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2013 Workplace and Equal Opportunity Survey of Active Duty Members Tabulations of Responses



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2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: TABULATIONS OF RESPONSES

**Defense Manpower Data Center
Defense Research, Surveys, and Statistics Center
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Policy officials contributing to the development of this survey include James Love (ODUSD[EO]).

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Lynn Walthall and Rokell Person, SRA International, Inc., formatted and assembled this tabulation volume using DMDC's Survey Reporting Tool. A team consisting of Natalie Namrow, Lisa Davis, Elizabeth P. Van Winkle, and Paul Rosenfeld completed quality control for this tabulation volume.

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2013 WORKPLACE AND EQUAL OPPORTUNITY SURVEY OF ACTIVE DUTY MEMBERS: TABULATIONS OF RESPONSES

Introduction to the Survey

The *Defense Research, Surveys, and Statistics Center* (RSSC)¹, Defense Manpower Data Center (DMDC), conducts both Web-based and paper-and-pen surveys to support the personnel information needs of the Under Secretary of Defense for Personnel and Readiness (USD[P&R]). These surveys assess the attitudes and opinions of the entire Department of Defense (DoD) community on a wide range of personnel issues. *Human Relations Surveys* are in-depth studies of topics and populations, often requiring both Web-based and paper-and-pen surveys.

This report contains tabulations of responses from the *2013 Workplace and Equal Opportunity Survey of Active Duty Members* (2013 WEOA) conducted April 15 to July 22, 2013. This introduction (1) summarizes the survey content, (2) defines the total population surveyed and the subgroups used in tabulations of responses, (3) summarizes the survey methodology,² and (4) provides details on how to use the tabulations. The tabulations and a copy of the survey items follow this introduction.³

Survey Content

The 2013 WEOA fulfills the Congressional mandate outlined in Title 10 U.S.C. 481(a)(2)(B) for Department of Defense quadrennial assessments of racial and ethnic issues and discrimination. The 2013 WEOA is the third DMDC active duty survey of racial/ethnic issues and was modeled on previous DMDC surveys of active duty and Reserve component members, the *2009 Workplace and Equal Opportunity Survey of Active Duty Members* (2009 WEOA) and the *2011 Workplace and Equal Opportunity Survey of Reserve Component Members* (2011 WEOR). These surveys were designed to estimate the level and consequences of racial/ethnic harassment and discrimination. The purpose of the Racial/Ethnic Harassment/Discrimination Rate is to provide the policy offices and Department with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. This rate should not be used as an official crime index. A copy of the survey is provided on page 499. The current survey was subdivided into the following 10 topic areas:

1. *Background Information*—Service, gender, and race/ethnicity.
2. *Satisfaction and Retention Intention*—Years of service, retention intention, and overall satisfaction with military life.
3. *Tempo*—Deployed within the past 12 months and deployments to a combat zone.

¹ Prior to 2014, RSSC was called Human Resources Strategic Assessment Program (HRSAP). In 2014, DMDC reorganized and renamed the RSSC to better encapsulate the scope of research conducted by this group.

² Details on survey methodology are reported in DMDC (2013b).

³ Refer to DMDC (2013a) to view a screen shot version of the survey as it appeared on the Web.

4. *Military Workplace*—Satisfaction with supervisor, work, and coworkers; mentoring, organization performance; readiness; morale; unit cohesion; and workplace hostility.
5. *Stress, Health, and Well-Being*—General health, perceived stress, and experiences of depression symptoms.
6. *Racial/Ethnic Experiences*—Types and frequency of personal experiences within the military community related to race/ethnicity; DoD's/Service's responsibility to prevent racial/ethnic harassment and/or discrimination; details pertaining to the most bothersome race/ethnicity-related situation experienced during the 12 months prior to taking the survey including type(s) of incident(s) experienced, where and when it occurred, characteristics of offenders, reactions to the situation, to whom behaviors were reported, reasons for reporting, satisfaction with the reporting process and outcome experience, retaliation for reporting, and reasons for not reporting.
7. *Personnel Policy and Practices*—Views on current racial/ethnic policies and leadership practices and perceptions of race relations within the military.
8. *Training*—Military training received in the past 12 months and perceived effectiveness of training on prevention of racial/ethnic harassment and discrimination.
9. *Social Perceptions*—Personal experiences of racial/ethnic confrontations and exposure to racist/gang messages and organizations.
10. *Military/Civilian Comparisons*—Perceptions of opportunities/conditions in the military compared to civilian employment, historical comparisons between military and civilian prevalences of racial/ethnic harassment and discrimination, and religion/religious preference.

Population and Reporting Categories

The population of interest for the 2013 WEOA consisted of active duty members of the Army, Navy, Marine Corps, Air Force, and Coast Guard excluding National Guard and Reserve members,⁴ (1) who were drawn from the September 2012 *Active Duty Master Edit File (ADMF)* and, (2) are below flag rank.

Survey results are presented for the total DoD and Coast Guard populations and by a variety of reporting categories. To form the reporting categories for the tabulations, respondents are classified by their responses to survey items and from data in DMDC's *ADMF*. If the self-reported data are missing, then *ADMF* is used to impute the subgroup classification at the time of sampling. Survey results are tabulated by Service, paygrade, gender, deployment, Service by race/ethnicity, and Service by paygrade. Definitions for reporting categories follow:

⁴ Although the law does not require quadrennial assessments of racial/ethnic issues of Coast Guard members, the Coast Guard requested to participate in this survey.

- *Total DoD*—This category includes all DoD active duty members (excludes Coast Guard members).
- *Service*—The Services include *Army*, *Navy*, *Marine Corps*, and *Air Force*.
- *Paygrade*—The *Enlisted* subgroup includes all enlisted paygrades (E1-E9). The *Enlisted* subgroup is broken into: junior enlisted members (E1 – E4) and senior enlisted members (E5 – E9). The *Officers* subgroup includes warrant officers and commissioned officers (O1-O6). The *Officers* subgroup is broken into: junior officer members (O1 – O3) and senior officer members (O4 – O6). Self-report data are used only to fill in missing administrative data.
- *Gender*—This category is self-explanatory.
- *Deployment*—The categories *Not Deployed Past 12 Months* and *Deployed Past 12 Months* indicate whether or not members were deployed longer than 30 consecutive days during the 12 months before taking the survey.
- *Race/Ethnicity*—Respondents are classified based on self-reported categories consistent with requirements of the *Standards for Maintaining, Collecting, and Presenting Federal Data on Race and Ethnicity* (1997). *Hispanic* includes anyone marking that they are Spanish/Hispanic/Latino, regardless of how they answered the question on race. *White*, *Black*, *American Indian/Alaska Native (AIAN)*, *Asian*, and *Native Hawaiian/Pacific Islander (NHPI)* each include only those persons marking a single race and who did not report being Spanish/Hispanic/Latino. *Two or More Races* includes persons marking two or more of the races (*White*, *Black*, *Asian*, *American Indian/Alaska Native*, and *Native Hawaiian/Pacific Islander*) and not reporting being Spanish/Hispanic/Latino.
- *Racial/Ethnic Harass./Discrim.*—This group is broken out into three exclusive categories. *Experienced, Labeled* includes those members who indicated experiencing at least one of the racial/ethnic harassment and/or discrimination behaviors in the past 12 months and indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment and/or discrimination. *Experienced, Did Not Label* includes those members who indicated experiencing at least one of the racial/ethnic harassment and/or discrimination behaviors in the past 12 months but did not label the behaviors they experienced as racial/ethnic harassment and/or discrimination. *Did Not Experience* includes those members who did not indicate experiencing any of the racial/ethnic harassment and/or discrimination behaviors in the past 12 months.
- *Service by Race/Ethnicity*—Includes all Service members and provides additional levels of detail for self-reported results by *Race/Ethnicity* (*White* and *Total Minority* which includes *Black*, *Hispanic*, *Asian*, and *Other Race/Ethnicity*). The category *Other Race/Ethnicity* includes members who identified as AIAN, NHPI, or as being of Two or More Races. Due to low representation of these groups, members of these racial/ethnic groups were

included in a single category to increase the probability of generating reportable results.

- *Service by Paygrade*—To provide additional levels of detail for respondents, the tabulation layout also includes three levels of estimates by paygrade, *Enlisted (E1 – E4, E5 – E9)* and *Officers*, excluding W1-W5.
- *Coast Guard*—Includes all Coast Guard members. This category is further broken down into the following subcategories: race/ethnicity (*White* and *Total Minority* which includes *Black, Hispanic, Asian, and Other Race/Ethnicity*), and paygrade (*Enlisted* including *E1 – E4, E5 – E9*, and *Officers* including *O1-O6* and *W1-W5*).

Survey Methodology

DMDC conducts cross-component surveys that provide the DoD with accurate assessments of attitudes and opinions of the entire DoD community using standard scientific methods. Specifically, DMDC's survey methodology meets industry standards that are used by government statistical agencies (e.g., the Census Bureau and Bureau of Labor Statistics), private survey organizations, and well-known polling organizations. DMDC adheres to the survey methodology best practices promoted by the American Association for Public Opinion Research (AAPOR).⁵

The survey administration process began on April 15, 2013, with the opening of the survey online. Announcement letters were mailed out on April 15, 2013 to sample members. The announcement letter explained why the survey was being conducted, how the survey information would be used, and why participation was important. Throughout the administration period, additional e-mail and postal reminders were sent to encourage survey participation. The survey was administered via the Web. Data for all Services were collected between April 15 and July 22, 2013.

Single-stage, nonproportional stratified random sampling⁶ procedures were used. The sample consisted of 88,816 individuals (including 4,782 Coast Guard members) drawn from the sample frame constructed from DMDC's *ADMF*. Members of the sample became ineligible if they indicated in the survey or by other contact (e.g., telephone calls to the data collection contractor) that they were not in a Service as of the first day of the survey, April 15, 2013 (0.28% of sample).

⁵ AAPOR's "Best Practices" state that, "virtually all surveys taken seriously by social scientists, policy makers, and the informed media use some form of random or probability sampling, the methods of which are well grounded in statistical theory and the theory of probability" (http://aapor.org/Best_Practices1/4081.htm#best3). DMDC has conducted surveys of the military and DoD community using stratified random sampling for more than 20 years.

⁶ In stratified random sampling, all members of a population are categorized into homogeneous groups. For example, members might be grouped by race/ethnicity and Service (e.g., all Hispanic Army personnel in one group, all Asian Army personnel in another). Members are chosen at random within each group. Small groups are oversampled in comparison to their proportion of the population so there will be enough responses from small groups to analyze. Weights are used so that groups are correctly represented in the analyses based on the characteristics of the full active duty population.

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 questions Q28 and Q31) were received from 18,018 eligible respondents (15,975 DoD and 2,043 Coast Guard). The overall weighted response rate for eligibles, corrected for nonproportional sampling, was 23% (23% for DoD and 44% for Coast Guard.)⁷

Data were weighted using the industry standard three-stage process.⁸ This form of weighting produces survey estimates of population totals, proportions, and means (as well as other statistics) that are representative of their respective populations. Unweighted survey data, in contrast, are likely to produce biased estimates of population statistics. The three-stage process of weighting consists of the following steps:

- *Adjustment for selection probability*—Probability samples such as the sample for this survey are selected from lists and each member of the list has a known nonzero probability of selection. For example, if a list contained 10,000 members in a demographic subgroup and the desired sample size for the subgroup was 1,000, one in every tenth member of the list would be selected. During weighting, this selection probability (1/10) is taken into account. The base, or first weight, used to adjust the sample is the reciprocal of the selection probability. In this example, the adjustment for selection probability (base weight) is 10 for members of this subgroup.
- *Adjustments for nonresponse*—Some sampled members do not respond to the survey. Continuing the previous example, suppose only half of sample members, 500, completed and returned a survey. Because the unweighted sample size would only be 500, weights are needed to project the sample up to the subgroup population total (10,000). In this case, the base-weighted respondents would sum to only 5,000 weighted respondents. To adjust for nonresponse, the base weights are multiplied by the reciprocal of the nonresponse rate. In this example, the base weight (10) is multiplied by the reciprocal of the nonresponse rate (2) to create a new weight of 20. The weighted sample sums to the subgroup population total of 10,000.

⁷ Concerns have been expressed to DMDC about whether response rates such as the 23% obtained for 2013 WEOA can provide accurate results. Ultimately, the accuracy of a survey is most dependent on whether the sample used is randomly drawn and representative of the population it is studying. DMDC uses state of the art scientific statistical techniques to draw conclusions from random, representative samples of the active duty population to ensure accuracy of estimations to the full active duty population. As the characteristics of the military population are known, this allows for better accuracy and reduces bias in the estimates compared to civilian populations. DMDC conducts nonresponse analyses on select surveys to identify potential areas of nonresponse bias, minimize impact, and inform future survey iterations.

⁸ Details on survey methodology are reported in DMDC (2013b).

Table 1.
Number of Respondents (Total) and Estimated Population by Reporting Categories

	Respondents		Estimated Population				
	Count	Percent	Totals		Percent	Max ME	
TOTAL DOD	15,975	100%	1,346,563	±20,354	100%		
Enlisted	12,667	79%	1,111,724	±20,189	83%		±1
E1 – E4	5,321	33%	591,958	±17,856	44%		±1
E5 – E9	7,346	46%	519,766	±9,423	39%		±1
Officers	3,308	21%	234,839	±2,589	17%		±1
O1 – O3	1,816	11%	131,022	±2,171	10%		±1
O4 – O6	1,187	7%	85,005	±1,717	6%		±1
Male	12,842	80%	1,148,523	±25,798	85%		±1
Female	3,133	20%	198,040	±12,564	15%		±2
White	3,560	22%	817,333	±22,499	61%		±2
Total Minority	12,412	78%	529,092	±14,913	39%		±2
Black	2,461	15%	201,642	±5,616	15%		±1
Hispanic	2,818	18%	195,912	±11,783	15%		±1
AIAN	945	6%	12,233	±5,242	1%		±1
Asian	3,021	19%	53,886	±3,164	4%		±1
NHPI	1,489	9%	8,982	±712	1%		±1
Two or More Races	1,678	11%	56,436	±6,784	4%		±1
Not Deployed Past 12 Months	11,532	72%	964,682	±26,498	72%		±2
Deployed Past 12 Months	4,410	28%	377,164	±22,747	28%		±2
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled*	2,048	13%	137,057	±12,574	10%		±1
Experienced, Did Not Label	3,497	22%	297,918	±22,748	22%		±2
Did Not Experience	10,430	65%	911,587	±25,782	68%		±2
ARMY	4,357	27%	524,730	±17,186	39%		±1
White	544	3%	304,486	±17,808	23%		±2
Total Minority	3,813	24%	220,244	±10,888	16%		±1
Black	849	5%	95,785	±4,437	7%		±1
Hispanic	881	6%	77,405	±7,866	6%		±1
Asian	725	5%	18,370	±2,155	1%		±1
Other Race/Ethnicity	1,358	9%	28,684	±6,993	2%		±1
Enlisted	3,415	21%	426,809	±17,055	32%		±1
E1 – E4	1,193	7%	233,082	±15,372	17%		±1
E5 – E9	2,222	14%	193,727	±7,388	14%		±1
Officers	942	6%	97,921	±2,122	7%		±1
NAVY	4,686	29%	307,815	±7,980	23%		±1
White	1,516	9%	181,124	±9,028	13%		±1
Total Minority	3,170	20%	126,691	±5,363	9%		±1
Black	572	4%	47,432	±2,714	4%		±1
Hispanic	685	4%	41,777	±4,292	3%		±1
Asian	908	6%	19,092	±1,721	1%		±1
Other Race/Ethnicity	1,005	6%	18,391	±2,515	1%		±1
Enlisted	3,844	24%	256,122	±7,874	19%		±1
E1 – E4	1,639	10%	127,652	±5,819	9%		±1
E5 – E9	2,205	14%	128,470	±5,305	10%		±1
Officers	842	5%	51,692	±1,298	4%		±1

* The purpose of the Racial/Ethnic Harassment/Discrimination Rate is to provide the policy offices and Department with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. This rate should not be used as an official crime index.

Table 1 (continued)

	Respondents		Estimated Population				
	Count	Percent	Totals		Percent	Max ME	
MARINE CORPS	3,139	20%	191,827	±6,217	14%	±1	
White	802	5%	118,395	±7,389	9%	±1	
Total Minority	2,334	15%	73,295	±5,558	5%	±1	
Black	499	3%	17,047	±1,367	1%	±1	
Hispanic	572	4%	41,468	±5,039	3%	±1	
Asian	624	4%	5,273	±1,002	0%	±1	
Other Race/Ethnicity	639	4%	9,508	±2,361	1%	±1	
Enlisted	2,386	15%	170,262	±6,213	13%	±1	
E1 – E4	1,215	8%	112,875	±6,002	8%	±1	
E5 – E9	1,171	7%	57,387	±1,604	4%	±1	
Officers	753	5%	21,565	±237	2%	±1	
AIR FORCE	3,793	24%	322,191	±4,076	24%	±1	
White	698	4%	213,328	±7,280	16%	±1	
Total Minority	3,095	19%	108,863	±6,648	8%	±1	
Black	541	3%	41,379	±1,618	3%	±1	
Hispanic	680	4%	35,263	±5,757	3%	±1	
Asian	764	5%	11,152	±1,184	1%	±1	
Other Race/Ethnicity	1,110	7%	21,070	±3,516	2%	±1	
Enlisted	3,022	19%	258,531	±4,020	19%	±1	
E1 – E4	1,274	8%	118,348	±3,558	9%	±1	
E5 – E9	1,748	11%	140,183	±1,872	10%	±1	
Officers	771	5%	63,660	±676	5%	±1	
COAST GUARD	2,043	100%	41,137	±585	100%	Max ME	
White	793	39%	29,857	±934	73%	±2	
Total Minority	1,247	61%	11,130	±748	27%	±2	
Black	358	18%	1,949	±152	5%	±1	
Hispanic	424	21%	5,500	±527	13%	±2	
Asian	99	5%	738	±106	2%	±1	
Other Race/Ethnicity	366	18%	2,943	±547	7%	±2	
Enlisted	1,464	72%	32,919	±588	80%	±1	
E1 – E4	589	29%	13,748	±367	33%	±1	
E5 – E9	875	43%	19,171	±463	47%	±1	
Officers	579	28%	8,218	±46	20%	±1	

- *Adjustment to known population values*—The first of the two previous weighting adjustments are applied according to the demographic groupings used in designing the subgroups for the sample. The second is based on population characteristics that are known to be related to whether a sample person responds to the survey. Because the sample design and adjustments for nonresponse cannot take into account all demographic differences related to who responds to a survey and how they respond, auxiliary information is used to increase the precision of survey estimates. For this reason a final weighting adjustment is computed that reproduces population totals for important demographic groupings related to who responds to a survey and how they might answer the survey. Suppose in our example the population for the subgroup was 8,500 men and 1,500 women but the nonresponse-adjusted weighted estimates from the respondents was 7,000 men and 3,000 women. To reduce this possible bias and reproduce known population totals the weights would be adjusted by 1.21 for men and 0.5 for women that the final weights for men and women would be 24.3 and 10, which would give unbiased estimates of the total and of women and men in the subgroup.

Table 1 (pages 6-7) shows the number of respondents and the portion of total members in each reporting category. Also shown are the estimated number of members and the portion of total members in each reporting category. Differences in the percentages of respondents and population for the reporting categories reflect differences in the number sampled, as well as differences in response rates.

Tabulation Procedures

Tabulations⁹ for each question from the survey are shown on a set of facing pages. The text of the question and response options are shown at the top of the even-numbered pages. To compress the width of columns in the tables, the response options are shown with a number or letter; then that number or letter is used as the column heading for the responses. The central feature of the tabulations is the percentage of members choosing the response options indicated by the column heading. Within a set of response options, percentages may not add up to 100% due to rounding.

Where an item can be presented as an average, that average is shown as a number estimate and in a bar chart. The averages can be quickly scanned for reporting groups differing from other similarly defined groups. Where a true response continuum is available (e.g., number of times trained), the mean of that continuum is presented; in other cases, the responses are averages of the numeric scales presented with the response options. Where there is a simple binomial response (e.g., yes/no), only one percentage is presented. In this case, the bar chart represents that percentage. When multi-level response scales (e.g., “yes,” “no,” “don’t know”) can be dichotomized, the bar chart represents either the sum of the percentages in multiple

⁹ Details of data editing and preparation are provided by DMDC (2013a).

columns (e.g., “no” and “don’t know” summed) or the percentage in one column (e.g., “yes”).

On each page of tabulations, the first column lists the reporting group shown in that row. The second column, *Percent Responding*, lists the portion of the reporting group represented in the estimates in that row. In most cases, if this percentage is not 100, it reflects item nonresponse, and the table note indicates that “Percent responding are active duty members who answered the question.”

Not all questions will apply to every respondent. Where possible, the survey is programmed to skip respondents over questions that do not apply to them. For example, Q60 (In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?) does not apply to those who indicated they did not have training on topics related to racial/ethnic harassment and discrimination in Q58. The footnote for this question indicates, “Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).”

The survey does not always skip questions that do not apply to the respondents. In the tabulations, *Does not apply* responses are typically included in the percentages in the *Percent Responding* column. For example, Q45 asked members to indicate if they knew the outcome of their report of race/ethnicity-related behaviors. Survey participants could indicate that the item does not apply because the investigation was still in process.

Because the survey contains open-ended questions, not all responses are tabulated. For example, Q28r asked members to specify other race/ethnicity-related experiences they experienced during the 12 months prior to taking the survey. Since it is not feasible to tabulate the wide range of responses, the open-ended responses are not tabulated.

Combining Information From Multiple Items

Tabulations in this volume generally present data for individual survey questions. There are three types of exceptions. The first type of exception is where the results for multiple items are presented on a single set of pages.

- In Q42, members were asked whether they reported the one situation to any military individuals or organizations. The tabulations for this question show percentages who answered Yes to Q42a, Q42b, Q42c, and Q42d, respectively, on one set of pages, to allow comparison among the percentages.

The second exception is where members can provide multiple answers to a single question (e.g., race).

- In Q4, members are asked to mark one or more races. The tabulations show the percentage who responded that they were *White*, *Black*, *American Indian/Alaska Native*, *Asian*, and/or *Native Hawaiian/Other Pacific Islander*. Respondents who indicated more than one race are also shown in the percentage of *More than one race*. For example, if a respondent indicated they were *Asian* and *White*, they were counted in the percentage as *Asian*, *White*, and *More than one race*.

The third exception pertains to constructed composite measures (e.g., scales, indices, and summary variables)¹⁰ described below.

Individual items in each measure are presented first followed by tabulation pages showing composite measure results. Where applicable, Cronbach's coefficient alpha, a measure of scale reliability, is provided for the scale overall and by race in the table notes. Cronbach's coefficient alpha ranges in value from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

- *Supervisor Satisfaction*: The composite measure includes survey items on member's agreement that their supervisor can be trusted, treats all assigned people fairly, has very little conflict with people who report to them, evaluates performance fairly, makes work assignments fairly, and gives satisfactory direction (Q11). Scale ranges from 1-5. Higher scores on this measure indicate members more strongly agreed with positive statements about their supervisors (i.e., were more satisfied).¹¹ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.
- *Career Mentoring*: The composite measure includes survey items on members' assessments of the usefulness of their most effective mentors' behaviors that supported members' advancement in the military (Q14a-h, j). Examples include providing opportunities for and advice on challenging assignments and inviting members to observe activities at the mentor's hierarchical level. Scale ranges from 1-5. Higher scores on this measure indicate members perceived the mentor's career mentoring behaviors as more useful in advancing the member's military career.¹² All subitems must be endorsed by the respondent in order to be included in the creation of this scale. Due to item nonresponse within the scale, the percent responding is lower than the percent responding for the individual items that comprise the scale.

¹⁰ For additional information on the history of the scales included in this Tabulation Volume, see Ormerod, Nye, Joseph, Fitzgerald, and Rock (2010).

¹¹ This scale was used on the 2005 WEOA, 2006 *Workplace and Gender Relations Survey of Active Duty Members* (WGRA), 2007 WEOR, 2008 *Workplace and Gender Relations Survey of Reserve Component Members* (WGRR), 2009 WEOA, 2010 WGRA, 2011 WEOR, 2012 WGRA, and 2012 WGRR.

¹² This scale was used on the 2009 WEOA.

- *Psychosocial Mentoring*: The composite measure includes survey items on members' assessment of the usefulness of their most effective mentor's behaviors that supported members' development of their personal and professional identities (Q14i, k, l). Examples include providing support and encouragement and personal and social guidance. Scale ranges from 1-5. Higher scores on this measure indicate members perceived the mentor's psychosocial mentoring behaviors as more useful in advancing the member's military career.¹³ All subitems must be endorsed by the respondent in order to be included in the creation of this scale. Due to item nonresponse within the scale, the percent responding is lower than the percent responding for the individual items that comprise the scale.
- *Coworker Satisfaction*: The composite measure includes survey items on members' agreement with statements about the amount of conflict among coworkers, coworker work efforts, work group compatibility, helpfulness of coworkers, and relationships with coworkers (Q18). Scale ranges from 1-5. Higher scores on this measure indicate members more strongly agreed with positive statements about their coworkers (i.e., were more satisfied).¹⁴ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.
- *Workplace Hostility*: The composite measure includes survey items on the frequency which coworkers or supervisors act in an angry or hostile manner toward them (Q19). Examples include intentionally interfering with other's work performance, taking credit for other's work or ideas, and using insults, sarcasm or gestures to humiliate others. Scale ranges from 1-5. Higher scores on this measure indicate members more frequently perceived hostile behaviors in their workplace.¹⁵ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.
- *Work Satisfaction*: The composite measure includes survey items on sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills (Q20). Scale ranges from 1-5. Higher scores on this measure indicate members strongly agreed with positive statements about their work.¹⁶ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.
- *Unit Cohesion*: The composite measure includes survey items pertaining to affective ties within a small group that sustain commitment to their peers, their unit and their mission (Q23). Cohesiveness is a group property and

¹³ This scale was used on the 2009 WEOA.

¹⁴ This scale was used on the 2005 WEOA, 2006 WGRA, 2007 WEOR, 2008 WGRR, 2009 WEOA, 2010 WGRA, 2011 WEOR, 2012 WGRA, and 2012 WGRR.

¹⁵ This scale was used on the 2010 WGRA, 2011 WEOR, 2012 WGRA, and 2012 WGRR.

¹⁶ This scale was used on the 2007 WEOR, 2008 WGRR, 2009 WEOA, 2010 WGRA, 2011 WEOR, 2012 WGRA, and 2012 WGRR.

can be viewed as a continuous rather than discrete variable, as degree of cohesiveness varies between groups. Scale ranges from 1-5. Higher scores on this measure indicate greater perceived cohesion.¹⁷ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.

- *General Health*: The General Health scale is designed to provide a self-assessment of overall physical well-being. The four scale items (Q24) were taken from the general health perceptions subscale on the Short-Form Health Survey (SF-36) of the Medical Outcomes Study questionnaire (Ware & Sherbourne, 1992). For the purposes of this report, Q24b-c were reverse-coded. Scale ranges from 1-4. Higher scores on this measure indicate more positive perceptions of health.¹⁸ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.
- *Perceived Stress*: To evaluate personal stress levels, members were asked about their emotional experiences/reactions in the month prior to taking the survey (Q26). The measure of perceived stress is a 10-item version of the *Perceived Stress Scale*® (Cohen & Williamson, 1988; Cohen, Kamarck, & Mermelstein, 1983). Items were scored 0 to 4. For the purposes of this report, Q26d, e, g, and h were reverse-coded. Scores are reported as a single figure, which is the sum of the individual scores (range 0 to 40). Higher scores on this measure indicate greater perceived stress.¹⁹ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.
- *Depression Scale*: Depression is a common mood disorder characterized by depressed mood, loss of interest or pleasure, feelings of guilt or low self-worth, disturbed sleep or appetite, low energy, and poor concentration. The first eight questions from the *Patient Health Questionnaire* (PHQ-9) Depression Scale (Spitzer, Kroenke, & Williams, et. al., 1999) were used to measure the presence of depression-related thoughts and behaviors (Q27). The PHQ-9 is a unidimensional measure used for diagnosing depression and assessing its severity (Kroenke, Spitzer, & Williams, 2001). Scores range from 1 to 4. Higher scores on this measure indicate higher levels of depression.²⁰ All subitems must be endorsed by the respondent in order to be included in the creation of this scale.

¹⁷ This scale was used on the 2007 WEOR, 2008 WGRR, 2009 WEOA, 2010 WGRA, 2011 WEOR, 2012 WGRA, and 2012 WGRR.

¹⁸ This scale was used on the 2005 WEOA, 2006 WGRA, 2007 WEOR, 2008 WGRR, 2009 WEOA, 2010 WGRA, 2012 WGRA, and 2012 WGRR.

¹⁹ This scale was used on the 2005 WEOA, 2006 WGRA, 2007 WEOR, 2008 WGRR, 2009 WEOA, 2010 WGRA, 2011 WEOR, 2012 WGRA, and 2012 WGRR.

²⁰ One item, "Thoughts that you would be better off dead, or of hurting yourself in some way," on the PHQ-9 Depression Scale was excluded from this survey. This scale was used on the 2009 WEOA, 2010 WGRA, and 2011 WEOR.

- The *Racial/Ethnic Harassment* incident rate is a summary measure reflecting whether members indicated they experienced race/ethnicity-related insensitivity, threats, or actual harm from another military member or a DoD civilian (Q28a-q) and identified at least one behavior experienced to have been racial/ethnic harassment (Q29). Rates were similarly constructed for subcategories of the overall incident rate to include *Offensive Encounters* (Q28a-k, Q29) and *Harm or Threat of Harm* (Q28l-q, Q29).²¹
 - *Offensive Encounters* (Q28a-k, Q29) includes situations in which members believed other DoD (military or civilian) personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.
 - *Harm or Threat of Harm* (Q28l-q, Q29) includes perceptions of threat, vandalism, and assault stemming from members' race/ethnicity and caused by DoD (military or civilian) personnel.
- The *Racial/Ethnic Discrimination* incident rate is a summary measure reflecting whether members indicated they experienced race/ethnicity-related discrimination from another military member or a DoD civilian (Q31a-t)²² and identified at least one behavior experienced to have been racial/ethnic discrimination (Q32a). *Racial/Ethnic Discrimination* consists of 20 items (Q31a-t) that measure five facets (rates) of discrimination: *Assignment/Career Discrimination* (Q31e, j-n, q, and Q32a), *Evaluation Discrimination* (Q31a-d and Q32a), *Training/Test Scores Discrimination* (Q31f-i and Q32a), *Undue Punishment* (Q31o-p and Q32a), and *Providers/Authorities Discrimination* (Q31r-t and Q32a).²³
 - *Assignment/Career Discrimination* (Q31e, j-n, q, and Q32a) measures the extent to which members believe an aspect of their current assignment or career progression was hampered because of their race/ethnicity.
 - *Evaluation Discrimination* (Q31a-d and Q32a) measures members' perceptions that race/ethnicity influenced some aspect of their performance evaluation.

²¹ To be included in the rate for *Racial/Ethnic Harassment*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related harassment.

²² For the individual Q31 items, only responses of "yes, and my race/ethnicity was a factor" were counted.

²³ To be included in the rate for *Racial/Ethnic Discrimination*, or the contributing factors, a respondent must indicate they experienced at least one of the behaviors and have labeled it as racial/ethnic-related discrimination.

- *Training/Test Scores Discrimination* (Q31f-l and Q32a) measures the extent to which members believed their race/ethnicity influenced the availability of training and the assignment of training scores/grades.
 - *Undue Punishment* (Q31o-p and Q32a) measures members' perceptions that race/ethnicity influenced whether and how they were punished.
 - *Providers/Authorities Discrimination* (Q31r-t and Q32a) measures the extent to which members believed their race/ethnicity influenced the availability and quality of services provided by DoD authorities and agencies.
- *Racial/Ethnic Harassment/Discrimination*: An overall measure reflecting whether members indicated they experienced race/ethnicity-related insensitivity, threats or actual harm, or discrimination from another military member or a DoD civilian and considered at least one behavior experienced to have been racial/ethnic harassment or discrimination (Q28a-q, Q29, Q31a-t, and Q32a).²⁴
 - *Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors*: A summary measure reflecting whether members indicated they experienced only race/ethnicity-related harassment, discrimination, both, or neither and considered at least one behavior experienced to have been racial/ethnic harassment and/or discrimination (Q28a-q, Q29, Q31a-t, and Q32a).
 - *Any Incident*: A summary indicator reflecting whether members indicated they experienced race/ethnicity-related insensitivity, threats or actual harm, or discrimination from another military member or a DoD civilian regardless of whether they considered any of their experiences to have been racial/ethnic harassment or discrimination (Q28a-q and Q31a-t).

Margins of Error

The complex sample design required weighting to produce population estimates (e.g., percent Hispanic).²⁵ Because of the weighting, conventional formulas for calculating the margin of error will overstate the reliability of the estimate. For this report, variance estimates were calculated using SUDAAN[®] PROC DESCRIPT, (Research Triangle Institute, Inc., 2004).

²⁴ The purpose of the *Racial/Ethnic Harassment/Discrimination Rate* is to provide the policy offices and Department with an overall estimate of active duty members who experienced behaviors aligned with racial/ethnic harassment and/or discrimination. This rate should not be used as an official crime index.

²⁵ As a result of differential weighting, only certain statistical software procedures, such as SUDAAN, correctly calculate standard errors, variances, or tests of statistical significance for stratified samples.

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By definition, sample surveys are subject to sampling error. Standard errors are estimates of the variance around population parameters (such as percentages or means) and are used to construct margins of error (i.e., confidence interval half-widths). Percentages and means in these tabulations are reported with margins of error based on 95% confidence intervals. In order to compress the data display, only the maximum margin of error (Max ME) for each reporting category is shown. That is, the tabulation volume shows only the largest margin of error for the percentages or means in each row. For each average shown in these tabulations, its margin of error is also printed.

The following reporting conventions are used:

- “0” indicates that no one in any reporting group selected the response option,
- NR indicates the estimate is *Not Reportable* and is suppressed because of low reliability. Estimates of low reliability are suppressed based on criteria defined in terms of nominal sample size (less than 5), effective sample size (less than 15), or relative standard error (greater than 0.225),
- NA indicates the question was *Not Applicable* because the question did not apply to respondents in the reporting category based on answers to previous questions,
- no Max ME is printed when all percentages in the row are shown as NR,
- no margin of error is printed for an average when it is shown as NR.

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Tabulations of Responses

2. What is your gender?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	100	±1	85	15	±2
Enlisted	100	±1	86	14	±2
E1 – E4	100	±1	85	15	±2
E5 – E9	100	±1	87	13	±2
Officers	100	±1	83	17	±3
O1 – O3	100	±1	80	20	±4
O4 – O6	99	±2	86	14	±4
Male	100	±1	100	0	±0
Female	100	±1	0	100	±0
White	100	±1	89	11	±2
Total Minority	100	±1	80	20	±2
Black	100	±1	75	25	±3
Hispanic	100	±1	84	16	±3
AIAN	100	±1	87	13	±8
Asian	100	±1	82	18	±4
NHPI	100	±1	80	20	±4
Two or More Races	100	±1	80	20	±5
Not Deployed Past 12 Months	100	±1	84	16	±2
Deployed Past 12 Months	100	±1	90	10	±2
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±1	81	19	±4
Experienced, Did Not Label	100	±1	86	14	±3
Did Not Experience	100	±1	86	14	±2
ARMY	100	±1	86	14	±2
White	100	±1	91	9	±3
Total Minority	100	±1	80	20	±3
Black	100	±1	75	25	±4
Hispanic	100	±1	86	14	±4
Asian	100	±1	79	21	±8
Other Race/Ethnicity	100	±1	82	18	±8
Enlisted	100	±1	88	12	±2
E1 – E4	100	±1	86	14	±4
E5 – E9	100	±1	89	11	±3
Officers	99	±2	82	18	±5
NAVY	100	±1	83	17	±3
White	100	±1	87	13	±4
Total Minority	100	±1	78	22	±3
Black	100	±0	76	24	±5
Hispanic	100	±1	79	21	±6
Asian	100	±0	85	15	±4
Other Race/Ethnicity	100	±1	76	24	±7
Enlisted	100	±1	83	17	±3
E1 – E4	100	±1	79	21	±5
E5 – E9	100	±0	86	14	±4
Officers	100	±1	84	16	±4

Note. Percent responding are active duty members who answered the question. Members who were separated or retired (as of April 15, 2013) are excluded from this report (Q1).

2. What is your gender?

	Percent Responding		Percentages		Max ME
			1	2	
MARINE CORPS	100	±1	93	7	±2
White	100	±1	95	5	±3
Total Minority	100	±1	90	10	±3
Black	100	±1	88	12	±6
Hispanic	100	±0	90	10	±4
Asian	100	±0	93	7	±3
Other Race/Ethnicity	97	±5	88	12	±8
Enlisted	100	±1	93	7	±2
E1 – E4	100	±1	92	8	±3
E5 – E9	99	±2	94	6	±4
Officers	100	±0	92	8	±3
AIR FORCE	100	±1	81	19	±3
White	100	±1	84	16	±4
Total Minority	100	±1	75	25	±3
Black	100	±0	68	32	±5
Hispanic	100	±1	80	20	±7
Asian	100	±1	75	25	±7
Other Race/Ethnicity	100	±1	80	20	±7
Enlisted	100	±1	81	19	±3
E1 – E4	100	±1	82	18	±5
E5 – E9	100	±1	81	19	±4
Officers	100	±1	81	19	±4
COAST GUARD	100	±1	86	14	±3
White	100	±0	86	14	±4
Total Minority	100	±1	85	15	±3
Black	100	±0	84	16	±4
Hispanic	100	±0	86	14	±5
Asian	100	±0	82	18	±9
Other Race/Ethnicity	100	±1	85	15	±8
Enlisted	100	±1	86	14	±4
E1 – E4	100	±0	80	20	±7
E5 – E9	100	±1	90	10	±4
Officers	100	±0	84	16	±4

Note. Percent responding are active duty members who answered the question. Members who were separated or retired (as of April 15, 2013) are excluded from this report (Q1).

3. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	100	±1	15	±1	
Enlisted	100	±1	16	±2	
E1 – E4	100	±1	17	±2	
E5 – E9	100	±1	15	±2	
Officers	100	±1	7	±1	
O1 – O3	100	±1	7	±2	
O4 – O6	100	±1	7	±2	
Male	100	±1	14	±2	
Female	100	±1	16	±3	
White	100	±1	0	±0	
Total Minority	100	±1	37	±2	
Black	100	±1	0	±0	
Hispanic	100	±1	100	±0	
AIAN	100	±1	0	±0	
Asian	100	±1	0	±0	
NHPI	99	±1	0	±0	
Two or More Races	99	±1	0	±0	
Not Deployed Past 12 Months	100	±1	15	±2	
Deployed Past 12 Months	100	±1	14	±2	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±1	21	±3	
Experienced, Did Not Label	100	±1	16	±3	
Did Not Experience	100	±1	13	±2	
ARMY					
White	100	±1	0	±0	
Total Minority	100	±1	35	±3	
Black	100	±1	0	±0	
Hispanic	100	±1	100	±0	
Asian	100	±0	0	±0	
Other Race/Ethnicity	100	±1	0	±0	
Enlisted	100	±1	16	±2	
E1 – E4	100	±1	16	±3	
E5 – E9	100	±1	17	±3	
Officers	100	±0	8	±2	
NAVY					
White	100	±1	0	±0	
Total Minority	99	±1	33	±3	
Black	99	±1	0	±0	
Hispanic	100	±1	100	±0	
Asian	100	±1	0	±0	
Other Race/Ethnicity	99	±1	0	±0	
Enlisted	100	±1	15	±2	
E1 – E4	100	±1	16	±4	
E5 – E9	99	±1	14	±2	
Officers	100	±0	6	±1	

Note. Percent responding are active duty members who answered the question.

3. Are you Spanish/Hispanic/Latino?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
MARINE CORPS	100	±1	22	±3	
White	100	±0	0	±0	
Total Minority	100	±1	57	±4	
Black	99	±1	0	±0	
Hispanic	100	±1	100	±0	
Asian	100	±1	0	±0	
Other Race/Ethnicity	100	±1	0	±0	
Enlisted	100	±1	23	±4	
E1 – E4	100	±1	25	±5	
E5 – E9	100	±1	20	±2	
Officers	100	±1	8	±2	
AIR FORCE	100	±1	11	±2	
White	100	±0	0	±0	
Total Minority	100	±1	32	±4	
Black	100	±1	0	±0	
Hispanic	100	±1	100	±0	
Asian	100	±1	0	±0	
Other Race/Ethnicity	99	±2	0	±0	
Enlisted	100	±1	12	±3	
E1 – E4	100	±1	14	±5	
E5 – E9	100	±1	11	±2	
Officers	100	±0	6	±2	
COAST GUARD	100	±1	13	±2	
White	100	±1	0	±0	
Total Minority	100	±1	49	±4	
Black	100	±0	0	±0	
Hispanic	100	±1	100	±0	
Asian	100	±0	NR		
Other Race/Ethnicity	100	±0	0	±0	
Enlisted	100	±1	15	±2	
E1 – E4	100	±1	17	±4	
E5 – E9	100	±1	14	±2	
Officers	100	±1	6	±1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

4. What is your race?

a. White
d. Asian

b. Black
e. Native Hawaiian or other Pacific
Islander

c. American Indian or Alaska Native
f. More than one race

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL DOD	97	±1	76	19	4	6	2	5	±1
Enlisted	96	±1	74	21	4	6	2	6	±1
E1 – E4	96	±1	77	19	5	6	2	6	±2
E5 – E9	96	±1	72	23	4	6	2	5	±2
Officers	99	±1	85	11	2	6	1	4	±2
O1 – O3	99	±1	87	9	2	8	1	4	±2
O4 – O6	99	±1	85	11	3	5	1	4	±2
Male	97	±1	79	17	4	6	1	5	±1
Female	96	±2	63	32	5	8	2	8	±3
White	99	±1	100	0	0	0	0	0	±0
Total Minority	92	±1	37	50	11	16	4	14	±2
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	80	±3	85	13	8	2	2	8	±3
AIAN	99	±1	0	0	100	0	0	0	±0
Asian	100	±1	0	0	0	100	0	0	±0
NHPI	98	±2	0	0	0	0	100	0	±0
Two or More Races	100	±1	83	43	49	37	14	100	±7
Not Deployed Past 12 Months	97	±1	76	19	4	6	1	5	±2
Deployed Past 12 Months	96	±1	78	18	4	6	2	5	±2
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	94	±2	58	34	7	9	2	7	±5
Experienced, Did Not Label	96	±2	76	18	4	8	1	6	±3
Did Not Experience	97	±1	79	17	4	5	1	5	±2
ARMY	97	±1	73	23	4	5	2	5	±2
White	100	±1	100	0	0	0	0	0	±0
Total Minority	93	±2	33	56	10	13	4	12	±4
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	80	±4	85	15	10	2	3	11	±5
Asian	100	±1	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	±1	50	36	49	25	24	61	±14
Enlisted	96	±1	71	24	5	5	2	5	±2
E1 – E4	97	±1	74	22	5	6	2	6	±4
E5 – E9	96	±2	68	27	4	4	2	4	±3
Officers	99	±1	80	16	2	7	1	4	±3
NAVY	96	±2	74	19	4	9	2	6	±2
White	99	±2	100	0	0	0	0	0	±0
Total Minority	92	±2	33	48	11	22	4	15	±4
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	77	±5	83	15	7	3	2	8	±5
Asian	100	±0	0	0	0	100	0	0	±0
Other Race/Ethnicity	98	±2	68	22	58	30	23	81	±10
Enlisted	95	±2	71	21	5	9	2	6	±2
E1 – E4	96	±2	73	20	6	9	2	8	±3
E5 – E9	95	±3	69	22	4	9	1	5	±3
Officers	99	±1	88	8	2	6	1	3	±2

Note. Percent responding are active duty members who answered the question.

4. What is your race?

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
MARINE CORPS	95	±2	84	13	3	4	1	4	±2
White	100	±1	100	0	0	0	0	0	±0
Total Minority	87	±4	55	36	9	12	4	13	±5
Black	99	±1	0	100	0	0	0	0	±0
Hispanic	78	±7	89	10	3	2	1	3	±6
Asian	99	±1	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	±1	63	32	51	21	23	73	±13
Enlisted	94	±2	83	13	3	4	1	4	±2
E1 – E4	94	±3	85	12	3	4	2	5	±3
E5 – E9	96	±2	80	16	3	4	1	3	±2
Officers	98	±2	91	7	3	5	1	4	±2
AIR FORCE	98	±1	80	16	4	6	1	6	±2
White	99	±1	100	0	0	0	0	0	±0
Total Minority	94	±3	38	50	12	18	4	19	±4
Black	99	±2	0	100	0	0	0	0	±0
Hispanic	84	±7	84	13	9	3	1	7	±7
Asian	100	±1	0	0	0	100	0	0	±0
Other Race/Ethnicity	100	±1	67	33	49	30	17	82	±9
Enlisted	97	±1	78	19	4	6	1	6	±2
E1 – E4	98	±2	79	17	4	6	1	6	±3
E5 – E9	97	±2	76	20	4	6	1	7	±3
Officers	99	±1	89	7	3	7	1	5	±2
COAST GUARD	97	±1	89	7	5	4	2	6	±2
White	99	±1	100	0	0	0	0	0	±0
Total Minority	93	±2	59	28	20	16	8	24	±5
Black	99	±2	0	100	0	0	0	0	±0
Hispanic	87	±4	86	10	9	3	2	8	±5
Asian	100	±0	NR	NR	NR	NR	NR	NR	
Other Race/Ethnicity	99	±1	67	16	56	27	24	71	±10
Enlisted	97	±2	89	8	6	4	2	7	±2
E1 – E4	96	±3	91	7	5	4	2	8	±4
E5 – E9	97	±2	87	8	6	4	3	6	±3
Officers	98	±2	91	6	3	5	1	4	±2

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

5. How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

1. 5 years or less
4. 12-16 years

2. 6-8 years
5. 17-19 years

3. 9-11 years
6. 20 years or more

	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
TOTAL DOD	100	±1	48	14	10	13	7	8	±2	8.0	±0.2	
Enlisted	100	±1	53	14	10	13	5	5	±2	7.2	±0.2	
E1 – E4	100	±0	92	6	1	0	0	0	±2	2.8	±0.2	
E5 – E9	100	±1	8	22	21	27	12	11	±3	12.1	±0.3	
Officers	100	±0	27	13	11	16	13	19	±3	11.9	±0.4	
O1 – O3	100	±0	48	22	13	9	5	4	±5	7.0	±0.5	
O4 – O6	100	±0	1	2	9	26	22	41	±5	18.2	±0.6	
Male	100	±1	48	13	10	14	7	8	±2	8.2	±0.2	
Female	100	±0	53	15	11	10	5	6	±4	7.1	±0.4	
White	100	±1	48	15	10	13	7	8	±3	8.0	±0.3	
Total Minority	100	±0	49	12	11	14	7	7	±2	7.9	±0.2	
Black	100	±0	42	12	11	16	9	10	±2	9.2	±0.3	
Hispanic	100	±0	54	13	11	13	5	5	±4	7.0	±0.4	
AIAN	100	±0	NR	13	5	11	7	8	±11	7.6	±2.5	
Asian	100	±0	51	14	11	14	5	6	±4	7.5	±0.4	
NHPI	100	±0	46	15	12	17	5	5	±5	7.8	±0.5	
Two or More Races	100	±0	55	12	10	13	5	5	±6	7.1	±0.8	
Not Deployed Past 12 Months	100	±1	50	12	10	13	7	8	±2	7.9	±0.2	
Deployed Past 12 Months	100	±0	44	16	12	14	7	6	±4	8.3	±0.4	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	100	±0	51	15	10	12	7	6	±5	7.7	±0.6	
Experienced, Did Not Label	100	±1	55	15	10	11	5	3	±4	6.6	±0.4	
Did Not Experience	100	±0	46	13	10	14	7	9	±2	8.5	±0.3	
ARMY	100	±0	48	14	11	13	7	7	±3	8.0	±0.3	
White	100	±0	48	16	11	12	7	7	±5	7.8	±0.5	
Total Minority	100	±0	48	12	11	14	7	8	±3	8.2	±0.4	
Black	100	±0	42	11	11	15	9	12	±4	9.4	±0.5	
Hispanic	100	±0	49	15	13	14	5	5	±6	7.6	±0.7	
Asian	100	±0	56	13	11	10	4	6	±8	6.8	±0.7	
Other Race/Ethnicity	100	±0	59	10	7	13	5	6	±11	7.1	±1.4	
Enlisted	100	±0	53	15	11	12	5	5	±4	7.1	±0.3	
E1 – E4	100	±0	88	9	2	1	0	0	±5	3.1	±0.3	
E5 – E9	100	±0	10	21	22	25	11	10	±5	11.9	±0.5	
Officers	100	±0	26	13	12	16	15	18	±5	12.0	±0.6	
NAVY	100	±1	47	14	10	14	7	9	±3	8.4	±0.3	
White	100	±1	46	14	10	13	7	10	±5	8.6	±0.5	
Total Minority	100	±0	48	14	10	14	7	7	±3	8.1	±0.3	
Black	100	±0	41	14	10	16	10	9	±5	9.2	±0.5	
Hispanic	100	±0	53	12	11	11	6	6	±6	7.4	±0.6	
Asian	100	±0	43	16	11	18	6	6	±6	8.4	±0.5	
Other Race/Ethnicity	100	±0	59	14	6	12	5	4	±7	6.5	±0.8	
Enlisted	100	±1	51	15	9	13	7	5	±3	7.4	±0.3	
E1 – E4	100	±0	94	6	1	0	0	0	±3	2.7	±0.2	
E5 – E9	100	±1	9	23	18	25	13	11	±5	12.2	±0.6	
Officers	100	±0	24	12	12	17	9	25	±5	13.0	±0.7	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

5. How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)?

	Percent Responding		Percentages						Max ME	Average Years of Service		
			1	2	3	4	5	6				
MARINE CORPS	100	±0	63	12	7	10	5	4	±2	6.3	±0.3	
White	100	±0	61	13	7	9	5	4	±4	6.4	±0.4	
Total Minority	100	±0	65	10	7	10	4	4	±4	6.0	±0.4	
Black	100	±0	50	11	8	16	6	10	±5	8.5	±0.5	
Hispanic	100	±0	70	9	7	9	4	2	±5	5.2	±0.5	
Asian	100	±0	65	9	8	11	4	4	±9	6.0	±0.9	
Other Race/Ethnicity	100	±0	70	12	4	8	4	2	±10	5.3	±0.9	
Enlisted	100	±0	67	11	7	8	3	3	±3	5.6	±0.3	
E1 – E4	100	±0	97	2	1	0	0	0	±3	2.7	±0.3	
E5 – E9	100	±0	8	30	20	24	10	7	±6	11.2	±0.5	
Officers	100	±0	28	13	9	21	14	15	±4	11.7	±0.5	
AIR FORCE	100	±0	43	13	11	16	7	9	±3	8.6	±0.3	
White	100	±0	43	14	10	16	8	9	±4	8.7	±0.4	
Total Minority	100	±0	43	12	13	17	6	8	±4	8.5	±0.5	
Black	100	±0	40	11	13	19	8	9	±4	9.2	±0.4	
Hispanic	100	±0	49	13	11	17	4	6	±9	7.5	±0.9	
Asian	100	±0	49	13	11	15	5	8	±9	7.9	±1.1	
Other Race/Ethnicity	100	±0	35	14	20	17	7	7	±10	8.9	±1.2	
Enlisted	100	±0	46	13	11	17	6	7	±3	8.1	±0.3	
E1 – E4	100	±0	94	6	0	0	0	0	±4	2.6	±0.3	
E5 – E9	100	±0	5	20	20	31	11	12	±5	12.7	±0.6	
Officers	100	±0	31	14	12	14	11	18	±4	10.8	±0.5	
COAST GUARD	100	±0	34	15	13	18	8	12	±3	10.1	±0.4	
White	100	±0	33	15	13	18	8	14	±4	10.4	±0.5	
Total Minority	100	±0	36	17	13	17	7	10	±4	9.4	±0.5	
Black	100	±0	27	18	20	14	9	11	±8	10.3	±0.5	
Hispanic	100	±0	40	16	14	15	6	8	±6	8.8	±0.7	
Asian	100	±0	35	11	12	22	8	13	±10	10.4	±1.3	
Other Race/Ethnicity	100	±0	35	18	9	21	6	11	±11	9.7	±1.4	
Enlisted	100	±0	38	17	14	18	7	6	±4	8.8	±0.4	
E1 – E4	100	±0	84	10	5	1	0	0	±6	3.6	±0.4	
E5 – E9	100	±0	5	22	20	30	12	11	±5	12.5	±0.6	
Officers	100	±0	14	10	11	17	12	36	±4	15.5	±0.6	

Note. Percent responding are active duty members who answered the question.

6. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?

1. Very unlikely
4. Likely

2. Unlikely
5. Very likely

3. Neither likely nor unlikely

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
TOTAL DOD	100	±1	12	10	11	24	42	±2	3.8	±0.1	
Enlisted	100	±1	13	11	12	24	40	±2	3.7	±0.1	
E1 – E4	100	±1	19	14	15	25	27	±3	3.3	±0.1	
E5 – E9	100	±1	8	7	8	22	55	±3	4.1	±0.1	
Officers	100	±0	5	8	9	27	52	±3	4.1	±0.1	
O1 – O3	100	±0	4	10	11	29	46	±5	4.0	±0.1	
O4 – O6	100	±0	5	6	5	24	60	±5	4.3	±0.2	
Male	100	±1	12	10	11	24	43	±2	3.8	±0.1	
Female	100	±1	12	11	12	26	38	±4	3.7	±0.2	
White	100	±1	14	11	10	24	40	±3	3.7	±0.1	
Total Minority	100	±1	9	9	13	24	46	±2	3.9	±0.1	
Black	100	±1	7	9	10	25	49	±3	4.0	±0.1	
Hispanic	100	±0	10	8	14	23	45	±4	3.9	±0.1	
AIAN	100	±0	11	NR	NR	15	29	±15	3.3	±0.6	
Asian	100	±1	7	8	14	29	43	±4	3.9	±0.1	
NHPI	100	±0	6	7	10	23	55	±7	4.1	±0.2	
Two or More Races	100	±1	13	7	13	24	42	±7	3.8	±0.2	
Not Deployed Past 12 Months	100	±1	11	11	11	25	43	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	15	8	12	23	42	±4	3.7	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±0	19	12	11	24	34	±6	3.4	±0.2	
Experienced, Did Not Label	100	±1	18	10	12	25	35	±5	3.5	±0.2	
Did Not Experience	100	±1	9	10	11	24	46	±3	3.9	±0.1	
ARMY	100	±0	15	10	10	23	42	±4	3.7	±0.2	
White	100	±0	18	12	8	23	40	±6	3.6	±0.2	
Total Minority	100	±0	10	9	14	23	44	±4	3.8	±0.1	
Black	100	±0	9	10	10	23	47	±4	3.9	±0.2	
Hispanic	100	±0	11	5	17	23	43	±9	3.8	±0.2	
Asian	100	±0	10	7	17	24	43	±8	3.8	±0.2	
Other Race/Ethnicity	100	±0	12	NR	17	21	37	±14	3.6	±0.4	
Enlisted	100	±0	17	11	11	22	39	±4	3.5	±0.2	
E1 – E4	100	±0	24	15	13	24	23	±7	3.1	±0.2	
E5 – E9	100	±0	9	6	8	18	59	±5	4.1	±0.2	
Officers	100	±0	4	7	8	28	53	±6	4.2	±0.2	
NAVY	100	±1	8	11	10	26	45	±4	3.9	±0.1	
White	100	±0	9	12	11	26	42	±6	3.8	±0.2	
Total Minority	100	±1	8	8	9	26	49	±3	4.0	±0.1	
Black	100	±1	5	7	10	25	53	±5	4.1	±0.2	
Hispanic	100	±0	8	9	8	27	48	±8	4.0	±0.3	
Asian	100	±1	5	7	12	30	46	±6	4.1	±0.1	
Other Race/Ethnicity	100	±1	17	9	9	22	43	±10	3.6	±0.3	
Enlisted	100	±1	9	11	11	26	43	±4	3.8	±0.2	
E1 – E4	100	±1	11	15	13	28	33	±6	3.6	±0.2	
E5 – E9	100	±1	6	8	9	24	53	±5	4.1	±0.2	
Officers	100	±0	6	7	7	27	52	±5	4.1	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

6. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?

	Percent Responding		Percentages					Max ME	Average Likelihood		
			1	2	3	4	5				
MARINE CORPS	100	±1	17	11	15	19	37	±4	3.5	±0.2	
White	100	±1	19	11	16	17	36	±6	3.4	±0.2	
Total Minority	100	±1	12	12	14	23	39	±5	3.6	±0.2	
Black	100	±1	9	10	11	25	45	±7	3.9	±0.2	
Hispanic	100	±0	13	13	16	20	37	±7	3.5	±0.3	
Asian	100	±0	14	11	15	32	29	±14	3.5	±0.2	
Other Race/Ethnicity	100	±0	14	8	12	23	43	±14	3.7	±0.5	
Enlisted	100	±1	18	11	16	18	36	±4	3.4	±0.2	
E1 – E4	100	±1	23	13	20	18	26	±6	3.1	±0.2	
E5 – E9	100	±1	9	8	9	19	55	±5	4.0	±0.2	
Officers	100	±0	4	10	8	26	52	±5	4.1	±0.1	
AIR FORCE	100	±0	8	9	11	28	45	±4	3.9	±0.1	
White	100	±0	9	9	11	28	42	±5	3.9	±0.2	
Total Minority	100	±0	5	7	12	26	50	±4	4.1	±0.1	
Black	100	±0	5	8	9	29	48	±5	4.1	±0.1	
Hispanic	100	±0	5	6	14	21	54	±9	4.1	±0.2	
Asian	100	±0	4	8	12	32	44	±7	4.0	±0.2	
Other Race/Ethnicity	100	±0	7	7	14	25	47	±9	4.0	±0.2	
Enlisted	100	±0	8	8	11	29	43	±4	3.9	±0.1	
E1 – E4	100	±0	10	12	17	30	32	±6	3.6	±0.2	
E5 – E9	100	±0	7	6	7	27	53	±5	4.1	±0.2	
Officers	100	±0	5	10	11	24	51	±5	4.1	±0.2	
COAST GUARD	100	±1	6	7	8	23	57	±4	4.2	±0.1	
White	100	±0	7	7	8	21	57	±5	4.1	±0.2	
Total Minority	100	±1	3	6	9	25	56	±5	4.3	±0.1	
Black	100	±0	4	8	8	24	57	±6	4.2	±0.2	
Hispanic	100	±1	4	5	8	26	56	±7	4.2	±0.2	
Asian	100	±0	2	7	6	28	57	±10	4.3	±0.2	
Other Race/Ethnicity	100	±0	2	5	13	25	56	±12	4.3	±0.2	
Enlisted	100	±1	6	7	9	23	55	±5	4.1	±0.2	
E1 – E4	100	±1	9	10	15	29	38	±8	3.8	±0.2	
E5 – E9	100	±0	4	5	5	18	67	±6	4.4	±0.2	
Officers	100	±0	3	5	5	23	64	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question.

7. Overall, how satisfied are you with the military way of life?1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	11	17	48	18	±2	3.6	±0.1	
Enlisted	100	±1	7	12	19	47	16	±3	3.5	±0.1	
E1 – E4	100	±1	10	14	24	41	10	±4	3.3	±0.1	
E5 – E9	100	±1	3	8	13	53	22	±3	3.8	±0.1	
Officers	100	±1	1	6	11	55	26	±3	4.0	±0.1	
O1 – O3	100	±1	1	8	13	57	21	±5	3.9	±0.1	
O4 – O6	100	±1	1	4	8	54	32	±5	4.1	±0.1	
Male	100	±1	6	10	17	48	18	±2	3.6	±0.1	
Female	100	±1	5	14	18	48	15	±4	3.5	±0.1	
White	100	±1	7	11	18	48	16	±3	3.6	±0.1	
Total Minority	100	±1	4	10	17	49	20	±2	3.7	±0.1	
Black	100	±1	4	9	16	49	22	±3	3.8	±0.1	
Hispanic	100	±1	5	10	16	50	19	±4	3.7	±0.1	
AIAN	100	±0	6	NR	NR	32	8	±16	3.1	±0.5	
Asian	100	±1	3	8	16	53	20	±4	3.8	±0.1	
NHPI	100	±0	1	6	18	53	23	±6	3.9	±0.1	
Two or More Races	100	±1	4	14	21	43	18	±7	3.6	±0.2	
Not Deployed Past 12 Months	100	±1	5	11	16	49	18	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	8	10	20	46	16	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	14	16	20	38	11	±5	3.2	±0.2	
Experienced, Did Not Label	100	±1	10	15	20	44	12	±5	3.3	±0.2	
Did Not Experience	100	±1	3	9	16	52	21	±3	3.8	±0.1	
ARMY	100	±1	8	13	18	44	17	±4	3.5	±0.1	
White	100	±1	10	13	19	43	14	±6	3.4	±0.2	
Total Minority	100	±1	6	12	16	45	21	±4	3.6	±0.1	
Black	100	±0	5	9	16	46	24	±5	3.7	±0.1	
Hispanic	100	±1	8	12	14	47	18	±7	3.6	±0.2	
Asian	100	±0	4	13	16	46	21	±9	3.7	±0.2	
Other Race/Ethnicity	100	±0	4	NR	23	36	17	±13	3.4	±0.3	
Enlisted	100	±1	10	14	20	41	15	±4	3.4	±0.1	
E1 – E4	100	±1	15	19	25	33	9	±7	3.0	±0.2	
E5 – E9	100	±0	4	8	14	51	23	±5	3.8	±0.1	
Officers	100	±1	2	6	10	57	25	±6	4.0	±0.1	
NAVY	100	±1	4	11	15	52	17	±4	3.7	±0.1	
White	100	±1	4	11	16	53	16	±6	3.7	±0.2	
Total Minority	100	±1	3	11	15	51	18	±3	3.7	±0.1	
Black	100	±0	4	11	15	51	19	±5	3.7	±0.1	
Hispanic	100	±0	3	12	16	49	20	±7	3.7	±0.2	
Asian	100	±1	2	6	14	58	20	±6	3.9	±0.1	
Other Race/Ethnicity	100	±0	5	17	16	50	13	±10	3.5	±0.2	
Enlisted	100	±1	4	12	16	52	16	±4	3.6	±0.1	
E1 – E4	100	±1	7	14	20	48	11	±7	3.4	±0.2	
E5 – E9	100	±0	1	10	13	56	21	±5	3.8	±0.1	
Officers	100	±0	1	8	12	54	25	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
MARINE CORPS	100	±1	6	9	21	48	15	±4	3.6	±0.1	
White	100	±0	7	10	21	48	14	±6	3.5	±0.2	
Total Minority	100	±1	5	9	21	50	16	±5	3.6	±0.1	
Black	100	±1	3	10	17	53	18	±6	3.7	±0.1	
Hispanic	100	±0	6	8	21	50	15	±8	3.6	±0.2	
Asian	100	±0	4	10	21	55	10	±10	3.6	±0.2	
Other Race/Ethnicity	100	±0	3	14	25	38	NR	±13	3.6	±0.4	
Enlisted	100	±1	7	10	22	47	14	±5	3.5	±0.1	
E1 – E4	100	±0	10	11	27	44	9	±7	3.3	±0.2	
E5 – E9	100	±1	1	9	14	54	22	±5	3.9	±0.1	
Officers	100	±0	0	5	11	59	25	±5	4.0	±0.1	
AIR FORCE	100	±1	3	8	16	52	21	±4	3.8	±0.1	
White	100	±0	4	8	16	51	21	±5	3.8	±0.1	
Total Minority	100	±1	2	7	16	52	23	±4	3.9	±0.1	
Black	100	±1	2	6	15	52	25	±5	3.9	±0.1	
Hispanic	100	±1	2	7	15	55	22	±9	3.9	±0.2	
Asian	100	±1	2	4	15	55	24	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	3	10	21	46	20	±10	3.7	±0.2	
Enlisted	100	±1	4	8	17	51	20	±4	3.7	±0.1	
E1 – E4	100	±1	5	9	23	49	15	±7	3.6	±0.2	
E5 – E9	100	±1	3	7	13	54	24	±5	3.9	±0.1	
Officers	100	±0	1	6	11	52	29	±6	4.0	±0.1	
COAST GUARD	100	±0	2	7	13	52	26	±4	3.9	±0.1	
White	100	±0	3	7	13	51	26	±5	3.9	±0.1	
Total Minority	100	±0	1	6	14	54	25	±5	4.0	±0.1	
Black	100	±0	1	6	15	46	31	±7	4.0	±0.2	
Hispanic	100	±0	1	6	14	53	26	±7	4.0	±0.1	
Asian	100	±0	NR	7	8	64	22	±10	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	5	14	60	19	±9	3.9	±0.2	
Enlisted	100	±0	3	8	15	52	22	±5	3.8	±0.1	
E1 – E4	100	±0	3	7	23	51	16	±8	3.7	±0.2	
E5 – E9	100	±0	2	8	10	53	27	±6	3.9	±0.2	
Officers	100	±0	1	5	5	52	38	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

8. In the past 12 months, have you been deployed for any of the following operations?

a. Operation Enduring Freedom
(Afghanistan)

b. Operation Iraqi Freedom/New Dawn

c. Other

	Percent Responding		Percentages			Max ME	Percent Deployed in the Past 12 Months		
			a	b	c				
TOTAL DOD	100	±1	18	5	9	±2	28.0	±2.0	
Enlisted	100	±1	17	5	8	±2	28.0	±2.0	
E1 – E4	100	±1	16	4	8	±3	26.0	±4.0	
E5 – E9	100	±1	18	7	9	±3	30.0	±3.0	
Officers	100	±1	20	4	10	±3	30.0	±3.0	
O1 – O3	100	±1	22	3	9	±4	31.0	±4.0	
O4 – O6	100	±1	15	5	9	±4	26.0	±5.0	
Male	100	±1	19	5	9	±2	30.0	±2.0	
Female	100	±1	11	5	6	±3	20.0	±3.0	
White	100	±1	19	4	9	±3	29.0	±3.0	
Total Minority	100	±1	16	6	8	±2	27.0	±2.0	
Black	100	±1	15	6	8	±2	25.0	±3.0	
Hispanic	100	±1	17	6	7	±3	28.0	±4.0	
AIAN	100	±1	15	6	6	±12	22.0	±13.0	
Asian	100	±1	14	6	10	±3	26.0	±3.0	
NHPI	100	±1	20	7	7	±4	30.0	±4.0	
Two or More Races	100	±1	14	8	8	±7	28.0	±7.0	
Not Deployed Past 12 Months	100	±0	0	0	0	±0	0.0	±0.0	
Deployed Past 12 Months	100	±0	63	17	31	±4	100.0	±0.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	99	±2	18	6	11	±4	31.0	±5.0	
Experienced, Did Not Label	99	±2	21	6	10	±4	33.0	±5.0	
Did Not Experience	100	±1	17	4	8	±2	26.0	±2.0	
ARMY									
White	99	±2	25	4	6	±6	33.0	±6.0	
Total Minority	100	±1	20	6	5	±3	29.0	±3.0	
Black	100	±1	20	6	7	±4	30.0	±4.0	
Hispanic	100	±1	22	6	4	±6	30.0	±6.0	
Asian	100	±1	18	5	5	±5	26.0	±5.0	
Other Race/Ethnicity	100	±1	18	7	4	±13	28.0	±11.0	
Enlisted	99	±1	23	5	5	±4	31.0	±4.0	
E1 – E4	99	±2	23	3	4	±7	29.0	±7.0	
E5 – E9	99	±2	23	7	6	±5	33.0	±5.0	
Officers	100	±1	24	5	8	±6	33.0	±6.0	
NAVY									
White	100	±1	12	6	14	±5	28.0	±5.0	
Total Minority	100	±1	10	9	13	±3	26.0	±3.0	
Black	100	±1	7	7	13	±4	21.0	±5.0	
Hispanic	100	±0	12	10	13	±6	29.0	±6.0	
Asian	100	±1	11	10	17	±7	30.0	±7.0	
Other Race/Ethnicity	100	±1	9	12	10	±12	28.0	±9.0	
Enlisted	100	±1	10	8	14	±3	27.0	±4.0	
E1 – E4	100	±1	8	7	16	±5	27.0	±6.0	
E5 – E9	100	±1	13	9	11	±5	26.0	±5.0	
Officers	100	±1	13	5	15	±4	28.0	±5.0	

Note. Percent responding are active duty members who answered the question.

8. In the past 12 months, have you been deployed for any of the following operations?

	Percent Responding		Percentages			Max ME	Percent Deployed in the Past 12 Months		
			a	b	c				
MARINE CORPS	100	±1	19	1	12	±4	29.0	±4.0	
White	100	±1	19	1	13	±5	31.0	±6.0	
Total Minority	100	±1	18	1	10	±4	27.0	±5.0	
Black	100	±0	17	2	8	±7	25.0	±6.0	
Hispanic	100	±1	18	0	10	±6	27.0	±7.0	
Asian	100	±1	18	2	11	±5	28.0	±7.0	
Other Race/Ethnicity	99	±1	18	1	13	±14	26.0	±12.0	
Enlisted	100	±1	18	1	12	±4	28.0	±5.0	
E1 – E4	100	±1	17	0	11	±6	26.0	±6.0	
E5 – E9	100	±1	21	2	14	±5	34.0	±5.0	
Officers	100	±1	24	1	11	±4	34.0	±5.0	
AIR FORCE	100	±1	15	5	7	±3	23.0	±3.0	
White	100	±1	16	4	8	±4	24.0	±4.0	
Total Minority	100	±1	13	7	6	±3	22.0	±4.0	
Black	100	±1	12	7	6	±4	21.0	±4.0	
Hispanic	100	±1	13	7	5	±7	22.0	±8.0	
Asian	100	±0	11	4	7	±3	19.0	±4.0	
Other Race/Ethnicity	100	±1	15	8	8	±8	26.0	±9.0	
Enlisted	100	±1	14	5	7	±3	23.0	±4.0	
E1 – E4	100	±1	10	4	4	±5	18.0	±6.0	
E5 – E9	100	±1	17	7	9	±4	27.0	±5.0	
Officers	100	±0	18	3	9	±5	26.0	±5.0	
COAST GUARD	100	±1	1	1	10	±3	11.0	±3.0	
White	100	±1	1	1	9	±3	11.0	±4.0	
Total Minority	100	±1	0	1	11	±3	12.0	±3.0	
Black	100	±0	0	1	10	±4	11.0	±4.0	
Hispanic	99	±1	0	1	10	±5	11.0	±5.0	
Asian	100	±0	NR	1	12	±8	13.0	±8.0	
Other Race/Ethnicity	100	±1	0	0	15	±9	15.0	±9.0	
Enlisted	100	±1	1	1	10	±3	11.0	±3.0	
E1 – E4	100	±1	0	0	11	±6	11.0	±6.0	
E5 – E9	100	±1	1	2	9	±4	12.0	±4.0	
Officers	99	±1	1	1	9	±3	10.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

9. In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	28	±2	77	±3	
Enlisted	28	±2	76	±4	
E1 – E4	26	±3	73	±6	
E5 – E9	30	±3	78	±4	
Officers	30	±3	79	±5	
O1 – O3	31	±4	81	±6	
O4 – O6	26	±5	76	±10	
Male	29	±2	76	±4	
Female	20	±3	77	±7	
White	29	±3	78	±5	
Total Minority	27	±2	75	±3	
Black	25	±3	77	±5	
Hispanic	28	±3	75	±5	
AIAN	22	±12	NR		
Asian	26	±3	64	±7	
NHPI	30	±4	79	±5	
Two or More Races	28	±6	78	±13	
Not Deployed Past 12 Months	NA		NA		
Deployed Past 12 Months	100	±1	77	±3	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	31	±5	71	±10	
Experienced, Did Not Label	32	±4	77	±6	
Did Not Experience	26	±2	77	±4	
ARMY	31	±4	83	±5	
White	33	±6	84	±8	
Total Minority	29	±3	81	±5	
Black	30	±4	80	±8	
Hispanic	30	±6	81	±7	
Asian	26	±5	77	±8	
Other Race/Ethnicity	28	±10	89	±8	
Enlisted	31	±4	83	±6	
E1 – E4	29	±6	83	±11	
E5 – E9	33	±5	83	±7	
Officers	33	±6	84	±9	
NAVY	27	±3	66	±7	
White	28	±5	68	±10	
Total Minority	26	±3	65	±7	
Black	21	±4	75	±10	
Hispanic	29	±6	68	±10	
Asian	30	±6	52	±13	
Other Race/Ethnicity	28	±9	NR		
Enlisted	27	±4	66	±8	
E1 – E4	27	±6	57	±12	
E5 – E9	26	±5	75	±9	
Officers	28	±5	68	±9	

Note. Percent responding are active duty members who answered the question and who had been deployed in the past 12 months (Q8).

