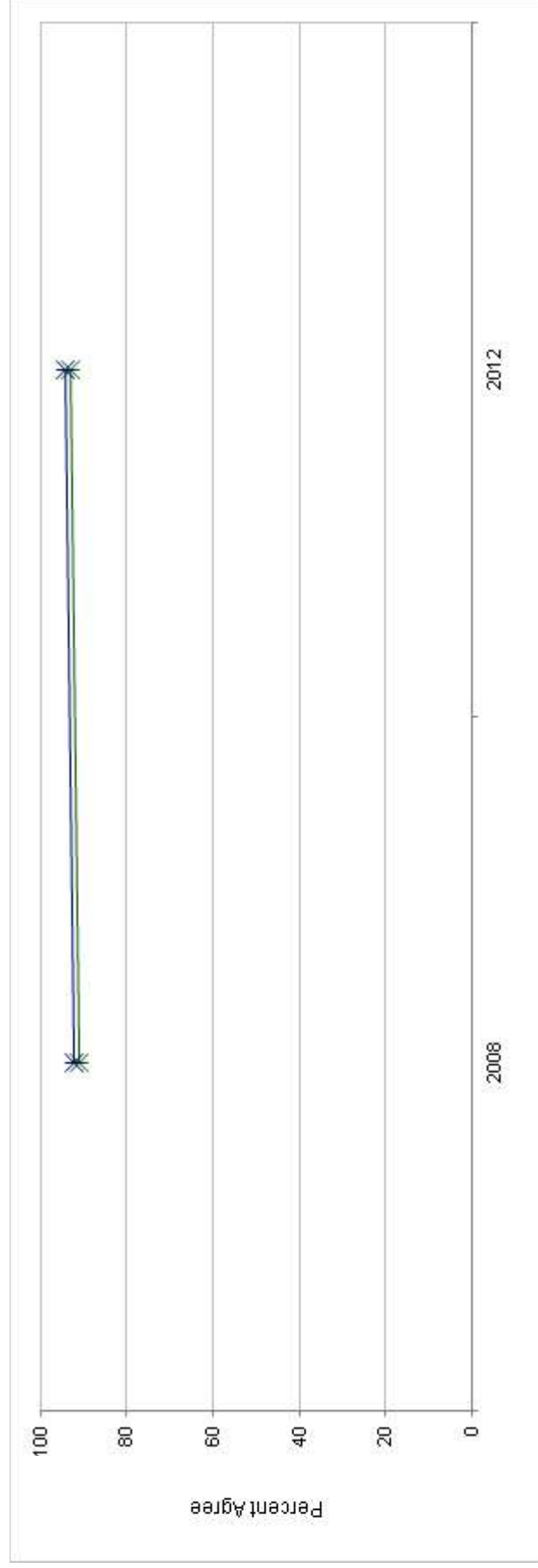


- There are no statistically significant differences for women or men between 2012 and 2008



# Sexual Assault Training Provides a Good Understanding of What Actions Are Considered Sexual Assault

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



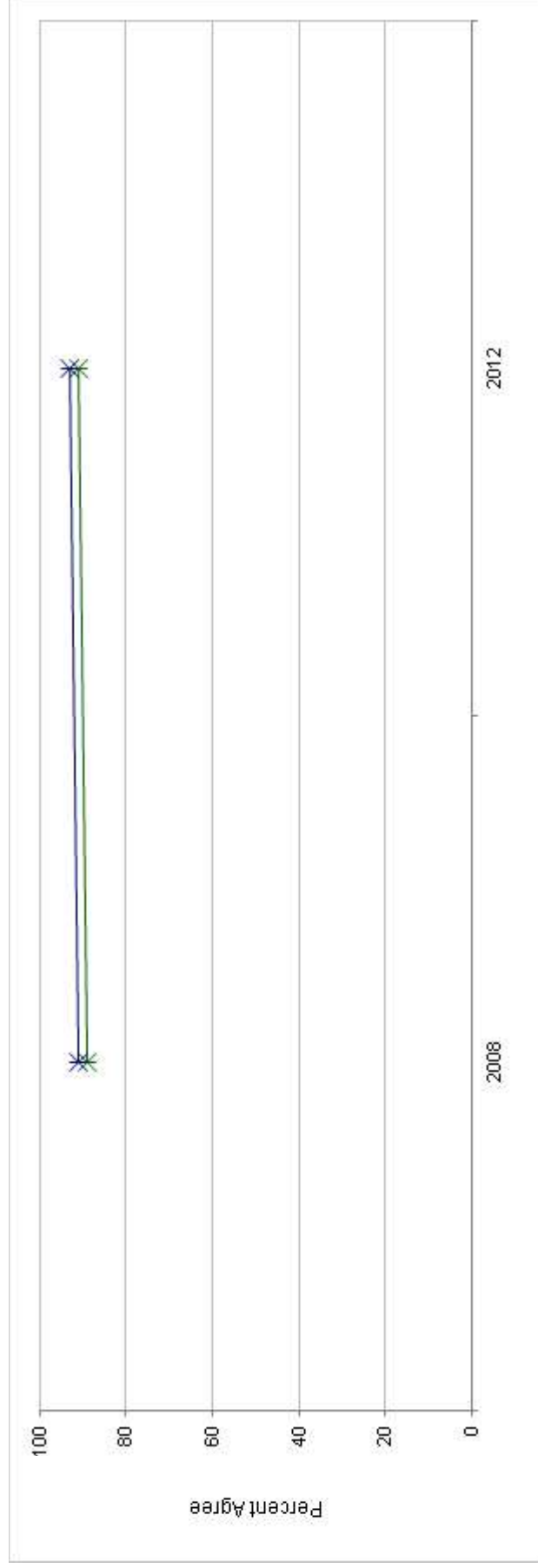
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	91	93
* Total Men	92	94

- There are no statistically significant differences for women or men between 2012 and 2008



# Sexual Assault Training Explains the Reporting Options Available if a Sexual Assault Occurs

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

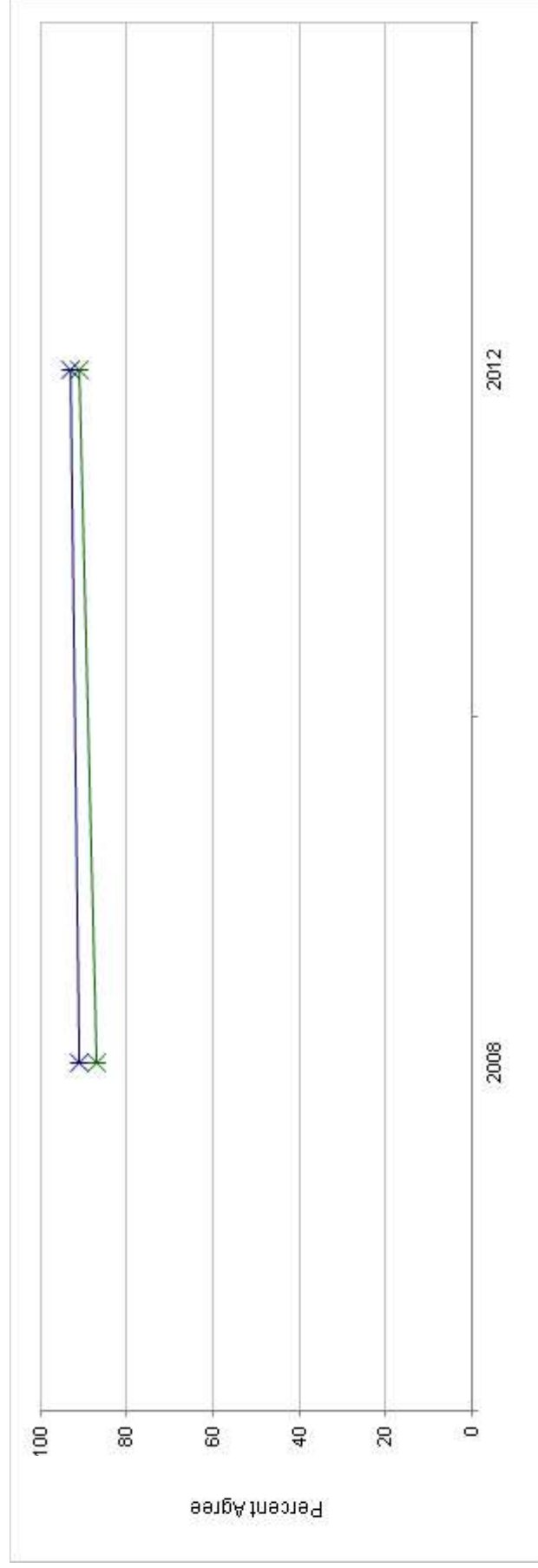


- There are no statistically significant differences for women or men between 2012 and 2008



# Sexual Assault Training Explains How Sexual Assault is a Mission Readiness Problem

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



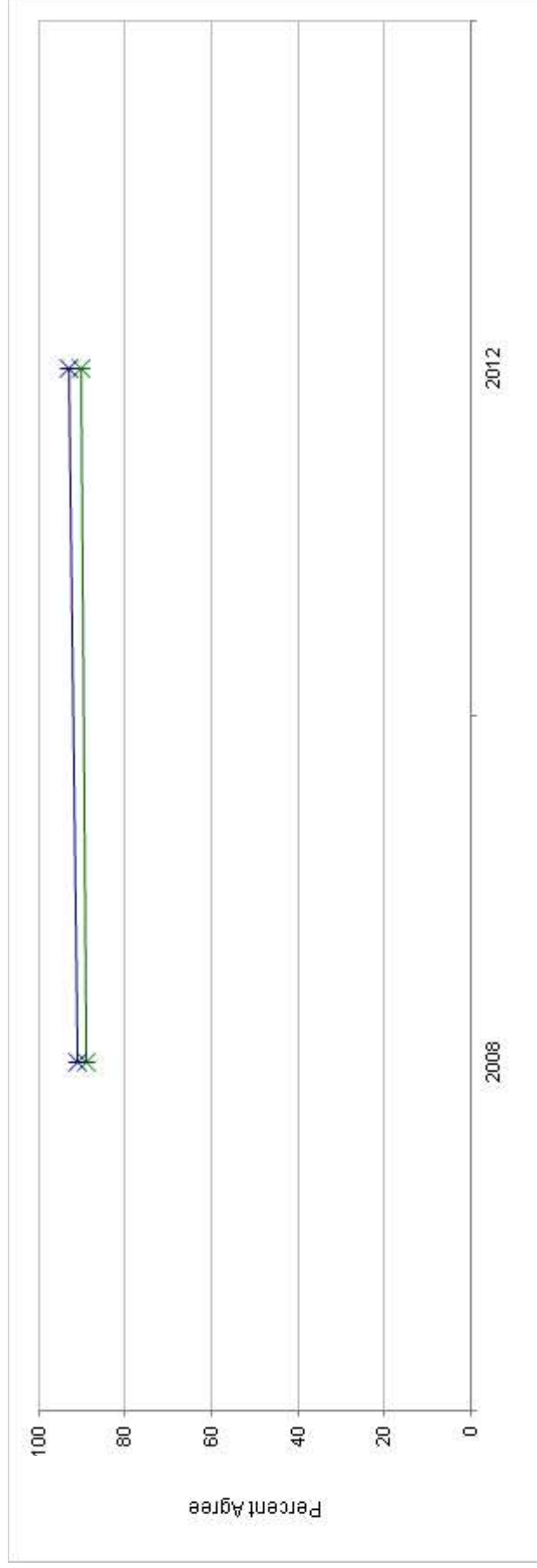
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	87	91
* Total Men	91	93

- For women, the 2012 percentage is significantly higher than 2008; there are no statistically significant differences for men



# Sexual Assault Training Explains the Role of the Chain of Command in Handling Sexual Assaults

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender



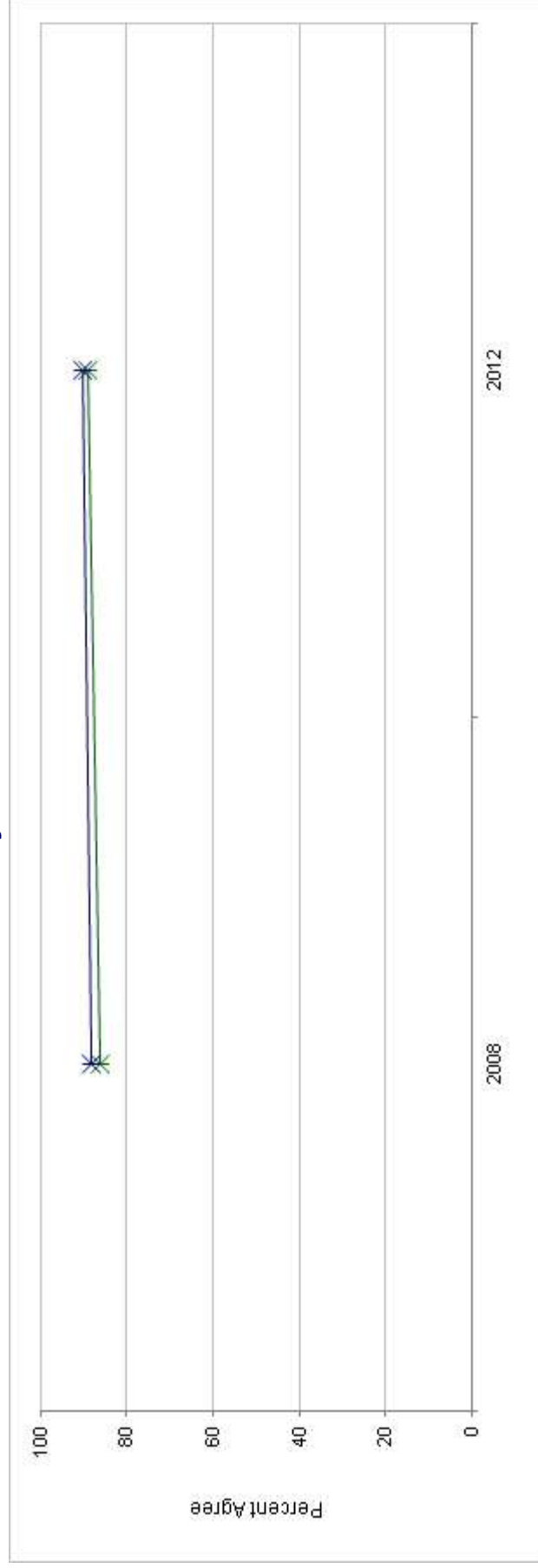
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	89	90
* Total Men	91	93

- There are no statistically significant differences for women or men between 2012 and 2008



# Sexual Assault Training Teaches How To Obtain Medical Care Following a Sexual Assault

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

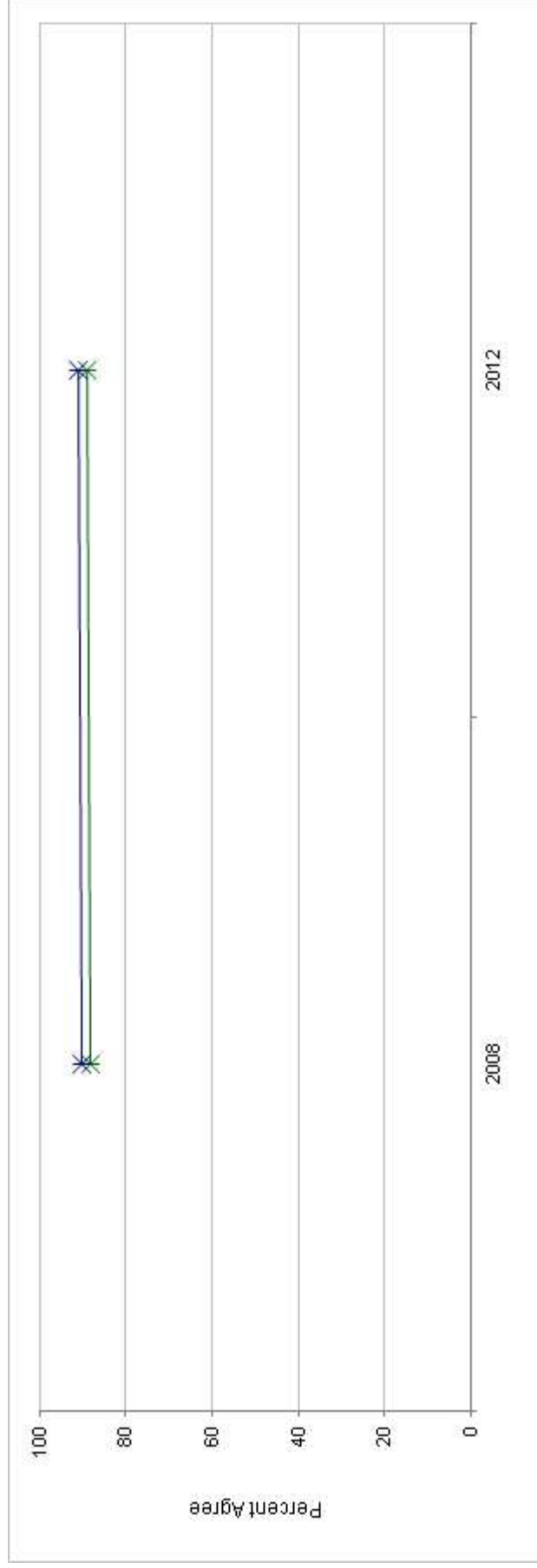


- For men, the 2012 percentage is significantly higher than 2008; for women, there are no statistically significant differences