NR: Not reportable

NA: Not applicable

9. In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
MARINE CORPS	29	±4	71	±7	
White	30	±6	71	±11	
Total Minority	26	±4	71	±8	
Black	25	±6	76	±11	
Hispanic	27	±6	68	±12	
Asian	28	±7	64	±10	
Other Race/Ethnicity	26	±11	80	±14	
Enlisted	28	±4	70	±8	
E1 – E4	26	±6	69	±13	
E5 – E9	34	±5	72	±9	
Officers	34	±4	78	±7	
AIR FORCE	23	±3	78	±6	
White	24	±4	80	±9	
Total Minority	22	±4	73	±7	
Black	21	±4	69	±10	
Hispanic	21	±7	76	±16	
Asian	19	±4	71	±9	
Other Race/Ethnicity	26	±8	NR		
Enlisted	23	±4	77	±8	
E1 – E4	18	±5	77	±15	
E5 – E9	27	±5	77	±9	
Officers	26	±5	81	±10	
COAST GUARD	11	±3	14	±10	
White	11	±3	18	±14	
Total Minority	12	±3	4	±4	
Black	11	±4	12	±13	
Hispanic	11	±4	NR		
Asian	13	±7	NR		
Other Race/Ethnicity	15	±8	3	±5	
Enlisted	11	±3	15	±13	
E1 – E4	11	±5	3	±5	
E5 – E9	12	±4	22	±18	
Officers	10	±3	11	±13	

Note. Percent responding are active duty members who answered the question and who had been deployed in the past 12 months (Q8).

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

a. You trust your supervisor.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	8	15	39	32	±2	3.8	±0.1	
Enlisted	100	±1	6	8	16	38	31	±3	3.8	±0.1	
E1 – E4	99	±1	7	9	16	37	31	±4	3.8	±0.1	
E5 – E9	100	±1	6	7	16	39	31	±3	3.8	±0.1	
Officers	100	±1	4	5	10	43	39	±3	4.1	±0.1	
O1 – O3	100	±1	3	5	10	46	35	±5	4.1	±0.1	
O4 – O6	100	±1	4	3	10	38	45	±5	4.2	±0.1	
Male	100	±1	5	7	15	39	33	±2	3.9	±0.1	
Female	100	±1	9	10	18	37	26	±4	3.6	±0.1	
White	100	±1	5	8	14	39	34	±3	3.9	±0.1	
Total Minority	100	±1	7	7	17	39	30	±2	3.8	±0.1	
Black	100	±1	9	7	20	39	26	±3	3.7	±0.1	
Hispanic	99	±1	6	6	16	38	34	±4	3.9	±0.1	
AIAN	100	±1	6	NR	NR	27	20	±15	3.3	±0.6	
Asian	99	±1	4	6	16	44	30	±4	3.9	±0.1	
NHPI	100	±1	4	6	15	38	37	±5	4.0	±0.1	
Two or More Races	100	±1	8	7	13	40	32	±7	3.8	±0.2	
Not Deployed Past 12 Months	100	±1	6	7	15	40	32	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	7	8	17	37	31	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	18	17	23	27	15	±5	3.0	±0.2	
Experienced, Did Not Label	99	±2	7	11	20	37	24	±5	3.6	±0.2	
Did Not Experience	100	±1	4	5	13	41	37	±3	4.0	±0.1	
ARMY	99	±1	7	8	18	37	31	±4	3.8	±0.1	
White	99	±2	5	8	18	35	33	±6	3.8	±0.2	
Total Minority	99	±1	8	9	17	38	27	±4	3.7	±0.1	
Black	100	±1	11	7	20	38	24	±4	3.6	±0.2	
Hispanic	99	±1	7	7	15	40	31	±7	3.8	±0.2	
Asian	99	±2	4	9	13	42	31	±8	3.9	±0.2	
Other Race/Ethnicity	100	±1	8	NR	18	32	23	±12	3.5	±0.4	
Enlisted	99	±1	7	9	19	35	29	±4	3.7	±0.1	
E1 – E4	99	±2	8	11	20	32	29	±7	3.6	±0.2	
E5 – E9	100	±1	5	8	19	39	30	±5	3.8	±0.1	
Officers	100	±1	5	5	11	43	36	±6	4.0	±0.2	
NAVY	100	±1	6	9	15	42	28	±4	3.8	±0.1	
White	100	±1	5	10	13	44	29	±6	3.8	±0.2	
Total Minority	100	±1	7	7	19	40	27	±4	3.7	±0.1	
Black	99	±1	6	9	21	39	25	±5	3.7	±0.2	
Hispanic	100	±1	8	7	19	37	29	±8	3.7	±0.2	
Asian	100	±1	3	4	20	47	26	±7	3.9	±0.2	
Other Race/Ethnicity	99	±1	11	7	13	39	30	±12	3.7	±0.3	
Enlisted	100	±1	7	9	17	41	26	±4	3.7	±0.1	
E1 – E4	100	±1	9	12	15	39	25	±6	3.6	±0.2	
E5 – E9	100	±1	5	7	18	43	27	±5	3.8	±0.1	
Officers	100	±1	2	4	9	46	39	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

a. You trust your supervisor.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	7	6	13	41	32	±4	3.9	±0.1	
White	100	±1	8	7	11	43	31	±6	3.8	±0.2	
Total Minority	100	±1	5	6	17	39	33	±5	3.9	±0.2	
Black	100	±1	7	4	22	40	27	±7	3.7	±0.2	
Hispanic	99	±1	4	8	16	38	34	±8	3.9	±0.2	
Asian	99	±1	5	5	15	43	33	±14	4.0	±0.2	
Other Race/Ethnicity	100	±1	4	3	13	39	42	±14	4.1	±0.3	
Enlisted	100	±1	8	7	14	40	32	±5	3.8	±0.2	
E1 – E4	100	±1	9	7	13	40	31	±7	3.8	±0.2	
E5 – E9	100	±1	5	6	15	41	33	±5	3.9	±0.2	
Officers	100	±1	3	4	9	47	37	±5	4.1	±0.1	
AIR FORCE	100	±1	4	6	13	38	39	±4	4.0	±0.1	
White	100	±1	4	7	11	38	40	±5	4.0	±0.1	
Total Minority	100	±1	5	4	15	39	37	±4	4.0	±0.1	
Black	99	±1	7	6	17	38	31	±5	3.8	±0.1	
Hispanic	100	±1	5	3	14	34	44	±9	4.1	±0.2	
Asian	100	±1	3	4	16	45	33	±7	4.0	±0.1	
Other Race/Ethnicity	100	±1	4	4	12	44	37	±9	4.1	±0.2	
Enlisted	100	±1	5	7	13	38	38	±4	4.0	±0.1	
E1 – E4	99	±2	1	5	14	40	40	±7	4.1	±0.2	
E5 – E9	100	±1	7	8	13	37	36	±5	3.9	±0.2	
Officers	100	±1	3	5	9	38	44	±6	4.2	±0.1	
COAST GUARD	100	±1	5	6	14	41	34	±4	3.9	±0.1	
White	100	±1	5	6	13	40	36	±5	4.0	±0.2	
Total Minority	100	±1	5	6	19	43	28	±5	3.8	±0.1	
Black	100	±1	4	7	20	41	27	±7	3.8	±0.2	
Hispanic	100	±1	5	5	16	46	28	±7	3.9	±0.2	
Asian	100	±0	6	6	20	40	28	±10	3.8	±0.3	
Other Race/Ethnicity	100	±0	4	7	23	38	28	±13	3.8	±0.3	
Enlisted	100	±1	5	6	15	41	32	±5	3.9	±0.1	
E1 – E4	100	±0	7	8	14	36	36	±8	3.9	±0.2	
E5 – E9	100	±1	4	5	17	44	30	±6	3.9	±0.2	
Officers	100	±1	5	4	10	43	39	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

11. How much do you agree or disagree with the following statements about your immediate supervisor?

b. Your supervisor ensures that all assigned personnel are treated fairly.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	99	±1	6	7	16	40	31	±2	3.8	±0.1	
Enlisted	99	±1	6	8	17	39	30	±3	3.8	±0.1	
E1 – E4	99	±1	8	8	18	38	29	±4	3.7	±0.1	
E5 – E9	99	±1	5	7	17	41	31	±3	3.9	±0.1	
Officers	100	±1	3	5	11	41	40	±4	4.1	±0.1	
O1 – O3	100	±1	2	6	11	43	38	±5	4.1	±0.1	
O4 – O6	99	±1	3	3	9	39	46	±5	4.2	±0.1	
Male	99	±1	5	7	15	40	33	±2	3.9	±0.1	
Female	99	±1	7	11	21	36	25	±4	3.6	±0.1	
White	100	±1	6	7	15	40	32	±3	3.9	±0.1	
Total Minority	99	±1	5	7	18	39	30	±2	3.8	±0.1	
Black	99	±1	7	7	18	41	27	±3	3.8	±0.1	
Hispanic	99	±1	4	7	17	37	35	±4	3.9	±0.1	
AIAN	100	±1	8	NR	NR	25	19	±14	3.2	±0.5	
Asian	99	±1	4	6	19	44	28	±4	3.9	±0.1	
NHPI	99	±1	3	6	17	38	35	±5	4.0	±0.1	
Two or More Races	99	±1	5	8	16	40	31	±7	3.8	±0.2	
Not Deployed Past 12 Months	99	±1	5	7	16	40	31	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	6	7	17	39	31	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	18	16	25	28	13	±5	3.0	±0.2	
Experienced, Did Not Label	99	±1	9	11	20	38	21	±5	3.5	±0.2	
Did Not Experience	99	±1	3	5	13	42	37	±3	4.1	±0.1	
ARMY	100	±1	8	8	17	38	30	±4	3.7	±0.1	
White	100	±1	8	7	15	39	30	±6	3.8	±0.2	
Total Minority	99	±1	7	9	19	37	28	±4	3.7	±0.1	
Black	99	±1	9	7	18	40	26	±5	3.7	±0.1	
Hispanic	100	±1	5	7	19	35	34	±7	3.9	±0.2	
Asian	100	±1	5	8	18	42	27	±7	3.8	±0.2	
Other Race/Ethnicity	99	±2	5	NR	20	30	24	±12	3.5	±0.4	
Enlisted	100	±1	8	9	18	37	28	±4	3.7	±0.2	
E1 – E4	100	±1	11	10	19	33	27	±7	3.5	±0.2	
E5 – E9	100	±1	4	7	17	42	29	±5	3.8	±0.1	
Officers	100	±1	4	5	11	42	38	±6	4.0	±0.2	
NAVY	99	±1	5	8	17	42	27	±4	3.8	±0.1	
White	100	±1	5	9	16	43	27	±6	3.8	±0.2	
Total Minority	99	±1	6	8	18	41	27	±3	3.8	±0.1	
Black	99	±1	5	9	19	43	25	±5	3.8	±0.2	
Hispanic	99	±2	5	10	19	37	29	±7	3.7	±0.2	
Asian	99	±1	3	5	20	48	24	±7	3.8	±0.2	
Other Race/Ethnicity	99	±1	11	6	16	38	30	±13	3.7	±0.3	
Enlisted	99	±1	6	10	18	42	24	±4	3.7	±0.1	
E1 – E4	99	±1	8	11	18	41	22	±6	3.6	±0.2	
E5 – E9	99	±1	3	8	18	44	27	±5	3.8	±0.1	
Officers	99	±1	1	3	11	43	41	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

b. Your supervisor ensures that all assigned personnel are treated fairly.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	99	±1	5	6	16	41	31	±4	3.9	±0.1	
White	100	±1	6	7	15	42	30	±6	3.8	±0.2	
Total Minority	99	±1	4	6	18	40	33	±5	3.9	±0.2	
Black	100	±1	5	6	21	41	28	±7	3.8	±0.2	
Hispanic	99	±1	4	7	16	40	34	±8	3.9	±0.2	
Asian	100	±1	4	5	17	42	33	±14	3.9	±0.2	
Other Race/Ethnicity	100	±1	2	3	21	33	40	±15	4.1	±0.3	
Enlisted	100	±1	6	7	17	40	31	±5	3.8	±0.2	
E1 – E4	100	±1	6	8	17	39	30	±7	3.8	±0.2	
E5 – E9	99	±1	5	4	17	42	32	±5	3.9	±0.2	
Officers	99	±1	2	3	8	50	36	±5	4.2	±0.1	
AIR FORCE	99	±1	3	5	14	38	39	±4	4.0	±0.1	
White	99	±1	3	6	15	37	39	±5	4.0	±0.1	
Total Minority	99	±2	4	5	14	41	37	±4	4.0	±0.1	
Black	99	±1	6	5	16	41	33	±5	3.9	±0.1	
Hispanic	98	±3	2	5	12	37	44	±9	4.2	±0.2	
Asian	100	±1	3	3	18	44	32	±7	4.0	±0.1	
Other Race/Ethnicity	99	±2	4	5	11	48	33	±9	4.0	±0.2	
Enlisted	99	±1	4	5	15	39	37	±4	4.0	±0.1	
E1 – E4	99	±2	2	4	15	41	39	±7	4.1	±0.2	
E5 – E9	99	±1	5	7	15	37	36	±5	3.9	±0.2	
Officers	100	±1	2	5	12	37	44	±6	4.1	±0.1	
COAST GUARD	99	±1	4	6	18	41	32	±4	3.9	±0.1	
White	99	±1	4	6	17	40	33	±5	3.9	±0.1	
Total Minority	99	±1	4	7	18	42	29	±5	3.9	±0.1	
Black	100	±1	4	5	16	45	29	±7	3.9	±0.2	
Hispanic	99	±1	3	7	16	43	31	±7	3.9	±0.2	
Asian	99	±3	5	2	18	49	25	±10	3.9	±0.2	
Other Race/Ethnicity	100	±1	3	11	24	38	25	±13	3.7	±0.2	
Enlisted	99	±1	4	7	19	40	30	±5	3.9	±0.1	
E1 – E4	99	±2	5	8	21	36	30	±8	3.8	±0.2	
E5 – E9	99	±1	3	6	18	43	31	±6	3.9	±0.1	
Officers	100	±1	4	4	10	43	39	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

11. How much do you agree or disagree with the following statements about your immediate supervisor?

c. There is very little conflict between your supervisor and the people who report to him/her.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	9	18	39	29	±2	3.8	±0.1	
Enlisted	99	±1	6	9	18	39	27	±3	3.7	±0.1	
E1 – E4	99	±1	7	9	19	37	27	±4	3.7	±0.1	
E5 – E9	100	±1	4	9	18	41	27	±3	3.8	±0.1	
Officers	100	±1	4	8	13	40	36	±3	4.0	±0.1	
O1 – O3	100	±1	3	8	14	41	33	±5	3.9	±0.1	
O4 – O6	100	±1	4	7	11	38	41	±5	4.0	±0.2	
Male	100	±1	5	9	17	40	29	±2	3.8	±0.1	
Female	99	±1	6	10	23	36	25	±4	3.6	±0.1	
White	100	±1	5	9	16	40	29	±3	3.8	±0.1	
Total Minority	99	±1	6	9	19	38	28	±2	3.7	±0.1	
Black	99	±1	6	8	20	39	26	±3	3.7	±0.1	
Hispanic	99	±1	5	10	18	35	31	±4	3.8	±0.1	
AIAN	100	±1	9	NR	15	NR	14	±11	3.2	±0.5	
Asian	99	±1	3	8	22	44	22	±4	3.7	±0.1	
NHPI	100	±1	3	8	21	36	31	±5	3.8	±0.1	
Two or More Races	99	±2	7	7	16	39	31	±7	3.8	±0.2	
Not Deployed Past 12 Months	100	±1	5	9	17	40	29	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	6	9	20	38	27	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	16	16	24	30	14	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	8	14	22	36	20	±4	3.5	±0.2	
Did Not Experience	100	±1	3	6	15	42	34	±3	4.0	±0.1	
ARMY	100	±1	7	11	19	37	26	±4	3.6	±0.1	
White	100	±1	6	12	18	38	26	±6	3.7	±0.2	
Total Minority	99	±1	7	11	21	36	25	±4	3.6	±0.1	
Black	99	±1	9	8	22	36	25	±4	3.6	±0.1	
Hispanic	100	±1	6	11	20	35	28	±8	3.7	±0.2	
Asian	99	±2	4	11	21	41	22	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	6	NR	20	37	20	±13	3.5	±0.3	
Enlisted	100	±1	7	12	20	38	24	±4	3.6	±0.2	
E1 – E4	99	±1	9	13	20	34	24	±7	3.5	±0.2	
E5 – E9	100	±1	5	10	19	43	24	±5	3.7	±0.1	
Officers	100	±1	5	9	15	36	35	±6	3.9	±0.2	
NAVY	99	±1	6	8	20	42	24	±4	3.7	±0.1	
White	100	±1	6	7	19	43	25	±6	3.7	±0.2	
Total Minority	99	±1	6	10	22	40	22	±4	3.6	±0.1	
Black	99	±1	4	10	22	43	21	±5	3.7	±0.2	
Hispanic	98	±2	6	11	23	37	23	±8	3.6	±0.2	
Asian	99	±1	3	9	24	45	18	±6	3.7	±0.1	
Other Race/Ethnicity	100	±1	12	7	20	34	28	±12	3.6	±0.3	
Enlisted	99	±1	6	9	22	41	22	±4	3.6	±0.1	
E1 – E4	99	±1	9	9	23	40	20	±6	3.5	±0.2	
E5 – E9	100	±1	4	9	20	43	24	±5	3.7	±0.1	
Officers	100	±1	2	5	13	46	33	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

c. There is very little conflict between your supervisor and the people who report to him/her.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	99	±1	5	8	15	42	29	±4	3.8	±0.1	
White	99	±2	6	7	14	45	28	±6	3.8	±0.2	
Total Minority	100	±1	4	10	18	38	30	±5	3.8	±0.2	
Black	100	±1	5	12	19	40	24	±7	3.7	±0.2	
Hispanic	100	±0	5	11	17	36	31	±8	3.8	±0.2	
Asian	100	±1	4	6	22	49	20	±11	3.8	±0.1	
Other Race/Ethnicity	100	±0	2	8	15	37	38	±15	4.0	±0.3	
Enlisted	99	±1	6	9	15	42	29	±5	3.8	±0.2	
E1 – E4	99	±2	6	9	14	41	29	±7	3.8	±0.2	
E5 – E9	99	±1	4	7	18	43	28	±5	3.8	±0.2	
Officers	100	±0	2	7	16	44	31	±5	4.0	±0.1	
AIR FORCE	100	±1	3	6	14	38	38	±4	4.0	±0.1	
White	100	±1	3	7	14	38	39	±5	4.0	±0.1	
Total Minority	99	±2	4	5	14	40	37	±4	4.0	±0.1	
Black	100	±1	5	6	15	41	33	±5	3.9	±0.1	
Hispanic	100	±1	4	5	12	35	44	±10	4.1	±0.2	
Asian	100	±1	2	3	21	44	30	±7	3.9	±0.1	
Other Race/Ethnicity	97	±6	4	5	10	44	36	±9	4.0	±0.2	
Enlisted	99	±1	4	6	15	38	37	±4	4.0	±0.1	
E1 – E4	99	±1	3	3	15	39	41	±7	4.1	±0.2	
E5 – E9	100	±1	4	8	15	37	34	±5	3.9	±0.2	
Officers	100	±1	3	7	9	40	41	±6	4.1	±0.2	
COAST GUARD	100	±1	4	8	18	42	28	±4	3.8	±0.1	
White	100	±1	4	9	17	40	30	±5	3.8	±0.1	
Total Minority	100	±1	4	8	19	44	25	±5	3.8	±0.1	
Black	99	±1	4	8	17	46	24	±7	3.8	±0.2	
Hispanic	100	±0	3	8	17	46	26	±7	3.8	±0.1	
Asian	100	±0	7	13	20	42	18	±10	3.5	±0.3	
Other Race/Ethnicity	100	±0	3	7	25	39	26	±13	3.8	±0.2	
Enlisted	100	±1	3	9	19	40	28	±5	3.8	±0.1	
E1 – E4	100	±1	3	8	23	38	28	±8	3.8	±0.2	
E5 – E9	100	±1	4	10	17	42	28	±6	3.8	±0.2	
Officers	100	±1	5	6	12	48	30	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

11. How much do you agree or disagree with the following statements about your immediate supervisor?

d. Your supervisor evaluates your work performance fairly.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	5	6	18	40	32	±2	3.9	±0.1	
Enlisted	100	±1	5	6	19	40	30	±3	3.8	±0.1	
E1 – E4	100	±1	6	7	18	39	30	±4	3.8	±0.1	
E5 – E9	99	±1	4	5	19	41	31	±3	3.9	±0.1	
Officers	99	±1	3	3	15	41	38	±3	4.1	±0.1	
O1 – O3	99	±1	2	3	17	42	36	±5	4.1	±0.1	
O4 – O6	100	±1	3	3	12	39	42	±5	4.1	±0.1	
Male	100	±1	5	6	17	40	32	±3	3.9	±0.1	
Female	100	±1	5	7	24	37	26	±4	3.7	±0.1	
White	100	±1	5	6	18	39	33	±3	3.9	±0.1	
Total Minority	99	±1	5	6	19	41	29	±2	3.8	±0.1	
Black	99	±1	6	6	20	42	27	±3	3.8	±0.1	
Hispanic	100	±1	4	5	19	40	32	±4	3.9	±0.1	
AIAN	100	±1	6	NR	17	NR	19	±12	3.4	±0.6	
Asian	99	±2	3	6	18	48	26	±4	3.9	±0.1	
NHPI	100	±1	3	5	19	38	35	±5	4.0	±0.1	
Two or More Races	100	±1	5	4	17	38	35	±7	3.9	±0.2	
Not Deployed Past 12 Months	100	±1	5	5	17	41	32	±3	3.9	±0.1	
Deployed Past 12 Months	99	±1	5	7	20	37	30	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	16	14	26	29	15	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	6	9	21	42	21	±5	3.6	±0.2	
Did Not Experience	100	±1	2	3	16	41	37	±3	4.1	±0.1	
ARMY	100	±1	6	5	20	39	29	±4	3.8	±0.1	
White	100	±0	7	5	20	38	31	±6	3.8	±0.2	
Total Minority	100	±1	6	6	20	41	26	±4	3.8	±0.1	
Black	100	±1	7	6	22	42	24	±5	3.7	±0.1	
Hispanic	100	±1	5	5	19	42	29	±7	3.8	±0.2	
Asian	100	±1	4	7	17	46	26	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	4	NR	22	33	27	±12	3.6	±0.4	
Enlisted	100	±1	7	6	20	40	27	±5	3.7	±0.1	
E1 – E4	100	±1	9	7	20	38	25	±7	3.6	±0.2	
E5 – E9	100	±1	4	6	20	41	29	±5	3.8	±0.1	
Officers	100	±1	3	3	20	37	37	±6	4.0	±0.2	
NAVY	99	±1	4	7	18	43	27	±4	3.8	±0.1	
White	100	±1	3	8	16	44	28	±6	3.9	±0.2	
Total Minority	99	±1	5	6	21	42	26	±3	3.8	±0.1	
Black	99	±1	4	7	21	43	25	±5	3.8	±0.1	
Hispanic	99	±1	5	6	23	39	27	±7	3.8	±0.2	
Asian	97	±6	4	6	17	50	23	±5	3.8	±0.1	
Other Race/Ethnicity	100	±1	10	5	16	38	30	±13	3.7	±0.3	
Enlisted	99	±1	5	8	19	43	25	±4	3.8	±0.1	
E1 – E4	100	±1	6	11	18	41	24	±6	3.7	±0.2	
E5 – E9	99	±1	4	6	20	45	26	±5	3.8	±0.1	
Officers	99	±2	1	3	11	47	37	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

d. Your supervisor evaluates your work performance fairly.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	4	7	18	41	29	±4	3.8	±0.1	
White	100	±1	5	8	17	42	28	±6	3.8	±0.2	
Total Minority	99	±1	4	6	20	40	30	±5	3.9	±0.2	
Black	99	±1	4	10	20	40	26	±7	3.7	±0.2	
Hispanic	100	±1	4	5	21	39	31	±8	3.9	±0.2	
Asian	100	±1	3	8	20	49	21	±10	3.8	±0.2	
Other Race/Ethnicity	100	±1	4	4	16	35	42	±14	4.1	±0.3	
Enlisted	100	±1	5	8	18	40	29	±5	3.8	±0.1	
E1 – E4	100	±1	5	9	17	39	29	±6	3.8	±0.2	
E5 – E9	99	±1	4	5	20	42	29	±5	3.9	±0.2	
Officers	99	±1	2	3	17	48	29	±5	4.0	±0.1	
AIR FORCE	99	±1	2	3	16	38	41	±4	4.1	±0.1	
White	99	±1	2	3	16	36	42	±5	4.1	±0.1	
Total Minority	100	±1	3	3	15	40	39	±4	4.1	±0.1	
Black	100	±0	4	3	16	41	36	±5	4.0	±0.1	
Hispanic	100	±0	1	4	13	36	46	±9	4.2	±0.2	
Asian	100	±1	2	3	18	45	32	±7	4.0	±0.1	
Other Race/Ethnicity	100	±1	2	1	13	45	39	±9	4.2	±0.2	
Enlisted	99	±1	2	3	17	37	41	±4	4.1	±0.1	
E1 – E4	99	±1	2	1	14	37	45	±7	4.2	±0.2	
E5 – E9	99	±1	3	5	18	36	37	±5	4.0	±0.1	
Officers	100	±1	2	3	11	41	42	±6	4.2	±0.1	
COAST GUARD	99	±1	3	4	18	45	30	±4	3.9	±0.1	
White	99	±1	3	4	18	44	31	±5	3.9	±0.1	
Total Minority	100	±1	3	4	19	48	26	±5	3.9	±0.1	
Black	99	±1	2	5	15	47	30	±7	4.0	±0.2	
Hispanic	100	±1	3	3	16	51	27	±7	3.9	±0.1	
Asian	100	±0	4	4	16	55	21	±10	3.9	±0.2	
Other Race/Ethnicity	100	±1	2	5	29	41	22	±12	3.8	±0.2	
Enlisted	99	±1	3	4	18	45	29	±5	3.9	±0.1	
E1 – E4	99	±2	4	2	21	45	29	±8	3.9	±0.2	
E5 – E9	100	±1	3	5	17	46	29	±6	3.9	±0.1	
Officers	100	±1	2	5	16	43	33	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

11. How much do you agree or disagree with the following statements about your immediate supervisor?

e. Your supervisor assigns work fairly in your work group.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	8	18	39	29	±2	3.8	±0.1	
Enlisted	100	±1	6	8	18	39	28	±3	3.7	±0.1	
E1 – E4	100	±1	8	9	17	38	28	±4	3.7	±0.1	
E5 – E9	100	±1	4	7	20	40	29	±3	3.8	±0.1	
Officers	100	±1	2	6	14	42	36	±3	4.0	±0.1	
O1 – O3	99	±1	2	7	14	44	33	±5	4.0	±0.1	
O4 – O6	99	±1	2	5	14	38	40	±5	4.1	±0.1	
Male	100	±1	5	7	17	40	30	±2	3.8	±0.1	
Female	100	±1	6	11	22	37	24	±4	3.6	±0.1	
White	100	±1	6	8	17	39	30	±3	3.8	±0.1	
Total Minority	100	±1	5	8	19	39	28	±2	3.8	±0.1	
Black	99	±1	6	7	19	42	26	±3	3.8	±0.1	
Hispanic	100	±1	5	9	19	37	31	±4	3.8	±0.1	
AIAN	100	±1	9	NR	NR	25	17	±14	3.2	±0.5	
Asian	99	±1	4	6	21	45	23	±4	3.8	±0.1	
NHPI	99	±1	4	6	20	38	32	±5	3.9	±0.1	
Two or More Races	100	±1	5	7	17	39	33	±7	3.9	±0.2	
Not Deployed Past 12 Months	100	±1	5	8	17	40	30	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	6	7	20	39	29	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	17	18	24	28	13	±5	3.0	±0.2	
Experienced, Did Not Label	99	±1	8	12	22	38	21	±5	3.5	±0.2	
Did Not Experience	100	±1	3	5	15	42	35	±3	4.0	±0.1	
ARMY	100	±1	8	9	19	38	27	±4	3.7	±0.1	
White	100	±1	8	9	18	37	28	±6	3.7	±0.2	
Total Minority	100	±1	6	9	20	38	26	±4	3.7	±0.1	
Black	100	±1	8	8	17	42	24	±5	3.7	±0.1	
Hispanic	100	±1	5	9	21	34	31	±7	3.8	±0.2	
Asian	99	±1	6	9	18	45	23	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	5	NR	26	31	25	±13	3.6	±0.4	
Enlisted	100	±1	9	9	19	38	25	±4	3.6	±0.2	
E1 – E4	100	±1	12	10	18	36	24	±7	3.5	±0.2	
E5 – E9	100	±1	5	9	20	40	27	±5	3.8	±0.1	
Officers	100	±1	3	7	18	37	36	±6	4.0	±0.2	
NAVY	99	±1	5	8	18	43	26	±4	3.8	±0.1	
White	99	±1	5	7	17	45	26	±6	3.8	±0.2	
Total Minority	99	±1	5	9	19	41	25	±4	3.7	±0.1	
Black	99	±1	4	7	20	43	26	±5	3.8	±0.2	
Hispanic	99	±1	6	11	18	41	24	±8	3.7	±0.2	
Asian	99	±1	4	5	23	46	22	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	7	13	17	33	29	±12	3.7	±0.3	
Enlisted	99	±1	5	8	19	43	24	±4	3.7	±0.1	
E1 – E4	99	±1	6	11	18	42	23	±7	3.6	±0.2	
E5 – E9	99	±1	5	6	21	44	25	±5	3.8	±0.1	
Officers	100	±1	2	4	13	46	35	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

e. Your supervisor assigns work fairly in your work group.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	6	8	18	41	28	±4	3.8	±0.1	
White	100	±0	6	8	17	42	28	±6	3.8	±0.2	
Total Minority	100	±1	5	7	19	40	29	±5	3.8	±0.2	
Black	99	±1	4	5	24	41	26	±7	3.8	±0.2	
Hispanic	100	±0	6	9	17	39	28	±8	3.7	±0.3	
Asian	100	±1	4	5	18	52	21	±10	3.8	±0.1	
Other Race/Ethnicity	100	±0	4	3	17	35	40	±15	4.0	±0.3	
Enlisted	100	±1	6	8	18	40	28	±5	3.8	±0.2	
E1 – E4	100	±1	7	9	17	39	28	±6	3.7	±0.2	
E5 – E9	100	±1	4	6	20	42	29	±5	3.9	±0.2	
Officers	100	±0	2	5	14	50	30	±5	4.0	±0.1	
AIR FORCE	99	±1	3	7	15	38	37	±4	4.0	±0.1	
White	99	±1	2	8	15	37	38	±5	4.0	±0.1	
Total Minority	99	±1	4	5	17	40	35	±4	4.0	±0.1	
Black	100	±1	5	5	18	39	33	±5	3.9	±0.1	
Hispanic	99	±1	2	5	17	36	41	±10	4.1	±0.2	
Asian	99	±1	3	4	24	40	29	±7	3.9	±0.1	
Other Race/Ethnicity	99	±1	5	4	11	47	33	±9	4.0	±0.2	
Enlisted	100	±1	3	7	17	37	37	±4	4.0	±0.1	
E1 – E4	99	±1	2	6	15	38	40	±7	4.1	±0.2	
E5 – E9	100	±1	4	7	18	35	35	±5	3.9	±0.2	
Officers	99	±2	2	6	11	44	38	±6	4.1	±0.1	
COAST GUARD	100	±1	3	5	17	45	29	±4	3.9	±0.1	
White	100	±1	3	5	16	46	30	±5	3.9	±0.1	
Total Minority	100	±1	2	6	21	45	26	±5	3.9	±0.1	
Black	99	±1	2	5	17	47	28	±7	3.9	±0.2	
Hispanic	100	±0	2	5	21	45	27	±7	3.9	±0.1	
Asian	100	±0	3	5	20	49	23	±10	3.8	±0.2	
Other Race/Ethnicity	100	±0	3	8	24	43	23	±13	3.7	±0.2	
Enlisted	100	±1	3	6	18	44	29	±5	3.9	±0.1	
E1 – E4	100	±1	4	6	18	43	28	±8	3.9	±0.2	
E5 – E9	100	±1	2	6	18	44	29	±6	3.9	±0.1	
Officers	100	±1	2	4	14	52	28	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

11. How much do you agree or disagree with the following statements about your immediate supervisor?

f. You are satisfied with the direction/supervision you receive.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	8	9	18	36	28	±2	3.7	±0.1	
Enlisted	100	±1	9	9	19	35	27	±2	3.6	±0.1	
E1 – E4	100	±1	11	9	18	35	26	±4	3.6	±0.1	
E5 – E9	100	±1	7	9	20	36	28	±3	3.7	±0.1	
Officers	100	±1	5	9	15	38	33	±3	3.9	±0.1	
O1 – O3	100	±1	5	10	15	39	31	±5	3.8	±0.1	
O4 – O6	100	±1	5	7	13	38	38	±5	4.0	±0.2	
Male	100	±1	8	9	18	36	29	±2	3.7	±0.1	
Female	100	±1	10	13	21	33	23	±4	3.5	±0.1	
White	100	±1	8	10	18	36	29	±3	3.7	±0.1	
Total Minority	99	±1	9	9	19	36	28	±2	3.7	±0.1	
Black	100	±1	9	8	19	38	26	±3	3.6	±0.1	
Hispanic	99	±1	8	9	19	34	30	±4	3.7	±0.1	
AIAN	100	±1	NR	NR	12	26	16	±15	2.9	±0.6	
Asian	100	±1	6	7	21	43	23	±4	3.7	±0.1	
NHPI	100	±1	4	8	18	37	33	±5	3.9	±0.2	
Two or More Races	99	±2	8	8	19	33	32	±7	3.7	±0.2	
Not Deployed Past 12 Months	100	±1	8	9	18	37	28	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	9	10	20	34	28	±4	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	25	17	21	25	12	±6	2.8	±0.2	
Experienced, Did Not Label	99	±1	12	13	22	35	19	±4	3.4	±0.2	
Did Not Experience	100	±1	5	7	17	38	34	±3	3.9	±0.1	
ARMY											
White	99	±1	10	11	20	33	26	±4	3.5	±0.1	
Total Minority	100	±1	10	11	19	35	25	±4	3.5	±0.1	
Black	100	±1	12	8	19	38	24	±5	3.5	±0.2	
Hispanic	100	±1	9	13	18	32	29	±8	3.6	±0.2	
Asian	100	±0	7	9	21	41	23	±7	3.6	±0.2	
Other Race/Ethnicity	99	±3	12	NR	21	27	23	±12	3.3	±0.4	
Enlisted	99	±1	11	11	21	32	25	±4	3.5	±0.2	
E1 – E4	99	±1	14	13	19	31	23	±7	3.4	±0.2	
E5 – E9	99	±2	7	10	22	34	26	±5	3.6	±0.2	
Officers	100	±1	6	10	15	34	34	±6	3.8	±0.2	
NAVY											
White	100	±1	9	10	17	41	23	±6	3.6	±0.2	
Total Minority	99	±1	8	9	21	38	24	±3	3.6	±0.1	
Black	99	±2	7	10	20	39	24	±5	3.6	±0.2	
Hispanic	98	±2	8	7	23	37	25	±7	3.6	±0.2	
Asian	100	±1	5	6	22	46	22	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	12	11	18	30	28	±12	3.5	±0.3	
Enlisted	100	±1	9	10	19	39	22	±4	3.6	±0.1	
E1 – E4	99	±1	13	10	17	40	20	±7	3.4	±0.2	
E5 – E9	100	±1	5	10	21	39	25	±5	3.7	±0.1	
Officers	99	±1	3	8	16	42	31	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

11. How much do you agree or disagree with the following statements about your immediate supervisor?

f. You are satisfied with the direction/supervision you receive.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	8	7	18	39	29	±4	3.7	±0.1	
White	100	±1	7	7	17	41	27	±6	3.7	±0.2	
Total Minority	100	±1	9	5	19	36	30	±5	3.7	±0.2	
Black	100	±0	9	7	19	39	25	±7	3.6	±0.2	
Hispanic	100	±1	11	4	19	34	32	±8	3.7	±0.3	
Asian	100	±1	5	10	19	44	22	±11	3.7	±0.2	
Other Race/Ethnicity	100	±0	4	5	20	34	36	±15	3.9	±0.3	
Enlisted	100	±1	8	6	18	38	29	±5	3.7	±0.2	
E1 – E4	100	±0	10	6	19	37	29	±7	3.7	±0.2	
E5 – E9	100	±1	5	8	17	41	29	±5	3.8	±0.2	
Officers	100	±1	4	8	17	44	27	±5	3.8	±0.1	
AIR FORCE	100	±1	5	8	16	36	35	±4	3.9	±0.1	
White	100	±1	5	8	16	35	35	±5	3.9	±0.1	
Total Minority	99	±1	5	7	17	36	36	±4	3.9	±0.1	
Black	100	±1	7	6	18	34	34	±5	3.8	±0.2	
Hispanic	99	±3	3	8	16	34	39	±10	4.0	±0.2	
Asian	100	±1	5	5	22	40	28	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	6	5	13	40	37	±9	4.0	±0.2	
Enlisted	100	±1	5	8	17	35	35	±4	3.9	±0.1	
E1 – E4	100	±1	3	6	18	36	38	±7	4.0	±0.2	
E5 – E9	100	±1	8	9	17	34	33	±5	3.8	±0.2	
Officers	100	±1	5	8	12	39	36	±5	3.9	±0.2	
COAST GUARD	100	±1	4	10	17	41	28	±4	3.8	±0.1	
White	100	±0	5	10	16	41	29	±5	3.8	±0.2	
Total Minority	100	±1	3	8	22	42	25	±5	3.8	±0.1	
Black	100	±1	3	7	19	42	28	±7	3.8	±0.2	
Hispanic	100	±0	3	6	20	43	27	±7	3.9	±0.2	
Asian	99	±2	6	8	20	50	17	±10	3.6	±0.2	
Other Race/Ethnicity	100	±0	3	11	26	39	20	±13	3.6	±0.2	
Enlisted	100	±1	4	11	18	40	27	±5	3.8	±0.1	
E1 – E4	100	±1	4	11	19	38	28	±8	3.7	±0.2	
E5 – E9	100	±0	3	10	17	42	27	±6	3.8	±0.2	
Officers	100	±1	6	6	14	45	28	±5	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

11. Supervisor Satisfaction scale: Constructed from Q11. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	Percent Responding		Mean	Max ME	Supervisor Satisfaction
TOTAL DOD	98	±1	3.8	±0.1	
Enlisted	98	±1	3.8	±0.1	
E1 – E4	97	±1	3.7	±0.1	
E5 – E9	98	±1	3.8	±0.1	
Officers	98	±1	4.0	±0.1	
O1 – O3	98	±1	4.0	±0.1	
O4 – O6	98	±2	4.1	±0.1	
Male	98	±1	3.8	±0.1	
Female	98	±1	3.6	±0.1	
White	98	±1	3.8	±0.1	
Total Minority	97	±1	3.8	±0.1	
Black	97	±1	3.7	±0.1	
Hispanic	97	±2	3.8	±0.1	
AIAN	99	±1	3.2	±0.5	
Asian	97	±3	3.8	±0.1	
NHPI	98	±1	3.9	±0.1	
Two or More Races	97	±3	3.8	±0.2	
Not Deployed Past 12 Months	98	±1	3.8	±0.1	
Deployed Past 12 Months	97	±1	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	98	±2	3.0	±0.2	
Experienced, Did Not Label	97	±2	3.5	±0.2	
Did Not Experience	98	±1	4.0	±0.1	
ARMY					
White	98	±2	3.7	±0.2	
Total Minority	97	±1	3.7	±0.1	
Black	97	±2	3.6	±0.1	
Hispanic	98	±2	3.8	±0.2	
Asian	97	±2	3.7	±0.2	
Other Race/Ethnicity	98	±3	3.5	±0.3	
Enlisted	98	±2	3.6	±0.1	
E1 – E4	98	±2	3.5	±0.2	
E5 – E9	98	±2	3.8	±0.1	
Officers	99	±1	4.0	±0.2	
NAVY					
White	98	±1	3.8	±0.2	
Total Minority	96	±2	3.7	±0.1	
Black	96	±2	3.7	±0.1	
Hispanic	97	±3	3.7	±0.2	
Asian	95	±6	3.8	±0.1	
Other Race/Ethnicity	99	±2	3.6	±0.3	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	97	±2	3.6	±0.2	
E5 – E9	98	±2	3.8	±0.1	
Officers	98	±2	4.1	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.96 (White = 0.96, Black = 0.96, Hispanic = 0.96, Asian = 0.96, and Other Race/Ethnicity = 0.96). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

11. Supervisor Satisfaction scale: Constructed from Q11. Supervisor Satisfaction assesses the level of agreement that supervisors are trustworthy, equitable, and fair in evaluations and delegating assignments.

	Percent Responding		Mean	Max ME	Supervisor Satisfaction
MARINE CORPS	98	±1	3.8	±0.1	
White	98	±2	3.8	±0.2	
Total Minority	98	±1	3.8	±0.2	
Black	98	±2	3.7	±0.2	
Hispanic	98	±2	3.8	±0.2	
Asian	99	±1	3.8	±0.2	
Other Race/Ethnicity	100	±1	4.0	±0.3	
Enlisted	98	±2	3.8	±0.1	
E1 – E4	99	±2	3.8	±0.2	
E5 – E9	97	±2	3.9	±0.1	
Officers	98	±2	4.0	±0.1	
AIR FORCE	97	±2	4.0	±0.1	
White	97	±2	4.0	±0.1	
Total Minority	97	±2	4.0	±0.1	
Black	98	±2	3.9	±0.1	
Hispanic	96	±4	4.1	±0.2	
Asian	98	±2	3.9	±0.1	
Other Race/Ethnicity	96	±6	4.0	±0.2	
Enlisted	97	±2	4.0	±0.1	
E1 – E4	96	±3	4.1	±0.1	
E5 – E9	98	±2	3.9	±0.1	
Officers	97	±2	4.1	±0.1	
COAST GUARD	98	±1	3.9	±0.1	
White	98	±2	3.9	±0.1	
Total Minority	99	±1	3.8	±0.1	
Black	97	±2	3.9	±0.2	
Hispanic	99	±1	3.9	±0.1	
Asian	98	±3	3.8	±0.2	
Other Race/Ethnicity	100	±1	3.7	±0.2	
Enlisted	98	±2	3.9	±0.1	
E1 – E4	98	±3	3.8	±0.2	
E5 – E9	99	±2	3.9	±0.1	
Officers	99	±1	4.0	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher satisfaction. The overall Cronbach's alpha = 0.96 (White = 0.96, Black = 0.96, Hispanic = 0.96, Asian = 0.96, and Other Race/Ethnicity = 0.96). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

12. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

1. Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)
2. Yes, I have had at least one informal mentor
3. Yes, I have had both a formal and informal mentor
4. No, I have not had a mentor

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	100	±1	17	40	19	24	±2
Enlisted	100	±1	18	37	21	24	±3
E1 – E4	100	±1	18	35	22	25	±4
E5 – E9	100	±1	18	40	19	23	±3
Officers	100	±1	12	52	14	22	±3
O1 – O3	100	±1	13	52	17	19	±5
O4 – O6	100	±0	11	53	10	26	±5
Male	100	±1	17	40	19	23	±3
Female	100	±1	15	40	20	26	±4
White	100	±1	15	43	19	24	±3
Total Minority	100	±1	19	36	21	24	±2
Black	100	±1	18	35	21	25	±3
Hispanic	100	±1	21	35	21	23	±4
AIAN	100	±1	12	NR	16	20	±13
Asian	100	±1	20	33	23	24	±4
NHPI	100	±1	21	30	28	21	±5
Two or More Races	100	±1	20	42	19	19	±7
Not Deployed Past 12 Months	100	±1	17	40	20	23	±3
Deployed Past 12 Months	100	±1	17	39	18	26	±4
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	100	±1	13	34	17	36	±5
Experienced, Did Not Label	100	±1	17	39	17	27	±5
Did Not Experience	100	±1	17	41	21	21	±3
ARMY	100	±1	10	44	15	30	±4
White	100	±0	8	49	13	31	±6
Total Minority	100	±1	14	38	18	29	±4
Black	100	±1	15	36	19	30	±5
Hispanic	100	±1	13	36	18	32	±7
Asian	100	±0	13	34	21	32	±8
Other Race/Ethnicity	100	±1	13	55	16	17	±12
Enlisted	100	±1	10	42	16	31	±5
E1 – E4	100	±1	7	43	15	35	±7
E5 – E9	100	±1	14	41	18	27	±5
Officers	100	±0	11	52	11	26	±6
NAVY	100	±1	25	33	25	17	±4
White	100	±1	24	34	24	18	±6
Total Minority	100	±1	27	31	25	17	±3
Black	100	±1	28	30	24	17	±5
Hispanic	100	±1	27	31	26	16	±7
Asian	100	±1	29	29	24	19	±7
Other Race/Ethnicity	100	±1	25	31	26	17	±9
Enlisted	100	±1	28	28	26	18	±4
E1 – E4	100	±1	25	28	29	19	±7
E5 – E9	100	±1	31	29	24	16	±5
Officers	100	±1	14	54	16	16	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

12. In your opinion, have you had a formal and/or informal mentor who advised you on your military career?

	Percent Responding		Percentages				Max ME
			1	2	3	4	
MARINE CORPS	100	±1	30	30	25	15	±4
White	100	±1	29	31	25	15	±6
Total Minority	100	±1	30	29	26	15	±5
Black	100	±1	23	30	26	21	±7
Hispanic	100	±0	34	28	25	13	±8
Asian	100	±0	23	26	35	16	±13
Other Race/Ethnicity	100	±1	33	36	24	7	±16
Enlisted	100	±1	32	27	27	14	±5
E1 – E4	100	±1	35	23	29	12	±7
E5 – E9	100	±1	25	36	22	17	±5
Officers	100	±0	12	53	12	23	±5
AIR FORCE	100	±1	12	46	18	24	±4
White	100	±1	11	48	18	23	±5
Total Minority	100	±1	14	42	18	26	±4
Black	100	±1	12	42	19	26	±5
Hispanic	100	±1	15	45	16	24	±9
Asian	100	±1	14	42	19	26	±7
Other Race/Ethnicity	100	±1	15	37	18	30	±10
Enlisted	100	±1	11	45	19	25	±4
E1 – E4	99	±2	13	39	22	25	±7
E5 – E9	100	±1	10	50	15	25	±5
Officers	100	±0	13	50	16	21	±5
COAST GUARD	100	±1	14	46	15	24	±4
White	100	±0	14	47	16	22	±5
Total Minority	100	±1	13	44	13	30	±5
Black	100	±0	17	42	15	26	±8
Hispanic	100	±1	12	45	13	30	±7
Asian	100	±0	14	46	10	30	±10
Other Race/Ethnicity	100	±0	11	43	12	34	±11
Enlisted	100	±1	15	43	16	26	±5
E1 – E4	100	±1	18	41	20	21	±8
E5 – E9	100	±0	12	44	14	30	±6
Officers	100	±0	11	61	11	18	±5

Note. Percent responding are active duty members who answered the question.

13. To what extent have your mentorship experiences helped you to advance your military career?**a. Experiences in a formal mentorship program**

1. Did not help at all

2. Helped to a small extent

3. Helped to a moderate extent

4. Helped to a large extent

5. Helped to a very large extent

	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
TOTAL DOD	36	±2	5	12	31	28	24	±3	3.5	±0.1	
Enlisted	38	±2	4	13	32	27	23	±4	3.5	±0.1	
E1 – E4	39	±3	5	13	35	26	21	±5	3.5	±0.1	
E5 – E9	37	±3	4	13	28	29	26	±4	3.6	±0.1	
Officers	26	±3	5	9	27	33	27	±6	3.7	±0.2	
O1 – O3	29	±4	5	9	28	34	24	±8	3.6	±0.2	
O4 – O6	21	±4	5	9	22	33	31	±10	3.8	±0.3	
Male	36	±2	4	12	32	28	24	±4	3.6	±0.1	
Female	34	±4	7	16	24	28	25	±6	3.5	±0.2	
White	34	±3	5	13	34	27	21	±5	3.4	±0.1	
Total Minority	40	±2	4	11	28	30	28	±3	3.7	±0.1	
Black	39	±3	4	9	26	33	29	±4	3.7	±0.1	
Hispanic	41	±4	4	11	30	26	28	±6	3.6	±0.2	
AIAN	28	±13	2	17	25	24	32	±12	3.7	±0.3	
Asian	42	±4	3	12	29	33	23	±6	3.6	±0.2	
NHPI	49	±5	1	6	25	35	32	±6	3.9	±0.2	
Two or More Races	39	±6	6	12	24	31	27	±10	3.6	±0.3	
Not Deployed Past 12 Months	37	±2	4	12	31	28	24	±4	3.6	±0.1	
Deployed Past 12 Months	34	±4	6	12	31	29	22	±6	3.5	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	30	±5	10	21	35	15	19	±10	3.1	±0.2	
Experienced, Did Not Label	34	±4	6	16	34	23	21	±7	3.4	±0.2	
Did Not Experience	38	±3	3	10	30	31	25	±4	3.7	±0.1	
ARMY	25	±3	2	9	30	30	30	±7	3.8	±0.2	
White	21	±5	2	9	35	27	27	±12	3.7	±0.3	
Total Minority	32	±3	1	8	25	33	32	±6	3.9	±0.2	
Black	34	±4	2	8	22	37	31	±7	3.9	±0.2	
Hispanic	31	±6	1	8	30	29	33	±14	3.9	±0.3	
Asian	34	±7	1	NR	23	33	28	±10	3.7	±0.4	
Other Race/Ethnicity	28	±10	0	7	NR	27	37	±17	3.9	±0.4	
Enlisted	26	±4	2	9	31	29	30	±8	3.8	±0.2	
E1 – E4	22	±5	1	8	39	25	27	±13	3.7	±0.3	
E5 – E9	32	±4	2	10	24	32	32	±8	3.8	±0.2	
Officers	22	±5	2	5	26	35	32	±13	3.9	±0.3	
NAVY	50	±4	7	16	33	26	19	±6	3.4	±0.2	
White	48	±6	6	17	37	25	15	±9	3.3	±0.2	
Total Minority	52	±3	7	14	27	27	25	±5	3.5	±0.2	
Black	52	±5	6	11	27	29	27	±8	3.6	±0.2	
Hispanic	52	±6	7	16	27	23	27	±13	3.5	±0.3	
Asian	52	±6	4	12	31	30	23	±8	3.6	±0.2	
Other Race/Ethnicity	51	±8	11	21	21	28	19	±10	3.2	±0.3	
Enlisted	54	±4	6	16	33	25	19	±6	3.3	±0.2	
E1 – E4	53	±7	7	17	36	22	18	±9	3.3	±0.2	
E5 – E9	54	±5	5	15	30	28	21	±8	3.4	±0.2	
Officers	30	±5	9	9	30	32	20	±9	3.4	±0.3	

Note. Percent responding are active duty members who answered the question and who had at least one formal military mentor (Q12).

NR: Not reportable

13. To what extent have your mentorship experiences helped you to advance your military career?

a. Experiences in a formal mentorship program

	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
MARINE CORPS	55	±4	7	16	32	28	16	±6	3.3	±0.2	
White	54	±6	7	18	31	29	15	±9	3.2	±0.2	
Total Minority	56	±5	6	13	33	28	19	±7	3.4	±0.2	
Black	48	±6	6	14	35	29	15	±8	3.3	±0.2	
Hispanic	58	±7	7	13	34	27	20	±10	3.4	±0.3	
Asian	57	±10	6	7	33	NR	14	±12	3.5	±0.2	
Other Race/Ethnicity	57	±13	5	11	28	28	NR	±18	3.6	±0.5	
Enlisted	59	±5	7	16	32	28	17	±6	3.3	±0.2	
E1 – E4	65	±6	7	16	33	30	15	±8	3.3	±0.2	
E5 – E9	47	±5	8	16	31	24	21	±8	3.3	±0.2	
Officers	24	±4	9	16	30	31	14	±9	3.3	±0.2	
AIR FORCE	29	±3	3	8	30	30	30	±6	3.8	±0.2	
White	28	±4	3	9	32	28	28	±9	3.7	±0.2	
Total Minority	31	±4	1	6	27	33	34	±7	3.9	±0.2	
Black	31	±5	1	4	29	33	33	±8	3.9	±0.2	
Hispanic	30	±8	1	6	27	27	39	±16	4.0	±0.4	
Asian	32	±5	1	10	28	39	23	±7	3.7	±0.2	
Other Race/Ethnicity	33	±8	2	6	20	40	32	±15	3.9	±0.3	
Enlisted	29	±4	2	7	31	29	31	±7	3.8	±0.2	
E1 – E4	35	±6	3	6	34	28	30	±11	3.8	±0.3	
E5 – E9	25	±4	2	8	28	30	32	±9	3.8	±0.2	
Officers	29	±5	3	11	23	33	29	±10	3.7	±0.3	
COAST GUARD	29	±4	2	10	32	34	21	±7	3.6	±0.2	
White	31	±5	2	12	32	35	20	±9	3.6	±0.2	
Total Minority	25	±4	3	6	31	34	26	±8	3.8	±0.2	
Black	31	±7	5	3	28	34	NR	±12	3.8	±0.4	
Hispanic	24	±5	1	5	34	34	25	±14	3.8	±0.2	
Asian	24	±9	NR	NR	NR	NR	NR		3.7	±0.5	
Other Race/Ethnicity	23	±6	3	10	27	32	27	±15	3.7	±0.3	
Enlisted	31	±5	1	11	31	36	21	±9	3.6	±0.2	
E1 – E4	38	±8	1	14	34	36	16	±13	3.5	±0.3	
E5 – E9	26	±5	2	8	27	35	28	±11	3.8	±0.3	
Officers	21	±4	5	7	39	29	20	±10	3.5	±0.3	

Note. Percent responding are active duty members who answered the question and who had at least one formal military mentor (Q12).

NR: Not reportable

13. To what extent have your mentorship experiences helped you to advance your military career?**b. Informal mentorship experiences**

1. Did not help at all 2. Helped to a small extent 3. Helped to a moderate extent
4. Helped to a large extent 5. Helped to a very large extent

	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
TOTAL DOD	59	±2	2	6	28	36	29	±3	3.8	±0.1	
Enlisted	58	±3	2	6	28	35	28	±3	3.8	±0.1	
E1 – E4	57	±4	3	6	30	37	23	±5	3.7	±0.1	
E5 – E9	58	±3	1	6	26	34	33	±4	3.9	±0.1	
Officers	66	±3	1	6	25	36	32	±4	3.9	±0.1	
O1 – O3	69	±4	1	8	25	36	30	±5	3.9	±0.1	
O4 – O6	63	±5	1	4	26	33	36	±7	4.0	±0.2	
Male	59	±2	2	6	27	36	28	±3	3.8	±0.1	
Female	59	±4	1	5	29	33	32	±5	3.9	±0.1	
White	61	±3	2	6	27	36	29	±4	3.8	±0.1	
Total Minority	56	±2	1	7	28	35	29	±3	3.8	±0.1	
Black	56	±3	1	7	27	35	30	±4	3.9	±0.1	
Hispanic	55	±4	2	6	30	34	28	±6	3.8	±0.1	
AIAN	67	±15	1	NR	NR	NR	16	±14	NR		
Asian	55	±4	1	6	30	35	28	±6	3.8	±0.1	
NHPI	58	±5	1	5	32	30	32	±8	3.9	±0.2	
Two or More Races	61	±6	1	7	26	37	29	±9	3.8	±0.2	
Not Deployed Past 12 Months	60	±3	2	7	27	35	29	±3	3.8	±0.1	
Deployed Past 12 Months	57	±4	2	5	29	38	27	±5	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	51	±5	3	10	29	29	28	±8	3.7	±0.2	
Experienced, Did Not Label	55	±5	5	6	31	33	25	±6	3.7	±0.2	
Did Not Experience	62	±3	1	6	27	37	30	±3	3.9	±0.1	
ARMY	59	±4	2	7	27	38	27	±5	3.8	±0.1	
White	61	±6	2	6	25	39	28	±8	3.8	±0.2	
Total Minority	56	±4	1	8	30	36	25	±6	3.8	±0.1	
Black	54	±5	1	8	29	36	26	±6	3.8	±0.2	
Hispanic	54	±6	1	5	32	38	24	±12	3.8	±0.2	
Asian	55	±7	0	5	31	30	34	±12	3.9	±0.3	
Other Race/Ethnicity	70	±10	2	NR	25	35	21	±17	3.6	±0.4	
Enlisted	58	±4	2	7	27	38	26	±6	3.8	±0.2	
E1 – E4	58	±7	3	8	31	38	20	±10	3.6	±0.2	
E5 – E9	58	±5	0	6	23	37	33	±7	4.0	±0.2	
Officers	64	±6	0	6	26	37	30	±8	3.9	±0.2	
NAVY	57	±4	2	6	27	34	30	±5	3.8	±0.1	
White	58	±6	2	5	28	34	31	±7	3.9	±0.2	
Total Minority	55	±3	2	7	27	34	30	±5	3.8	±0.1	
Black	55	±5	3	7	24	34	32	±8	3.9	±0.2	
Hispanic	57	±6	3	8	31	28	30	±10	3.7	±0.2	
Asian	52	±6	1	7	29	41	22	±6	3.7	±0.2	
Other Race/Ethnicity	57	±7	1	5	22	39	33	±13	4.0	±0.2	
Enlisted	54	±4	3	5	28	34	30	±6	3.8	±0.2	
E1 – E4	56	±6	3	4	29	35	29	±9	3.8	±0.2	
E5 – E9	53	±5	2	7	28	32	31	±7	3.8	±0.2	
Officers	70	±5	0	8	24	34	33	±6	3.9	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one informal mentor (Q12).

NR: Not reportable

13. To what extent have your mentorship experiences helped you to advance your military career?

b. Informal mentorship experiences

	Percent Responding		Percentages					Max ME	Average Helpfulness		
			1	2	3	4	5				
MARINE CORPS	55	±4	3	5	32	33	27	±5	3.8	±0.2	
White	56	±6	4	5	34	32	26	±8	3.7	±0.2	
Total Minority	54	±5	2	6	29	35	28	±7	3.8	±0.2	
Black	55	±6	2	6	29	32	30	±8	3.8	±0.2	
Hispanic	52	±8	1	7	29	35	28	±11	3.8	±0.2	
Asian	61	±9	2	7	27	33	NR	±12	3.9	±0.4	
Other Race/Ethnicity	59	±14	2	5	27	40	26	±14	3.8	±0.2	
Enlisted	54	±5	3	5	32	32	27	±6	3.7	±0.2	
E1 – E4	52	±7	4	5	34	34	23	±9	3.7	±0.2	
E5 – E9	58	±5	2	6	30	29	34	±7	3.9	±0.2	
Officers	65	±4	1	5	27	39	28	±6	3.9	±0.1	
AIR FORCE	64	±4	1	5	27	36	31	±4	3.9	±0.1	
White	66	±5	1	6	27	36	30	±6	3.9	±0.2	
Total Minority	60	±4	1	5	26	35	33	±5	3.9	±0.1	
Black	61	±5	1	5	22	38	35	±6	4.0	±0.2	
Hispanic	60	±9	3	3	28	32	33	±12	3.9	±0.3	
Asian	60	±7	1	6	30	35	29	±10	3.9	±0.2	
Other Race/Ethnicity	55	±9	0	8	28	32	32	±11	3.9	±0.3	
Enlisted	63	±4	1	6	27	36	30	±5	3.9	±0.1	
E1 – E4	61	±6	2	6	28	40	24	±8	3.8	±0.2	
E5 – E9	64	±5	1	5	27	32	35	±6	3.9	±0.2	
Officers	67	±5	1	5	24	35	35	±7	4.0	±0.2	
COAST GUARD	61	±4	1	6	30	37	26	±5	3.8	±0.1	
White	63	±5	1	6	30	36	27	±6	3.8	±0.2	
Total Minority	57	±5	1	6	30	38	25	±6	3.8	±0.1	
Black	57	±6	1	7	25	42	25	±7	3.8	±0.2	
Hispanic	58	±7	2	6	30	38	25	±10	3.8	±0.2	
Asian	56	±10	4	7	33	41	15	±13	3.6	±0.3	
Other Race/Ethnicity	55	±10	0	6	33	34	27	±16	3.8	±0.2	
Enlisted	59	±5	1	6	32	36	25	±6	3.8	±0.1	
E1 – E4	61	±8	1	6	39	34	21	±10	3.7	±0.2	
E5 – E9	58	±6	1	6	28	38	28	±7	3.9	±0.2	
Officers	71	±5	1	5	23	39	31	±6	3.9	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one informal mentor (Q12).

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

a. Advising you on ways to handle challenging assignments

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	76	±2	2	10	23	33	27	5	±2	3.8	±0.1	
Enlisted	75	±2	3	10	23	32	28	5	±3	3.8	±0.1	
E1 – E4	74	±3	3	10	26	30	26	5	±4	3.7	±0.1	
E5 – E9	77	±3	2	9	20	33	30	5	±3	3.8	±0.1	
Officers	78	±3	1	10	22	37	25	5	±4	3.8	±0.1	
O1 – O3	81	±4	2	9	24	37	24	4	±5	3.8	±0.1	
O4 – O6	74	±5	1	9	19	37	27	7	±6	3.9	±0.2	
Male	76	±2	2	10	23	34	27	5	±3	3.8	±0.1	
Female	73	±4	2	11	22	27	32	6	±4	3.8	±0.1	
White	76	±3	2	11	23	33	26	5	±4	3.7	±0.1	
Total Minority	76	±2	3	8	23	32	30	5	±3	3.8	±0.1	
Black	74	±3	3	8	21	31	33	4	±3	3.9	±0.1	
Hispanic	76	±3	2	8	24	34	29	4	±5	3.8	±0.1	
AIAN	79	±11	NR	11	NR	20	16	4	±15	NR		
Asian	75	±3	1	11	25	33	26	4	±5	3.8	±0.1	
NHPI	79	±4	1	6	21	35	35	2	±6	4.0	±0.1	
Two or More Races	81	±5	2	8	20	30	31	9	±8	3.9	±0.2	
Not Deployed Past 12 Months	77	±2	2	10	23	33	27	5	±3	3.8	±0.1	
Deployed Past 12 Months	74	±4	2	9	24	33	27	5	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	64	±5	4	15	19	33	21	8	±6	3.6	±0.2	
Experienced, Did Not Label	72	±5	3	12	27	29	23	6	±5	3.6	±0.2	
Did Not Experience	79	±2	2	8	22	34	29	4	±3	3.8	±0.1	
ARMY	70	±4	2	10	22	35	27	4	±5	3.8	±0.1	
White	69	±6	1	12	23	36	25	4	±7	3.7	±0.2	
Total Minority	70	±3	3	8	21	35	30	4	±5	3.8	±0.2	
Black	69	±4	4	8	21	33	32	3	±5	3.8	±0.2	
Hispanic	67	±6	1	6	21	40	29	3	±9	3.9	±0.1	
Asian	68	±6	0	13	20	35	30	2	±13	3.8	±0.3	
Other Race/Ethnicity	83	±6	NR	8	18	27	28	NR	±15	3.6	±0.6	
Enlisted	69	±4	2	10	22	34	27	4	±5	3.8	±0.2	
E1 – E4	65	±7	3	9	25	33	24	5	±9	3.7	±0.2	
E5 – E9	73	±4	1	10	19	36	30	4	±6	3.9	±0.2	
Officers	74	±6	1	11	22	39	26	2	±7	3.8	±0.2	
NAVY	82	±3	3	9	24	32	27	6	±4	3.7	±0.1	
White	81	±5	3	10	22	33	26	6	±6	3.7	±0.2	
Total Minority	82	±3	2	8	27	29	28	6	±4	3.8	±0.1	
Black	82	±4	2	8	23	29	32	6	±6	3.9	±0.2	
Hispanic	83	±5	2	9	30	29	26	5	±8	3.7	±0.2	
Asian	81	±6	1	9	29	33	23	5	±6	3.7	±0.2	
Other Race/Ethnicity	82	±5	3	7	26	29	27	7	±11	3.7	±0.2	
Enlisted	81	±4	3	9	24	31	27	6	±4	3.8	±0.1	
E1 – E4	79	±6	3	9	28	28	26	7	±7	3.7	±0.2	
E5 – E9	83	±4	2	9	21	33	29	5	±6	3.8	±0.2	
Officers	84	±4	2	9	23	37	24	5	±6	3.7	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

a. Advising you on ways to handle challenging assignments

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	4	11	25	31	24	4	±4	3.6	±0.1	
White	85	±4	4	12	27	30	22	5	±6	3.6	±0.2	
Total Minority	85	±4	4	10	23	32	28	3	±6	3.7	±0.2	
Black	78	±6	3	8	24	33	30	3	±7	3.8	±0.2	
Hispanic	87	±5	5	11	23	31	26	4	±8	3.6	±0.3	
Asian	83	±7	2	10	25	33	27	3	±18	3.8	±0.3	
Other Race/Ethnicity	93	±3	2	10	18	33	35	2	±17	3.9	±0.3	
Enlisted	86	±3	4	11	25	30	25	4	±5	3.6	±0.2	
E1 – E4	88	±4	5	13	27	28	23	4	±7	3.5	±0.2	
E5 – E9	83	±4	2	9	23	35	28	4	±6	3.8	±0.2	
Officers	77	±4	1	12	24	35	23	4	±5	3.7	±0.1	
AIR FORCE	75	±3	1	9	22	32	30	6	±4	3.9	±0.1	
White	76	±4	1	9	22	32	29	6	±5	3.8	±0.2	
Total Minority	73	±4	1	7	21	31	34	6	±5	4.0	±0.1	
Black	73	±4	1	8	18	32	36	5	±6	4.0	±0.2	
Hispanic	76	±9	1	3	22	30	37	7	±11	4.1	±0.2	
Asian	74	±7	1	11	27	30	26	4	±11	3.7	±0.2	
Other Race/Ethnicity	70	±10	2	9	22	29	29	9	±10	3.8	±0.2	
Enlisted	74	±4	1	9	22	31	32	5	±5	3.9	±0.1	
E1 – E4	74	±6	1	9	23	32	32	3	±7	3.9	±0.2	
E5 – E9	74	±5	2	8	21	29	32	7	±6	3.9	±0.2	
Officers	79	±5	1	8	21	35	25	11	±6	3.8	±0.2	
COAST GUARD	75	±3	1	9	27	34	26	3	±4	3.8	±0.1	
White	77	±4	2	9	27	32	27	3	±6	3.8	±0.2	
Total Minority	69	±4	1	8	27	40	22	3	±6	3.8	±0.1	
Black	74	±5	2	6	27	36	25	3	±9	3.8	±0.2	
Hispanic	70	±6	0	7	25	43	22	3	±8	3.8	±0.2	
Asian	70	±9	4	8	29	40	13	7	±12	3.5	±0.3	
Other Race/Ethnicity	66	±10	0	11	27	36	22	3	±14	3.7	±0.3	
Enlisted	74	±4	2	8	28	33	26	2	±5	3.8	±0.2	
E1 – E4	79	±6	4	8	30	32	26	1	±9	3.7	±0.2	
E5 – E9	69	±5	0	8	27	34	26	4	±7	3.8	±0.2	
Officers	82	±4	0	10	22	38	25	6	±5	3.8	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

b. Providing you with challenging assignments

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	75	±2	3	9	22	31	24	9	±3	3.7	±0.1	
Enlisted	75	±2	3	10	23	31	25	8	±3	3.7	±0.1	
E1 – E4	74	±3	4	11	25	31	22	8	±4	3.6	±0.1	
E5 – E9	76	±3	3	8	21	32	27	9	±3	3.8	±0.1	
Officers	77	±3	3	9	20	32	23	14	±4	3.7	±0.1	
O1 – O3	80	±4	3	9	21	31	22	13	±5	3.7	±0.2	
O4 – O6	73	±5	3	9	17	32	25	14	±6	3.8	±0.2	
Male	76	±2	3	9	23	32	24	8	±3	3.7	±0.1	
Female	73	±4	5	11	21	24	26	13	±4	3.6	±0.2	
White	76	±3	4	10	22	31	23	9	±4	3.7	±0.1	
Total Minority	75	±2	3	8	23	32	26	9	±3	3.8	±0.1	
Black	74	±3	3	7	23	32	27	9	±3	3.8	±0.1	
Hispanic	76	±3	2	7	23	33	25	9	±5	3.8	±0.1	
AIAN	79	±11	NR	NR	14	18	15	5	±13	NR		
Asian	74	±3	1	12	25	34	23	6	±5	3.7	±0.1	
NHPI	78	±4	2	6	23	34	32	3	±6	3.9	±0.1	
Two or More Races	79	±5	3	7	22	26	28	14	±8	3.8	±0.2	
Not Deployed Past 12 Months	77	±2	4	10	22	31	24	9	±3	3.7	±0.1	
Deployed Past 12 Months	73	±4	3	9	23	30	25	10	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	7	15	19	29	20	10	±6	3.4	±0.2	
Experienced, Did Not Label	72	±5	4	12	24	30	20	10	±5	3.5	±0.2	
Did Not Experience	79	±2	3	8	23	32	26	9	±3	3.8	±0.1	
ARMY	69	±4	3	10	19	36	24	8	±5	3.7	±0.1	
White	69	±6	3	12	18	36	23	9	±7	3.7	±0.2	
Total Minority	70	±3	4	7	21	36	26	7	±5	3.8	±0.2	
Black	69	±4	3	7	22	35	26	7	±5	3.8	±0.2	
Hispanic	67	±6	2	5	20	40	27	6	±9	3.9	±0.2	
Asian	67	±6	0	14	20	36	27	3	±13	3.8	±0.3	
Other Race/Ethnicity	82	±6	NR	NR	18	28	22	13	±15	3.5	±0.6	
Enlisted	68	±4	3	10	19	36	25	8	±6	3.7	±0.2	
E1 – E4	65	±7	3	10	21	35	22	8	±9	3.7	±0.2	
E5 – E9	72	±4	2	9	18	37	27	7	±6	3.8	±0.2	
Officers	73	±6	4	8	19	35	23	11	±7	3.7	±0.2	
NAVY	81	±3	4	10	24	30	21	11	±4	3.6	±0.1	
White	81	±5	4	10	23	30	20	12	±6	3.6	±0.2	
Total Minority	82	±3	3	10	25	29	22	11	±4	3.6	±0.1	
Black	82	±4	4	8	24	28	25	11	±6	3.7	±0.2	
Hispanic	83	±5	2	11	25	30	20	12	±8	3.6	±0.2	
Asian	80	±6	2	10	27	35	20	6	±6	3.7	±0.2	
Other Race/Ethnicity	82	±5	4	9	28	22	23	13	±11	3.6	±0.2	
Enlisted	81	±4	4	9	25	30	21	11	±5	3.6	±0.1	
E1 – E4	80	±6	5	9	28	29	18	11	±7	3.5	±0.2	
E5 – E9	83	±4	3	10	22	31	24	10	±6	3.7	±0.2	
Officers	83	±4	3	11	22	27	22	15	±5	3.6	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

b. Providing you with challenging assignments

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	84	±3	5	10	25	29	25	6	±5	3.6	±0.2	
White	84	±4	6	10	26	29	23	6	±7	3.6	±0.2	
Total Minority	85	±4	4	9	24	30	27	7	±6	3.7	±0.2	
Black	78	±6	4	8	25	30	27	5	±7	3.7	±0.2	
Hispanic	86	±5	4	9	23	31	25	8	±8	3.7	±0.3	
Asian	83	±7	2	10	38	28	19	4	±15	3.5	±0.2	
Other Race/Ethnicity	92	±3	3	9	20	24	40	4	±16	3.9	±0.3	
Enlisted	85	±3	5	10	25	29	25	6	±5	3.6	±0.2	
E1 – E4	87	±4	7	11	25	29	23	5	±7	3.5	±0.2	
E5 – E9	81	±4	3	8	24	30	29	6	±6	3.8	±0.2	
Officers	75	±4	4	8	25	29	21	13	±5	3.6	±0.2	
AIR FORCE	75	±3	2	9	24	28	27	10	±4	3.8	±0.1	
White	76	±4	2	10	25	27	27	9	±5	3.7	±0.2	
Total Minority	73	±4	2	7	22	29	29	11	±4	3.9	±0.1	
Black	73	±4	3	6	20	30	29	11	±6	3.9	±0.2	
Hispanic	76	±9	0	5	25	29	29	11	±10	3.9	±0.2	
Asian	74	±7	2	12	22	32	24	9	±10	3.7	±0.2	
Other Race/Ethnicity	66	±10	2	11	20	27	28	12	±9	3.8	±0.2	
Enlisted	74	±4	2	9	25	27	28	8	±5	3.8	±0.1	
E1 – E4	74	±6	2	12	27	27	27	5	±7	3.7	±0.2	
E5 – E9	74	±5	3	6	24	27	30	11	±6	3.8	±0.2	
Officers	78	±5	2	9	18	31	24	17	±6	3.8	±0.2	
COAST GUARD	75	±4	3	8	24	34	23	8	±5	3.7	±0.1	
White	77	±4	3	7	23	34	24	8	±6	3.8	±0.2	
Total Minority	69	±4	3	10	29	34	19	6	±6	3.6	±0.2	
Black	72	±5	2	10	25	40	16	7	±8	3.6	±0.2	
Hispanic	69	±6	3	11	30	31	20	5	±9	3.6	±0.2	
Asian	69	±9	NR	8	23	37	19	13	±12	3.7	±0.3	
Other Race/Ethnicity	65	±10	2	8	32	32	21	5	±14	3.6	±0.3	
Enlisted	73	±4	2	8	26	34	24	5	±6	3.7	±0.2	
E1 – E4	79	±6	1	10	27	33	23	5	±9	3.7	±0.2	
E5 – E9	69	±5	3	6	24	35	26	6	±7	3.8	±0.2	
Officers	81	±4	3	8	20	33	17	17	±5	3.6	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