# Sexual Assault Training Identifies the Points of Contact for Reporting Sexual Assault

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

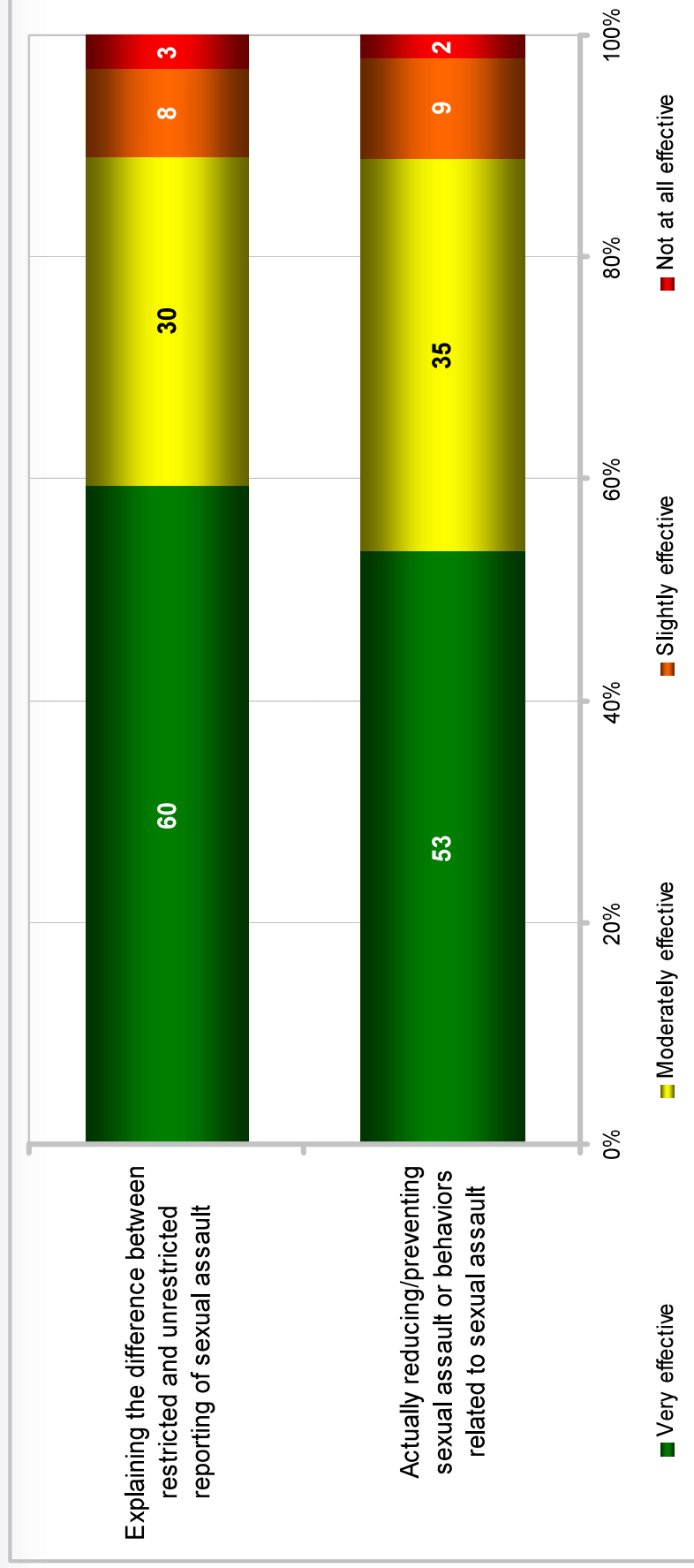


- There are no statistically significant differences for women or men between 2012 and 2008



## Effectiveness of Sexual Assault Training

### Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months



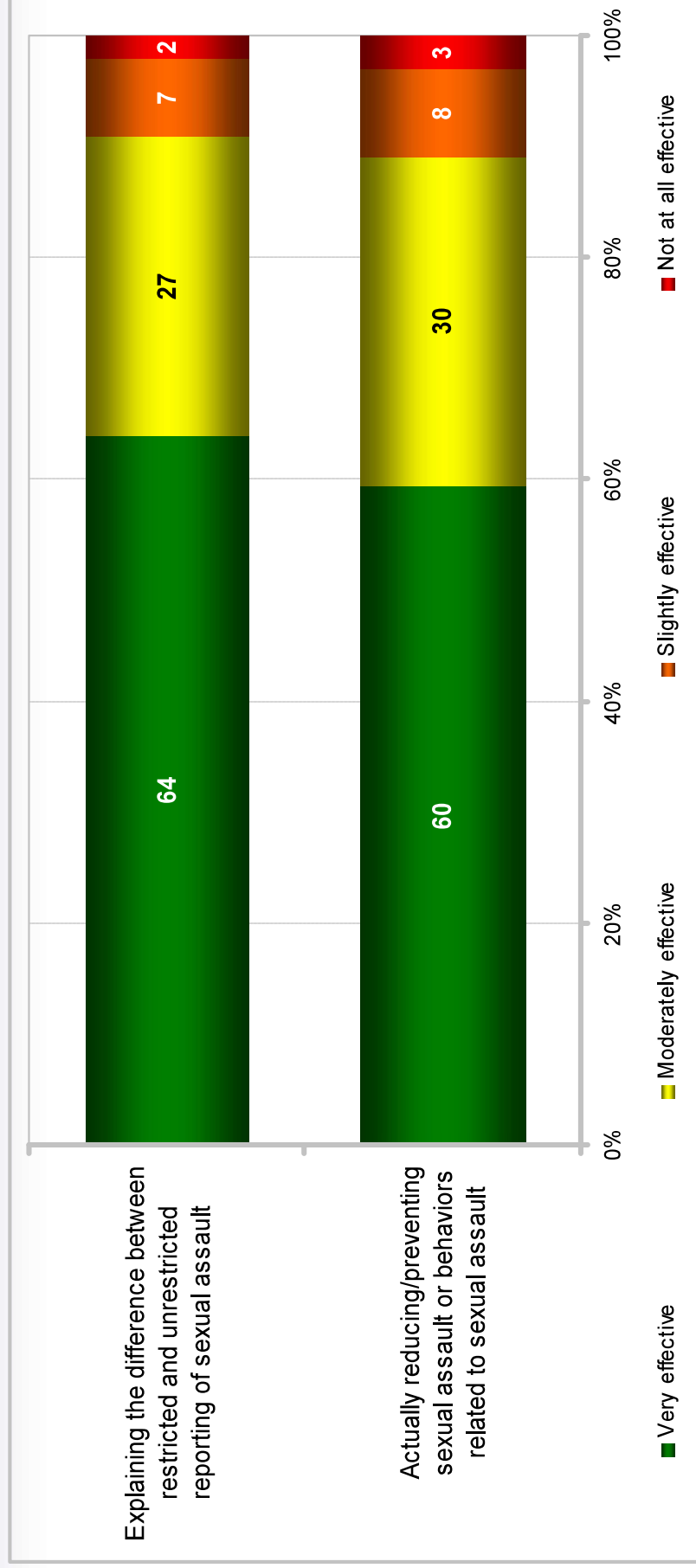
• **Of the 93% of women who had sexual assault training in the past 12 months:**

- 60% indicated their training was *very effective* in explaining the difference between restricted and unrestricted reporting of sexual assault; 30% indicated *moderately effective*; 8% indicated *slightly effective*; and 3% indicated *not at all effective*
- 53% indicated their training was *very effective* in actually reducing/preventing sexual assault or behaviors related to sexual assault; 35% indicated *moderately effective*; 9% indicated *slightly effective*; and 2% indicated *not at all effective*



## Effectiveness of Sexual Assault Training

### Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months



• **Of the 94% of men who had sexual assault training in the past 12 months:**

- 64% indicated their training was *very effective* in explaining the difference between restricted and unrestricted reporting of sexual assault; 27% indicated *moderately effective*; 7% indicated *slightly effective*; and 2% indicated *not at all effective*
- 60% indicated their training was *very effective* in actually reducing/preventing sexual assault or behaviors related to sexual assault; 30% indicated *moderately effective*; 8% indicated *slightly effective*; and 3% indicated *not at all effective*



## Effectiveness of Sexual Assault Training

### Percent of Reserve Component Women Who Had Sexual Assault Training in the Past 12 Months

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Explaining the difference between restricted and unrestricted reporting of sexual assault	Very effective	60	58	58	69	60	61	62	63	59	56	54
	Moderately effective	30	31	30	25	32	30	30	28	31	31	36
	Slightly effective	8	8	8	5	6	7	7	7	8	9	8
	Not at all effective	3	3	4	1	2	2	1	3	3	3	2
Actually reducing/preventing sexual assault or behaviors related to sexual assault	Very effective	53	52	54	58	52	53	53	58	52	45	46
	Moderately effective	35	36	34	32	38	35	37	33	36	38	39
	Slightly effective	9	10	9	7	8	9	8	8	10	14	12
	Not at all effective	2	2	3	3	1	3	2	2	3	3	4

KEY:

Higher Response

Lower Response

- Higher response of very effective explaining the difference between restricted and unrestricted reporting of sexual assault led by USNR women and E1 - E4 women; lower response led by O4 - O6 women
- Higher response of moderately effective explaining the difference between restricted and unrestricted reporting of sexual assault led by O4 - O6 women; lower response led by USNR women
- Lower response of slightly effective explaining the difference between restricted and unrestricted reporting of sexual assault led by USNR women
- Higher response of very effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by E1 - E4 women; lower response of led by O1 - O3 women and O4 - O6 women
- Higher response of slightly effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by O1 - O3 women; lower response led by E1 - E4 women



## Effectiveness of Sexual Assault Training

### Percent of Reserve Component Men Who Had Sexual Assault Training in the Past 12 Months

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Explaining the difference between restricted and unrestricted reporting of sexual assault	Very effective	64	63	63	72	68	62	63	69	62	59	55
	Moderately effective	27	27	27	24	24	31	28	24	29	30	33
	Slightly effective	7	7	8	4	6	4	8	5	7	8	9
	Not at all effective	2	3	2	1	2	2	1	2	2	3	2
Actually reducing/preventing sexual assault or behaviors related to sexual assault	Very effective	60	59	60	65	66	60	56	66	59	50	47
	Moderately effective	30	30	30	26	25	32	31	27	30	38	39
	Slightly effective	8	8	8	6	6	6	10	6	8	9	10
	Not at all effective	3	3	3	2	2	2	3	2	3	3	3

KEY:

Higher Response

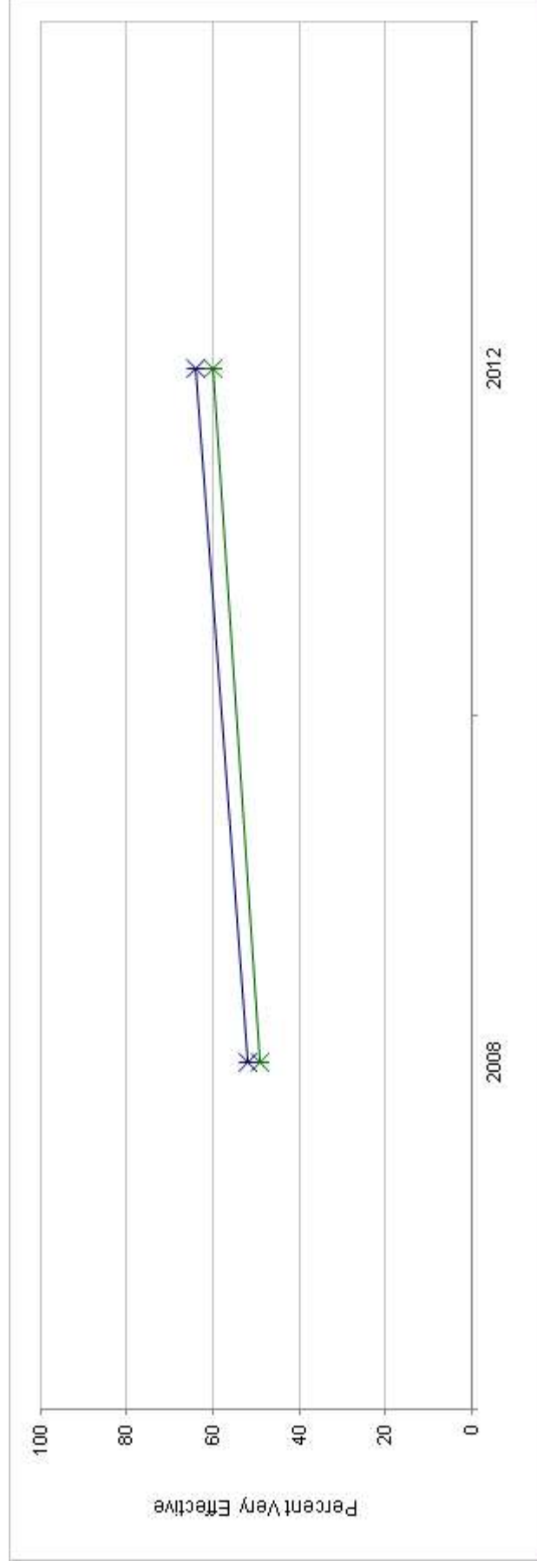
Lower Response

- Higher response of very effective explaining the difference between restricted and unrestricted reporting of sexual assault led by USNR men and E1 - E4 men; lower response led by O4 - O6 men and E5 - E9 men
- Higher response of moderately effective explaining the difference between restricted and unrestricted reporting of sexual assault led by O4 - O6 men and ANG men; lower response led E1 - E4 men
- Higher response of slightly effective explaining the difference between restricted and unrestricted reporting of sexual assault led by O4 - O6 men; lower response led by USNR men and ANG men
- Higher response of very effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by E1 - E4 men and USNR men; lower response led by O4 - O6 men and O1 - O3 men
- Higher response of moderately effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by O4 - O6 men and O1 - O3 men; lower response led by E1 - E4 men
- Higher response of slightly effective actually reducing/preventing sexual assault or behaviors related to sexual assault led by O4 - O6 men; lower response led by ANG men and E1 - E4 men



# Sexual Assault Training Was Very Effective in Explaining the Difference Between Restricted and Unrestricted Reporting of Sexual Assault

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

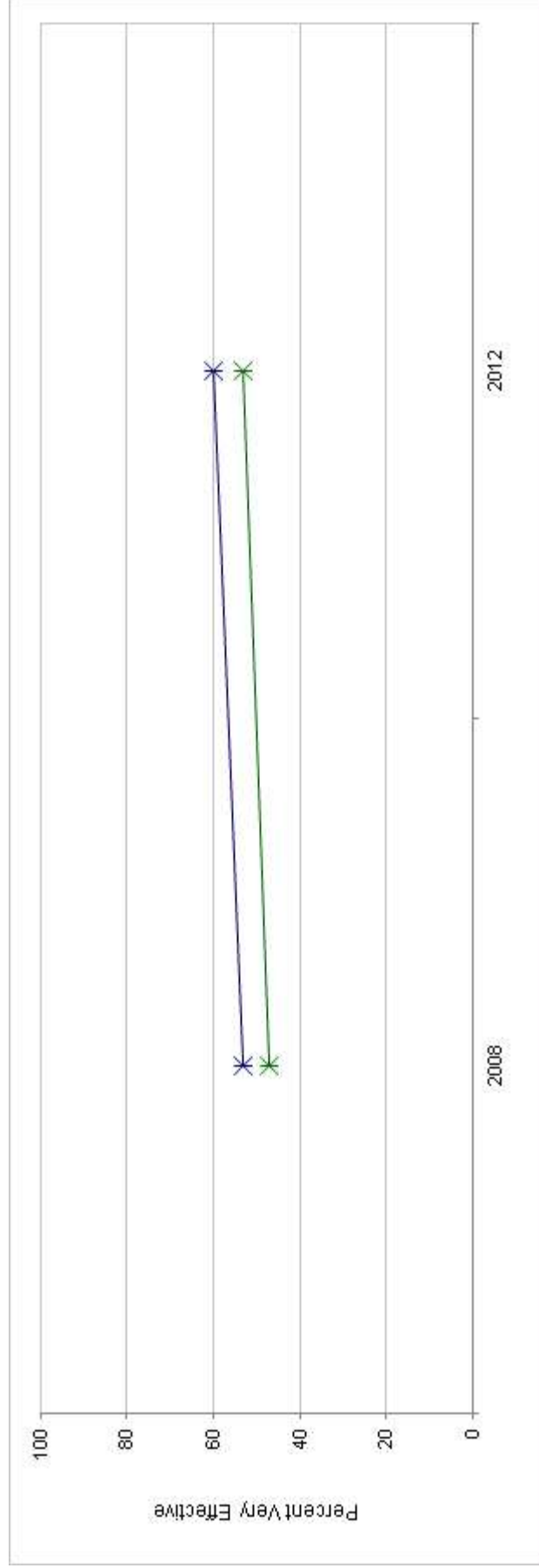


- For women and men, the 2012 percentages are significantly higher than 2008



# Sexual Assault Training Was Very Effective in Reducing/Preventing Sexual Assault or Behaviors Related to Sexual Assault