c. Helping you get developmental assignments

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	75	±2	4	10	23	30	24	9	±2	3.7	±0.1	
Enlisted	75	±2	4	10	23	30	24	8	±3	3.7	±0.1	
E1 – E4	73	±3	4	10	25	30	23	7	±4	3.6	±0.1	
E5 – E9	76	±3	3	10	21	30	26	10	±3	3.7	±0.1	
Officers	77	±3	4	9	21	30	22	14	±4	3.7	±0.1	
O1 – O3	81	±4	5	7	22	31	20	14	±5	3.6	±0.2	
O4 – O6	73	±5	4	10	19	28	26	14	±6	3.7	±0.2	
Male	75	±2	4	10	23	31	24	8	±3	3.7	±0.1	
Female	73	±4	4	10	21	24	26	15	±4	3.7	±0.2	
White	75	±3	4	11	23	30	23	9	±4	3.6	±0.1	
Total Minority	75	±2	3	9	22	31	26	9	±2	3.7	±0.1	
Black	73	±3	3	8	21	31	28	9	±3	3.8	±0.1	
Hispanic	76	±3	3	7	25	32	24	9	±5	3.7	±0.1	
AIAN	79	±11	NR	NR	13	18	15	5	±13	NR		
Asian	75	±3	2	11	23	35	23	5	±5	3.7	±0.1	
NHPI	78	±4	3	6	22	35	31	4	±6	3.9	±0.1	
Two or More Races	80	±5	3	9	20	25	29	14	±8	3.8	±0.2	
Not Deployed Past 12 Months	76	±2	4	10	23	29	24	9	±3	3.7	±0.1	
Deployed Past 12 Months	73	±4	4	10	22	32	23	9	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	7	17	19	24	20	12	±7	3.4	±0.2	
Experienced, Did Not Label	71	±5	4	14	29	26	18	9	±5	3.4	±0.2	
Did Not Experience	78	±2	4	8	21	32	26	9	±3	3.8	±0.1	
ARMY	69	±4	5	9	21	32	24	9	±5	3.7	±0.1	
White	68	±6	5	10	21	32	23	10	±7	3.6	±0.2	
Total Minority	69	±3	5	8	21	32	26	8	±5	3.7	±0.2	
Black	68	±4	4	6	22	33	27	8	±5	3.8	±0.2	
Hispanic	67	±6	3	8	23	35	24	8	±9	3.7	±0.2	
Asian	67	±6	1	12	23	36	25	3	±14	3.7	±0.3	
Other Race/Ethnicity	82	±6	NR	NR	13	23	27	12	±13	3.5	±0.7	
Enlisted	67	±4	4	10	21	32	24	8	±6	3.7	±0.2	
E1 – E4	64	±7	5	9	20	34	23	9	±9	3.7	±0.2	
E5 – E9	72	±4	3	12	22	30	25	8	±5	3.7	±0.2	
Officers	74	±6	6	6	20	32	24	13	±7	3.7	±0.2	
NAVY	81	±3	3	11	23	32	21	10	±4	3.6	±0.1	
White	81	±5	4	12	22	33	19	10	±6	3.6	±0.2	
Total Minority	82	±3	3	9	25	29	24	10	±4	3.7	±0.1	
Black	82	±4	2	10	22	28	28	10	±6	3.8	±0.2	
Hispanic	82	±5	3	9	27	29	22	11	±9	3.7	±0.2	
Asian	81	±6	2	10	26	37	20	6	±6	3.6	±0.2	
Other Race/Ethnicity	81	±5	4	8	29	23	23	13	±11	3.6	±0.2	
Enlisted	81	±4	3	11	23	32	22	10	±5	3.6	±0.1	
E1 – E4	79	±6	3	11	29	29	18	9	±7	3.5	±0.2	
E5 – E9	83	±4	4	11	17	34	25	10	±6	3.7	±0.2	
Officers	83	±4	4	9	23	31	19	14	±6	3.6	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

c. Helping you get developmental assignments

		Percent Responding		Percentages						Max ME	Average Usefulness		
				1	2	3	4	5	6				
MARINE CORPS		84	±3	5	13	24	28	25	7	±5	3.6	±0.2	
White		84	±4	6	15	24	28	22	6	±7	3.5	±0.2	
Total Minority		85	±4	3	9	24	28	28	7	±6	3.7	±0.2	
Black		78	±6	3	9	24	29	27	7	±7	3.7	±0.2	
Hispanic		86	±5	3	9	25	29	26	9	±8	3.7	±0.2	
Asian		83	±7	3	9	25	32	27	4	±18	3.7	±0.3	
Other Race/Ethnicity		93	±3	3	11	19	22	40	5	±16	3.9	±0.4	
Enlisted		85	±3	5	13	24	28	25	6	±5	3.6	±0.2	
E1 – E4		87	±5	6	14	24	28	24	5	±7	3.5	±0.2	
E5 – E9		82	±4	3	11	24	27	28	7	±6	3.7	±0.2	
Officers		76	±4	4	10	23	30	20	14	±5	3.6	±0.2	
AIR FORCE		74	±3	3	9	24	27	26	10	±4	3.7	±0.1	
White		75	±4	4	10	26	25	26	10	±5	3.7	±0.2	
Total Minority		73	±4	2	8	20	32	27	11	±5	3.8	±0.1	
Black		72	±4	3	9	17	31	30	11	±6	3.9	±0.2	
Hispanic		76	±9	1	4	25	34	26	11	±11	3.9	±0.2	
Asian		73	±7	2	12	20	34	24	7	±10	3.7	±0.2	
Other Race/Ethnicity		70	±10	3	10	19	32	23	14	±10	3.7	±0.2	
Enlisted		73	±4	3	8	25	27	27	9	±5	3.7	±0.2	
E1 – E4		73	±6	3	9	28	28	27	5	±7	3.7	±0.2	
E5 – E9		74	±5	3	8	23	27	27	13	±5	3.8	±0.2	
Officers		79	±5	3	12	19	28	23	15	±6	3.7	±0.2	
COAST GUARD		74	±4	3	9	23	37	21	8	±5	3.7	±0.1	
White		76	±4	3	9	21	38	21	8	±6	3.7	±0.2	
Total Minority		69	±4	2	9	29	35	19	5	±6	3.6	±0.1	
Black		73	±5	3	5	26	38	19	8	±8	3.7	±0.2	
Hispanic		69	±6	2	9	30	37	19	4	±8	3.7	±0.2	
Asian		69	±9	2	15	22	36	16	9	±12	3.5	±0.3	
Other Race/Ethnicity		66	±10	2	10	32	30	20	5	±14	3.6	±0.3	
Enlisted		73	±4	2	9	23	38	22	6	±6	3.7	±0.2	
E1 – E4		78	±6	1	10	26	34	23	5	±9	3.7	±0.2	
E5 – E9		69	±5	3	8	21	41	21	6	±7	3.7	±0.2	
Officers		82	±4	4	8	22	35	16	15	±5	3.6	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

d. Helping you develop skills/competencies for future assignments

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	75	±2	2	9	20	34	30	5	±3	3.8	±0.1	
Enlisted	75	±2	3	9	19	34	30	5	±3	3.8	±0.1	
E1 – E4	73	±3	3	10	21	33	28	5	±4	3.8	±0.1	
E5 – E9	76	±3	2	8	18	34	33	5	±3	3.9	±0.1	
Officers	78	±3	2	10	21	35	28	4	±4	3.8	±0.1	
O1 – O3	81	±4	2	10	20	35	28	4	±5	3.8	±0.2	
O4 – O6	74	±5	1	9	20	36	28	5	±6	3.8	±0.2	
Male	76	±2	3	9	20	35	29	4	±3	3.8	±0.1	
Female	73	±4	2	11	18	26	33	9	±4	3.9	±0.1	
White	75	±3	2	10	20	34	29	5	±4	3.8	±0.1	
Total Minority	76	±2	3	9	19	34	31	5	±3	3.9	±0.1	
Black	74	±3	2	9	18	34	31	5	±3	3.9	±0.1	
Hispanic	76	±3	2	7	19	36	30	6	±5	3.9	±0.1	
AIAN	79	±11	NR	NR	11	22	16	3	±15	NR		
Asian	75	±3	2	10	22	35	28	3	±4	3.8	±0.2	
NHPI	78	±4	2	5	20	35	35	3	±6	4.0	±0.1	
Two or More Races	80	±5	2	10	16	29	37	6	±8	3.9	±0.2	
Not Deployed Past 12 Months	76	±2	2	10	19	33	30	5	±3	3.8	±0.1	
Deployed Past 12 Months	73	±4	3	8	21	35	29	4	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	4	14	21	30	23	7	±6	3.6	±0.2	
Experienced, Did Not Label	72	±5	3	12	23	33	24	5	±5	3.7	±0.2	
Did Not Experience	78	±2	2	8	18	35	33	4	±3	3.9	±0.1	
ARMY	69	±4	2	9	17	37	30	5	±5	3.9	±0.1	
White	68	±6	2	9	16	38	30	5	±7	3.9	±0.2	
Total Minority	70	±3	3	9	18	36	30	5	±5	3.8	±0.2	
Black	69	±4	3	8	18	38	29	4	±5	3.9	±0.2	
Hispanic	67	±6	1	6	20	38	30	5	±9	4.0	±0.1	
Asian	67	±6	0	14	18	36	31	1	±13	3.8	±0.3	
Other Race/Ethnicity	83	±6	NR	15	14	24	30	6	±17	3.5	±0.6	
Enlisted	68	±4	3	9	15	38	30	5	±6	3.9	±0.2	
E1 – E4	64	±7	3	9	15	40	27	7	±9	3.8	±0.2	
E5 – E9	72	±4	2	8	16	36	34	3	±6	3.9	±0.2	
Officers	74	±6	2	9	22	34	30	4	±7	3.9	±0.2	
NAVY	81	±3	3	11	21	33	27	5	±4	3.8	±0.1	
White	81	±5	3	11	23	32	27	5	±6	3.7	±0.2	
Total Minority	82	±3	3	11	19	34	28	6	±4	3.8	±0.1	
Black	82	±4	2	11	18	31	30	7	±6	3.8	±0.2	
Hispanic	82	±5	4	12	20	34	25	6	±9	3.7	±0.2	
Asian	80	±6	2	9	25	35	25	5	±6	3.8	±0.2	
Other Race/Ethnicity	82	±5	3	7	16	36	32	6	±10	3.9	±0.2	
Enlisted	81	±4	3	10	21	33	28	6	±5	3.8	±0.1	
E1 – E4	79	±6	3	11	26	29	26	5	±7	3.7	±0.2	
E5 – E9	83	±4	3	9	17	36	29	6	±6	3.8	±0.2	
Officers	83	±4	2	12	22	34	26	3	±6	3.7	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

d. Helping you develop skills/competencies for future assignments

		Percent Responding		Percentages						Max ME	Average Usefulness		
				1	2	3	4	5	6				
MARINE CORPS		84	±3	4	10	22	31	28	5	±5	3.7	±0.2	
White		84	±4	5	12	25	30	25	4	±6	3.6	±0.2	
Total Minority		85	±4	2	8	19	32	33	6	±6	3.9	±0.2	
Black		78	±6	2	7	21	34	30	5	±7	3.9	±0.2	
Hispanic		87	±5	2	9	17	33	31	8	±9	3.9	±0.2	
Asian		83	±7	2	8	26	31	30	2	±17	3.8	±0.3	
Other Race/Ethnicity		93	±3	2	8	16	26	45	4	±15	4.1	±0.3	
Enlisted		85	±3	4	10	22	30	29	5	±5	3.7	±0.2	
E1 – E4		87	±5	5	11	24	29	26	5	±7	3.6	±0.2	
E5 – E9		82	±4	2	10	19	31	33	5	±6	3.9	±0.2	
Officers		76	±4	1	9	22	38	24	6	±5	3.8	±0.1	
AIR FORCE		74	±3	1	8	20	33	33	4	±4	3.9	±0.1	
White		75	±4	1	9	20	33	33	4	±5	3.9	±0.2	
Total Minority		73	±4	1	7	19	33	35	5	±5	4.0	±0.1	
Black		73	±4	1	9	17	31	37	4	±6	4.0	±0.2	
Hispanic		76	±9	0	3	20	35	34	7	±11	4.1	±0.2	
Asian		74	±7	NR	8	20	35	28	4	±7	3.8	±0.3	
Other Race/Ethnicity		69	±10	1	12	20	30	35	3	±10	3.9	±0.2	
Enlisted		73	±4	1	8	21	31	35	4	±5	3.9	±0.1	
E1 – E4		73	±6	0	11	22	30	33	3	±8	3.9	±0.2	
E5 – E9		74	±5	2	6	20	32	35	5	±6	4.0	±0.2	
Officers		78	±5	2	10	17	37	29	4	±6	3.9	±0.2	
COAST GUARD		75	±4	1	9	23	37	27	3	±5	3.8	±0.1	
White		77	±4	1	10	22	36	28	3	±6	3.8	±0.2	
Total Minority		69	±4	2	7	26	38	24	3	±6	3.8	±0.1	
Black		74	±5	2	7	27	38	23	3	±9	3.8	±0.2	
Hispanic		69	±6	1	7	26	39	24	2	±8	3.8	±0.2	
Asian		70	±9	5	3	25	35	25	7	±12	3.8	±0.3	
Other Race/Ethnicity		66	±10	1	10	25	38	25	2	±15	3.8	±0.3	
Enlisted		73	±4	1	10	23	36	28	2	±6	3.8	±0.2	
E1 – E4		79	±6	1	11	28	33	26	2	±9	3.7	±0.2	
E5 – E9		69	±5	2	8	20	38	29	3	±7	3.9	±0.2	
Officers		81	±4	2	8	20	39	26	5	±5	3.8	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

e. Providing career guidance

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	76	±2	3	9	20	32	34	3	±2	3.9	±0.1	
Enlisted	75	±2	3	10	20	31	34	3	±3	3.9	±0.1	
E1 – E4	74	±3	4	10	21	30	31	4	±4	3.8	±0.1	
E5 – E9	76	±3	2	9	19	31	37	2	±3	3.9	±0.1	
Officers	78	±3	1	8	18	37	35	1	±4	4.0	±0.1	
O1 – O3	81	±4	2	9	19	35	34	1	±5	3.9	±0.1	
O4 – O6	73	±5	0	6	15	40	37	1	±6	4.1	±0.1	
Male	76	±2	3	9	20	32	33	3	±3	3.9	±0.1	
Female	73	±4	3	10	20	27	38	3	±4	3.9	±0.1	
White	75	±3	3	9	20	32	34	3	±4	3.9	±0.1	
Total Minority	76	±2	3	9	19	32	34	3	±2	3.9	±0.1	
Black	74	±3	2	8	18	33	36	3	±3	4.0	±0.1	
Hispanic	76	±3	2	11	20	31	34	2	±5	3.8	±0.1	
AIAN	79	±11	NR	7	NR	20	18	2	±14	NR		
Asian	75	±3	3	9	22	33	30	3	±5	3.8	±0.2	
NHPI	79	±4	2	6	21	31	37	2	±6	4.0	±0.1	
Two or More Races	81	±5	1	10	15	32	35	6	±8	4.0	±0.2	
Not Deployed Past 12 Months	76	±2	2	10	19	33	33	3	±3	3.9	±0.1	
Deployed Past 12 Months	74	±4	3	8	20	29	36	3	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	6	15	18	26	30	6	±7	3.6	±0.2	
Experienced, Did Not Label	71	±5	5	10	23	31	27	4	±5	3.7	±0.2	
Did Not Experience	79	±2	2	8	19	33	36	2	±3	4.0	±0.1	
ARMY	69	±4	3	10	20	33	32	3	±5	3.8	±0.1	
White	69	±6	2	10	21	32	32	2	±7	3.8	±0.2	
Total Minority	70	±3	4	10	18	33	33	3	±5	3.8	±0.2	
Black	69	±4	3	7	18	36	34	2	±5	3.9	±0.2	
Hispanic	67	±6	2	13	19	32	32	2	±11	3.8	±0.2	
Asian	67	±6	1	13	18	31	35	3	±13	3.9	±0.3	
Other Race/Ethnicity	83	±6	NR	7	15	29	29	NR	±13	3.6	±0.6	
Enlisted	68	±4	3	10	20	31	32	3	±5	3.8	±0.2	
E1 – E4	65	±7	5	11	21	31	28	4	±9	3.7	±0.3	
E5 – E9	72	±4	2	10	18	31	37	2	±6	3.9	±0.2	
Officers	74	±6	0	9	18	38	34	1	±7	4.0	±0.2	
NAVY	81	±3	3	9	19	31	35	3	±4	3.9	±0.1	
White	81	±5	4	8	19	31	36	2	±6	3.9	±0.2	
Total Minority	82	±3	2	9	20	32	33	3	±4	3.9	±0.1	
Black	82	±4	2	10	19	29	36	4	±6	3.9	±0.2	
Hispanic	83	±5	2	10	21	31	33	3	±8	3.9	±0.2	
Asian	81	±6	3	6	26	36	26	4	±6	3.8	±0.2	
Other Race/Ethnicity	82	±5	3	8	16	35	35	3	±10	3.9	±0.2	
Enlisted	81	±4	3	9	20	31	35	3	±5	3.9	±0.1	
E1 – E4	79	±6	3	8	23	28	33	5	±7	3.8	±0.2	
E5 – E9	83	±4	3	10	17	33	36	1	±6	3.9	±0.2	
Officers	84	±4	3	8	17	35	35	1	±6	3.9	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

e. Providing career guidance

		Percent Responding		Percentages						Max ME	Average Usefulness		
				1	2	3	4	5	6				
MARINE CORPS		85	±3	4	10	22	29	30	5	±5	3.7	±0.2	
White		84	±4	6	8	22	30	27	7	±6	3.7	±0.2	
Total Minority		85	±4	2	13	21	27	33	3	±6	3.8	±0.2	
Black		78	±6	4	8	22	31	32	4	±7	3.8	±0.2	
Hispanic		86	±5	2	15	21	27	33	2	±9	3.8	±0.2	
Asian		83	±7	2	11	23	33	29	3	±17	3.8	±0.3	
Other Race/Ethnicity		93	±3	1	16	20	20	39	3	±16	3.8	±0.4	
Enlisted		86	±3	5	10	22	28	30	6	±5	3.7	±0.2	
E1 – E4		87	±4	6	10	22	26	28	7	±7	3.6	±0.2	
E5 – E9		82	±4	2	9	21	31	34	3	±6	3.9	±0.2	
Officers		77	±4	1	9	20	42	27	1	±5	3.9	±0.1	
AIR FORCE		75	±3	1	9	19	32	38	2	±4	4.0	±0.1	
White		76	±4	0	10	18	32	38	2	±5	4.0	±0.2	
Total Minority		73	±4	1	7	20	32	39	2	±5	4.0	±0.1	
Black		72	±4	0	7	17	32	41	2	±6	4.1	±0.1	
Hispanic		74	±9	0	4	22	31	40	2	±10	4.1	±0.2	
Asian		73	±7	NR	9	21	32	32	2	±7	3.8	±0.3	
Other Race/Ethnicity		70	±10	0	10	24	31	34	1	±10	3.9	±0.2	
Enlisted		74	±4	1	9	19	31	38	2	±5	4.0	±0.1	
E1 – E4		74	±6	0	9	18	34	36	2	±8	4.0	±0.2	
E5 – E9		74	±5	1	9	19	30	39	2	±6	4.0	±0.2	
Officers		78	±5	1	7	18	35	39	1	±6	4.0	±0.2	
COAST GUARD		75	±3	2	10	20	37	29	2	±5	3.8	±0.1	
White		77	±4	2	11	18	37	30	2	±6	3.8	±0.2	
Total Minority		69	±4	1	7	25	38	27	1	±6	3.8	±0.1	
Black		74	±5	2	5	22	40	30	1	±8	3.9	±0.2	
Hispanic		70	±6	0	7	24	41	25	2	±8	3.9	±0.2	
Asian		70	±9	4	10	25	36	26	NR	±12	3.7	±0.3	
Other Race/Ethnicity		66	±10	1	9	30	32	27	2	±15	3.8	±0.2	
Enlisted		74	±4	2	10	21	38	27	2	±6	3.8	±0.2	
E1 – E4		79	±6	4	10	24	35	24	3	±9	3.7	±0.2	
E5 – E9		69	±5	1	10	19	39	29	1	±7	3.9	±0.2	
Officers		82	±4	1	9	17	36	36	2	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

f. Inviting you to observe activities at his/her level

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	75	±2	3	9	20	27	26	15	±2	3.8	±0.1	
Enlisted	75	±2	3	9	20	27	27	14	±3	3.8	±0.1	
E1 – E4	74	±3	3	9	22	24	26	15	±4	3.7	±0.1	
E5 – E9	76	±3	3	8	18	29	29	13	±3	3.8	±0.1	
Officers	77	±3	3	9	17	30	23	18	±4	3.7	±0.1	
O1 – O3	81	±4	4	9	18	29	21	19	±5	3.7	±0.2	
O4 – O6	74	±5	2	9	14	32	24	18	±6	3.8	±0.2	
Male	76	±2	3	9	20	28	26	13	±3	3.8	±0.1	
Female	73	±4	3	8	18	21	28	22	±4	3.8	±0.2	
White	75	±3	3	9	20	27	26	15	±3	3.7	±0.1	
Total Minority	75	±2	3	7	20	28	28	14	±2	3.8	±0.1	
Black	73	±3	2	6	19	28	30	14	±3	3.9	±0.1	
Hispanic	75	±3	3	7	22	28	26	14	±4	3.8	±0.1	
AIAN	79	±11	NR	NR	15	19	14	8	±15	NR		
Asian	74	±3	2	10	23	29	25	10	±5	3.7	±0.2	
NHPI	78	±4	3	7	19	32	33	7	±6	3.9	±0.1	
Two or More Races	80	±5	3	6	15	26	33	17	±8	4.0	±0.2	
Not Deployed Past 12 Months	76	±2	3	9	19	27	27	15	±3	3.8	±0.1	
Deployed Past 12 Months	73	±4	3	8	21	29	25	14	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	62	±5	6	14	15	20	26	19	±7	3.6	±0.2	
Experienced, Did Not Label	71	±5	5	10	19	24	24	18	±5	3.6	±0.2	
Did Not Experience	78	±2	2	8	21	29	27	13	±3	3.8	±0.1	
ARMY	69	±4	4	8	18	29	28	14	±4	3.8	±0.2	
White	69	±6	4	9	18	29	26	14	±7	3.7	±0.2	
Total Minority	70	±3	4	6	17	29	30	14	±5	3.9	±0.2	
Black	69	±4	3	5	19	31	30	13	±5	3.9	±0.2	
Hispanic	67	±6	2	7	19	27	30	14	±11	3.9	±0.2	
Asian	67	±6	2	12	17	30	30	9	±14	3.8	±0.3	
Other Race/Ethnicity	82	±6	NR	NR	8	25	28	19	±14	3.6	±0.7	
Enlisted	68	±4	4	8	19	28	29	13	±5	3.8	±0.2	
E1 – E4	65	±7	5	8	20	23	27	16	±8	3.7	±0.3	
E5 – E9	72	±4	3	8	17	33	30	10	±6	3.9	±0.2	
Officers	74	±6	3	8	15	32	24	17	±7	3.8	±0.2	
NAVY	81	±3	3	8	22	26	24	16	±4	3.7	±0.1	
White	81	±5	3	8	19	27	24	19	±6	3.7	±0.2	
Total Minority	82	±3	3	8	25	26	24	13	±4	3.7	±0.1	
Black	82	±4	2	9	20	26	28	14	±6	3.8	±0.2	
Hispanic	82	±5	4	9	28	26	21	11	±9	3.6	±0.2	
Asian	80	±6	3	8	29	30	20	11	±6	3.6	±0.2	
Other Race/Ethnicity	81	±5	3	5	26	25	23	18	±12	3.7	±0.2	
Enlisted	81	±4	3	8	22	26	25	16	±4	3.7	±0.1	
E1 – E4	79	±6	2	7	25	24	25	17	±7	3.7	±0.2	
E5 – E9	82	±4	4	8	19	28	25	15	±6	3.8	±0.2	
Officers	83	±4	4	11	18	29	21	17	±5	3.6	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

f. Inviting you to observe activities at his/her level

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	84	±3	4	12	20	27	24	13	±5	3.7	±0.2	
White	84	±4	4	13	20	27	22	13	±6	3.6	±0.2	
Total Minority	83	±4	3	9	21	28	28	12	±6	3.8	±0.2	
Black	78	±6	2	7	20	28	27	16	±7	3.8	±0.2	
Hispanic	84	±6	3	9	22	29	24	13	±8	3.7	±0.2	
Asian	83	±7	4	9	23	28	29	8	±18	3.7	±0.3	
Other Race/Ethnicity	92	±3	2	9	17	20	44	8	±15	4.0	±0.3	
Enlisted	85	±4	4	11	20	27	25	12	±5	3.7	±0.2	
E1 – E4	86	±5	4	12	21	27	24	12	±7	3.6	±0.2	
E5 – E9	81	±4	5	10	19	27	27	12	±6	3.7	±0.2	
Officers	76	±4	3	12	20	29	20	16	±5	3.6	±0.2	
AIR FORCE	74	±3	2	8	21	26	29	15	±4	3.8	±0.1	
White	75	±4	2	8	22	25	28	15	±5	3.8	±0.2	
Total Minority	72	±4	2	7	18	29	29	15	±5	3.9	±0.2	
Black	72	±4	2	6	19	26	31	16	±6	3.9	±0.2	
Hispanic	74	±9	4	2	17	32	26	18	±11	3.9	±0.3	
Asian	73	±7	1	13	22	28	23	13	±10	3.7	±0.2	
Other Race/Ethnicity	69	±10	2	11	17	29	32	10	±10	3.9	±0.3	
Enlisted	73	±4	2	8	21	25	30	14	±5	3.9	±0.2	
E1 – E4	74	±6	1	10	24	24	28	13	±7	3.8	±0.2	
E5 – E9	72	±5	2	6	19	26	32	15	±6	3.9	±0.2	
Officers	79	±5	2	7	18	28	24	20	±6	3.8	±0.2	
COAST GUARD	75	±4	2	11	23	30	24	10	±4	3.7	±0.1	
White	77	±4	2	11	22	29	26	10	±5	3.7	±0.2	
Total Minority	68	±4	2	9	26	32	21	10	±6	3.7	±0.1	
Black	73	±5	3	9	27	30	21	11	±9	3.6	±0.2	
Hispanic	69	±6	3	8	25	34	22	8	±8	3.7	±0.2	
Asian	69	±9	2	12	20	26	18	21	±12	3.6	±0.3	
Other Race/Ethnicity	63	±10	1	10	27	32	18	11	±15	3.6	±0.2	
Enlisted	73	±4	3	12	23	30	26	7	±5	3.7	±0.2	
E1 – E4	79	±6	3	16	23	28	25	5	±8	3.6	±0.3	
E5 – E9	69	±5	2	8	22	32	27	9	±7	3.8	±0.2	
Officers	82	±4	2	8	22	29	18	21	±5	3.7	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

g. Providing sponsorship/contacts to help advance your career

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	76	±2	4	10	22	28	21	15	±2	3.6	±0.1	
Enlisted	75	±2	4	10	23	27	21	14	±3	3.6	±0.1	
E1 – E4	74	±3	5	10	24	28	19	14	±4	3.5	±0.1	
E5 – E9	77	±3	3	10	22	27	24	15	±3	3.7	±0.1	
Officers	78	±3	5	11	20	28	19	17	±4	3.5	±0.1	
O1 – O3	81	±4	6	11	20	30	17	16	±5	3.5	±0.2	
O4 – O6	74	±5	4	10	18	26	22	19	±6	3.6	±0.2	
Male	76	±2	4	10	23	29	20	14	±3	3.6	±0.1	
Female	74	±4	4	10	21	21	25	19	±4	3.6	±0.2	
White	76	±3	4	11	22	28	19	16	±3	3.6	±0.1	
Total Minority	76	±2	4	10	22	27	23	14	±2	3.6	±0.1	
Black	74	±3	4	9	21	29	24	13	±3	3.7	±0.1	
Hispanic	76	±3	3	11	24	26	22	14	±4	3.6	±0.1	
AIAN	79	±11	NR	14	NR	16	12	7	±15	NR		
Asian	75	±3	3	12	25	29	21	11	±5	3.6	±0.2	
NHPI	79	±4	2	8	23	29	28	9	±6	3.8	±0.1	
Two or More Races	81	±5	3	7	19	23	25	22	±8	3.8	±0.2	
Not Deployed Past 12 Months	77	±2	5	11	22	28	21	14	±3	3.6	±0.1	
Deployed Past 12 Months	74	±4	3	9	24	26	20	18	±4	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	64	±5	11	12	24	19	16	19	±7	3.2	±0.2	
Experienced, Did Not Label	72	±5	6	12	23	24	17	18	±5	3.4	±0.2	
Did Not Experience	79	±2	3	10	22	30	22	14	±3	3.7	±0.1	
ARMY												
White	69	±6	4	13	23	30	16	15	±7	3.5	±0.2	
Total Minority	70	±3	5	11	21	27	23	12	±5	3.6	±0.2	
Black	70	±4	5	9	21	30	25	10	±5	3.7	±0.2	
Hispanic	67	±6	3	14	21	26	22	14	±11	3.6	±0.3	
Asian	67	±6	2	16	21	30	23	9	±12	3.6	±0.3	
Other Race/Ethnicity	83	±6	NR	6	22	20	23	17	±15	3.4	±0.6	
Enlisted	69	±4	4	13	22	29	19	13	±5	3.5	±0.2	
E1 – E4	65	±7	5	13	23	30	16	13	±9	3.4	±0.2	
E5 – E9	73	±4	3	13	22	28	21	13	±5	3.6	±0.2	
Officers	74	±6	5	10	20	28	20	17	±7	3.6	±0.2	
NAVY												
White	81	±5	4	11	21	28	20	16	±6	3.6	±0.2	
Total Minority	82	±3	4	9	23	27	23	14	±4	3.6	±0.1	
Black	83	±4	4	9	20	28	25	14	±6	3.7	±0.2	
Hispanic	83	±5	4	10	26	27	22	11	±9	3.6	±0.2	
Asian	81	±6	4	10	29	30	18	9	±6	3.5	±0.2	
Other Race/Ethnicity	82	±5	3	7	19	22	23	26	±12	3.7	±0.2	
Enlisted	81	±4	4	9	22	28	22	16	±5	3.6	±0.1	
E1 – E4	79	±6	4	9	24	28	18	16	±7	3.6	±0.2	
E5 – E9	83	±4	4	10	19	28	24	15	±6	3.7	±0.2	
Officers	84	±4	4	14	23	27	18	15	±5	3.5	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

g. Providing sponsorship/contacts to help advance your career

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	6	10	23	26	19	16	±5	3.5	±0.2	
White	85	±4	7	11	21	26	17	18	±6	3.4	±0.2	
Total Minority	85	±4	4	9	25	25	23	13	±6	3.6	±0.2	
Black	77	±6	5	8	22	26	23	16	±7	3.6	±0.2	
Hispanic	87	±5	4	9	27	26	21	13	±8	3.6	±0.2	
Asian	83	±7	4	9	27	23	NR	13	±8	3.6	±0.4	
Other Race/Ethnicity	93	±3	3	13	21	23	30	10	±18	3.7	±0.4	
Enlisted	86	±3	6	10	22	26	20	16	±5	3.5	±0.2	
E1 – E4	88	±4	7	9	23	25	18	18	±7	3.5	±0.2	
E5 – E9	83	±4	5	12	21	27	23	12	±6	3.6	±0.2	
Officers	77	±4	6	12	26	24	14	18	±5	3.3	±0.2	
AIR FORCE	75	±3	2	8	23	27	24	15	±4	3.7	±0.1	
White	76	±4	3	8	24	26	24	14	±5	3.7	±0.2	
Total Minority	73	±4	2	8	22	28	23	17	±5	3.8	±0.1	
Black	73	±4	2	8	22	28	24	15	±5	3.8	±0.2	
Hispanic	76	±9	1	6	22	27	24	19	±11	3.8	±0.2	
Asian	74	±7	2	9	23	29	20	17	±9	3.7	±0.2	
Other Race/Ethnicity	70	±10	3	11	19	28	21	17	±10	3.6	±0.2	
Enlisted	74	±4	2	7	25	26	25	14	±5	3.8	±0.1	
E1 – E4	75	±6	2	9	26	28	25	10	±7	3.7	±0.2	
E5 – E9	74	±5	2	6	25	24	26	18	±5	3.8	±0.2	
Officers	79	±5	4	10	16	31	19	19	±6	3.6	±0.2	
COAST GUARD	75	±3	3	13	24	31	19	10	±5	3.6	±0.1	
White	78	±4	3	13	22	33	19	10	±6	3.6	±0.2	
Total Minority	69	±4	4	11	31	28	17	9	±6	3.5	±0.1	
Black	74	±5	5	12	25	25	25	8	±9	3.6	±0.2	
Hispanic	70	±6	3	13	29	29	17	8	±9	3.5	±0.2	
Asian	70	±9	6	13	23	28	15	15	±12	3.4	±0.3	
Other Race/Ethnicity	66	±10	3	7	40	28	12	10	±14	3.4	±0.2	
Enlisted	74	±4	3	14	24	32	19	8	±5	3.6	±0.2	
E1 – E4	79	±6	2	17	23	30	20	7	±9	3.5	±0.2	
E5 – E9	70	±5	3	11	25	34	18	9	±7	3.6	±0.2	
Officers	82	±4	4	10	22	28	17	18	±5	3.5	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

h. Shielding you from those who would interfere with your career advancement

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	75	±2	6	11	22	26	20	15	±2	3.5	±0.1	
Enlisted	75	±2	6	10	23	26	22	13	±3	3.5	±0.1	
E1 – E4	74	±3	6	9	24	28	21	12	±4	3.5	±0.1	
E5 – E9	76	±3	6	12	21	25	23	14	±3	3.5	±0.1	
Officers	77	±3	5	12	21	23	14	25	±4	3.4	±0.1	
O1 – O3	81	±4	4	13	22	26	13	22	±5	3.4	±0.2	
O4 – O6	73	±5	5	9	19	19	16	32	±6	3.5	±0.2	
Male	76	±2	6	11	22	27	20	14	±3	3.5	±0.1	
Female	73	±4	5	10	22	20	21	23	±4	3.5	±0.2	
White	75	±3	6	11	23	25	19	16	±3	3.5	±0.1	
Total Minority	76	±2	5	9	21	26	23	14	±2	3.6	±0.1	
Black	74	±3	6	9	22	26	23	13	±3	3.6	±0.1	
Hispanic	76	±3	4	9	20	28	24	15	±4	3.7	±0.1	
AIAN	79	±11	NR	NR	17	16	11	9	±15	NR		
Asian	75	±3	4	11	25	29	21	11	±5	3.6	±0.2	
NHPI	79	±4	4	6	23	29	28	10	±6	3.8	±0.2	
Two or More Races	81	±5	3	9	19	22	26	21	±8	3.7	±0.2	
Not Deployed Past 12 Months	76	±2	6	11	22	26	20	14	±3	3.5	±0.1	
Deployed Past 12 Months	73	±4	6	10	22	24	20	18	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	14	14	16	21	16	18	±6	3.1	±0.3	
Experienced, Did Not Label	72	±5	7	12	22	26	15	18	±5	3.4	±0.2	
Did Not Experience	79	±2	4	10	23	26	23	14	±3	3.6	±0.1	
ARMY	69	±4	7	11	23	27	18	13	±5	3.4	±0.2	
White	69	±6	8	13	24	28	15	13	±7	3.3	±0.2	
Total Minority	70	±3	7	9	21	26	23	14	±4	3.6	±0.2	
Black	69	±4	7	9	22	27	23	12	±5	3.6	±0.2	
Hispanic	67	±6	4	7	21	29	24	16	±10	3.7	±0.2	
Asian	68	±6	3	16	19	30	23	10	±12	3.6	±0.3	
Other Race/Ethnicity	83	±6	NR	11	18	17	24	17	±14	3.4	±0.7	
Enlisted	68	±4	8	11	23	28	19	11	±5	3.4	±0.2	
E1 – E4	65	±7	9	9	25	30	15	12	±9	3.4	±0.3	
E5 – E9	72	±4	8	14	20	26	23	10	±5	3.5	±0.2	
Officers	74	±6	4	12	22	24	16	21	±7	3.5	±0.2	
NAVY	81	±3	6	10	23	25	19	17	±4	3.5	±0.1	
White	81	±5	6	10	23	25	17	19	±6	3.5	±0.2	
Total Minority	82	±3	6	10	23	25	22	15	±4	3.6	±0.1	
Black	83	±4	6	10	24	23	23	13	±6	3.5	±0.2	
Hispanic	82	±5	7	10	20	27	24	13	±8	3.6	±0.2	
Asian	81	±6	5	8	29	29	19	10	±6	3.6	±0.2	
Other Race/Ethnicity	82	±5	4	8	19	23	18	27	±11	3.6	±0.2	
Enlisted	81	±4	6	9	23	25	21	16	±4	3.5	±0.1	
E1 – E4	79	±6	4	8	25	27	21	14	±7	3.6	±0.2	
E5 – E9	83	±4	7	10	22	24	20	17	±5	3.5	±0.2	
Officers	83	±4	6	12	19	26	13	24	±5	3.4	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

h. Shielding you from those who would interfere with your career advancement

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	7	11	21	24	23	14	±5	3.5	±0.2	
White	85	±4	9	12	21	22	21	15	±6	3.4	±0.2	
Total Minority	84	±4	3	10	21	28	25	13	±6	3.7	±0.2	
Black	78	±6	4	11	22	26	22	15	±7	3.6	±0.2	
Hispanic	85	±6	3	10	20	30	23	13	±9	3.7	±0.2	
Asian	83	±7	6	10	24	28	NR	9	±8	3.6	±0.4	
Other Race/Ethnicity	93	±3	3	10	20	22	36	9	±17	3.8	±0.4	
Enlisted	86	±3	7	11	21	24	24	13	±5	3.5	±0.2	
E1 – E4	87	±4	8	10	20	25	23	13	±7	3.5	±0.2	
E5 – E9	83	±4	5	13	23	23	25	12	±6	3.6	±0.2	
Officers	77	±4	6	14	23	21	11	25	±5	3.2	±0.2	
AIR FORCE	74	±3	3	10	22	25	23	17	±4	3.7	±0.1	
White	75	±4	2	10	23	25	23	18	±5	3.7	±0.2	
Total Minority	73	±4	3	9	20	27	24	17	±4	3.7	±0.1	
Black	73	±4	5	9	20	27	24	15	±5	3.7	±0.2	
Hispanic	76	±9	1	7	20	26	26	20	±10	3.9	±0.3	
Asian	73	±7	2	11	25	27	20	16	±9	3.6	±0.2	
Other Race/Ethnicity	70	±10	4	12	19	28	22	15	±10	3.6	±0.2	
Enlisted	73	±4	2	9	23	27	25	14	±5	3.7	±0.1	
E1 – E4	73	±6	1	9	26	29	26	10	±7	3.8	±0.2	
E5 – E9	74	±5	3	9	21	25	25	17	±5	3.7	±0.2	
Officers	78	±5	4	11	19	20	14	32	±6	3.4	±0.2	
COAST GUARD	75	±4	5	12	26	25	18	14	±4	3.4	±0.2	
White	77	±4	6	12	26	24	18	14	±6	3.4	±0.2	
Total Minority	68	±4	4	12	27	29	16	13	±5	3.5	±0.2	
Black	73	±5	5	8	28	28	17	14	±9	3.5	±0.2	
Hispanic	69	±6	3	13	28	31	16	10	±8	3.5	±0.2	
Asian	70	±9	7	11	19	30	11	22	±12	3.3	±0.3	
Other Race/Ethnicity	63	±10	3	13	28	25	17	15	±14	3.5	±0.3	
Enlisted	73	±4	5	12	28	26	19	10	±5	3.5	±0.2	
E1 – E4	78	±6	5	12	31	23	20	9	±9	3.4	±0.3	
E5 – E9	69	±5	5	11	26	29	17	12	±6	3.5	±0.2	
Officers	82	±4	6	11	18	21	15	28	±5	3.4	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

i. Acting as a role model for you

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	76	±2	3	9	17	32	35	3	±2	3.9	±0.1	
Enlisted	75	±2	3	9	18	31	35	4	±3	3.9	±0.1	
E1 – E4	74	±3	4	9	20	30	31	5	±4	3.8	±0.1	
E5 – E9	77	±3	2	9	16	32	38	3	±3	4.0	±0.1	
Officers	78	±3	1	8	15	36	39	2	±4	4.0	±0.1	
O1 – O3	80	±4	2	9	15	36	37	1	±5	4.0	±0.1	
O4 – O6	74	±5	0	6	14	35	43	2	±6	4.2	±0.1	
Male	76	±2	3	9	17	33	34	3	±3	3.9	±0.1	
Female	74	±4	2	8	19	26	41	4	±4	4.0	±0.1	
White	76	±3	3	9	17	32	35	3	±4	3.9	±0.1	
Total Minority	76	±2	3	8	19	31	36	4	±3	3.9	±0.1	
Black	74	±3	3	8	19	32	36	3	±3	3.9	±0.1	
Hispanic	76	±3	2	7	18	32	36	4	±5	4.0	±0.1	
AIAN	79	±11	NR	7	15	NR	22	2	±15	NR		
Asian	75	±3	2	11	21	32	31	3	±5	3.8	±0.2	
NHPI	79	±4	3	7	19	30	39	2	±6	4.0	±0.2	
Two or More Races	81	±5	3	8	17	27	39	7	±8	4.0	±0.2	
Not Deployed Past 12 Months	77	±2	3	9	18	32	35	3	±3	3.9	±0.1	
Deployed Past 12 Months	74	±4	3	9	17	31	36	4	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	7	15	14	28	31	6	±7	3.7	±0.2	
Experienced, Did Not Label	72	±5	6	12	16	31	30	4	±5	3.7	±0.2	
Did Not Experience	79	±2	2	7	18	32	38	3	±3	4.0	±0.1	
ARMY	69	±4	4	9	15	36	34	3	±5	3.9	±0.1	
White	69	±6	3	11	13	37	33	3	±7	3.9	±0.2	
Total Minority	70	±3	4	7	17	34	35	3	±5	3.9	±0.2	
Black	69	±4	4	7	18	33	36	2	±5	3.9	±0.2	
Hispanic	67	±6	2	5	16	38	35	4	±9	4.0	±0.1	
Asian	68	±6	1	13	17	32	35	1	±13	3.9	±0.3	
Other Race/Ethnicity	83	±6	NR	7	14	29	30	NR	±14	3.6	±0.6	
Enlisted	68	±4	4	10	14	36	32	4	±6	3.8	±0.2	
E1 – E4	65	±7	6	10	15	36	28	6	±9	3.8	±0.3	
E5 – E9	72	±4	3	10	14	35	36	2	±6	3.9	±0.2	
Officers	74	±6	1	7	15	35	40	2	±7	4.1	±0.2	
NAVY	82	±3	3	9	18	30	36	3	±4	3.9	±0.1	
White	81	±5	3	9	17	31	38	3	±6	3.9	±0.2	
Total Minority	83	±3	2	9	20	30	34	4	±4	3.9	±0.1	
Black	83	±4	2	10	19	29	35	4	±6	3.9	±0.2	
Hispanic	83	±5	2	9	18	30	36	5	±8	3.9	±0.2	
Asian	81	±6	2	9	25	34	27	3	±6	3.8	±0.2	
Other Race/Ethnicity	82	±5	3	8	20	25	38	5	±12	3.9	±0.2	
Enlisted	81	±4	3	9	19	29	36	4	±5	3.9	±0.1	
E1 – E4	79	±6	4	8	21	26	36	5	±7	3.9	±0.2	
E5 – E9	83	±4	3	10	17	31	37	3	±6	3.9	±0.2	
Officers	83	±4	1	9	14	38	37	2	±6	4.0	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

i. Acting as a role model for you

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	5	11	20	28	32	4	±5	3.7	±0.2	
White	85	±4	6	12	20	28	29	5	±6	3.7	±0.2	
Total Minority	85	±4	3	10	20	28	35	3	±6	3.9	±0.2	
Black	78	±6	3	7	24	30	32	4	±7	3.8	±0.2	
Hispanic	87	±5	3	11	20	30	33	3	±9	3.8	±0.2	
Asian	83	±7	4	8	21	31	33	3	±16	3.8	±0.3	
Other Race/Ethnicity	93	±3	2	10	15	21	50	2	±14	4.1	±0.3	
Enlisted	86	±3	5	11	21	27	31	5	±5	3.7	±0.2	
E1 – E4	88	±4	6	11	22	27	29	5	±7	3.6	±0.2	
E5 – E9	83	±4	3	12	17	28	37	3	±6	3.9	±0.2	
Officers	77	±4	1	9	15	38	35	2	±5	4.0	±0.1	
AIR FORCE	75	±3	1	6	19	30	40	3	±4	4.0	±0.1	
White	76	±4	1	6	19	30	40	3	±5	4.1	±0.1	
Total Minority	73	±4	2	7	19	30	39	4	±5	4.0	±0.1	
Black	73	±4	0	6	18	33	39	4	±6	4.1	±0.1	
Hispanic	76	±9	NR	5	20	26	42	3	±10	4.0	±0.3	
Asian	74	±7	1	12	21	29	34	4	±10	3.9	±0.2	
Other Race/Ethnicity	70	±10	NR	7	20	31	35	4	±10	3.9	±0.3	
Enlisted	74	±4	1	6	20	29	40	4	±5	4.0	±0.1	
E1 – E4	74	±6	1	5	25	29	35	4	±7	4.0	±0.2	
E5 – E9	74	±5	1	7	16	29	44	3	±6	4.1	±0.2	
Officers	79	±5	1	8	16	33	40	1	±6	4.0	±0.2	
COAST GUARD	75	±4	2	9	20	33	34	2	±4	3.9	±0.1	
White	77	±4	2	10	19	32	35	2	±6	3.9	±0.2	
Total Minority	69	±4	3	9	21	34	31	2	±6	3.8	±0.1	
Black	74	±5	3	7	18	31	38	2	±8	4.0	±0.2	
Hispanic	70	±6	2	8	19	37	31	2	±8	3.9	±0.2	
Asian	70	±9	6	11	24	29	26	3	±12	3.6	±0.3	
Other Race/Ethnicity	66	±10	2	11	27	33	26	1	±15	3.7	±0.3	
Enlisted	74	±4	2	10	20	33	33	2	±5	3.9	±0.2	
E1 – E4	79	±6	2	9	24	31	30	3	±9	3.8	±0.2	
E5 – E9	70	±5	2	10	17	34	35	2	±7	3.9	±0.2	
Officers	82	±4	1	8	17	33	39	1	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

j. Advising you on organizational politics

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	75	±2	4	10	21	30	25	10	±2	3.7	±0.1	
Enlisted	75	±2	4	10	21	29	26	10	±3	3.7	±0.1	
E1 – E4	74	±3	5	11	23	27	23	11	±4	3.6	±0.1	
E5 – E9	76	±3	4	9	19	30	28	10	±3	3.8	±0.1	
Officers	77	±3	2	12	19	34	25	9	±4	3.7	±0.1	
O1 – O3	80	±4	3	12	19	36	23	8	±5	3.7	±0.2	
O4 – O6	74	±5	1	11	18	32	28	10	±6	3.8	±0.2	
Male	76	±2	4	10	21	31	25	9	±3	3.7	±0.1	
Female	73	±4	4	9	21	23	28	15	±4	3.7	±0.1	
White	75	±3	4	11	20	30	25	10	±3	3.7	±0.1	
Total Minority	76	±2	4	9	21	29	26	11	±2	3.7	±0.1	
Black	74	±3	4	9	19	31	28	10	±3	3.8	±0.1	
Hispanic	76	±3	4	10	22	28	25	11	±4	3.7	±0.1	
AIAN	80	±11	NR	8	18	16	NR	7	±15	NR		
Asian	75	±3	3	12	25	30	22	9	±5	3.6	±0.2	
NHPI	79	±4	2	11	23	28	30	7	±6	3.8	±0.1	
Two or More Races	80	±5	3	8	19	27	29	14	±8	3.8	±0.2	
Not Deployed Past 12 Months	76	±2	4	11	21	30	25	10	±3	3.7	±0.1	
Deployed Past 12 Months	74	±4	4	9	20	28	27	12	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	64	±5	9	13	17	25	25	12	±7	3.5	±0.2	
Experienced, Did Not Label	71	±5	6	11	19	30	21	14	±5	3.6	±0.2	
Did Not Experience	79	±2	3	10	22	30	27	9	±3	3.7	±0.1	
ARMY	69	±4	4	13	17	29	26	11	±4	3.7	±0.2	
White	68	±6	3	15	17	29	26	10	±7	3.7	±0.2	
Total Minority	70	±3	5	10	18	30	27	11	±5	3.7	±0.2	
Black	70	±4	5	9	18	31	28	10	±5	3.8	±0.2	
Hispanic	67	±6	3	12	18	31	25	11	±11	3.7	±0.3	
Asian	68	±6	3	14	21	34	22	6	±13	3.6	±0.3	
Other Race/Ethnicity	83	±6	NR	6	16	23	28	15	±14	3.6	±0.7	
Enlisted	68	±4	4	13	17	28	26	11	±5	3.7	±0.2	
E1 – E4	65	±7	5	16	17	25	25	12	±9	3.6	±0.3	
E5 – E9	73	±4	4	10	17	32	28	9	±6	3.8	±0.2	
Officers	74	±6	3	10	18	34	26	9	±7	3.8	±0.2	
NAVY	81	±3	3	9	24	30	24	10	±4	3.7	±0.1	
White	80	±5	3	8	23	31	25	10	±6	3.7	±0.2	
Total Minority	82	±3	4	9	25	28	24	10	±4	3.7	±0.1	
Black	83	±4	3	10	21	30	26	10	±6	3.7	±0.2	
Hispanic	83	±5	5	8	28	28	22	9	±8	3.6	±0.2	
Asian	80	±6	3	9	30	27	20	11	±6	3.6	±0.2	
Other Race/Ethnicity	82	±5	4	9	23	23	28	12	±11	3.7	±0.2	
Enlisted	80	±4	4	8	24	29	24	10	±5	3.7	±0.1	
E1 – E4	79	±6	3	9	29	28	22	9	±7	3.6	±0.2	
E5 – E9	82	±4	5	8	20	31	26	12	±6	3.7	±0.2	
Officers	83	±4	2	12	20	33	26	7	±6	3.7	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

j. Advising you on organizational politics

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	7	10	22	27	23	11	±5	3.6	±0.2	
White	85	±4	9	10	21	27	22	12	±6	3.5	±0.2	
Total Minority	85	±4	5	10	23	26	26	10	±6	3.6	±0.2	
Black	78	±6	5	8	23	28	25	11	±7	3.7	±0.2	
Hispanic	86	±5	5	11	23	26	24	10	±8	3.6	±0.3	
Asian	83	±7	5	10	28	27	NR	7	±8	3.6	±0.4	
Other Race/Ethnicity	92	±4	3	11	21	20	38	7	±17	3.8	±0.4	
Enlisted	86	±3	8	9	22	26	24	11	±5	3.5	±0.2	
E1 – E4	88	±4	10	8	23	27	20	13	±7	3.5	±0.2	
E5 – E9	83	±4	4	12	20	25	31	7	±6	3.7	±0.2	
Officers	77	±4	2	17	20	31	21	9	±5	3.6	±0.2	
AIR FORCE	75	±3	2	8	22	31	26	9	±4	3.8	±0.1	
White	76	±4	3	8	23	32	25	8	±5	3.8	±0.2	
Total Minority	73	±4	2	8	21	30	28	11	±5	3.8	±0.1	
Black	73	±4	2	7	19	33	31	9	±6	3.9	±0.2	
Hispanic	75	±9	2	5	23	25	28	16	±11	3.9	±0.3	
Asian	73	±7	3	14	20	29	23	11	±10	3.6	±0.2	
Other Race/Ethnicity	70	±10	3	10	21	34	24	9	±10	3.7	±0.2	
Enlisted	74	±4	3	7	23	31	27	9	±5	3.8	±0.1	
E1 – E4	74	±6	3	7	26	31	23	10	±7	3.7	±0.2	
E5 – E9	73	±5	2	8	21	30	31	9	±6	3.9	±0.2	
Officers	79	±5	2	12	20	35	23	9	±6	3.7	±0.2	
COAST GUARD	75	±3	4	12	24	32	22	6	±4	3.6	±0.1	
White	77	±4	4	12	23	33	23	6	±6	3.6	±0.2	
Total Minority	69	±4	3	12	27	32	20	6	±6	3.6	±0.2	
Black	74	±5	4	7	26	35	21	7	±9	3.6	±0.2	
Hispanic	69	±6	4	13	26	34	19	5	±8	3.5	±0.2	
Asian	70	±9	5	18	24	21	22	10	±12	3.4	±0.3	
Other Race/Ethnicity	66	±10	2	12	30	28	22	7	±15	3.6	±0.3	
Enlisted	74	±4	4	11	25	32	22	6	±5	3.6	±0.2	
E1 – E4	79	±6	5	15	27	27	21	5	±9	3.5	±0.2	
E5 – E9	69	±5	4	9	22	36	22	7	±7	3.7	±0.2	
Officers	82	±4	1	12	20	34	25	7	±5	3.7	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

k. Providing support and encouragement

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	76	±2	2	9	18	33	36	2	±2	3.9	±0.1	
Enlisted	75	±2	2	10	18	31	36	3	±3	3.9	±0.1	
E1 – E4	74	±3	3	11	19	30	34	4	±4	3.8	±0.1	
E5 – E9	76	±3	2	9	18	32	38	2	±3	4.0	±0.1	
Officers	78	±3	1	7	16	39	36	2	±4	4.0	±0.1	
O1 – O3	81	±4	2	7	15	41	34	1	±5	4.0	±0.1	
O4 – O6	74	±5	0	5	16	37	40	2	±6	4.1	±0.1	
Male	76	±2	2	10	18	34	35	2	±3	3.9	±0.1	
Female	74	±4	2	7	17	27	44	2	±4	4.0	±0.1	
White	75	±3	2	10	18	33	35	3	±4	3.9	±0.1	
Total Minority	76	±2	2	8	17	32	37	2	±3	4.0	±0.1	
Black	74	±3	2	8	18	32	38	2	±3	4.0	±0.1	
Hispanic	76	±3	2	8	17	34	37	2	±5	4.0	±0.1	
AIAN	79	±11	NR	10	NR	18	22	2	±15	NR		
Asian	75	±3	2	11	21	33	32	2	±5	3.8	±0.1	
NHPI	79	±4	2	6	19	32	39	2	±6	4.0	±0.1	
Two or More Races	80	±5	1	10	14	31	42	2	±8	4.0	±0.2	
Not Deployed Past 12 Months	76	±2	2	9	18	33	36	2	±3	3.9	±0.1	
Deployed Past 12 Months	73	±4	3	9	17	33	36	3	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	63	±5	6	15	18	25	31	5	±7	3.6	±0.2	
Experienced, Did Not Label	71	±5	3	12	18	32	31	3	±5	3.8	±0.2	
Did Not Experience	79	±2	1	8	18	34	38	2	±3	4.0	±0.1	
ARMY	69	±4	3	11	16	34	35	1	±5	3.9	±0.1	
White	68	±6	2	12	16	35	34	1	±7	3.9	±0.2	
Total Minority	70	±3	3	8	16	34	36	2	±5	3.9	±0.2	
Black	70	±4	3	8	17	31	39	2	±5	4.0	±0.2	
Hispanic	67	±6	1	7	15	40	36	2	±9	4.1	±0.1	
Asian	68	±6	2	11	18	35	33	1	±14	3.9	±0.3	
Other Race/Ethnicity	83	±6	NR	11	14	29	33	2	±15	3.6	±0.6	
Enlisted	68	±4	3	12	17	32	35	1	±5	3.9	±0.2	
E1 – E4	64	±7	4	13	16	32	34	1	±9	3.8	±0.2	
E5 – E9	72	±4	2	10	18	32	36	1	±6	3.9	±0.2	
Officers	74	±6	1	7	13	42	35	1	±7	4.1	±0.2	
NAVY	82	±3	2	9	19	33	34	3	±4	3.9	±0.1	
White	81	±5	2	8	18	34	34	3	±6	3.9	±0.2	
Total Minority	83	±3	2	10	19	32	35	3	±4	3.9	±0.1	
Black	83	±4	2	9	20	30	36	3	±6	3.9	±0.2	
Hispanic	84	±5	3	11	17	33	34	3	±9	3.9	±0.2	
Asian	81	±6	1	9	25	33	29	3	±6	3.8	±0.2	
Other Race/Ethnicity	82	±5	2	9	16	33	36	4	±11	4.0	±0.2	
Enlisted	81	±4	2	9	19	32	34	3	±5	3.9	±0.1	
E1 – E4	79	±6	3	8	21	31	33	5	±7	3.9	±0.2	
E5 – E9	83	±4	2	10	18	33	35	2	±6	3.9	±0.2	
Officers	84	±4	2	7	14	40	37	1	±6	4.0	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

k. Providing support and encouragement

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	4	12	20	28	32	5	±5	3.8	±0.2	
White	85	±4	4	13	20	27	29	6	±6	3.7	±0.2	
Total Minority	85	±4	3	9	19	29	38	2	±6	3.9	±0.2	
Black	78	±6	4	7	20	34	31	4	±7	3.9	±0.2	
Hispanic	86	±5	2	11	19	29	37	2	±9	3.9	±0.2	
Asian	83	±7	4	9	24	30	31	3	±17	3.8	±0.3	
Other Race/Ethnicity	93	±3	2	10	17	19	51	2	±14	4.1	±0.3	
Enlisted	86	±3	4	12	20	27	32	5	±5	3.8	±0.2	
E1 – E4	88	±4	4	12	22	24	32	6	±7	3.7	±0.2	
E5 – E9	83	±4	3	12	17	33	33	2	±6	3.8	±0.2	
Officers	77	±4	2	11	18	36	30	2	±5	3.8	±0.1	
AIR FORCE	75	±3	1	6	18	33	41	2	±4	4.1	±0.1	
White	75	±4	0	6	18	33	40	2	±5	4.1	±0.1	
Total Minority	73	±4	1	6	17	33	42	2	±5	4.1	±0.1	
Black	73	±4	1	5	14	36	43	2	±6	4.2	±0.1	
Hispanic	75	±9	1	3	20	30	44	2	±10	4.2	±0.2	
Asian	74	±7	0	14	17	31	35	2	±10	3.9	±0.2	
Other Race/Ethnicity	68	±10	1	8	17	30	43	1	±9	4.1	±0.2	
Enlisted	73	±4	0	7	17	32	41	2	±5	4.1	±0.1	
E1 – E4	74	±6	1	8	18	33	38	3	±7	4.0	±0.2	
E5 – E9	73	±5	0	5	17	32	44	1	±6	4.2	±0.1	
Officers	79	±5	1	5	19	36	37	2	±6	4.1	±0.2	
COAST GUARD	75	±4	2	8	19	37	32	2	±5	3.9	±0.1	
White	77	±4	2	8	18	37	33	2	±6	3.9	±0.2	
Total Minority	69	±4	1	9	21	37	31	2	±6	3.9	±0.1	
Black	74	±5	1	6	19	35	36	3	±8	4.0	±0.2	
Hispanic	69	±6	0	10	19	37	31	2	±8	3.9	±0.2	
Asian	70	±9	5	9	26	31	26	3	±12	3.7	±0.3	
Other Race/Ethnicity	66	±10	0	8	25	38	29	1	±15	3.9	±0.2	
Enlisted	73	±4	2	9	19	37	31	2	±6	3.9	±0.2	
E1 – E4	78	±6	2	9	21	36	30	2	±9	3.8	±0.2	
E5 – E9	70	±5	1	9	18	39	32	2	±7	3.9	±0.2	
Officers	82	±4	2	7	16	37	36	2	±5	4.0	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

I. Providing personal and social guidance

1. Not at all useful
4. Largely useful

2. Somewhat useful
5. Very useful

3. Moderately useful
6. Did not provide

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
TOTAL DOD	76	±2	4	10	19	30	31	6	±2	3.8	±0.1	
Enlisted	75	±2	4	10	19	29	32	6	±3	3.8	±0.1	
E1 – E4	74	±3	5	10	20	28	31	6	±4	3.8	±0.1	
E5 – E9	77	±3	3	10	18	30	33	6	±3	3.9	±0.1	
Officers	78	±3	3	9	16	35	30	7	±4	3.9	±0.1	
O1 – O3	81	±4	4	9	15	39	28	5	±5	3.8	±0.2	
O4 – O6	74	±5	2	9	18	30	31	10	±6	3.9	±0.2	
Male	76	±2	4	10	19	31	30	6	±3	3.8	±0.1	
Female	74	±4	3	9	17	28	37	6	±4	3.9	±0.1	
White	76	±3	4	11	18	30	30	7	±3	3.8	±0.1	
Total Minority	76	±2	3	9	20	30	33	5	±2	3.9	±0.1	
Black	74	±3	3	7	19	30	35	5	±3	3.9	±0.1	
Hispanic	76	±3	2	9	21	30	33	5	±5	3.9	±0.1	
AIAN	79	±11	NR	NR	15	16	19	4	±15	NR		
Asian	75	±3	2	12	21	32	28	5	±5	3.8	±0.2	
NHPI	78	±4	2	6	21	30	36	4	±6	4.0	±0.1	
Two or More Races	81	±5	1	9	17	29	37	8	±8	4.0	±0.2	
Not Deployed Past 12 Months	77	±2	3	10	18	31	32	6	±3	3.8	±0.1	
Deployed Past 12 Months	74	±4	4	9	20	30	31	6	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	64	±5	10	15	15	25	26	9	±7	3.5	±0.2	
Experienced, Did Not Label	72	±5	5	12	18	29	28	8	±5	3.7	±0.2	
Did Not Experience	79	±2	2	9	19	31	33	5	±3	3.9	±0.1	
ARMY	70	±4	5	10	17	32	31	5	±5	3.8	±0.2	
White	69	±6	5	11	15	33	31	5	±7	3.8	±0.2	
Total Minority	70	±3	4	8	19	31	32	5	±5	3.8	±0.2	
Black	70	±4	4	7	19	31	34	4	±5	3.9	±0.2	
Hispanic	67	±6	2	5	22	33	32	5	±10	3.9	±0.2	
Asian	68	±6	3	13	17	34	29	5	±13	3.8	±0.3	
Other Race/Ethnicity	83	±6	NR	15	14	25	30	6	±17	3.5	±0.6	
Enlisted	69	±4	5	11	18	31	31	5	±5	3.8	±0.2	
E1 – E4	65	±7	7	10	18	30	31	4	±9	3.7	±0.3	
E5 – E9	73	±4	4	11	17	32	32	5	±6	3.8	±0.2	
Officers	74	±6	4	7	13	38	32	6	±7	3.9	±0.2	
NAVY	82	±3	3	9	20	30	31	8	±4	3.8	±0.1	
White	81	±5	3	9	20	30	29	9	±6	3.8	±0.2	
Total Minority	82	±3	2	9	20	30	33	6	±4	3.9	±0.1	
Black	82	±4	3	8	19	29	34	6	±6	3.9	±0.2	
Hispanic	83	±5	3	10	20	30	33	5	±8	3.8	±0.2	
Asian	81	±6	1	11	24	33	26	4	±6	3.7	±0.2	
Other Race/Ethnicity	82	±5	2	7	17	30	34	9	±11	4.0	±0.2	
Enlisted	81	±4	3	8	20	29	31	8	±5	3.9	±0.1	
E1 – E4	79	±6	2	6	22	29	31	9	±7	3.9	±0.2	
E5 – E9	83	±4	3	11	19	29	32	7	±6	3.8	±0.2	
Officers	84	±4	3	11	17	34	27	7	±6	3.8	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

NR: Not reportable

14. For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career.

I. Providing personal and social guidance

	Percent Responding		Percentages						Max ME	Average Usefulness		
			1	2	3	4	5	6				
MARINE CORPS	85	±3	5	13	19	28	27	7	±5	3.6	±0.2	
White	85	±4	7	13	19	27	24	9	±6	3.5	±0.2	
Total Minority	85	±4	3	12	19	30	32	4	±6	3.8	±0.2	
Black	78	±6	3	8	21	32	30	6	±7	3.8	±0.2	
Hispanic	86	±5	3	14	19	31	31	4	±9	3.8	±0.2	
Asian	83	±7	4	9	25	30	27	4	±18	3.7	±0.3	
Other Race/Ethnicity	93	±3	3	9	17	23	44	4	±15	4.0	±0.3	
Enlisted	86	±3	6	13	19	28	28	7	±5	3.6	±0.2	
E1 – E4	88	±4	7	13	20	26	26	8	±7	3.5	±0.2	
E5 – E9	83	±4	3	12	17	30	31	6	±6	3.8	±0.2	
Officers	77	±4	2	11	25	31	23	9	±5	3.7	±0.2	
AIR FORCE	75	±3	1	9	20	29	35	6	±4	3.9	±0.1	
White	76	±4	2	9	19	30	34	6	±5	3.9	±0.2	
Total Minority	73	±4	1	7	21	28	37	6	±5	4.0	±0.1	
Black	73	±4	1	6	18	30	39	6	±6	4.1	±0.2	
Hispanic	74	±9	2	6	24	25	38	5	±10	4.0	±0.3	
Asian	74	±7	1	13	20	28	32	5	±10	3.8	±0.2	
Other Race/Ethnicity	70	±10	2	7	22	28	34	7	±10	3.9	±0.2	
Enlisted	74	±4	1	9	20	28	36	6	±5	3.9	±0.1	
E1 – E4	74	±6	1	9	22	26	36	6	±7	3.9	±0.2	
E5 – E9	74	±5	1	9	19	29	37	5	±6	4.0	±0.2	
Officers	79	±5	3	8	17	34	30	8	±6	3.9	±0.2	
COAST GUARD	75	±3	3	10	24	34	24	5	±5	3.7	±0.1	
White	78	±4	3	10	24	34	24	6	±6	3.7	±0.2	
Total Minority	69	±4	2	11	25	34	26	3	±5	3.7	±0.1	
Black	74	±5	4	5	21	33	33	4	±9	3.9	±0.2	
Hispanic	70	±6	1	12	26	33	25	3	±8	3.7	±0.2	
Asian	70	±9	3	17	23	30	17	9	±12	3.4	±0.3	
Other Race/Ethnicity	66	±10	2	10	24	38	23	3	±15	3.7	±0.3	
Enlisted	74	±4	2	10	25	34	24	4	±5	3.7	±0.2	
E1 – E4	79	±6	4	9	28	31	24	4	±9	3.6	±0.2	
E5 – E9	70	±5	1	11	22	36	25	4	±7	3.8	±0.2	
Officers	82	±4	3	11	21	32	23	9	±5	3.7	±0.2	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Average Usefulness does not include those who indicated "Did not provide."

14. Received mentoring behaviors: Percentage indicating yes (Q14a-f).

- a. Advising you on ways to handle challenging assignments
 b. Providing you with challenging assignments
 c. Helping you get developmental assignments
 d. Helping you develop skills/competencies for future assignments
 e. Providing career guidance
 f. Inviting you to observe activities at his/her level

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
TOTAL DOD	76	±2	95	90	89	94	96	84	±2
Enlisted	76	±2	95	91	90	94	96	85	±2
E1 – E4	75	±3	95	92	91	93	95	84	±4
E5 – E9	77	±3	95	90	90	95	97	86	±2
Officers	78	±3	95	85	85	95	98	81	±3
O1 – O3	81	±4	95	85	86	95	99	81	±4
O4 – O6	74	±5	92	85	85	94	97	81	±5
Male	76	±2	95	91	90	95	96	86	±2
Female	74	±4	93	85	85	90	96	76	±4
White	76	±3	95	90	89	94	96	84	±3
Total Minority	76	±2	95	90	90	94	96	85	±2
Black	74	±3	95	90	89	94	96	85	±3
Hispanic	77	±3	96	91	90	93	97	84	±4
AIAN	80	±11	96	94	94	96	98	91	±7
Asian	75	±3	96	93	94	96	96	89	±2
NHPI	79	±4	97	96	95	97	98	92	±3
Two or More Races	81	±5	91	84	85	94	94	82	±8
Not Deployed Past 12 Months	77	±2	95	90	90	94	96	84	±2
Deployed Past 12 Months	74	±4	95	90	89	95	96	85	±3
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	64	±5	92	89	87	92	93	79	±5
Experienced, Did Not Label	72	±5	94	89	89	94	94	81	±5
Did Not Experience	79	±2	95	91	90	94	97	86	±2
ARMY	70	±4	96	91	89	94	97	85	±4
White	69	±6	96	90	89	94	97	86	±6
Total Minority	71	±3	96	92	90	95	97	85	±4
Black	70	±4	97	92	89	95	98	86	±4
Hispanic	68	±6	97	93	92	94	97	85	±10
Asian	68	±6	97	95	95	98	97	90	±5
Other Race/Ethnicity	83	±6	NR	87	87	94	NR	80	±15
Enlisted	69	±4	95	92	90	94	96	86	±5
E1 – E4	65	±7	95	91	89	92	96	84	±8
E5 – E9	73	±4	96	92	91	96	97	89	±4
Officers	74	±6	98	88	86	96	98	82	±6
NAVY	82	±3	94	88	89	94	97	83	±4
White	81	±5	94	88	89	95	98	81	±6
Total Minority	83	±3	94	89	89	93	96	86	±3
Black	83	±4	93	89	89	92	95	85	±4
Hispanic	84	±4	95	88	87	93	96	88	±6
Asian	81	±6	95	93	94	94	96	88	±4
Other Race/Ethnicity	82	±5	93	86	86	93	97	81	±7
Enlisted	81	±4	94	89	90	94	96	83	±4
E1 – E4	80	±6	93	88	90	94	95	83	±7
E5 – E9	83	±4	94	89	90	94	98	83	±5
Officers	84	±4	95	84	85	96	98	82	±5

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12).

NR: Not reportable

14. Received mentoring behaviors: Percentage indicating yes (Q14a-f).

	Percent Responding		Percentages						Max ME
			a	b	c	d	e	f	
MARINE CORPS	85	±3	96	93	93	94	94	86	±4
White	85	±4	95	92	93	94	92	86	±5
Total Minority	85	±4	96	93	92	94	97	86	±4
Black	78	±6	96	93	92	94	96	83	±5
Hispanic	87	±5	96	92	91	92	97	85	±7
Asian	84	±7	97	96	96	98	97	92	±4
Other Race/Ethnicity	93	±3	98	96	95	96	97	91	±4
Enlisted	86	±3	96	93	93	94	94	86	±4
E1 – E4	88	±4	96	94	94	94	93	86	±6
E5 – E9	83	±4	96	92	93	94	95	86	±5
Officers	77	±4	96	85	85	93	98	83	±4
AIR FORCE	76	±3	93	90	88	94	97	83	±3
White	76	±4	93	91	88	94	97	83	±4
Total Minority	74	±4	93	87	88	94	97	83	±4
Black	73	±4	94	88	88	96	96	82	±5
Hispanic	76	±9	93	88	88	92	96	79	±9
Asian	74	±7	95	91	92	96	97	86	±4
Other Race/Ethnicity	70	±10	91	83	86	95	98	90	±11
Enlisted	75	±4	94	92	89	94	97	84	±4
E1 – E4	75	±6	97	95	92	94	96	86	±6
E5 – E9	74	±5	92	88	86	95	97	83	±5
Officers	79	±5	89	82	84	94	98	79	±5
COAST GUARD	76	±3	96	91	91	96	98	89	±3
White	78	±4	97	90	90	96	97	90	±4
Total Minority	69	±4	97	94	94	97	98	88	±4
Black	74	±5	97	91	91	96	99	87	±5
Hispanic	70	±6	97	95	95	97	98	91	±6
Asian	70	±9	93	86	90	93	NR	78	±11
Other Race/Ethnicity	66	±10	97	94	95	98	98	85	±11
Enlisted	74	±4	97	94	93	97	98	92	±3
E1 – E4	79	±6	99	95	94	98	97	95	±6
E5 – E9	70	±5	95	93	92	96	98	89	±5
Officers	82	±4	94	81	84	93	98	78	±5

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12).

NR: Not reportable

14. Received mentoring behaviors: Percentage indicating yes (Q14g-l).

- g. Providing sponsorship/contacts to help advance your career
j. Advising you on organizational politics

- h. Shielding you from those who would interfere with your career advancement
k. Providing support and encouragement

- i. Acting as a role model for you
l. Providing personal and social guidance

	Percent Responding		Percentages						Max ME
			g	h	i	j	k	l	
TOTAL DOD	76	±2	85	84	96	89	97	93	±2
Enlisted	76	±2	85	86	96	89	97	94	±2
E1 – E4	75	±3	85	87	95	88	96	93	±3
E5 – E9	77	±3	85	85	97	90	98	94	±3
Officers	78	±3	83	74	98	90	98	93	±3
O1 – O3	81	±4	84	78	98	91	99	94	±4
O4 – O6	74	±5	80	67	97	89	98	89	±6
Male	76	±2	86	85	96	90	97	93	±2
Female	74	±4	81	77	96	84	97	94	±4
White	76	±3	84	84	96	89	97	93	±3
Total Minority	76	±2	86	85	96	89	97	94	±2
Black	74	±3	87	86	96	90	97	94	±2
Hispanic	77	±3	86	84	96	88	97	94	±4
AIAN	80	±11	93	91	98	93	98	96	±7
Asian	75	±3	89	88	97	90	97	95	±3
NHPI	79	±4	90	90	97	93	97	95	±3
Two or More Races	81	±5	78	79	93	85	97	92	±8
Not Deployed Past 12 Months	77	±2	86	85	96	89	97	93	±2
Deployed Past 12 Months	74	±4	81	82	96	88	97	94	±4
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	64	±5	81	80	94	88	95	91	±5
Experienced, Did Not Label	72	±5	82	81	95	86	95	92	±5
Did Not Experience	79	±2	86	85	97	90	97	94	±2
ARMY	70	±4	86	86	96	89	98	95	±4
White	69	±6	85	87	96	89	98	95	±6
Total Minority	71	±3	87	86	96	89	98	95	±4
Black	70	±4	89	87	97	90	98	96	±4
Hispanic	68	±6	86	84	96	89	97	94	±10
Asian	68	±6	91	90	98	94	98	95	±4
Other Race/Ethnicity	83	±6	83	83	NR	85	98	94	±14
Enlisted	69	±4	87	89	96	89	98	95	±4
E1 – E4	65	±7	87	88	94	87	97	95	±7
E5 – E9	73	±4	87	89	98	90	98	95	±5
Officers	74	±6	83	78	97	90	98	94	±6
NAVY	82	±3	84	82	96	89	97	92	±3
White	81	±5	83	81	97	89	97	91	±5
Total Minority	83	±3	86	85	95	89	97	94	±3
Black	83	±4	86	87	95	90	97	93	±4
Hispanic	84	±4	89	86	95	90	97	95	±4
Asian	81	±6	91	89	96	87	97	96	±5
Other Race/Ethnicity	82	±5	74	72	94	87	96	90	±12
Enlisted	81	±4	84	84	96	88	96	92	±4
E1 – E4	80	±6	83	86	95	91	95	91	±7
E5 – E9	83	±4	85	82	97	86	98	93	±5
Officers	84	±4	85	75	98	91	99	93	±5

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12).