## Percent of Reserve Component Members Who Had Sexual Assault Training in the Past 12 Months, by Gender

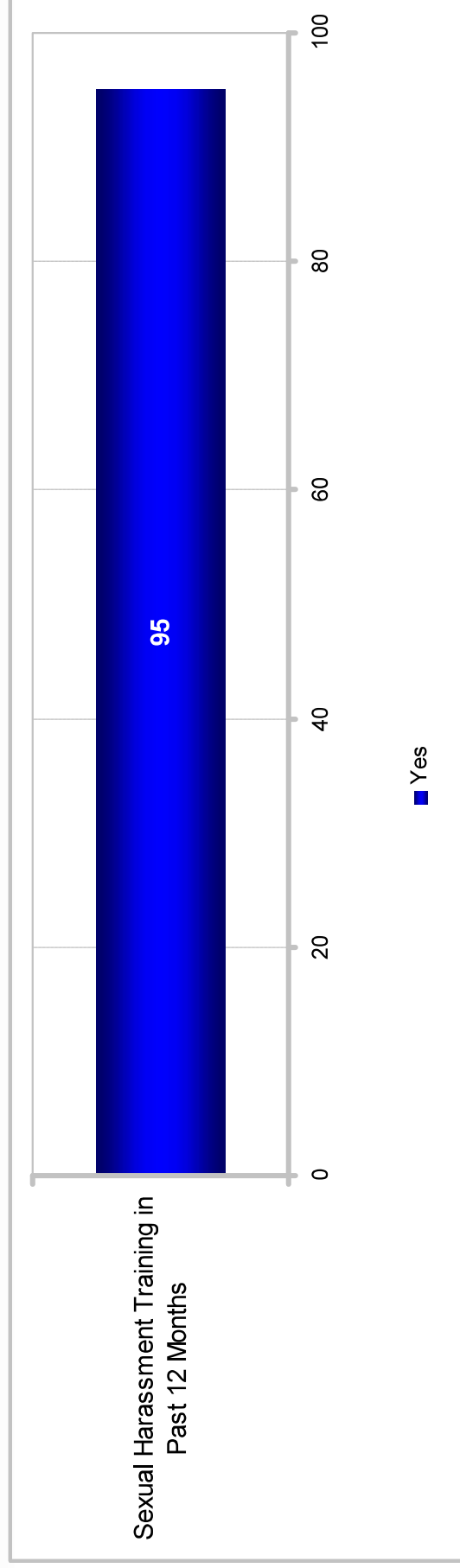


- For women and men, the 2012 percentages are significantly higher than 2008



## Training on Sexual Harassment in Past 12 Months

Percent of All Reserve Component Women

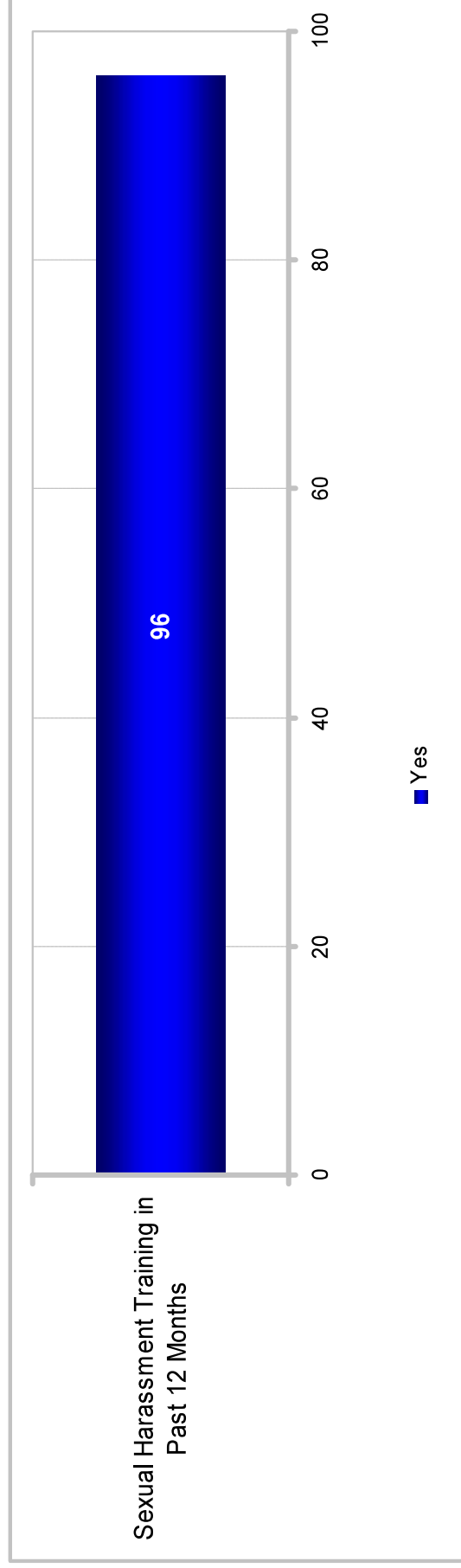


- **95% of women indicated they had sexual harassment training in the past 12 months**



## Training on Sexual Harassment in Past 12 Months

Percent of All Reserve Component Men



- **96% of men indicated they had sexual harassment training in the past 12 months**



## Training on Sexual Harassment in Past 12 Months Percent of All Reserve Component Members

DoD Reserve Women													
KEY:													
Higher Response of Yes													
Lower Response of Yes													
Sexual Harassment Training in Past 12 Months	Total Women	95	96	93	95	96	92	97	95	95	96	95	94
	ARNG Women	96							USAFR Women	95			
	USAR Women	93							USMCR Women	92			
	USNR Women	99							ANG Women	97			
	USAR Men	95							USAFR Men	97			
	USNR Men	99							USMCR Men	96			
	USAR Men	95							ANG Men	98			
	USNR Men	99							USAFR Men	97			
	USAR Men	95							E1 - E4 Men	95			
	USNR Men	99							E5 - E9 Men	96			
	USAR Men	95							O1 - O3 Women	95			
	USNR Men	99							O4 - O6 Women	94			

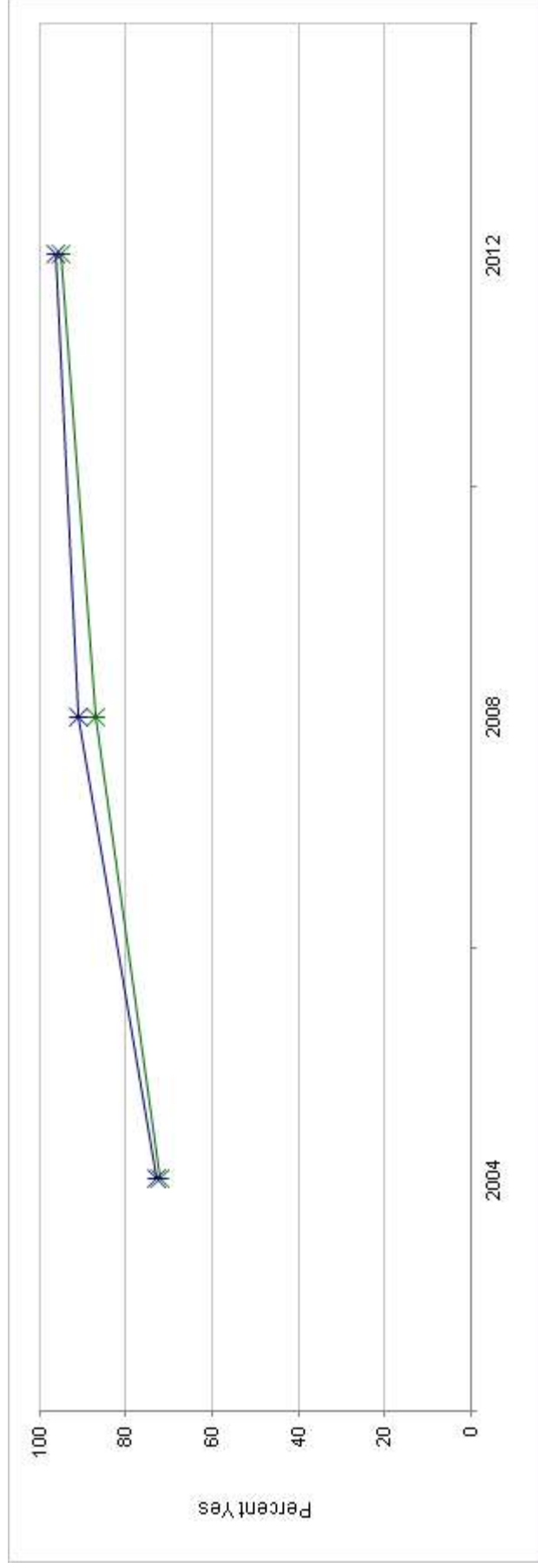
DoD Reserve Men													
KEY:													
Higher Response of Yes													
Lower Response of Yes													
Sexual Harassment Training in Past 12 Months	Total Men	96	95	95	95	96	98	97	97	95	97	95	96
	ARNG Men	95							USAFR Men	97			
	USAR Men	95							USMCR Men	96			
	USNR Men	99							ANG Men	98			
	USAR Men	95							USAFR Men	97			
	USNR Men	99							USMCR Men	96			
	USAR Men	95							ANG Men	98			
	USNR Men	99							USAFR Men	97			
	USAR Men	95							E1 - E4 Men	95			
	USNR Men	99							E5 - E9 Men	97			
	USAR Men	95							O1 - O3 Men	95			
	USNR Men	99							O4 - O6 Men	96			

- Higher response led by USNR men, USNR women, and ANG men; lower response led by USAR women



# Sexual Harassment Training in the Past 12 Months

## Percent of All Reserve Component Members, by Gender

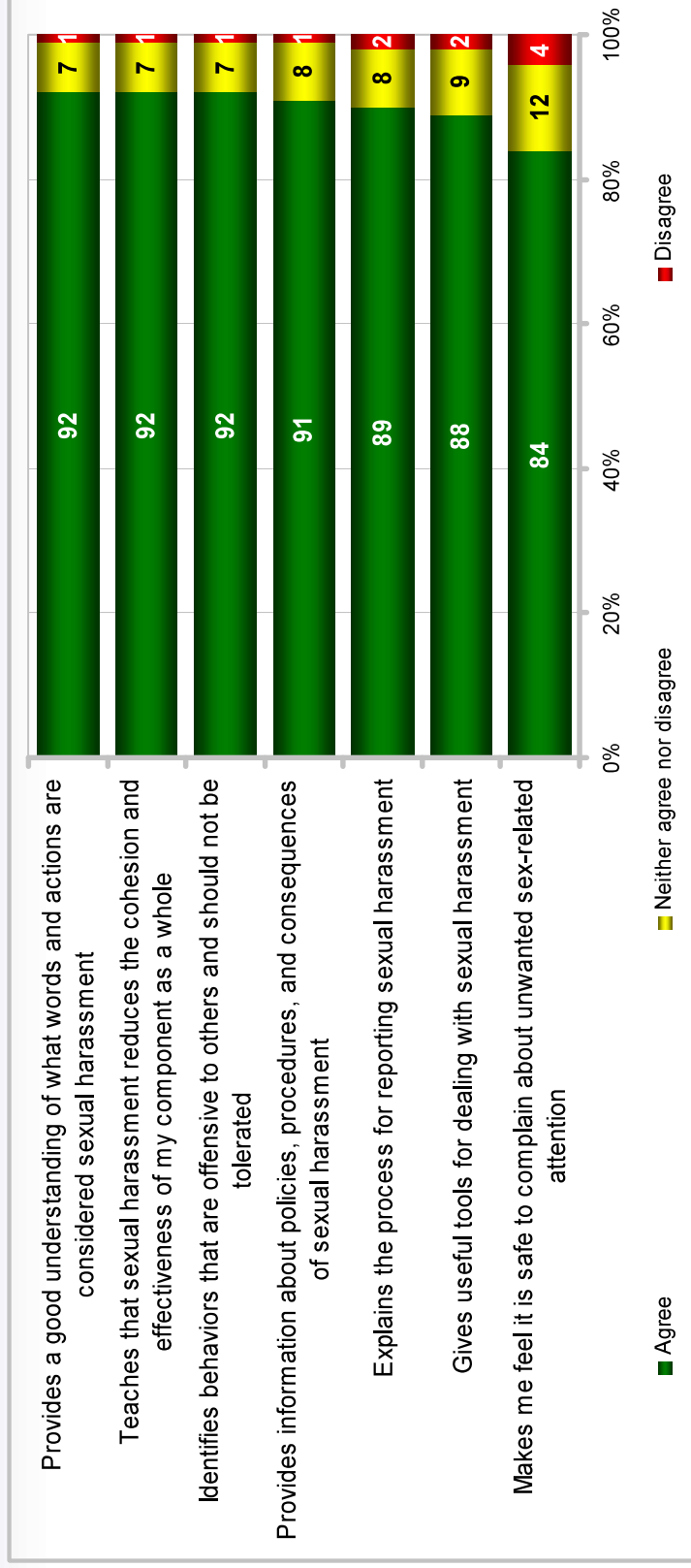


- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



## Aspects of Sexual Harassment Training

### Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months



- **Of the 95% of women who had sexual harassment training in the past 12 months:**

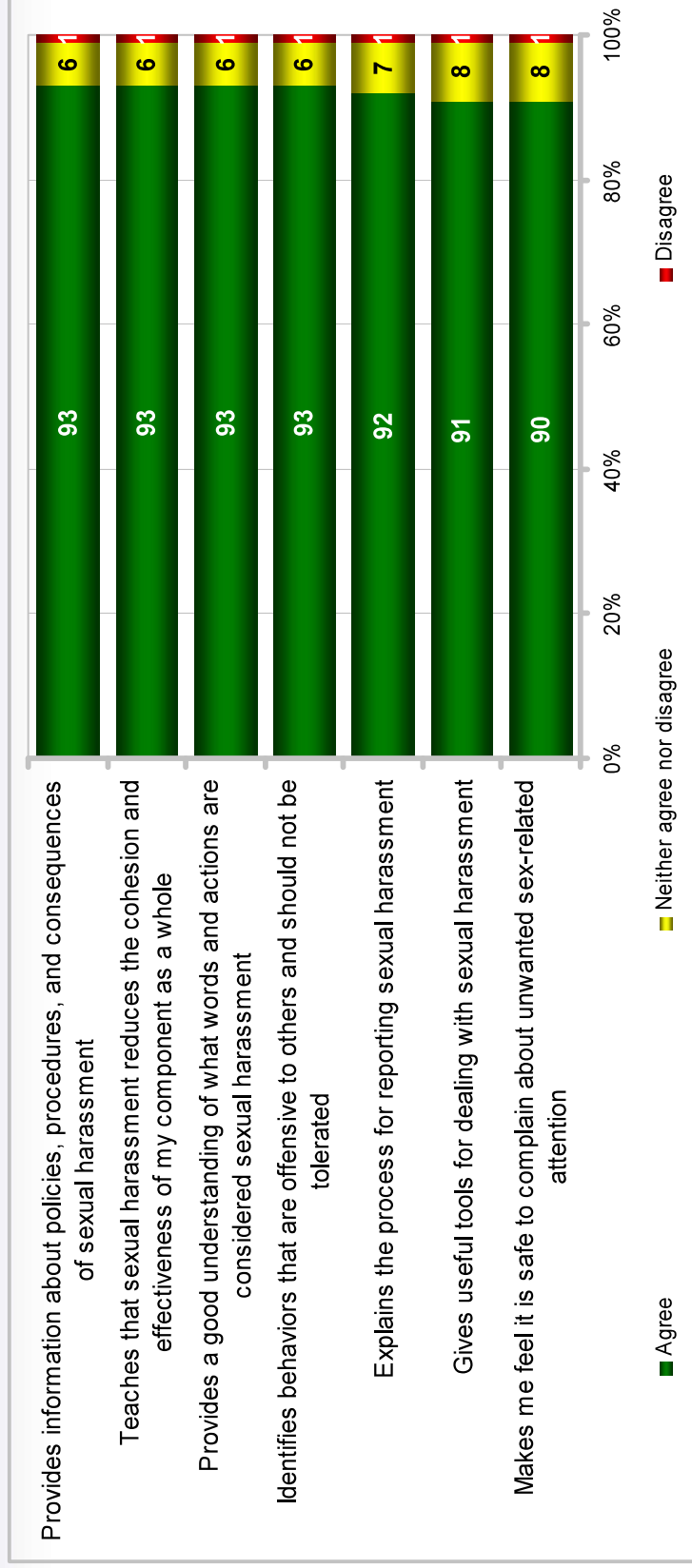
- 92% agree their training provides a good understanding of what words and actions are considered sexual harassment; 1% disagree
- 92% agree their training teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole; 1% disagree
- 92% agree their training identifies behaviors that are offensive to others and should not be tolerated; 1% disagree
- 91% agree their training provides information about policies, procedures, and consequences of sexual harassment; 1% disagree
- 89% agree their training explains the process for reporting sexual harassment; 2% disagree
- 88% agree their training gives useful tools for dealing with sexual harassment; 2% disagree
- 84% agree their training makes them feel it is safe to complain about unwanted sex-related attention; 4% disagree

WGRR 2012 Q106

Margins of error range from ±1% to ±2%

## Aspects of Sexual Harassment Training

### Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months



- **Of the 96% of men who had sexual harassment training in the past 12 months:**

- 93% agree their training provides information about policies, procedures, and consequences of sexual harassment; 1% disagree
- 93% agree their training teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole; 1% disagree
- 93% agree their training provides a good understanding of what words and actions are considered sexual harassment; 1% disagree
- 93% agree their training identifies behaviors that are offensive to others and should not be tolerated; 1% disagree
- 92% agree their training explains the process for reporting sexual harassment; 1% disagree
- 91% agree their training gives useful tools for dealing with sexual harassment; 1% disagree
- 90% agree their training makes them feel it is safe to complain about unwanted sex-related attention; 1% disagree

WGRR 2012 Q106

Margins of error do not exceed ±1%



## Aspects of Sexual Harassment Training

### Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
KEY:												
Higher Response of Agree												
Higher Response of Disagree												
Provides a good understanding of what words and actions are considered sexual harassment	Agree	92	91	91	93	90	94	91	91	92	92	94
	Disagree	1	1	1	1	2	1	1	1	1	2	1
Teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole	Agree	92	92	91	93	89	95	92	91	92	93	95
	Disagree	1	1	2	1	1	1	1	1	1	1	1
Identifies behaviors that are offensive to others and should not be tolerated	Agree	92	91	92	94	88	94	91	92	92	92	94
	Disagree	1	1	1	0	2	1	1	1	1	2	1
Provides information about policies, procedures, and consequences of sexual harassment	Agree	91	90	90	94	90	93	92	90	91	91	94
	Disagree	1	1	2	1	1	2	1	1	1	1	2

- Higher response of agree provides a good understanding of what words and actions are considered sexual harassment led by ANG women
- Higher response of agree teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole led by ANG women and O4 – O6 women
- Higher response of agree identifies behaviors that are offensive to others and should not be tolerated led by O4 – O6 women and ANG women
- Higher response of agree provides information about policies, procedures, and consequences of sexual harassment led by O4 – O6 women



## Aspects of Sexual Harassment Training

### Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Explains the process for reporting sexual harassment	Agree	89	88	88	93	89	93	91	88	90	90	93
	Disagree	2	3	3	1	1	2	1	2	2	3	2
Gives useful tools for dealing with sexual harassment	Agree	88	87	88	91	88	91	89	88	89	87	89
	Disagree	2	3	2	2	1	2	1	2	2	3	3
Makes me feel it is safe to complain about unwanted sex-related attention	Agree	84	82	82	89	84	87	87	84	84	83	86
	Disagree	4	5	5	2	3	3	2	4	4	5	3

KEY:

Higher Response of Agree

Higher Response of Disagree

- Higher response of agree explains the process for reporting sexual harassment led by ANG women, O4 – O6 women, and USNR women
- Higher response of agree gives useful tools for dealing with sexual harassment led by ANG women
- Higher response of agree makes them feel it is safe to complain about unwanted sex-related attention led by USNR women, USAFR women, and ANG women



## Aspects of Sexual Harassment Training

### Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months

DoD Reserve Men		Total Men	ARRG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
	Agree	93	94	93	95	92	94	92	93	93	94	94
	Disagree	1	1	1	1	1	1	0	1	1	1	1
Provides a good understanding of what words and actions are considered sexual harassment	Agree	93	93	93	95	90	94	92	93	93	95	95
	Disagree	1	1	1	0	2	1	1	1	1	1	1
Teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole	Agree	93	93	93	95	91	94	93	93	93	96	95
	Disagree	1	1	1	0	1	1	0	1	1	0	1
Identifies behaviors that are offensive to others and should not be tolerated	Agree	93	93	92	95	90	94	92	92	93	94	96
	Disagree	1	1	1	0	1	1	0	1	1	0	1
Provides information about policies, and consequences of sexual harassment	Agree	93	93	92	95	90	94	92	92	93	94	96
	Disagree	1	1	1	1	1	0	0	1	1	1	0

KEY:

Higher Response of Agree

Higher Response of Disagree

- Higher response of agree teaches that sexual harassment reduces the cohesion and effectiveness of my component as a whole led by O4 – O6 men
- Higher response of agree identifies behaviors that are offensive to others and should not be tolerated led by O1 – O3 men
- Higher response of agree provides information about policies, procedures, and consequences of sexual harassment led by O4 – O6 men



## Aspects of Sexual Harassment Training

### Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months

DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Agree	92	92	91	91	94	89	93	92	91	92	92	94
Disagree	1	1	2	2	1	2	1	0	2	1	1	1
Agree	91	92	90	90	94	88	92	89	91	91	92	92
Disagree	1	1	1	1	1	2	1	1	1	1	1	2
Agree	90	90	90	90	93	86	91	88	90	90	92	92
Disagree	1	1	1	1	1	2	1	1	1	1	1	1

KEY:

Higher Response of Agree

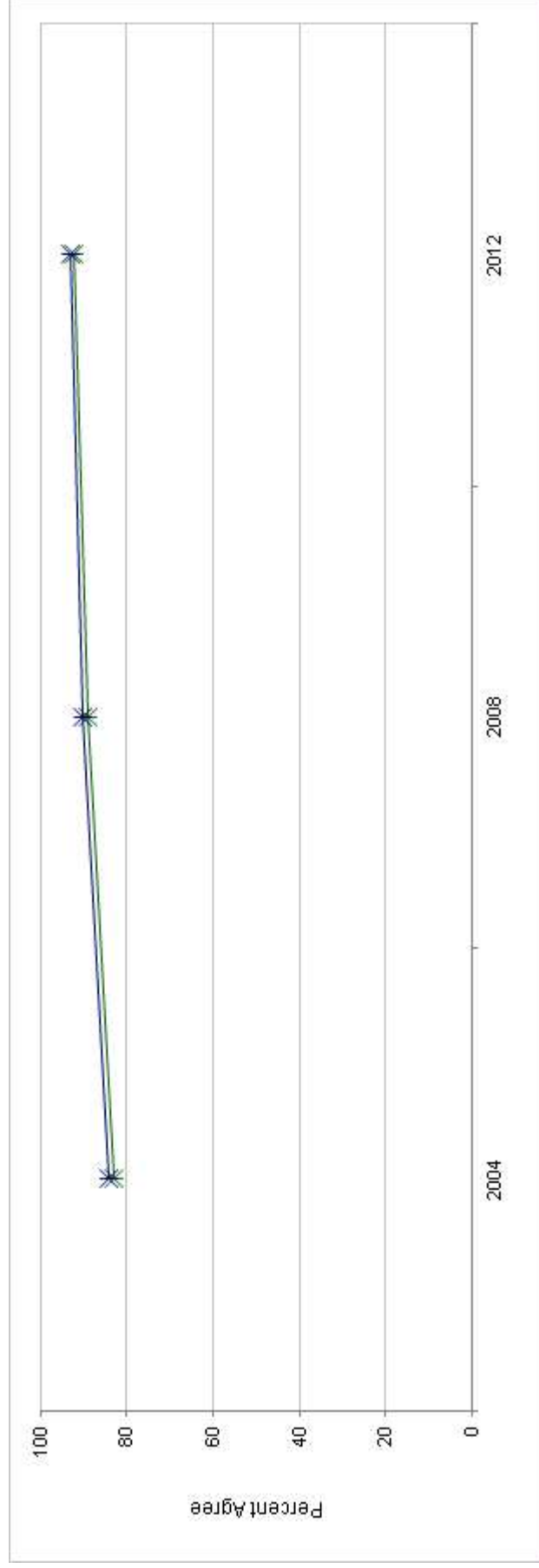
Higher Response of Disagree

- Higher response of agree explains the process for reporting sexual harassment led by USNR men and O4 – O6 men



# Sexual Harassment Training Provides a Good Understanding of What Words and Actions Are Considered Sexual Harassment

## Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender



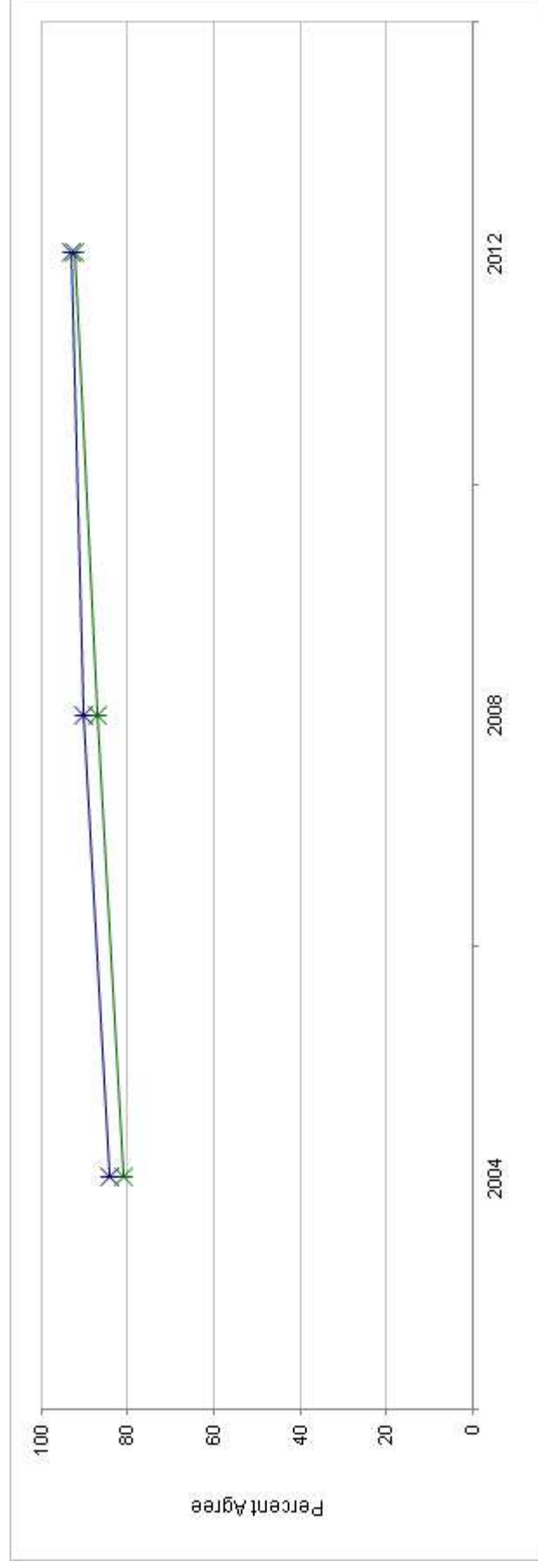
	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
Total Women	83	89	92
Total Men	84	90	93

- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



# Sexual Harassment Training Teaches That Sexual Harassment Reduces the Cohesion and Effectiveness of Component as a Whole

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

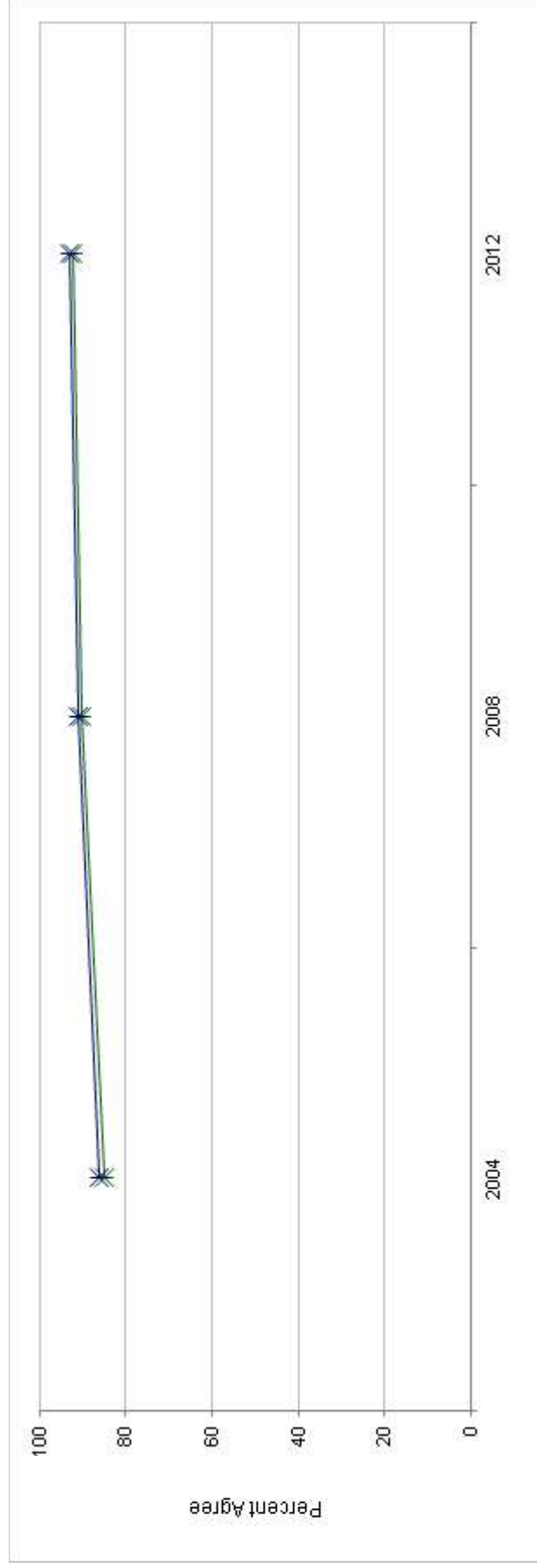


- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



# Sexual Harassment Training Identifies Behaviors That Are Offensive to Others and Should Not Be Tolerated

## Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

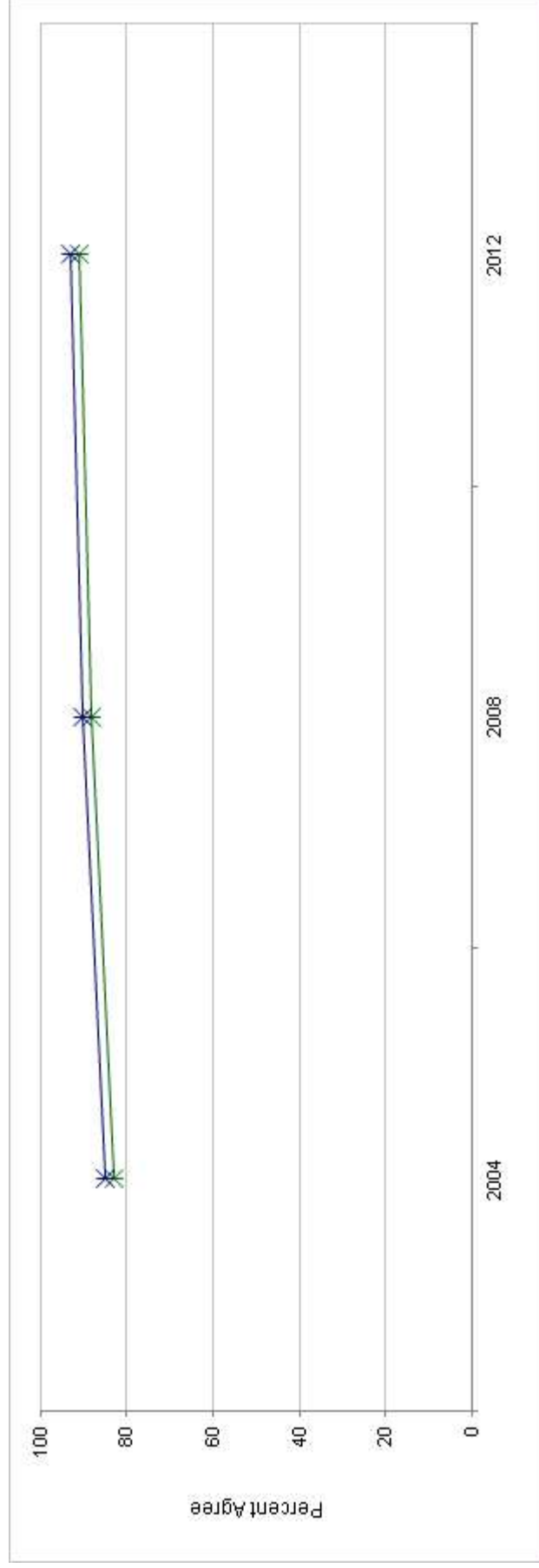


- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



# Sexual Harassment Training Provides Information About Policies, Procedures, and Consequences of Sexual Harassment

## Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

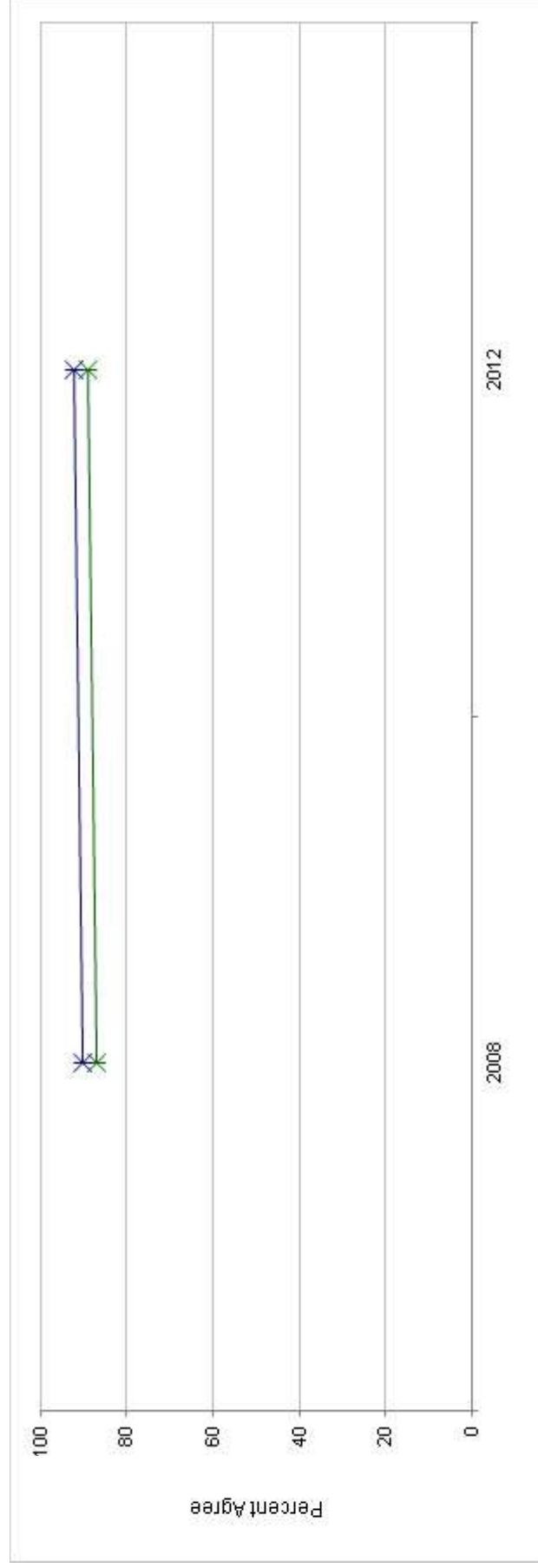


- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



# Sexual Harassment Training Explains the Process for Reporting Sexual Harassment

## Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender



	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	87	89
* Total Men	90	92

- There are no statistically significant differences for women or men between 2012 and 2008