NR: Not reportable

14. Received mentoring behaviors: Percentage indicating yes (Q14g-l).

	Percent Responding		Percentages						Max ME
			g	h	i	j	k	l	
MARINE CORPS	85	±3	84	85	96	89	95	93	±4
White	85	±4	82	85	95	88	94	91	±6
Total Minority	85	±4	86	86	97	90	97	96	±4
Black	78	±6	83	84	95	89	95	93	±5
Hispanic	87	±5	86	85	97	89	98	96	±7
Asian	84	±7	87	90	96	93	97	95	±5
Other Race/Ethnicity	93	±3	90	91	97	92	98	96	±5
Enlisted	86	±3	84	87	95	88	95	93	±4
E1 – E4	88	±4	82	86	95	86	94	92	±6
E5 – E9	83	±4	88	88	96	93	98	94	±5
Officers	77	±4	82	75	98	90	98	91	±5
AIR FORCE	76	±3	84	81	96	90	97	93	±3
White	76	±4	85	81	97	91	96	93	±4
Total Minority	74	±4	82	82	96	87	97	93	±4
Black	73	±4	84	84	96	91	98	93	±4
Hispanic	76	±9	80	79	96	82	97	92	±10
Asian	74	±7	83	83	96	88	98	95	±9
Other Race/Ethnicity	70	±10	83	85	95	90	96	93	±9
Enlisted	75	±4	86	85	96	90	96	94	±4
E1 – E4	75	±6	90	88	96	89	96	94	±6
E5 – E9	74	±5	82	82	96	90	96	94	±5
Officers	79	±5	80	67	99	90	98	91	±6
COAST GUARD	76	±3	90	85	98	93	98	95	±3
White	78	±4	90	85	97	93	97	94	±4
Total Minority	69	±4	91	86	98	93	98	96	±4
Black	74	±5	92	85	98	93	97	96	±5
Hispanic	70	±6	92	89	98	95	98	97	±6
Asian	70	±9	85	78	97	90	97	91	±11
Other Race/Ethnicity	66	±10	90	82	99	92	99	97	±9
Enlisted	74	±4	92	88	97	93	98	96	±4
E1 – E4	79	±6	93	90	96	95	97	96	±7
E5 – E9	70	±5	91	87	98	92	98	96	±5
Officers	82	±4	82	72	98	93	98	91	±5

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12).

14. Career Mentoring scale: Constructed from Q14a-h, j. Career Mentoring measures the usefulness of a mentor's behaviors that support a mentee's advancement in the military.

	Percent Responding		Mean	Max ME	Career Mentoring
TOTAL DOD	71	±2	3.7	±0.1	
Enlisted	70	±2	3.7	±0.1	
E1 – E4	69	±4	3.6	±0.1	
E5 – E9	72	±3	3.7	±0.1	
Officers	73	±3	3.7	±0.1	
O1 – O3	77	±4	3.6	±0.1	
O4 – O6	68	±5	3.7	±0.1	
Male	71	±2	3.7	±0.1	
Female	68	±4	3.7	±0.1	
White	71	±3	3.6	±0.1	
Total Minority	71	±2	3.7	±0.1	
Black	69	±3	3.8	±0.1	
Hispanic	71	±4	3.7	±0.1	
AIAN	77	±12	NR		
Asian	70	±4	3.7	±0.1	
NHPI	76	±4	3.8	±0.1	
Two or More Races	76	±5	3.8	±0.2	
Not Deployed Past 12 Months	72	±2	3.7	±0.1	
Deployed Past 12 Months	69	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	58	±5	3.4	±0.2	
Experienced, Did Not Label	67	±5	3.5	±0.1	
Did Not Experience	74	±2	3.7	±0.1	
ARMY	66	±4	3.7	±0.1	
White	65	±6	3.6	±0.2	
Total Minority	67	±3	3.7	±0.2	
Black	66	±4	3.8	±0.1	
Hispanic	63	±6	3.8	±0.2	
Asian	64	±6	3.7	±0.3	
Other Race/Ethnicity	80	±7	3.4	±0.6	
Enlisted	65	±4	3.7	±0.2	
E1 – E4	61	±7	3.6	±0.2	
E5 – E9	69	±4	3.8	±0.2	
Officers	71	±6	3.7	±0.2	
NAVY	77	±3	3.6	±0.1	
White	78	±5	3.6	±0.2	
Total Minority	76	±3	3.7	±0.1	
Black	76	±4	3.7	±0.2	
Hispanic	75	±5	3.6	±0.2	
Asian	75	±6	3.6	±0.2	
Other Race/Ethnicity	77	±5	3.7	±0.2	
Enlisted	77	±4	3.6	±0.1	
E1 – E4	76	±6	3.6	±0.2	
E5 – E9	78	±5	3.7	±0.2	
Officers	78	±4	3.6	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). The scale ranges from 1 to 5. A higher score indicates greater usefulness of career mentoring behaviors. The overall Cronbach's alpha = 0.96 (White = 0.96, Black = 0.96, Hispanic = 0.96, Asian = 0.96, and Other Race/Ethnicity = 0.96). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

14. Career Mentoring scale: Constructed from Q14a-h, j. Career Mentoring measures the usefulness of a mentor's behaviors that support a mentee's advancement in the military.

	Percent Responding		Mean	Max ME	Career Mentoring
MARINE CORPS	80	±4	3.5	±0.1	
White	79	±5	3.5	±0.2	
Total Minority	80	±4	3.7	±0.2	
Black	73	±6	3.7	±0.2	
Hispanic	81	±6	3.6	±0.2	
Asian	80	±7	3.6	±0.3	
Other Race/Ethnicity	90	±4	3.9	±0.3	
Enlisted	81	±4	3.5	±0.2	
E1 – E4	82	±5	3.5	±0.2	
E5 – E9	78	±5	3.7	±0.2	
Officers	72	±4	3.6	±0.1	
AIR FORCE	68	±3	3.8	±0.1	
White	69	±5	3.8	±0.1	
Total Minority	67	±4	3.8	±0.1	
Black	67	±5	3.8	±0.1	
Hispanic	70	±9	3.9	±0.2	
Asian	69	±7	3.7	±0.2	
Other Race/Ethnicity	63	±10	3.7	±0.2	
Enlisted	67	±4	3.8	±0.1	
E1 – E4	66	±6	3.8	±0.2	
E5 – E9	68	±5	3.8	±0.1	
Officers	73	±5	3.7	±0.2	
COAST GUARD	71	±4	3.6	±0.1	
White	74	±5	3.7	±0.2	
Total Minority	65	±5	3.6	±0.1	
Black	68	±5	3.7	±0.1	
Hispanic	66	±6	3.6	±0.2	
Asian	67	±10	3.5	±0.3	
Other Race/Ethnicity	59	±10	3.6	±0.2	
Enlisted	70	±4	3.6	±0.1	
E1 – E4	77	±7	3.6	±0.2	
E5 – E9	65	±5	3.7	±0.2	
Officers	77	±4	3.6	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). The scale ranges from 1 to 5. A higher score indicates greater usefulness of career mentoring behaviors. The overall Cronbach's alpha = 0.96 (White = 0.96, Black = 0.96, Hispanic = 0.96, Asian = 0.96, and Other Race/Ethnicity = 0.96). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

14. Psychosocial Mentoring scale: Constructed from Q14i, k, l. Psychosocial Mentoring measures the usefulness of a mentor's behaviors that support a mentee's development of a personal and professional identity.

	Percent Responding		Mean	Max ME	Psychosocial Mentoring
TOTAL DOD	74	±2	3.9	±0.1	
Enlisted	73	±2	3.8	±0.1	
E1 – E4	72	±4	3.8	±0.1	
E5 – E9	75	±3	3.9	±0.1	
Officers	77	±3	4.0	±0.1	
O1 – O3	80	±4	3.9	±0.1	
O4 – O6	73	±5	4.0	±0.1	
Male	74	±2	3.8	±0.1	
Female	71	±4	4.0	±0.1	
White	74	±3	3.8	±0.1	
Total Minority	74	±2	3.9	±0.1	
Black	72	±3	3.9	±0.1	
Hispanic	74	±3	3.9	±0.1	
AIAN	78	±11	NR		
Asian	74	±3	3.8	±0.1	
NHPI	77	±4	4.0	±0.1	
Two or More Races	78	±5	4.0	±0.2	
Not Deployed Past 12 Months	75	±2	3.9	±0.1	
Deployed Past 12 Months	72	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	61	±5	3.5	±0.2	
Experienced, Did Not Label	70	±5	3.7	±0.2	
Did Not Experience	77	±2	3.9	±0.1	
ARMY	68	±4	3.8	±0.1	
White	67	±6	3.8	±0.2	
Total Minority	69	±3	3.9	±0.2	
Black	68	±4	3.9	±0.2	
Hispanic	66	±6	4.0	±0.1	
Asian	67	±6	3.8	±0.3	
Other Race/Ethnicity	81	±6	3.6	±0.6	
Enlisted	67	±4	3.8	±0.2	
E1 – E4	63	±7	3.7	±0.2	
E5 – E9	71	±4	3.9	±0.2	
Officers	72	±6	4.0	±0.2	
NAVY	80	±3	3.9	±0.1	
White	80	±5	3.9	±0.2	
Total Minority	80	±3	3.9	±0.1	
Black	80	±4	3.9	±0.2	
Hispanic	81	±5	3.9	±0.2	
Asian	79	±6	3.8	±0.2	
Other Race/Ethnicity	79	±5	3.9	±0.2	
Enlisted	79	±4	3.8	±0.1	
E1 – E4	77	±6	3.8	±0.2	
E5 – E9	82	±4	3.9	±0.2	
Officers	82	±4	3.9	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). The scale ranges from 1 to 5. A higher score indicates greater usefulness of psychosocial mentoring behaviors. The overall Cronbach's alpha = 0.93 (White = 0.92, Black = 0.94, Hispanic = 0.93, Asian = 0.94, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

14. Psychosocial Mentoring scale: Constructed from Q14i, k, l. Psychosocial Mentoring measures the usefulness of a mentor's behaviors that support a mentee's development of a personal and professional identity.

	Percent Responding		Mean	Max ME	Psychosocial Mentoring
MARINE CORPS	83	±3	3.7	±0.2	
White	83	±4	3.6	±0.2	
Total Minority	83	±4	3.8	±0.2	
Black	75	±6	3.8	±0.2	
Hispanic	85	±5	3.8	±0.2	
Asian	82	±7	3.7	±0.3	
Other Race/Ethnicity	91	±4	4.0	±0.3	
Enlisted	84	±4	3.6	±0.2	
E1 – E4	86	±5	3.6	±0.2	
E5 – E9	81	±4	3.8	±0.2	
Officers	76	±4	3.8	±0.1	
AIR FORCE	73	±3	4.0	±0.1	
White	74	±4	4.0	±0.1	
Total Minority	71	±4	4.0	±0.1	
Black	71	±4	4.1	±0.1	
Hispanic	72	±9	4.0	±0.2	
Asian	72	±7	3.8	±0.2	
Other Race/Ethnicity	67	±10	4.0	±0.2	
Enlisted	71	±4	4.0	±0.1	
E1 – E4	71	±6	3.9	±0.2	
E5 – E9	71	±5	4.1	±0.1	
Officers	78	±5	4.0	±0.2	
COAST GUARD	74	±4	3.8	±0.1	
White	76	±4	3.8	±0.2	
Total Minority	69	±4	3.8	±0.1	
Black	73	±5	3.9	±0.2	
Hispanic	69	±6	3.8	±0.2	
Asian	69	±9	3.5	±0.3	
Other Race/Ethnicity	66	±10	3.8	±0.2	
Enlisted	72	±4	3.8	±0.1	
E1 – E4	77	±7	3.7	±0.2	
E5 – E9	69	±5	3.9	±0.2	
Officers	81	±4	3.9	±0.1	

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). The scale ranges from 1 to 5. A higher score indicates greater usefulness of psychosocial mentoring behaviors. The overall Cronbach's alpha = 0.93 (White = 0.92, Black = 0.94, Hispanic = 0.93, Asian = 0.94, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

15. Was your most effective mentor...?

1. Formal

2. Informal

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	19	±2	24	76	±4
Enlisted	21	±2	26	74	±4
E1 – E4	22	±3	29	71	±7
E5 – E9	19	±2	21	79	±5
Officers	14	±2	14	86	±6
O1 – O3	17	±3	15	85	±8
O4 – O6	10	±3	11	89	±9
Male	19	±2	24	76	±5
Female	20	±3	25	75	±8
White	19	±3	20	80	±6
Total Minority	21	±2	30	70	±4
Black	21	±2	31	69	±5
Hispanic	21	±3	27	73	±7
AIAN	16	±8	25	75	±14
Asian	23	±3	30	70	±7
NHPI	28	±4	45	55	±8
Two or More Races	19	±5	27	73	±12
Not Deployed Past 12 Months	20	±2	25	75	±5
Deployed Past 12 Months	18	±3	22	78	±7
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	17	±4	19	81	±8
Experienced, Did Not Label	17	±3	25	75	±9
Did Not Experience	21	±2	25	75	±5
ARMY	15	±3	29	71	±8
White	13	±4	23	77	±17
Total Minority	18	±3	35	65	±7
Black	19	±4	35	65	±9
Hispanic	18	±6	29	71	±14
Asian	21	±7	37	63	±15
Other Race/Ethnicity	16	±6	NR	NR	
Enlisted	16	±3	31	69	±10
E1 – E4	15	±5	35	65	±17
E5 – E9	18	±4	27	73	±8
Officers	11	±4	15	85	±14
NAVY	24	±4	21	79	±7
White	24	±5	17	83	±12
Total Minority	25	±3	25	75	±6
Black	24	±5	29	71	±11
Hispanic	26	±7	23	77	±11
Asian	24	±4	32	68	±9
Other Race/Ethnicity	26	±6	16	84	±10
Enlisted	26	±4	22	78	±8
E1 – E4	29	±6	26	74	±12
E5 – E9	24	±5	17	83	±8
Officers	16	±4	13	87	±10

Note. Percent responding are active duty members who answered the question and who had both a formal and informal mentor (Q12).

NR: Not reportable

15. Was your most effective mentor...?

	Percent Responding		Percentages		Max ME
			1	2	
MARINE CORPS	25	±4	20	80	±7
White	25	±6	16	84	±12
Total Minority	26	±4	25	75	±8
Black	26	±5	26	74	±10
Hispanic	25	±6	27	73	±13
Asian	35	±12	14	86	±11
Other Race/Ethnicity	24	±8	23	77	±12
Enlisted	27	±4	20	80	±8
E1 – E4	29	±6	23	77	±10
E5 – E9	22	±5	13	87	±8
Officers	12	±3	12	88	±10
AIR FORCE	18	±3	27	73	±8
White	18	±4	25	75	±11
Total Minority	18	±3	29	71	±8
Black	19	±4	30	70	±10
Hispanic	16	±7	NR	NR	
Asian	18	±4	30	70	±9
Other Race/Ethnicity	18	±6	23	77	±13
Enlisted	18	±3	30	70	±9
E1 – E4	22	±6	35	65	±13
E5 – E9	15	±4	22	78	±11
Officers	16	±4	13	87	±11
COAST GUARD	15	±3	28	72	±11
White	16	±4	29	71	±13
Total Minority	12	±3	22	78	±8
Black	15	±4	23	77	±13
Hispanic	12	±5	18	82	±13
Asian	10	±6	NR	NR	
Other Race/Ethnicity	12	±4	28	72	±13
Enlisted	16	±4	31	69	±12
E1 – E4	20	±7	NR	NR	
E5 – E9	14	±4	29	71	±15
Officers	11	±3	8	92	±12

Note. Percent responding are active duty members who answered the question and who had both a formal and informal mentor (Q12).

NR: Not reportable

16. What is the racial/ethnic background of your most effective mentor?

- a. White
d. Asian
g. Don't know
- b. Black
e. Native Hawaiian or other Pacific Islander
h. More than one race
- c. American Indian or Alaska Native
f. Spanish/Hispanic/Latino

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	76	±2	61	23	1	5	2	14	10	10	±2
Enlisted	76	±2	57	25	1	5	2	16	10	11	±3
E1 – E4	75	±3	57	23	1	5	2	17	11	12	±4
E5 – E9	77	±3	56	28	1	6	2	14	10	11	±3
Officers	78	±3	79	12	0	3	0	3	6	3	±3
O1 – O3	81	±4	79	11	0	4	0	4	6	3	±4
O4 – O6	74	±5	82	11	1	2	1	2	6	3	±5
Male	76	±2	63	21	1	5	2	14	10	10	±3
Female	73	±4	48	34	1	7	1	11	9	9	±4
White	76	±3	72	14	1	3	1	10	9	7	±3
Total Minority	76	±2	43	38	2	7	3	19	11	15	±3
Black	74	±3	29	62	1	4	2	12	9	13	±3
Hispanic	76	±3	49	22	2	5	2	32	12	17	±4
AIAN	79	±11	NR	16	3	2	1	14	NR	9	±15
Asian	75	±3	48	21	2	30	5	13	10	16	±4
NHPI	78	±4	37	29	1	9	23	19	12	18	±6
Two or More Races	80	±5	60	28	4	7	3	11	14	15	±7
Not Deployed Past 12 Months	77	±2	60	24	1	5	1	13	10	10	±3
Deployed Past 12 Months	74	±4	62	21	1	5	2	15	8	10	±4
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	64	±5	48	33	2	10	2	19	11	13	±6
Experienced, Did Not Label	72	±5	61	23	1	7	1	16	7	12	±5
Did Not Experience	79	±2	62	22	1	4	2	12	10	9	±3
ARMY	70	±4	59	27	1	4	1	15	9	11	±4
White	69	±6	71	14	0	2	0	11	9	7	±7
Total Minority	70	±3	42	43	1	6	3	20	9	16	±5
Black	70	±4	29	65	1	3	1	12	8	14	±5
Hispanic	67	±6	52	25	1	4	3	34	7	18	±8
Asian	68	±6	49	22	1	23	4	12	11	13	±11
Other Race/Ethnicity	83	±6	54	34	2	6	6	15	13	17	±15
Enlisted	69	±4	54	29	1	4	2	18	9	12	±5
E1 – E4	65	±7	57	25	1	4	1	17	10	12	±8
E5 – E9	73	±4	51	34	0	3	2	18	9	13	±6
Officers	74	±6	76	15	0	4	0	3	5	3	±6
NAVY	82	±3	58	24	1	9	2	12	9	9	±4
White	82	±5	71	14	0	6	2	8	9	6	±6
Total Minority	82	±3	40	37	2	12	3	17	10	13	±4
Black	83	±4	29	61	1	5	1	12	9	13	±6
Hispanic	83	±5	45	22	2	8	2	29	10	12	±7
Asian	80	±6	41	22	3	44	7	12	9	18	±7
Other Race/Ethnicity	82	±5	60	23	2	10	5	9	14	13	±8
Enlisted	82	±4	53	27	1	10	3	14	10	10	±5
E1 – E4	80	±5	50	27	1	9	3	15	11	9	±7
E5 – E9	83	±4	57	26	1	11	3	12	10	11	±6
Officers	84	±4	84	9	1	5	1	3	4	3	±4

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Respondents who selected two or more race categories, or "Don't know" and at least one of the race categories, are included in the calculation of "More than one race."

NR: Not reportable

16. What is the racial/ethnic background of your most effective mentor?

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
MARINE CORPS	85	±3	64	15	3	2	2	21	9	11	±4
White	85	±4	74	9	2	2	2	17	7	8	±6
Total Minority	85	±4	47	26	3	4	2	29	12	17	±6
Black	78	±6	34	52	2	4	2	19	9	13	±6
Hispanic	87	±5	47	19	1	2	1	37	13	19	±8
Asian	83	±7	56	16	2	14	4	23	11	14	±11
Other Race/Ethnicity	92	±3	64	16	10	4	4	14	11	17	±12
Enlisted	86	±3	62	16	3	3	2	23	9	12	±5
E1 – E4	88	±4	63	14	3	3	3	25	10	13	±7
E5 – E9	83	±4	61	21	1	2	1	18	7	9	±6
Officers	75	±4	80	8	1	1	0	5	8	3	±4
AIR FORCE	75	±3	63	22	1	5	2	9	11	9	±4
White	76	±4	73	15	1	3	1	6	9	7	±5
Total Minority	73	±4	43	38	2	7	3	14	16	14	±5
Black	73	±4	27	64	1	5	3	8	10	11	±6
Hispanic	76	±9	51	22	2	7	3	24	23	19	±11
Asian	74	±7	58	20	2	22	4	11	11	17	±7
Other Race/Ethnicity	70	±10	54	23	2	5	3	9	19	11	±9
Enlisted	74	±4	59	25	1	5	2	10	12	10	±5
E1 – E4	74	±6	61	24	1	5	1	10	13	11	±7
E5 – E9	74	±5	58	26	2	5	3	10	12	10	±6
Officers	79	±5	77	13	1	3	1	3	8	4	±5
COAST GUARD	75	±4	77	6	1	2	2	8	11	5	±4
White	77	±4	82	3	1	1	1	5	11	4	±5
Total Minority	69	±4	65	17	2	4	5	14	10	10	±5
Black	74	±5	47	47	1	3	2	7	6	8	±8
Hispanic	69	±6	67	11	2	2	4	23	10	13	±8
Asian	70	±9	73	4	NR	8	4	8	11	7	±11
Other Race/Ethnicity	66	±10	71	8	4	6	9	4	11	6	±12
Enlisted	73	±4	76	6	1	2	2	8	12	5	±5
E1 – E4	78	±6	76	5	1	1	2	8	13	4	±8
E5 – E9	69	±5	76	7	2	2	2	9	11	6	±6
Officers	82	±4	81	8	1	2	0	4	8	5	±4

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12). Respondents who selected two or more race categories, or "Don't know" and at least one of the race categories, are included in the calculation of "More than one race."

NR: Not reportable

17. Was your most effective mentor...?

1. Male

2. Female

	Percent Responding		Percentages		Max ME
			1	2	
TOTAL DOD	76	±2	90	10	±2
Enlisted	76	±2	90	10	±2
E1 – E4	75	±3	89	11	±2
E5 – E9	77	±3	91	9	±2
Officers	78	±3	88	12	±3
O1 – O3	81	±4	86	14	±4
O4 – O6	74	±5	90	10	±4
Male	76	±2	94	6	±1
Female	74	±4	63	37	±4
White	76	±3	92	8	±2
Total Minority	76	±2	85	15	±2
Black	74	±3	81	19	±3
Hispanic	76	±3	87	13	±3
AIAN	79	±11	88	12	±14
Asian	75	±3	86	14	±3
NHPI	79	±4	89	11	±3
Two or More Races	81	±5	89	11	±4
Not Deployed Past 12 Months	77	±2	89	11	±2
Deployed Past 12 Months	73	±4	92	8	±3
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	63	±5	86	14	±4
Experienced, Did Not Label	72	±5	90	10	±3
Did Not Experience	79	±2	90	10	±2
ARMY	69	±4	91	9	±2
White	69	±6	94	6	±3
Total Minority	70	±3	86	14	±3
Black	70	±4	82	18	±4
Hispanic	67	±6	89	11	±5
Asian	68	±6	86	14	±8
Other Race/Ethnicity	83	±6	92	8	±6
Enlisted	68	±4	92	8	±2
E1 – E4	65	±7	91	9	±4
E5 – E9	72	±4	92	8	±3
Officers	74	±6	87	13	±5
NAVY	82	±3	88	12	±3
White	82	±5	91	9	±4
Total Minority	82	±3	83	17	±3
Black	83	±4	81	19	±5
Hispanic	83	±5	83	17	±8
Asian	81	±6	87	13	±4
Other Race/Ethnicity	82	±5	86	14	±7
Enlisted	82	±4	88	12	±3
E1 – E4	80	±5	84	16	±6
E5 – E9	83	±4	91	9	±3
Officers	84	±4	88	12	±4

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12).

17. Was your most effective mentor...?

	Percent Responding		Percentages		Max ME
			1	2	
MARINE CORPS	85	±3	95	5	±2
White	85	±4	96	4	±3
Total Minority	85	±4	93	7	±4
Black	78	±6	91	9	±4
Hispanic	86	±5	93	7	±7
Asian	83	±7	96	4	±3
Other Race/Ethnicity	93	±3	94	6	±4
Enlisted	86	±3	95	5	±3
E1 – E4	88	±4	94	6	±4
E5 – E9	83	±4	97	3	±3
Officers	76	±4	97	3	±3
AIR FORCE	75	±3	86	14	±3
White	76	±4	90	10	±4
Total Minority	74	±4	79	21	±4
Black	73	±4	76	24	±5
Hispanic	76	±9	79	21	±10
Asian	74	±7	81	19	±6
Other Race/Ethnicity	70	±10	83	17	±9
Enlisted	74	±4	86	14	±3
E1 – E4	75	±6	86	14	±5
E5 – E9	74	±5	86	14	±4
Officers	79	±5	85	15	±5
COAST GUARD	75	±3	93	7	±3
White	78	±4	94	6	±4
Total Minority	69	±4	91	9	±3
Black	74	±5	88	12	±5
Hispanic	69	±6	91	9	±4
Asian	70	±9	90	10	±10
Other Race/Ethnicity	66	±10	94	6	±4
Enlisted	74	±4	93	7	±3
E1 – E4	79	±6	92	8	±6
E5 – E9	70	±5	94	6	±4
Officers	82	±4	92	8	±3

Note. Percent responding are active duty members who answered the question and who had at least one mentor (Q12).

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?**a. There is very little conflict among your coworkers.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	14	22	38	20	±2	3.5	±0.1	
Enlisted	100	±1	7	15	23	36	19	±2	3.5	±0.1	
E1 – E4	100	±1	8	15	24	33	19	±4	3.4	±0.1	
E5 – E9	100	±1	6	14	21	39	20	±3	3.5	±0.1	
Officers	100	±1	3	10	17	47	22	±3	3.7	±0.1	
O1 – O3	100	±1	4	11	18	47	19	±5	3.7	±0.1	
O4 – O6	100	±1	2	9	14	49	26	±5	3.9	±0.1	
Male	100	±1	6	14	21	39	21	±2	3.6	±0.1	
Female	100	±1	9	17	25	33	16	±4	3.3	±0.1	
White	100	±1	6	14	21	38	20	±3	3.5	±0.1	
Total Minority	100	±1	7	14	23	38	20	±2	3.5	±0.1	
Black	100	±1	7	13	23	37	19	±3	3.5	±0.1	
Hispanic	100	±1	6	14	21	36	22	±4	3.5	±0.1	
AIAN	100	±1	NR	11	NR	25	10	±15	3.1	±0.4	
Asian	100	±1	6	11	28	41	14	±4	3.5	±0.1	
NHPI	100	±1	5	11	25	38	22	±5	3.6	±0.1	
Two or More Races	100	±1	5	16	17	45	18	±7	3.5	±0.2	
Not Deployed Past 12 Months	100	±1	6	13	22	37	21	±3	3.5	±0.1	
Deployed Past 12 Months	100	±1	5	15	21	40	18	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	16	25	25	26	8	±6	2.8	±0.2	
Experienced, Did Not Label	100	±1	9	20	25	35	11	±5	3.2	±0.1	
Did Not Experience	100	±1	4	10	21	41	24	±3	3.7	±0.1	
ARMY	100	±1	6	17	25	34	18	±4	3.4	±0.1	
White	100	±0	5	20	26	34	16	±6	3.4	±0.2	
Total Minority	100	±1	8	14	23	35	20	±4	3.4	±0.1	
Black	100	±1	8	13	23	37	18	±4	3.5	±0.1	
Hispanic	100	±1	7	15	22	33	22	±8	3.5	±0.2	
Asian	99	±1	8	13	30	34	15	±9	3.4	±0.2	
Other Race/Ethnicity	100	±1	9	14	25	34	18	±17	3.4	±0.3	
Enlisted	100	±1	7	18	26	32	17	±4	3.3	±0.1	
E1 – E4	100	±1	7	20	29	28	16	±7	3.3	±0.2	
E5 – E9	100	±1	6	16	23	37	17	±5	3.4	±0.1	
Officers	100	±1	4	13	19	43	21	±6	3.6	±0.2	
NAVY	100	±1	6	13	19	43	18	±4	3.5	±0.1	
White	100	±1	6	12	16	47	19	±6	3.6	±0.2	
Total Minority	100	±1	6	15	24	37	17	±3	3.4	±0.1	
Black	100	±1	7	15	24	36	18	±5	3.4	±0.2	
Hispanic	100	±1	7	16	22	37	19	±7	3.4	±0.2	
Asian	100	±1	4	12	28	43	12	±6	3.5	±0.1	
Other Race/Ethnicity	100	±1	6	17	22	38	17	±9	3.4	±0.2	
Enlisted	100	±1	7	14	20	41	18	±4	3.5	±0.1	
E1 – E4	100	±1	9	14	21	39	18	±7	3.4	±0.2	
E5 – E9	100	±1	5	14	19	43	19	±5	3.6	±0.2	
Officers	100	±1	3	9	16	53	19	±5	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?
 a. There is very little conflict among your coworkers.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	7	13	21	38	22	±4	3.6	±0.1	
White	100	±1	7	12	21	37	22	±6	3.6	±0.2	
Total Minority	100	±1	6	13	21	39	22	±5	3.6	±0.2	
Black	100	±1	9	14	22	37	18	±9	3.4	±0.2	
Hispanic	100	±1	6	13	19	39	23	±8	3.6	±0.2	
Asian	100	±0	6	8	22	49	15	±10	3.6	±0.2	
Other Race/Ethnicity	100	±0	4	13	23	35	25	±17	3.6	±0.4	
Enlisted	100	±1	7	13	22	36	22	±5	3.5	±0.2	
E1 – E4	100	±1	8	14	21	35	22	±6	3.5	±0.2	
E5 – E9	100	±1	5	11	23	37	23	±5	3.6	±0.2	
Officers	100	±1	3	9	17	51	20	±5	3.8	±0.1	
AIR FORCE	100	±1	6	11	20	39	24	±4	3.6	±0.1	
White	100	±1	6	10	19	38	26	±5	3.7	±0.2	
Total Minority	100	±1	5	12	21	42	21	±4	3.6	±0.1	
Black	100	±1	5	11	21	40	23	±5	3.6	±0.1	
Hispanic	100	±1	4	13	23	35	26	±9	3.6	±0.2	
Asian	100	±1	5	9	28	42	15	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	4	14	16	56	11	±9	3.6	±0.2	
Enlisted	100	±1	7	12	21	37	24	±4	3.6	±0.1	
E1 – E4	99	±2	7	10	23	35	25	±6	3.6	±0.2	
E5 – E9	100	±1	6	13	20	39	22	±5	3.6	±0.2	
Officers	100	±1	3	7	15	49	26	±6	3.9	±0.1	
COAST GUARD	100	±1	5	10	22	43	20	±4	3.6	±0.1	
White	100	±1	5	9	23	44	20	±5	3.7	±0.1	
Total Minority	100	±1	5	13	22	42	19	±5	3.6	±0.1	
Black	100	±0	5	12	21	43	19	±8	3.6	±0.2	
Hispanic	100	±1	7	14	19	40	20	±7	3.5	±0.2	
Asian	100	±0	7	14	23	36	19	±10	3.5	±0.3	
Other Race/Ethnicity	100	±0	2	10	26	47	15	±12	3.6	±0.2	
Enlisted	100	±1	6	10	24	42	19	±5	3.6	±0.1	
E1 – E4	100	±1	7	12	24	38	19	±8	3.5	±0.2	
E5 – E9	100	±0	5	9	23	44	19	±6	3.6	±0.2	
Officers	100	±1	2	9	17	49	23	±5	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?

b. Your coworkers put in the effort required for their jobs.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	11	20	44	21	±2	3.7	±0.1	
Enlisted	100	±1	5	11	21	43	20	±3	3.6	±0.1	
E1 – E4	100	±1	6	12	22	42	18	±4	3.5	±0.1	
E5 – E9	100	±1	3	11	20	43	22	±3	3.7	±0.1	
Officers	100	±1	1	8	12	52	27	±4	4.0	±0.1	
O1 – O3	99	±1	2	10	13	52	23	±5	3.9	±0.1	
O4 – O6	99	±1	1	5	10	51	33	±5	4.1	±0.1	
Male	100	±1	4	10	19	45	22	±3	3.7	±0.1	
Female	99	±1	6	14	22	41	16	±4	3.5	±0.1	
White	100	±1	5	11	20	44	21	±3	3.7	±0.1	
Total Minority	100	±1	4	10	20	45	21	±2	3.7	±0.1	
Black	100	±1	4	8	21	46	21	±3	3.7	±0.1	
Hispanic	100	±1	4	12	19	42	23	±4	3.7	±0.1	
AIAN	100	±1	3	NR	NR	32	11	±17	3.3	±0.3	
Asian	100	±1	3	10	22	48	17	±4	3.7	±0.1	
NHPI	100	±1	4	7	20	47	23	±5	3.8	±0.1	
Two or More Races	100	±1	4	10	14	51	21	±7	3.8	±0.2	
Not Deployed Past 12 Months	100	±1	5	10	19	44	22	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	4	11	22	44	19	±4	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	14	16	27	34	8	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	6	14	25	44	12	±5	3.4	±0.1	
Did Not Experience	100	±1	2	9	17	46	26	±3	3.8	±0.1	
ARMY	100	±1	5	12	21	43	18	±4	3.6	±0.1	
White	100	±1	5	13	20	44	17	±6	3.5	±0.2	
Total Minority	100	±1	5	11	21	43	20	±4	3.6	±0.1	
Black	100	±1	5	9	21	45	20	±5	3.7	±0.1	
Hispanic	100	±1	5	13	21	41	20	±7	3.6	±0.2	
Asian	100	±1	4	15	24	42	16	±9	3.5	±0.2	
Other Race/Ethnicity	100	±1	4	11	20	44	21	±17	3.7	±0.3	
Enlisted	100	±1	6	13	22	42	17	±5	3.5	±0.1	
E1 – E4	100	±1	8	13	22	42	14	±7	3.4	±0.2	
E5 – E9	100	±1	4	12	22	42	20	±5	3.6	±0.1	
Officers	100	±1	1	10	14	49	26	±6	3.9	±0.2	
NAVY	100	±1	4	11	19	45	21	±4	3.7	±0.1	
White	100	±1	4	10	18	46	22	±6	3.7	±0.2	
Total Minority	100	±1	4	12	21	44	19	±3	3.6	±0.1	
Black	99	±1	4	8	25	43	20	±5	3.7	±0.1	
Hispanic	100	±1	5	18	18	40	19	±8	3.5	±0.2	
Asian	100	±1	2	7	24	51	17	±7	3.7	±0.1	
Other Race/Ethnicity	100	±1	6	13	16	47	18	±8	3.6	±0.2	
Enlisted	100	±1	5	12	21	43	20	±4	3.6	±0.1	
E1 – E4	100	±1	7	11	23	42	17	±7	3.5	±0.2	
E5 – E9	100	±1	3	12	19	45	22	±5	3.7	±0.1	
Officers	99	±1	2	7	13	52	26	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?
b. Your coworkers put in the effort required for their jobs.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	4	9	21	44	21	±4	3.7	±0.1	
White	100	±1	6	9	22	44	20	±6	3.6	±0.2	
Total Minority	99	±1	3	9	20	45	23	±5	3.8	±0.1	
Black	100	±1	3	6	22	50	20	±7	3.8	±0.2	
Hispanic	99	±1	3	11	18	43	25	±8	3.8	±0.2	
Asian	100	±1	4	11	20	49	17	±11	3.6	±0.2	
Other Race/Ethnicity	100	±1	1	8	24	42	25	±17	3.8	±0.3	
Enlisted	100	±1	5	10	22	42	21	±5	3.6	±0.1	
E1 – E4	100	±1	5	11	24	41	20	±7	3.6	±0.2	
E5 – E9	100	±1	4	9	19	46	23	±5	3.8	±0.2	
Officers	99	±1	1	4	11	58	25	±5	4.0	±0.1	
AIR FORCE	100	±1	3	9	18	45	25	±4	3.8	±0.1	
White	100	±1	3	9	19	43	25	±5	3.8	±0.1	
Total Minority	100	±1	3	7	17	49	24	±4	3.9	±0.1	
Black	100	±1	4	6	16	49	26	±5	3.9	±0.1	
Hispanic	100	±1	2	6	19	45	28	±9	3.9	±0.2	
Asian	100	±1	3	6	17	54	20	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	2	12	14	55	18	±9	3.8	±0.2	
Enlisted	100	±1	3	9	21	43	24	±4	3.7	±0.1	
E1 – E4	100	±1	3	9	21	43	23	±7	3.7	±0.2	
E5 – E9	100	±1	4	9	20	43	24	±5	3.7	±0.1	
Officers	100	±1	1	5	9	54	30	±6	4.1	±0.1	
COAST GUARD	100	±1	3	6	18	51	21	±4	3.8	±0.1	
White	99	±1	3	6	17	52	22	±5	3.8	±0.1	
Total Minority	100	±1	2	8	21	48	21	±5	3.8	±0.1	
Black	100	±1	2	5	15	55	22	±6	3.9	±0.1	
Hispanic	100	±0	3	9	21	47	21	±7	3.8	±0.2	
Asian	100	±0	3	9	18	52	19	±10	3.7	±0.2	
Other Race/Ethnicity	100	±1	2	7	27	44	21	±12	3.7	±0.2	
Enlisted	99	±1	3	7	20	51	19	±5	3.8	±0.1	
E1 – E4	99	±2	5	6	26	44	18	±8	3.6	±0.2	
E5 – E9	100	±1	2	7	15	55	20	±6	3.8	±0.1	
Officers	100	±0	1	6	12	51	31	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?

c. The people in your work group tend to get along.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	7	18	49	24	±2	3.8	±0.1	
Enlisted	100	±1	3	7	19	48	23	±3	3.8	±0.1	
E1 – E4	100	±1	4	8	21	45	22	±4	3.7	±0.1	
E5 – E9	100	±1	2	6	17	51	23	±3	3.9	±0.1	
Officers	100	±1	1	5	9	57	28	±3	4.1	±0.1	
O1 – O3	100	±1	1	6	9	59	25	±5	4.0	±0.1	
O4 – O6	100	±1	1	3	9	53	34	±5	4.2	±0.1	
Male	100	±1	2	7	17	50	25	±3	3.9	±0.1	
Female	100	±1	5	8	22	47	18	±4	3.7	±0.1	
White	100	±1	2	7	17	50	24	±3	3.9	±0.1	
Total Minority	100	±1	3	7	19	48	23	±2	3.8	±0.1	
Black	100	±1	4	7	19	48	22	±3	3.8	±0.1	
Hispanic	100	±1	3	7	18	46	25	±4	3.8	±0.1	
AIAN	100	±1	2	NR	NR	30	14	±15	3.4	±0.4	
Asian	99	±1	2	5	22	52	18	±4	3.8	±0.1	
NHPI	100	±1	3	5	19	48	25	±5	3.9	±0.1	
Two or More Races	100	±1	2	5	15	55	22	±6	3.9	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	18	49	24	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	7	18	51	22	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	10	16	26	36	11	±5	3.2	±0.2	
Experienced, Did Not Label	100	±1	3	8	24	52	13	±5	3.6	±0.1	
Did Not Experience	100	±1	1	5	14	50	29	±3	4.0	±0.1	
ARMY	100	±1	3	7	20	47	22	±4	3.8	±0.1	
White	100	±1	3	7	21	48	21	±6	3.8	±0.2	
Total Minority	100	±1	4	8	20	45	24	±4	3.8	±0.1	
Black	100	±1	5	9	18	46	22	±5	3.7	±0.1	
Hispanic	100	±1	3	7	20	44	26	±8	3.8	±0.2	
Asian	99	±1	2	6	24	47	20	±8	3.8	±0.2	
Other Race/Ethnicity	100	±1	3	9	22	43	23	±17	3.7	±0.3	
Enlisted	100	±1	4	8	22	45	21	±5	3.7	±0.1	
E1 – E4	100	±1	5	9	24	43	19	±7	3.6	±0.2	
E5 – E9	100	±1	3	6	21	48	22	±5	3.8	±0.1	
Officers	100	±1	1	6	11	55	27	±6	4.0	±0.1	
NAVY	100	±1	2	6	17	52	23	±4	3.9	±0.1	
White	100	±1	2	6	14	54	25	±6	3.9	±0.1	
Total Minority	99	±1	3	7	20	49	20	±3	3.8	±0.1	
Black	99	±1	3	6	22	50	19	±5	3.8	±0.1	
Hispanic	100	±1	4	10	18	45	23	±8	3.7	±0.2	
Asian	100	±1	2	4	24	53	16	±6	3.8	±0.1	
Other Race/Ethnicity	99	±3	3	7	18	52	20	±8	3.8	±0.2	
Enlisted	100	±1	2	7	18	50	22	±4	3.8	±0.1	
E1 – E4	99	±1	3	9	21	46	21	±7	3.7	±0.2	
E5 – E9	100	±1	2	5	16	54	23	±5	3.9	±0.1	
Officers	100	±1	1	4	9	60	27	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?
 c. The people in your work group tend to get along.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	3	6	17	50	24	±4	3.9	±0.1	
White	100	±0	3	6	16	52	23	±6	3.9	±0.2	
Total Minority	100	±1	3	6	18	48	25	±5	3.9	±0.1	
Black	100	±1	3	8	20	47	21	±8	3.8	±0.2	
Hispanic	99	±1	3	5	16	49	27	±8	3.9	±0.2	
Asian	100	±1	2	9	17	53	19	±10	3.8	±0.2	
Other Race/Ethnicity	100	±1	2	3	27	45	22	±17	3.8	±0.3	
Enlisted	100	±1	3	6	18	49	23	±5	3.8	±0.1	
E1 – E4	100	±1	4	7	19	48	23	±7	3.8	±0.2	
E5 – E9	100	±1	2	5	17	51	25	±5	3.9	±0.1	
Officers	100	±0	1	3	10	62	24	±5	4.1	±0.1	
AIR FORCE	100	±1	1	7	15	50	27	±4	3.9	±0.1	
White	100	±0	1	8	13	49	29	±5	4.0	±0.1	
Total Minority	100	±1	1	5	17	53	23	±4	3.9	±0.1	
Black	100	±1	2	6	16	50	27	±5	3.9	±0.1	
Hispanic	99	±1	1	4	19	51	25	±9	3.9	±0.2	
Asian	100	±1	2	4	16	60	18	±6	3.9	±0.1	
Other Race/Ethnicity	100	±1	1	5	13	62	18	±8	3.9	±0.2	
Enlisted	100	±1	2	8	16	49	26	±4	3.9	±0.1	
E1 – E4	100	±1	2	7	19	45	26	±7	3.9	±0.2	
E5 – E9	100	±1	2	8	14	52	25	±5	3.9	±0.1	
Officers	100	±0	1	4	7	56	33	±5	4.1	±0.1	
COAST GUARD	100	±1	1	4	14	58	22	±4	4.0	±0.1	
White	100	±1	1	4	12	60	22	±5	4.0	±0.1	
Total Minority	100	±1	1	4	19	54	22	±5	3.9	±0.1	
Black	100	±1	2	3	18	51	25	±7	3.9	±0.2	
Hispanic	100	±1	1	6	19	52	23	±7	3.9	±0.2	
Asian	100	±0	2	5	17	54	22	±10	3.9	±0.2	
Other Race/Ethnicity	100	±1	0	3	21	58	18	±12	3.9	±0.2	
Enlisted	100	±1	2	5	15	59	20	±5	3.9	±0.1	
E1 – E4	100	±1	1	6	19	53	20	±8	3.8	±0.2	
E5 – E9	100	±1	2	3	12	63	20	±6	4.0	±0.1	
Officers	100	±1	1	3	10	57	29	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?

d. The people in your work group are willing to help each other.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	7	18	45	26	±2	3.8	±0.1	
Enlisted	100	±1	4	8	20	43	25	±3	3.8	±0.1	
E1 – E4	100	±1	5	9	20	42	25	±4	3.7	±0.1	
E5 – E9	100	±1	2	7	20	45	26	±3	3.8	±0.1	
Officers	100	±1	1	3	9	55	31	±3	4.1	±0.1	
O1 – O3	100	±1	1	4	10	57	27	±5	4.0	±0.1	
O4 – O6	100	±1	0	3	8	52	38	±5	4.2	±0.1	
Male	100	±1	3	7	18	46	27	±3	3.9	±0.1	
Female	99	±1	5	10	22	43	20	±4	3.6	±0.1	
White	100	±1	3	7	17	46	27	±3	3.9	±0.1	
Total Minority	100	±1	4	7	20	45	25	±2	3.8	±0.1	
Black	99	±1	5	7	19	45	25	±3	3.8	±0.1	
Hispanic	100	±1	3	6	21	43	27	±4	3.8	±0.1	
AIAN	100	±1	5	4	NR	29	15	±15	3.5	±0.3	
Asian	100	±1	2	6	19	50	22	±4	3.8	±0.1	
NHPI	99	±1	2	5	20	46	27	±5	3.9	±0.1	
Two or More Races	99	±2	2	8	16	47	26	±7	3.9	±0.2	
Not Deployed Past 12 Months	100	±1	3	7	18	45	27	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	7	19	47	24	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±2	12	17	27	33	11	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	4	9	24	48	16	±5	3.6	±0.1	
Did Not Experience	100	±1	2	5	15	46	32	±3	4.0	±0.1	
ARMY	100	±1	4	9	20	42	25	±4	3.7	±0.1	
White	100	±1	4	10	18	43	24	±6	3.7	±0.2	
Total Minority	100	±1	5	8	22	40	26	±4	3.7	±0.1	
Black	99	±1	6	7	19	43	24	±5	3.7	±0.1	
Hispanic	100	±0	3	8	22	39	27	±7	3.8	±0.2	
Asian	99	±1	3	10	20	45	23	±10	3.8	±0.2	
Other Race/Ethnicity	100	±1	3	7	29	33	28	±17	3.8	±0.3	
Enlisted	100	±1	5	10	22	39	24	±5	3.7	±0.1	
E1 – E4	100	±1	6	12	21	37	24	±7	3.6	±0.2	
E5 – E9	99	±1	3	8	22	42	24	±5	3.7	±0.1	
Officers	99	±1	1	4	12	54	28	±6	4.0	±0.1	
NAVY	100	±1	3	6	19	47	24	±4	3.8	±0.1	
White	100	±1	3	4	18	48	27	±6	3.9	±0.1	
Total Minority	99	±1	4	7	21	47	21	±3	3.7	±0.1	
Black	99	±1	3	8	21	48	21	±5	3.8	±0.1	
Hispanic	99	±1	6	8	23	41	22	±9	3.6	±0.2	
Asian	100	±1	2	5	22	53	18	±7	3.8	±0.1	
Other Race/Ethnicity	100	±1	4	7	17	49	24	±8	3.8	±0.2	
Enlisted	100	±1	4	6	22	45	24	±4	3.8	±0.1	
E1 – E4	100	±1	6	7	21	44	22	±7	3.7	±0.2	
E5 – E9	100	±1	1	5	22	46	26	±5	3.9	±0.1	
Officers	100	±1	1	3	9	59	28	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?
 d. The people in your work group are willing to help each other.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	4	5	16	48	27	±4	3.9	±0.1	
White	100	±1	4	5	14	49	27	±6	3.9	±0.2	
Total Minority	100	±1	3	5	18	47	28	±5	3.9	±0.1	
Black	99	±1	6	6	15	48	24	±9	3.8	±0.2	
Hispanic	100	±1	2	4	18	47	29	±8	4.0	±0.2	
Asian	99	±1	3	6	16	47	29	±15	3.9	±0.3	
Other Race/Ethnicity	100	±0	1	5	21	43	31	±16	4.0	±0.3	
Enlisted	100	±1	4	6	17	47	27	±5	3.9	±0.1	
E1 – E4	100	±1	5	5	16	47	26	±7	3.8	±0.2	
E5 – E9	99	±1	2	6	17	47	28	±5	3.9	±0.1	
Officers	100	±1	1	3	7	59	31	±5	4.2	±0.1	
AIR FORCE	99	±1	2	6	16	47	29	±4	4.0	±0.1	
White	99	±1	2	6	16	45	31	±5	4.0	±0.1	
Total Minority	99	±1	2	5	16	51	26	±4	3.9	±0.1	
Black	99	±1	2	5	16	47	30	±5	4.0	±0.1	
Hispanic	100	±1	1	3	18	51	27	±9	4.0	±0.2	
Asian	100	±1	2	3	16	55	23	±6	3.9	±0.1	
Other Race/Ethnicity	98	±4	2	9	16	56	18	±9	3.8	±0.2	
Enlisted	99	±1	2	7	19	46	27	±4	3.9	±0.1	
E1 – E4	99	±2	2	7	19	45	27	±7	3.9	±0.2	
E5 – E9	100	±1	2	6	19	46	27	±5	3.9	±0.1	
Officers	100	±1	0	3	7	52	38	±5	4.2	±0.1	
COAST GUARD	100	±1	1	4	16	52	27	±4	4.0	±0.1	
White	100	±1	1	4	15	52	28	±5	4.0	±0.1	
Total Minority	100	±1	2	4	18	51	25	±5	3.9	±0.1	
Black	99	±1	2	4	16	50	28	±7	4.0	±0.2	
Hispanic	99	±1	2	5	17	49	27	±7	3.9	±0.2	
Asian	100	±0	4	3	17	53	24	±10	3.9	±0.2	
Other Race/Ethnicity	100	±0	1	3	21	56	20	±12	3.9	±0.2	
Enlisted	100	±1	1	4	18	52	25	±5	3.9	±0.1	
E1 – E4	100	±1	1	8	22	49	21	±8	3.8	±0.2	
E5 – E9	100	±1	2	2	15	54	27	±6	4.0	±0.1	
Officers	100	±1	1	2	8	52	37	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?**e. You are satisfied with the relationships you have with your coworkers.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	7	19	45	25	±2	3.8	±0.1	
Enlisted	99	±1	5	7	20	43	24	±3	3.7	±0.1	
E1 – E4	99	±1	6	8	21	41	24	±4	3.7	±0.1	
E5 – E9	100	±1	4	6	20	46	24	±3	3.8	±0.1	
Officers	100	±1	1	5	12	53	30	±3	4.1	±0.1	
O1 – O3	100	±1	2	6	13	54	25	±5	4.0	±0.1	
O4 – O6	100	±0	0	3	9	49	38	±5	4.2	±0.1	
Male	100	±1	4	6	18	46	26	±3	3.8	±0.1	
Female	100	±1	6	10	26	40	18	±4	3.6	±0.1	
White	100	±1	4	7	19	45	25	±3	3.8	±0.1	
Total Minority	100	±1	5	7	19	45	25	±2	3.8	±0.1	
Black	100	±1	6	6	20	45	23	±3	3.7	±0.1	
Hispanic	100	±1	4	6	18	43	28	±4	3.9	±0.1	
AIAN	100	±1	3	NR	NR	31	15	±16	3.3	±0.6	
Asian	99	±1	3	7	20	50	20	±4	3.8	±0.1	
NHPI	99	±1	3	4	20	43	30	±5	3.9	±0.1	
Two or More Races	99	±2	4	7	17	48	24	±7	3.8	±0.2	
Not Deployed Past 12 Months	99	±1	5	7	18	45	26	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	4	7	20	45	24	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	17	13	26	36	9	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	5	9	23	47	16	±5	3.6	±0.1	
Did Not Experience	99	±1	2	5	16	46	30	±3	4.0	±0.1	
ARMY	100	±1	6	8	20	43	23	±4	3.7	±0.1	
White	100	±1	5	8	21	45	22	±6	3.7	±0.2	
Total Minority	100	±1	6	8	20	41	24	±4	3.7	±0.1	
Black	100	±1	8	6	21	42	22	±4	3.6	±0.1	
Hispanic	100	±1	5	7	19	41	28	±7	3.8	±0.2	
Asian	99	±1	3	11	21	45	20	±9	3.7	±0.2	
Other Race/Ethnicity	98	±4	5	NR	20	35	25	±13	3.6	±0.4	
Enlisted	100	±1	7	9	22	42	22	±5	3.6	±0.1	
E1 – E4	100	±1	8	10	21	39	22	±7	3.6	±0.2	
E5 – E9	100	±1	5	7	23	45	21	±5	3.7	±0.1	
Officers	100	±1	1	5	14	51	29	±6	4.0	±0.1	
NAVY	99	±1	4	6	19	46	24	±4	3.8	±0.1	
White	99	±2	4	6	17	47	26	±6	3.9	±0.2	
Total Minority	100	±1	4	7	21	46	23	±3	3.8	±0.1	
Black	99	±1	4	7	22	45	22	±5	3.7	±0.1	
Hispanic	100	±1	4	6	22	42	26	±7	3.8	±0.2	
Asian	99	±1	3	7	21	53	17	±7	3.7	±0.1	
Other Race/Ethnicity	100	±1	4	9	19	47	21	±8	3.7	±0.2	
Enlisted	99	±2	4	6	21	45	24	±4	3.8	±0.1	
E1 – E4	98	±2	6	7	23	42	23	±6	3.7	±0.2	
E5 – E9	99	±1	3	6	19	47	25	±5	3.9	±0.1	
Officers	100	±1	1	5	10	56	28	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

18. How much do you agree or disagree with the following statements about the people you work with at your workplace?
 e. You are satisfied with the relationships you have with your coworkers.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	4	6	19	44	27	±4	3.8	±0.1	
White	100	±1	4	7	18	44	26	±6	3.8	±0.2	
Total Minority	99	±1	3	5	20	44	28	±6	3.9	±0.1	
Black	100	±1	4	4	24	45	23	±7	3.8	±0.2	
Hispanic	99	±1	4	5	18	42	30	±8	3.9	±0.2	
Asian	99	±1	3	4	19	46	27	±15	3.9	±0.3	
Other Race/Ethnicity	100	±0	2	4	20	49	25	±16	3.9	±0.3	
Enlisted	100	±1	5	6	20	42	27	±5	3.8	±0.1	
E1 – E4	99	±1	5	6	20	42	26	±7	3.8	±0.2	
E5 – E9	100	±1	3	6	20	43	29	±5	3.9	±0.1	
Officers	100	±0	1	3	13	59	24	±5	4.0	±0.1	
AIR FORCE	100	±1	3	6	16	46	28	±4	3.9	±0.1	
White	100	±1	3	6	17	44	30	±5	3.9	±0.1	
Total Minority	100	±1	2	6	15	51	26	±4	3.9	±0.1	
Black	100	±1	3	5	16	49	26	±5	3.9	±0.1	
Hispanic	99	±1	2	7	11	51	29	±9	4.0	±0.2	
Asian	99	±1	2	4	17	56	21	±6	3.9	±0.1	
Other Race/Ethnicity	100	±1	2	5	17	54	22	±9	3.9	±0.2	
Enlisted	100	±1	3	7	18	45	27	±4	3.9	±0.1	
E1 – E4	99	±2	4	9	19	42	27	±7	3.8	±0.2	
E5 – E9	100	±1	3	5	17	49	27	±5	3.9	±0.1	
Officers	100	±1	1	4	10	50	35	±5	4.1	±0.1	
COAST GUARD	100	±1	2	6	16	51	25	±4	3.9	±0.1	
White	99	±1	2	7	14	52	25	±5	3.9	±0.1	
Total Minority	100	±1	2	5	21	48	24	±5	3.9	±0.1	
Black	100	±0	1	6	17	51	26	±7	3.9	±0.2	
Hispanic	100	±0	2	6	20	46	25	±7	3.9	±0.2	
Asian	100	±0	2	6	16	54	22	±10	3.9	±0.2	
Other Race/Ethnicity	99	±1	1	3	28	47	21	±12	3.8	±0.2	
Enlisted	99	±1	2	7	18	50	24	±5	3.9	±0.1	
E1 – E4	100	±1	2	11	19	46	21	±8	3.7	±0.2	
E5 – E9	99	±1	2	4	16	53	25	±6	4.0	±0.1	
Officers	100	±1	1	4	9	55	31	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

18. Coworker Satisfaction scale: Constructed from Q18. Coworker Satisfaction measures members' agreement with statements about the amount of coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	Percent Responding		Mean	Max ME	Coworker Satisfaction
TOTAL DOD	99	±1	3.7	±0.1	
Enlisted	99	±1	3.7	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
Male	99	±1	3.8	±0.1	
Female	98	±2	3.5	±0.1	
White	99	±1	3.7	±0.1	
Total Minority	99	±1	3.7	±0.1	
Black	99	±1	3.7	±0.1	
Hispanic	99	±1	3.7	±0.1	
AIAN	99	±1	3.3	±0.3	
Asian	98	±1	3.7	±0.1	
NHPI	98	±2	3.8	±0.1	
Two or More Races	98	±3	3.8	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	99	±1	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	99	±2	3.1	±0.2	
Experienced, Did Not Label	99	±1	3.5	±0.1	
Did Not Experience	99	±1	3.9	±0.1	
ARMY					
White	99	±1	3.6	±0.2	
Total Minority	99	±1	3.7	±0.1	
Black	99	±1	3.6	±0.1	
Hispanic	99	±1	3.7	±0.2	
Asian	98	±2	3.6	±0.2	
Other Race/Ethnicity	98	±4	3.6	±0.3	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	100	±1	3.5	±0.2	
E5 – E9	98	±2	3.7	±0.1	
Officers	99	±2	3.9	±0.1	
NAVY					
White	99	±2	3.8	±0.1	
Total Minority	98	±1	3.7	±0.1	
Black	98	±2	3.7	±0.1	
Hispanic	99	±1	3.6	±0.2	
Asian	98	±1	3.7	±0.1	
Other Race/Ethnicity	98	±3	3.7	±0.1	
Enlisted	98	±2	3.7	±0.1	
E1 – E4	98	±3	3.6	±0.2	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±1	4.0	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. A higher score indicates higher satisfaction. The overall Cronbach's alpha = 0.92 (White = 0.92, Black = 0.92, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

18. Coworker Satisfaction scale: Constructed from Q18. Coworker Satisfaction measures members' agreement with statements about the amount of coworker conflicts, coworker work effort, work group compatibility, and helpfulness of coworkers.

	Percent Responding		Mean	Max ME	Coworker Satisfaction
MARINE CORPS	99	±1	3.8	±0.1	
White	99	±1	3.7	±0.2	
Total Minority	99	±1	3.8	±0.1	
Black	98	±2	3.7	±0.2	
Hispanic	98	±2	3.8	±0.2	
Asian	98	±2	3.8	±0.2	
Other Race/Ethnicity	100	±1	3.8	±0.3	
Enlisted	99	±1	3.7	±0.1	
E1 – E4	99	±1	3.7	±0.2	
E5 – E9	98	±2	3.8	±0.1	
Officers	99	±1	4.0	±0.1	
AIR FORCE	98	±1	3.9	±0.1	
White	98	±2	3.9	±0.1	
Total Minority	98	±1	3.9	±0.1	
Black	99	±1	3.9	±0.1	
Hispanic	99	±1	3.9	±0.2	
Asian	99	±1	3.8	±0.1	
Other Race/Ethnicity	97	±4	3.8	±0.2	
Enlisted	98	±2	3.8	±0.1	
E1 – E4	97	±3	3.8	±0.2	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±2	4.1	±0.1	
COAST GUARD	99	±1	3.9	±0.1	
White	98	±2	3.9	±0.1	
Total Minority	99	±1	3.8	±0.1	
Black	99	±1	3.9	±0.1	
Hispanic	99	±2	3.8	±0.2	
Asian	100	±0	3.8	±0.2	
Other Race/Ethnicity	99	±2	3.8	±0.2	
Enlisted	98	±1	3.8	±0.1	
E1 – E4	99	±2	3.7	±0.2	
E5 – E9	98	±2	3.9	±0.1	
Officers	99	±1	4.1	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. A higher score indicates higher satisfaction. The overall Cronbach's alpha = 0.92 (White = 0.92, Black = 0.92, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

a. Intentionally interfered with others' work performance?

1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	100	±1	52	21	17	6	4	±2	1.9	±0.1	
Enlisted	99	±1	50	21	18	7	4	±3	1.9	±0.1	
E1 – E4	99	±1	48	21	19	7	5	±4	2.0	±0.1	
E5 – E9	99	±1	52	22	16	6	4	±3	1.9	±0.1	
Officers	100	±1	62	21	11	4	2	±3	1.6	±0.1	
O1 – O3	100	±1	61	22	11	5	2	±5	1.6	±0.1	
O4 – O6	100	±1	65	20	10	3	2	±5	1.6	±0.1	
Male	100	±1	53	21	17	6	4	±3	1.9	±0.1	
Female	99	±1	47	22	17	9	5	±4	2.0	±0.1	
White	100	±1	53	21	16	6	4	±3	1.9	±0.1	
Total Minority	100	±1	51	21	17	7	4	±2	1.9	±0.1	
Black	100	±1	51	19	19	6	5	±3	2.0	±0.1	
Hispanic	99	±1	51	23	16	7	3	±4	1.9	±0.1	
AIAN	100	±1	28	19	NR	NR	6	±15	2.6	±0.6	
Asian	99	±1	49	24	19	5	2	±4	1.9	±0.1	
NHPI	100	±1	47	23	19	7	3	±5	2.0	±0.1	
Two or More Races	99	±1	58	21	13	6	3	±7	1.8	±0.2	
Not Deployed Past 12 Months	99	±1	54	21	15	7	3	±3	1.8	±0.1	
Deployed Past 12 Months	100	±1	48	22	20	5	4	±4	2.0	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	24	23	28	12	13	±5	2.7	±0.2	
Experienced, Did Not Label	100	±1	38	27	22	7	6	±5	2.2	±0.2	
Did Not Experience	99	±1	61	19	13	5	2	±3	1.7	±0.1	
ARMY	99	±1	47	21	19	8	5	±4	2.0	±0.1	
White	99	±2	47	23	19	6	5	±6	2.0	±0.2	
Total Minority	100	±1	48	20	17	10	6	±4	2.1	±0.1	
Black	100	±1	49	17	19	8	7	±5	2.1	±0.2	
Hispanic	100	±1	49	21	14	11	5	±8	2.0	±0.2	
Asian	99	±1	44	28	20	6	3	±9	2.0	±0.1	
Other Race/Ethnicity	99	±1	42	21	18	NR	4	±13	2.2	±0.4	
Enlisted	99	±1	45	22	20	9	5	±5	2.1	±0.2	
E1 – E4	99	±2	41	21	21	10	7	±7	2.2	±0.2	
E5 – E9	99	±1	49	22	18	7	4	±5	1.9	±0.1	
Officers	100	±1	58	21	14	4	3	±6	1.7	±0.2	
NAVY	100	±1	52	23	16	6	3	±4	1.9	±0.1	
White	100	±1	54	22	14	6	4	±6	1.8	±0.2	
Total Minority	100	±1	48	23	20	6	3	±3	1.9	±0.1	
Black	99	±1	51	20	21	5	3	±5	1.9	±0.2	
Hispanic	100	±0	46	26	18	7	4	±8	2.0	±0.2	
Asian	100	±1	47	24	21	5	2	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	48	21	20	7	4	±10	2.0	±0.2	
Enlisted	100	±1	49	23	17	6	4	±4	1.9	±0.1	
E1 – E4	100	±1	49	24	17	5	5	±7	1.9	±0.2	
E5 – E9	100	±1	49	22	18	7	3	±5	1.9	±0.2	
Officers	100	±1	63	21	10	5	1	±5	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

a. Intentionally interfered with others' work performance?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	100	±1	50	22	18	7	2	±4	1.9	±0.1	
White	100	±1	51	20	19	8	3	±6	1.9	±0.2	
Total Minority	100	±1	49	26	18	5	2	±5	1.8	±0.1	
Black	100	±1	48	20	22	5	4	±7	2.0	±0.2	
Hispanic	100	±1	49	28	17	4	1	±8	1.8	±0.2	
Asian	100	±1	50	21	19	9	2	±10	1.9	±0.3	
Other Race/Ethnicity	100	±1	47	33	14	4	1	±14	1.8	±0.2	
Enlisted	100	±1	49	22	19	7	3	±5	1.9	±0.1	
E1 – E4	100	±1	46	22	22	8	2	±7	2.0	±0.2	
E5 – E9	99	±2	54	23	15	5	3	±5	1.8	±0.2	
Officers	100	±1	63	21	11	4	1	±5	1.6	±0.1	
AIR FORCE	99	±1	62	19	13	3	3	±4	1.7	±0.1	
White	100	±1	62	19	13	3	3	±5	1.7	±0.1	
Total Minority	99	±2	62	19	12	4	3	±4	1.7	±0.1	
Black	99	±1	58	20	13	5	4	±5	1.8	±0.2	
Hispanic	98	±4	63	18	13	4	1	±9	1.6	±0.2	
Asian	100	±1	60	21	15	2	2	±6	1.7	±0.1	
Other Race/Ethnicity	100	±1	70	16	8	2	4	±8	1.5	±0.2	
Enlisted	99	±1	61	19	14	3	3	±4	1.7	±0.1	
E1 – E4	99	±2	63	17	16	2	2	±7	1.6	±0.2	
E5 – E9	100	±1	58	20	12	5	4	±5	1.8	±0.2	
Officers	100	±1	69	21	7	3	1	±5	1.5	±0.1	
COAST GUARD	100	±1	56	22	16	5	2	±4	1.7	±0.1	
White	100	±1	59	20	14	5	2	±5	1.7	±0.1	
Total Minority	100	±1	49	25	20	4	1	±5	1.8	±0.1	
Black	99	±2	59	19	16	5	2	±6	1.7	±0.2	
Hispanic	100	±1	48	26	20	4	1	±7	1.8	±0.2	
Asian	100	±0	45	24	29	1	2	±10	1.9	±0.2	
Other Race/Ethnicity	100	±1	45	25	23	5	1	±13	1.9	±0.2	
Enlisted	100	±1	53	23	17	5	1	±5	1.8	±0.1	
E1 – E4	100	±1	48	26	19	6	1	±8	1.9	±0.2	
E5 – E9	100	±1	57	21	16	5	1	±6	1.7	±0.2	
Officers	100	±0	68	16	9	4	3	±5	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

b. Did not provide information or assistance when needed?

1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	37	26	21	10	7	±2	2.2	±0.1	
Enlisted	99	±1	36	25	21	11	8	±2	2.3	±0.1	
E1 – E4	99	±1	35	24	20	11	10	±4	2.4	±0.1	
E5 – E9	99	±1	38	25	22	10	5	±3	2.2	±0.1	
Officers	99	±1	41	31	19	6	3	±3	2.0	±0.1	
O1 – O3	99	±1	38	33	18	7	3	±5	2.1	±0.1	
O4 – O6	99	±1	46	28	19	4	3	±5	1.9	±0.2	
Male	99	±1	38	26	20	9	7	±2	2.2	±0.1	
Female	99	±1	32	23	23	14	8	±4	2.4	±0.1	
White	99	±1	36	28	21	9	7	±3	2.2	±0.1	
Total Minority	99	±1	39	23	20	11	7	±2	2.2	±0.1	
Black	99	±1	38	21	22	11	8	±3	2.3	±0.1	
Hispanic	99	±1	39	24	19	11	7	±4	2.2	±0.1	
AIAN	100	±1	24	15	15	NR	9	±14	2.9	±0.5	
Asian	99	±1	41	26	22	8	4	±4	2.1	±0.1	
NHPI	99	±1	42	24	22	8	4	±5	2.1	±0.2	
Two or More Races	99	±1	43	23	17	12	4	±7	2.1	±0.2	
Not Deployed Past 12 Months	99	±1	40	25	20	10	6	±3	2.2	±0.1	
Deployed Past 12 Months	99	±1	31	29	22	10	9	±4	2.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	98	±2	12	22	24	21	20	±5	3.2	±0.2	
Experienced, Did Not Label	98	±1	22	26	29	12	11	±5	2.6	±0.2	
Did Not Experience	99	±1	46	26	17	7	3	±3	2.0	±0.1	
ARMY											
White	98	±2	28	29	23	9	11	±6	2.4	±0.2	
Total Minority	99	±1	35	21	19	16	9	±4	2.4	±0.1	
Black	99	±2	36	19	22	14	10	±4	2.4	±0.2	
Hispanic	99	±1	33	25	17	14	10	±8	2.4	±0.2	
Asian	99	±2	35	26	24	10	6	±8	2.3	±0.2	
Other Race/Ethnicity	99	±2	34	18	14	29	6	±17	2.5	±0.4	
Enlisted	99	±2	30	25	21	13	11	±4	2.5	±0.2	
E1 – E4	98	±2	28	22	20	15	15	±7	2.7	±0.2	
E5 – E9	99	±1	32	28	23	11	6	±5	2.3	±0.1	
Officers	99	±2	36	30	21	6	6	±6	2.2	±0.2	
NAVY											
White	99	±1	37	28	20	9	5	±6	2.2	±0.2	
Total Minority	98	±1	36	24	26	9	6	±4	2.2	±0.1	
Black	98	±2	37	22	27	9	5	±5	2.2	±0.2	
Hispanic	98	±3	34	22	26	10	8	±8	2.4	±0.2	
Asian	99	±1	40	28	23	7	2	±6	2.0	±0.2	
Other Race/Ethnicity	99	±1	31	26	26	11	6	±10	2.4	±0.2	
Enlisted	99	±1	36	25	23	10	6	±4	2.3	±0.1	
E1 – E4	98	±2	32	27	22	11	8	±6	2.4	±0.2	
E5 – E9	99	±1	40	23	24	9	4	±5	2.2	±0.2	
Officers	99	±1	41	32	18	6	3	±5	2.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...
b. Did not provide information or assistance when needed?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	99	±1	41	26	18	10	6	±4	2.1	±0.1	
White	100	±1	39	27	16	11	6	±6	2.2	±0.2	
Total Minority	99	±1	43	24	20	8	4	±5	2.1	±0.2	
Black	98	±2	40	25	20	10	5	±7	2.1	±0.2	
Hispanic	99	±1	46	23	20	7	4	±8	2.0	±0.2	
Asian	99	±1	41	26	22	7	4	±12	2.1	±0.3	
Other Race/Ethnicity	99	±2	40	29	21	7	3	±14	2.0	±0.3	
Enlisted	99	±1	41	25	18	10	6	±5	2.2	±0.2	
E1 – E4	100	±1	41	25	18	10	6	±7	2.2	±0.2	
E5 – E9	99	±1	40	26	19	10	5	±5	2.1	±0.2	
Officers	99	±1	43	31	18	6	2	±5	1.9	±0.1	
AIR FORCE	99	±1	45	25	19	7	4	±4	2.0	±0.1	
White	100	±1	43	25	21	7	4	±5	2.0	±0.1	
Total Minority	99	±1	48	24	16	7	4	±4	2.0	±0.1	
Black	98	±2	44	24	17	7	7	±5	2.1	±0.2	
Hispanic	100	±1	46	26	16	10	2	±9	1.9	±0.2	
Asian	99	±1	52	25	17	5	3	±7	1.8	±0.2	
Other Race/Ethnicity	99	±1	55	22	14	5	4	±9	1.8	±0.2	
Enlisted	100	±1	44	24	20	7	5	±4	2.0	±0.1	
E1 – E4	100	±1	47	25	20	4	4	±7	1.9	±0.2	
E5 – E9	99	±1	43	23	20	9	6	±5	2.1	±0.2	
Officers	99	±2	47	30	16	6	1	±5	1.8	±0.1	
COAST GUARD	99	±1	42	29	19	8	3	±4	2.0	±0.1	
White	99	±1	42	30	17	8	3	±5	2.0	±0.2	
Total Minority	98	±1	40	25	24	9	2	±5	2.1	±0.1	
Black	98	±2	50	25	18	5	2	±6	1.8	±0.2	
Hispanic	98	±2	43	23	22	10	2	±7	2.1	±0.2	
Asian	98	±3	31	34	26	8	1	±10	2.1	±0.2	
Other Race/Ethnicity	100	±1	31	27	31	10	2	±12	2.3	±0.2	
Enlisted	99	±1	40	28	20	8	3	±5	2.1	±0.1	
E1 – E4	99	±2	35	28	24	10	3	±8	2.2	±0.2	
E5 – E9	99	±2	44	28	18	7	3	±6	2.0	±0.2	
Officers	99	±2	46	31	14	7	2	±5	1.9	±0.1	

Note. Percent responding are active duty members who answered the question.

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

c. Were excessively harsh in their criticism of work performance?