## Sexual Harassment Training Gives Useful Tools for Dealing With Sexual Harassment

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender



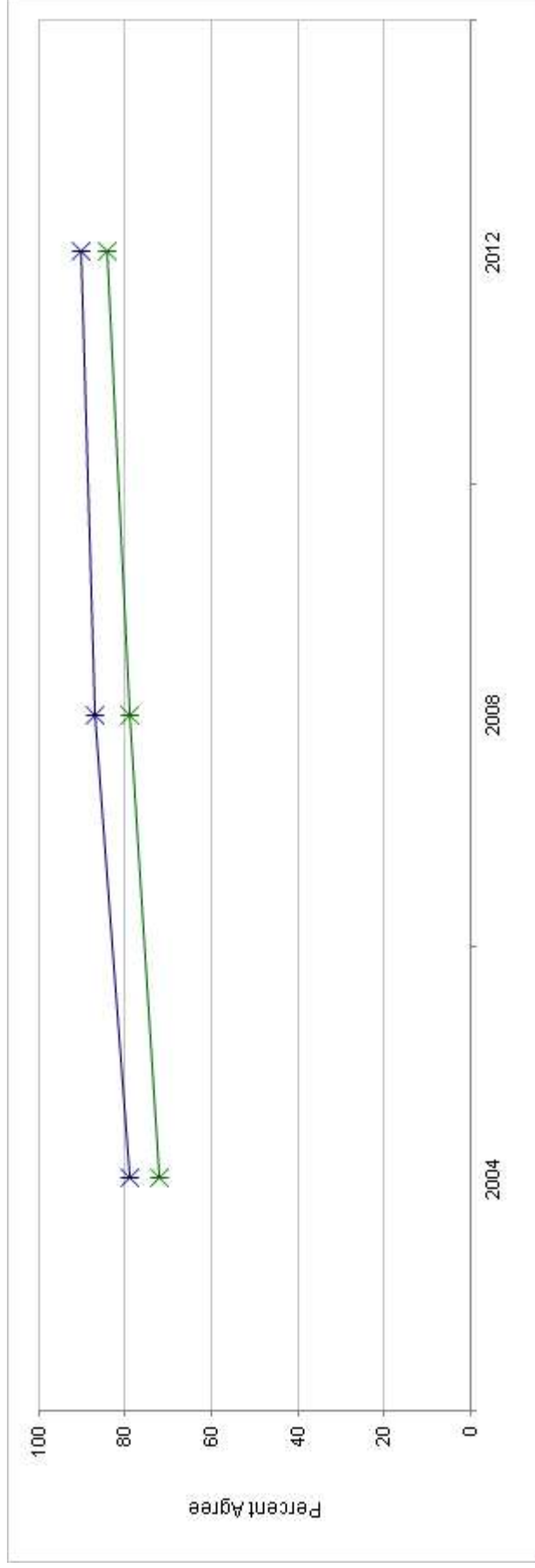
	2004	2008	2012
Most recent HIGHER than Most recent LOWER than			
Total Women	74	84	88
Total Men	77	88	91

- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



## Sexual Harassment Training Makes Me Feel it is Safe To Complain About Unwanted Sex-Related Attention

Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender

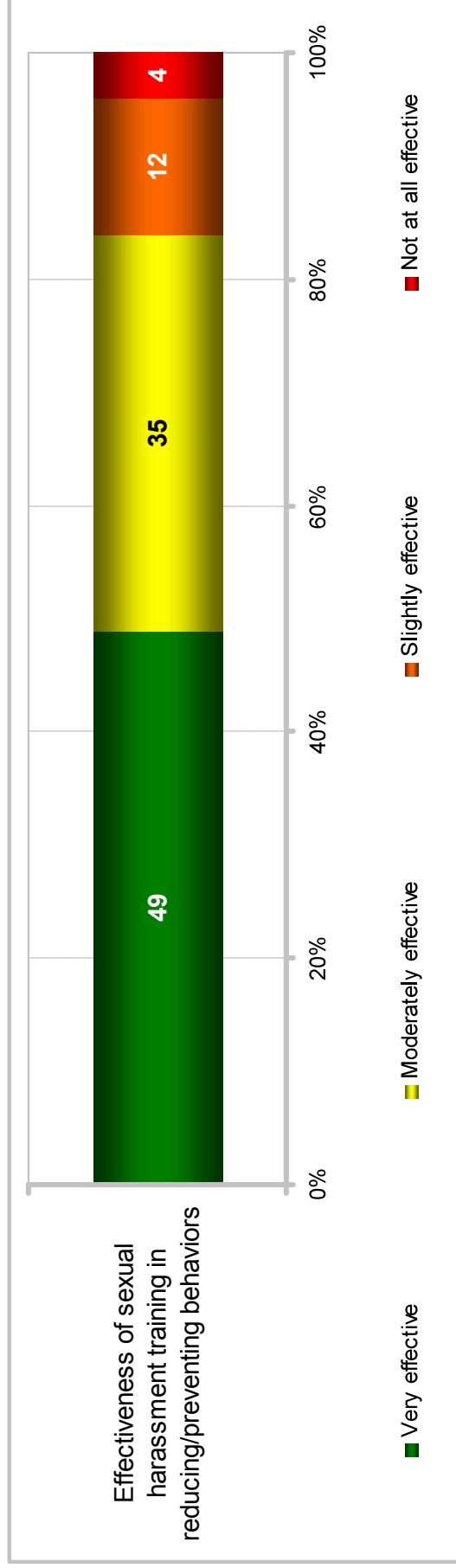


- For women and men, the 2012 percentages are significantly higher than 2008 and 2004



## Effectiveness of Sexual Harassment Training in Reducing/Preventing Behaviors

Percent of Reserve Component Women Who Had Sexual Harassment Training in the Past 12 Months



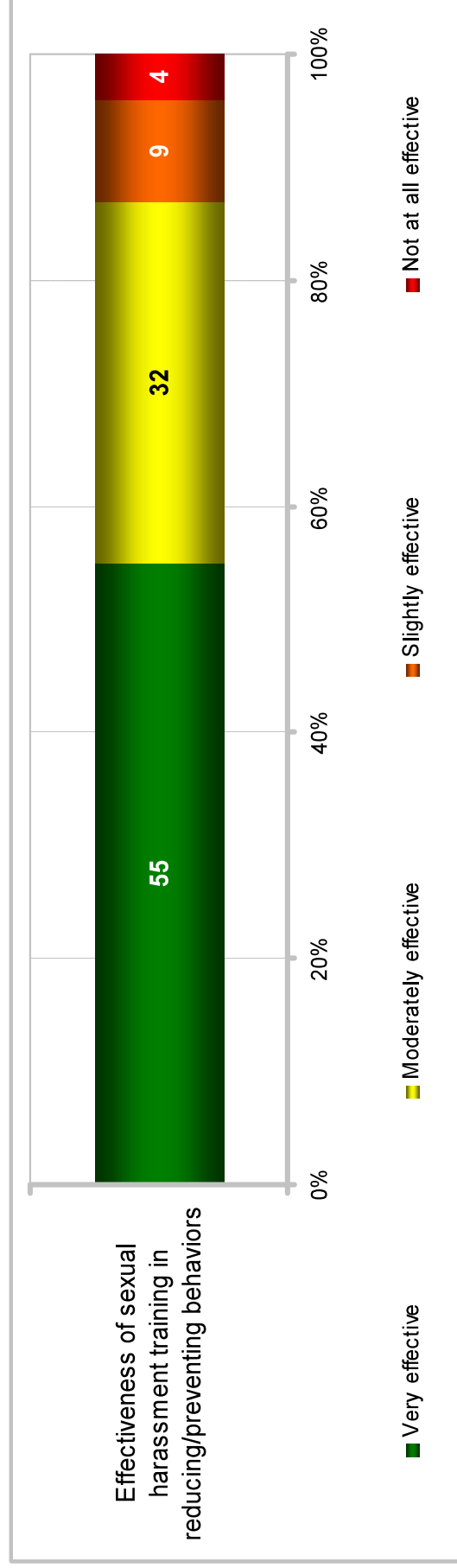
- **Of the 95% of women who had sexual harassment training in the past 12 months:**

- 49% indicated their training was *very effective* in reducing/preventing behaviors; 35% indicated *moderately effective*; 12% indicated *slightly effective*; and 4% indicated *not at all effective*



## Effectiveness of Sexual Harassment Training in Reducing/Preventing Behaviors

### Percent of Reserve Component Men Who Had Sexual Harassment Training in the Past 12 Months



- **Of the 96% of men who had sexual harassment training in the past 12 months:**

- 55% indicated their training was *very effective* in reducing/preventing behaviors; 32% indicated *moderately effective*; 9% indicated *slightly effective*; and 4% indicated *not at all effective*



## Effectiveness of Sexual Harassment Training in Reducing/Preventing Behaviors

### Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months

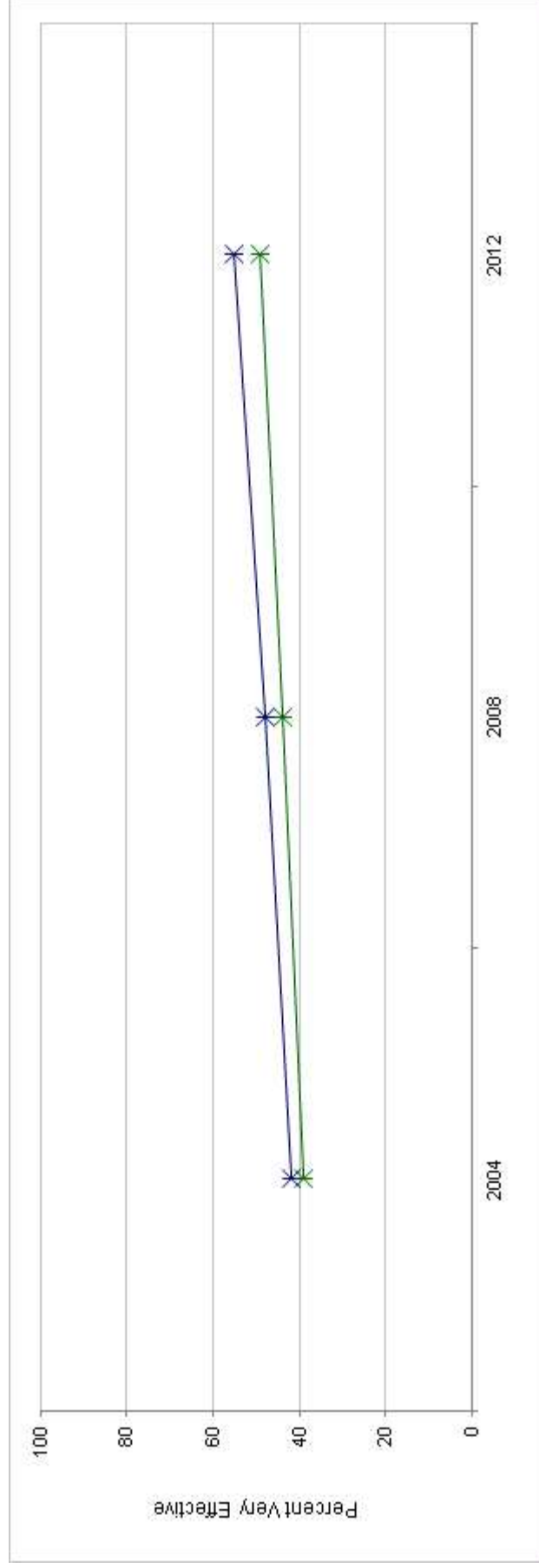
DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Effectiveness of sexual harassment training in reducing/preventing behaviors	Very effective	49	47	49	55	45	48	50	53	48	39	41
	Moderately effective	35	36	34	35	44	35	36	33	36	40	39
	Slightly effective	12	13	12	8	8	12	11	10	12	17	16
	Not at all effective	4	4	5	2	4	4	4	4	4	4	4
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
Effectiveness of sexual harassment training in reducing/preventing behaviors	Very effective	55	55	55	59	61	54	50	61	54	42	42
	Moderately effective	32	32	32	29	26	34	34	28	32	42	42
	Slightly effective	9	9	9	9	9	10	13	8	10	12	12
	Not at all effective	4	4	3	4	4	3	3	3	4	4	4

- Higher response of very effective led by E1 - E4 men, USNR women, and E1 - E4 women; lower response led by O1 - O3 women, O4 - O6 women, O1 - O3 men, and O4 - O6 men
- Higher response of moderately effective led by O1 - O3 men and O4 - O6 men; lower response led by E1 - E4 men and E1 - E4 women
- Higher response of slightly effective led by O1 - O3 women and O4 - O6 women; lower response led by USNR women, E1 - E4 men, and E1 - E4 women



## Sexual Harassment Training Very Effective in Reducing/Preventing Behaviors

### Percent of Reserve Component Members Who Had Sexual Harassment Training in the Past 12 Months, by Gender



- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **68% of women and 76% of men would feel free to report sexual assault without fear of reprisals to a large extent; 10% of women and men indicated not at all**
  - Higher response of large extent led by O4 – O6 men, O1 – O3 men, USNR men, O4 – O6 women, USNR women, and USAFR women
  - For women and men, the 2012 percentages are significantly higher than 2008
- **66% of women and 76% of men indicated their complaints about sexual harassment would be taken seriously to a large extent; 9% of women and men indicated not at all**
  - Higher response of large extent led by O4 – O6 men, USNR men, O1 – O3 men, USNR women, and O4 – O6 women
  - There are no statistically significant differences for women or men between 2012 and 2008
- **65% of women and 75% of men would feel free to report sexual harassment without fear of reprisals to a large extent; 11% of women and men indicated not at all**
  - Higher response of large extent led by O4 – O6 men, USNR men, O1 – O3 men, O4 – O6 women, and USNR women
  - For women and men, the 2012 percentages are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **87% of women and 93% of men agree that their leadership would respond appropriately in the event a sexual assault was reported; 4% of women and 2% of men disagree**
  - Higher response of agree led by O4 – O6 men, USNR women, O4 – O6 women, and USAFR women
- **86% of women and 92% of men agree that their unit commander would respond appropriately in the event a sexual assault was reported; 3% of women and 1% of men disagree**
  - Higher response of agree led by O4 – O6 men, O1 – O3 men, USNR women, USAFR women, and ANG women
  - Higher response of disagree led by USAR women
- **84% of women and 90% of men agree that their leadership promotes a climate that is free of sexual assault; 4% of women and 2% of men disagree**
  - Higher response of agree led by O4 – O6 men, ANG men, USNR women, O4 – O6 women, USAFR women, and O1 – O3 women