1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	47	22	17	8	6	±2	2.0	±0.1	
Enlisted	99	±1	45	22	17	8	7	±3	2.1	±0.1	
E1 – E4	99	±2	45	22	16	9	8	±4	2.1	±0.1	
E5 – E9	99	±1	46	23	18	8	5	±3	2.0	±0.1	
Officers	99	±1	54	23	15	5	3	±3	1.8	±0.1	
O1 – O3	99	±1	50	25	16	6	4	±5	1.9	±0.1	
O4 – O6	99	±2	59	21	13	4	3	±5	1.7	±0.2	
Male	99	±1	47	22	17	8	6	±3	2.0	±0.1	
Female	99	±1	43	21	17	10	8	±4	2.2	±0.1	
White	99	±1	47	23	16	8	7	±3	2.0	±0.1	
Total Minority	99	±1	47	21	17	8	6	±2	2.0	±0.1	
Black	99	±1	47	20	18	8	7	±3	2.1	±0.1	
Hispanic	99	±1	47	22	17	8	6	±4	2.0	±0.1	
AIAN	100	±1	34	17	NR	NR	6	±18	2.5	±0.6	
Asian	99	±1	50	22	19	6	4	±4	1.9	±0.1	
NHPI	99	±1	47	26	17	7	3	±6	1.9	±0.1	
Two or More Races	99	±1	48	23	14	8	7	±7	2.0	±0.2	
Not Deployed Past 12 Months	99	±1	49	22	16	8	5	±3	2.0	±0.1	
Deployed Past 12 Months	99	±2	42	24	18	8	8	±4	2.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	19	20	26	16	18	±5	2.9	±0.2	
Experienced, Did Not Label	99	±1	29	27	22	12	10	±5	2.5	±0.2	
Did Not Experience	99	±1	57	21	14	5	3	±3	1.8	±0.1	
ARMY											
White	98	±3	41	25	18	8	9	±6	2.2	±0.2	
Total Minority	99	±1	45	20	18	10	8	±4	2.2	±0.1	
Black	99	±2	45	18	19	10	9	±5	2.2	±0.2	
Hispanic	99	±1	45	21	18	9	7	±7	2.1	±0.2	
Asian	99	±1	49	19	21	6	5	±7	2.0	±0.2	
Other Race/Ethnicity	99	±2	39	24	15	NR	7	±13	2.3	±0.4	
Enlisted	98	±2	41	23	18	9	9	±5	2.2	±0.2	
E1 – E4	98	±3	40	21	18	9	12	±7	2.3	±0.2	
E5 – E9	99	±1	43	25	19	8	5	±5	2.1	±0.1	
Officers	98	±2	51	21	16	7	5	±6	1.9	±0.2	
NAVY											
White	99	±1	46	21	17	9	6	±6	2.1	±0.2	
Total Minority	99	±1	44	24	19	8	5	±3	2.1	±0.1	
Black	98	±2	46	23	19	7	4	±5	2.0	±0.2	
Hispanic	98	±2	41	24	20	9	6	±7	2.1	±0.2	
Asian	99	±1	48	22	21	6	3	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	39	24	15	13	9	±11	2.3	±0.3	
Enlisted	99	±1	45	21	19	9	7	±4	2.1	±0.2	
E1 – E4	99	±1	43	21	17	11	8	±7	2.2	±0.2	
E5 – E9	99	±1	46	21	20	8	5	±5	2.1	±0.2	
Officers	99	±1	49	29	14	6	2	±5	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

c. Were excessively harsh in their criticism of work performance?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	100	±1	47	23	16	7	6	±4	2.0	±0.1	
White	100	±1	46	24	16	7	7	±6	2.1	±0.2	
Total Minority	100	±1	49	23	17	7	5	±5	2.0	±0.1	
Black	99	±1	43	22	20	10	5	±7	2.1	±0.2	
Hispanic	100	±1	51	22	16	6	5	±8	1.9	±0.2	
Asian	100	±1	48	22	19	7	4	±11	2.0	±0.3	
Other Race/Ethnicity	100	±1	51	28	14	5	2	±14	1.8	±0.2	
Enlisted	100	±1	47	22	17	8	7	±5	2.1	±0.2	
E1 – E4	100	±1	46	23	14	10	7	±7	2.1	±0.2	
E5 – E9	99	±1	47	22	21	4	5	±5	2.0	±0.2	
Officers	99	±1	50	30	14	3	3	±5	1.8	±0.1	
AIR FORCE	100	±1	54	21	14	7	4	±4	1.8	±0.1	
White	100	±0	54	21	14	7	4	±5	1.9	±0.1	
Total Minority	99	±1	55	21	14	7	4	±4	1.8	±0.1	
Black	99	±1	56	19	15	5	5	±5	1.9	±0.2	
Hispanic	99	±1	51	23	13	10	2	±9	1.9	±0.2	
Asian	99	±1	55	26	12	4	2	±7	1.7	±0.1	
Other Race/Ethnicity	100	±1	58	18	15	4	5	±9	1.8	±0.2	
Enlisted	100	±1	52	22	14	8	4	±4	1.9	±0.1	
E1 – E4	100	±1	56	23	15	4	3	±7	1.8	±0.2	
E5 – E9	99	±1	50	21	13	11	6	±5	2.0	±0.2	
Officers	100	±1	62	19	13	4	2	±5	1.6	±0.1	
COAST GUARD	100	±1	52	20	17	6	4	±4	1.9	±0.1	
White	100	±1	52	20	17	7	4	±5	1.9	±0.2	
Total Minority	100	±1	51	21	19	6	3	±5	1.9	±0.1	
Black	100	±1	55	21	15	4	4	±6	1.8	±0.2	
Hispanic	99	±1	52	20	19	6	3	±7	1.9	±0.2	
Asian	100	±0	49	20	23	7	1	±10	1.9	±0.2	
Other Race/Ethnicity	100	±1	47	24	19	8	2	±13	1.9	±0.2	
Enlisted	99	±1	51	19	19	7	4	±5	1.9	±0.2	
E1 – E4	100	±1	45	19	21	11	4	±8	2.1	±0.2	
E5 – E9	99	±1	56	20	17	4	4	±6	1.8	±0.2	
Officers	100	±1	55	24	12	5	4	±5	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

19. How often during the past 12 months have you had experiences where coworkers or supervisors...
d. Took credit for work or ideas that were not theirs?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	48	19	16	9	8	±2	2.1	±0.1	
Enlisted	99	±1	47	18	16	10	9	±3	2.2	±0.1	
E1 – E4	99	±1	46	18	15	10	11	±4	2.2	±0.1	
E5 – E9	99	±1	48	18	17	9	7	±3	2.1	±0.1	
Officers	99	±1	56	21	15	5	3	±3	1.8	±0.1	
O1 – O3	99	±1	53	22	17	6	3	±5	1.8	±0.1	
O4 – O6	100	±1	60	21	12	3	3	±5	1.7	±0.1	
Male	99	±1	49	19	16	9	8	±3	2.1	±0.1	
Female	99	±1	46	19	17	9	9	±4	2.2	±0.1	
White	99	±1	47	19	16	9	9	±3	2.1	±0.1	
Total Minority	99	±1	51	18	15	9	7	±2	2.0	±0.1	
Black	99	±1	52	17	16	7	8	±3	2.0	±0.1	
Hispanic	99	±1	50	18	15	9	8	±4	2.1	±0.1	
AIAN	97	±5	31	12	13	NR	8	±17	2.8	±0.6	
Asian	99	±1	53	19	16	7	5	±4	1.9	±0.1	
NHPI	100	±1	54	18	13	9	6	±5	1.9	±0.2	
Two or More Races	98	±2	53	20	13	8	6	±7	1.9	±0.2	
Not Deployed Past 12 Months	99	±1	51	18	15	9	7	±3	2.0	±0.1	
Deployed Past 12 Months	99	±1	42	19	18	9	11	±4	2.3	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	98	±2	21	17	21	19	22	±5	3.0	±0.2	
Experienced, Did Not Label	99	±1	33	20	23	12	12	±4	2.5	±0.2	
Did Not Experience	99	±1	58	19	13	6	4	±3	1.8	±0.1	
ARMY											
White	99	±2	41	19	17	14	10	±6	2.3	±0.2	
Total Minority	99	±1	49	16	15	12	8	±4	2.1	±0.1	
Black	99	±1	50	16	16	10	9	±5	2.1	±0.2	
Hispanic	99	±1	47	19	13	12	9	±8	2.2	±0.2	
Asian	99	±1	53	16	19	8	4	±7	1.9	±0.2	
Other Race/Ethnicity	97	±4	47	12	13	NR	7	±13	2.3	±0.4	
Enlisted	99	±1	43	17	16	14	10	±5	2.3	±0.2	
E1 – E4	99	±2	41	16	14	15	13	±7	2.4	±0.2	
E5 – E9	99	±1	44	18	18	13	7	±5	2.2	±0.2	
Officers	99	±2	50	22	17	7	4	±6	1.9	±0.2	
NAVY											
White	99	±1	48	21	16	6	9	±6	2.1	±0.2	
Total Minority	99	±1	49	21	16	7	6	±3	2.0	±0.1	
Black	99	±1	49	20	19	6	6	±5	2.0	±0.2	
Hispanic	98	±2	52	19	15	7	7	±6	2.0	±0.2	
Asian	99	±1	50	21	17	7	5	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	45	24	12	10	9	±10	2.1	±0.2	
Enlisted	99	±1	46	20	16	7	9	±4	2.1	±0.2	
E1 – E4	98	±2	43	21	16	7	14	±7	2.3	±0.2	
E5 – E9	100	±1	50	20	17	8	5	±5	2.0	±0.2	
Officers	99	±1	58	23	14	3	2	±5	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

d. Took credit for work or ideas that were not theirs?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	99	±1	49	18	17	7	9	±4	2.1	±0.2	
White	99	±1	49	17	16	7	10	±6	2.1	±0.2	
Total Minority	99	±1	50	18	17	7	7	±5	2.0	±0.2	
Black	99	±1	52	15	18	5	11	±7	2.1	±0.3	
Hispanic	99	±1	50	16	19	8	6	±8	2.0	±0.2	
Asian	99	±1	51	18	15	10	6	±10	2.0	±0.3	
Other Race/Ethnicity	98	±2	47	31	11	5	5	±15	1.9	±0.3	
Enlisted	99	±1	48	17	17	8	10	±5	2.1	±0.2	
E1 – E4	100	±1	47	15	18	9	12	±7	2.2	±0.2	
E5 – E9	99	±2	52	19	16	6	7	±5	2.0	±0.2	
Officers	99	±1	55	24	14	4	3	±5	1.8	±0.1	
AIR FORCE	99	±1	55	19	15	6	5	±4	1.9	±0.1	
White	99	±1	54	20	16	6	5	±5	1.9	±0.2	
Total Minority	99	±1	58	17	13	6	6	±4	1.8	±0.1	
Black	98	±2	59	17	13	5	5	±5	1.8	±0.2	
Hispanic	99	±1	56	18	12	7	7	±9	1.9	±0.3	
Asian	99	±1	60	20	12	4	4	±6	1.7	±0.2	
Other Race/Ethnicity	98	±3	59	16	15	5	4	±9	1.8	±0.2	
Enlisted	99	±1	53	19	16	6	6	±4	1.9	±0.1	
E1 – E4	99	±2	56	21	15	4	4	±7	1.8	±0.2	
E5 – E9	99	±1	51	17	16	8	7	±5	2.0	±0.2	
Officers	99	±1	63	18	11	5	2	±5	1.6	±0.2	
COAST GUARD	99	±1	51	21	16	9	4	±4	1.9	±0.1	
White	99	±2	51	21	15	10	4	±5	2.0	±0.2	
Total Minority	99	±1	52	19	18	7	3	±5	1.9	±0.1	
Black	99	±1	58	21	12	5	4	±8	1.7	±0.2	
Hispanic	99	±1	53	20	17	7	3	±7	1.9	±0.2	
Asian	99	±3	54	25	14	6	NR	±10	1.7	±0.2	
Other Race/Ethnicity	99	±1	46	16	26	7	5	±13	2.1	±0.2	
Enlisted	99	±2	51	20	17	9	4	±5	2.0	±0.2	
E1 – E4	99	±2	47	21	16	12	3	±8	2.0	±0.2	
E5 – E9	98	±2	54	19	17	6	5	±6	1.9	±0.2	
Officers	99	±2	52	23	12	10	3	±5	1.9	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...
e. Spread rumors or gossiped about you or others?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	99	±1	46	19	16	9	9	±2	2.2	±0.1	
Enlisted	99	±1	45	19	16	9	10	±3	2.2	±0.1	
E1 – E4	99	±1	43	18	16	11	12	±4	2.3	±0.1	
E5 – E9	98	±1	48	20	17	7	8	±3	2.1	±0.1	
Officers	99	±1	51	22	15	8	5	±4	1.9	±0.1	
O1 – O3	100	±1	46	23	16	10	5	±5	2.1	±0.2	
O4 – O6	99	±1	56	22	14	5	3	±5	1.8	±0.2	
Male	99	±1	48	19	16	9	8	±3	2.1	±0.1	
Female	99	±1	36	20	19	10	15	±4	2.5	±0.2	
White	99	±1	44	21	16	9	10	±3	2.2	±0.1	
Total Minority	99	±1	49	18	16	9	9	±2	2.1	±0.1	
Black	99	±1	50	15	16	9	11	±3	2.2	±0.1	
Hispanic	99	±1	48	19	16	8	9	±4	2.1	±0.1	
AIAN	99	±1	NR	12	14	NR	10	±10	2.5	±0.7	
Asian	99	±1	51	22	15	6	6	±4	1.9	±0.1	
NHPI	99	±1	52	18	16	7	7	±5	2.0	±0.2	
Two or More Races	99	±1	49	18	17	9	8	±7	2.1	±0.2	
Not Deployed Past 12 Months	99	±1	48	19	16	8	9	±3	2.1	±0.1	
Deployed Past 12 Months	99	±1	42	19	17	11	10	±4	2.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±2	19	15	19	22	25	±6	3.2	±0.2	
Experienced, Did Not Label	99	±1	30	20	22	13	15	±4	2.6	±0.2	
Did Not Experience	99	±1	55	20	14	6	5	±3	1.9	±0.1	
ARMY	99	±1	44	18	17	11	11	±4	2.3	±0.2	
White	99	±2	41	20	17	11	11	±6	2.3	±0.2	
Total Minority	99	±1	47	16	17	10	10	±4	2.2	±0.1	
Black	99	±1	48	13	17	10	12	±5	2.2	±0.2	
Hispanic	99	±1	46	18	18	10	8	±9	2.2	±0.2	
Asian	99	±2	45	25	15	8	7	±8	2.1	±0.2	
Other Race/Ethnicity	99	±2	47	13	15	NR	10	±13	2.3	±0.4	
Enlisted	99	±1	42	18	17	11	12	±5	2.3	±0.2	
E1 – E4	99	±2	40	16	17	13	14	±7	2.5	±0.2	
E5 – E9	99	±1	45	20	18	9	9	±5	2.2	±0.2	
Officers	99	±1	51	20	14	9	6	±6	2.0	±0.2	
NAVY	98	±2	44	23	16	8	10	±4	2.2	±0.1	
White	97	±2	44	24	16	8	9	±6	2.1	±0.2	
Total Minority	99	±1	45	21	16	8	10	±3	2.2	±0.1	
Black	99	±2	48	18	16	8	10	±5	2.2	±0.2	
Hispanic	99	±1	40	26	15	7	12	±8	2.2	±0.2	
Asian	98	±2	53	21	15	4	7	±6	1.9	±0.2	
Other Race/Ethnicity	99	±1	39	18	17	15	10	±11	2.4	±0.3	
Enlisted	97	±2	43	22	16	8	10	±4	2.2	±0.2	
E1 – E4	98	±2	38	23	16	11	13	±7	2.4	±0.2	
E5 – E9	96	±3	49	22	16	6	8	±5	2.0	±0.2	
Officers	99	±1	47	24	17	7	5	±5	2.0	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...
e. Spread rumors or gossiped about you or others?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	99	±1	51	17	16	7	8	±4	2.0	±0.2	
White	99	±2	48	18	17	8	10	±6	2.1	±0.2	
Total Minority	99	±1	56	16	15	7	6	±5	1.9	±0.2	
Black	98	±2	52	16	18	8	7	±8	2.0	±0.2	
Hispanic	99	±2	58	15	14	7	6	±7	1.9	±0.2	
Asian	99	±1	52	19	15	8	6	±10	2.0	±0.3	
Other Race/Ethnicity	99	±1	57	22	13	4	4	±13	1.7	±0.2	
Enlisted	99	±1	51	16	16	8	9	±5	2.1	±0.2	
E1 – E4	99	±2	49	15	16	9	10	±7	2.2	±0.2	
E5 – E9	100	±1	55	18	16	5	7	±5	1.9	±0.2	
Officers	99	±2	52	24	16	5	3	±5	1.8	±0.1	
AIR FORCE	99	±1	49	20	15	8	8	±4	2.0	±0.1	
White	99	±1	48	21	15	7	8	±5	2.1	±0.2	
Total Minority	99	±1	51	18	15	8	7	±4	2.0	±0.1	
Black	99	±1	53	15	15	8	8	±5	2.0	±0.2	
Hispanic	99	±1	47	21	14	9	8	±9	2.1	±0.3	
Asian	98	±2	57	21	13	5	4	±6	1.8	±0.2	
Other Race/Ethnicity	99	±1	51	19	18	7	5	±9	2.0	±0.2	
Enlisted	99	±1	48	19	16	8	9	±4	2.1	±0.1	
E1 – E4	99	±2	47	19	15	9	10	±7	2.2	±0.2	
E5 – E9	99	±1	49	20	16	7	8	±5	2.0	±0.2	
Officers	100	±1	53	23	14	6	4	±6	1.9	±0.2	
COAST GUARD	98	±1	50	19	15	8	9	±4	2.1	±0.1	
White	98	±2	49	19	14	8	9	±5	2.1	±0.2	
Total Minority	99	±1	51	19	16	7	7	±5	2.0	±0.2	
Black	99	±2	56	19	13	6	7	±6	1.9	±0.2	
Hispanic	100	±1	52	20	13	7	8	±7	2.0	±0.2	
Asian	100	±0	45	24	21	5	4	±10	2.0	±0.3	
Other Race/Ethnicity	99	±2	49	17	21	8	5	±13	2.0	±0.3	
Enlisted	98	±2	49	18	15	8	10	±5	2.1	±0.2	
E1 – E4	99	±2	41	18	19	8	13	±8	2.3	±0.3	
E5 – E9	97	±2	54	18	12	8	7	±6	2.0	±0.2	
Officers	100	±1	54	22	13	6	5	±5	1.9	±0.2	

Note. Percent responding are active duty members who answered the question.

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

f. Used insults, sarcasm, or gestures to humiliate you or others?

1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	100	±1	51	19	15	7	8	±2	2.0	±0.1	
Enlisted	100	±1	49	18	16	7	9	±3	2.1	±0.1	
E1 – E4	100	±1	45	17	16	9	12	±4	2.3	±0.2	
E5 – E9	100	±1	54	20	15	5	6	±3	1.9	±0.1	
Officers	100	±1	61	20	11	5	3	±3	1.7	±0.1	
O1 – O3	100	±1	55	22	13	6	4	±5	1.8	±0.1	
O4 – O6	100	±1	68	19	7	3	2	±5	1.5	±0.1	
Male	100	±1	52	19	14	7	8	±3	2.0	±0.1	
Female	100	±1	46	19	16	8	11	±4	2.2	±0.2	
White	100	±1	51	20	14	7	8	±3	2.0	±0.1	
Total Minority	100	±1	52	17	16	7	8	±2	2.0	±0.1	
Black	100	±1	52	15	18	6	8	±3	2.0	±0.1	
Hispanic	99	±1	52	18	14	8	8	±4	2.0	±0.1	
AIAN	100	±1	33	NR	NR	5	8	±16	2.3	±0.4	
Asian	100	±1	55	20	14	5	5	±4	1.8	±0.1	
NHPI	100	±1	53	24	12	6	5	±6	1.8	±0.1	
Two or More Races	100	±1	53	17	15	7	8	±7	2.0	±0.2	
Not Deployed Past 12 Months	100	±1	53	18	14	7	8	±3	2.0	±0.1	
Deployed Past 12 Months	100	±1	46	22	17	7	9	±4	2.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	17	22	22	15	24	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	26	24	22	13	15	±5	2.7	±0.2	
Did Not Experience	100	±1	65	17	11	4	4	±3	1.6	±0.1	
ARMY											
White	100	±0	43	23	15	9	10	±6	2.2	±0.2	
Total Minority	100	±1	48	18	17	8	9	±4	2.1	±0.1	
Black	100	±1	51	14	18	7	10	±5	2.1	±0.2	
Hispanic	100	±1	49	20	14	9	8	±6	2.1	±0.2	
Asian	100	±1	49	21	17	6	7	±8	2.0	±0.2	
Other Race/Ethnicity	100	±1	38	25	24	6	7	±18	2.2	±0.3	
Enlisted	100	±1	43	20	16	9	11	±5	2.2	±0.2	
E1 – E4	100	±1	38	19	16	12	15	±7	2.5	±0.3	
E5 – E9	100	±1	49	22	17	6	6	±5	2.0	±0.2	
Officers	100	±1	55	22	13	6	4	±6	1.8	±0.2	
NAVY											
White	100	±1	49	21	16	6	9	±6	2.0	±0.2	
Total Minority	100	±1	49	18	16	7	10	±3	2.1	±0.1	
Black	100	±1	48	18	19	6	9	±5	2.1	±0.2	
Hispanic	99	±2	50	17	15	7	12	±8	2.1	±0.3	
Asian	100	±1	55	21	14	5	5	±6	1.8	±0.2	
Other Race/Ethnicity	100	±0	46	19	12	10	13	±11	2.2	±0.3	
Enlisted	100	±1	48	19	17	6	10	±4	2.1	±0.2	
E1 – E4	100	±1	41	19	18	8	14	±7	2.3	±0.2	
E5 – E9	100	±1	54	18	15	5	7	±5	1.9	±0.2	
Officers	100	±1	58	23	12	4	3	±5	1.7	±0.1	

Note. Percent responding are active duty members who answered the question.

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19. How often during the past 12 months have you had experiences where coworkers or supervisors...

f. Used insults, sarcasm, or gestures to humiliate you or others?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	100	±1	52	18	14	8	8	±4	2.0	±0.2	
White	100	±0	51	18	12	9	10	±6	2.1	±0.2	
Total Minority	99	±1	53	17	18	7	6	±5	2.0	±0.2	
Black	100	±1	47	19	23	4	7	±7	2.1	±0.2	
Hispanic	100	±1	55	15	17	7	5	±7	1.9	±0.2	
Asian	100	±1	51	21	16	6	7	±10	2.0	±0.3	
Other Race/Ethnicity	97	±6	54	19	13	10	3	±14	1.9	±0.3	
Enlisted	100	±1	50	18	15	9	9	±5	2.1	±0.2	
E1 – E4	100	±1	49	16	14	11	10	±7	2.2	±0.2	
E5 – E9	100	±1	54	20	15	5	6	±5	1.9	±0.2	
Officers	100	±0	62	19	11	4	3	±5	1.7	±0.1	
AIR FORCE	100	±1	63	16	12	5	5	±4	1.7	±0.1	
White	100	±0	62	16	13	5	5	±5	1.7	±0.1	
Total Minority	99	±1	63	15	12	5	5	±4	1.7	±0.1	
Black	100	±1	62	14	14	4	6	±5	1.8	±0.2	
Hispanic	99	±3	60	19	9	7	5	±9	1.8	±0.3	
Asian	100	±1	68	16	10	3	3	±6	1.6	±0.1	
Other Race/Ethnicity	100	±1	68	13	13	3	4	±8	1.6	±0.2	
Enlisted	100	±1	61	16	13	5	5	±4	1.8	±0.1	
E1 – E4	100	±1	59	13	16	5	6	±7	1.9	±0.2	
E5 – E9	100	±1	62	18	11	4	5	±5	1.7	±0.2	
Officers	100	±1	71	17	7	4	1	±5	1.5	±0.1	
COAST GUARD	100	±1	57	17	15	6	5	±4	1.8	±0.1	
White	100	±1	57	16	15	6	5	±5	1.9	±0.2	
Total Minority	100	±1	58	17	17	5	4	±5	1.8	±0.1	
Black	100	±0	61	16	16	3	3	±6	1.7	±0.2	
Hispanic	100	±0	59	16	15	6	4	±7	1.8	±0.2	
Asian	100	±0	56	21	15	5	2	±10	1.8	±0.2	
Other Race/Ethnicity	98	±4	55	19	20	4	2	±12	1.8	±0.2	
Enlisted	100	±1	54	17	17	7	5	±5	1.9	±0.2	
E1 – E4	100	±1	46	18	18	9	9	±8	2.2	±0.3	
E5 – E9	100	±1	61	16	16	5	3	±6	1.7	±0.2	
Officers	100	±1	68	16	9	4	3	±5	1.6	±0.1	

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19. How often during the past 12 months have you had experiences where coworkers or supervisors...

g. Yelled when they were angry with you or others?

1. Never
4. Often2. Once or twice
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3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	100	±1	47	23	16	7	7	±2	2.1	±0.1	
Enlisted	100	±1	44	23	17	8	9	±3	2.1	±0.1	
E1 – E4	100	±1	41	22	17	9	11	±4	2.3	±0.1	
E5 – E9	100	±1	48	24	16	7	5	±3	2.0	±0.1	
Officers	100	±1	58	22	14	4	2	±3	1.7	±0.1	
O1 – O3	100	±1	54	23	16	5	3	±5	1.8	±0.1	
O4 – O6	100	±1	65	21	11	2	2	±5	1.6	±0.1	
Male	100	±1	47	23	16	7	7	±3	2.0	±0.1	
Female	100	±1	46	20	18	7	9	±4	2.1	±0.1	
White	100	±1	46	23	17	7	8	±3	2.1	±0.1	
Total Minority	99	±1	47	22	15	8	7	±2	2.1	±0.1	
Black	99	±1	49	19	16	8	8	±3	2.1	±0.1	
Hispanic	99	±1	44	25	15	8	7	±4	2.1	±0.1	
AIAN	100	±1	31	NR	10	NR	9	±16	2.5	±0.6	
Asian	99	±1	52	25	14	5	4	±4	1.9	±0.1	
NHPI	100	±1	48	25	16	5	4	±5	1.9	±0.1	
Two or More Races	99	±2	53	21	13	6	8	±7	2.0	±0.2	
Not Deployed Past 12 Months	100	±1	49	22	16	6	6	±3	2.0	±0.1	
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Experienced, Labeled	100	±1	19	22	21	16	22	±5	3.0	±0.2	
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ARMY											
White	100	±0	42	25	17	8	9	±4	2.2	±0.1	
Total Minority	100	±1	44	23	15	9	9	±4	2.2	±0.1	
Black	99	±1	47	18	15	10	10	±5	2.2	±0.2	
Hispanic	100	±1	40	29	13	9	9	±8	2.2	±0.2	
Asian	99	±1	48	25	15	6	5	±8	2.0	±0.2	
Other Race/Ethnicity	100	±1	42	21	17	NR	7	±12	2.2	±0.4	
Enlisted	100	±1	39	25	17	8	11	±4	2.3	±0.2	
E1 – E4	100	±1	36	23	17	9	15	±7	2.4	±0.2	
E5 – E9	100	±1	43	26	18	8	5	±5	2.1	±0.1	
Officers	100	±1	52	24	16	5	3	±6	1.8	±0.2	
NAVY											
White	100	±1	43	23	20	7	8	±6	2.1	±0.2	
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Black	99	±1	42	22	21	6	9	±5	2.2	±0.2	
Hispanic	99	±2	44	21	17	10	8	±7	2.2	±0.2	
Asian	100	±1	48	27	15	6	4	±6	1.9	±0.2	
Other Race/Ethnicity	100	±1	41	26	14	7	13	±12	2.2	±0.3	
Enlisted	100	±1	41	22	19	8	9	±4	2.2	±0.2	
E1 – E4	99	±1	38	21	21	7	13	±7	2.4	±0.2	
E5 – E9	100	±1	44	24	18	8	5	±5	2.1	±0.2	
Officers	100	±1	53	25	16	4	2	±5	1.8	±0.1	

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	Percent Responding		Percentages					Max ME	Average Frequency		
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MARINE CORPS	100	±1	41	23	17	11	9	±4	2.2	±0.2	
White	100	±0	40	22	15	13	10	±6	2.3	±0.2	
Total Minority	100	±1	42	24	20	8	6	±5	2.1	±0.2	
Black	100	±1	38	24	22	10	6	±7	2.2	±0.2	
Hispanic	100	±1	44	22	20	8	7	±8	2.1	±0.2	
Asian	100	±0	44	24	19	7	6	±11	2.1	±0.3	
Other Race/Ethnicity	100	±1	40	31	16	10	4	±14	2.1	±0.3	
Enlisted	100	±1	40	22	17	12	9	±5	2.3	±0.2	
E1 – E4	100	±0	39	20	16	14	11	±7	2.4	±0.2	
E5 – E9	100	±1	41	26	19	8	6	±5	2.1	±0.2	
Officers	100	±0	51	27	15	5	2	±5	1.8	±0.1	
AIR FORCE	100	±1	61	20	12	4	3	±4	1.7	±0.1	
White	100	±1	61	20	12	3	3	±5	1.7	±0.1	
Total Minority	99	±1	62	19	11	5	4	±4	1.7	±0.1	
Black	100	±1	64	15	12	5	5	±5	1.7	±0.2	
Hispanic	99	±1	55	23	13	7	2	±10	1.8	±0.2	
Asian	99	±1	66	21	7	3	3	±7	1.5	±0.2	
Other Race/Ethnicity	98	±4	68	17	6	3	5	±8	1.6	±0.3	
Enlisted	100	±1	59	21	12	5	4	±4	1.7	±0.1	
E1 – E4	100	±1	57	19	16	5	3	±7	1.8	±0.2	
E5 – E9	100	±1	60	22	9	5	5	±5	1.7	±0.2	
Officers	100	±1	73	16	9	1	1	±5	1.4	±0.1	
COAST GUARD	100	±1	55	23	14	4	3	±4	1.8	±0.1	
White	100	±1	54	23	14	5	3	±5	1.8	±0.2	
Total Minority	100	±1	56	24	15	3	3	±5	1.7	±0.1	
Black	100	±1	57	22	15	4	3	±6	1.7	±0.2	
Hispanic	100	±0	58	22	14	3	3	±7	1.7	±0.2	
Asian	100	±0	51	33	12	3	2	±10	1.7	±0.2	
Other Race/Ethnicity	100	±0	53	26	17	3	2	±12	1.7	±0.2	
Enlisted	100	±1	52	24	16	5	3	±5	1.8	±0.1	
E1 – E4	100	±0	45	26	17	7	5	±8	2.0	±0.2	
E5 – E9	100	±1	57	23	15	3	2	±6	1.7	±0.1	
Officers	100	±1	67	20	8	3	3	±5	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

19. How often during the past 12 months have you had experiences where coworkers or supervisors...
h. Swore at you or others in a hostile manner?

1. Never
4. Often

2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	100	±1	62	16	12	4	6	±2	1.8	±0.1	
Enlisted	100	±1	59	16	13	4	7	±3	1.8	±0.1	
E1 – E4	100	±1	56	17	14	5	9	±4	1.9	±0.1	
E5 – E9	100	±1	63	16	12	4	4	±3	1.7	±0.1	
Officers	100	±1	73	15	8	1	2	±3	1.4	±0.1	
O1 – O3	100	±1	69	17	10	2	2	±5	1.5	±0.1	
O4 – O6	99	±2	79	13	5	1	2	±5	1.3	±0.1	
Male	100	±1	61	16	12	4	6	±3	1.8	±0.1	
Female	100	±1	64	15	11	4	7	±4	1.8	±0.1	
White	100	±1	61	17	12	3	6	±3	1.8	±0.1	
Total Minority	100	±1	63	14	12	5	6	±2	1.8	±0.1	
Black	100	±1	62	13	14	5	7	±3	1.8	±0.1	
Hispanic	100	±1	62	16	11	5	6	±4	1.8	±0.1	
AIAN	100	±1	NR	13	NR	3	8	±10	2.1	±0.5	
Asian	100	±1	69	15	10	3	3	±4	1.6	±0.1	
NHPI	100	±1	64	18	10	4	4	±6	1.7	±0.1	
Two or More Races	100	±1	66	14	9	6	5	±7	1.7	±0.2	
Not Deployed Past 12 Months	100	±1	64	15	12	3	5	±3	1.7	±0.1	
Deployed Past 12 Months	100	±1	56	19	12	5	8	±4	1.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	32	17	21	9	21	±5	2.7	±0.2	
Experienced, Did Not Label	100	±1	39	23	20	6	11	±5	2.3	±0.2	
Did Not Experience	100	±1	73	14	8	2	2	±3	1.5	±0.1	
ARMY	100	±1	57	18	13	4	8	±4	1.9	±0.1	
White	100	±1	54	21	14	3	9	±6	1.9	±0.2	
Total Minority	100	±1	61	15	12	5	7	±4	1.8	±0.1	
Black	100	±1	60	12	13	6	8	±5	1.9	±0.2	
Hispanic	100	±1	62	18	9	5	6	±6	1.8	±0.2	
Asian	100	±1	62	18	11	5	4	±8	1.7	±0.2	
Other Race/Ethnicity	99	±1	57	16	NR	3	6	±14	1.8	±0.3	
Enlisted	100	±1	55	18	14	4	9	±5	1.9	±0.2	
E1 – E4	100	±1	51	19	14	4	12	±7	2.1	±0.2	
E5 – E9	100	±1	59	18	13	5	5	±5	1.8	±0.2	
Officers	99	±2	67	19	10	1	3	±6	1.5	±0.2	
NAVY	100	±1	57	17	15	5	5	±4	1.8	±0.1	
White	100	±1	57	18	16	5	4	±6	1.8	±0.2	
Total Minority	99	±1	58	15	15	5	7	±4	1.9	±0.1	
Black	100	±1	55	14	19	4	8	±5	2.0	±0.2	
Hispanic	99	±2	56	18	15	5	7	±7	1.9	±0.2	
Asian	100	±1	70	15	9	4	2	±5	1.5	±0.1	
Other Race/Ethnicity	100	±1	59	14	9	12	6	±12	1.9	±0.3	
Enlisted	100	±1	55	17	17	6	6	±4	1.9	±0.1	
E1 – E4	100	±1	50	18	18	7	8	±6	2.1	±0.2	
E5 – E9	100	±1	60	17	15	4	4	±6	1.8	±0.2	
Officers	100	±1	71	16	9	2	2	±5	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...
h. Swore at you or others in a hostile manner?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	100	±1	57	16	13	6	9	±4	1.9	±0.2	
White	100	±0	57	15	11	7	10	±6	2.0	±0.2	
Total Minority	100	±1	56	18	15	5	6	±5	1.9	±0.2	
Black	99	±1	52	20	16	4	8	±8	2.0	±0.2	
Hispanic	100	±1	57	16	16	4	6	±8	1.9	±0.2	
Asian	100	±1	58	17	16	4	5	±10	1.8	±0.2	
Other Race/Ethnicity	100	±1	55	25	10	9	2	±15	1.8	±0.3	
Enlisted	100	±1	56	15	13	6	9	±5	2.0	±0.2	
E1 – E4	100	±1	55	15	11	7	12	±7	2.1	±0.2	
E5 – E9	100	±1	58	16	18	4	5	±5	1.8	±0.2	
Officers	100	±0	68	20	8	3	2	±4	1.5	±0.1	
AIR FORCE	100	±1	76	12	7	2	3	±3	1.4	±0.1	
White	100	±0	76	13	8	1	2	±4	1.4	±0.1	
Total Minority	100	±1	77	10	7	3	3	±4	1.5	±0.1	
Black	100	±1	77	9	8	3	3	±5	1.5	±0.1	
Hispanic	100	±1	75	11	7	4	3	±9	1.5	±0.2	
Asian	100	±1	83	9	5	1	2	±5	1.3	±0.1	
Other Race/Ethnicity	100	±1	80	9	5	2	5	±8	1.4	±0.2	
Enlisted	100	±1	74	13	8	2	3	±4	1.5	±0.1	
E1 – E4	100	±1	74	12	10	2	2	±6	1.5	±0.2	
E5 – E9	100	±1	73	14	7	2	4	±5	1.5	±0.1	
Officers	100	±1	87	7	5	1	1	±4	1.2	±0.1	
COAST GUARD	100	±1	71	15	9	3	2	±4	1.5	±0.1	
White	100	±1	69	17	8	4	2	±5	1.5	±0.1	
Total Minority	100	±1	74	12	11	2	1	±4	1.4	±0.1	
Black	99	±2	74	12	12	1	1	±5	1.4	±0.1	
Hispanic	100	±0	74	12	11	2	2	±6	1.5	±0.2	
Asian	100	±0	72	16	10	2	NR	±10	1.4	±0.2	
Other Race/Ethnicity	100	±0	76	10	11	3	1	±11	1.4	±0.2	
Enlisted	100	±1	68	17	9	4	2	±5	1.6	±0.1	
E1 – E4	100	±1	64	16	12	5	3	±8	1.7	±0.2	
E5 – E9	99	±1	70	18	8	3	1	±6	1.5	±0.1	
Officers	100	±1	83	9	5	1	1	±4	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

i. Damaged or stole others' property or equipment?

1. Never
4. Often2. Once or twice
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
TOTAL DOD	100	±1	86	7	5	1	1	±2	1.3	±0.1	
Enlisted	100	±1	84	8	5	2	1	±2	1.3	±0.1	
E1 – E4	100	±1	80	9	7	2	2	±3	1.4	±0.1	
E5 – E9	100	±1	89	6	4	1	0	±2	1.2	±0.1	
Officers	100	±1	94	5	1	0	0	±2	1.1	±0.1	
O1 – O3	100	±1	92	7	1	0	0	±3	1.1	±0.1	
O4 – O6	99	±2	97	3	1	0	0	±3	1.0	±0.1	
Male	100	±1	85	7	5	1	1	±2	1.3	±0.1	
Female	100	±1	87	7	3	1	2	±3	1.2	±0.1	
White	100	±1	86	7	4	2	1	±3	1.3	±0.1	
Total Minority	99	±1	86	7	5	1	1	±2	1.2	±0.1	
Black	99	±1	86	6	6	1	1	±3	1.3	±0.1	
Hispanic	99	±1	85	7	5	1	1	±3	1.3	±0.1	
AIAN	100	±1	NR	NR	3	2	1	±5	1.4	±0.3	
Asian	99	±1	85	8	5	1	1	±2	1.2	±0.1	
NHPI	100	±1	88	6	4	1	2	±3	1.2	±0.1	
Two or More Races	100	±1	90	6	3	1	1	±4	1.2	±0.1	
Not Deployed Past 12 Months	99	±1	87	7	4	1	1	±2	1.2	±0.1	
Deployed Past 12 Months	100	±1	83	8	6	1	2	±4	1.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	68	15	8	5	5	±5	1.6	±0.2	
Experienced, Did Not Label	100	±1	74	11	10	3	3	±5	1.5	±0.2	
Did Not Experience	100	±1	92	5	3	0	0	±2	1.1	±0.1	
ARMY	100	±1	85	8	4	1	1	±3	1.3	±0.1	
White	100	±1	85	8	4	2	1	±5	1.3	±0.1	
Total Minority	99	±1	85	8	5	1	2	±3	1.3	±0.1	
Black	99	±1	85	7	6	1	2	±4	1.3	±0.1	
Hispanic	99	±1	87	7	4	1	1	±4	1.2	±0.1	
Asian	99	±2	84	8	7	0	1	±5	1.3	±0.1	
Other Race/Ethnicity	100	±1	81	NR	2	2	1	±18	1.3	±0.2	
Enlisted	100	±1	83	8	5	2	2	±4	1.3	±0.1	
E1 – E4	100	±1	79	10	5	2	3	±6	1.4	±0.2	
E5 – E9	100	±1	88	6	4	1	1	±4	1.2	±0.1	
Officers	99	±2	92	7	1	0	0	±4	1.1	±0.1	
NAVY	100	±1	82	7	7	2	1	±4	1.3	±0.1	
White	100	±1	82	7	7	3	1	±5	1.3	±0.2	
Total Minority	99	±1	83	7	7	1	1	±3	1.3	±0.1	
Black	99	±1	84	6	8	1	1	±5	1.3	±0.1	
Hispanic	99	±2	81	9	7	2	1	±6	1.3	±0.1	
Asian	99	±1	85	9	5	1	0	±4	1.2	±0.1	
Other Race/Ethnicity	99	±2	87	6	5	0	1	±5	1.2	±0.1	
Enlisted	99	±1	80	8	8	3	1	±4	1.4	±0.1	
E1 – E4	99	±1	74	10	10	4	3	±6	1.5	±0.2	
E5 – E9	100	±1	86	6	6	2	0	±5	1.2	±0.1	
Officers	100	±1	95	3	2	0	0	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. How often during the past 12 months have you had experiences where coworkers or supervisors...

i. Damaged or stole others' property or equipment?

	Percent Responding		Percentages					Max ME	Average Frequency		
			1	2	3	4	5				
MARINE CORPS	100	±1	83	8	6	1	2	±4	1.3	±0.1	
White	100	±1	83	8	5	2	2	±5	1.3	±0.2	
Total Minority	100	±1	83	7	7	0	2	±5	1.3	±0.1	
Black	99	±1	83	8	8	0	0	±8	1.3	±0.1	
Hispanic	100	±1	83	7	7	1	2	±9	1.3	±0.2	
Asian	100	±1	78	9	10	1	2	±9	1.4	±0.2	
Other Race/Ethnicity	100	±0	84	9	7	0	1	±10	1.3	±0.2	
Enlisted	100	±1	82	8	7	2	2	±4	1.3	±0.1	
E1 – E4	100	±1	79	9	7	2	3	±6	1.4	±0.2	
E5 – E9	99	±1	87	6	6	0	0	±4	1.2	±0.1	
Officers	100	±0	93	6	1	0	0	±3	1.1	±0.1	
AIR FORCE	100	±1	92	5	2	0	1	±3	1.1	±0.1	
White	100	±1	92	5	2	0	1	±3	1.1	±0.1	
Total Minority	99	±1	92	4	2	1	1	±3	1.1	±0.1	
Black	99	±1	93	3	2	0	1	±3	1.1	±0.1	
Hispanic	99	±1	91	4	3	1	0	±9	1.2	±0.2	
Asian	99	±1	92	4	2	1	1	±5	1.1	±0.1	
Other Race/Ethnicity	100	±1	92	6	1	1	0	±8	1.1	±0.1	
Enlisted	99	±1	90	5	3	0	1	±3	1.2	±0.1	
E1 – E4	99	±2	88	6	5	0	1	±5	1.2	±0.1	
E5 – E9	100	±1	93	5	1	1	1	±3	1.1	±0.1	
Officers	100	±1	97	2	0	0	0	±3	1.0	±0.1	
COAST GUARD	100	±1	91	6	3	0	0	±3	1.1	±0.1	
White	99	±1	91	6	2	0	0	±4	1.1	±0.1	
Total Minority	100	±1	89	7	4	0	0	±4	1.2	±0.1	
Black	100	±1	90	6	3	0	1	±4	1.1	±0.1	
Hispanic	100	±1	91	5	3	0	0	±5	1.1	±0.1	
Asian	100	±0	89	5	6	NR	NR	±8	1.2	±0.1	
Other Race/Ethnicity	100	±1	84	10	6	1	0	±14	1.2	±0.2	
Enlisted	99	±1	89	7	3	0	0	±4	1.2	±0.1	
E1 – E4	99	±2	84	10	5	0	0	±7	1.2	±0.1	
E5 – E9	100	±1	93	5	2	0	1	±4	1.1	±0.1	
Officers	100	±0	96	3	1	0	0	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

19. Workplace Hostility scale: Constructed from Q19. Workplace Hostility can be defined as the frequency which people in the workplace act in an angry or hostile manner toward personnel.

	Percent Responding		Mean	Max ME	Workplace Hostility
TOTAL DOD	96	±1	1.9	±0.1	
Enlisted	96	±1	2.0	±0.1	
E1 – E4	96	±2	2.1	±0.1	
E5 – E9	96	±1	1.9	±0.1	
Officers	96	±2	1.7	±0.1	
O1 – O3	97	±2	1.8	±0.1	
O4 – O6	96	±3	1.6	±0.1	
Male	96	±1	1.9	±0.1	
Female	96	±2	2.1	±0.1	
White	96	±2	2.0	±0.1	
Total Minority	95	±1	1.9	±0.1	
Black	94	±2	2.0	±0.1	
Hispanic	96	±2	1.9	±0.1	
AIAN	95	±5	2.4	±0.5	
Asian	96	±1	1.8	±0.1	
NHPI	96	±2	1.8	±0.1	
Two or More Races	95	±3	1.9	±0.2	
Not Deployed Past 12 Months	96	±1	1.9	±0.1	
Deployed Past 12 Months	96	±2	2.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	95	±3	2.8	±0.2	
Experienced, Did Not Label	97	±2	2.4	±0.1	
Did Not Experience	96	±1	1.7	±0.1	
ARMY					
White	96	±3	2.1	±0.2	
Total Minority	96	±2	2.0	±0.1	
Black	94	±3	2.1	±0.1	
Hispanic	97	±2	2.0	±0.1	
Asian	96	±2	1.9	±0.1	
Other Race/Ethnicity	96	±4	2.1	±0.3	
Enlisted	96	±2	2.1	±0.1	
E1 – E4	95	±3	2.3	±0.2	
E5 – E9	96	±2	2.0	±0.1	
Officers	96	±3	1.8	±0.1	
NAVY					
White	95	±3	1.9	±0.2	
Total Minority	95	±2	2.0	±0.1	
Black	94	±3	2.0	±0.1	
Hispanic	94	±3	2.0	±0.1	
Asian	96	±2	1.8	±0.1	
Other Race/Ethnicity	96	±2	2.1	±0.2	
Enlisted	95	±2	2.0	±0.1	
E1 – E4	95	±3	2.1	±0.2	
E5 – E9	94	±3	1.9	±0.1	
Officers	96	±2	1.7	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.92 (White = 0.91, Black = 0.91, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

19. Workplace Hostility scale: Constructed from Q19. Workplace Hostility can be defined as the frequency which people in the workplace act in an angry or hostile manner toward personnel.

	Percent Responding		Mean	Max ME	Workplace Hostility
MARINE CORPS	97	±2	2.0	±0.1	
White	97	±2	2.0	±0.2	
Total Minority	96	±2	1.9	±0.1	
Black	95	±3	2.0	±0.2	
Hispanic	97	±2	1.9	±0.2	
Asian	97	±2	1.9	±0.2	
Other Race/Ethnicity	94	±6	1.8	±0.2	
Enlisted	97	±2	2.0	±0.1	
E1 – E4	97	±2	2.1	±0.2	
E5 – E9	95	±2	1.9	±0.1	
Officers	96	±2	1.7	±0.1	
AIR FORCE	96	±2	1.7	±0.1	
White	97	±2	1.7	±0.1	
Total Minority	95	±2	1.7	±0.1	
Black	95	±2	1.7	±0.1	
Hispanic	94	±5	1.7	±0.2	
Asian	96	±2	1.6	±0.1	
Other Race/Ethnicity	95	±5	1.6	±0.2	
Enlisted	96	±2	1.8	±0.1	
E1 – E4	96	±3	1.7	±0.1	
E5 – E9	97	±2	1.8	±0.1	
Officers	97	±2	1.5	±0.1	
COAST GUARD	96	±2	1.8	±0.1	
White	96	±2	1.8	±0.1	
Total Minority	95	±2	1.8	±0.1	
Black	94	±3	1.7	±0.1	
Hispanic	95	±2	1.7	±0.2	
Asian	97	±4	1.7	±0.2	
Other Race/Ethnicity	95	±4	1.8	±0.2	
Enlisted	95	±2	1.8	±0.1	
E1 – E4	97	±3	2.0	±0.2	
E5 – E9	95	±3	1.7	±0.1	
Officers	97	±2	1.6	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater frequency of hostile workplace behaviors. The overall Cronbach's alpha = 0.92 (White = 0.91, Black = 0.91, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

20. How much do you agree or disagree with the following statements about the work you do at your workplace?**a. Your work provides you with a sense of pride.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	7	9	17	35	33	±2	3.8	±0.1	
Enlisted	100	±1	8	9	18	35	31	±2	3.7	±0.1	
E1 – E4	100	±1	10	10	19	33	28	±4	3.6	±0.1	
E5 – E9	100	±1	4	8	16	37	35	±3	3.9	±0.1	
Officers	100	±1	3	6	12	38	42	±3	4.1	±0.1	
O1 – O3	100	±1	3	8	13	37	39	±5	4.0	±0.1	
O4 – O6	100	±1	2	4	11	38	46	±5	4.2	±0.1	
Male	100	±1	7	9	16	35	34	±2	3.8	±0.1	
Female	100	±1	6	9	20	38	28	±4	3.7	±0.1	
White	100	±1	7	10	17	35	31	±3	3.7	±0.1	
Total Minority	100	±1	6	7	16	36	35	±2	3.9	±0.1	
Black	100	±1	6	5	16	36	37	±3	3.9	±0.1	
Hispanic	100	±1	5	8	15	34	38	±4	3.9	±0.1	
AIAN	100	±1	NR	5	13	30	18	±16	NR		
Asian	100	±1	3	5	21	40	30	±5	3.9	±0.1	
NHPI	100	±1	3	4	17	37	38	±5	4.0	±0.1	
Two or More Races	100	±1	6	9	16	40	29	±7	3.8	±0.2	
Not Deployed Past 12 Months	100	±1	6	9	17	35	33	±2	3.8	±0.1	
Deployed Past 12 Months	100	±1	7	9	15	36	33	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	16	15	18	29	21	±5	3.2	±0.2	
Experienced, Did Not Label	100	±1	10	11	19	35	25	±5	3.5	±0.2	
Did Not Experience	100	±1	4	7	16	36	37	±3	4.0	±0.1	
ARMY	100	±1	9	9	17	34	32	±4	3.7	±0.1	
White	100	±0	9	11	17	33	29	±6	3.6	±0.2	
Total Minority	100	±1	8	7	16	34	36	±4	3.8	±0.1	
Black	100	±0	7	4	15	35	40	±5	4.0	±0.1	
Hispanic	100	±1	6	8	15	34	36	±7	3.9	±0.2	
Asian	99	±1	4	6	23	38	29	±9	3.8	±0.2	
Other Race/Ethnicity	100	±1	NR	11	15	32	25	±12	3.4	±0.5	
Enlisted	100	±1	10	10	17	33	30	±4	3.6	±0.2	
E1 – E4	100	±1	15	11	18	29	27	±7	3.4	±0.2	
E5 – E9	100	±1	4	8	17	37	33	±5	3.9	±0.1	
Officers	100	±1	2	7	14	37	40	±6	4.1	±0.2	
NAVY	100	±1	5	9	16	37	33	±4	3.9	±0.1	
White	100	±1	5	9	15	39	32	±6	3.8	±0.2	
Total Minority	100	±1	4	8	18	36	34	±3	3.9	±0.1	
Black	100	±1	5	6	19	34	36	±5	3.9	±0.2	
Hispanic	100	±1	4	12	16	33	35	±8	3.8	±0.2	
Asian	100	±1	2	5	18	40	35	±7	4.0	±0.2	
Other Race/Ethnicity	99	±2	6	8	17	41	29	±8	3.8	±0.2	
Enlisted	100	±1	5	9	17	37	32	±4	3.8	±0.1	
E1 – E4	100	±1	8	9	17	40	26	±7	3.7	±0.2	
E5 – E9	100	±1	3	9	17	35	37	±5	3.9	±0.2	
Officers	100	±1	2	7	11	39	41	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

20. How much do you agree or disagree with the following statements about the work you do at your workplace?
a. Your work provides you with a sense of pride.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	6	7	18	36	34	±4	3.8	±0.1	
White	100	±0	7	8	18	36	32	±6	3.8	±0.2	
Total Minority	100	±1	3	7	18	36	36	±5	4.0	±0.2	
Black	100	±1	4	4	15	42	35	±6	4.0	±0.1	
Hispanic	100	±1	2	9	17	33	39	±8	4.0	±0.2	
Asian	100	±1	5	5	28	37	25	±15	3.7	±0.2	
Other Race/Ethnicity	100	±1	3	4	22	38	33	±16	3.9	±0.3	
Enlisted	100	±1	6	8	19	34	33	±5	3.8	±0.2	
E1 – E4	100	±1	7	8	21	33	31	±7	3.7	±0.2	
E5 – E9	100	±1	4	6	16	37	37	±5	4.0	±0.2	
Officers	100	±0	2	4	10	44	40	±5	4.2	±0.1	
AIR FORCE	100	±1	6	8	16	36	34	±4	3.8	±0.1	
White	100	±0	6	10	17	34	34	±5	3.8	±0.2	
Total Minority	100	±1	6	5	14	40	35	±4	3.9	±0.1	
Black	99	±1	5	6	16	41	32	±5	3.9	±0.1	
Hispanic	100	±1	7	4	11	34	43	±10	4.0	±0.3	
Asian	100	±1	3	5	20	44	28	±7	3.9	±0.2	
Other Race/Ethnicity	100	±1	7	5	13	45	31	±9	3.9	±0.2	
Enlisted	100	±1	6	9	17	36	31	±4	3.8	±0.1	
E1 – E4	100	±1	6	10	21	35	29	±6	3.7	±0.2	
E5 – E9	100	±1	6	8	15	38	33	±5	3.8	±0.2	
Officers	100	±0	4	5	11	35	46	±5	4.1	±0.2	
COAST GUARD	100	±1	3	6	14	40	37	±4	4.0	±0.1	
White	100	±0	3	6	14	39	38	±5	4.0	±0.1	
Total Minority	100	±1	3	5	16	43	33	±5	4.0	±0.1	
Black	100	±1	2	5	17	39	37	±7	4.0	±0.2	
Hispanic	100	±1	2	6	14	44	34	±7	4.0	±0.2	
Asian	100	±0	3	4	15	52	25	±10	3.9	±0.2	
Other Race/Ethnicity	100	±0	3	3	20	43	32	±12	4.0	±0.2	
Enlisted	100	±1	3	7	16	41	34	±5	4.0	±0.1	
E1 – E4	100	±1	4	7	19	38	32	±8	3.9	±0.2	
E5 – E9	100	±1	2	6	13	43	35	±6	4.0	±0.2	
Officers	100	±1	3	3	9	37	48	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

20. How much do you agree or disagree with the following statements about the work you do at your workplace?**b. Your work makes good use of your skills.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	8	12	17	35	27	±2	3.6	±0.1	
Enlisted	100	±1	9	13	18	35	25	±3	3.6	±0.1	
E1 – E4	100	±1	12	14	19	33	23	±4	3.4	±0.1	
E5 – E9	100	±1	6	12	17	37	29	±3	3.7	±0.1	
Officers	100	±1	5	10	14	38	32	±3	3.8	±0.1	
O1 – O3	100	±1	6	11	17	38	29	±5	3.7	±0.1	
O4 – O6	99	±1	3	10	11	40	37	±5	4.0	±0.2	
Male	100	±1	8	12	17	35	27	±2	3.6	±0.1	
Female	100	±1	7	12	20	36	26	±4	3.6	±0.1	
White	100	±1	9	15	17	36	24	±3	3.5	±0.1	
Total Minority	100	±1	7	9	18	35	30	±2	3.7	±0.1	
Black	99	±1	7	9	17	36	32	±3	3.8	±0.1	
Hispanic	100	±1	7	9	19	33	32	±4	3.7	±0.1	
AIAN	100	±1	NR	8	13	25	17	±14	2.8	±0.8	
Asian	100	±1	5	7	20	41	27	±5	3.8	±0.1	
NHPI	100	±1	4	7	21	34	35	±6	3.9	±0.1	
Two or More Races	100	±1	7	9	20	37	26	±7	3.7	±0.2	
Not Deployed Past 12 Months	100	±1	8	12	17	36	27	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	9	12	18	33	27	±4	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	20	17	19	27	16	±6	3.0	±0.2	
Experienced, Did Not Label	100	±1	10	16	20	34	20	±4	3.4	±0.2	
Did Not Experience	100	±1	6	10	16	37	30	±3	3.8	±0.1	
ARMY	100	±1	11	14	16	35	24	±4	3.5	±0.1	
White	100	±1	11	17	16	36	20	±6	3.3	±0.2	
Total Minority	99	±1	10	10	16	34	30	±4	3.7	±0.1	
Black	99	±2	9	9	14	35	34	±4	3.8	±0.2	
Hispanic	100	±1	8	11	17	33	30	±7	3.7	±0.2	
Asian	100	±0	6	8	22	37	26	±9	3.7	±0.2	
Other Race/Ethnicity	100	±1	NR	9	20	28	23	±12	3.2	±0.5	
Enlisted	100	±1	12	15	16	34	22	±4	3.4	±0.2	
E1 – E4	100	±1	16	19	16	29	19	±7	3.2	±0.2	
E5 – E9	100	±1	7	10	16	40	27	±5	3.7	±0.1	
Officers	100	±1	5	10	16	37	32	±6	3.8	±0.2	
NAVY	100	±1	7	12	18	37	26	±4	3.6	±0.1	
White	100	±1	8	13	17	38	24	±6	3.6	±0.2	
Total Minority	99	±1	7	9	20	36	28	±3	3.7	±0.1	
Black	99	±1	6	9	21	35	29	±5	3.7	±0.2	
Hispanic	100	±1	9	9	21	32	29	±8	3.6	±0.2	
Asian	99	±2	3	5	16	45	30	±7	3.9	±0.2	
Other Race/Ethnicity	99	±1	6	14	22	35	24	±9	3.5	±0.2	
Enlisted	100	±1	8	12	19	37	25	±4	3.6	±0.1	
E1 – E4	100	±1	11	10	21	39	19	±7	3.4	±0.2	
E5 – E9	100	±1	5	13	17	35	30	±5	3.7	±0.2	
Officers	99	±2	4	10	16	39	31	±5	3.8	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

20. How much do you agree or disagree with the following statements about the work you do at your workplace?
 b. Your work makes good use of your skills.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	6	10	18	34	31	±4	3.7	±0.2	
White	100	±1	8	11	17	34	30	±6	3.7	±0.2	
Total Minority	100	±1	3	8	20	35	34	±5	3.9	±0.1	
Black	100	±1	4	8	14	36	39	±7	4.0	±0.2	
Hispanic	100	±1	3	9	22	34	33	±8	3.8	±0.2	
Asian	100	±1	5	9	29	35	22	±15	3.6	±0.2	
Other Race/Ethnicity	100	±1	4	5	21	36	34	±16	3.9	±0.3	
Enlisted	100	±1	7	10	19	33	31	±5	3.7	±0.2	
E1 – E4	100	±1	7	11	19	33	30	±7	3.7	±0.2	
E5 – E9	100	±1	5	9	19	32	35	±5	3.8	±0.2	
Officers	100	±1	3	7	15	45	30	±5	3.9	±0.1	
AIR FORCE	99	±1	6	12	18	35	29	±4	3.7	±0.1	
White	99	±1	6	14	19	34	28	±5	3.6	±0.2	
Total Minority	100	±1	6	8	18	38	31	±4	3.8	±0.1	
Black	99	±1	5	9	20	39	27	±5	3.7	±0.1	
Hispanic	100	±1	6	7	17	32	38	±10	3.9	±0.3	
Asian	100	±1	5	7	20	43	25	±7	3.8	±0.2	
Other Race/Ethnicity	100	±1	8	6	14	43	28	±10	3.8	±0.2	
Enlisted	99	±1	6	11	20	35	27	±4	3.7	±0.1	
E1 – E4	99	±2	7	9	23	34	27	±6	3.6	±0.2	
E5 – E9	99	±1	6	13	18	36	28	±5	3.7	±0.2	
Officers	100	±1	5	13	10	36	35	±5	3.8	±0.2	
COAST GUARD	100	±1	5	10	18	41	27	±4	3.8	±0.1	
White	100	±0	5	11	17	41	26	±5	3.7	±0.2	
Total Minority	100	±1	4	7	20	40	29	±5	3.8	±0.1	
Black	99	±1	6	6	20	37	31	±7	3.8	±0.2	
Hispanic	100	±1	4	5	20	42	29	±7	3.9	±0.2	
Asian	100	±0	5	9	19	46	20	±10	3.7	±0.3	
Other Race/Ethnicity	100	±0	4	9	22	35	29	±12	3.8	±0.2	
Enlisted	100	±1	5	10	19	42	25	±5	3.7	±0.1	
E1 – E4	100	±1	4	13	21	42	21	±8	3.6	±0.2	
E5 – E9	100	±1	5	8	18	42	28	±6	3.8	±0.2	
Officers	100	±1	6	9	12	38	35	±5	3.9	±0.2	

Note. Percent responding are active duty members who answered the question.

20. How much do you agree or disagree with the following statements about the work you do at your workplace?**c. You like the kind of work you do.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	10	10	18	33	30	±2	3.6	±0.1	
Enlisted	99	±1	11	10	18	32	29	±3	3.6	±0.1	
E1 – E4	99	±1	15	10	19	30	25	±4	3.4	±0.1	
E5 – E9	100	±1	7	10	17	34	32	±3	3.8	±0.1	
Officers	100	±1	4	8	16	35	37	±3	3.9	±0.1	
O1 – O3	100	±1	5	9	18	36	33	±5	3.8	±0.1	
O4 – O6	100	±1	3	7	14	35	40	±5	4.0	±0.2	
Male	100	±1	10	10	17	33	30	±2	3.6	±0.1	
Female	99	±1	10	10	21	31	28	±4	3.6	±0.1	
White	100	±1	11	11	17	33	29	±3	3.6	±0.1	
Total Minority	99	±1	8	8	19	33	32	±2	3.7	±0.1	
Black	99	±1	8	7	20	32	33	±3	3.8	±0.1	
Hispanic	99	±1	7	7	18	34	34	±4	3.8	±0.1	
AIAN	100	±1	NR	NR	21	23	17	±14	NR		
Asian	99	±1	6	9	21	38	27	±4	3.7	±0.1	
NHPI	100	±1	4	6	21	31	38	±5	3.9	±0.1	
Two or More Races	100	±1	8	12	20	31	28	±7	3.6	±0.2	
Not Deployed Past 12 Months	99	±1	9	10	18	33	30	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	11	9	18	31	31	±4	3.6	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	19	13	20	24	24	±6	3.2	±0.2	
Experienced, Did Not Label	100	±1	14	13	19	31	24	±5	3.4	±0.2	
Did Not Experience	99	±1	7	8	17	34	33	±3	3.8	±0.1	
ARMY	100	±1	12	11	17	32	28	±4	3.5	±0.1	
White	99	±1	14	12	16	32	25	±6	3.4	±0.2	
Total Minority	100	±1	10	8	18	31	33	±4	3.7	±0.1	
Black	100	±1	9	6	18	29	37	±4	3.8	±0.2	
Hispanic	99	±1	9	7	17	35	32	±7	3.7	±0.2	
Asian	99	±2	7	10	21	35	26	±9	3.6	±0.2	
Other Race/Ethnicity	100	±1	NR	19	20	22	24	±15	3.2	±0.5	
Enlisted	99	±1	14	11	17	31	27	±4	3.4	±0.2	
E1 – E4	99	±1	19	13	18	28	21	±7	3.2	±0.2	
E5 – E9	100	±1	8	9	16	34	33	±5	3.7	±0.2	
Officers	100	±1	4	9	16	36	36	±6	3.9	±0.2	
NAVY	100	±1	8	9	18	33	32	±4	3.7	±0.1	
White	100	±1	9	11	16	32	32	±6	3.7	±0.2	
Total Minority	99	±1	8	8	20	34	31	±3	3.7	±0.1	
Black	99	±1	7	8	21	33	30	±5	3.7	±0.2	
Hispanic	100	±1	10	7	17	32	34	±8	3.7	±0.3	
Asian	99	±2	4	5	20	40	31	±7	3.9	±0.2	
Other Race/Ethnicity	99	±2	9	11	21	30	29	±9	3.6	±0.2	
Enlisted	99	±1	10	10	18	32	31	±4	3.7	±0.2	
E1 – E4	99	±1	14	8	18	31	29	±6	3.5	±0.2	
E5 – E9	99	±1	5	11	17	33	33	±5	3.8	±0.2	
Officers	100	±0	3	8	18	36	35	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

20. How much do you agree or disagree with the following statements about the work you do at your workplace?
c. You like the kind of work you do.

			Percent Responding		Percentages					Max ME	Average Agreement		
					1	2	3	4	5				
MARINE CORPS	99	±1	8	9	20	33	31	±4	3.7	±0.1			
White	100	±1	10	9	18	33	30	±6	3.6	±0.2			
Total Minority	99	±2	5	8	22	32	32	±5	3.8	±0.1			
Black	100	±1	6	7	17	33	37	±6	3.9	±0.2			
Hispanic	99	±3	4	8	23	34	31	±8	3.8	±0.2			
Asian	100	±1	8	NR	21	31	21	±8	3.4	±0.3			
Other Race/Ethnicity	100	±1	5	6	28	27	35	±16	3.8	±0.3			
Enlisted	99	±1	9	9	20	32	30	±5	3.7	±0.2			
E1 – E4	99	±1	10	9	21	32	28	±7	3.6	±0.2			
E5 – E9	100	±1	7	8	18	32	35	±5	3.8	±0.2			
Officers	99	±1	3	6	16	41	34	±5	4.0	±0.1			
AIR FORCE	100	±1	8	10	18	34	31	±4	3.7	±0.1			
White	100	±1	9	11	18	32	30	±5	3.7	±0.2			
Total Minority	99	±1	6	8	19	36	31	±4	3.8	±0.1			
Black	99	±1	7	7	23	36	26	±5	3.7	±0.2			
Hispanic	100	±1	4	9	14	31	42	±10	4.0	±0.2			
Asian	100	±1	5	8	22	41	24	±7	3.7	±0.2			
Other Race/Ethnicity	100	±1	7	6	16	43	27	±10	3.8	±0.2			
Enlisted	100	±1	8	10	19	34	28	±4	3.6	±0.1			
E1 – E4	99	±1	11	9	21	32	27	±6	3.5	±0.2			
E5 – E9	100	±1	6	11	17	35	30	±5	3.7	±0.2			
Officers	99	±1	5	8	15	32	40	±5	3.9	±0.2			
COAST GUARD	100	±1	3	9	17	36	34	±4	3.9	±0.1			
White	100	±1	3	10	18	34	35	±5	3.9	±0.2			
Total Minority	100	±1	3	7	17	40	33	±5	3.9	±0.1			
Black	99	±1	4	7	18	37	34	±7	3.9	±0.2			
Hispanic	100	±0	3	7	18	37	34	±7	3.9	±0.2			
Asian	100	±0	4	6	16	51	23	±10	3.8	±0.2			
Other Race/Ethnicity	100	±1	4	7	16	42	31	±11	3.9	±0.2			
Enlisted	100	±1	3	10	18	36	32	±5	3.8	±0.1			
E1 – E4	100	±1	3	11	20	36	30	±8	3.8	±0.2			
E5 – E9	100	±1	3	9	17	36	34	±6	3.9	±0.2			
Officers	100	±1	3	7	16	34	40	±5	4.0	±0.1			

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

20. How much do you agree or disagree with the following statements about the work you do at your workplace?
d. Your job gives you the chance to acquire valuable skills.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	7	7	16	36	33	±2	3.8	±0.1	
Enlisted	100	±1	8	7	17	35	32	±3	3.8	±0.1	
E1 – E4	99	±1	11	7	17	33	31	±4	3.7	±0.1	
E5 – E9	100	±1	5	7	16	38	34	±3	3.9	±0.1	
Officers	100	±1	2	6	13	42	37	±3	4.1	±0.1	
O1 – O3	100	±0	3	6	13	42	35	±5	4.0	±0.1	
O4 – O6	100	±1	1	5	11	43	40	±5	4.1	±0.1	
Male	100	±1	7	7	16	36	34	±2	3.8	±0.1	
Female	99	±2	6	9	18	38	30	±4	3.8	±0.1	
White	100	±1	8	8	16	36	32	±3	3.8	±0.1	
Total Minority	100	±1	6	6	16	37	35	±2	3.9	±0.1	
Black	100	±1	5	5	16	37	37	±3	4.0	±0.1	
Hispanic	99	±1	6	7	15	36	37	±4	3.9	±0.1	
AIAN	100	±1	NR	NR	13	28	18	±15	NR		
Asian	100	±1	4	6	17	43	30	±4	3.9	±0.1	
NHPI	100	±1	4	4	16	36	40	±5	4.0	±0.1	
Two or More Races	100	±1	5	4	20	36	34	±7	3.9	±0.2	
Not Deployed Past 12 Months	100	±1	6	7	17	37	33	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	9	8	15	35	34	±4	3.8	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	14	12	20	29	24	±5	3.4	±0.2	
Experienced, Did Not Label	99	±1	11	9	19	35	26	±5	3.6	±0.2	
Did Not Experience	100	±1	5	6	15	38	37	±3	4.0	±0.1	
ARMY	100	±1	10	7	16	36	31	±4	3.7	±0.1	
White	100	±1	11	9	16	36	28	±6	3.6	±0.2	
Total Minority	100	±1	7	6	16	36	35	±4	3.9	±0.1	
Black	100	±1	6	4	14	36	40	±5	4.0	±0.1	
Hispanic	100	±1	7	6	15	37	35	±7	3.9	±0.2	
Asian	100	±1	6	7	19	40	29	±8	3.8	±0.2	
Other Race/Ethnicity	100	±1	NR	7	21	33	26	±13	3.5	±0.5	
Enlisted	100	±1	11	8	17	34	30	±4	3.6	±0.2	
E1 – E4	99	±1	16	8	17	32	26	±7	3.4	±0.2	
E5 – E9	100	±1	6	7	16	36	35	±5	3.9	±0.1	
Officers	100	±1	2	6	13	43	36	±6	4.1	±0.2	
NAVY	99	±1	5	6	17	37	35	±4	3.9	±0.1	
White	99	±2	5	6	16	37	35	±6	3.9	±0.2	
Total Minority	100	±1	5	6	19	37	34	±3	3.9	±0.1	
Black	100	±1	4	4	21	37	33	±5	3.9	±0.2	
Hispanic	100	±1	6	9	16	36	34	±9	3.8	±0.2	
Asian	100	±1	2	4	16	43	34	±7	4.0	±0.2	
Other Race/Ethnicity	99	±2	6	6	22	32	35	±9	3.8	±0.2	
Enlisted	99	±1	5	6	18	36	35	±4	3.9	±0.1	
E1 – E4	99	±2	8	5	17	35	36	±7	3.9	±0.2	
E5 – E9	100	±1	3	7	19	38	34	±5	3.9	±0.2	
Officers	100	±1	3	8	12	41	36	±5	4.0	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

20. How much do you agree or disagree with the following statements about the work you do at your workplace?
 d. Your job gives you the chance to acquire valuable skills.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	7	7	16	36	35	±4	3.8	±0.2	
White	100	±1	9	7	16	36	32	±6	3.8	±0.2	
Total Minority	100	±1	3	7	16	36	38	±5	4.0	±0.2	
Black	99	±1	2	8	15	34	40	±8	4.0	±0.2	
Hispanic	100	±1	3	7	16	36	38	±8	4.0	±0.2	
Asian	100	±1	4	9	17	45	25	±11	3.8	±0.2	
Other Race/Ethnicity	100	±1	2	4	18	35	41	±14	4.1	±0.3	
Enlisted	100	±1	7	7	17	34	34	±5	3.8	±0.2	
E1 – E4	100	±1	9	8	18	33	33	±7	3.7	±0.2	
E5 – E9	99	±1	3	6	14	38	38	±5	4.0	±0.2	
Officers	100	±0	1	4	12	48	35	±5	4.1	±0.1	
AIR FORCE	99	±1	6	7	16	37	34	±4	3.9	±0.1	
White	100	±1	6	8	17	36	34	±5	3.8	±0.2	
Total Minority	99	±2	5	5	14	39	36	±4	3.9	±0.1	
Black	100	±1	5	6	17	40	32	±5	3.9	±0.1	
Hispanic	98	±4	6	5	11	34	43	±10	4.0	±0.3	
Asian	100	±1	4	6	16	48	26	±7	3.9	±0.1	
Other Race/Ethnicity	100	±1	6	5	13	41	35	±10	4.0	±0.2	
Enlisted	99	±1	6	7	17	37	33	±4	3.8	±0.1	
E1 – E4	99	±2	7	8	18	33	34	±7	3.8	±0.2	
E5 – E9	100	±1	6	7	16	40	31	±5	3.8	±0.2	
Officers	100	±1	3	5	13	38	41	±5	4.1	±0.1	
COAST GUARD	100	±1	4	6	16	41	33	±4	3.9	±0.1	
White	100	±1	4	7	15	41	33	±5	3.9	±0.2	
Total Minority	100	±1	3	5	19	40	33	±5	4.0	±0.1	
Black	99	±1	4	7	16	36	37	±7	4.0	±0.2	
Hispanic	100	±0	2	3	19	43	33	±7	4.0	±0.1	
Asian	100	±0	2	7	27	32	32	±10	3.9	±0.2	
Other Race/Ethnicity	99	±1	3	6	20	39	31	±11	3.9	±0.2	
Enlisted	100	±1	4	6	17	41	31	±5	3.9	±0.1	
E1 – E4	100	±1	4	7	18	40	31	±8	3.9	±0.2	
E5 – E9	100	±1	5	6	17	42	30	±6	3.9	±0.2	
Officers	100	±1	2	5	12	38	42	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

20. How much do you agree or disagree with the following statements about the work you do at your workplace?**e. You are satisfied with your job as a whole.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	10	10	20	34	26	±2	3.6	±0.1	
Enlisted	100	±1	11	10	21	33	24	±2	3.5	±0.1	
E1 – E4	100	±1	14	10	24	31	21	±4	3.3	±0.1	
E5 – E9	100	±1	7	10	19	36	28	±3	3.7	±0.1	
Officers	100	±1	5	9	13	40	33	±3	3.9	±0.1	
O1 – O3	99	±1	6	11	14	40	30	±5	3.8	±0.1	
O4 – O6	100	±1	3	8	13	40	37	±5	4.0	±0.2	
Male	100	±1	10	10	20	35	26	±2	3.6	±0.1	
Female	100	±1	10	12	22	31	24	±4	3.5	±0.1	
White	100	±1	11	11	20	34	25	±3	3.5	±0.1	
Total Minority	100	±1	8	9	20	35	28	±2	3.6	±0.1	
Black	100	±1	9	8	20	34	29	±3	3.7	±0.1	
Hispanic	100	±1	8	8	19	36	29	±4	3.7	±0.1	
AIAN	100	±1	NR	7	18	25	12	±15	2.6	±0.7	
Asian	99	±1	6	8	21	41	24	±4	3.7	±0.1	
NHPI	99	±1	4	6	22	34	34	±6	3.9	±0.1	
Two or More Races	99	±1	7	13	25	32	23	±6	3.5	±0.2	
Not Deployed Past 12 Months	100	±1	9	10	20	35	26	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	11	10	19	34	26	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	20	17	22	26	15	±5	3.0	±0.2	
Experienced, Did Not Label	100	±1	14	12	21	34	19	±5	3.3	±0.2	
Did Not Experience	100	±1	7	8	19	36	30	±3	3.7	±0.1	
ARMY	100	±1	13	11	19	33	24	±4	3.4	±0.1	
White	100	±1	15	13	18	32	22	±6	3.3	±0.2	
Total Minority	100	±1	10	9	19	33	29	±4	3.6	±0.1	
Black	100	±1	10	6	19	33	32	±4	3.7	±0.2	
Hispanic	100	±1	8	10	19	35	29	±7	3.7	±0.2	
Asian	99	±1	8	14	21	36	23	±9	3.5	±0.2	
Other Race/Ethnicity	99	±1	NR	15	22	23	22	±12	3.1	±0.5	
Enlisted	100	±1	15	12	21	31	23	±4	3.3	±0.2	
E1 – E4	99	±1	20	12	22	28	18	±7	3.1	±0.2	
E5 – E9	100	±1	8	11	19	34	29	±5	3.6	±0.2	
Officers	99	±2	5	11	10	41	33	±6	3.9	±0.2	
NAVY	100	±1	7	11	20	35	27	±4	3.7	±0.1	
White	100	±1	7	12	19	35	28	±6	3.7	±0.2	
Total Minority	99	±1	7	9	21	36	27	±3	3.7	±0.1	
Black	100	±1	8	9	22	34	27	±5	3.6	±0.2	
Hispanic	100	±1	8	11	18	34	29	±8	3.7	±0.2	
Asian	99	±1	4	5	19	46	26	±7	3.9	±0.2	
Other Race/Ethnicity	99	±2	8	12	26	36	19	±9	3.5	±0.2	
Enlisted	100	±1	8	11	21	34	26	±4	3.6	±0.1	
E1 – E4	99	±1	11	9	24	33	24	±6	3.5	±0.2	
E5 – E9	100	±1	5	12	18	36	29	±5	3.7	±0.2	
Officers	100	±1	3	11	14	40	32	±5	3.9	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

20. How much do you agree or disagree with the following statements about the work you do at your workplace?
 e. You are satisfied with your job as a whole.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	9	7	22	35	27	±4	3.6	±0.2	
White	100	±1	9	8	22	36	25	±6	3.6	±0.2	
Total Minority	100	±1	7	7	22	35	29	±5	3.7	±0.2	
Black	100	±1	6	10	16	34	34	±7	3.8	±0.2	
Hispanic	100	±1	8	6	23	36	28	±8	3.7	±0.2	
Asian	100	±1	7	5	32	38	18	±14	3.5	±0.2	
Other Race/Ethnicity	99	±2	5	7	27	29	32	±17	3.8	±0.3	
Enlisted	100	±1	9	8	23	34	26	±5	3.6	±0.2	
E1 – E4	100	±1	11	8	25	32	24	±6	3.5	±0.2	
E5 – E9	99	±1	5	8	20	36	31	±5	3.8	±0.2	
Officers	99	±1	2	5	15	49	29	±5	4.0	±0.1	
AIR FORCE	100	±1	8	8	21	36	26	±4	3.6	±0.1	
White	100	±1	9	9	22	35	26	±5	3.6	±0.2	
Total Minority	100	±1	8	7	20	39	26	±4	3.7	±0.1	
Black	99	±1	8	8	22	38	24	±5	3.6	±0.2	
Hispanic	100	±1	8	5	14	41	32	±10	3.8	±0.2	
Asian	100	±1	6	7	22	43	23	±7	3.7	±0.2	
Other Race/Ethnicity	100	±1	8	7	23	38	23	±10	3.6	±0.2	
Enlisted	100	±1	9	9	22	37	24	±4	3.6	±0.1	
E1 – E4	100	±1	10	8	26	33	23	±6	3.5	±0.2	
E5 – E9	100	±1	8	9	19	39	25	±5	3.6	±0.2	
Officers	99	±1	5	8	17	35	35	±5	3.9	±0.2	
COAST GUARD	100	±1	5	8	16	41	30	±4	3.8	±0.1	
White	100	±0	6	9	15	40	30	±5	3.8	±0.2	
Total Minority	100	±1	4	6	16	44	29	±5	3.9	±0.1	
Black	100	±1	5	7	22	36	30	±7	3.8	±0.2	
Hispanic	100	±1	4	6	15	46	29	±7	3.9	±0.1	
Asian	100	±0	3	6	18	51	22	±10	3.8	±0.2	
Other Race/Ethnicity	100	±0	4	7	14	42	32	±12	3.9	±0.2	
Enlisted	100	±1	6	8	16	41	29	±5	3.8	±0.1	
E1 – E4	100	±1	5	9	17	42	27	±8	3.8	±0.2	
E5 – E9	100	±1	6	7	16	41	30	±6	3.8	±0.2	
Officers	100	±0	3	8	13	41	35	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

20. Work Satisfaction scale: Constructed from Q20. Work Satisfaction measures members' agreement with statements about sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	Percent Responding		Mean	Max ME	Work Satisfaction
TOTAL DOD	98	±1	3.7	±0.1	
Enlisted	98	±1	3.6	±0.1	
E1 – E4	98	±1	3.5	±0.1	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	3.9	±0.1	
O4 – O6	99	±1	4.1	±0.1	
Male	99	±1	3.7	±0.1	
Female	97	±2	3.6	±0.1	
White	99	±1	3.6	±0.1	
Total Minority	98	±1	3.8	±0.1	
Black	98	±1	3.8	±0.1	
Hispanic	98	±1	3.8	±0.1	
AIAN	99	±1	NR		
Asian	98	±1	3.8	±0.1	
NHPI	99	±1	4.0	±0.1	
Two or More Races	99	±1	3.7	±0.2	
Not Deployed Past 12 Months	98	±1	3.7	±0.1	
Deployed Past 12 Months	99	±1	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	98	±1	3.2	±0.2	
Experienced, Did Not Label	99	±1	3.4	±0.2	
Did Not Experience	98	±1	3.8	±0.1	
ARMY					
White	99	±2	3.5	±0.2	
Total Minority	98	±1	3.7	±0.1	
Black	98	±2	3.8	±0.1	
Hispanic	98	±2	3.8	±0.2	
Asian	98	±2	3.7	±0.2	
Other Race/Ethnicity	99	±2	3.3	±0.5	
Enlisted	98	±1	3.5	±0.2	
E1 – E4	98	±2	3.3	±0.2	
E5 – E9	100	±1	3.8	±0.1	
Officers	99	±2	3.9	±0.2	
NAVY					
White	99	±2	3.7	±0.2	
Total Minority	98	±1	3.8	±0.1	
Black	99	±1	3.8	±0.1	
Hispanic	99	±1	3.7	±0.2	
Asian	97	±2	3.9	±0.1	
Other Race/Ethnicity	97	±3	3.6	±0.2	
Enlisted	98	±1	3.7	±0.1	
E1 – E4	98	±2	3.6	±0.2	
E5 – E9	99	±1	3.8	±0.2	
Officers	99	±2	3.9	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher work satisfaction. The overall Cronbach's alpha = 0.94 (White = 0.94, Black = 0.93, Hispanic = 0.93, Asian = 0.94, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.
NR: Not reportable

20. Work Satisfaction scale: Constructed from Q20. Work Satisfaction measures members' agreement with statements about sense of pride, use of skills, work enjoyment, and the opportunity to acquire valuable skills.