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **71% of women and 70% of men indicated yes, there is a Sexual Assault Response Coordinator (SARC) on their installation/ship; 24% of women and 25% of men indicated don't know; and 6% of women and 5% of men indicated no**
  - Higher response of yes led by ANG women, USAFR women, ANG men, USAFR men, O4 – O6 men, O4 – O6 women, USNR men, USNR men, E5 – E9 women, E5 – E9 men, and O1 – O3 men
  - Lower response of yes USAR women, E1 – E4 men, USAR men, E1 – E4 women, ARNG men, and ARNG women
  - Higher response of don't know led by USAR women, E1 – E4 men, USAR men, E1 – E4 women, ARNG men, and ARNG women
  - Lower response of don't know ANG women, USAFR women, ANG men, O4 – O6 men, USAFR men, USNR women, O4 – O6 women, E5 – E9 women, USNR men, E5 – E9 men, and O1 – O3 men
  - Higher response of no led by USAR women and ARNG men
  - Lower response of no USAFR men, USAFR women, O4 – O6 men, ANG men, ANG women, and O4 – O6 women
  - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **69% of women and men indicated yes, there is a Sexual Assault Victims' Advocate on their installation/ship; 26% of women and 27% of men indicated don't know; 5% of women and 4% of men indicated no**
  - Higher response of yes led by ANG women, O4 – O6 men, USAFR women, USMCR women, ANG men, USAFR men, USNR women, O4 – O6 women, USNR men, E5 – E9 women, USMCR men, O1 – O3 men, and E5 – E9 men
  - Lower response of yes USAR women, E1 – E4 men, E1 – E4 women, USAR men, ARNG men, and ARNG women
  - Higher response of don't know led by USAR women, E1 – E4 men, E1 – E4 women, USAR men, ARNG men, and ARNG women
  - Lower response of don't know led by O4 – O6 men, ANG men, ANG women, USMCR women, USAFR women, USNR women, USAFR men, O4 – O6 women, E5 – E9 women, USNR men, USMCR men, E5 – E9 men, and O1 – O3 men
  - Higher response of no led by USAR women and ARNG men
  - Lower response of no O4 – O6 men, USAFR men, ANG men, USMCR women, ANG women, USAFR women, and USNR women
  - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **60% of women and 63% of men indicated yes, there is a specific office with the authority to investigate sexual harassment on their installation/ship; 31% of women and 30% of men indicated don't know; 9% of women and 7% of men indicated no**
  - Higher response of yes led by USAFR women, ANG men, USAFR men, O4 – O6 men, ANG women, O4 – O6 women, E5 – E9 men, O1 – O3 men, and E5 – E9 women
  - Lower response of yes USAR women, E1 – E4 women, E1 – E4 men, USAR men, ARNG women, and ARNG men
  - Higher response of don't know led by E1 – E4 men, E1 – E4 women, USAR women, USAR men, ARNG women, and ARNG men
  - Lower response of don't know O4 – O6 men, ANG men, USAFR men, ANG women, USAFR women, O4 – O6 women, E5 – E9 men, E5 – E9 women, USNR men, and O1 – O3 men
  - Higher response of no led by USAR women, ARNG men, and E5 – E9 men
  - Lower response of no USAFR men, USAFR women, ANG men, USMCR men, USMCR women, O4 – O6 men, ANG women, O4 – O6 women, and E1 – E4 men
  - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **61% of women and 73% of men indicated people would not be able to get away with sexual assault if it was reported; 11% of women and men they would indicate to a large extent**
  - Higher response of not at all led by USNR women, O4 – O6 women, and USAFR women
  - For women and men, the 2012 percentages who indicated not at all are significantly lower than 2008
- **51% of women and 65% of men indicated people would not be able to get away with sexual harassment if it was reported; 14% of women and 13% of men indicated they would to a large extent**
  - Higher response of not at all led by USNR women
  - For women, the 2012 percentage who indicated not at all is significantly lower than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **70% of women and 73% of men indicated they were satisfied with information on how to file an unrestricted report; 5% of women and 3% of men indicated dissatisfied**
  - Higher response of satisfied led by USNR men, USNR women, O4 – O6 men, ANG men, E5 – E9 men, USAFR women, and ANG women
  - Higher response of dissatisfied led by USAR women
- **70% of women and 74% of men indicated they were satisfied with information on how to file a restricted report; 5% of women and 3% of men indicated dissatisfied**
  - Higher response of satisfied led by USNR men, USNR women, O4 – O6 men, E5 – E9 men, USAFR women, and ANG women
  - Higher response of dissatisfied led by USAR women



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **69% of women and 72% of men are aware of the Safe Helpline**
  - Higher response led by USNR men, USNR women, USMCR women, E1 – E4 men, and E1 – E4 women
  - Lower response led by O4 – O6 women, O1 – O3 women, O4 – O6 men, USAFR women, and USAR women

- **60% of women and 68% of men are aware of the Sexual Assault Prevention Web site ([www.myduty.mil](http://www.myduty.mil))**

- Higher response led by USNR men, E1 – E4 men, ARNG men, USNR women, and E1 – E4 women
- Lower response led by O1 – O3 women, O4 – O6 women, USAFR men, O4 – O6 men, and O1 – O3 men



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **59% of women and 66% of men are aware of their installation's Sexual**

### **Assault Awareness Month programs**

- Higher response led by USNR men, USNR women, ANG men, ANG women, and E5 – E9 women
- Lower response led by USAR women, O1 – O3 women, O1 – O3 men, USAR men, and ARNG men

- **37% of women and 48% of men are aware of the "My Strength is for Defending" campaign**

- Higher response led by E1 – E4 men, USNR men, ARNG men, USNR women, E1 – E4 women, and ARNG women
- Lower response led by O1 – O3 women, O4 – O6 women, USAFR women, O4 – O6 men, USAFR men, O1 – O3 men, and ANG men



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **94% of women and men indicated it is true that when they are in a social setting, it is their duty to stop a fellow Service member from harm; 1% of women and men indicated false; and 5% of women and men indicated don't know**
  - Higher response of true led by O1 – O3 women, O4 – O6 women, O1 – O3 men, and E5 – E9 women
  - Lower response of true led by E1 – E4 women and E1 – E4 men
  - Higher response of don't know led by E1 – E4 women and E1 – E4 men
  - Lower response of don't know led by O4 – O6 women, O1 – O3 women, O4 – O6 men, O1 – O3 men, ANG men, and E5 – E9 women



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **88% of women and 89% of men indicated it is true that if they were to experience unwanted sexual touching, but not rape, they could report to a SARC/VA; 1% of women and men indicated false; and 11% of women and 9% of men indicated don't know**
  - Higher response of true led by O4 – O6 women, USNR men, O4 – O6 men, O1 – O3 men, USAFR women, E5 – E9 men, and E5 – E9 women
  - Lower response of true led by O4 – O6 women, USAFR women, ANG women, E1 – E4 men, and E5 – E9 women
  - Higher response of don't know led by E1 – E4 women, USAR women, and E1 – E4 men
  - Lower response of don't know led by O1 – O3 men, O4 – O6 men, USNR men, O4 – O6 women, USAFR women, E5 – E9 men, ANG women, and E5 – E9 women



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **78% of women and 79% of men indicated that it is true their communications with a SARC or VA are protected by the Victim Advocate Privilege; 1% of women and men indicated false; and 20% of women and men indicated don't know**
  - Higher response of true led by USNR women, O4 – O6 women, and O4 – O6 men
  - Lower response of true led by E1 – E4 men
  - Higher response of don't know led by E1 – E4 women and E1 – E4 men
  - Lower response of don't know led by O4 – O6 men, O4 – O6 women, and USNR women
- **75% of women and 84% of men indicated that it is true if they are sexually assaulted, they can trust the military system to treat them with dignity; 8% of women and 4% of men indicated false; and 17% of women and 12% of men indicated don't know**
  - Higher response of true led by O4 – O6 men, USNR women, and E1 – E4 women
  - Lower response of true led by USAR women
  - Higher response of false led by O4 – O6 women and USAR women
  - Lower response of false led by USNR women and E1 – E4 women
  - Lower response of don't know led by O4 – O6 men



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **74% of women and 83% of men indicated that it is true if they are sexually assaulted, they can trust the military system to ensure their safety; 9% of women and 5% of men indicated false; and 17% of women and 12% of men indicated don't know**
  - Higher response of true led by USNR women and E1 – E4 women
  - Lower response of true led by O4 – O6 women and USAR women
  - Higher response of false led by O4 – O6 women, E5 – E9 women, and E5 – E9 men
  - Lower response of false led by E1 – E4 men and E1 – E4 women
  - Lower response of don't know led by USNR men
- **70% of women and 79% of men indicated that it is true if they are sexually assaulted, they can trust the military system to protect their privacy; 13% of women and 7% of men indicated false; and 17% of women and 14% of men indicated don't know**
  - Higher response of true led by E1 – E4 women
  - Lower response of true led by O4 – O6 women and O1 – O3 women
  - Higher response of false led by O4 – O6 women
  - Lower response of false led by E1 – E4 men, USNR women, and E1 – E4 women
  - Higher response of don't know led by USAFR men
  - Lower response of don't know led by USNR men



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **63% of women and 64% of men indicated that it is true that if they tell a SARC/VA that that they were assaulted, they're not required to give their name to commander; 12% of women and men indicated false; and 25% of women and 24% of men indicated don't know**
  - Higher response of true led by O4 – O6 women, USNR men, ANG women, O4 – O6 men, O1 – O3 men, USAFR women, O1 – O3 women, E5 – E9 men, and E5 – E9 women
  - Lower response of true led by E1 – E4 women, USAR women, USAR men, and E1 – E4 men
  - Higher response of false led by USAR men and USAR women
  - Lower response of false led by USAFR women
  - Higher response of don't know led by E1 – E4 women, E1 – E4 men, and USAR women
  - Lower response of don't know led by O4 – O6 women, USNR men, USNR women, O4 – O6 men, ANG men, ANG women, E5 – E9 men, and E5 – E9 women



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **50% of women and 56% of men indicated that it is true if they are sexually assaulted, they can request a transfer and receive a response in 72 hours; 7% of women and 5% of men indicated false; and 43% of women and 38% of men indicated don't know**
  - Higher response of true led by E1 – E4 men, USNR women, and E1 – E4 women
  - Lower response of true led by O4 –O6 women, ANG women, USAFR women, USAFR men ANG men, and O4 – O6 men
  - Higher response of false led by O4 – O6 women
  - Lower response of false led by E1 – E4 men and E1 – E4 women
  - Higher response of don't know led by ANG women, USAFR women, ANG men, and USAFR men
  - Lower response of don't know led by USNR men and USNR women



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **70% of women and 79% of men indicated yes, their immediate military supervisor makes honest and reasonable efforts to stop sexual harassment; 21% of women and 16% of men indicated don't know; 9% of women and 5% of men indicated no**
  - Higher response of yes led by O4 – O6 men, ANG men, USNR women, O4 – O6 women, and ANG women
  - Lower response of yes led by USAR women and E1 – E4 men
  - Higher response of don't know led by USAR women and E1 – E4 men
  - Lower response of don't know led by O4 – O6 men and O1 – O3 men
  - Higher response of no led by ARNG women
  - Lower response of no led by O4 – O6 men, USAFR men, USNR women, and USAFR women
  - For women, the 2012 percentage who indicated yes is significantly higher than 2004; for men, the 2012 percentage who indicated yes is significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **69% of women and 79% of men indicated yes, their senior leadership of your Reserve component makes honest and reasonable efforts to stop sexual harassment; 23% of women and 16% of men indicated don't know; and 8% of women and 5% of men indicated no**
  - Higher response of yes led by O4 – O6 men, ANG men, and USNR women
  - Lower response of yes led by USAR women and E1 – E4 men
  - Higher response of don't know led by USAR women and E1 – E4 men
  - Lower response of don't know led by O4 – O6 men and O1 – O3 men
  - Higher response of no led by ARNG women
  - Lower response of no led by O4 – O6 men, USAFR men, ANG men, USNR women, and USAFR women
  - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **67% of women and 77% of men indicated yes, their senior leadership of their installation/ship makes honest and reasonable efforts to stop sexual harassment; 25% of women and 18% of men indicated don't know; and 8% of women and 5% of men indicated no**
  - Higher response of yes led by O4 – O6 men, ANG men, USNR women, ANG women, and O4 – O6 women
  - Lower response of yes led by USAR women, USAR men, and E1 – E4 men
  - Higher response of don't know led by USAR women, E1 – E4 men, and USAR men
  - Lower response of don't know led by O4 – O6 men, E5 – E9 men, ANG men, and ANG women
  - Lower response of no led by O4 – O6 men, USAFR men, and USNR women
  - For women and men, the 2012 percentages who indicated yes are significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **93% of women and 94% of men indicated they had sexual assault training in the past 12 months**
  - Higher response led by USNR men, USNR women, ANG men, ANG women, and E5 – E9 men
  - Lower response led by USAR women and E1 – E4 men
  - For women and men, the 2012 percentages are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
  - 93% of women and men agree their training teaches how to avoid situations that might increase the risk of sexual assault; 1% of women and men disagree
    - Higher response of agree led by O4 – O6 women and ANG women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 93% of women and 94% of men agree their training teaches that the consumption of alcohol may increase the likelihood of sexual assault; 1% of women and men disagree
    - Higher response of agree led by O4 – O6 women, O1 – O3 men, and O4 – O6 men
  - 93% of women and 94% of men agree their training provides a good understanding of what actions are considered sexual assault; 1% of women and men disagree
    - Higher response of agree led by O4 – O6 men and ANG women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 91% of women and 93% of men agree their training explains the reporting options available if a sexual assault occurs; 1% of women and men disagree
    - Higher response of agree led by O4 – O6 men, USNR women, ANG women, and O4 – O6 women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 91% of women and 93% of men agree their training explains how sexual assault is a mission readiness problem; 1% women and men disagree
    - Higher response of agree led by O4 – O6 men, O4 – O6 women, and ANG women
    - For women, the 2012 percentage is significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
  - 90% of women and 92% of men agree their training explains the resources available to victims; 2% of women and 1% of men disagree
    - Higher response of agree led by USNR women and ANG women
  - 90% of women and 93% of men agree their training explains the role of the chain of command in handling sexual assaults; 2% of women and 1% of men disagree
    - Higher response of agree led by O4 – O6 men and USNR women
    - There are no statistically significant differences for women or men between 2012 and 2008
  - 90% of women and 92% of men agree their training teaches how to intervene when they witness a situation involving a fellow Service member; 2% of women and 1% of men disagree
    - Higher response of agree led by ANG women, ANG men, and USNR women
  - 89% of women and 90% of men agree their training teaches how to obtain medical care following a sexual assault; 2% of women and 1% of men disagree
    - Higher response of agree led by USNR men
    - For men, the 2012 percentage is significantly higher than 2008
  - 89% of women and 91% of men agree their training identifies the points of contact for reporting sexual assault; 2% of women and 1% of men disagree
    - Higher response of agree led by ANG women, ANG men, USNR women, and USAFR women
    - Higher response of disagree led by USAR women
    - There are no statistically significant differences for women or men between 2012 and 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
  - 60% of women and 64% of men indicated their training was very effective in explaining the difference between restricted and unrestricted reporting of sexual assault; 30% of women and 27% of men indicated moderately effective; 8% of women and 7% of men indicated slightly effective; and 3% of women and 2% of men indicated not at all effective
  - Higher response of very effective led by USNR men, USNR women, E1 – E4 men, and E1 – E4 women
  - Lower response of very effective led by O4 – O6 women, O4 – O6 men, and E5 – E9 men
  - Higher response of moderately effective led by O4 – O6 women, O4 – O6 men, and ANG men
  - Lower response of moderately effective led by E1 – E4 men and USNR women
  - Higher response of slightly effective led by O4 – O6 men
  - Lower response of slightly effective led by ANG men, USNR men, and USNR women
  - For women and men, the 2012 percentages who indicated very effective are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 93% of women and 94% of men who had sexual assault training in the past 12 months:**
  - 53% of women and 60% of men indicated their training was very effective in actually reducing/preventing sexual assault or behaviors related to sexual assault; 35% of women and 30% of men indicated moderately effective; 9% of women and 8% of men indicated slightly effective; and 2% of women and 3% of men indicated not at all effective
  - Higher response of very effective led by E1 – E4 men, USNR men, and E1 – E4 women
  - Lower response of very effective led by O1 – O3 women, O4 – O6 women, O4 – O6 men, and O1 – O3 men
  - Higher response of moderately effective led by O1 – O3 men and O4 – O6 men
  - Lower response of moderately effective led by E1 – E4 men
  - Higher response of slightly effective led by O1 – O3 women and O4 – O6 men
  - Lower response of slightly effective led by E1 – E4 men, ANG men, and E1 – E4 women
  - For women and men, the 2012 percentages who indicated very effective are significantly higher than 2008



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **95% of women and 96% of men indicated they had sexual harassment training in the past 12 months**
  - Higher response led by USNR men, USNR women, and ANG men
  - Lower response led by USAR women
  - For women and men, the 2012 percentages are significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 95% of women and 96% of men who had sexual harassment training in the past 12 months:**
  - 92% of women and 93% of men agree their training provides a good understanding of what words and actions are considered sexual harassment; 1% of women and men disagree
    - Higher response of agree led by ANG women
    - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004
  - 92% of women and 93% of men agree their training teaches that sexual harassment reduces the cohesion and effectiveness of their component as a whole; 1% of women and men disagree
    - Higher response of agree led by O4 – O6 men, ANG women, and O4 – O6 women
    - For women and men, the 2012 percentages are significantly higher than 2008 and 2004
  - 92% of women and 93% of men agree their training identifies behaviors that are offensive to others and should not be tolerated; 1% of women and men disagree
    - Higher response of agree led by O1 – O3 men, O4 – O6 women, and ANG women
    - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004
  - 91% of women and 93% of men agree their training provides information about policies, procedures, and consequences of sexual harassment; 1% of women and men disagree
    - Higher response of agree led by O4 – O6 men and O4 – O6 women
    - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 95% of women and 96% of men who had sexual harassment training in the past 12 months (continued):**