	Percent Responding		Mean	Max ME	Work Satisfaction
MARINE CORPS	99	±1	3.8	±0.1	
White	99	±1	3.7	±0.2	
Total Minority	98	±2	3.9	±0.1	
Black	98	±2	3.9	±0.1	
Hispanic	98	±3	3.9	±0.2	
Asian	99	±1	3.6	±0.2	
Other Race/Ethnicity	99	±2	3.9	±0.3	
Enlisted	99	±1	3.7	±0.2	
E1 – E4	99	±1	3.6	±0.2	
E5 – E9	99	±2	3.9	±0.2	
Officers	99	±2	4.0	±0.1	
AIR FORCE	98	±1	3.7	±0.1	
White	98	±2	3.7	±0.1	
Total Minority	98	±2	3.8	±0.1	
Black	97	±2	3.8	±0.1	
Hispanic	98	±4	4.0	±0.2	
Asian	99	±1	3.8	±0.1	
Other Race/Ethnicity	99	±1	3.8	±0.2	
Enlisted	98	±2	3.7	±0.1	
E1 – E4	97	±3	3.6	±0.2	
E5 – E9	99	±1	3.7	±0.1	
Officers	99	±2	4.0	±0.2	
COAST GUARD	100	±1	3.9	±0.1	
White	100	±1	3.9	±0.1	
Total Minority	99	±1	3.9	±0.1	
Black	98	±2	3.9	±0.2	
Hispanic	99	±1	3.9	±0.1	
Asian	100	±0	3.8	±0.2	
Other Race/Ethnicity	99	±1	3.9	±0.2	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	100	±1	3.8	±0.2	
E5 – E9	100	±1	3.9	±0.2	
Officers	99	±1	4.0	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate higher work satisfaction. The overall Cronbach's alpha = 0.94 (White = 0.94, Black = 0.93, Hispanic = 0.93, Asian = 0.94, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

21. Overall, how well prepared...

a. Are you to perform your wartime job?

1. Very poorly prepared
4. Well prepared

2. Poorly prepared
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	4	16	40	36	±2	4.0	±0.1	
Enlisted	100	±1	3	4	16	40	37	±3	4.0	±0.1	
E1 – E4	100	±1	4	5	17	41	33	±4	3.9	±0.1	
E5 – E9	100	±1	2	4	15	38	41	±3	4.1	±0.1	
Officers	100	±1	1	5	17	45	33	±3	4.0	±0.1	
O1 – O3	100	±1	1	6	18	46	29	±5	4.0	±0.1	
O4 – O6	100	±1	1	3	17	40	39	±5	4.1	±0.1	
Male	100	±1	3	4	15	40	38	±3	4.1	±0.1	
Female	100	±1	3	6	25	42	26	±4	3.8	±0.1	
White	100	±1	3	5	16	40	36	±3	4.0	±0.1	
Total Minority	100	±1	2	4	17	41	36	±2	4.0	±0.1	
Black	100	±1	2	4	18	41	34	±3	4.0	±0.1	
Hispanic	99	±1	2	5	14	42	38	±4	4.1	±0.1	
AIAN	100	±1	NR	5	13	31	NR	±16	NR		
Asian	99	±1	2	2	20	47	30	±4	4.0	±0.1	
NHPI	100	±1	1	2	15	44	38	±5	4.1	±0.1	
Two or More Races	100	±1	2	3	20	37	39	±7	4.1	±0.2	
Not Deployed Past 12 Months	100	±1	2	5	18	41	34	±3	4.0	±0.1	
Deployed Past 12 Months	100	±1	3	3	12	40	42	±4	4.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	6	11	23	33	26	±5	3.6	±0.2	
Experienced, Did Not Label	100	±1	4	5	20	42	30	±5	3.9	±0.1	
Did Not Experience	100	±1	2	3	14	41	40	±3	4.1	±0.1	
ARMY	100	±1	4	5	16	38	37	±4	4.0	±0.1	
White	100	±1	4	6	15	37	38	±6	4.0	±0.2	
Total Minority	99	±1	4	5	17	39	36	±4	4.0	±0.1	
Black	100	±1	3	5	17	38	36	±5	4.0	±0.1	
Hispanic	99	±1	3	6	14	41	36	±7	4.0	±0.2	
Asian	99	±1	2	3	23	41	30	±8	3.9	±0.2	
Other Race/Ethnicity	99	±1	NR	2	17	36	35	±12	3.8	±0.5	
Enlisted	100	±1	4	6	16	36	38	±5	4.0	±0.1	
E1 – E4	100	±1	7	6	17	35	35	±7	3.8	±0.2	
E5 – E9	100	±1	1	5	15	36	42	±5	4.1	±0.1	
Officers	100	±1	0	4	15	47	34	±6	4.1	±0.1	
NAVY	100	±1	2	5	18	44	31	±4	4.0	±0.1	
White	100	±1	2	5	18	44	31	±6	4.0	±0.2	
Total Minority	100	±1	2	5	18	44	32	±3	4.0	±0.1	
Black	99	±1	2	4	20	44	31	±5	4.0	±0.1	
Hispanic	100	±1	1	7	15	44	32	±9	4.0	±0.2	
Asian	100	±1	1	2	18	48	31	±7	4.1	±0.1	
Other Race/Ethnicity	100	±1	2	4	20	38	36	±9	4.0	±0.2	
Enlisted	100	±1	2	5	18	44	31	±4	4.0	±0.1	
E1 – E4	100	±1	4	6	20	48	23	±7	3.8	±0.2	
E5 – E9	99	±1	1	3	17	39	39	±5	4.1	±0.1	
Officers	100	±1	1	5	16	45	34	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

21. Overall, how well prepared...

a. Are you to perform your wartime job?

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
MARINE CORPS	100	±1	2	3	13	43	39	±4	4.1	±0.1	
White	100	±1	3	3	12	45	37	±6	4.1	±0.2	
Total Minority	100	±1	1	2	15	40	42	±5	4.2	±0.1	
Black	100	±1	1	2	18	40	40	±7	4.2	±0.2	
Hispanic	100	±1	1	2	14	39	45	±8	4.2	±0.2	
Asian	100	±1	2	3	17	49	29	±10	4.0	±0.1	
Other Race/Ethnicity	100	±0	1	1	17	37	44	±14	4.2	±0.2	
Enlisted	100	±1	2	3	13	42	40	±5	4.1	±0.1	
E1 – E4	100	±1	3	3	14	42	38	±7	4.1	±0.2	
E5 – E9	99	±1	2	2	11	43	42	±5	4.2	±0.1	
Officers	100	±0	0	3	15	49	32	±5	4.1	±0.1	
AIR FORCE	100	±1	2	4	17	40	37	±4	4.1	±0.1	
White	100	±1	2	4	19	38	38	±5	4.1	±0.1	
Total Minority	100	±1	1	3	15	45	35	±4	4.1	±0.1	
Black	99	±1	1	4	17	46	32	±5	4.0	±0.1	
Hispanic	99	±1	1	3	10	47	39	±9	4.2	±0.2	
Asian	100	±1	1	2	18	52	27	±7	4.0	±0.1	
Other Race/Ethnicity	100	±1	1	4	18	36	41	±10	4.1	±0.2	
Enlisted	100	±1	2	3	16	40	38	±4	4.1	±0.1	
E1 – E4	100	±1	2	2	18	42	35	±7	4.1	±0.2	
E5 – E9	100	±1	2	4	15	39	41	±5	4.1	±0.1	
Officers	100	±1	1	5	22	39	32	±5	4.0	±0.1	
COAST GUARD	100	±1	4	5	29	41	21	±4	3.7	±0.1	
White	100	±1	4	5	27	43	21	±5	3.7	±0.1	
Total Minority	100	±1	5	6	33	36	20	±5	3.6	±0.1	
Black	99	±2	3	5	35	38	20	±7	3.7	±0.1	
Hispanic	100	±1	5	4	32	38	20	±7	3.6	±0.2	
Asian	100	±0	4	4	48	30	14	±10	3.5	±0.2	
Other Race/Ethnicity	100	±1	8	9	30	32	21	±11	3.5	±0.3	
Enlisted	100	±1	5	5	29	40	20	±5	3.7	±0.1	
E1 – E4	100	±1	6	5	26	46	17	±8	3.6	±0.2	
E5 – E9	99	±1	4	5	32	36	23	±6	3.7	±0.2	
Officers	100	±1	3	4	26	46	22	±5	3.8	±0.1	

Note. Percent responding are active duty members who answered the question.

21. Overall, how well prepared...

b. Is your unit to perform its wartime mission?

1. Very poorly prepared
4. Well prepared

2. Poorly prepared
5. Very well prepared

3. Neither well nor poorly prepared

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
TOTAL DOD	100	±1	5	8	22	38	27	±2	3.7	±0.1	
Enlisted	100	±1	6	8	22	37	27	±3	3.7	±0.1	
E1 – E4	100	±1	7	9	21	38	26	±4	3.7	±0.1	
E5 – E9	100	±1	4	8	24	36	28	±3	3.7	±0.1	
Officers	100	±1	2	6	23	43	27	±3	3.9	±0.1	
O1 – O3	100	±1	2	6	23	43	26	±5	3.8	±0.1	
O4 – O6	99	±1	2	4	22	43	29	±5	3.9	±0.1	
Male	100	±1	5	8	21	38	27	±2	3.7	±0.1	
Female	100	±1	4	6	29	39	22	±4	3.7	±0.1	
White	100	±1	6	9	23	37	26	±3	3.7	±0.1	
Total Minority	100	±1	4	6	22	39	28	±2	3.8	±0.1	
Black	100	±1	4	6	24	39	28	±3	3.8	±0.1	
Hispanic	100	±1	4	8	20	39	30	±4	3.8	±0.1	
AIAN	100	±1	NR	5	20	NR	23	±14	3.4	±0.6	
Asian	100	±1	3	4	22	46	25	±4	3.9	±0.1	
NHPI	100	±1	3	5	20	43	28	±5	3.9	±0.1	
Two or More Races	100	±1	3	7	26	39	26	±7	3.8	±0.2	
Not Deployed Past 12 Months	100	±1	5	8	24	37	26	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	6	8	18	40	28	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	16	17	26	28	13	±6	3.0	±0.2	
Experienced, Did Not Label	100	±1	9	11	25	37	18	±5	3.4	±0.2	
Did Not Experience	100	±1	2	5	21	40	32	±3	3.9	±0.1	
ARMY	100	±1	8	12	26	35	19	±4	3.4	±0.1	
White	100	±0	9	15	26	32	18	±6	3.3	±0.2	
Total Minority	100	±1	7	9	25	38	21	±4	3.6	±0.1	
Black	100	±1	7	7	26	36	24	±4	3.6	±0.1	
Hispanic	99	±1	7	11	23	38	20	±7	3.5	±0.2	
Asian	100	±1	4	8	26	43	19	±8	3.6	±0.2	
Other Race/Ethnicity	100	±1	9	9	27	38	17	±14	3.5	±0.3	
Enlisted	100	±1	10	13	26	33	18	±4	3.4	±0.2	
E1 – E4	100	±1	12	15	21	35	17	±7	3.3	±0.2	
E5 – E9	100	±1	7	11	31	31	20	±5	3.5	±0.2	
Officers	100	±1	2	8	25	42	23	±6	3.8	±0.2	
NAVY	100	±1	4	5	23	40	28	±4	3.8	±0.1	
White	100	±1	6	5	21	40	27	±6	3.8	±0.2	
Total Minority	100	±1	2	5	24	40	29	±3	3.9	±0.1	
Black	100	±1	1	5	24	43	27	±5	3.9	±0.1	
Hispanic	100	±1	2	8	23	35	32	±7	3.9	±0.2	
Asian	100	±1	2	2	21	46	29	±6	4.0	±0.1	
Other Race/Ethnicity	100	±1	4	5	28	37	26	±9	3.7	±0.2	
Enlisted	100	±1	5	5	23	39	27	±4	3.8	±0.1	
E1 – E4	100	±1	7	5	25	42	21	±7	3.7	±0.2	
E5 – E9	100	±1	3	6	22	36	33	±5	3.9	±0.2	
Officers	100	±1	2	5	19	43	32	±5	4.0	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

21. Overall, how well prepared...

b. Is your unit to perform its wartime mission?

	Percent Responding		Percentages					Max ME	Average Preparedness		
			1	2	3	4	5				
MARINE CORPS	100	±1	4	5	20	39	32	±4	3.9	±0.1	
White	100	±1	5	5	21	39	30	±6	3.8	±0.2	
Total Minority	100	±1	2	5	18	41	34	±5	4.0	±0.1	
Black	100	±1	2	4	23	41	30	±7	3.9	±0.1	
Hispanic	100	±1	2	5	14	40	39	±8	4.1	±0.2	
Asian	100	±1	4	3	23	49	21	±11	3.8	±0.1	
Other Race/Ethnicity	100	±0	3	4	24	42	27	±16	3.8	±0.3	
Enlisted	100	±1	5	5	19	39	33	±5	3.9	±0.1	
E1 – E4	100	±1	5	4	19	37	36	±7	3.9	±0.2	
E5 – E9	99	±1	5	6	21	42	26	±5	3.8	±0.2	
Officers	100	±1	1	4	24	47	24	±5	3.9	±0.1	
AIR FORCE	100	±1	1	5	18	41	35	±4	4.0	±0.1	
White	100	±1	2	5	19	40	34	±5	4.0	±0.1	
Total Minority	100	±1	1	3	17	42	36	±4	4.1	±0.1	
Black	100	±1	2	4	19	39	37	±5	4.0	±0.1	
Hispanic	100	±1	1	2	16	43	38	±10	4.2	±0.2	
Asian	100	±1	1	2	17	51	29	±7	4.0	±0.1	
Other Race/Ethnicity	99	±1	2	5	17	40	37	±10	4.0	±0.2	
Enlisted	100	±1	2	5	18	40	36	±4	4.0	±0.1	
E1 – E4	100	±1	1	4	16	39	39	±7	4.1	±0.2	
E5 – E9	100	±1	2	5	18	41	33	±5	4.0	±0.1	
Officers	99	±1	1	4	22	43	29	±6	3.9	±0.1	
COAST GUARD	100	±1	6	5	32	40	17	±4	3.6	±0.1	
White	100	±1	6	5	32	40	16	±5	3.5	±0.1	
Total Minority	100	±1	5	6	32	37	20	±5	3.6	±0.1	
Black	99	±1	3	6	34	35	22	±7	3.7	±0.2	
Hispanic	100	±1	4	5	29	41	21	±7	3.7	±0.2	
Asian	100	±0	6	4	48	30	12	±10	3.4	±0.2	
Other Race/Ethnicity	100	±0	7	9	31	33	20	±11	3.5	±0.3	
Enlisted	100	±1	7	5	33	39	17	±5	3.5	±0.1	
E1 – E4	100	±1	8	4	29	43	16	±8	3.5	±0.2	
E5 – E9	100	±1	5	6	35	36	18	±6	3.5	±0.2	
Officers	99	±1	4	6	29	43	18	±5	3.7	±0.1	

Note. Percent responding are active duty members who answered the question.

22. How would you rate...

a. Your current level of morale?

1. Very low
4. High2. Low
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	10	13	32	28	17	±2	3.3	±0.1	
Enlisted	99	±1	12	14	32	27	16	±3	3.2	±0.1	
E1 – E4	99	±1	15	14	32	24	15	±4	3.1	±0.1	
E5 – E9	99	±1	8	13	33	31	16	±3	3.4	±0.1	
Officers	99	±1	5	10	30	35	21	±3	3.6	±0.1	
O1 – O3	100	±1	5	11	31	34	19	±4	3.5	±0.1	
O4 – O6	98	±2	4	8	26	37	24	±5	3.7	±0.2	
Male	99	±1	10	13	31	29	18	±2	3.3	±0.1	
Female	99	±1	15	15	35	23	12	±4	3.0	±0.1	
White	99	±1	11	14	32	28	15	±3	3.2	±0.1	
Total Minority	99	±1	10	12	31	28	19	±2	3.4	±0.1	
Black	99	±1	11	11	32	27	20	±3	3.3	±0.1	
Hispanic	99	±1	9	12	30	27	22	±4	3.4	±0.1	
AIAN	100	±1	NR	14	NR	20	7	±12	2.9	±0.4	
Asian	99	±1	6	10	33	35	17	±4	3.5	±0.1	
NHPI	99	±1	6	8	36	30	21	±5	3.5	±0.1	
Two or More Races	99	±1	9	15	30	30	16	±6	3.3	±0.2	
Not Deployed Past 12 Months	99	±1	10	13	31	28	18	±3	3.3	±0.1	
Deployed Past 12 Months	99	±1	10	13	33	28	15	±4	3.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	25	20	29	18	8	±5	2.6	±0.2	
Experienced, Did Not Label	99	±1	13	17	33	25	11	±5	3.0	±0.2	
Did Not Experience	99	±1	7	10	32	31	20	±3	3.5	±0.1	
ARMY	99	±1	13	13	31	26	16	±4	3.2	±0.1	
White	99	±1	14	15	32	26	13	±6	3.1	±0.2	
Total Minority	99	±1	12	12	29	27	21	±4	3.3	±0.1	
Black	99	±1	13	9	29	27	21	±4	3.3	±0.2	
Hispanic	99	±1	10	14	28	26	23	±8	3.4	±0.2	
Asian	99	±2	8	10	33	33	16	±8	3.4	±0.2	
Other Race/Ethnicity	99	±2	14	14	33	25	15	±15	3.1	±0.3	
Enlisted	99	±1	15	14	31	25	15	±4	3.1	±0.2	
E1 – E4	99	±1	20	15	32	18	14	±7	2.9	±0.2	
E5 – E9	99	±2	8	13	30	33	16	±5	3.4	±0.1	
Officers	99	±2	6	9	30	33	23	±6	3.6	±0.2	
NAVY	98	±2	8	14	34	28	16	±4	3.3	±0.1	
White	98	±2	7	15	35	29	14	±6	3.3	±0.2	
Total Minority	99	±1	10	13	32	27	19	±3	3.3	±0.1	
Black	99	±1	10	13	32	25	20	±5	3.3	±0.2	
Hispanic	99	±2	11	13	30	26	19	±8	3.3	±0.2	
Asian	99	±2	5	9	32	35	19	±7	3.5	±0.2	
Other Race/Ethnicity	99	±1	9	19	33	25	13	±11	3.1	±0.2	
Enlisted	98	±2	10	15	35	26	15	±4	3.2	±0.1	
E1 – E4	98	±3	13	15	34	25	13	±7	3.1	±0.2	
E5 – E9	99	±1	6	14	36	27	17	±6	3.3	±0.2	
Officers	99	±2	3	11	29	37	20	±5	3.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

22. How would you rate...

a. Your current level of morale?

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
MARINE CORPS	100	±1	10	11	32	29	17	±4	3.3	±0.1	
White	100	±1	12	11	31	31	15	±6	3.3	±0.2	
Total Minority	99	±1	8	11	33	27	21	±5	3.4	±0.2	
Black	99	±1	6	14	32	26	22	±7	3.5	±0.2	
Hispanic	99	±1	9	10	32	27	21	±7	3.4	±0.2	
Asian	100	±1	6	11	32	37	14	±13	3.4	±0.2	
Other Race/Ethnicity	100	±1	6	10	40	25	NR	±13	3.4	±0.3	
Enlisted	100	±1	11	11	32	28	17	±5	3.3	±0.2	
E1 – E4	100	±1	13	13	30	27	17	±6	3.2	±0.2	
E5 – E9	100	±1	8	9	34	30	18	±5	3.4	±0.2	
Officers	100	±1	3	8	34	37	19	±5	3.6	±0.1	
AIR FORCE	99	±1	8	12	32	31	18	±3	3.4	±0.1	
White	99	±1	9	13	31	29	18	±5	3.3	±0.2	
Total Minority	99	±1	7	10	33	33	17	±4	3.4	±0.1	
Black	98	±2	9	10	37	30	14	±5	3.3	±0.1	
Hispanic	99	±1	6	9	31	33	21	±9	3.5	±0.2	
Asian	99	±1	6	9	34	36	16	±7	3.5	±0.2	
Other Race/Ethnicity	100	±1	7	11	27	39	16	±10	3.5	±0.2	
Enlisted	99	±1	9	13	32	30	17	±4	3.3	±0.1	
E1 – E4	99	±2	8	13	32	28	18	±6	3.3	±0.2	
E5 – E9	99	±1	9	12	32	31	15	±5	3.3	±0.2	
Officers	100	±1	6	10	28	35	21	±5	3.6	±0.2	
COAST GUARD	99	±1	7	12	36	30	15	±4	3.4	±0.1	
White	99	±1	7	12	34	31	16	±5	3.4	±0.2	
Total Minority	99	±1	6	10	41	28	14	±5	3.3	±0.1	
Black	97	±2	8	11	39	26	15	±8	3.3	±0.2	
Hispanic	100	±1	7	9	40	30	14	±7	3.4	±0.2	
Asian	100	±0	7	15	30	38	11	±10	3.3	±0.3	
Other Race/Ethnicity	100	±1	4	12	47	22	15	±13	3.3	±0.3	
Enlisted	99	±1	8	12	37	29	15	±5	3.3	±0.1	
E1 – E4	100	±1	9	14	32	31	15	±8	3.3	±0.2	
E5 – E9	99	±2	7	10	40	28	14	±6	3.3	±0.2	
Officers	99	±1	4	10	31	35	19	±5	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

22. How would you rate...

b. The current level of morale in your unit?

1. Very low
4. High2. Low
5. Very high

3. Moderate

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
TOTAL DOD	99	±1	10	17	38	25	10	±2	3.1	±0.1	
Enlisted	99	±1	11	18	38	22	10	±3	3.0	±0.1	
E1 – E4	99	±1	15	18	37	20	11	±4	2.9	±0.1	
E5 – E9	99	±1	8	18	40	25	10	±3	3.1	±0.1	
Officers	100	±1	4	11	40	35	10	±3	3.4	±0.1	
O1 – O3	100	±1	4	12	41	32	9	±5	3.3	±0.1	
O4 – O6	99	±1	2	8	39	40	11	±5	3.5	±0.1	
Male	99	±1	9	17	38	26	11	±3	3.1	±0.1	
Female	100	±1	15	18	43	17	7	±4	2.8	±0.1	
White	99	±1	10	17	38	25	9	±3	3.1	±0.1	
Total Minority	99	±1	10	16	39	24	11	±2	3.1	±0.1	
Black	99	±1	11	15	41	23	10	±3	3.1	±0.1	
Hispanic	99	±1	11	16	35	24	14	±4	3.1	±0.1	
AIAN	100	±1	8	NR	NR	19	5	±12	2.8	±0.3	
Asian	99	±1	6	13	42	27	11	±4	3.2	±0.1	
NHPI	99	±1	7	11	42	28	12	±5	3.3	±0.1	
Two or More Races	100	±1	7	20	37	25	10	±7	3.1	±0.2	
Not Deployed Past 12 Months	99	±1	10	16	38	25	11	±3	3.1	±0.1	
Deployed Past 12 Months	99	±1	11	18	40	22	9	±4	3.0	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	21	26	38	12	3	±5	2.5	±0.2	
Experienced, Did Not Label	99	±1	16	19	40	19	5	±5	2.8	±0.2	
Did Not Experience	99	±1	6	15	38	28	13	±3	3.3	±0.1	
ARMY	99	±1	13	17	39	22	8	±4	2.9	±0.1	
White	99	±1	13	18	40	23	7	±6	2.9	±0.2	
Total Minority	99	±1	13	17	38	22	10	±4	3.0	±0.1	
Black	99	±1	13	16	39	23	9	±4	3.0	±0.1	
Hispanic	99	±1	15	18	33	21	13	±8	3.0	±0.2	
Asian	100	±1	8	14	46	23	9	±7	3.1	±0.1	
Other Race/Ethnicity	100	±1	8	21	43	22	7	±14	3.0	±0.2	
Enlisted	99	±1	15	19	39	20	8	±5	2.9	±0.1	
E1 – E4	99	±1	21	17	38	16	8	±7	2.7	±0.2	
E5 – E9	99	±2	8	21	40	24	8	±5	3.0	±0.1	
Officers	100	±1	6	11	39	35	9	±6	3.3	±0.2	
NAVY	98	±2	8	16	39	26	11	±4	3.2	±0.1	
White	98	±3	7	16	40	27	10	±6	3.2	±0.2	
Total Minority	99	±1	9	15	38	25	12	±3	3.2	±0.1	
Black	100	±1	10	13	42	22	13	±5	3.2	±0.2	
Hispanic	99	±2	10	16	35	27	12	±7	3.2	±0.2	
Asian	99	±1	5	13	39	29	14	±8	3.3	±0.2	
Other Race/Ethnicity	100	±1	10	23	33	25	9	±10	3.0	±0.2	
Enlisted	98	±2	9	17	39	24	11	±4	3.1	±0.1	
E1 – E4	97	±3	13	16	37	24	10	±6	3.0	±0.2	
E5 – E9	100	±1	6	18	40	24	12	±5	3.2	±0.1	
Officers	99	±1	2	9	41	36	11	±5	3.5	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

22. How would you rate...

b. The current level of morale in your unit?

	Percent Responding		Percentages					Max ME	Average Morale		
			1	2	3	4	5				
MARINE CORPS	100	±1	8	17	37	25	12	±4	3.2	±0.1	
White	100	±1	9	18	36	26	11	±6	3.1	±0.2	
Total Minority	100	±1	6	16	40	24	14	±5	3.2	±0.2	
Black	100	±1	7	16	39	25	13	±7	3.2	±0.2	
Hispanic	100	±1	7	16	39	24	14	±8	3.2	±0.2	
Asian	100	±1	5	16	46	24	9	±11	3.1	±0.1	
Other Race/Ethnicity	100	±1	5	20	42	19	NR	±13	3.2	±0.4	
Enlisted	100	±1	9	18	36	24	12	±5	3.1	±0.2	
E1 – E4	100	±1	10	21	34	21	14	±6	3.1	±0.2	
E5 – E9	100	±1	8	13	41	28	10	±5	3.2	±0.2	
Officers	100	±1	2	9	44	35	10	±5	3.4	±0.1	
AIR FORCE	99	±1	8	16	38	26	12	±4	3.2	±0.1	
White	99	±1	8	17	37	26	12	±5	3.1	±0.1	
Total Minority	100	±1	8	14	39	27	12	±4	3.2	±0.1	
Black	99	±1	9	14	43	25	9	±5	3.1	±0.1	
Hispanic	100	±1	7	13	37	26	16	±9	3.3	±0.2	
Asian	100	±1	7	12	38	33	11	±7	3.3	±0.2	
Other Race/Ethnicity	100	±1	6	18	35	31	10	±10	3.2	±0.2	
Enlisted	99	±1	10	17	38	24	12	±4	3.1	±0.1	
E1 – E4	99	±2	9	17	37	23	14	±7	3.2	±0.2	
E5 – E9	100	±1	10	17	38	25	10	±5	3.1	±0.2	
Officers	100	±1	2	14	39	35	11	±5	3.4	±0.1	
COAST GUARD	100	±1	6	16	40	29	8	±4	3.2	±0.1	
White	100	±1	6	16	39	30	8	±5	3.2	±0.1	
Total Minority	100	±1	7	15	44	26	9	±5	3.2	±0.1	
Black	100	±0	7	14	44	23	11	±8	3.2	±0.2	
Hispanic	100	±1	7	15	40	29	9	±7	3.2	±0.2	
Asian	100	±0	8	12	41	30	8	±10	3.2	±0.2	
Other Race/Ethnicity	100	±0	5	15	52	19	8	±10	3.1	±0.2	
Enlisted	100	±1	7	17	41	28	8	±5	3.1	±0.1	
E1 – E4	100	±0	10	16	40	26	8	±8	3.1	±0.2	
E5 – E9	100	±1	5	17	41	29	8	±6	3.2	±0.1	
Officers	100	±1	4	11	40	36	10	±5	3.4	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. How much do you agree or disagree with the following statements about your unit?**a. Service members in your unit really care about each other.**1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	10	27	41	18	±2	3.6	±0.1	
Enlisted	100	±1	5	11	30	38	17	±3	3.5	±0.1	
E1 – E4	100	±1	6	12	31	34	17	±4	3.5	±0.1	
E5 – E9	100	±1	3	10	28	42	16	±3	3.6	±0.1	
Officers	100	±1	1	4	16	55	24	±3	4.0	±0.1	
O1 – O3	100	±1	1	4	17	55	22	±5	3.9	±0.1	
O4 – O6	100	±1	0	4	12	56	29	±5	4.1	±0.1	
Male	100	±1	4	9	27	42	19	±2	3.6	±0.1	
Female	100	±1	6	15	32	35	12	±4	3.3	±0.1	
White	100	±1	4	9	27	41	19	±3	3.6	±0.1	
Total Minority	100	±1	4	11	28	41	16	±2	3.5	±0.1	
Black	100	±1	5	11	30	39	14	±3	3.5	±0.1	
Hispanic	100	±1	3	11	25	41	19	±4	3.6	±0.1	
AIAN	100	±1	3	NR	NR	27	9	±15	3.2	±0.3	
Asian	100	±1	3	7	29	44	16	±4	3.6	±0.1	
NHPI	100	±1	3	7	32	41	18	±5	3.6	±0.1	
Two or More Races	100	±1	4	12	24	43	17	±7	3.6	±0.2	
Not Deployed Past 12 Months	100	±1	4	9	27	41	19	±3	3.6	±0.1	
Deployed Past 12 Months	100	±1	4	11	29	41	16	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	14	23	31	27	5	±5	2.9	±0.2	
Experienced, Did Not Label	100	±1	5	13	34	39	9	±5	3.3	±0.1	
Did Not Experience	100	±1	2	7	24	44	23	±3	3.8	±0.1	
ARMY	100	±1	5	12	29	39	16	±4	3.5	±0.1	
White	100	±1	4	12	29	39	16	±6	3.5	±0.2	
Total Minority	100	±1	5	13	28	39	15	±4	3.4	±0.1	
Black	100	±1	7	13	28	38	14	±4	3.4	±0.1	
Hispanic	100	±1	4	13	27	41	16	±7	3.5	±0.2	
Asian	99	±1	5	10	30	39	17	±8	3.5	±0.2	
Other Race/Ethnicity	100	±1	5	17	29	37	13	±15	3.4	±0.3	
Enlisted	100	±1	6	14	31	35	15	±5	3.4	±0.1	
E1 – E4	100	±1	7	15	32	30	15	±7	3.3	±0.2	
E5 – E9	99	±1	3	12	30	40	14	±5	3.5	±0.1	
Officers	100	±1	1	6	18	56	20	±6	3.9	±0.1	
NAVY	100	±1	3	8	27	43	18	±4	3.6	±0.1	
White	100	±1	4	8	25	45	19	±6	3.7	±0.2	
Total Minority	100	±1	3	9	29	40	18	±3	3.6	±0.1	
Black	100	±1	3	7	34	41	15	±5	3.6	±0.1	
Hispanic	100	±1	3	14	23	40	19	±7	3.6	±0.2	
Asian	100	±1	2	6	30	45	17	±6	3.7	±0.1	
Other Race/Ethnicity	100	±1	4	8	30	36	22	±10	3.6	±0.2	
Enlisted	100	±1	4	10	29	40	17	±4	3.6	±0.1	
E1 – E4	100	±1	6	12	30	37	16	±6	3.4	±0.2	
E5 – E9	100	±1	2	7	28	44	18	±5	3.7	±0.1	
Officers	100	±1	0	3	16	57	24	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. How much do you agree or disagree with the following statements about your unit?

a. Service members in your unit really care about each other.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	5	7	28	43	17	±4	3.6	±0.1	
White	100	±0	4	7	28	44	17	±6	3.6	±0.2	
Total Minority	100	±1	5	8	28	41	18	±5	3.6	±0.2	
Black	100	±1	8	8	32	37	16	±10	3.5	±0.2	
Hispanic	100	±1	4	6	27	43	19	±8	3.7	±0.2	
Asian	100	±1	3	5	31	49	12	±10	3.6	±0.1	
Other Race/Ethnicity	100	±0	2	16	24	38	20	±18	3.6	±0.4	
Enlisted	100	±1	5	8	30	41	17	±5	3.6	±0.1	
E1 – E4	100	±1	6	7	31	38	17	±7	3.5	±0.2	
E5 – E9	100	±1	3	9	26	47	16	±5	3.6	±0.1	
Officers	100	±1	0	4	16	58	22	±5	4.0	±0.1	
AIR FORCE	100	±1	3	9	25	42	22	±4	3.7	±0.1	
White	100	±0	3	8	25	40	24	±5	3.7	±0.1	
Total Minority	100	±1	3	9	26	45	18	±4	3.7	±0.1	
Black	100	±1	3	10	30	42	14	±5	3.5	±0.1	
Hispanic	99	±1	2	8	22	44	24	±9	3.8	±0.2	
Asian	100	±1	3	6	24	50	17	±7	3.7	±0.1	
Other Race/Ethnicity	100	±1	2	10	24	51	14	±9	3.6	±0.2	
Enlisted	100	±1	3	10	28	39	19	±4	3.6	±0.1	
E1 – E4	100	±1	3	9	30	35	23	±6	3.7	±0.2	
E5 – E9	100	±1	4	11	26	42	16	±5	3.6	±0.1	
Officers	100	±1	1	3	13	52	30	±6	4.1	±0.1	
COAST GUARD	100	±1	2	7	23	50	18	±4	3.8	±0.1	
White	100	±1	2	6	21	52	19	±5	3.8	±0.1	
Total Minority	100	±1	2	8	27	47	16	±5	3.7	±0.1	
Black	100	±0	3	8	29	42	18	±8	3.6	±0.2	
Hispanic	100	±1	2	9	24	49	15	±7	3.7	±0.1	
Asian	100	±0	2	7	29	50	12	±10	3.6	±0.2	
Other Race/Ethnicity	100	±0	1	7	29	43	19	±11	3.7	±0.2	
Enlisted	100	±1	3	8	24	49	17	±5	3.7	±0.1	
E1 – E4	100	±1	5	7	28	45	15	±8	3.6	±0.2	
E5 – E9	100	±0	1	8	22	51	18	±6	3.8	±0.1	
Officers	100	±1	0	3	15	57	25	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

23. How much do you agree or disagree with the following statements about your unit?

b. Service members in your unit work well as a team.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	3	7	23	47	20	±2	3.8	±0.1	
Enlisted	100	±1	3	7	25	45	20	±3	3.7	±0.1	
E1 – E4	100	±1	4	7	28	41	20	±4	3.7	±0.1	
E5 – E9	100	±1	3	7	23	49	19	±3	3.7	±0.1	
Officers	100	±1	1	3	13	59	25	±3	4.0	±0.1	
O1 – O3	100	±1	1	3	14	60	23	±5	4.0	±0.1	
O4 – O6	100	±1	1	3	10	58	29	±5	4.1	±0.1	
Male	100	±1	3	6	22	47	22	±3	3.8	±0.1	
Female	100	±1	4	9	29	45	12	±4	3.5	±0.1	
White	100	±1	3	6	23	47	21	±3	3.8	±0.1	
Total Minority	100	±1	3	7	23	47	20	±2	3.7	±0.1	
Black	100	±1	4	8	23	48	17	±3	3.7	±0.1	
Hispanic	100	±1	2	7	22	45	24	±4	3.8	±0.1	
AIAN	100	±1	4	NR	NR	35	11	±17	3.3	±0.4	
Asian	100	±1	2	5	26	50	17	±4	3.7	±0.1	
NHPI	100	±0	2	5	26	47	20	±5	3.8	±0.1	
Two or More Races	100	±1	3	4	21	52	20	±7	3.8	±0.1	
Not Deployed Past 12 Months	100	±1	3	7	22	47	21	±3	3.8	±0.1	
Deployed Past 12 Months	100	±1	3	6	26	47	19	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	12	16	29	37	5	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	3	8	31	47	11	±5	3.6	±0.1	
Did Not Experience	100	±1	1	5	20	48	26	±3	3.9	±0.1	
ARMY	100	±1	4	7	26	45	18	±4	3.7	±0.1	
White	100	±0	3	6	28	46	17	±6	3.7	±0.2	
Total Minority	100	±1	4	8	24	45	18	±4	3.6	±0.1	
Black	100	±1	6	9	22	48	15	±5	3.6	±0.1	
Hispanic	100	±1	3	8	25	41	23	±8	3.7	±0.2	
Asian	100	±0	4	7	27	45	17	±8	3.6	±0.2	
Other Race/Ethnicity	100	±0	3	7	29	46	14	±16	3.6	±0.3	
Enlisted	100	±1	4	8	29	42	17	±5	3.6	±0.1	
E1 – E4	100	±1	5	7	32	38	18	±7	3.6	±0.2	
E5 – E9	100	±1	3	9	25	47	16	±5	3.6	±0.1	
Officers	100	±0	1	4	14	61	20	±6	4.0	±0.1	
NAVY	100	±1	2	7	19	49	22	±4	3.8	±0.1	
White	100	±1	2	7	17	51	23	±6	3.9	±0.2	
Total Minority	100	±1	3	6	23	47	22	±3	3.8	±0.1	
Black	100	±1	2	7	25	46	20	±5	3.7	±0.1	
Hispanic	100	±1	3	7	19	47	24	±7	3.8	±0.2	
Asian	100	±1	2	4	26	50	18	±7	3.8	±0.1	
Other Race/Ethnicity	100	±1	3	7	21	46	24	±10	3.8	±0.2	
Enlisted	100	±1	3	7	21	47	22	±4	3.8	±0.1	
E1 – E4	100	±1	4	9	22	45	19	±7	3.7	±0.2	
E5 – E9	100	±1	1	6	19	49	24	±5	3.9	±0.1	
Officers	100	±1	0	3	12	59	24	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. How much do you agree or disagree with the following statements about your unit?

b. Service members in your unit work well as a team.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	3	7	22	48	20	±4	3.7	±0.1	
White	100	±0	3	8	22	48	19	±6	3.7	±0.2	
Total Minority	100	±1	1	7	23	48	20	±5	3.8	±0.1	
Black	100	±1	2	7	27	45	19	±8	3.7	±0.2	
Hispanic	100	±1	1	7	21	50	21	±8	3.8	±0.2	
Asian	100	±1	2	6	24	57	12	±9	3.7	±0.1	
Other Race/Ethnicity	100	±0	2	6	26	41	25	±18	3.8	±0.3	
Enlisted	100	±1	3	8	24	46	19	±5	3.7	±0.1	
E1 – E4	100	±1	4	8	25	44	20	±7	3.7	±0.2	
E5 – E9	100	±0	2	8	21	52	17	±5	3.7	±0.1	
Officers	100	±1	0	3	12	60	24	±5	4.1	±0.1	
AIR FORCE	100	±1	2	5	22	47	24	±4	3.9	±0.1	
White	100	±0	2	5	23	45	25	±5	3.9	±0.1	
Total Minority	100	±1	2	5	20	52	21	±4	3.9	±0.1	
Black	99	±1	2	7	22	51	18	±5	3.8	±0.1	
Hispanic	100	±0	1	3	20	48	28	±10	4.0	±0.2	
Asian	100	±1	2	3	22	54	19	±7	3.8	±0.1	
Other Race/Ethnicity	100	±1	2	4	17	58	19	±9	3.9	±0.2	
Enlisted	100	±1	2	6	25	45	22	±4	3.8	±0.1	
E1 – E4	100	±1	1	6	27	41	26	±6	3.8	±0.2	
E5 – E9	100	±1	3	6	23	49	19	±5	3.8	±0.1	
Officers	100	±1	1	2	11	54	32	±6	4.1	±0.1	
COAST GUARD	100	±1	1	5	16	55	23	±4	4.0	±0.1	
White	100	±1	0	6	15	56	24	±5	4.0	±0.1	
Total Minority	100	±1	1	3	21	54	22	±5	3.9	±0.1	
Black	100	±0	1	5	15	55	24	±7	4.0	±0.2	
Hispanic	100	±1	1	3	24	51	22	±7	3.9	±0.1	
Asian	99	±3	1	5	17	58	20	±10	3.9	±0.2	
Other Race/Ethnicity	100	±0	1	2	19	57	20	±12	3.9	±0.2	
Enlisted	100	±1	1	6	18	55	21	±5	3.9	±0.1	
E1 – E4	99	±2	0	9	22	52	17	±8	3.8	±0.2	
E5 – E9	100	±0	1	3	14	57	24	±6	4.0	±0.1	
Officers	100	±0	1	2	10	56	32	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

23. How much do you agree or disagree with the following statements about your unit?

c. Service members in your unit pull together to get the job done.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	2	5	18	49	26	±2	3.9	±0.1	
Enlisted	100	±1	3	5	19	48	25	±3	3.9	±0.1	
E1 – E4	100	±1	3	6	20	46	25	±4	3.8	±0.1	
E5 – E9	100	±1	2	4	19	51	24	±3	3.9	±0.1	
Officers	100	±1	0	2	9	54	34	±3	4.2	±0.1	
O1 – O3	100	±1	0	2	9	56	32	±5	4.2	±0.1	
O4 – O6	100	±1	0	2	7	51	39	±5	4.3	±0.1	
Male	100	±1	2	4	17	49	28	±3	4.0	±0.1	
Female	100	±1	3	8	20	50	18	±4	3.7	±0.1	
White	100	±1	2	5	17	49	27	±3	3.9	±0.1	
Total Minority	100	±1	3	4	18	49	25	±2	3.9	±0.1	
Black	100	±1	4	5	18	50	23	±3	3.8	±0.1	
Hispanic	100	±1	2	4	18	48	28	±4	4.0	±0.1	
AIAN	100	±1	NR	4	NR	35	19	±17	3.4	±0.5	
Asian	100	±1	2	3	20	53	22	±4	3.9	±0.1	
NHPI	100	±1	2	3	20	46	28	±5	4.0	±0.1	
Two or More Races	100	±1	2	4	16	50	28	±7	4.0	±0.2	
Not Deployed Past 12 Months	100	±1	2	5	17	49	27	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	2	5	20	48	25	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	9	13	25	44	9	±5	3.3	±0.2	
Experienced, Did Not Label	100	±1	2	7	21	53	17	±5	3.7	±0.1	
Did Not Experience	100	±1	1	3	15	49	32	±3	4.1	±0.1	
ARMY	100	±1	3	6	21	47	23	±4	3.8	±0.1	
White	100	±0	2	6	21	48	23	±6	3.8	±0.2	
Total Minority	100	±1	5	6	20	47	22	±4	3.8	±0.1	
Black	100	±0	5	7	17	50	21	±5	3.7	±0.1	
Hispanic	100	±1	3	6	21	47	23	±6	3.8	±0.2	
Asian	99	±1	3	5	25	46	21	±8	3.8	±0.2	
Other Race/Ethnicity	100	±1	7	5	26	39	24	±17	3.7	±0.3	
Enlisted	100	±1	4	7	23	46	21	±5	3.7	±0.1	
E1 – E4	100	±1	4	8	23	44	22	±7	3.7	±0.2	
E5 – E9	100	±1	3	6	24	48	20	±5	3.7	±0.1	
Officers	100	±0	0	3	11	55	30	±6	4.1	±0.1	
NAVY	100	±1	2	5	15	50	28	±4	4.0	±0.1	
White	100	±1	3	6	13	51	28	±6	4.0	±0.2	
Total Minority	100	±1	2	4	18	50	27	±3	4.0	±0.1	
Black	100	±1	2	4	20	48	26	±5	3.9	±0.1	
Hispanic	100	±0	2	4	16	48	30	±8	4.0	±0.2	
Asian	100	±1	1	2	19	56	22	±7	4.0	±0.1	
Other Race/Ethnicity	100	±1	1	6	14	50	28	±8	4.0	±0.1	
Enlisted	100	±1	3	5	16	49	26	±4	3.9	±0.1	
E1 – E4	100	±1	4	7	17	49	23	±7	3.8	±0.2	
E5 – E9	100	±1	1	3	16	50	30	±5	4.0	±0.1	
Officers	100	±1	0	2	8	56	33	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. How much do you agree or disagree with the following statements about your unit?

c. Service members in your unit pull together to get the job done.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	2	4	18	51	26	±4	3.9	±0.1	
White	100	±1	3	4	18	50	25	±6	3.9	±0.2	
Total Minority	99	±2	1	3	18	52	27	±5	4.0	±0.1	
Black	100	±1	2	4	17	53	24	±10	3.9	±0.2	
Hispanic	99	±3	1	3	17	51	28	±8	4.0	±0.2	
Asian	100	±0	1	3	21	56	19	±10	3.9	±0.1	
Other Race/Ethnicity	100	±0	1	2	18	48	30	±17	4.0	±0.3	
Enlisted	100	±1	2	4	19	50	25	±5	3.9	±0.1	
E1 – E4	100	±1	2	5	20	48	26	±7	3.9	±0.2	
E5 – E9	100	±1	2	2	18	54	24	±5	3.9	±0.1	
Officers	100	±1	0	2	9	57	31	±5	4.2	±0.1	
AIR FORCE	100	±1	1	3	15	49	31	±4	4.1	±0.1	
White	100	±1	1	4	15	48	32	±5	4.1	±0.1	
Total Minority	100	±1	2	2	15	52	29	±4	4.1	±0.1	
Black	100	±1	2	3	16	52	26	±5	4.0	±0.1	
Hispanic	100	±1	1	1	14	48	36	±10	4.2	±0.2	
Asian	100	±1	2	2	15	57	23	±6	4.0	±0.1	
Other Race/Ethnicity	100	±1	2	2	14	55	26	±9	4.0	±0.2	
Enlisted	100	±1	2	4	17	50	28	±4	4.0	±0.1	
E1 – E4	100	±1	1	3	17	45	34	±7	4.1	±0.1	
E5 – E9	100	±1	3	4	16	54	24	±5	3.9	±0.1	
Officers	100	±1	1	1	7	48	43	±6	4.3	±0.1	
COAST GUARD	100	±1	1	2	13	53	31	±4	4.1	±0.1	
White	100	±1	1	3	12	53	31	±5	4.1	±0.1	
Total Minority	100	±0	1	1	15	54	28	±5	4.1	±0.1	
Black	100	±0	1	2	12	54	31	±7	4.1	±0.1	
Hispanic	100	±0	0	1	16	55	28	±6	4.1	±0.1	
Asian	100	±0	NR	5	17	54	24	±10	4.0	±0.2	
Other Race/Ethnicity	100	±0	1	0	17	53	29	±12	4.1	±0.2	
Enlisted	100	±1	1	2	15	53	29	±5	4.1	±0.1	
E1 – E4	100	±1	2	3	18	49	27	±8	4.0	±0.2	
E5 – E9	100	±0	1	2	12	55	30	±6	4.1	±0.1	
Officers	100	±1	1	1	6	54	38	±5	4.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. How much do you agree or disagree with the following statements about your unit?

d. Service members in your unit trust each other.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	100	±1	6	10	30	37	17	±2	3.5	±0.1	
Enlisted	100	±1	7	11	32	34	16	±3	3.4	±0.1	
E1 – E4	100	±1	8	12	32	32	16	±4	3.4	±0.1	
E5 – E9	100	±1	5	11	33	36	15	±3	3.5	±0.1	
Officers	100	±1	1	5	17	51	25	±3	3.9	±0.1	
O1 – O3	99	±1	2	6	18	51	23	±5	3.9	±0.1	
O4 – O6	100	±1	1	3	14	50	32	±5	4.1	±0.1	
Male	100	±1	5	10	29	38	19	±2	3.6	±0.1	
Female	100	±1	12	15	36	28	10	±4	3.1	±0.1	
White	100	±1	5	10	28	38	19	±3	3.6	±0.1	
Total Minority	100	±1	6	11	32	35	15	±2	3.4	±0.1	
Black	100	±1	9	12	35	32	13	±3	3.3	±0.1	
Hispanic	100	±1	5	12	28	36	18	±4	3.5	±0.1	
AIAN	100	±0	7	9	NR	22	11	±13	3.2	±0.2	
Asian	100	±1	4	8	32	41	15	±4	3.5	±0.1	
NHPI	100	±1	5	8	34	37	16	±5	3.5	±0.1	
Two or More Races	100	±1	4	11	29	41	15	±7	3.5	±0.2	
Not Deployed Past 12 Months	100	±1	6	10	28	38	18	±3	3.5	±0.1	
Deployed Past 12 Months	100	±1	5	11	33	35	16	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	19	22	35	19	4	±5	2.7	±0.2	
Experienced, Did Not Label	100	±1	7	15	34	35	8	±5	3.2	±0.1	
Did Not Experience	100	±1	3	7	27	40	22	±3	3.7	±0.1	
ARMY	100	±1	7	11	32	33	16	±4	3.4	±0.1	
White	100	±1	6	11	31	34	18	±6	3.5	±0.2	
Total Minority	100	±1	8	13	33	33	13	±4	3.3	±0.1	
Black	100	±1	10	13	36	30	11	±4	3.2	±0.1	
Hispanic	100	±1	7	14	28	36	16	±7	3.4	±0.2	
Asian	100	±0	6	12	34	32	16	±8	3.4	±0.2	
Other Race/Ethnicity	100	±1	5	9	39	35	12	±15	3.4	±0.2	
Enlisted	100	±1	8	12	35	30	15	±5	3.3	±0.1	
E1 – E4	100	±1	10	13	34	27	16	±7	3.2	±0.2	
E5 – E9	100	±1	6	12	36	33	13	±5	3.4	±0.1	
Officers	99	±2	1	8	19	51	21	±6	3.8	±0.1	
NAVY	99	±1	5	10	28	40	17	±4	3.5	±0.1	
White	99	±2	5	8	26	43	18	±6	3.6	±0.2	
Total Minority	100	±1	5	12	31	35	16	±3	3.4	±0.1	
Black	100	±1	6	12	34	34	14	±5	3.4	±0.2	
Hispanic	100	±1	6	15	26	34	18	±9	3.4	±0.2	
Asian	100	±1	2	7	32	43	16	±6	3.6	±0.1	
Other Race/Ethnicity	100	±0	5	12	35	32	16	±9	3.4	±0.2	
Enlisted	99	±1	6	11	30	37	16	±4	3.5	±0.1	
E1 – E4	99	±2	9	12	30	35	13	±6	3.3	±0.2	
E5 – E9	100	±1	3	9	30	39	18	±5	3.6	±0.1	
Officers	100	±1	0	4	19	51	26	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. How much do you agree or disagree with the following statements about your unit?

d. Service members in your unit trust each other.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	100	±1	5	10	30	38	17	±4	3.5	±0.1	
White	100	±0	5	10	28	40	17	±6	3.5	±0.2	
Total Minority	100	±1	4	10	32	36	17	±5	3.5	±0.2	
Black	100	±0	8	12	36	30	13	±7	3.3	±0.2	
Hispanic	100	±1	3	8	33	38	19	±8	3.6	±0.2	
Asian	100	±1	5	6	33	46	11	±11	3.5	±0.2	
Other Race/Ethnicity	100	±1	4	18	23	37	NR	±14	3.5	±0.4	
Enlisted	100	±1	5	11	31	36	16	±5	3.5	±0.1	
E1 – E4	100	±1	5	11	33	35	16	±7	3.5	±0.2	
E5 – E9	100	±0	6	10	29	39	17	±5	3.5	±0.2	
Officers	100	±1	1	4	18	57	21	±5	3.9	±0.1	
AIR FORCE	100	±1	5	10	27	39	20	±4	3.6	±0.1	
White	100	±1	5	10	25	39	22	±5	3.6	±0.1	
Total Minority	100	±1	6	8	31	38	17	±4	3.5	±0.1	
Black	100	±1	9	8	36	34	13	±5	3.3	±0.1	
Hispanic	100	±1	3	11	28	36	22	±9	3.6	±0.2	
Asian	100	±1	4	6	28	48	15	±7	3.7	±0.1	
Other Race/Ethnicity	100	±0	5	7	27	46	15	±9	3.6	±0.2	
Enlisted	100	±1	6	11	30	37	17	±4	3.5	±0.1	
E1 – E4	100	±1	4	12	29	34	20	±6	3.5	±0.2	
E5 – E9	100	±1	7	11	31	39	14	±5	3.4	±0.1	
Officers	100	±1	2	3	13	48	33	±5	4.1	±0.1	
COAST GUARD	100	±1	3	7	24	46	19	±4	3.7	±0.1	
White	100	±1	4	7	21	48	20	±5	3.7	±0.1	
Total Minority	100	±1	2	8	32	41	17	±5	3.6	±0.1	
Black	100	±0	3	9	33	42	13	±7	3.5	±0.1	
Hispanic	100	±1	2	9	32	40	17	±7	3.6	±0.2	
Asian	100	±0	1	11	29	41	17	±10	3.6	±0.2	
Other Race/Ethnicity	100	±0	2	4	33	41	19	±11	3.7	±0.2	
Enlisted	100	±1	4	7	26	45	18	±5	3.7	±0.1	
E1 – E4	100	±1	7	7	31	37	18	±8	3.5	±0.2	
E5 – E9	100	±1	2	7	23	50	18	±6	3.7	±0.1	
Officers	100	±0	1	5	16	52	26	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

23. Unit Cohesion scale: Constructed from Q23. Unit Cohesion can be defined as affective ties within a small group that sustain members' commitment to each other, their unit, and their mission.

	Percent Responding		Mean	Max ME	Average Cohesion
TOTAL DOD	99	±1	3.7	±0.1	
Enlisted	99	±1	3.6	±0.1	
E1 – E4	99	±1	3.6	±0.1	
E5 – E9	99	±1	3.7	±0.1	
Officers	99	±1	4.0	±0.1	
O1 – O3	99	±1	4.0	±0.1	
O4 – O6	100	±1	4.1	±0.1	
Male	99	±1	3.7	±0.1	
Female	100	±1	3.4	±0.1	
White	99	±1	3.7	±0.1	
Total Minority	99	±1	3.6	±0.1	
Black	99	±1	3.6	±0.1	
Hispanic	99	±1	3.7	±0.1	
AIAN	100	±1	3.3	±0.3	
Asian	99	±1	3.7	±0.1	
NHPI	100	±1	3.7	±0.1	
Two or More Races	100	±1	3.7	±0.1	
Not Deployed Past 12 Months	99	±1	3.7	±0.1	
Deployed Past 12 Months	100	±1	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	99	±1	3.0	±0.1	
Experienced, Did Not Label	99	±1	3.5	±0.1	
Did Not Experience	100	±1	3.9	±0.1	
ARMY					
White	100	±1	3.6	±0.2	
Total Minority	99	±1	3.5	±0.1	
Black	99	±1	3.5	±0.1	
Hispanic	99	±1	3.6	±0.2	
Asian	99	±1	3.6	±0.2	
Other Race/Ethnicity	100	±1	3.5	±0.2	
Enlisted	99	±1	3.5	±0.1	
E1 – E4	100	±1	3.5	±0.2	
E5 – E9	99	±1	3.6	±0.1	
Officers	99	±2	3.9	±0.1	
NAVY					
White	99	±2	3.8	±0.1	
Total Minority	99	±1	3.7	±0.1	
Black	99	±1	3.6	±0.1	
Hispanic	100	±1	3.7	±0.2	
Asian	99	±1	3.8	±0.1	
Other Race/Ethnicity	100	±1	3.7	±0.2	
Enlisted	99	±1	3.7	±0.1	
E1 – E4	99	±2	3.6	±0.2	
E5 – E9	99	±1	3.8	±0.1	
Officers	99	±1	4.1	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater perceived cohesion. The overall Cronbach's alpha = 0.93 (White = 0.93, Black = 0.92, Hispanic = 0.93, Asian = 0.93, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

23. Unit Cohesion scale: Constructed from Q23. Unit Cohesion can be defined as affective ties within a small group that sustain members' commitment to each other, their unit, and their mission.

	Percent Responding		Mean	Max ME	Average Cohesion
MARINE CORPS	100	±1	3.7	±0.1	
White	100	±1	3.7	±0.2	
Total Minority	99	±2	3.7	±0.1	
Black	100	±1	3.6	±0.2	
Hispanic	98	±3	3.8	±0.2	
Asian	99	±1	3.7	±0.1	
Other Race/Ethnicity	100	±1	3.7	±0.3	
Enlisted	100	±1	3.7	±0.1	
E1 – E4	99	±1	3.6	±0.2	
E5 – E9	100	±1	3.7	±0.1	
Officers	100	±1	4.0	±0.1	
AIR FORCE	99	±1	3.8	±0.1	
White	100	±1	3.8	±0.1	
Total Minority	99	±1	3.8	±0.1	
Black	99	±1	3.7	±0.1	
Hispanic	99	±1	3.9	±0.2	
Asian	99	±1	3.8	±0.1	
Other Race/Ethnicity	100	±1	3.8	±0.2	
Enlisted	99	±1	3.7	±0.1	
E1 – E4	100	±1	3.8	±0.2	
E5 – E9	99	±1	3.7	±0.1	
Officers	100	±1	4.2	±0.1	
COAST GUARD	100	±1	3.9	±0.1	
White	100	±1	3.9	±0.1	
Total Minority	100	±1	3.8	±0.1	
Black	100	±0	3.8	±0.1	
Hispanic	99	±1	3.8	±0.1	
Asian	99	±3	3.8	±0.2	
Other Race/Ethnicity	100	±0	3.9	±0.2	
Enlisted	100	±1	3.8	±0.1	
E1 – E4	99	±2	3.7	±0.2	
E5 – E9	100	±1	3.9	±0.1	
Officers	100	±1	4.1	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 5. Higher scores indicate greater perceived cohesion. The overall Cronbach's alpha = 0.93 (White = 0.93, Black = 0.92, Hispanic = 0.93, Asian = 0.93, and Other Race/Ethnicity = 0.93). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

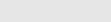
24. How true or false is each of the following statements for you?

a. I am as healthy as anybody I know.

1. Definitely false
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	5	10	54	30	±2	3.1	±0.1	
Enlisted	100	±1	6	11	55	28	±3	3.1	±0.1	
E1 – E4	100	±1	7	11	54	28	±4	3.0	±0.1	
E5 – E9	100	±1	4	11	56	28	±3	3.1	±0.1	
Officers	100	±1	3	8	51	39	±4	3.3	±0.1	
O1 – O3	100	±1	2	6	51	41	±5	3.3	±0.1	
O4 – O6	100	±1	4	9	49	38	±5	3.2	±0.1	
Male	100	±1	5	10	53	31	±3	3.1	±0.1	
Female	100	±1	5	9	59	27	±4	3.1	±0.1	
White	100	±1	6	11	53	31	±3	3.1	±0.1	
Total Minority	100	±1	5	10	56	29	±2	3.1	±0.1	
Black	100	±1	5	9	56	29	±3	3.1	±0.1	
Hispanic	100	±1	4	9	56	31	±4	3.1	±0.1	
AIAN	100	±1	3	14	69	15	±16	3.0	±0.1	
Asian	99	±1	3	9	60	28	±4	3.1	±0.1	
NHPI	100	±1	3	13	61	22	±5	3.0	±0.1	
Two or More Races	100	±1	6	11	51	32	±7	3.1	±0.2	
Not Deployed Past 12 Months	100	±1	5	10	55	30	±3	3.1	±0.1	
Deployed Past 12 Months	100	±1	5	11	53	31	±4	3.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	8	20	50	22	±5	2.9	±0.1	
Experienced, Did Not Label	100	±1	8	13	56	23	±5	2.9	±0.1	
Did Not Experience	100	±1	4	8	54	34	±3	3.2	±0.1	
ARMY	100	±1	8	12	53	28	±4	3.0	±0.1	
White	100	±1	9	12	51	28	±6	3.0	±0.2	
Total Minority	100	±1	6	12	55	28	±4	3.0	±0.1	
Black	100	±1	6	10	56	28	±5	3.1	±0.1	
Hispanic	100	±1	5	12	54	28	±6	3.1	±0.1	
Asian	99	±1	4	9	57	30	±7	3.1	±0.1	
Other Race/Ethnicity	100	±1	6	15	56	23	±13	3.0	±0.2	
Enlisted	100	±1	9	13	54	25	±5	2.9	±0.1	
E1 – E4	100	±1	12	15	50	24	±7	2.9	±0.2	
E5 – E9	99	±1	5	10	58	27	±5	3.1	±0.1	
Officers	100	±1	3	8	49	40	±6	3.3	±0.1	
NAVY	100	±1	3	10	58	30	±4	3.1	±0.1	
White	100	±1	3	10	57	30	±6	3.1	±0.1	
Total Minority	100	±1	3	9	59	29	±3	3.1	±0.1	
Black	100	±1	3	9	58	30	±5	3.2	±0.1	
Hispanic	100	±1	3	9	58	29	±6	3.1	±0.1	
Asian	100	±1	3	8	65	24	±5	3.1	±0.1	
Other Race/Ethnicity	100	±1	4	9	57	30	±7	3.1	±0.1	
Enlisted	100	±1	3	10	59	28	±4	3.1	±0.1	
E1 – E4	100	±1	3	10	59	28	±7	3.1	±0.1	
E5 – E9	100	±1	2	10	59	29	±5	3.1	±0.1	
Officers	100	±0	3	8	53	35	±5	3.2	±0.1	

Note. Percent responding are active duty members who answered the question.

24. How true or false is each of the following statements for you?

a. I am as healthy as anybody I know.

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
MARINE CORPS	100	±1	5	11	53	31	±4	3.1	±0.1	
White	100	±0	5	13	50	31	±6	3.1	±0.1	
Total Minority	100	±1	5	8	57	30	±5	3.1	±0.1	
Black	99	±1	6	11	54	29	±7	3.1	±0.1	
Hispanic	100	±1	3	6	58	33	±7	3.2	±0.1	
Asian	100	±1	3	10	58	29	±15	3.1	±0.2	
Other Race/Ethnicity	100	±0	NR	9	61	18	±14	2.8	±0.4	
Enlisted	100	±1	6	12	53	30	±5	3.1	±0.1	
E1 – E4	100	±1	5	11	54	30	±7	3.1	±0.2	
E5 – E9	100	±1	7	13	50	31	±5	3.0	±0.1	
Officers	100	±0	3	6	56	35	±5	3.2	±0.1	
AIR FORCE	100	±1	4	8	53	35	±4	3.2	±0.1	
White	100	±1	4	8	53	36	±5	3.2	±0.1	
Total Minority	100	±1	4	9	55	33	±4	3.2	±0.1	
Black	100	±1	5	8	57	30	±5	3.1	±0.1	
Hispanic	99	±1	3	7	55	35	±10	3.2	±0.2	
Asian	99	±1	3	12	55	29	±11	3.1	±0.2	
Other Race/Ethnicity	100	±1	3	11	50	36	±10	3.2	±0.2	
Enlisted	100	±1	4	8	55	33	±4	3.2	±0.1	
E1 – E4	100	±1	4	5	54	37	±7	3.2	±0.1	
E5 – E9	99	±1	4	11	55	30	±5	3.1	±0.1	
Officers	100	±1	3	7	48	42	±6	3.3	±0.1	
COAST GUARD	100	±1	3	10	58	29	±4	3.1	±0.1	
White	100	±1	3	10	59	28	±5	3.1	±0.1	
Total Minority	100	±1	4	9	57	30	±5	3.1	±0.1	
Black	99	±2	4	9	59	28	±6	3.1	±0.1	
Hispanic	100	±0	2	7	60	31	±7	3.2	±0.1	
Asian	100	±0	4	9	62	25	±10	3.1	±0.2	
Other Race/Ethnicity	100	±0	6	14	51	29	±13	3.0	±0.2	
Enlisted	100	±1	4	9	59	28	±5	3.1	±0.1	
E1 – E4	99	±2	3	7	56	34	±8	3.2	±0.2	
E5 – E9	100	±1	5	11	61	23	±6	3.0	±0.1	
Officers	100	±0	2	10	55	33	±5	3.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

24. How true or false is each of the following statements for you?

b. I seem to get sick a little easier than other people.

1. Definitely false

2. Mostly false

3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	99	±1	61	29	8	2	±2	1.5	±0.1	
Enlisted	99	±1	60	29	9	2	±3	1.5	±0.1	
E1 – E4	100	±1	59	29	9	3	±4	1.6	±0.1	
E5 – E9	99	±1	61	28	9	2	±3	1.5	±0.1	
Officers	100	±1	64	31	5	1	±3	1.4	±0.1	
O1 – O3	100	±1	62	33	4	1	±5	1.4	±0.1	
O4 – O6	100	±1	65	28	6	1	±5	1.4	±0.1	
Male	100	±1	64	28	7	2	±3	1.5	±0.1	
Female	99	±1	45	36	15	3	±4	1.8	±0.1	
White	100	±1	61	29	8	2	±3	1.5	±0.1	
Total Minority	99	±1	61	29	8	2	±2	1.5	±0.1	
Black	99	±1	64	25	8	3	±3	1.5	±0.1	
Hispanic	99	±1	60	31	7	2	±4	1.5	±0.1	
AIAN	100	±1	NR	NR	6	1	±4	1.5	±0.3	
Asian	99	±1	49	35	14	2	±4	1.7	±0.1	
NHPI	99	±1	56	33	9	3	±5	1.6	±0.1	
Two or More Races	100	±1	63	29	8	1	±6	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	60	29	8	2	±3	1.5	±0.1	
Deployed Past 12 Months	100	±1	62	29	8	1	±4	1.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	51	32	14	3	±5	1.7	±0.1	
Experienced, Did Not Label	100	±1	55	34	8	2	±5	1.6	±0.1	
Did Not Experience	100	±1	64	27	7	2	±3	1.5	±0.1	
ARMY	100	±1	61	29	8	3	±4	1.5	±0.1	
White	100	±1	61	29	8	2	±6	1.5	±0.1	
Total Minority	99	±1	61	28	8	3	±4	1.5	±0.1	
Black	99	±1	63	25	9	3	±5	1.5	±0.1	
Hispanic	100	±1	63	28	6	3	±7	1.5	±0.1	
Asian	99	±1	52	33	13	2	±9	1.7	±0.2	
Other Race/Ethnicity	100	±1	59	34	6	1	±13	1.5	±0.2	
Enlisted	100	±1	60	28	9	3	±5	1.5	±0.1	
E1 – E4	100	±1	59	29	9	4	±7	1.6	±0.2	
E5 – E9	99	±1	62	28	9	2	±5	1.5	±0.1	
Officers	100	±1	66	30	3	1	±6	1.4	±0.1	
NAVY	99	±1	59	31	9	1	±4	1.5	±0.1	
White	100	±1	58	32	9	1	±6	1.5	±0.1	
Total Minority	99	±1	59	29	10	2	±3	1.5	±0.1	
Black	99	±2	64	26	8	2	±5	1.5	±0.1	
Hispanic	98	±2	61	29	9	1	±6	1.5	±0.1	
Asian	99	±1	45	37	16	2	±7	1.7	±0.1	
Other Race/Ethnicity	99	±1	58	30	10	2	±7	1.6	±0.1	
Enlisted	99	±1	58	31	10	1	±4	1.5	±0.1	
E1 – E4	99	±1	57	31	11	2	±7	1.6	±0.1	
E5 – E9	99	±1	60	31	9	1	±5	1.5	±0.1	
Officers	100	±1	61	32	6	0	±5	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

24. How true or false is each of the following statements for you?

b. I seem to get sick a little easier than other people.

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
MARINE CORPS	99	±1	61	28	9	1	±4	1.5	±0.1	
White	100	±1	62	26	10	1	±6	1.5	±0.1	
Total Minority	99	±1	60	32	7	1	±5	1.5	±0.1	
Black	99	±2	67	26	6	2	±6	1.4	±0.1	
Hispanic	99	±2	57	34	7	1	±8	1.5	±0.1	
Asian	99	±1	50	36	12	2	±10	1.6	±0.2	
Other Race/Ethnicity	100	±1	65	27	7	1	±11	1.4	±0.2	
Enlisted	100	±1	61	28	9	2	±5	1.5	±0.1	
E1 – E4	99	±1	61	26	11	2	±7	1.5	±0.1	
E5 – E9	100	±1	61	31	7	1	±5	1.5	±0.1	
Officers	99	±1	63	30	6	1	±5	1.4	±0.1	
AIR FORCE	99	±1	62	29	7	2	±4	1.5	±0.1	
White	100	±1	62	29	7	2	±5	1.5	±0.1	
Total Minority	99	±1	62	28	7	2	±4	1.5	±0.1	
Black	98	±2	65	25	7	4	±5	1.5	±0.1	
Hispanic	100	±1	60	33	5	2	±10	1.5	±0.2	
Asian	100	±1	52	34	13	1	±10	1.6	±0.2	
Other Race/Ethnicity	100	±1	66	25	9	1	±8	1.4	±0.2	
Enlisted	99	±1	62	29	8	2	±4	1.5	±0.1	
E1 – E4	99	±1	60	32	7	1	±7	1.5	±0.1	
E5 – E9	100	±1	63	25	9	3	±5	1.5	±0.1	
Officers	100	±1	63	31	5	1	±5	1.4	±0.1	
COAST GUARD	99	±1	61	32	6	2	±4	1.5	±0.1	
White	99	±1	61	31	6	2	±5	1.5	±0.1	
Total Minority	99	±1	60	33	5	2	±5	1.5	±0.1	
Black	99	±2	61	32	6	2	±7	1.5	±0.1	
Hispanic	99	±2	58	36	5	1	±7	1.5	±0.1	
Asian	99	±3	60	31	9	NR	±10	1.5	±0.2	
Other Race/Ethnicity	100	±1	61	30	5	4	±12	1.5	±0.2	
Enlisted	99	±1	61	32	6	2	±5	1.5	±0.1	
E1 – E4	99	±2	61	32	5	2	±8	1.5	±0.2	
E5 – E9	99	±1	60	31	7	2	±6	1.5	±0.1	
Officers	98	±2	61	32	6	1	±5	1.5	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

24. How true or false is each of the following statements for you?

c. I expect my health to get worse.

1. Definitely false
4. Definitely true

2. Mostly false

3. Mostly true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	99	±1	59	26	12	3	±2	1.6	±0.1	
Enlisted	99	±1	59	26	12	3	±3	1.6	±0.1	
E1 – E4	100	±1	60	25	12	3	±4	1.6	±0.1	
E5 – E9	99	±1	58	27	13	3	±3	1.6	±0.1	
Officers	100	±1	57	29	12	2	±3	1.6	±0.1	
O1 – O3	100	±1	62	28	9	2	±5	1.5	±0.1	
O4 – O6	100	±1	51	32	15	3	±5	1.7	±0.1	
Male	99	±1	58	26	12	3	±3	1.6	±0.1	
Female	100	±1	61	27	11	2	±4	1.5	±0.1	
White	100	±1	57	27	13	3	±3	1.6	±0.1	
Total Minority	99	±1	62	25	10	3	±2	1.5	±0.1	
Black	99	±1	67	21	9	3	±3	1.5	±0.1	
Hispanic	99	±1	61	26	10	3	±4	1.5	±0.1	
AIAN	100	±1	NR	28	NR	2	±16	1.7	±0.4	
Asian	99	±1	52	33	13	2	±4	1.7	±0.1	
NHPI	99	±2	57	28	13	3	±6	1.6	±0.1	
Two or More Races	100	±1	57	28	13	2	±7	1.6	±0.1	
Not Deployed Past 12 Months	100	±1	59	27	11	3	±3	1.6	±0.1	
Deployed Past 12 Months	99	±1	58	24	15	4	±4	1.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	46	27	22	5	±5	1.9	±0.1	
Experienced, Did Not Label	100	±1	52	29	15	4	±5	1.7	±0.1	
Did Not Experience	99	±1	62	26	10	2	±3	1.5	±0.1	
ARMY	100	±1	56	27	13	4	±4	1.6	±0.1	
White	100	±1	52	29	15	5	±6	1.7	±0.2	
Total Minority	100	±1	62	23	10	4	±4	1.6	±0.1	
Black	100	±1	66	20	10	4	±4	1.5	±0.1	
Hispanic	99	±1	62	24	9	4	±7	1.6	±0.1	
Asian	99	±1	56	32	10	2	±8	1.6	±0.1	
Other Race/Ethnicity	99	±1	54	27	16	3	±13	1.7	±0.2	
Enlisted	100	±1	56	26	13	5	±5	1.7	±0.1	
E1 – E4	100	±1	56	25	13	6	±7	1.7	±0.2	
E5 – E9	99	±1	56	27	14	4	±5	1.7	±0.1	
Officers	100	±1	58	28	12	2	±6	1.6	±0.1	
NAVY	99	±1	60	28	11	2	±4	1.5	±0.1	
White	99	±2	59	28	11	2	±6	1.6	±0.1	
Total Minority	100	±1	61	27	10	2	±3	1.5	±0.1	
Black	99	±1	68	23	7	2	±5	1.4	±0.1	
Hispanic	100	±1	59	28	11	1	±7	1.5	±0.1	
Asian	99	±1	47	36	15	2	±7	1.7	±0.1	
Other Race/Ethnicity	100	±1	60	27	10	3	±7	1.6	±0.1	
Enlisted	99	±2	60	27	11	2	±4	1.5	±0.1	
E1 – E4	99	±2	61	28	10	2	±6	1.5	±0.1	
E5 – E9	99	±2	60	27	12	2	±5	1.6	±0.1	
Officers	99	±1	56	32	11	2	±5	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

24. How true or false is each of the following statements for you?

c. I expect my health to get worse.

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
MARINE CORPS	100	±1	53	27	15	5	±4	1.7	±0.1	
White	100	±1	53	25	17	5	±6	1.7	±0.2	
Total Minority	100	±1	54	31	13	3	±5	1.7	±0.1	
Black	99	±2	55	28	11	6	±8	1.7	±0.2	
Hispanic	100	±1	55	30	13	2	±8	1.6	±0.2	
Asian	100	±1	48	35	13	4	±11	1.7	±0.2	
Other Race/Ethnicity	100	±1	49	35	15	2	±13	1.7	±0.2	
Enlisted	100	±1	54	26	15	5	±5	1.7	±0.1	
E1 – E4	100	±1	54	25	16	4	±7	1.7	±0.2	
E5 – E9	100	±1	53	28	14	6	±5	1.7	±0.1	
Officers	100	±1	49	35	15	2	±5	1.7	±0.1	
AIR FORCE	99	±1	64	24	10	1	±4	1.5	±0.1	
White	100	±1	63	25	11	1	±5	1.5	±0.1	
Total Minority	99	±1	67	23	9	1	±4	1.4	±0.1	
Black	98	±2	72	19	7	2	±5	1.4	±0.1	
Hispanic	99	±1	69	24	6	1	±9	1.4	±0.2	
Asian	100	±1	56	28	14	2	±9	1.6	±0.2	
Other Race/Ethnicity	100	±1	57	27	16	1	±10	1.6	±0.2	
Enlisted	99	±1	65	24	10	1	±4	1.5	±0.1	
E1 – E4	99	±1	70	21	8	0	±6	1.4	±0.1	
E5 – E9	100	±1	61	26	11	2	±5	1.5	±0.1	
Officers	100	±1	60	27	11	2	±5	1.5	±0.1	
COAST GUARD	99	±1	55	34	9	2	±4	1.6	±0.1	
White	99	±2	52	36	10	2	±5	1.6	±0.1	
Total Minority	100	±1	64	28	8	1	±5	1.5	±0.1	
Black	99	±2	69	23	6	2	±5	1.4	±0.1	
Hispanic	100	±0	70	24	6	1	±6	1.4	±0.1	
Asian	100	±0	59	33	6	1	±10	1.5	±0.2	
Other Race/Ethnicity	100	±1	50	37	12	2	±11	1.7	±0.2	
Enlisted	99	±1	56	34	9	2	±5	1.6	±0.1	
E1 – E4	99	±2	58	34	6	1	±8	1.5	±0.1	
E5 – E9	99	±1	54	33	10	2	±6	1.6	±0.1	
Officers	100	±1	54	33	11	2	±5	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

24. How true or false is each of the following statements for you?

d. My health is excellent.

1. Definitely false

2. Mostly false

3. Mostly true

4. Definitely true

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
TOTAL DOD	100	±1	6	11	51	31	±2	3.1	±0.1	
Enlisted	100	±1	7	12	51	30	±3	3.0	±0.1	
E1 – E4	100	±1	7	13	49	31	±4	3.0	±0.1	
E5 – E9	100	±1	6	11	54	29	±3	3.1	±0.1	
Officers	100	±1	3	7	52	39	±3	3.3	±0.1	
O1 – O3	100	±1	1	5	52	41	±5	3.3	±0.1	
O4 – O6	100	±1	3	9	49	39	±5	3.2	±0.1	
Male	100	±1	6	11	50	33	±3	3.1	±0.1	
Female	100	±1	6	10	59	25	±4	3.0	±0.1	
White	100	±1	5	12	50	32	±3	3.1	±0.1	
Total Minority	100	±1	7	10	53	30	±2	3.1	±0.1	
Black	100	±1	7	10	55	28	±3	3.0	±0.1	
Hispanic	100	±1	6	11	51	32	±4	3.1	±0.1	
AIAN	100	±1	NR	10	NR	15	±11	2.7	±0.4	
Asian	100	±1	3	10	55	32	±4	3.2	±0.1	
NHPI	100	±1	8	10	57	25	±7	3.0	±0.2	
Two or More Races	100	±1	8	9	55	29	±7	3.0	±0.2	
Not Deployed Past 12 Months	100	±1	6	11	52	31	±3	3.1	±0.1	
Deployed Past 12 Months	100	±1	6	11	51	32	±4	3.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	12	18	48	21	±5	2.8	±0.1	
Experienced, Did Not Label	100	±1	9	14	52	25	±5	2.9	±0.1	
Did Not Experience	100	±1	4	9	52	35	±3	3.2	±0.1	
ARMY	100	±1	8	14	50	27	±4	3.0	±0.1	
White	100	±1	8	16	48	27	±6	2.9	±0.2	
Total Minority	100	±1	9	11	53	27	±4	3.0	±0.1	
Black	99	±1	9	11	55	26	±5	3.0	±0.1	
Hispanic	100	±1	8	14	48	30	±7	3.0	±0.1	
Asian	100	±1	4	9	52	34	±7	3.2	±0.1	
Other Race/Ethnicity	100	±1	13	9	59	19	±12	2.9	±0.3	
Enlisted	100	±1	10	16	49	25	±5	2.9	±0.1	
E1 – E4	100	±1	11	19	46	24	±7	2.8	±0.2	
E5 – E9	99	±1	9	12	54	25	±5	3.0	±0.1	
Officers	100	±1	3	8	53	37	±6	3.2	±0.1	
NAVY	100	±1	4	8	55	33	±4	3.2	±0.1	
White	100	±1	3	8	54	34	±6	3.2	±0.1	
Total Minority	100	±1	4	8	56	32	±3	3.1	±0.1	
Black	99	±1	4	8	55	32	±5	3.2	±0.1	
Hispanic	100	±1	4	8	56	32	±6	3.2	±0.1	
Asian	100	±0	3	10	58	29	±5	3.1	±0.1	
Other Race/Ethnicity	100	±1	5	8	55	32	±7	3.1	±0.1	
Enlisted	100	±1	4	9	55	32	±4	3.2	±0.1	
E1 – E4	100	±1	4	8	56	32	±7	3.1	±0.1	
E5 – E9	100	±1	3	9	55	33	±5	3.2	±0.1	
Officers	100	±0	3	6	53	37	±5	3.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

24. How true or false is each of the following statements for you?

d. My health is excellent.

	Percent Responding		Percentages				Max ME	Degree of Truth		
			1	2	3	4				
MARINE CORPS	100	±1	5	11	51	32	±4	3.1	±0.1	
White	100	±0	5	12	49	34	±6	3.1	±0.1	
Total Minority	100	±1	6	10	55	29	±5	3.1	±0.1	
Black	99	±1	6	15	51	27	±7	3.0	±0.1	
Hispanic	100	±1	5	8	55	32	±8	3.2	±0.1	
Asian	100	±0	3	11	56	31	±14	3.2	±0.2	
Other Race/Ethnicity	100	±1	NR	7	60	20	±14	2.9	±0.4	
Enlisted	100	±1	6	12	50	32	±5	3.1	±0.1	
E1 – E4	100	±1	6	12	50	32	±7	3.1	±0.2	
E5 – E9	100	±1	6	13	51	30	±5	3.0	±0.1	
Officers	100	±1	2	5	56	37	±5	3.3	±0.1	
AIR FORCE	100	±1	4	9	51	36	±4	3.2	±0.1	
White	100	±1	4	9	50	38	±5	3.2	±0.1	
Total Minority	100	±1	5	9	52	34	±4	3.1	±0.1	
Black	100	±1	7	7	55	31	±5	3.1	±0.1	
Hispanic	99	±2	4	10	48	38	±10	3.2	±0.2	
Asian	100	±1	3	11	52	34	±11	3.2	±0.2	
Other Race/Ethnicity	100	±1	5	11	51	33	±10	3.1	±0.2	
Enlisted	100	±1	5	10	51	35	±4	3.2	±0.1	
E1 – E4	100	±1	4	9	47	41	±7	3.2	±0.1	
E5 – E9	100	±1	5	10	55	30	±5	3.1	±0.1	
Officers	99	±1	2	7	48	43	±6	3.3	±0.1	
COAST GUARD	99	±1	3	9	59	29	±4	3.1	±0.1	
White	99	±1	4	9	59	28	±5	3.1	±0.1	
Total Minority	99	±2	3	8	56	32	±5	3.2	±0.1	
Black	99	±2	4	8	62	26	±6	3.1	±0.1	
Hispanic	99	±3	2	8	54	36	±7	3.2	±0.1	
Asian	100	±0	3	9	55	33	±10	3.2	±0.2	
Other Race/Ethnicity	100	±0	5	9	56	30	±10	3.1	±0.2	
Enlisted	99	±1	4	9	59	28	±5	3.1	±0.1	
E1 – E4	99	±2	3	6	59	32	±8	3.2	±0.1	
E5 – E9	99	±2	4	12	59	24	±6	3.0	±0.1	
Officers	100	±1	2	7	57	34	±5	3.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

24. General Health scale: Constructed from Q24. The General Health scale is designed to provide a self-assessment of overall physical well-being.

	Percent Responding		Mean	Max ME	General Health
TOTAL DOD	99	±1	3.3	±0.1	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	99	±1	3.2	±0.1	
E5 – E9	99	±1	3.3	±0.1	
Officers	99	±1	3.4	±0.1	
O1 – O3	99	±1	3.4	±0.1	
O4 – O6	99	±1	3.3	±0.1	
Male	99	±1	3.3	±0.1	
Female	99	±1	3.2	±0.1	
White	99	±1	3.3	±0.1	
Total Minority	98	±1	3.3	±0.1	
Black	98	±1	3.3	±0.1	
Hispanic	98	±1	3.3	±0.1	
AIAN	99	±1	3.1	±0.3	
Asian	99	±1	3.2	±0.1	
NHPI	98	±2	3.2	±0.1	
Two or More Races	100	±1	3.3	±0.1	
Not Deployed Past 12 Months	99	±1	3.3	±0.1	
Deployed Past 12 Months	99	±1	3.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	99	±1	3.0	±0.1	
Experienced, Did Not Label	99	±1	3.1	±0.1	
Did Not Experience	99	±1	3.3	±0.1	
ARMY					
White	100	±1	3.2	±0.1	
Total Minority	99	±1	3.2	±0.1	
Black	99	±1	3.3	±0.1	
Hispanic	99	±1	3.3	±0.1	
Asian	98	±2	3.3	±0.1	
Other Race/Ethnicity	99	±1	3.2	±0.2	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	100	±1	3.1	±0.1	
E5 – E9	99	±1	3.2	±0.1	
Officers	99	±1	3.4	±0.1	
NAVY					
White	98	±2	3.3	±0.1	
Total Minority	98	±1	3.3	±0.1	
Black	98	±2	3.4	±0.1	
Hispanic	98	±2	3.3	±0.1	
Asian	99	±1	3.2	±0.1	
Other Race/Ethnicity	99	±1	3.3	±0.1	
Enlisted	98	±2	3.3	±0.1	
E1 – E4	98	±2	3.3	±0.1	
E5 – E9	98	±2	3.3	±0.1	
Officers	99	±1	3.4	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of health. The overall Cronbach's alpha = 0.76 (White = 0.76, Black = 0.77, Hispanic = 0.77, Asian = 0.75, and Other Race/Ethnicity = 0.77). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

24. General Health scale: Constructed from Q24. The General Health scale is designed to provide a self-assessment of overall physical well-being.

	Percent Responding		Mean	Max ME	General Health
MARINE CORPS	99	±1	3.2	±0.1	
White	100	±1	3.2	±0.1	
Total Minority	99	±1	3.3	±0.1	
Black	98	±2	3.2	±0.1	
Hispanic	99	±2	3.3	±0.1	
Asian	99	±1	3.2	±0.2	
Other Race/Ethnicity	100	±1	3.1	±0.2	
Enlisted	99	±1	3.2	±0.1	
E1 – E4	99	±1	3.2	±0.1	
E5 – E9	99	±1	3.2	±0.1	
Officers	99	±2	3.4	±0.1	
AIR FORCE	99	±1	3.4	±0.1	
White	99	±1	3.4	±0.1	
Total Minority	98	±1	3.3	±0.1	
Black	97	±2	3.3	±0.1	
Hispanic	98	±2	3.4	±0.2	
Asian	99	±1	3.3	±0.2	
Other Race/Ethnicity	99	±1	3.3	±0.2	
Enlisted	99	±1	3.3	±0.1	
E1 – E4	99	±1	3.4	±0.1	
E5 – E9	99	±1	3.3	±0.1	
Officers	99	±2	3.4	±0.1	
COAST GUARD	98	±1	3.3	±0.1	
White	98	±2	3.3	±0.1	
Total Minority	98	±2	3.3	±0.1	
Black	97	±2	3.3	±0.1	
Hispanic	97	±3	3.4	±0.1	
Asian	99	±3	3.3	±0.1	
Other Race/Ethnicity	100	±1	3.2	±0.2	
Enlisted	98	±2	3.3	±0.1	
E1 – E4	98	±2	3.4	±0.1	
E5 – E9	98	±2	3.2	±0.1	
Officers	98	±2	3.3	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 4. A higher score indicates more positive perceptions of health. The overall Cronbach's alpha = 0.76 (White = 0.76, Black = 0.77, Hispanic = 0.77, Asian = 0.75, and Other Race/Ethnicity = 0.77). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

25. Overall, how would you rate...

a. The current level of stress in your work life?

1. Much less than usual
4. More than usual

2. Less than usual
5. Much more than usual

3. About the same as usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
TOTAL DOD	100	±1	8	12	41	26	13	±2	3.2	±0.1	
Enlisted	100	±1	9	12	40	25	14	±3	3.2	±0.1	
E1 – E4	100	±1	9	11	39	24	16	±4	3.3	±0.1	
E5 – E9	100	±1	9	12	42	26	11	±3	3.2	±0.1	
Officers	100	±1	6	12	45	27	10	±3	3.2	±0.1	
O1 – O3	100	±1	6	12	45	28	9	±5	3.2	±0.1	
O4 – O6	100	±1	6	14	43	26	11	±5	3.2	±0.2	
Male	100	±1	9	12	41	26	13	±3	3.2	±0.1	
Female	100	±1	6	12	41	25	16	±4	3.3	±0.1	
White	100	±1	7	11	42	27	14	±3	3.3	±0.1	
Total Minority	100	±1	10	13	40	24	12	±2	3.1	±0.1	
Black	100	±1	11	15	40	21	13	±3	3.1	±0.1	
Hispanic	100	±1	10	13	39	25	14	±4	3.2	±0.1	
AIAN	100	±1	4	9	29	NR	14	±15	3.5	±0.3	
Asian	99	±1	10	13	43	24	10	±4	3.1	±0.1	
NHPI	100	±1	11	17	42	21	9	±5	3.0	±0.1	
Two or More Races	100	±1	10	10	45	25	11	±7	3.2	±0.2	
Not Deployed Past 12 Months	100	±1	9	11	41	25	13	±3	3.2	±0.1	
Deployed Past 12 Months	100	±1	7	12	42	27	13	±4	3.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	5	9	29	32	25	±5	3.6	±0.2	
Experienced, Did Not Label	100	±1	5	11	39	27	18	±5	3.4	±0.1	
Did Not Experience	100	±1	10	12	44	24	10	±3	3.1	±0.1	
ARMY											
White	100	±0	7	8	41	28	15	±6	3.4	±0.2	
Total Minority	100	±1	10	13	38	24	15	±4	3.2	±0.1	
Black	100	±1	11	16	37	20	16	±4	3.1	±0.2	
Hispanic	100	±1	10	11	38	25	16	±7	3.3	±0.2	
Asian	99	±1	9	10	44	25	11	±7	3.2	±0.2	
Other Race/Ethnicity	100	±1	9	8	39	33	11	±15	3.3	±0.3	
Enlisted	100	±1	9	10	39	26	16	±5	3.3	±0.1	
E1 – E4	100	±1	9	8	35	27	21	±7	3.4	±0.2	
E5 – E9	100	±1	8	13	43	26	10	±5	3.2	±0.1	
Officers	100	±1	8	10	45	25	12	±6	3.2	±0.2	
NAVY											
White	100	±1	7	13	39	28	14	±6	3.3	±0.2	
Total Minority	100	±1	9	14	39	26	12	±3	3.2	±0.1	
Black	99	±1	11	14	41	24	10	±5	3.1	±0.2	
Hispanic	100	±0	8	14	38	27	13	±7	3.2	±0.2	
Asian	100	±1	10	14	39	25	11	±7	3.1	±0.2	
Other Race/Ethnicity	100	±1	8	12	38	27	14	±8	3.3	±0.2	
Enlisted	100	±1	8	13	38	26	14	±4	3.3	±0.1	
E1 – E4	100	±1	8	13	41	22	16	±7	3.3	±0.2	
E5 – E9	100	±1	9	12	35	31	13	±6	3.3	±0.2	
Officers	100	±1	5	17	42	29	7	±5	3.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

25. Overall, how would you rate...

a. The current level of stress in your work life?

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
MARINE CORPS	100	±1	9	11	42	25	13	±4	3.2	±0.1	
White	99	±2	8	11	42	26	14	±6	3.3	±0.2	
Total Minority	100	±1	11	13	42	23	10	±5	3.1	±0.2	
Black	100	±1	13	16	39	24	8	±7	3.0	±0.2	
Hispanic	100	±1	12	12	43	22	12	±8	3.1	±0.2	
Asian	98	±4	NR	12	42	21	9	±10	3.0	±0.4	
Other Race/Ethnicity	100	±1	5	13	44	29	10	±14	3.3	±0.2	
Enlisted	99	±1	10	11	41	24	13	±5	3.2	±0.2	
E1 – E4	99	±2	10	11	42	24	13	±7	3.2	±0.2	
E5 – E9	100	±1	9	11	39	26	14	±5	3.3	±0.2	
Officers	100	±0	4	12	51	26	8	±5	3.2	±0.1	
AIR FORCE	100	±1	9	13	45	24	10	±4	3.1	±0.1	
White	100	±0	7	12	46	24	10	±5	3.2	±0.1	
Total Minority	99	±1	11	14	43	22	10	±4	3.0	±0.1	
Black	99	±1	10	14	46	21	10	±5	3.1	±0.1	
Hispanic	100	±1	13	16	35	24	11	±9	3.0	±0.3	
Asian	100	±1	9	14	46	24	7	±7	3.1	±0.2	
Other Race/Ethnicity	100	±1	11	11	50	19	9	±9	3.0	±0.2	
Enlisted	100	±1	9	13	46	22	10	±4	3.1	±0.1	
E1 – E4	100	±1	10	15	43	22	9	±7	3.0	±0.2	
E5 – E9	100	±1	9	11	47	22	11	±5	3.2	±0.1	
Officers	100	±0	5	13	44	28	9	±6	3.2	±0.1	
COAST GUARD	100	±1	8	12	45	27	9	±4	3.2	±0.1	
White	99	±1	7	12	45	27	9	±5	3.2	±0.1	
Total Minority	100	±1	8	12	45	26	9	±5	3.2	±0.1	
Black	100	±1	11	15	45	21	7	±9	3.0	±0.2	
Hispanic	100	±1	7	13	46	28	6	±7	3.1	±0.2	
Asian	100	±0	12	14	41	26	8	±10	3.0	±0.3	
Other Race/Ethnicity	100	±1	7	9	43	26	15	±11	3.3	±0.3	
Enlisted	99	±1	8	13	45	25	8	±5	3.1	±0.1	
E1 – E4	99	±2	10	13	44	25	8	±8	3.1	±0.2	
E5 – E9	100	±1	7	13	46	25	8	±6	3.2	±0.2	
Officers	100	±1	4	9	44	32	10	±5	3.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

25. Overall, how would you rate...

b. The current level of stress in your personal life?

1. Much less than usual
4. More than usual

2. Less than usual
5. Much more than usual

3. About the same as usual

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
TOTAL DOD	100	±1	12	17	41	21	9	±2	3.0	±0.1	
Enlisted	100	±1	13	17	40	20	9	±3	2.9	±0.1	
E1 – E4	100	±1	15	18	38	19	11	±4	2.9	±0.1	
E5 – E9	100	±1	12	17	43	21	8	±3	3.0	±0.1	
Officers	100	±1	7	14	48	24	7	±3	3.1	±0.1	
O1 – O3	100	±1	5	13	52	23	7	±5	3.1	±0.1	
O4 – O6	100	±1	9	15	43	26	7	±5	3.1	±0.2	
Male	100	±1	12	17	42	21	9	±3	3.0	±0.1	
Female	100	±1	12	17	38	22	11	±4	3.0	±0.1	
White	100	±1	10	16	44	22	9	±3	3.1	±0.1	
Total Minority	100	±1	16	18	38	19	8	±2	2.8	±0.1	
Black	100	±1	18	20	37	18	8	±3	2.8	±0.1	
Hispanic	100	±1	16	18	37	19	9	±4	2.9	±0.1	
AIAN	100	±1	NR	NR	31	16	6	±16	2.6	±0.4	
Asian	100	±1	14	17	42	20	6	±4	2.9	±0.1	
NHPI	100	±1	19	18	43	15	6	±5	2.7	±0.1	
Two or More Races	100	±1	13	14	38	26	9	±7	3.0	±0.2	
Not Deployed Past 12 Months	100	±1	12	17	41	21	9	±3	3.0	±0.1	
Deployed Past 12 Months	100	±1	12	17	42	20	9	±4	3.0	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	15	14	32	22	17	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	10	16	43	22	9	±5	3.0	±0.1	
Did Not Experience	100	±1	13	17	42	20	8	±3	2.9	±0.1	
ARMY	100	±1	13	17	40	19	10	±4	3.0	±0.1	
White	100	±0	10	15	41	20	12	±6	3.1	±0.2	
Total Minority	100	±1	17	20	37	18	8	±4	2.8	±0.1	
Black	100	±1	19	21	35	17	8	±4	2.7	±0.1	
Hispanic	100	±1	17	19	39	17	8	±7	2.8	±0.2	
Asian	99	±1	15	17	44	17	6	±7	2.8	±0.2	
Other Race/Ethnicity	100	±1	16	21	34	21	8	±17	2.8	±0.3	
Enlisted	100	±1	14	18	38	19	11	±4	2.9	±0.1	
E1 – E4	100	±1	15	17	35	19	14	±7	3.0	±0.2	
E5 – E9	100	±1	14	19	42	18	8	±5	2.9	±0.1	
Officers	100	±1	9	15	47	21	8	±6	3.0	±0.2	
NAVY	100	±1	10	18	41	22	9	±4	3.0	±0.1	
White	100	±1	8	18	44	22	8	±6	3.1	±0.2	
Total Minority	100	±1	14	18	36	22	10	±4	3.0	±0.1	
Black	100	±1	15	22	37	17	9	±5	2.8	±0.2	
Hispanic	100	±0	13	16	35	25	11	±8	3.1	±0.2	
Asian	100	±1	13	20	42	20	4	±7	2.8	±0.2	
Other Race/Ethnicity	100	±0	13	15	32	30	11	±9	3.1	±0.2	
Enlisted	100	±1	11	19	39	22	9	±4	3.0	±0.1	
E1 – E4	100	±1	11	20	39	21	10	±7	3.0	±0.2	
E5 – E9	100	±0	11	18	39	23	9	±5	3.0	±0.2	
Officers	100	±0	6	13	49	26	7	±5	3.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

25. Overall, how would you rate...

b. The current level of stress in your personal life?

	Percent Responding		Percentages					Max ME	Average Level of Stress		
			1	2	3	4	5				
MARINE CORPS	100	±1	13	14	42	22	10	±4	3.0	±0.1	
White	100	±0	12	13	43	22	9	±6	3.0	±0.2	
Total Minority	100	±1	14	15	40	21	10	±5	3.0	±0.1	
Black	100	±0	16	17	35	21	12	±7	3.0	±0.2	
Hispanic	100	±1	15	13	41	21	10	±8	3.0	±0.2	
Asian	100	±0	NR	14	44	18	7	±10	2.8	±0.4	
Other Race/Ethnicity	100	±1	9	16	48	19	6	±13	3.0	±0.2	
Enlisted	100	±1	14	14	41	21	10	±5	3.0	±0.1	
E1 – E4	100	±1	16	14	42	18	10	±7	2.9	±0.2	
E5 – E9	100	±0	10	14	39	27	10	±5	3.1	±0.2	
Officers	100	±0	6	11	52	25	6	±5	3.1	±0.1	
AIR FORCE	100	±1	12	16	45	21	6	±4	2.9	±0.1	
White	100	±1	8	16	47	23	6	±5	3.0	±0.1	
Total Minority	100	±1	18	17	40	18	7	±4	2.8	±0.1	
Black	100	±1	19	15	43	17	6	±5	2.8	±0.2	
Hispanic	100	±0	22	22	33	16	7	±10	2.6	±0.3	
Asian	100	±1	13	15	40	24	8	±9	3.0	±0.2	
Other Race/Ethnicity	100	±1	15	14	44	21	6	±9	2.9	±0.2	
Enlisted	100	±1	13	17	44	20	6	±4	2.9	±0.1	
E1 – E4	100	±1	18	21	38	18	5	±6	2.7	±0.2	
E5 – E9	100	±1	10	14	49	22	6	±5	3.0	±0.1	
Officers	100	±0	5	14	47	27	7	±6	3.2	±0.1	
COAST GUARD	100	±1	8	15	46	24	7	±4	3.1	±0.1	
White	100	±1	7	15	47	24	7	±5	3.1	±0.1	
Total Minority	100	±1	10	14	43	24	8	±5	3.1	±0.1	
Black	100	±1	15	18	38	20	8	±8	2.9	±0.2	
Hispanic	100	±0	11	13	45	23	8	±7	3.1	±0.2	
Asian	100	±0	7	22	43	21	7	±10	3.0	±0.2	
Other Race/Ethnicity	100	±1	8	11	44	29	8	±10	3.2	±0.2	
Enlisted	100	±1	9	16	44	23	8	±5	3.0	±0.1	
E1 – E4	100	±1	11	19	42	23	6	±8	2.9	±0.2	
E5 – E9	100	±1	8	14	46	23	9	±6	3.1	±0.2	
Officers	100	±1	3	10	53	27	7	±5	3.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

a. Been upset because of something that happened unexpectedly?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	17	29	37	12	6	±2	2.6	±0.1	
Enlisted	100	±1	17	27	37	12	7	±3	2.6	±0.1	
E1 – E4	100	±1	18	25	35	14	8	±4	2.7	±0.1	
E5 – E9	100	±1	16	29	40	11	4	±3	2.6	±0.1	
Officers	100	±1	16	37	35	9	3	±3	2.5	±0.1	
O1 – O3	100	±1	17	35	34	11	4	±5	2.5	±0.1	
O4 – O6	100	±1	14	40	37	7	2	±5	2.4	±0.1	
Male	100	±1	17	30	36	11	5	±2	2.6	±0.1	
Female	100	±1	14	23	41	15	8	±4	2.8	±0.1	
White	100	±1	17	31	34	12	6	±3	2.6	±0.1	
Total Minority	100	±1	16	25	41	12	6	±2	2.7	±0.1	
Black	100	±1	14	25	42	11	7	±3	2.7	±0.1	
Hispanic	99	±1	17	25	39	12	7	±4	2.7	±0.1	
AIAN	100	±1	13	19	NR	11	3	±12	2.7	±0.2	
Asian	100	±1	16	24	44	11	5	±4	2.7	±0.1	
NHPI	100	±1	17	24	45	11	3	±5	2.6	±0.1	
Two or More Races	100	±1	19	27	38	13	3	±7	2.5	±0.2	
Not Deployed Past 12 Months	100	±1	17	28	37	12	6	±3	2.6	±0.1	
Deployed Past 12 Months	100	±1	16	29	37	11	6	±4	2.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±0	7	23	35	21	13	±5	3.1	±0.2	
Experienced, Did Not Label	100	±1	9	21	45	15	10	±5	2.9	±0.1	
Did Not Experience	100	±1	21	32	35	9	4	±3	2.4	±0.1	
ARMY	100	±1	16	26	38	13	7	±4	2.7	±0.1	
White	100	±0	17	27	35	14	7	±6	2.7	±0.2	
Total Minority	100	±1	15	24	42	12	7	±4	2.7	±0.1	
Black	100	±1	14	26	43	11	8	±5	2.7	±0.1	
Hispanic	100	±1	16	26	39	12	8	±7	2.7	±0.2	
Asian	99	±1	14	23	44	15	4	±8	2.7	±0.2	
Other Race/Ethnicity	100	±1	16	19	46	14	4	±13	2.7	±0.2	
Enlisted	100	±1	16	24	38	14	8	±4	2.7	±0.1	
E1 – E4	100	±1	18	19	36	17	10	±7	2.8	±0.2	
E5 – E9	100	±1	14	29	41	11	5	±5	2.6	±0.1	
Officers	100	±1	16	36	35	9	4	±6	2.5	±0.2	
NAVY	99	±1	12	28	41	13	7	±4	2.8	±0.1	
White	99	±1	11	31	39	12	6	±6	2.7	±0.2	
Total Minority	99	±1	12	22	45	14	8	±3	2.8	±0.1	
Black	99	±2	12	21	46	13	9	±5	2.9	±0.2	
Hispanic	100	±1	13	23	40	16	8	±7	2.8	±0.2	
Asian	100	±1	13	20	48	11	8	±7	2.8	±0.2	
Other Race/Ethnicity	100	±1	12	24	46	14	4	±8	2.7	±0.2	
Enlisted	99	±1	12	26	42	13	7	±4	2.8	±0.1	
E1 – E4	100	±1	11	27	38	13	10	±6	2.8	±0.2	
E5 – E9	99	±2	12	24	46	13	5	±5	2.7	±0.1	
Officers	100	±0	10	36	40	11	3	±5	2.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

a. Been upset because of something that happened unexpectedly?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	99	±1	13	27	38	14	8	±4	2.7	±0.1	
White	100	±1	12	29	36	14	9	±6	2.8	±0.2	
Total Minority	99	±3	16	24	41	13	6	±5	2.7	±0.2	
Black	99	±1	11	19	47	17	6	±7	2.9	±0.2	
Hispanic	98	±4	17	28	37	11	7	±8	2.6	±0.2	
Asian	100	±1	NR	23	42	10	6	±10	2.6	±0.3	
Other Race/Ethnicity	100	±1	21	15	45	16	3	±18	2.7	±0.4	
Enlisted	99	±1	14	27	38	14	8	±5	2.8	±0.2	
E1 – E4	99	±2	14	28	35	14	9	±6	2.8	±0.2	
E5 – E9	100	±1	12	24	43	14	6	±5	2.8	±0.2	
Officers	100	±1	13	32	41	11	2	±5	2.6	±0.1	
AIR FORCE	100	±1	25	34	31	7	2	±4	2.3	±0.1	
White	100	±0	26	36	29	7	2	±5	2.2	±0.1	
Total Minority	100	±1	23	31	36	7	3	±4	2.4	±0.1	
Black	100	±1	21	32	35	8	4	±5	2.4	±0.1	
Hispanic	100	±1	26	23	41	8	2	±10	2.4	±0.2	
Asian	100	±1	21	34	36	7	2	±8	2.4	±0.1	
Other Race/Ethnicity	100	±1	24	40	28	7	2	±10	2.2	±0.2	
Enlisted	100	±1	26	33	31	8	2	±4	2.3	±0.1	
E1 – E4	100	±1	28	29	33	8	2	±6	2.3	±0.2	
E5 – E9	100	±1	24	36	30	7	2	±5	2.3	±0.1	
Officers	100	±1	21	42	30	7	1	±6	2.3	±0.1	
COAST GUARD	100	±1	14	29	43	9	4	±4	2.6	±0.1	
White	100	±0	15	30	41	9	4	±5	2.6	±0.1	
Total Minority	100	±1	11	27	49	10	3	±5	2.7	±0.1	
Black	100	±1	15	29	47	6	3	±8	2.5	±0.2	
Hispanic	100	±0	13	27	47	10	4	±7	2.7	±0.2	
Asian	100	±0	7	28	46	18	1	±10	2.8	±0.2	
Other Race/Ethnicity	100	±1	7	25	54	11	3	±10	2.8	±0.2	
Enlisted	100	±1	15	28	43	9	4	±5	2.6	±0.1	
E1 – E4	100	±0	17	30	38	10	4	±8	2.5	±0.2	
E5 – E9	100	±1	13	27	46	9	5	±6	2.6	±0.2	
Officers	100	±1	12	33	43	9	3	±5	2.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

b. Felt that you were unable to control the important things in your life?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	28	30	26	10	6	±2	2.4	±0.1	
Enlisted	100	±1	28	28	26	11	7	±2	2.4	±0.1	
E1 – E4	100	±1	26	25	29	12	8	±4	2.5	±0.1	
E5 – E9	100	±1	30	33	23	9	5	±3	2.3	±0.1	
Officers	100	±1	27	35	26	8	4	±3	2.3	±0.1	
O1 – O3	100	±1	27	33	27	8	4	±4	2.3	±0.1	
O4 – O6	99	±1	25	40	23	10	2	±5	2.2	±0.1	
Male	100	±1	29	30	25	10	6	±2	2.3	±0.1	
Female	100	±1	23	26	30	11	10	±4	2.6	±0.1	
White	100	±1	28	30	25	11	6	±3	2.4	±0.1	
Total Minority	100	±1	27	29	28	9	6	±2	2.4	±0.1	
Black	99	±1	26	31	28	8	8	±3	2.4	±0.1	
Hispanic	100	±1	29	27	29	10	6	±4	2.4	±0.1	
AIAN	100	±1	21	NR	23	8	4	±14	2.3	±0.2	
Asian	100	±1	25	28	31	11	4	±4	2.4	±0.1	
NHPI	100	±1	25	28	33	11	3	±6	2.4	±0.2	
Two or More Races	99	±1	29	27	27	10	6	±7	2.4	±0.2	
Not Deployed Past 12 Months	100	±1	28	30	26	9	6	±2	2.4	±0.1	
Deployed Past 12 Months	100	±1	27	28	26	13	6	±4	2.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	16	25	30	14	15	±5	2.9	±0.2	
Experienced, Did Not Label	100	±1	18	28	31	14	9	±4	2.7	±0.2	
Did Not Experience	100	±1	33	31	24	9	4	±3	2.2	±0.1	
ARMY	100	±1	26	30	26	11	7	±4	2.4	±0.1	
White	100	±0	26	29	26	12	6	±6	2.4	±0.2	
Total Minority	99	±1	25	32	27	9	7	±4	2.4	±0.1	
Black	99	±1	22	34	27	9	9	±4	2.5	±0.1	
Hispanic	100	±1	28	29	28	9	6	±7	2.4	±0.2	
Asian	100	±1	28	28	30	10	4	±8	2.3	±0.2	
Other Race/Ethnicity	99	±2	23	35	25	10	7	±16	2.4	±0.3	
Enlisted	100	±1	26	29	25	12	7	±4	2.4	±0.2	
E1 – E4	100	±1	25	24	27	16	9	±7	2.6	±0.2	
E5 – E9	99	±1	28	36	24	8	5	±5	2.3	±0.1	
Officers	100	±1	25	34	29	7	5	±6	2.3	±0.2	
NAVY	99	±1	20	29	31	12	8	±4	2.6	±0.1	
White	99	±1	19	32	28	13	9	±6	2.6	±0.2	
Total Minority	99	±1	21	26	35	11	7	±4	2.6	±0.1	
Black	99	±1	22	28	33	8	8	±5	2.5	±0.2	
Hispanic	99	±1	21	23	39	10	7	±7	2.6	±0.2	
Asian	100	±1	20	26	37	13	4	±7	2.5	±0.2	
Other Race/Ethnicity	100	±1	20	26	32	16	6	±9	2.6	±0.2	
Enlisted	99	±1	20	28	32	12	9	±4	2.6	±0.1	
E1 – E4	100	±1	17	23	36	11	12	±7	2.8	±0.2	
E5 – E9	99	±2	22	33	27	12	6	±5	2.5	±0.2	
Officers	100	±1	21	37	27	12	4	±5	2.4	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

b. Felt that you were unable to control the important things in your life?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	99	±1	24	28	29	11	8	±4	2.5	±0.1	
White	99	±2	23	28	28	12	9	±6	2.6	±0.2	
Total Minority	100	±1	26	27	30	11	6	±5	2.4	±0.2	
Black	100	±1	21	26	33	11	10	±7	2.6	±0.2	
Hispanic	100	±0	26	29	28	10	6	±8	2.4	±0.2	
Asian	100	±1	24	27	31	14	5	±16	2.5	±0.3	
Other Race/Ethnicity	100	±1	38	20	30	9	3	±15	2.2	±0.3	
Enlisted	99	±1	24	26	29	12	9	±5	2.5	±0.2	
E1 – E4	99	±2	24	24	30	12	10	±6	2.6	±0.2	
E5 – E9	100	±1	24	32	27	11	7	±5	2.4	±0.2	
Officers	100	±1	25	38	25	9	3	±5	2.3	±0.1	
AIR FORCE	100	±1	40	30	20	7	3	±4	2.0	±0.1	
White	100	±1	41	30	19	7	3	±5	2.0	±0.1	
Total Minority	100	±1	39	28	22	8	3	±4	2.1	±0.1	
Black	100	±1	39	28	22	7	3	±5	2.1	±0.1	
Hispanic	100	±1	44	23	21	10	2	±9	2.0	±0.3	
Asian	99	±1	31	35	23	9	3	±9	2.2	±0.2	
Other Race/Ethnicity	100	±1	35	32	24	6	3	±9	2.1	±0.2	
Enlisted	100	±1	41	28	20	7	3	±4	2.0	±0.1	
E1 – E4	100	±1	40	28	22	7	3	±7	2.1	±0.2	
E5 – E9	100	±1	43	29	18	7	4	±5	2.0	±0.2	
Officers	99	±2	36	34	20	8	2	±5	2.1	±0.2	
COAST GUARD	100	±1	23	35	30	8	3	±4	2.3	±0.1	
White	100	±1	25	35	29	8	3	±5	2.3	±0.1	
Total Minority	99	±1	19	35	33	8	4	±5	2.4	±0.1	
Black	100	±0	22	40	27	7	4	±7	2.3	±0.1	
Hispanic	99	±1	22	35	32	7	5	±7	2.4	±0.2	
Asian	100	±0	12	35	46	5	2	±10	2.5	±0.2	
Other Race/Ethnicity	99	±1	13	34	35	14	4	±11	2.6	±0.2	
Enlisted	100	±1	24	35	30	8	3	±5	2.3	±0.1	
E1 – E4	100	±1	25	37	27	8	2	±8	2.3	±0.2	
E5 – E9	100	±1	23	33	33	8	3	±5	2.4	±0.2	
Officers	99	±1	22	38	28	8	5	±5	2.4	±0.1	

Note. Percent responding are active duty members who answered the question.

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

c. Felt nervous and stressed?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	15	24	37	15	9	±2	2.8	±0.1	
Enlisted	99	±1	15	23	37	15	10	±3	2.8	±0.1	
E1 – E4	99	±1	15	21	36	16	13	±4	2.9	±0.1	
E5 – E9	100	±1	16	25	39	14	6	±3	2.7	±0.1	
Officers	100	±1	12	30	39	14	5	±3	2.7	±0.1	
O1 – O3	100	±1	11	26	39	18	6	±5	2.8	±0.1	
O4 – O6	100	±1	14	35	39	10	3	±5	2.5	±0.1	
Male	100	±1	16	25	37	14	8	±2	2.7	±0.1	
Female	99	±1	9	18	42	18	13	±4	3.1	±0.1	
White	100	±1	14	25	35	16	10	±3	2.8	±0.1	
Total Minority	99	±1	15	23	41	13	8	±2	2.8	±0.1	
Black	99	±1	15	24	42	12	8	±3	2.7	±0.1	
Hispanic	99	±1	16	23	40	13	9	±4	2.8	±0.1	
AIAN	100	±1	NR	NR	27	14	6	±14	2.5	±0.4	
Asian	99	±1	13	24	43	16	4	±4	2.8	±0.1	
NHPI	100	±1	15	23	43	14	5	±6	2.7	±0.1	
Two or More Races	100	±1	12	23	40	16	8	±7	2.9	±0.2	
Not Deployed Past 12 Months	99	±1	15	24	37	15	9	±3	2.8	±0.1	
Deployed Past 12 Months	100	±1	15	24	39	13	9	±4	2.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	9	15	39	20	17	±5	3.2	±0.2	
Experienced, Did Not Label	99	±1	8	21	41	18	12	±5	3.0	±0.2	
Did Not Experience	100	±1	18	26	36	13	7	±3	2.6	±0.1	
ARMY	100	±1	14	25	36	15	10	±4	2.8	±0.1	
White	100	±0	14	25	33	17	11	±6	2.9	±0.2	
Total Minority	99	±1	15	25	39	13	8	±4	2.7	±0.1	
Black	99	±1	15	24	41	12	8	±5	2.7	±0.1	
Hispanic	99	±1	16	25	36	12	10	±7	2.7	±0.2	
Asian	99	±2	12	25	42	15	5	±7	2.8	±0.2	
Other Race/Ethnicity	100	±1	13	27	37	15	7	±16	2.8	±0.3	
Enlisted	100	±1	15	24	35	15	11	±4	2.8	±0.2	
E1 – E4	100	±1	15	21	32	17	15	±7	2.9	±0.2	
E5 – E9	100	±1	15	28	38	13	6	±5	2.7	±0.1	
Officers	100	±1	12	28	40	16	5	±6	2.8	±0.2	
NAVY	99	±1	9	22	42	17	10	±4	3.0	±0.1	
White	99	±2	8	24	41	17	11	±6	3.0	±0.2	
Total Minority	99	±1	11	19	44	17	9	±4	2.9	±0.1	
Black	99	±1	13	22	44	12	9	±5	2.8	±0.2	
Hispanic	99	±1	11	17	46	17	10	±7	3.0	±0.2	
Asian	99	±1	11	20	45	20	4	±7	2.9	±0.2	
Other Race/Ethnicity	100	±1	10	17	37	26	11	±10	3.1	±0.2	
Enlisted	99	±1	10	20	42	17	11	±4	3.0	±0.1	
E1 – E4	99	±2	8	20	40	17	15	±7	3.1	±0.2	
E5 – E9	99	±1	11	21	44	17	8	±5	2.9	±0.1	
Officers	100	±1	7	31	42	15	5	±5	2.8	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

c. Felt nervous and stressed?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	99	±1	12	23	37	17	11	±4	2.9	±0.1	
White	99	±1	10	25	35	19	11	±6	3.0	±0.2	
Total Minority	99	±1	15	21	40	13	10	±5	2.8	±0.2	
Black	98	±2	11	21	43	14	10	±7	2.9	±0.2	
Hispanic	99	±1	15	23	38	13	11	±7	2.8	±0.2	
Asian	100	±1	NR	20	42	13	7	±10	2.7	±0.4	
Other Race/Ethnicity	100	±1	NR	15	44	14	9	±15	2.8	±0.4	
Enlisted	99	±1	12	23	36	17	12	±5	2.9	±0.2	
E1 – E4	100	±1	12	23	35	17	13	±6	3.0	±0.2	
E5 – E9	99	±2	11	23	40	18	8	±5	2.9	±0.2	
Officers	100	±1	12	27	41	15	5	±5	2.7	±0.1	
AIR FORCE	100	±1	22	26	37	11	5	±4	2.5	±0.1	
White	100	±1	23	25	35	11	6	±5	2.5	±0.2	
Total Minority	99	±1	19	27	40	10	4	±4	2.5	±0.1	
Black	99	±1	20	26	41	9	4	±5	2.5	±0.1	
Hispanic	100	±1	20	24	41	12	2	±10	2.5	±0.2	
Asian	99	±1	16	30	38	13	3	±8	2.6	±0.2	
Other Race/Ethnicity	100	±1	16	32	39	9	4	±9	2.5	±0.2	
Enlisted	100	±1	23	24	37	11	5	±4	2.5	±0.1	
E1 – E4	99	±1	22	20	40	11	6	±7	2.6	±0.2	
E5 – E9	100	±1	24	27	34	10	5	±5	2.4	±0.2	
Officers	100	±1	17	32	35	12	4	±5	2.5	±0.2	
COAST GUARD	100	±1	11	25	43	16	5	±4	2.8	±0.1	
White	100	±1	12	25	42	16	5	±5	2.8	±0.1	
Total Minority	100	±1	10	25	45	15	5	±5	2.8	±0.1	
Black	100	±1	12	26	48	9	4	±8	2.7	±0.2	
Hispanic	100	±1	11	26	45	14	5	±7	2.7	±0.2	
Asian	99	±2	8	27	46	14	4	±10	2.8	±0.2	
Other Race/Ethnicity	99	±1	5	22	45	22	6	±11	3.0	±0.2	
Enlisted	100	±1	12	24	42	16	5	±5	2.8	±0.1	
E1 – E4	100	±1	14	27	37	18	4	±8	2.7	±0.2	
E5 – E9	100	±1	11	22	46	14	6	±6	2.8	±0.2	
Officers	100	±1	6	28	45	15	6	±5	2.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

d. Felt confident about your ability to handle your personal problems?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	5	6	20	33	36	±2	3.9	±0.1	
Enlisted	100	±1	6	7	21	32	34	±3	3.8	±0.1	
E1 – E4	100	±1	6	7	24	33	30	±4	3.7	±0.1	
E5 – E9	100	±1	5	6	18	31	40	±3	3.9	±0.1	
Officers	99	±1	3	4	13	36	44	±4	4.1	±0.1	
O1 – O3	100	±1	2	4	14	37	42	±5	4.1	±0.1	
O4 – O6	99	±2	3	4	11	33	48	±5	4.2	±0.1	
Male	100	±1	6	6	19	32	36	±2	3.9	±0.1	
Female	99	±1	3	5	24	34	35	±4	3.9	±0.1	
White	100	±1	5	6	19	33	37	±3	3.9	±0.1	
Total Minority	99	±1	6	6	20	32	36	±2	3.9	±0.1	
Black	100	±1	5	6	22	29	37	±3	3.9	±0.1	
Hispanic	99	±1	7	6	19	33	36	±4	3.8	±0.1	
AIAN	100	±1	2	7	16	NR	NR	±11	3.9	±0.3	
Asian	100	±1	7	7	24	35	29	±4	3.7	±0.1	
NHPI	100	±1	6	6	25	34	28	±5	3.7	±0.1	
Two or More Races	99	±2	6	5	17	35	37	±7	3.9	±0.2	
Not Deployed Past 12 Months	99	±1	5	6	19	33	36	±3	3.9	±0.1	
Deployed Past 12 Months	100	±1	6	6	20	32	37	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	3	6	24	31	35	±6	3.9	±0.2	
Experienced, Did Not Label	99	±1	4	7	26	33	30	±5	3.8	±0.1	
Did Not Experience	100	±1	6	6	17	33	38	±3	3.9	±0.1	
ARMY	100	±1	6	7	21	32	35	±4	3.8	±0.1	
White	100	±1	5	6	21	32	36	±6	3.9	±0.2	
Total Minority	99	±1	7	7	19	34	34	±4	3.8	±0.1	
Black	100	±1	6	8	22	29	36	±4	3.8	±0.1	
Hispanic	99	±1	8	7	16	36	32	±7	3.8	±0.2	
Asian	100	±1	5	7	23	35	30	±8	3.8	±0.2	
Other Race/Ethnicity	99	±2	6	3	18	42	31	±14	3.9	±0.3	
Enlisted	100	±1	6	7	22	32	33	±4	3.8	±0.1	
E1 – E4	100	±1	7	7	24	32	29	±7	3.7	±0.2	
E5 – E9	100	±1	6	7	19	31	37	±5	3.9	±0.2	
Officers	99	±2	2	4	14	35	44	±6	4.1	±0.2	
NAVY	99	±1	4	7	24	32	33	±4	3.8	±0.1	
White	100	±1	4	7	23	32	33	±6	3.8	±0.2	
Total Minority	99	±1	5	6	24	32	33	±3	3.8	±0.1	
Black	99	±1	4	5	24	32	34	±5	3.9	±0.1	
Hispanic	98	±3	5	8	22	29	36	±9	3.8	±0.2	
Asian	100	±0	9	6	28	35	22	±8	3.6	±0.2	
Other Race/Ethnicity	100	±1	3	5	24	34	33	±8	3.9	±0.2	
Enlisted	99	±1	5	7	25	32	31	±4	3.8	±0.1	
E1 – E4	99	±1	4	8	29	32	27	±6	3.7	±0.2	
E5 – E9	99	±1	5	7	22	32	35	±5	3.8	±0.2	
Officers	99	±1	2	5	15	35	43	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

d. Felt confident about your ability to handle your personal problems?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	99	±1	7	7	20	35	32	±4	3.8	±0.1	
White	100	±1	6	8	18	36	31	±6	3.8	±0.2	
Total Minority	99	±1	7	6	23	32	33	±5	3.8	±0.2	
Black	100	±1	7	6	26	30	32	±8	3.7	±0.2	
Hispanic	99	±1	6	6	23	32	33	±8	3.8	±0.2	
Asian	100	±1	3	8	24	29	36	±13	3.9	±0.3	
Other Race/Ethnicity	97	±6	NR	3	19	35	31	±13	3.7	±0.5	
Enlisted	99	±1	7	8	21	34	31	±5	3.7	±0.2	
E1 – E4	99	±1	8	8	21	36	28	±7	3.7	±0.2	
E5 – E9	100	±1	5	7	21	30	37	±5	3.9	±0.2	
Officers	99	±1	4	4	11	41	40	±5	4.1	±0.1	
AIR FORCE	100	±1	5	5	14	32	44	±4	4.0	±0.1	
White	100	±1	5	4	14	33	44	±5	4.1	±0.1	
Total Minority	99	±1	6	5	15	30	44	±4	4.0	±0.1	
Black	100	±1	5	4	18	26	47	±5	4.1	±0.1	
Hispanic	98	±3	8	2	15	30	45	±9	4.0	±0.3	
Asian	100	±1	6	8	17	35	35	±9	3.8	±0.2	
Other Race/Ethnicity	100	±0	4	9	11	33	44	±10	4.0	±0.3	
Enlisted	100	±1	6	5	15	31	43	±4	4.0	±0.1	
E1 – E4	100	±1	6	5	20	33	36	±7	3.9	±0.2	
E5 – E9	100	±1	5	5	12	30	48	±5	4.1	±0.2	
Officers	100	±1	4	3	11	35	48	±6	4.2	±0.1	
COAST GUARD	100	±1	4	8	20	34	34	±4	3.9	±0.1	
White	100	±1	4	8	18	34	35	±5	3.9	±0.2	
Total Minority	100	±1	3	8	26	33	31	±5	3.8	±0.1	
Black	99	±1	3	3	24	33	37	±7	4.0	±0.2	
Hispanic	100	±1	3	8	23	33	33	±7	3.8	±0.2	
Asian	99	±3	2	5	30	37	25	±10	3.8	±0.2	
Other Race/Ethnicity	100	±1	2	10	30	33	25	±11	3.7	±0.3	
Enlisted	100	±1	4	9	21	33	32	±5	3.8	±0.1	
E1 – E4	100	±1	3	11	23	30	33	±8	3.8	±0.2	
E5 – E9	100	±1	6	7	20	35	32	±6	3.8	±0.2	
Officers	99	±1	1	5	15	37	42	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

e. Felt that things were going your way?

1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	7	14	36	31	12	±2	3.3	±0.1	
Enlisted	99	±1	8	15	37	28	11	±3	3.2	±0.1	
E1 – E4	99	±1	10	18	37	25	10	±4	3.1	±0.1	
E5 – E9	99	±1	6	13	37	33	11	±3	3.3	±0.1	
Officers	99	±1	2	8	29	43	17	±3	3.6	±0.1	
O1 – O3	99	±1	2	9	31	44	14	±5	3.6	±0.1	
O4 – O6	99	±1	2	7	26	43	21	±5	3.7	±0.1	
Male	99	±1	8	14	35	31	12	±2	3.3	±0.1	
Female	98	±1	5	14	40	30	11	±4	3.3	±0.1	
White	99	±1	7	15	33	32	13	±3	3.3	±0.1	
Total Minority	99	±1	7	13	40	30	11	±2	3.2	±0.1	
Black	99	±1	6	12	40	30	11	±3	3.3	±0.1	
Hispanic	99	±1	8	13	38	30	11	±4	3.2	±0.1	
AIAN	100	±1	3	NR	30	NR	5	±16	3.2	±0.4	
Asian	99	±1	7	12	44	28	9	±4	3.2	±0.1	
NHPI	99	±1	6	11	46	28	9	±5	3.2	±0.1	
Two or More Races	99	±1	8	13	41	29	9	±7	3.2	±0.2	
Not Deployed Past 12 Months	99	±1	7	14	36	32	12	±3	3.3	±0.1	
Deployed Past 12 Months	100	±1	9	15	36	29	11	±4	3.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	9	21	41	21	7	±5	2.9	±0.2	
Experienced, Did Not Label	99	±2	7	17	40	26	9	±5	3.1	±0.2	
Did Not Experience	99	±1	7	12	33	34	14	±3	3.4	±0.1	
ARMY	99	±1	8	16	35	28	13	±4	3.2	±0.1	
White	99	±2	9	17	32	27	15	±6	3.2	±0.2	
Total Minority	99	±1	8	14	40	29	9	±4	3.2	±0.1	
Black	99	±1	7	12	40	30	10	±5	3.2	±0.1	
Hispanic	99	±1	8	14	39	29	10	±7	3.2	±0.2	
Asian	98	±2	7	13	46	25	10	±7	3.2	±0.2	
Other Race/Ethnicity	99	±2	8	17	39	32	4	±15	3.1	±0.3	
Enlisted	99	±1	10	17	37	25	11	±4	3.1	±0.2	
E1 – E4	99	±2	13	21	35	21	10	±7	2.9	±0.2	
E5 – E9	99	±1	6	13	40	30	12	±5	3.3	±0.1	
Officers	99	±2	2	10	27	42	19	±6	3.7	±0.2	
NAVY	99	±1	6	14	37	32	10	±4	3.3	±0.1	
White	99	±1	6	16	32	35	11	±6	3.3	±0.2	
Total Minority	99	±1	6	12	44	28	9	±3	3.2	±0.1	
Black	98	±2	5	13	43	29	10	±5	3.3	±0.1	
Hispanic	98	±2	7	12	44	27	10	±8	3.2	±0.2	
Asian	99	±1	8	10	46	30	6	±8	3.1	±0.2	
Other Race/Ethnicity	99	±1	5	14	47	25	9	±8	3.2	±0.2	
Enlisted	99	±1	7	16	39	29	9	±4	3.2	±0.1	
E1 – E4	99	±1	8	17	40	25	9	±6	3.1	±0.2	
E5 – E9	99	±1	6	14	37	33	10	±5	3.3	±0.2	
Officers	99	±1	2	8	30	45	14	±5	3.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

e. Felt that things were going your way?

			Percent Responding		Percentages					Max ME	Frequency of Occurrence		
					1	2	3	4	5				
MARINE CORPS	99	±1	8	15	40	29	8	±4	3.1	±0.1			
White	99	±1	7	16	40	30	7	±6	3.1	±0.2			
Total Minority	99	±1	10	13	41	25	11	±5	3.1	±0.2			
Black	98	±2	9	12	47	24	8	±8	3.1	±0.2			
Hispanic	100	±1	9	13	38	27	12	±9	3.2	±0.2			
Asian	99	±1	10	14	40	23	NR	±9	3.2	±0.4			
Other Race/Ethnicity	99	±1	NR	12	48	21	7	±13	3.0	±0.4			
Enlisted	99	±1	9	16	41	27	8	±5	3.1	±0.1			
E1 – E4	100	±1	10	17	40	25	8	±6	3.0	±0.2			
E5 – E9	99	±2	6	13	42	32	8	±5	3.2	±0.1			
Officers	99	±1	2	8	36	40	14	±5	3.5	±0.1			
AIR FORCE	99	±1	6	11	32	36	14	±4	3.4	±0.1			
White	99	±1	6	11	32	37	14	±5	3.4	±0.1			
Total Minority	99	±1	5	12	33	36	14	±4	3.4	±0.1			
Black	98	±2	5	11	33	34	17	±5	3.5	±0.1			
Hispanic	99	±2	5	12	32	38	13	±10	3.4	±0.2			
Asian	99	±1	5	12	37	34	12	±8	3.4	±0.2			
Other Race/Ethnicity	99	±1	3	13	32	37	14	±9	3.5	±0.2			
Enlisted	99	±1	6	13	33	35	13	±4	3.4	±0.1			
E1 – E4	99	±2	6	13	34	33	14	±6	3.4	±0.2			
E5 – E9	99	±1	6	12	32	36	13	±5	3.4	±0.1			
Officers	99	±2	3	6	27	44	18	±6	3.7	±0.1			
COAST GUARD	99	±1	4	11	37	34	13	±4	3.4	±0.1			
White	99	±1	3	12	35	35	15	±5	3.5	±0.1			
Total Minority	99	±1	5	10	43	33	9	±5	3.3	±0.1			
Black	99	±1	3	9	43	32	14	±8	3.5	±0.2			
Hispanic	99	±1	6	10	39	37	8	±7	3.3	±0.2			
Asian	99	±2	3	10	49	34	4	±10	3.3	±0.2			
Other Race/Ethnicity	100	±1	5	9	52	28	7	±10	3.2	±0.2			
Enlisted	100	±1	5	12	38	32	13	±5	3.4	±0.1			
E1 – E4	100	±1	6	16	34	32	12	±8	3.3	±0.2			
E5 – E9	99	±1	4	9	41	33	13	±6	3.4	±0.1			
Officers	98	±2	1	7	33	42	16	±5	3.7	±0.1			

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

f. Found that you could not cope with all of the things you had to do?

1. Never
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3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	40	31	21	6	3	±2	2.0	±0.1	
Enlisted	99	±1	39	30	22	6	3	±3	2.0	±0.1	
E1 – E4	99	±1	35	31	24	7	3	±4	2.1	±0.1	
E5 – E9	99	±1	43	30	19	5	2	±3	1.9	±0.1	
Officers	99	±1	44	35	14	4	2	±4	1.9	±0.1	
O1 – O3	99	±1	43	36	15	4	2	±5	1.9	±0.1	
O4 – O6	99	±1	44	37	13	4	2	±5	1.8	±0.1	
Male	99	±1	41	31	20	6	2	±3	2.0	±0.1	
Female	99	±1	32	33	25	7	4	±4	2.2	±0.1	
White	99	±1	42	31	19	5	2	±3	1.9	±0.1	
Total Minority	99	±1	36	32	23	7	3	±2	2.1	±0.1	
Black	99	±1	35	32	24	6	4	±3	2.1	±0.1	
Hispanic	98	±1	37	30	22	8	3	±4	2.1	±0.1	
AIAN	100	±1	31	NR	17	4	2	±17	2.0	±0.2	
Asian	98	±2	29	34	28	7	2	±4	2.2	±0.1	
NHPI	99	±1	32	30	30	6	2	±5	2.1	±0.1	
Two or More Races	99	±1	40	35	18	5	1	±7	1.9	±0.2	
Not Deployed Past 12 Months	99	±1	39	32	21	6	2	±3	2.0	±0.1	
Deployed Past 12 Months	99	±1	40	31	21	5	3	±4	2.0	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	23	31	30	10	7	±5	2.5	±0.2	
Experienced, Did Not Label	98	±2	30	33	26	8	3	±5	2.2	±0.1	
Did Not Experience	99	±1	45	31	17	4	2	±3	1.9	±0.1	
ARMY											
White	99	±2	41	31	20	6	1	±6	1.9	±0.2	
Total Minority	98	±1	33	34	24	6	3	±4	2.1	±0.1	
Black	99	±1	34	33	24	6	4	±4	2.1	±0.1	
Hispanic	98	±2	35	32	24	6	4	±7	2.1	±0.2	
Asian	97	±4	30	37	27	4	2	±8	2.1	±0.2	
Other Race/Ethnicity	99	±1	29	43	20	7	1	±14	2.1	±0.2	
Enlisted	99	±2	37	32	23	6	2	±5	2.0	±0.1	
E1 – E4	98	±3	32	32	27	8	1	±7	2.1	±0.2	
E5 – E9	99	±1	43	32	18	4	3	±5	1.9	±0.1	
Officers	99	±2	42	36	15	3	3	±6	1.9	±0.2	
NAVY											
White	100	±1	35	34	22	6	4	±6	2.1	±0.2	
Total Minority	98	±1	30	31	27	9	3	±3	2.2	±0.1	
Black	98	±2	31	30	27	6	5	±5	2.2	±0.2	
Hispanic	98	±2	30	31	25	12	2	±9	2.3	±0.2	
Asian	98	±2	22	33	33	10	2	±6	2.4	±0.2	
Other Race/Ethnicity	99	±1	35	34	24	6	2	±9	2.1	±0.2	
Enlisted	99	±1	31	32	26	7	4	±4	2.2	±0.1	
E1 – E4	99	±1	27	32	29	5	6	±6	2.3	±0.2	
E5 – E9	99	±1	35	32	23	8	2	±5	2.1	±0.1	
Officers	99	±1	41	36	14	6	2	±5	1.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

f. Found that you could not cope with all of the things you had to do?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	99	±1	37	31	20	8	3	±4	2.1	±0.1	
White	99	±2	39	32	18	8	3	±6	2.0	±0.2	
Total Minority	99	±1	34	31	24	7	4	±5	2.2	±0.2	
Black	98	±2	29	32	29	7	3	±7	2.2	±0.2	
Hispanic	100	±1	34	31	21	8	5	±8	2.2	±0.2	
Asian	99	±1	34	27	29	7	3	±14	2.2	±0.3	
Other Race/Ethnicity	100	±1	43	27	25	4	1	±14	1.9	±0.3	
Enlisted	99	±1	36	31	21	8	3	±5	2.1	±0.1	
E1 – E4	99	±2	36	31	20	10	4	±7	2.1	±0.2	
E5 – E9	99	±1	38	32	22	6	3	±5	2.0	±0.2	
Officers	99	±1	44	34	15	4	2	±5	1.9	±0.1	
AIR FORCE	99	±1	50	28	16	4	2	±4	1.8	±0.1	
White	99	±1	52	27	16	3	2	±5	1.8	±0.1	
Total Minority	99	±1	48	29	16	6	2	±4	1.8	±0.1	
Black	99	±1	47	28	18	5	2	±5	1.9	±0.1	
Hispanic	99	±1	51	25	14	8	2	±9	1.9	±0.2	
Asian	99	±1	38	32	20	8	1	±9	2.0	±0.2	
Other Race/Ethnicity	99	±1	49	35	13	2	1	±9	1.7	±0.2	
Enlisted	99	±1	51	26	17	4	2	±4	1.8	±0.1	
E1 – E4	99	±2	49	28	17	5	1	±7	1.8	±0.2	
E5 – E9	99	±1	52	25	17	4	2	±5	1.8	±0.1	
Officers	99	±1	49	34	12	3	1	±6	1.7	±0.1	
COAST GUARD	99	±1	37	35	21	5	2	±4	2.0	±0.1	
White	99	±1	39	34	20	5	2	±5	2.0	±0.1	
Total Minority	99	±1	33	38	23	5	1	±5	2.0	±0.1	
Black	99	±2	38	35	22	4	1	±7	1.9	±0.2	
Hispanic	98	±2	32	40	22	5	1	±7	2.0	±0.2	
Asian	99	±3	30	34	27	8	1	±10	2.2	±0.2	
Other Race/Ethnicity	99	±1	34	37	23	5	1	±11	2.0	±0.2	
Enlisted	99	±1	37	35	22	5	1	±5	2.0	±0.1	
E1 – E4	100	±1	39	38	17	5	1	±8	1.9	±0.2	
E5 – E9	99	±2	36	32	25	5	2	±6	2.0	±0.2	
Officers	100	±1	38	36	18	6	3	±5	2.0	±0.1	

Note. Percent responding are active duty members who answered the question.

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

g. Been able to control irritations in your life?