- 89% of women and 92% of men agree their training explains the process for reporting sexual harassment; 2% of women and 1% of men disagree
  - Higher response of agree led by USNR men, O4 – O6 men, ANG women, O4 – O6 women, and USNR women
  - There are no statistically significant differences for women or men between 2012 and 2008
- 88% of women and 91% of men agree their training gives useful tools for dealing with sexual harassment; 2% of women and 1% of men disagree
  - Higher response of agree led by ANG women
  - For women and men, the 2012 percentages are significantly higher than 2008 and 2004
- 84% of women and 90% of men agree their training makes them feel it is safe to complain about unwanted sex-related attention; 4% of women and 1% of men disagree
  - Higher response of agree led by USNR women, USAFR women, and ANG women
  - For women and men, the 2012 percentages are significantly higher than 2008 and 2004



# PERSONNEL POLICY, PRACTICES, AND TRAINING

## Summary of Findings

- **Of the 95% of women and 96% of men who had sexual harassment training in the past 12 months:**
  - 49% of women and 55% of men indicated their training was very effective in reducing/preventing behaviors; 35% of women and 32% of men indicated moderately effective; 12% of women and 9% of men indicated slightly effective; and 4% of women and men indicated not at all effective
  - Higher response of very effective led by E1 – E4 men, USNR women, and E1 – E4 women
  - Lower response of very effective led by O4 – O6 women, O1 – O3 women, O4 – O6 men, and O1 – O3 men
  - Higher response of moderately effective led by O1 – O3 men and O4 – O6 men
  - Lower response of moderately effective led by E1 – E4 men and E1 – E4 women
  - Higher response of slightly effective led by O1 – O3 women and O4 – O6 women
  - Lower response of slightly effective led by E1 – E4 men, USNR women, and E1 – E4 women
  - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



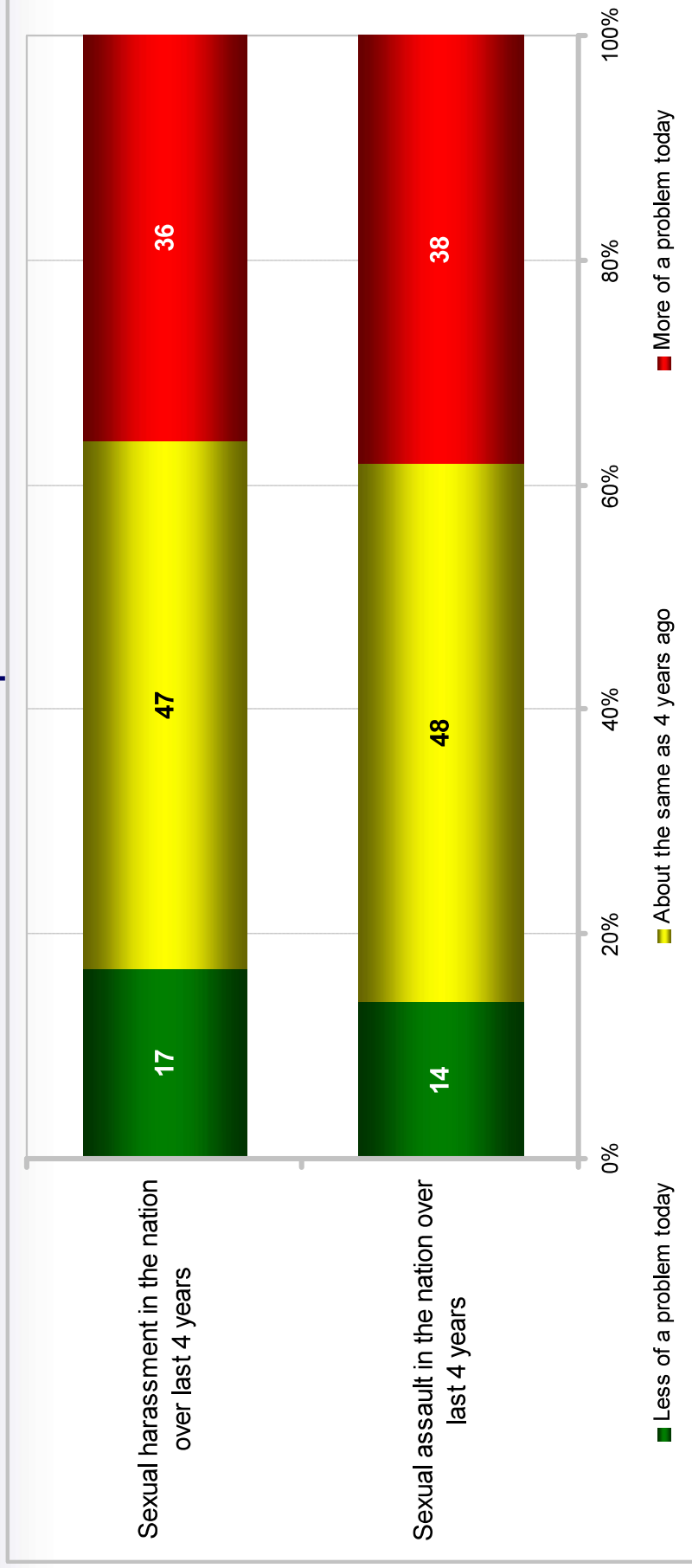
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# Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

## Percent of All Reserve Component Women

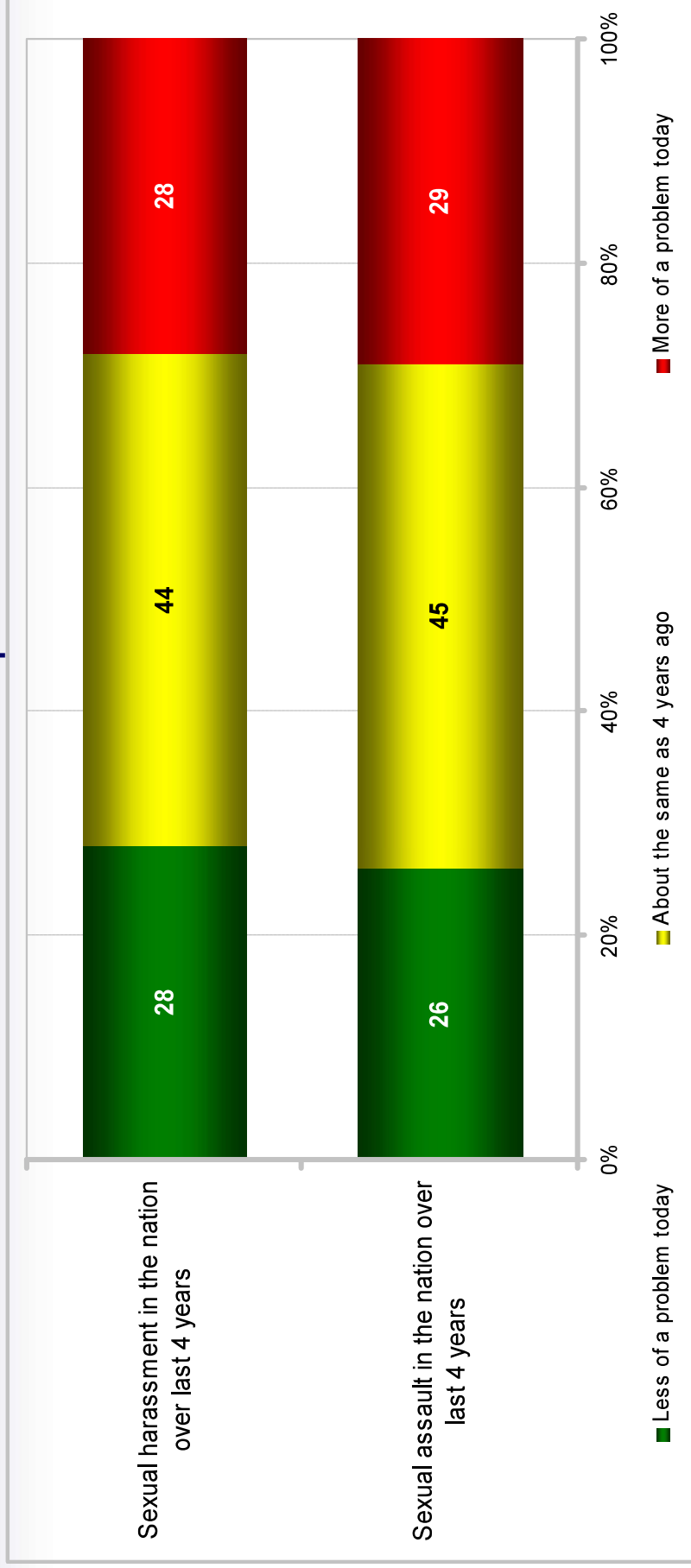


- **17%** indicated sexual harassment in the nation is less of a problem today; **36%** indicated more of a problem today
- **14%** indicated sexual assault in the nation is less of a problem today; **38%** indicated more of a problem today



# Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

## Percent of All Reserve Component Men



- **28%** indicated sexual harassment in the nation is less of a problem today; **28%** indicated more of a problem today
- **26%** indicated sexual assault in the nation is less of a problem today; **29%** indicated more of a problem today



# Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

## Percent of All Reserve Component Women

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	E5 - E9 Women	O1 - O3 Women	O4 - O6 Women
Sexual harassment in the nation over last 4 years	Less of a problem today	17	17	17	19	14	19	17	15	18	19	25
	More of a problem today	36	37	40	34	30	29	33	41	36	25	23
Sexual assault in the nation over last 4 years	Less of a problem today	14	14	13	15	15	15	11	13	14	15	15
	More of a problem today	38	38	42	37	29	32	36	41	38	29	29

KEY:

Higher Response of Less of a Problem Today

Higher Response of More of a Problem Today

- Higher response of sexual harassment in the nation less of a problem today led by O4 – O6 women
- Higher response of sexual harassment in the nation more of a problem today led by E1 – E4 women and USAR women
- Higher response of sexual assault in the nation more of a problem today led by USAR women and E1 – E4 women



# Sexual Harassment/Sexual Assault in the Nation Over the Last Four Years

## Percent of All Reserve Component Men

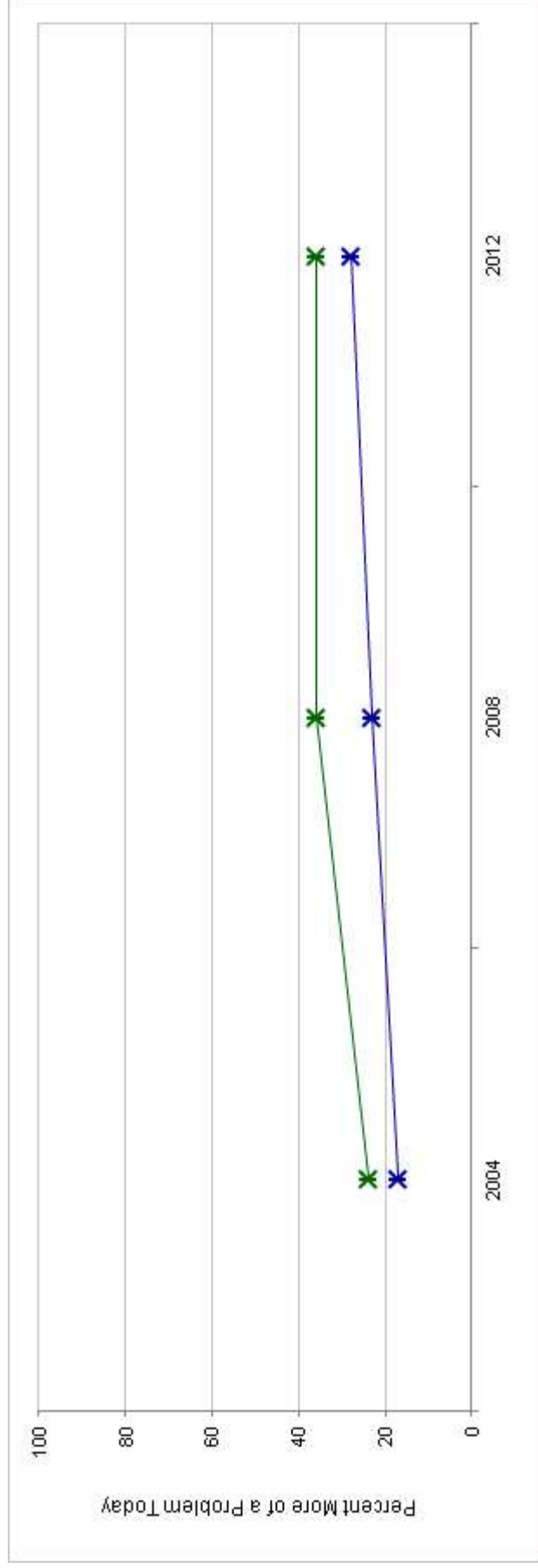
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
<b>KEY:</b> Higher Response of Less of a Problem Today Higher Response of More of a Problem Today												
Sexual harassment in the nation over last 4 years	Less of a problem today	28	28	27	35	27	30	29	27	29	30	34
	More of a problem today	28	29	30	24	25	25	24	30	29	23	17
Sexual assault in the nation over last 4 years	Less of a problem today	26	26	25	29	28	25	24	27	25	26	27
	More of a problem today	29	29	31	27	26	26	25	29	31	24	19

- Higher response of sexual harassment in the nation less of a problem today led by USNR men and O4 – O6 men
- Higher response of sexual assault in the nation more of a problem today led by E5 – E9 men



# Sexual Harassment in the Nation Over Last Four Years

## Percent of All Reserve Component Members, by Gender

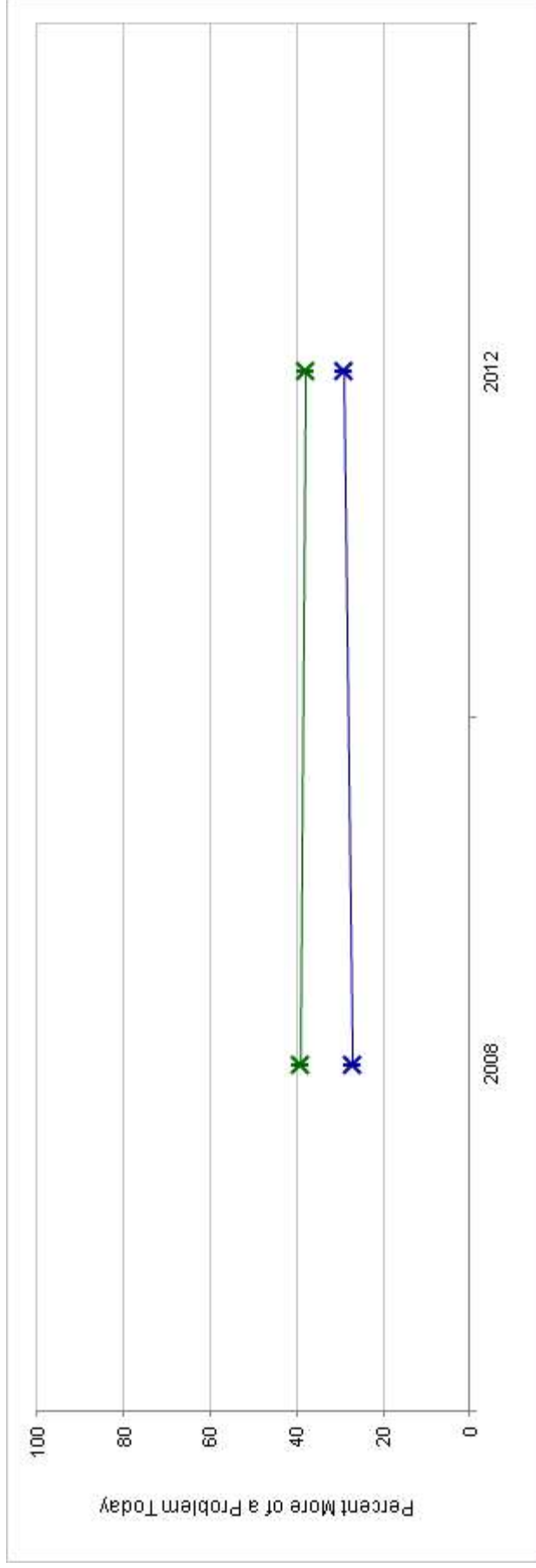


- For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004



## Sexual Assault in the Nation Over Last Four Years

### Percent of All Reserve Component Members, by Gender



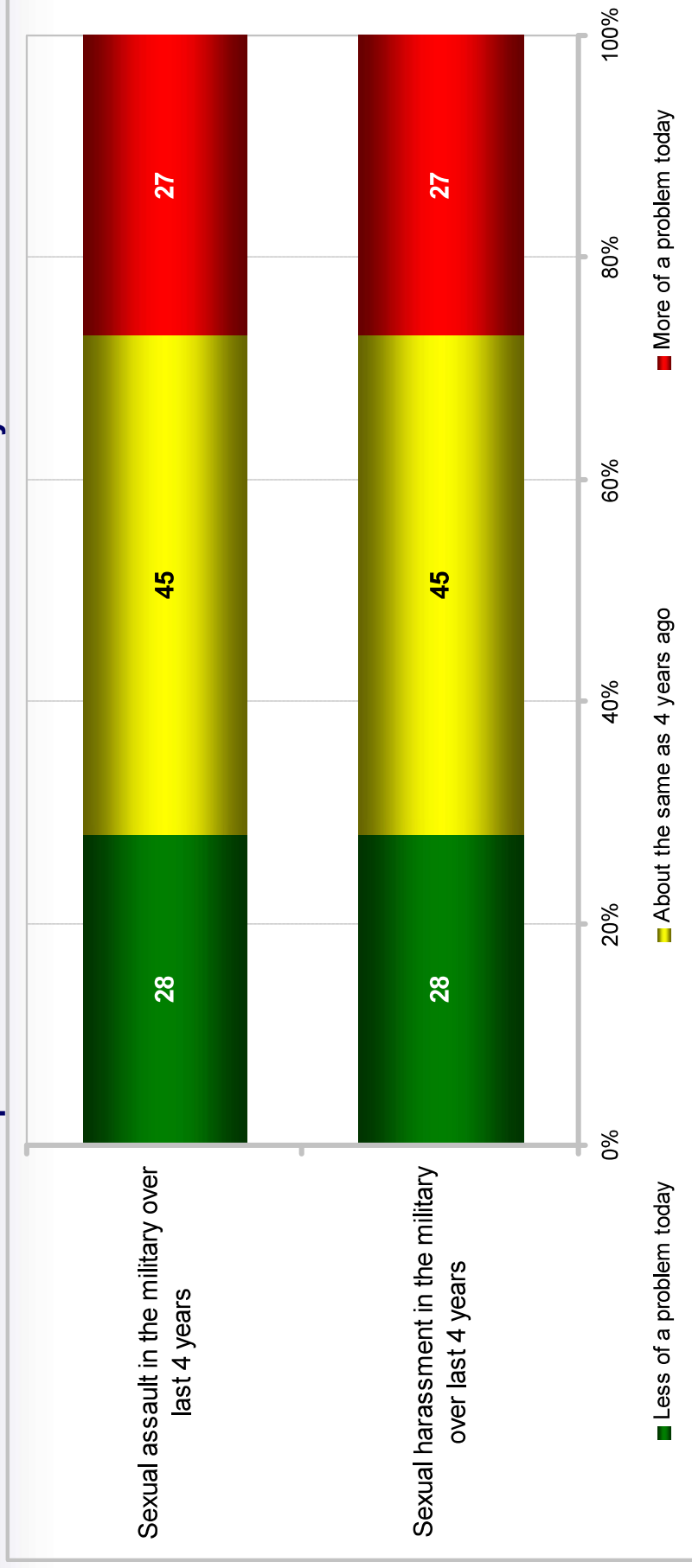
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	39	38
* Total Men	27	29

- **There are no statistically significant differences for women or men between 2012 and 2008**



## Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

Percent of Reserve Component Women Who Have Been in the Military for Four Years or More

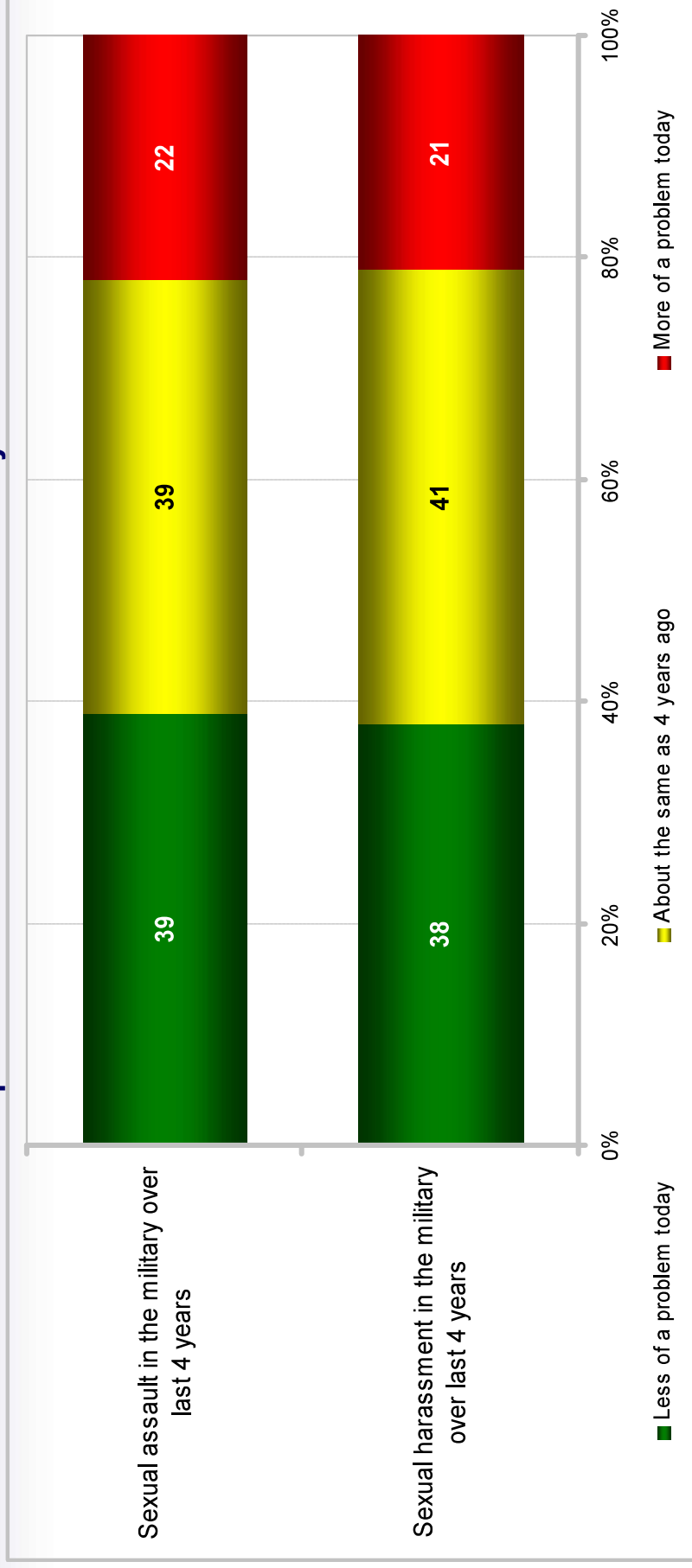


- **28% indicated sexual assault in the military is less of a problem today; 27% indicated more of a problem today**
- **28% indicated sexual harassment in the military is less of a problem today; 27% indicated more of a problem today**



## Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

### Percent of Reserve Component Men Who Have Been in the Military for Four Years or More



- **39%** indicated sexual assault in the military is less of a problem today; **22%** indicated more of a problem today
- **38%** indicated sexual harassment in the military is less of a problem today; **21%** indicated more of a problem today



# Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

## Percent of Reserve Component Women Who Have Been in the Military for Four Years or More

DoD Reserve Women		Total Women	ARNG Women	USAR Women	USNR Women	USMCR Women	ANG Women	USAFR Women	E1 - E4 Women	F5 - E9 Women	O1 - O3 Women	O4 - O6 Women
KEY:												
Higher Response of Less of a Problem today												
Higher Response of More of a Problem Today												
Sexual assault in the military over last 4 years	Less of a problem today	28	28	24	28	27	30	30	25	28	26	29
	More of a problem today	27	28	32	28	18	20	21	30	27	24	23
Sexual harassment in the military over last 4 years	Less of a problem today	28	27	25	31	25	31	31	24	28	29	36
	More of a problem today	27	30	32	25	22	18	20	33	27	22	16

- Higher response of sexual assault in the military more of a problem today led by USAR women
- Higher response of sexual harassment in the military less of a problem today led by O4 – O6 women
- Higher response of sexual harassment in the military more of a problem today led by E1 – E4 women, USAR women, and ARNG women



# Sexual Harassment/Sexual Assault in the Military Over the Last Four Years

## Percent of Reserve Component Men Who Have Been in the Military for Four Years or More

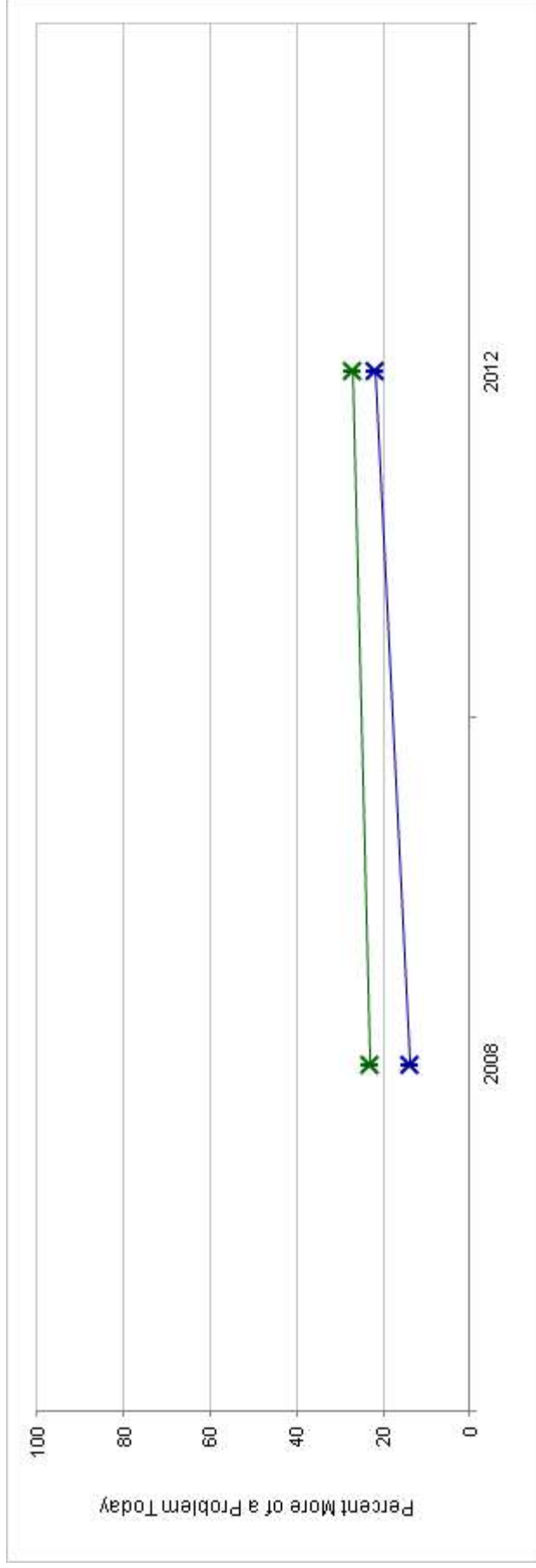
DoD Reserve Men		Total Men	ARNG Men	USAR Men	USNR Men	USMCR Men	ANG Men	USAFR Men	E1 - E4 Men	E5 - E9 Men	O1 - O3 Men	O4 - O6 Men
KEY:												
Higher Response of Less of a Problem today												
Higher Response of More of a Problem Today												
Sexual assault in the military over last 4 years	Less of a problem today	39	38	37	42	39	44	39	38	39	38	42
	More of a problem today	22	23	25	21	18	17	15	20	23	20	15
Sexual harassment in the military over last 4 years	Less of a problem today	38	36	35	43	41	45	42	35	38	40	46
	More of a problem today	21	23	24	19	19	15	14	21	22	18	13

- Higher response of sexual assault in the military less of a problem today led by ANG men
- Higher response of sexual assault in the military more of a problem today led by USAR men and E5 – E9 men
- Higher response of sexual harassment in the military less of a problem today led by O4 – O6 men and ANG men
- Higher response of sexual harassment in the military more of a problem today led by USAR men, ARNG men, and E5 – E9 men



## Sexual Assault in the Military Over Last Four Years

Percent of Reserve Component Members Who Have Been in the Military for Four Years or More, by Gender



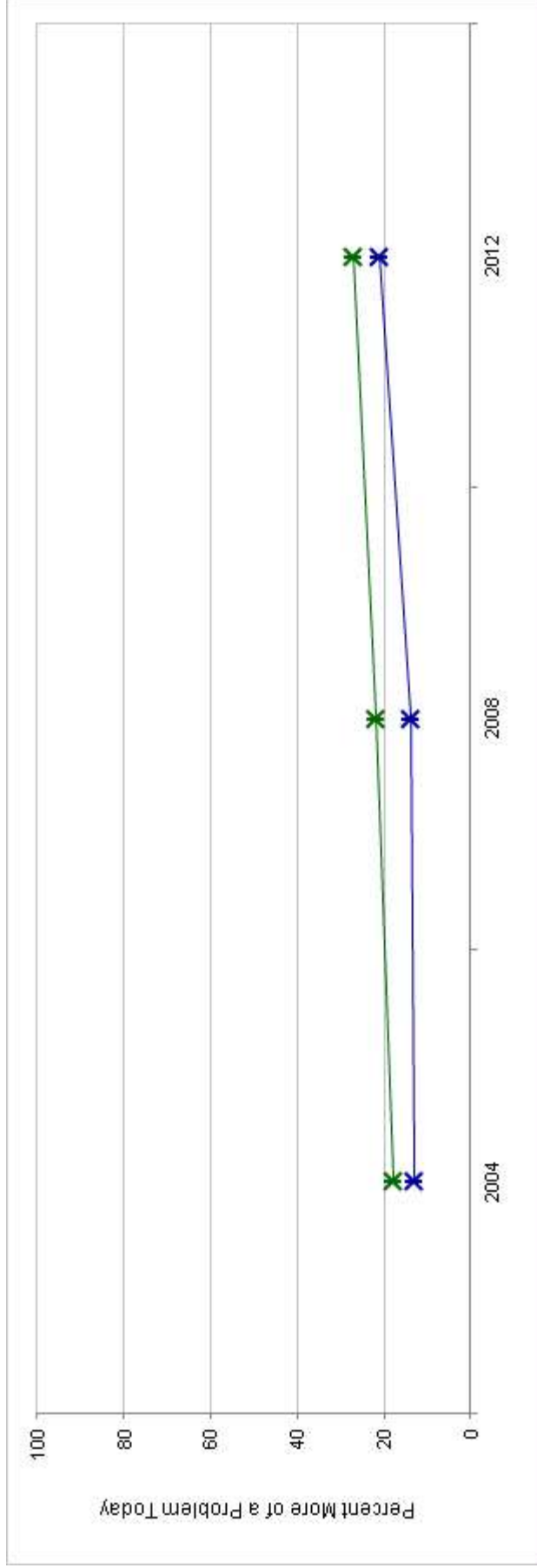
	2008	2012
Most recent HIGHER than		
Most recent LOWER than		
* Total Women	23	27
* Total Men	14	22

- For men, the 2012 percentages are higher than 2008; there are no statistically significant differences for women



## Sexual Harassment in the Military Over Last Four Years

Percent of Reserve Component Members Who Have Been in the Military for Four Years or More, by Gender



	2004	2008	2012
Most recent HIGHER than			
Most recent LOWER than			
Total Women	18	22	27
Total Men	13	14	21

- For women and men, the 2012 percentage is significantly higher than 2004 and 2008



# ASSESSMENT OF PROGRESS

## Summary of Findings

- **17% of women and 28% of men indicated sexual harassment in the nation is less of a problem today; 36% of women and 28% of men indicated more of a problem today**
  - Higher response of less of a problem today led by USNR men, O4 – O6 men, and O4 – O6 women
  - Higher response of more of a problem today led by E1 – E4 women and USAR women
    - For women, the 2012 percentage is significantly higher than 2004; for men the 2012 percentage is significantly higher than 2008 and 2004
- **14% of women and 26% of men indicated sexual assault in the nation is less of a problem today; 38% of women and 29% of men indicated more of a problem today**
  - Higher response of more of a problem today led by USAR women, E1 – E4 women, and E5 – E9 men
    - There are no statistically significant differences for women or men between 2012 and 2008



# ASSESSMENT OF PROGRESS

## Summary of Findings

- **28% of women and 39% of men indicated sexual assault in the military is less of a problem today; 27% of women and 22% of men indicated more of a problem today**
  - Higher response of less of a problem today led by ANG men
  - Higher response of more of a problem today led by USAR women, USAR men, and E5 – E9 men
    - For men, the 2012 percentage is significantly higher than 2008
- **28% of women and 38% of men indicated sexual harassment in the military is less of a problem today; 27% of women and 21% of men indicated more of a problem today**
  - Higher response of less of a problem today led by O4 – O6 men, ANG men, and O4 – O6 women
  - Higher response of more of a problem today led by E1 – E4 women, USAR women, ARNG women, USAR men, ARNG men, and E5 – E9 men
    - For women and men, the 2012 percentages are significantly higher than 2004 and 2008

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**14. ABSTRACT**  
This report provides results for the 2012 Workplace and Gender Relations Survey of Reserve Component Members (2012 WGRR). The overall purpose of the 2012 WGRR is to document the extent to which Reserve component members reported experiencing unwanted sexual contact and sexual harassment in the 12 months prior to filling out the survey. Additional information on details of the unwanted sexual contact experience and sexual harassment experience, bystander intervention, and members' perceptions of the effectiveness of sexual assault policies, training, and program are also presented.

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Sexual Assault, Sexual Harassment, Gender Relations, Training

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