1. Never
4. Fairly often2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	4	8	28	37	23	±2	3.7	±0.1	
Enlisted	100	±1	5	8	30	36	22	±3	3.6	±0.1	
E1 – E4	100	±1	5	9	31	35	20	±4	3.5	±0.1	
E5 – E9	100	±1	4	7	28	37	25	±3	3.7	±0.1	
Officers	100	±1	2	5	19	44	30	±3	4.0	±0.1	
O1 – O3	100	±1	1	5	20	47	27	±5	3.9	±0.1	
O4 – O6	100	±1	2	6	16	42	35	±5	4.0	±0.1	
Male	100	±1	4	8	27	37	24	±2	3.7	±0.1	
Female	100	±1	3	8	32	36	21	±4	3.6	±0.1	
White	100	±1	4	8	26	38	24	±3	3.7	±0.1	
Total Minority	100	±1	4	6	30	36	23	±2	3.7	±0.1	
Black	99	±1	4	6	32	34	25	±3	3.7	±0.1	
Hispanic	100	±1	4	7	27	39	23	±4	3.7	±0.1	
AIAN	100	±1	1	6	NR	22	15	±12	3.4	±0.3	
Asian	99	±1	5	7	29	42	17	±4	3.6	±0.1	
NHPI	100	±1	4	6	35	35	20	±5	3.6	±0.1	
Two or More Races	100	±1	4	6	34	36	21	±7	3.6	±0.2	
Not Deployed Past 12 Months	100	±1	4	8	27	38	23	±3	3.7	±0.1	
Deployed Past 12 Months	100	±1	3	8	28	36	25	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	99	±1	4	9	36	33	19	±5	3.5	±0.1	
Experienced, Did Not Label	100	±1	5	10	36	33	16	±5	3.5	±0.2	
Did Not Experience	100	±1	4	7	24	39	26	±3	3.8	±0.1	
ARMY	100	±1	5	7	29	37	22	±4	3.6	±0.1	
White	100	±0	5	8	27	38	23	±6	3.6	±0.2	
Total Minority	100	±1	4	7	32	36	20	±4	3.6	±0.1	
Black	100	±1	5	5	32	34	23	±4	3.7	±0.1	
Hispanic	100	±1	4	9	29	38	21	±7	3.6	±0.1	
Asian	99	±2	5	7	30	41	17	±8	3.6	±0.1	
Other Race/Ethnicity	100	±1	3	6	44	36	11	±14	3.5	±0.2	
Enlisted	100	±1	5	8	31	36	20	±5	3.6	±0.1	
E1 – E4	100	±1	6	9	31	35	19	±7	3.5	±0.2	
E5 – E9	100	±1	5	6	31	36	21	±5	3.6	±0.1	
Officers	100	±1	2	6	20	42	30	±6	3.9	±0.2	
NAVY	100	±1	3	8	32	37	20	±4	3.6	±0.1	
White	100	±1	3	9	30	38	19	±6	3.6	±0.2	
Total Minority	99	±1	4	7	34	36	20	±3	3.6	±0.1	
Black	99	±2	4	6	37	30	23	±5	3.6	±0.1	
Hispanic	99	±1	2	8	30	39	20	±8	3.7	±0.2	
Asian	99	±1	6	6	32	42	13	±9	3.5	±0.2	
Other Race/Ethnicity	100	±1	2	6	38	34	20	±9	3.6	±0.2	
Enlisted	100	±1	4	9	34	35	19	±4	3.6	±0.1	
E1 – E4	100	±1	5	10	36	33	16	±7	3.5	±0.2	
E5 – E9	100	±1	3	7	32	37	21	±5	3.7	±0.1	
Officers	100	±0	1	5	22	48	24	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

g. Been able to control irritations in your life?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	100	±1	5	11	31	34	19	±4	3.5	±0.1	
White	100	±1	4	13	30	35	19	±6	3.5	±0.2	
Total Minority	100	±1	7	7	32	34	21	±5	3.5	±0.2	
Black	100	±1	7	9	37	32	15	±8	3.4	±0.2	
Hispanic	100	±1	5	7	29	36	23	±8	3.6	±0.2	
Asian	100	±0	3	8	30	38	21	±17	3.7	±0.3	
Other Race/Ethnicity	100	±0	NR	7	36	25	21	±13	3.4	±0.5	
Enlisted	100	±1	5	11	32	33	19	±5	3.5	±0.1	
E1 – E4	100	±1	6	13	32	31	18	±6	3.4	±0.2	
E5 – E9	100	±1	4	9	31	37	20	±5	3.6	±0.2	
Officers	100	±1	2	5	24	46	23	±5	3.8	±0.1	
AIR FORCE	100	±1	3	5	20	40	32	±4	3.9	±0.1	
White	100	±1	3	5	19	40	32	±5	3.9	±0.1	
Total Minority	99	±1	3	5	22	39	32	±4	3.9	±0.1	
Black	99	±1	3	5	23	36	33	±5	3.9	±0.1	
Hispanic	100	±1	4	4	16	44	34	±10	4.0	±0.2	
Asian	100	±1	4	7	21	44	23	±9	3.7	±0.2	
Other Race/Ethnicity	100	±1	1	5	29	33	31	±10	3.9	±0.2	
Enlisted	100	±1	4	5	21	39	31	±4	3.9	±0.1	
E1 – E4	99	±2	4	5	25	39	27	±7	3.8	±0.2	
E5 – E9	100	±1	3	5	19	39	34	±5	4.0	±0.1	
Officers	100	±1	2	5	14	44	37	±6	4.1	±0.1	
COAST GUARD	100	±1	2	7	28	42	21	±4	3.7	±0.1	
White	100	±1	2	7	28	43	21	±5	3.7	±0.1	
Total Minority	100	±1	2	5	31	41	20	±5	3.7	±0.1	
Black	100	±0	2	4	27	44	23	±6	3.8	±0.1	
Hispanic	100	±0	3	8	26	41	22	±7	3.7	±0.2	
Asian	100	±0	2	NR	42	38	18	±10	3.7	±0.2	
Other Race/Ethnicity	100	±1	2	3	40	39	16	±11	3.6	±0.2	
Enlisted	100	±1	2	8	29	41	20	±5	3.7	±0.1	
E1 – E4	100	±0	2	8	27	43	19	±8	3.7	±0.2	
E5 – E9	100	±1	2	7	31	40	20	±6	3.7	±0.1	
Officers	100	±1	0	4	24	46	25	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

h. Felt that you were on top of things?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	99	±1	3	7	29	40	21	±2	3.7	±0.1	
Enlisted	99	±1	4	7	31	38	20	±3	3.6	±0.1	
E1 – E4	99	±1	5	9	33	34	18	±4	3.5	±0.1	
E5 – E9	99	±1	3	6	28	42	22	±3	3.7	±0.1	
Officers	99	±1	1	4	20	48	27	±4	4.0	±0.1	
O1 – O3	99	±1	1	5	21	48	25	±5	3.9	±0.1	
O4 – O6	99	±1	1	4	17	48	30	±5	4.0	±0.1	
Male	99	±1	3	7	28	40	22	±2	3.7	±0.1	
Female	99	±1	2	7	34	38	18	±4	3.6	±0.1	
White	99	±1	3	7	28	40	22	±3	3.7	±0.1	
Total Minority	99	±1	3	7	31	39	20	±2	3.7	±0.1	
Black	99	±1	3	6	32	37	22	±3	3.7	±0.1	
Hispanic	100	±1	3	7	29	39	21	±4	3.7	±0.1	
AIAN	99	±1	1	5	NR	25	11	±14	3.4	±0.2	
Asian	99	±1	5	8	33	40	14	±4	3.5	±0.1	
NHPI	99	±1	4	6	36	36	18	±5	3.6	±0.1	
Two or More Races	100	±1	4	9	25	44	19	±7	3.6	±0.2	
Not Deployed Past 12 Months	100	±1	4	6	29	40	21	±3	3.7	±0.1	
Deployed Past 12 Months	99	±1	3	8	30	37	22	±4	3.7	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	5	10	39	31	15	±5	3.4	±0.2	
Experienced, Did Not Label	99	±2	4	9	34	37	15	±5	3.5	±0.2	
Did Not Experience	99	±1	3	6	26	42	24	±3	3.8	±0.1	
ARMY	99	±1	4	7	32	36	21	±4	3.6	±0.1	
White	99	±2	4	7	33	34	22	±6	3.6	±0.2	
Total Minority	99	±1	3	8	32	38	19	±4	3.6	±0.1	
Black	99	±1	3	6	33	37	22	±4	3.7	±0.1	
Hispanic	100	±1	4	9	29	38	20	±7	3.6	±0.2	
Asian	99	±1	5	10	27	44	14	±8	3.5	±0.2	
Other Race/Ethnicity	99	±1	3	11	36	38	12	±15	3.5	±0.2	
Enlisted	99	±1	4	8	35	33	19	±5	3.5	±0.1	
E1 – E4	99	±2	6	11	37	29	17	±7	3.4	±0.2	
E5 – E9	100	±1	3	5	33	38	22	±5	3.7	±0.1	
Officers	99	±2	1	5	19	48	28	±6	4.0	±0.1	
NAVY	99	±1	3	9	30	41	17	±4	3.6	±0.1	
White	100	±1	2	10	26	44	17	±6	3.6	±0.2	
Total Minority	99	±1	3	7	36	37	18	±3	3.6	±0.1	
Black	99	±1	3	5	37	36	19	±5	3.6	±0.1	
Hispanic	99	±1	2	10	34	35	20	±8	3.6	±0.2	
Asian	99	±1	6	6	39	39	10	±9	3.4	±0.2	
Other Race/Ethnicity	99	±1	2	8	34	39	16	±9	3.6	±0.2	
Enlisted	100	±1	3	9	32	40	16	±4	3.6	±0.1	
E1 – E4	100	±1	4	11	36	37	13	±6	3.4	±0.2	
E5 – E9	99	±1	2	8	28	43	20	±5	3.7	±0.1	
Officers	99	±1	1	5	22	49	23	±5	3.9	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

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

h. Felt that you were on top of things?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	100	±1	5	7	30	40	19	±4	3.6	±0.1	
White	100	±1	4	8	30	40	18	±6	3.6	±0.2	
Total Minority	100	±1	5	5	30	40	20	±5	3.6	±0.2	
Black	99	±1	3	8	34	39	16	±8	3.6	±0.2	
Hispanic	100	±1	5	4	29	41	21	±8	3.7	±0.2	
Asian	99	±1	3	8	34	32	23	±18	3.6	±0.3	
Other Race/Ethnicity	100	±1	NR	4	28	38	19	±13	3.5	±0.5	
Enlisted	100	±1	5	7	31	38	18	±5	3.6	±0.1	
E1 – E4	100	±1	5	8	32	37	18	±6	3.5	±0.2	
E5 – E9	99	±1	4	6	30	42	18	±5	3.6	±0.1	
Officers	99	±1	2	4	21	52	22	±5	3.9	±0.1	
AIR FORCE	99	±1	3	4	22	44	27	±4	3.9	±0.1	
White	100	±1	3	5	21	45	27	±5	3.9	±0.1	
Total Minority	99	±1	2	4	25	42	27	±4	3.9	±0.1	
Black	98	±2	2	5	24	39	30	±5	3.9	±0.1	
Hispanic	100	±1	3	2	24	44	27	±9	3.9	±0.2	
Asian	100	±1	3	8	31	41	18	±9	3.6	±0.2	
Other Race/Ethnicity	100	±1	2	5	24	45	25	±9	3.8	±0.2	
Enlisted	100	±1	3	5	23	43	26	±4	3.8	±0.1	
E1 – E4	100	±1	4	5	24	41	26	±7	3.8	±0.2	
E5 – E9	99	±1	3	4	21	46	26	±5	3.9	±0.1	
Officers	99	±2	2	3	20	46	29	±6	4.0	±0.1	
COAST GUARD	99	±1	2	5	27	45	20	±4	3.8	±0.1	
White	99	±1	2	6	26	46	21	±5	3.8	±0.1	
Total Minority	99	±1	2	5	29	45	18	±5	3.7	±0.1	
Black	99	±1	2	3	29	44	22	±7	3.8	±0.2	
Hispanic	99	±1	4	7	27	45	17	±7	3.6	±0.2	
Asian	100	±0	NR	6	30	51	13	±10	3.7	±0.2	
Other Race/Ethnicity	100	±1	1	4	34	43	19	±10	3.7	±0.2	
Enlisted	99	±1	2	6	28	44	20	±5	3.8	±0.1	
E1 – E4	100	±1	1	7	25	44	24	±8	3.8	±0.2	
E5 – E9	99	±2	3	5	31	44	18	±6	3.7	±0.1	
Officers	99	±1	1	5	23	50	22	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

i. Been angered because of things that were outside of your control?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	14	26	36	16	8	±2	2.8	±0.1	
Enlisted	100	±1	14	24	36	17	9	±2	2.8	±0.1	
E1 – E4	100	±1	15	22	33	18	11	±4	2.9	±0.1	
E5 – E9	100	±1	13	26	39	15	7	±3	2.8	±0.1	
Officers	100	±1	12	34	36	13	5	±3	2.6	±0.1	
O1 – O3	100	±1	12	31	37	14	5	±5	2.7	±0.1	
O4 – O6	100	±1	10	38	36	11	4	±5	2.6	±0.1	
Male	100	±1	14	26	35	16	9	±2	2.8	±0.1	
Female	100	±1	10	26	39	17	8	±4	2.9	±0.1	
White	100	±1	13	27	35	16	9	±3	2.8	±0.1	
Total Minority	100	±1	14	25	37	16	8	±2	2.8	±0.1	
Black	100	±1	14	25	39	14	8	±3	2.8	±0.1	
Hispanic	100	±1	16	24	35	16	9	±4	2.8	±0.1	
AIAN	100	±1	14	18	NR	NR	5	±13	2.9	±0.3	
Asian	99	±1	14	24	41	16	5	±4	2.7	±0.1	
NHPI	100	±1	14	23	45	12	6	±5	2.7	±0.1	
Two or More Races	100	±1	13	27	36	19	6	±7	2.8	±0.2	
Not Deployed Past 12 Months	100	±1	14	27	35	16	8	±2	2.8	±0.1	
Deployed Past 12 Months	100	±1	13	24	38	16	9	±4	2.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	6	20	37	23	14	±5	3.2	±0.2	
Experienced, Did Not Label	100	±1	10	21	36	23	10	±5	3.0	±0.2	
Did Not Experience	100	±1	16	28	36	12	7	±3	2.7	±0.1	
ARMY	100	±1	14	25	36	16	9	±4	2.8	±0.1	
White	100	±0	14	26	35	16	9	±6	2.8	±0.2	
Total Minority	100	±1	14	23	38	16	9	±4	2.8	±0.1	
Black	100	±0	13	25	38	15	10	±5	2.8	±0.1	
Hispanic	100	±1	18	21	35	17	8	±7	2.8	±0.2	
Asian	99	±1	15	25	37	17	6	±7	2.7	±0.2	
Other Race/Ethnicity	100	±1	9	22	43	18	7	±14	2.9	±0.2	
Enlisted	100	±1	14	24	36	17	9	±4	2.8	±0.2	
E1 – E4	100	±1	16	22	33	17	12	±7	2.9	±0.2	
E5 – E9	100	±1	12	26	39	16	6	±5	2.8	±0.1	
Officers	100	±1	13	29	38	13	7	±6	2.7	±0.2	
NAVY	100	±1	9	26	39	20	6	±4	2.9	±0.1	
White	100	±1	8	29	38	21	5	±6	2.9	±0.2	
Total Minority	100	±1	11	23	41	17	8	±3	2.9	±0.1	
Black	99	±1	12	23	44	14	8	±5	2.8	±0.2	
Hispanic	100	±1	10	24	36	19	10	±7	3.0	±0.2	
Asian	100	±1	11	22	47	16	4	±7	2.8	±0.2	
Other Race/Ethnicity	100	±1	11	23	35	23	8	±10	2.9	±0.2	
Enlisted	100	±1	9	25	39	21	7	±4	2.9	±0.1	
E1 – E4	100	±1	8	24	35	24	8	±7	3.0	±0.2	
E5 – E9	100	±1	10	25	42	18	5	±5	2.8	±0.1	
Officers	100	±0	9	35	39	13	3	±5	2.7	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

i. Been angered because of things that were outside of your control?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	100	±1	11	19	35	19	16	±4	3.1	±0.1	
White	100	±1	9	19	35	18	18	±6	3.2	±0.2	
Total Minority	100	±1	15	18	36	21	11	±5	3.0	±0.2	
Black	99	±1	11	19	40	17	12	±7	3.0	±0.2	
Hispanic	100	±0	15	19	34	20	13	±7	3.0	±0.2	
Asian	100	±1	NR	19	40	17	8	±10	2.8	±0.4	
Other Race/Ethnicity	100	±1	NR	14	31	33	5	±14	2.9	±0.4	
Enlisted	100	±1	12	18	35	19	17	±5	3.1	±0.2	
E1 – E4	100	±1	12	17	32	20	19	±6	3.2	±0.2	
E5 – E9	100	±1	10	19	39	19	13	±5	3.1	±0.2	
Officers	100	±1	10	28	41	15	6	±5	2.8	±0.1	
AIR FORCE	100	±1	19	32	33	10	5	±4	2.5	±0.1	
White	100	±1	20	30	33	11	6	±5	2.5	±0.1	
Total Minority	99	±1	18	34	34	9	4	±4	2.5	±0.1	
Black	99	±1	20	32	34	10	4	±5	2.5	±0.1	
Hispanic	99	±1	18	38	33	7	4	±10	2.4	±0.2	
Asian	99	±1	15	30	36	14	4	±10	2.6	±0.2	
Other Race/Ethnicity	100	±1	18	35	35	10	2	±10	2.4	±0.2	
Enlisted	100	±1	20	29	34	10	6	±4	2.5	±0.1	
E1 – E4	100	±1	22	28	33	11	6	±6	2.5	±0.2	
E5 – E9	99	±1	19	30	34	10	6	±5	2.5	±0.2	
Officers	100	±1	15	41	31	10	3	±6	2.4	±0.1	
COAST GUARD	100	±1	13	29	40	13	6	±4	2.7	±0.1	
White	100	±1	14	28	39	12	6	±5	2.7	±0.2	
Total Minority	100	±1	10	31	43	14	3	±5	2.7	±0.1	
Black	100	±0	13	32	41	12	3	±8	2.6	±0.2	
Hispanic	100	±1	11	32	43	11	3	±7	2.6	±0.2	
Asian	99	±3	7	22	56	11	3	±10	2.8	±0.2	
Other Race/Ethnicity	100	±1	5	29	40	22	4	±12	2.9	±0.2	
Enlisted	100	±1	13	28	40	13	6	±5	2.7	±0.1	
E1 – E4	100	±1	13	32	34	12	10	±8	2.7	±0.2	
E5 – E9	100	±1	14	25	44	14	3	±6	2.7	±0.2	
Officers	100	±1	10	33	41	11	5	±5	2.7	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

j. Felt difficulties were piling up so high that you could not overcome them?

1. Never
4. Fairly often

2. Almost never
5. Very often

3. Sometimes

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	100	±1	36	31	22	7	4	±2	2.1	±0.1	
Enlisted	100	±1	34	30	24	7	4	±3	2.2	±0.1	
E1 – E4	100	±1	33	27	26	8	6	±4	2.3	±0.1	
E5 – E9	100	±1	36	34	21	7	3	±3	2.1	±0.1	
Officers	100	±1	42	37	13	6	2	±3	1.9	±0.1	
O1 – O3	100	±1	40	37	14	6	2	±5	1.9	±0.1	
O4 – O6	100	±1	44	37	11	6	1	±5	1.8	±0.1	
Male	100	±1	36	31	22	7	4	±2	2.1	±0.1	
Female	100	±1	31	32	23	8	6	±4	2.2	±0.1	
White	100	±1	37	31	20	8	4	±3	2.1	±0.1	
Total Minority	100	±1	33	31	26	6	4	±2	2.2	±0.1	
Black	100	±1	34	32	23	6	5	±3	2.1	±0.1	
Hispanic	100	±1	34	30	26	7	4	±4	2.2	±0.1	
AIAN	100	±1	27	20	NR	4	3	±16	2.4	±0.4	
Asian	100	±1	26	35	30	6	2	±4	2.2	±0.1	
NHPI	100	±1	29	30	33	6	2	±5	2.2	±0.1	
Two or More Races	100	±1	35	34	21	7	3	±7	2.1	±0.2	
Not Deployed Past 12 Months	100	±1	35	31	22	7	4	±3	2.1	±0.1	
Deployed Past 12 Months	100	±1	36	31	21	8	3	±4	2.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	100	±1	23	29	31	10	8	±5	2.5	±0.2	
Experienced, Did Not Label	100	±1	26	31	27	11	4	±5	2.4	±0.2	
Did Not Experience	100	±1	41	32	19	5	3	±3	2.0	±0.1	
ARMY	100	±1	35	30	22	9	4	±4	2.2	±0.1	
White	100	±0	36	30	20	10	4	±6	2.2	±0.2	
Total Minority	100	±1	33	31	26	7	4	±4	2.2	±0.1	
Black	100	±1	33	33	23	6	5	±4	2.2	±0.1	
Hispanic	100	±1	34	29	26	7	3	±7	2.2	±0.2	
Asian	99	±1	29	39	23	6	3	±8	2.1	±0.2	
Other Race/Ethnicity	100	±1	29	25	34	7	4	±16	2.3	±0.3	
Enlisted	100	±1	33	28	25	9	4	±5	2.2	±0.1	
E1 – E4	100	±1	33	23	28	10	6	±7	2.3	±0.2	
E5 – E9	100	±1	34	35	21	7	2	±5	2.1	±0.1	
Officers	100	±1	41	38	11	8	3	±6	1.9	±0.2	
NAVY	100	±1	28	33	26	8	5	±4	2.3	±0.1	
White	100	±1	30	35	22	8	5	±5	2.2	±0.2	
Total Minority	100	±1	26	29	33	8	5	±4	2.4	±0.1	
Black	99	±1	29	32	27	7	6	±5	2.3	±0.2	
Hispanic	100	±1	25	25	37	8	5	±7	2.4	±0.2	
Asian	100	±1	20	30	40	8	2	±7	2.4	±0.2	
Other Race/Ethnicity	100	±1	26	32	30	8	4	±9	2.3	±0.2	
Enlisted	100	±1	27	31	28	8	5	±4	2.3	±0.1	
E1 – E4	100	±1	24	28	32	8	7	±7	2.5	±0.2	
E5 – E9	100	±1	30	35	24	8	3	±5	2.2	±0.2	
Officers	100	±1	37	38	16	6	2	±5	2.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

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

j. Felt difficulties were piling up so high that you could not overcome them?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	100	±1	32	33	23	8	5	±4	2.2	±0.1	
White	100	±1	32	34	21	8	5	±6	2.2	±0.2	
Total Minority	100	±1	31	32	26	7	4	±5	2.2	±0.2	
Black	99	±1	27	33	31	7	3	±6	2.3	±0.2	
Hispanic	100	±0	33	31	24	7	5	±8	2.2	±0.2	
Asian	100	±1	28	35	28	6	4	±15	2.2	±0.3	
Other Race/Ethnicity	100	±0	35	37	22	5	2	±15	2.0	±0.3	
Enlisted	100	±1	31	32	23	8	5	±5	2.2	±0.2	
E1 – E4	100	±1	29	32	24	8	7	±6	2.3	±0.2	
E5 – E9	100	±0	34	32	22	9	2	±5	2.1	±0.2	
Officers	100	±1	37	40	17	4	1	±5	1.9	±0.1	
AIR FORCE	100	±1	47	31	16	4	2	±4	1.8	±0.1	
White	99	±1	48	30	16	4	2	±5	1.8	±0.1	
Total Minority	100	±1	43	33	17	4	2	±4	1.9	±0.1	
Black	100	±1	46	31	18	3	2	±5	1.9	±0.1	
Hispanic	100	±1	44	34	16	4	2	±9	1.8	±0.2	
Asian	100	±1	32	38	25	4	2	±7	2.1	±0.2	
Other Race/Ethnicity	100	±1	44	35	15	5	1	±9	1.9	±0.2	
Enlisted	99	±1	46	31	17	4	2	±4	1.9	±0.1	
E1 – E4	100	±1	48	29	18	4	2	±7	1.8	±0.2	
E5 – E9	99	±1	45	32	17	4	3	±5	1.9	±0.1	
Officers	100	±1	49	32	13	4	1	±5	1.8	±0.1	
COAST GUARD	100	±1	33	35	23	8	2	±4	2.1	±0.1	
White	100	±0	35	34	22	8	2	±5	2.1	±0.1	
Total Minority	100	±1	29	37	26	6	2	±5	2.1	±0.1	
Black	100	±0	33	35	24	7	1	±10	2.1	±0.2	
Hispanic	100	±0	30	37	26	5	2	±7	2.1	±0.2	
Asian	100	±0	29	39	25	6	1	±10	2.1	±0.2	
Other Race/Ethnicity	100	±1	26	37	29	6	2	±11	2.2	±0.2	
Enlisted	100	±0	34	32	23	8	1	±5	2.1	±0.1	
E1 – E4	100	±0	36	30	21	11	2	±8	2.1	±0.2	
E5 – E9	100	±0	33	34	25	7	1	±6	2.1	±0.2	
Officers	100	±1	29	43	20	5	2	±5	2.1	±0.1	

Note. Percent responding are active duty members who answered the question.

26. Perceived Stress scale: Constructed from Q26. Perceived Stress can be defined as members' stress levels, measured by their emotional experiences/reactions in the month prior to taking the survey.

	Percent Responding		Mean	Max ME	Perceived Stress
TOTAL DOD	96	±1	14.2	±0.3	
Enlisted	96	±1	14.6	±0.4	
E1 – E4	96	±2	15.5	±0.6	
E5 – E9	96	±1	13.6	±0.4	
Officers	96	±2	12.1	±0.4	
O1 – O3	96	±2	12.5	±0.6	
O4 – O6	96	±2	11.5	±0.7	
Male	96	±1	14.0	±0.4	
Female	95	±2	15.3	±0.6	
White	96	±2	14.0	±0.5	
Total Minority	95	±1	14.4	±0.3	
Black	94	±2	14.3	±0.4	
Hispanic	95	±2	14.3	±0.5	
AIAN	98	±1	14.8	±0.9	
Asian	95	±2	14.9	±0.5	
NHPI	96	±2	14.6	±0.6	
Two or More Races	96	±2	14.1	±0.8	
Not Deployed Past 12 Months	95	±1	14.1	±0.4	
Deployed Past 12 Months	97	±1	14.3	±0.6	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	96	±2	17.5	±0.8	
Experienced, Did Not Label	94	±3	16.3	±0.7	
Did Not Experience	96	±1	13.0	±0.4	
ARMY					
White	97	±3	14.4	±1.0	
Total Minority	95	±2	14.7	±0.4	
Black	95	±2	14.6	±0.6	
Hispanic	95	±2	14.5	±0.8	
Asian	93	±4	14.7	±0.7	
Other Race/Ethnicity	96	±3	15.3	±1.2	
Enlisted	96	±2	15.0	±0.7	
E1 – E4	95	±4	16.0	±1.1	
E5 – E9	97	±1	13.8	±0.7	
Officers	96	±3	12.4	±0.8	
NAVY					
White	96	±2	15.1	±0.8	
Total Minority	95	±2	15.5	±0.5	
Black	93	±3	15.0	±0.8	
Hispanic	94	±3	15.6	±1.0	
Asian	95	±2	16.3	±0.6	
Other Race/Ethnicity	98	±2	15.5	±0.9	
Enlisted	95	±2	15.7	±0.6	
E1 – E4	96	±3	16.6	±1.0	
E5 – E9	94	±3	14.8	±0.7	
Officers	96	±2	12.8	±0.7	

Note. Percent responding are active duty members who answered the question. The scale ranges from 0 to 40. Higher scores indicate greater perceived stress. The overall Cronbach's alpha = 0.86 (White = 0.88, Black = 0.87, Hispanic = 0.86, Asian = 0.84, and Other Race/Ethnicity = 0.86). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

26. Perceived Stress scale: Constructed from Q26. Perceived Stress can be defined as members' stress levels, measured by their emotional experiences/reactions in the month prior to taking the survey.

	Percent Responding		Mean	Max ME	Perceived Stress
MARINE CORPS	96	±2	15.6	±0.7	
White	97	±3	15.9	±1.0	
Total Minority	95	±3	15.3	±0.8	
Black	93	±3	16.2	±1.2	
Hispanic	96	±4	15.1	±1.1	
Asian	97	±2	14.7	±2.7	
Other Race/Ethnicity	95	±6	15.0	±0.9	
Enlisted	96	±2	16.0	±0.8	
E1 – E4	96	±3	16.6	±1.1	
E5 – E9	96	±2	14.9	±0.8	
Officers	97	±2	12.8	±0.6	
AIR FORCE	96	±2	11.6	±0.5	
White	96	±2	11.6	±0.7	
Total Minority	95	±2	11.8	±0.5	
Black	94	±3	11.8	±0.7	
Hispanic	95	±4	11.6	±1.1	
Asian	96	±2	13.2	±1.1	
Other Race/Ethnicity	98	±2	11.6	±1.1	
Enlisted	96	±2	11.8	±0.6	
E1 – E4	96	±3	12.2	±0.9	
E5 – E9	96	±2	11.5	±0.7	
Officers	96	±2	10.9	±0.7	
COAST GUARD	97	±2	13.7	±0.6	
White	97	±2	13.5	±0.7	
Total Minority	96	±2	14.3	±0.6	
Black	95	±3	13.1	±0.7	
Hispanic	96	±2	14.1	±0.9	
Asian	95	±5	14.8	±1.2	
Other Race/Ethnicity	98	±2	15.3	±1.1	
Enlisted	97	±2	13.9	±0.7	
E1 – E4	99	±1	13.7	±1.1	
E5 – E9	96	±3	14.0	±0.7	
Officers	96	±2	13.0	±0.6	

Note. Percent responding are active duty members who answered the question. The scale ranges from 0 to 40. Higher scores indicate greater perceived stress. The overall Cronbach's alpha = 0.86 (White = 0.88, Black = 0.87, Hispanic = 0.86, Asian = 0.84, and Other Race/Ethnicity = 0.86). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

27. Over the past 30 days, have you been bothered by the following problems?

a. Little interest or pleasure in doing things

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	65	25	6	4	±2	1.5	±0.1	
Enlisted	99	±1	64	26	6	4	±3	1.5	±0.1	
E1 – E4	99	±1	59	28	7	6	±4	1.6	±0.1	
E5 – E9	99	±1	69	23	6	3	±3	1.4	±0.1	
Officers	100	±1	74	20	4	1	±3	1.3	±0.1	
O1 – O3	100	±1	72	22	5	1	±4	1.3	±0.1	
O4 – O6	100	±1	78	18	3	0	±5	1.3	±0.1	
Male	100	±1	65	25	6	4	±2	1.5	±0.1	
Female	99	±1	65	24	8	3	±4	1.5	±0.1	
White	100	±1	67	24	6	4	±3	1.5	±0.1	
Total Minority	99	±1	63	26	7	4	±2	1.5	±0.1	
Black	99	±1	64	24	7	4	±3	1.5	±0.1	
Hispanic	100	±1	63	27	6	4	±4	1.5	±0.1	
AIAN	97	±7	NR	22	NR	2	±12	1.6	±0.4	
Asian	99	±1	63	26	7	4	±3	1.5	±0.1	
NHPI	100	±1	59	33	5	2	±5	1.5	±0.1	
Two or More Races	100	±1	62	27	7	4	±7	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	66	25	6	3	±3	1.5	±0.1	
Deployed Past 12 Months	100	±1	65	23	6	5	±4	1.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	44	34	12	9	±5	1.9	±0.1	
Experienced, Did Not Label	99	±1	51	36	8	5	±5	1.7	±0.1	
Did Not Experience	100	±1	73	20	4	3	±3	1.4	±0.1	
ARMY	100	±1	63	27	6	4	±4	1.5	±0.1	
White	100	±0	64	28	5	4	±6	1.5	±0.1	
Total Minority	99	±1	62	26	8	5	±4	1.5	±0.1	
Black	99	±1	64	24	7	5	±5	1.5	±0.1	
Hispanic	100	±1	62	27	6	4	±7	1.5	±0.1	
Asian	99	±2	66	23	6	5	±6	1.5	±0.1	
Other Race/Ethnicity	99	±2	54	29	13	4	±15	1.7	±0.3	
Enlisted	100	±1	61	28	6	5	±5	1.6	±0.1	
E1 – E4	100	±1	55	32	6	7	±7	1.6	±0.2	
E5 – E9	100	±1	67	24	6	3	±5	1.4	±0.1	
Officers	100	±1	73	21	5	1	±6	1.3	±0.1	
NAVY	99	±1	60	28	8	4	±4	1.6	±0.1	
White	99	±2	63	26	8	3	±6	1.5	±0.1	
Total Minority	100	±1	56	31	9	4	±3	1.6	±0.1	
Black	99	±1	56	30	10	4	±5	1.6	±0.1	
Hispanic	100	±1	58	30	8	4	±6	1.6	±0.1	
Asian	100	±1	57	29	10	4	±6	1.6	±0.1	
Other Race/Ethnicity	100	±1	53	34	7	6	±9	1.6	±0.2	
Enlisted	99	±1	58	29	9	4	±4	1.6	±0.1	
E1 – E4	99	±2	55	29	10	6	±7	1.7	±0.2	
E5 – E9	99	±1	61	29	8	2	±5	1.5	±0.1	
Officers	100	±1	71	22	6	1	±5	1.4	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

27. Over the past 30 days, have you been bothered by the following problems?

a. Little interest or pleasure in doing things

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	100	±1	57	29	9	6	±4	1.6	±0.1	
White	100	±0	57	28	8	7	±6	1.6	±0.2	
Total Minority	99	±1	56	30	10	4	±5	1.6	±0.1	
Black	99	±1	55	28	12	5	±7	1.7	±0.2	
Hispanic	99	±1	56	30	10	4	±8	1.6	±0.2	
Asian	100	±1	57	31	8	4	±9	1.6	±0.2	
Other Race/Ethnicity	100	±1	59	34	4	2	±13	1.5	±0.2	
Enlisted	100	±1	55	29	9	6	±5	1.7	±0.1	
E1 – E4	100	±1	53	30	10	8	±7	1.7	±0.2	
E5 – E9	100	±1	61	27	8	4	±5	1.6	±0.1	
Officers	100	±1	68	24	6	1	±4	1.4	±0.1	
AIR FORCE	99	±1	79	16	3	2	±3	1.3	±0.1	
White	99	±1	80	16	3	2	±4	1.3	±0.1	
Total Minority	99	±1	79	18	2	1	±4	1.3	±0.1	
Black	99	±1	77	19	2	2	±4	1.3	±0.1	
Hispanic	100	±1	82	16	1	1	±9	1.2	±0.1	
Asian	99	±1	74	23	3	1	±8	1.3	±0.1	
Other Race/Ethnicity	98	±4	80	15	4	1	±6	1.3	±0.1	
Enlisted	99	±1	79	16	3	2	±4	1.3	±0.1	
E1 – E4	99	±2	77	19	3	2	±6	1.3	±0.1	
E5 – E9	99	±1	82	14	3	2	±4	1.3	±0.1	
Officers	100	±1	80	18	2	0	±5	1.2	±0.1	
COAST GUARD	100	±1	67	25	5	3	±4	1.4	±0.1	
White	100	±1	68	24	6	3	±5	1.4	±0.1	
Total Minority	100	±1	64	29	5	3	±5	1.5	±0.1	
Black	99	±2	65	26	7	2	±7	1.5	±0.1	
Hispanic	100	±1	68	26	4	2	±7	1.4	±0.1	
Asian	99	±2	59	34	2	5	±10	1.5	±0.2	
Other Race/Ethnicity	100	±1	57	34	5	4	±10	1.6	±0.2	
Enlisted	100	±1	66	25	6	3	±5	1.5	±0.1	
E1 – E4	100	±1	68	25	5	2	±8	1.4	±0.2	
E5 – E9	100	±1	65	26	6	3	±6	1.5	±0.1	
Officers	100	±1	69	24	5	1	±5	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

b. Feeling down, depressed, or hopeless

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	72	20	5	3	±2	1.4	±0.1	
Enlisted	99	±1	70	21	6	3	±2	1.4	±0.1	
E1 – E4	99	±1	66	22	7	4	±4	1.5	±0.1	
E5 – E9	99	±1	74	19	4	2	±3	1.3	±0.1	
Officers	99	±1	79	16	4	1	±3	1.3	±0.1	
O1 – O3	98	±2	79	17	4	1	±4	1.3	±0.1	
O4 – O6	99	±2	82	15	3	1	±5	1.2	±0.1	
Male	99	±1	73	20	5	3	±2	1.4	±0.1	
Female	99	±1	67	24	6	3	±4	1.5	±0.1	
White	99	±1	73	19	6	2	±3	1.4	±0.1	
Total Minority	99	±1	70	22	5	3	±2	1.4	±0.1	
Black	99	±1	72	19	5	4	±3	1.4	±0.1	
Hispanic	99	±1	69	24	4	3	±4	1.4	±0.1	
AIAN	96	±7	76	18	5	2	±13	1.3	±0.2	
Asian	99	±1	69	22	6	2	±3	1.4	±0.1	
NHPI	99	±1	68	26	4	2	±5	1.4	±0.1	
Two or More Races	99	±1	69	22	7	2	±7	1.4	±0.1	
Not Deployed Past 12 Months	99	±1	72	20	5	3	±2	1.4	±0.1	
Deployed Past 12 Months	99	±1	71	20	6	3	±4	1.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	50	32	10	8	±5	1.8	±0.1	
Experienced, Did Not Label	99	±1	63	26	8	3	±5	1.5	±0.1	
Did Not Experience	99	±1	78	17	4	2	±2	1.3	±0.1	
ARMY										
White	99	±1	71	21	7	2	±6	1.4	±0.1	
Total Minority	99	±1	68	22	5	4	±4	1.5	±0.1	
Black	99	±1	70	18	6	6	±4	1.5	±0.1	
Hispanic	99	±1	66	26	4	3	±7	1.4	±0.1	
Asian	99	±1	71	18	7	3	±6	1.4	±0.1	
Other Race/Ethnicity	99	±2	65	25	8	2	±12	1.5	±0.2	
Enlisted	99	±1	68	22	7	3	±4	1.4	±0.1	
E1 – E4	100	±1	64	24	8	4	±7	1.5	±0.1	
E5 – E9	99	±1	73	20	5	2	±5	1.4	±0.1	
Officers	98	±2	78	16	5	1	±6	1.3	±0.1	
NAVY										
White	98	±2	68	23	6	3	±6	1.4	±0.1	
Total Minority	98	±1	67	24	6	3	±3	1.5	±0.1	
Black	98	±2	69	21	5	4	±5	1.4	±0.1	
Hispanic	99	±1	68	24	6	3	±6	1.4	±0.1	
Asian	99	±2	62	28	8	2	±5	1.5	±0.1	
Other Race/Ethnicity	99	±1	61	29	8	2	±9	1.5	±0.1	
Enlisted	98	±2	66	24	6	3	±4	1.5	±0.1	
E1 – E4	99	±2	61	26	8	5	±7	1.6	±0.2	
E5 – E9	98	±2	70	23	5	2	±5	1.4	±0.1	
Officers	99	±2	78	17	4	1	±5	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

b. Feeling down, depressed, or hopeless

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	100	±1	65	23	7	4	±4	1.5	±0.1	
White	100	±1	65	22	8	5	±6	1.5	±0.2	
Total Minority	99	±1	64	26	6	4	±5	1.5	±0.1	
Black	98	±2	63	25	8	3	±8	1.5	±0.2	
Hispanic	100	±1	64	26	5	5	±8	1.5	±0.2	
Asian	99	±1	66	24	7	3	±8	1.5	±0.2	
Other Race/Ethnicity	100	±1	65	25	8	2	±12	1.5	±0.2	
Enlisted	100	±1	64	24	8	5	±5	1.5	±0.1	
E1 – E4	100	±1	61	24	9	5	±7	1.6	±0.2	
E5 – E9	99	±1	69	22	5	4	±5	1.4	±0.1	
Officers	99	±1	75	22	3	0	±4	1.3	±0.1	
AIR FORCE	99	±1	83	14	2	1	±3	1.2	±0.1	
White	99	±1	83	13	2	1	±4	1.2	±0.1	
Total Minority	99	±1	82	15	2	1	±4	1.2	±0.1	
Black	99	±1	81	14	3	1	±4	1.2	±0.1	
Hispanic	100	±1	81	17	1	1	±9	1.2	±0.1	
Asian	100	±1	79	18	2	0	±8	1.2	±0.1	
Other Race/Ethnicity	98	±4	85	10	3	1	±5	1.2	±0.1	
Enlisted	99	±1	82	14	2	2	±3	1.2	±0.1	
E1 – E4	99	±2	83	14	3	1	±5	1.2	±0.1	
E5 – E9	99	±1	82	14	2	2	±4	1.2	±0.1	
Officers	99	±1	84	14	2	0	±4	1.2	±0.1	
COAST GUARD	99	±1	71	23	4	1	±4	1.4	±0.1	
White	99	±2	71	23	5	2	±5	1.4	±0.1	
Total Minority	99	±1	71	25	4	1	±5	1.4	±0.1	
Black	97	±2	73	22	4	1	±5	1.3	±0.1	
Hispanic	99	±1	75	21	4	1	±7	1.3	±0.1	
Asian	100	±0	57	37	4	2	±10	1.5	±0.2	
Other Race/Ethnicity	100	±1	65	30	4	1	±10	1.4	±0.2	
Enlisted	99	±1	70	24	4	2	±5	1.4	±0.1	
E1 – E4	98	±2	72	21	6	1	±8	1.4	±0.1	
E5 – E9	99	±1	69	26	3	2	±6	1.4	±0.1	
Officers	98	±2	74	20	4	1	±5	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

c. Trouble falling or staying asleep, or sleeping too much

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	52	26	12	10	±2	1.8	±0.1	
Enlisted	99	±1	50	26	13	11	±3	1.8	±0.1	
E1 – E4	99	±1	50	24	15	12	±4	1.9	±0.1	
E5 – E9	99	±1	52	28	11	10	±3	1.8	±0.1	
Officers	100	±1	60	29	7	4	±3	1.6	±0.1	
O1 – O3	99	±1	60	29	6	4	±5	1.5	±0.1	
O4 – O6	100	±1	61	29	7	3	±5	1.5	±0.1	
Male	99	±1	53	25	12	10	±3	1.8	±0.1	
Female	99	±1	47	30	13	10	±4	1.8	±0.1	
White	99	±1	52	26	12	9	±3	1.8	±0.1	
Total Minority	99	±1	52	25	12	11	±2	1.8	±0.1	
Black	99	±1	53	25	11	11	±3	1.8	±0.1	
Hispanic	99	±1	53	24	12	11	±4	1.8	±0.1	
AIAN	100	±1	NR	18	10	NR	±10	2.0	±0.6	
Asian	99	±1	53	28	10	9	±4	1.8	±0.1	
NHPI	99	±1	48	33	10	9	±5	1.8	±0.1	
Two or More Races	99	±1	49	28	15	8	±7	1.8	±0.2	
Not Deployed Past 12 Months	99	±1	53	26	12	9	±3	1.8	±0.1	
Deployed Past 12 Months	99	±1	50	25	13	12	±4	1.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	30	33	17	20	±5	2.3	±0.2	
Experienced, Did Not Label	98	±2	41	31	15	13	±5	2.0	±0.1	
Did Not Experience	99	±1	59	23	10	7	±3	1.7	±0.1	
ARMY										
White	99	±2	47	26	15	11	±6	1.9	±0.2	
Total Minority	99	±1	51	25	12	13	±4	1.9	±0.1	
Black	99	±1	51	25	12	12	±5	1.8	±0.1	
Hispanic	99	±1	51	23	12	14	±6	1.9	±0.2	
Asian	99	±2	55	24	9	11	±8	1.8	±0.2	
Other Race/Ethnicity	99	±2	45	30	14	11	±13	1.9	±0.3	
Enlisted	99	±2	46	25	15	13	±5	2.0	±0.1	
E1 – E4	99	±3	46	21	18	15	±7	2.0	±0.2	
E5 – E9	99	±1	47	30	12	12	±5	1.9	±0.1	
Officers	99	±2	60	29	7	4	±6	1.6	±0.1	
NAVY										
White	99	±2	55	26	10	9	±6	1.7	±0.2	
Total Minority	99	±1	49	29	13	10	±4	1.8	±0.1	
Black	99	±1	53	24	12	11	±5	1.8	±0.1	
Hispanic	99	±1	46	32	13	9	±7	1.8	±0.1	
Asian	98	±1	50	31	11	8	±6	1.8	±0.2	
Other Race/Ethnicity	99	±1	40	32	17	11	±9	2.0	±0.2	
Enlisted	99	±1	51	27	12	10	±4	1.8	±0.1	
E1 – E4	99	±2	49	28	11	12	±7	1.9	±0.2	
E5 – E9	98	±2	53	25	14	8	±5	1.8	±0.1	
Officers	100	±1	58	29	7	6	±5	1.6	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

27. Over the past 30 days, have you been bothered by the following problems?

c. Trouble falling or staying asleep, or sleeping too much

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	99	±1	49	26	12	13	±4	1.9	±0.1	
White	100	±1	47	27	12	14	±6	1.9	±0.2	
Total Minority	99	±1	50	25	12	13	±5	1.9	±0.2	
Black	99	±2	47	25	13	15	±7	2.0	±0.2	
Hispanic	99	±1	51	25	12	12	±8	1.8	±0.2	
Asian	99	±1	49	30	13	9	±11	1.8	±0.3	
Other Race/Ethnicity	99	±1	52	26	8	15	±13	1.9	±0.3	
Enlisted	99	±1	48	26	13	14	±5	1.9	±0.1	
E1 – E4	100	±1	48	24	13	14	±7	1.9	±0.2	
E5 – E9	99	±1	46	29	11	14	±5	1.9	±0.2	
Officers	99	±1	57	29	8	6	±5	1.6	±0.1	
AIR FORCE	99	±1	60	26	10	5	±4	1.6	±0.1	
White	99	±1	59	27	10	4	±5	1.6	±0.1	
Total Minority	99	±1	60	23	9	7	±4	1.6	±0.1	
Black	99	±1	58	28	9	6	±5	1.6	±0.1	
Hispanic	100	±1	64	19	9	8	±9	1.6	±0.2	
Asian	100	±1	57	29	8	6	±10	1.6	±0.2	
Other Race/Ethnicity	100	±1	62	20	12	6	±9	1.6	±0.2	
Enlisted	99	±1	59	25	10	6	±4	1.6	±0.1	
E1 – E4	99	±2	59	24	12	5	±7	1.6	±0.2	
E5 – E9	99	±1	59	26	9	7	±5	1.6	±0.1	
Officers	100	±1	63	28	7	2	±5	1.5	±0.1	
COAST GUARD	99	±1	54	29	10	7	±4	1.7	±0.1	
White	99	±1	55	29	10	7	±5	1.7	±0.1	
Total Minority	99	±1	54	30	10	5	±5	1.7	±0.1	
Black	99	±1	54	29	9	8	±6	1.7	±0.2	
Hispanic	99	±1	60	25	11	4	±6	1.6	±0.2	
Asian	98	±3	44	37	9	9	±10	1.8	±0.2	
Other Race/Ethnicity	100	±1	45	40	11	4	±10	1.7	±0.2	
Enlisted	99	±1	55	28	10	7	±5	1.7	±0.1	
E1 – E4	99	±2	55	26	14	5	±8	1.7	±0.2	
E5 – E9	99	±1	55	29	7	9	±6	1.7	±0.1	
Officers	100	±1	53	35	8	4	±5	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

d. Feeling tired or having little energy

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	43	36	12	8	±2	1.9	±0.1	
Enlisted	99	±1	42	35	13	9	±3	1.9	±0.1	
E1 – E4	98	±1	41	34	14	11	±4	2.0	±0.1	
E5 – E9	99	±1	44	37	12	7	±3	1.8	±0.1	
Officers	99	±1	47	40	9	4	±4	1.7	±0.1	
O1 – O3	99	±1	47	41	9	4	±5	1.7	±0.1	
O4 – O6	100	±1	48	41	9	3	±5	1.7	±0.1	
Male	99	±1	44	36	12	8	±3	1.8	±0.1	
Female	99	±1	38	38	14	11	±4	2.0	±0.1	
White	99	±1	42	37	13	9	±3	1.9	±0.1	
Total Minority	99	±1	45	35	12	8	±2	1.8	±0.1	
Black	99	±1	46	35	11	8	±3	1.8	±0.1	
Hispanic	98	±2	45	33	13	8	±4	1.8	±0.1	
AIAN	99	±1	NR	NR	8	6	±6	1.7	±0.3	
Asian	99	±1	45	37	12	7	±4	1.8	±0.1	
NHPI	99	±1	43	41	10	6	±5	1.8	±0.1	
Two or More Races	99	±1	39	41	12	9	±7	1.9	±0.2	
Not Deployed Past 12 Months	99	±1	44	36	12	8	±3	1.8	±0.1	
Deployed Past 12 Months	99	±2	41	37	13	9	±4	1.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±2	28	35	19	18	±5	2.3	±0.2	
Experienced, Did Not Label	99	±1	31	39	17	13	±5	2.1	±0.1	
Did Not Experience	99	±1	49	36	10	5	±3	1.7	±0.1	
ARMY	99	±1	41	36	12	10	±4	1.9	±0.1	
White	99	±1	39	37	13	11	±6	2.0	±0.2	
Total Minority	98	±2	45	35	12	9	±4	1.8	±0.1	
Black	99	±1	45	35	11	9	±5	1.8	±0.1	
Hispanic	96	±5	45	32	14	9	±6	1.9	±0.2	
Asian	99	±1	50	32	11	8	±7	1.8	±0.2	
Other Race/Ethnicity	99	±2	38	46	7	9	±14	1.9	±0.2	
Enlisted	99	±2	40	36	13	12	±5	2.0	±0.1	
E1 – E4	98	±2	38	33	14	15	±7	2.1	±0.2	
E5 – E9	99	±1	42	38	11	8	±5	1.8	±0.1	
Officers	100	±1	46	39	11	4	±6	1.7	±0.1	
NAVY	99	±1	39	38	14	9	±4	1.9	±0.1	
White	99	±2	40	36	15	9	±6	1.9	±0.2	
Total Minority	99	±1	38	40	13	8	±4	1.9	±0.1	
Black	98	±2	43	36	13	9	±5	1.9	±0.1	
Hispanic	99	±2	37	42	14	8	±7	1.9	±0.1	
Asian	99	±1	39	42	11	8	±6	1.9	±0.2	
Other Race/Ethnicity	100	±1	30	45	17	8	±8	2.0	±0.1	
Enlisted	99	±1	38	37	15	10	±4	2.0	±0.1	
E1 – E4	99	±2	36	39	15	11	±7	2.0	±0.2	
E5 – E9	99	±1	41	35	15	9	±5	1.9	±0.1	
Officers	99	±2	44	42	10	4	±5	1.7	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

27. Over the past 30 days, have you been bothered by the following problems?

d. Feeling tired or having little energy

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	99	±1	38	39	13	10	±4	2.0	±0.1	
White	99	±2	37	41	12	11	±6	2.0	±0.2	
Total Minority	99	±1	41	36	13	10	±5	1.9	±0.2	
Black	99	±1	40	37	14	9	±7	1.9	±0.2	
Hispanic	99	±1	41	35	12	11	±8	1.9	±0.2	
Asian	99	±1	39	37	16	8	±12	1.9	±0.2	
Other Race/Ethnicity	100	±1	46	32	12	11	±14	1.9	±0.3	
Enlisted	99	±1	38	38	13	11	±5	2.0	±0.1	
E1 – E4	99	±2	40	34	14	12	±7	2.0	±0.2	
E5 – E9	99	±1	35	46	11	9	±5	1.9	±0.1	
Officers	100	±1	41	45	9	5	±5	1.8	±0.1	
AIR FORCE	99	±1	53	34	10	4	±4	1.6	±0.1	
White	99	±2	51	35	10	3	±5	1.7	±0.1	
Total Minority	99	±1	56	31	9	4	±4	1.6	±0.1	
Black	99	±1	54	35	7	4	±5	1.6	±0.1	
Hispanic	99	±1	62	24	11	4	±9	1.6	±0.2	
Asian	100	±1	50	36	12	3	±8	1.7	±0.2	
Other Race/Ethnicity	98	±2	51	33	10	6	±9	1.7	±0.2	
Enlisted	99	±1	53	32	11	4	±4	1.7	±0.1	
E1 – E4	98	±2	54	31	13	2	±7	1.6	±0.1	
E5 – E9	99	±1	52	34	9	5	±5	1.7	±0.1	
Officers	99	±1	52	39	6	3	±5	1.6	±0.1	
COAST GUARD	99	±1	41	41	13	5	±4	1.8	±0.1	
White	99	±1	41	41	14	5	±5	1.8	±0.1	
Total Minority	99	±1	43	42	10	4	±5	1.8	±0.1	
Black	98	±2	43	43	9	5	±7	1.8	±0.1	
Hispanic	99	±1	46	39	11	3	±7	1.7	±0.1	
Asian	98	±3	35	50	6	8	±10	1.9	±0.2	
Other Race/Ethnicity	100	±1	39	45	12	5	±11	1.8	±0.2	
Enlisted	99	±1	41	41	13	5	±5	1.8	±0.1	
E1 – E4	98	±2	42	37	16	4	±8	1.8	±0.2	
E5 – E9	100	±1	40	43	12	5	±6	1.8	±0.1	
Officers	100	±1	42	43	12	3	±5	1.8	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

e. Poor appetite or overeating

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	65	22	7	5	±2	1.5	±0.1	
Enlisted	99	±1	64	22	8	6	±3	1.6	±0.1	
E1 – E4	99	±1	61	23	9	7	±4	1.6	±0.1	
E5 – E9	99	±1	67	21	7	4	±3	1.5	±0.1	
Officers	99	±1	71	23	4	2	±3	1.4	±0.1	
O1 – O3	99	±1	70	24	4	2	±4	1.4	±0.1	
O4 – O6	99	±1	74	22	3	1	±5	1.3	±0.1	
Male	99	±1	67	22	7	5	±3	1.5	±0.1	
Female	99	±1	58	27	9	6	±4	1.6	±0.1	
White	99	±1	66	22	7	4	±3	1.5	±0.1	
Total Minority	99	±1	64	22	8	6	±2	1.6	±0.1	
Black	98	±1	67	19	7	6	±3	1.5	±0.1	
Hispanic	99	±1	62	24	8	6	±4	1.6	±0.1	
AIAN	100	±1	NR	NR	8	3	±6	1.5	±0.3	
Asian	99	±1	61	27	8	4	±4	1.5	±0.1	
NHPI	100	±1	58	29	8	5	±5	1.6	±0.1	
Two or More Races	99	±1	62	24	9	4	±7	1.6	±0.1	
Not Deployed Past 12 Months	99	±1	65	23	7	5	±3	1.5	±0.1	
Deployed Past 12 Months	99	±1	65	22	8	5	±4	1.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	45	32	11	12	±5	1.9	±0.1	
Experienced, Did Not Label	99	±2	56	26	11	7	±5	1.7	±0.1	
Did Not Experience	99	±1	71	20	6	3	±3	1.4	±0.1	
ARMY										
White	99	±2	61	28	7	4	±6	1.5	±0.1	
Total Minority	99	±1	63	22	8	7	±4	1.6	±0.1	
Black	98	±2	68	17	8	7	±4	1.5	±0.1	
Hispanic	99	±1	60	24	8	8	±7	1.6	±0.2	
Asian	99	±2	65	23	7	5	±7	1.5	±0.1	
Other Race/Ethnicity	99	±2	57	31	9	3	±13	1.6	±0.2	
Enlisted	99	±1	60	26	8	6	±5	1.6	±0.1	
E1 – E4	99	±2	57	28	9	7	±7	1.7	±0.2	
E5 – E9	99	±1	65	23	6	5	±5	1.5	±0.1	
Officers	100	±1	70	25	4	2	±6	1.4	±0.1	
NAVY										
White	99	±2	63	23	8	6	±6	1.6	±0.1	
Total Minority	99	±1	58	26	10	6	±4	1.6	±0.1	
Black	98	±2	60	24	9	8	±5	1.6	±0.1	
Hispanic	99	±1	57	28	10	5	±7	1.6	±0.1	
Asian	99	±1	56	30	9	5	±6	1.6	±0.1	
Other Race/Ethnicity	100	±1	59	21	15	6	±11	1.7	±0.2	
Enlisted	99	±1	60	23	10	7	±4	1.6	±0.1	
E1 – E4	99	±2	56	24	10	9	±7	1.7	±0.2	
E5 – E9	99	±1	63	22	10	4	±5	1.6	±0.1	
Officers	99	±1	68	26	5	2	±5	1.4	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

27. Over the past 30 days, have you been bothered by the following problems?

e. Poor appetite or overeating

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	100	±1	61	22	10	7	±4	1.6	±0.1	
White	100	±1	62	22	10	7	±6	1.6	±0.2	
Total Minority	99	±1	60	23	9	8	±5	1.6	±0.1	
Black	99	±2	59	23	11	7	±8	1.7	±0.2	
Hispanic	99	±1	60	23	9	8	±8	1.6	±0.2	
Asian	99	±1	59	25	13	3	±10	1.6	±0.2	
Other Race/Ethnicity	100	±1	58	25	8	10	±14	1.7	±0.3	
Enlisted	100	±1	60	22	10	8	±5	1.7	±0.1	
E1 – E4	100	±1	59	21	10	10	±7	1.7	±0.2	
E5 – E9	99	±1	62	24	10	4	±5	1.6	±0.1	
Officers	99	±1	68	24	5	3	±4	1.4	±0.1	
AIR FORCE	99	±1	77	16	5	2	±3	1.3	±0.1	
White	99	±2	78	15	6	2	±4	1.3	±0.1	
Total Minority	99	±1	75	19	4	2	±4	1.3	±0.1	
Black	99	±1	77	17	3	2	±4	1.3	±0.1	
Hispanic	99	±1	75	18	5	2	±9	1.3	±0.2	
Asian	99	±1	66	28	5	1	±9	1.4	±0.1	
Other Race/Ethnicity	100	±1	74	21	2	2	±8	1.3	±0.1	
Enlisted	99	±1	77	16	6	2	±4	1.3	±0.1	
E1 – E4	98	±2	76	14	7	2	±6	1.3	±0.1	
E5 – E9	99	±1	77	17	4	2	±5	1.3	±0.1	
Officers	99	±1	78	18	3	1	±5	1.3	±0.1	
COAST GUARD	99	±1	66	25	7	3	±4	1.5	±0.1	
White	99	±2	66	25	7	2	±5	1.5	±0.1	
Total Minority	98	±1	66	24	7	3	±5	1.5	±0.1	
Black	99	±2	64	27	7	3	±7	1.5	±0.1	
Hispanic	99	±1	70	22	5	2	±7	1.4	±0.1	
Asian	98	±3	66	23	5	6	±10	1.5	±0.2	
Other Race/Ethnicity	97	±4	59	26	10	5	±11	1.6	±0.2	
Enlisted	98	±2	66	24	8	3	±5	1.5	±0.1	
E1 – E4	98	±3	67	24	6	2	±8	1.4	±0.2	
E5 – E9	99	±1	65	24	8	3	±6	1.5	±0.1	
Officers	99	±1	67	27	5	1	±5	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	76	15	5	4	±2	1.4	±0.1	
Enlisted	99	±1	76	15	6	4	±2	1.4	±0.1	
E1 – E4	99	±1	72	16	6	5	±4	1.5	±0.1	
E5 – E9	99	±1	79	14	4	3	±2	1.3	±0.1	
Officers	99	±1	80	15	4	1	±3	1.3	±0.1	
O1 – O3	99	±1	80	15	4	1	±4	1.3	±0.1	
O4 – O6	99	±1	81	15	4	1	±5	1.3	±0.1	
Male	99	±1	77	15	5	4	±2	1.4	±0.1	
Female	98	±1	75	16	6	3	±4	1.4	±0.1	
White	99	±1	77	15	5	3	±3	1.4	±0.1	
Total Minority	99	±1	76	15	5	4	±2	1.4	±0.1	
Black	98	±1	77	13	5	4	±3	1.4	±0.1	
Hispanic	99	±1	76	15	5	4	±3	1.4	±0.1	
AIAN	100	±1	80	13	4	3	±12	1.3	±0.2	
Asian	99	±1	71	20	6	3	±3	1.4	±0.1	
NHPI	99	±1	70	21	7	3	±7	1.4	±0.1	
Two or More Races	99	±1	75	15	5	5	±7	1.4	±0.2	
Not Deployed Past 12 Months	99	±1	77	15	5	3	±2	1.3	±0.1	
Deployed Past 12 Months	99	±1	76	14	6	4	±4	1.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	58	22	10	10	±5	1.7	±0.2	
Experienced, Did Not Label	99	±1	68	19	7	5	±5	1.5	±0.1	
Did Not Experience	99	±1	82	12	4	2	±2	1.3	±0.1	
ARMY	99	±1	75	15	6	4	±4	1.4	±0.1	
White	100	±1	76	15	5	4	±6	1.4	±0.1	
Total Minority	99	±1	74	15	6	5	±3	1.4	±0.1	
Black	98	±2	74	15	6	5	±4	1.4	±0.1	
Hispanic	99	±1	75	15	6	4	±5	1.4	±0.1	
Asian	99	±1	76	16	5	3	±5	1.4	±0.1	
Other Race/Ethnicity	98	±2	72	15	7	NR	±12	1.5	±0.3	
Enlisted	99	±1	75	14	6	5	±4	1.4	±0.1	
E1 – E4	99	±1	72	14	7	7	±7	1.5	±0.2	
E5 – E9	99	±1	78	15	5	2	±4	1.3	±0.1	
Officers	99	±1	78	17	3	1	±6	1.3	±0.1	
NAVY	98	±2	73	17	6	3	±4	1.4	±0.1	
White	98	±2	75	16	6	3	±5	1.4	±0.1	
Total Minority	98	±1	72	17	7	4	±3	1.4	±0.1	
Black	98	±2	76	14	5	4	±5	1.4	±0.1	
Hispanic	98	±2	71	17	9	3	±8	1.5	±0.2	
Asian	98	±1	65	24	7	3	±5	1.5	±0.1	
Other Race/Ethnicity	99	±1	70	18	6	5	±10	1.5	±0.2	
Enlisted	98	±2	72	17	7	4	±4	1.4	±0.1	
E1 – E4	98	±2	69	18	8	5	±7	1.5	±0.2	
E5 – E9	98	±2	76	16	5	3	±5	1.3	±0.1	
Officers	99	±1	78	15	6	1	±5	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

27. Over the past 30 days, have you been bothered by the following problems?

f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	99	±1	69	18	7	6	±4	1.5	±0.1	
White	99	±1	68	18	7	7	±6	1.5	±0.2	
Total Minority	99	±1	70	19	5	5	±5	1.5	±0.1	
Black	98	±2	71	17	6	6	±9	1.5	±0.2	
Hispanic	99	±1	70	20	5	6	±8	1.5	±0.2	
Asian	99	±1	70	18	8	4	±7	1.4	±0.2	
Other Race/Ethnicity	100	±1	72	19	6	3	±12	1.4	±0.2	
Enlisted	99	±1	68	19	7	7	±5	1.5	±0.1	
E1 – E4	100	±1	65	20	7	8	±6	1.6	±0.2	
E5 – E9	98	±2	73	16	6	5	±5	1.4	±0.1	
Officers	99	±1	79	17	3	1	±4	1.3	±0.1	
AIR FORCE	99	±1	85	11	3	1	±3	1.2	±0.1	
White	99	±2	85	11	3	2	±4	1.2	±0.1	
Total Minority	99	±1	86	10	2	1	±3	1.2	±0.1	
Black	98	±2	88	8	3	1	±4	1.2	±0.1	
Hispanic	99	±1	90	8	1	1	±5	1.1	±0.1	
Asian	99	±1	75	21	2	2	±9	1.3	±0.1	
Other Race/Ethnicity	99	±1	85	12	2	2	±5	1.2	±0.1	
Enlisted	98	±1	85	11	2	2	±3	1.2	±0.1	
E1 – E4	97	±2	85	12	2	1	±5	1.2	±0.1	
E5 – E9	99	±1	86	9	3	2	±4	1.2	±0.1	
Officers	100	±1	85	11	4	1	±4	1.2	±0.1	
COAST GUARD	99	±1	75	18	5	2	±4	1.3	±0.1	
White	99	±2	76	17	5	2	±5	1.3	±0.1	
Total Minority	99	±1	71	20	6	2	±4	1.4	±0.1	
Black	98	±2	78	16	5	1	±5	1.3	±0.1	
Hispanic	99	±1	74	19	3	4	±6	1.4	±0.1	
Asian	100	±0	71	16	11	2	±10	1.4	±0.2	
Other Race/Ethnicity	98	±2	62	28	9	1	±11	1.5	±0.2	
Enlisted	99	±1	75	17	6	2	±4	1.4	±0.1	
E1 – E4	98	±2	78	12	7	2	±7	1.3	±0.2	
E5 – E9	99	±1	72	21	5	2	±5	1.4	±0.1	
Officers	99	±2	76	19	3	2	±5	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

g. Trouble concentrating on things, such as reading the newspaper or watching television

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	72	19	5	3	±2	1.4	±0.1	
Enlisted	99	±1	71	20	6	4	±2	1.4	±0.1	
E1 – E4	99	±1	71	19	6	4	±4	1.4	±0.1	
E5 – E9	99	±1	72	20	5	3	±3	1.4	±0.1	
Officers	99	±1	77	18	4	2	±3	1.3	±0.1	
O1 – O3	100	±1	77	18	4	1	±4	1.3	±0.1	
O4 – O6	99	±2	79	17	3	1	±5	1.3	±0.1	
Male	99	±1	72	19	5	3	±2	1.4	±0.1	
Female	99	±1	73	18	5	4	±4	1.4	±0.1	
White	99	±1	73	19	5	3	±3	1.4	±0.1	
Total Minority	99	±1	71	20	5	4	±2	1.4	±0.1	
Black	99	±1	74	18	5	4	±3	1.4	±0.1	
Hispanic	100	±1	70	21	6	4	±4	1.4	±0.1	
AIAN	100	±1	79	12	6	2	±11	1.3	±0.2	
Asian	99	±1	70	22	5	3	±4	1.4	±0.1	
NHPI	100	±1	70	21	5	4	±4	1.4	±0.1	
Two or More Races	99	±2	66	24	6	4	±7	1.5	±0.1	
Not Deployed Past 12 Months	99	±1	73	19	5	3	±2	1.4	±0.1	
Deployed Past 12 Months	100	±1	71	19	6	3	±4	1.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	52	28	10	10	±5	1.8	±0.1	
Experienced, Did Not Label	99	±1	63	26	7	4	±5	1.5	±0.1	
Did Not Experience	99	±1	78	16	4	2	±2	1.3	±0.1	
ARMY										
White	100	±1	66	24	7	3	±6	1.5	±0.1	
Total Minority	99	±1	69	21	5	5	±3	1.5	±0.1	
Black	99	±1	72	19	4	5	±4	1.4	±0.1	
Hispanic	99	±1	67	21	6	5	±6	1.5	±0.1	
Asian	99	±2	70	21	5	3	±7	1.4	±0.1	
Other Race/Ethnicity	97	±4	60	27	7	6	±12	1.6	±0.2	
Enlisted	100	±1	66	23	7	4	±4	1.5	±0.1	
E1 – E4	100	±1	66	22	7	4	±7	1.5	±0.1	
E5 – E9	99	±1	66	24	6	4	±5	1.5	±0.1	
Officers	99	±2	73	21	4	2	±6	1.4	±0.1	
NAVY										
White	99	±2	75	16	6	3	±5	1.4	±0.1	
Total Minority	99	±1	69	21	7	3	±3	1.4	±0.1	
Black	99	±1	72	18	7	4	±5	1.4	±0.1	
Hispanic	99	±1	67	24	6	2	±7	1.4	±0.1	
Asian	99	±1	68	23	6	3	±5	1.5	±0.1	
Other Race/Ethnicity	100	±1	68	22	6	4	±9	1.4	±0.1	
Enlisted	99	±1	71	19	6	4	±4	1.4	±0.1	
E1 – E4	99	±2	71	18	6	5	±6	1.5	±0.1	
E5 – E9	99	±2	71	20	7	2	±5	1.4	±0.1	
Officers	100	±1	79	14	5	1	±4	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

g. Trouble concentrating on things, such as reading the newspaper or watching television

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	100	±1	68	21	6	5	±4	1.5	±0.1	
White	100	±1	68	21	5	6	±6	1.5	±0.2	
Total Minority	100	±1	67	22	7	4	±5	1.5	±0.1	
Black	99	±1	66	24	8	3	±7	1.5	±0.1	
Hispanic	100	±1	66	23	7	4	±8	1.5	±0.2	
Asian	100	±1	69	22	7	2	±8	1.4	±0.1	
Other Race/Ethnicity	100	±1	73	18	4	5	±10	1.4	±0.2	
Enlisted	100	±1	67	22	6	5	±5	1.5	±0.1	
E1 – E4	100	±1	67	22	6	5	±6	1.5	±0.2	
E5 – E9	100	±1	67	22	5	6	±5	1.5	±0.1	
Officers	100	±1	76	19	5	1	±4	1.3	±0.1	
AIR FORCE	99	±1	83	14	2	2	±3	1.2	±0.1	
White	99	±1	83	13	2	2	±4	1.2	±0.1	
Total Minority	99	±1	81	14	3	2	±4	1.3	±0.1	
Black	99	±1	85	12	2	2	±4	1.2	±0.1	
Hispanic	100	±1	83	12	2	4	±9	1.3	±0.2	
Asian	100	±1	75	22	2	1	±9	1.3	±0.1	
Other Race/Ethnicity	100	±1	77	17	5	2	±8	1.3	±0.2	
Enlisted	99	±1	83	13	2	2	±3	1.2	±0.1	
E1 – E4	98	±2	83	12	3	2	±6	1.2	±0.1	
E5 – E9	100	±1	82	14	2	2	±4	1.2	±0.1	
Officers	100	±1	82	15	1	1	±5	1.2	±0.1	
COAST GUARD	100	±1	73	20	5	2	±4	1.4	±0.1	
White	100	±1	72	20	5	2	±5	1.4	±0.1	
Total Minority	99	±1	74	19	4	3	±4	1.4	±0.1	
Black	99	±2	73	21	4	2	±8	1.4	±0.1	
Hispanic	100	±1	79	16	3	3	±5	1.3	±0.1	
Asian	100	±0	74	18	4	3	±10	1.4	±0.2	
Other Race/Ethnicity	100	±1	67	23	6	4	±10	1.5	±0.2	
Enlisted	100	±1	73	20	5	2	±4	1.4	±0.1	
E1 – E4	99	±2	74	19	5	2	±8	1.4	±0.1	
E5 – E9	100	±1	73	20	5	3	±5	1.4	±0.1	
Officers	100	±1	73	21	4	2	±5	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

h. Moving or speaking so slowly that other people could have noticed. Or the opposite—being so fidgety or restless that you have been moving around a lot more than usual

1. Not at all

2. Several days

3. More than half the days

4. Nearly every day

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
TOTAL DOD	99	±1	84	11	3	2	±2	1.2	±0.1	
Enlisted	99	±1	83	11	4	2	±2	1.3	±0.1	
E1 – E4	99	±1	81	12	4	3	±3	1.3	±0.1	
E5 – E9	99	±1	85	11	3	1	±2	1.2	±0.1	
Officers	100	±1	90	8	1	0	±2	1.1	±0.1	
O1 – O3	100	±1	90	8	1	0	±3	1.1	±0.1	
O4 – O6	100	±1	91	7	1	1	±4	1.1	±0.1	
Male	99	±1	84	11	3	2	±2	1.2	±0.1	
Female	100	±1	83	11	3	2	±3	1.2	±0.1	
White	99	±1	85	10	3	2	±3	1.2	±0.1	
Total Minority	99	±1	83	12	4	2	±2	1.2	±0.1	
Black	100	±1	84	10	4	2	±3	1.2	±0.1	
Hispanic	99	±1	82	12	4	2	±3	1.3	±0.1	
AIAN	91	±17	86	8	4	2	±9	1.2	±0.2	
Asian	99	±1	80	15	3	2	±3	1.3	±0.1	
NHPI	100	±1	79	15	5	2	±4	1.3	±0.1	
Two or More Races	100	±1	80	15	3	1	±7	1.3	±0.1	
Not Deployed Past 12 Months	99	±1	84	11	3	2	±2	1.2	±0.1	
Deployed Past 12 Months	100	±1	83	10	4	3	±3	1.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±2	66	19	7	7	±5	1.6	±0.1	
Experienced, Did Not Label	99	±1	77	15	6	2	±4	1.3	±0.1	
Did Not Experience	99	±1	89	8	2	1	±2	1.2	±0.1	
ARMY	99	±1	85	11	3	2	±3	1.2	±0.1	
White	100	±1	86	10	2	1	±5	1.2	±0.1	
Total Minority	99	±2	82	11	4	3	±3	1.3	±0.1	
Black	100	±1	82	11	4	3	±4	1.3	±0.1	
Hispanic	99	±1	83	11	3	3	±4	1.3	±0.1	
Asian	99	±1	84	11	3	2	±4	1.2	±0.1	
Other Race/Ethnicity	95	±8	80	15	4	1	±11	1.3	±0.2	
Enlisted	99	±1	83	11	3	2	±4	1.2	±0.1	
E1 – E4	100	±1	83	11	3	3	±6	1.3	±0.1	
E5 – E9	99	±2	84	11	3	2	±4	1.2	±0.1	
Officers	100	±1	90	9	1	1	±4	1.1	±0.1	
NAVY	99	±1	80	13	3	3	±3	1.3	±0.1	
White	99	±2	81	12	3	4	±5	1.3	±0.1	
Total Minority	99	±1	80	14	4	2	±3	1.3	±0.1	
Black	99	±1	84	11	3	1	±4	1.2	±0.1	
Hispanic	100	±1	80	14	5	2	±5	1.3	±0.1	
Asian	99	±1	74	19	4	3	±5	1.4	±0.1	
Other Race/Ethnicity	100	±1	74	18	4	3	±10	1.4	±0.1	
Enlisted	99	±1	79	14	4	4	±4	1.3	±0.1	
E1 – E4	99	±2	76	13	4	7	±6	1.4	±0.2	
E5 – E9	99	±1	82	14	3	1	±4	1.2	±0.1	
Officers	99	±1	88	10	2	0	±4	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

27. Over the past 30 days, have you been bothered by the following problems?

- h. Moving or speaking so slowly that other people could have noticed. Or the opposite—being so fidgety or restless that you have been moving around a lot more than usual

	Percent Responding		Percentages				Max ME	Average Frequency		
			1	2	3	4				
MARINE CORPS	100	±1	77	14	6	3	±4	1.4	±0.1	■
White	100	±1	76	14	7	4	±6	1.4	±0.1	■
Total Minority	99	±1	78	15	6	2	±4	1.3	±0.1	■
Black	100	±1	76	16	6	2	±8	1.3	±0.2	■
Hispanic	99	±2	79	14	6	2	±6	1.3	±0.1	■
Asian	100	±1	75	17	6	2	±7	1.3	±0.1	■
Other Race/Ethnicity	100	±1	77	17	4	1	±12	1.3	±0.2	■
Enlisted	100	±1	75	15	7	3	±5	1.4	±0.1	■
E1 – E4	100	±1	73	16	8	3	±6	1.4	±0.2	■
E5 – E9	100	±1	80	12	5	3	±5	1.3	±0.1	■
Officers	99	±1	87	10	3	0	±4	1.2	±0.1	■
AIR FORCE	99	±1	91	6	2	1	±2	1.1	±0.1	■
White	99	±1	92	5	2	0	±3	1.1	±0.1	■
Total Minority	100	±1	90	7	2	1	±3	1.1	±0.1	■
Black	100	±1	92	5	2	1	±3	1.1	±0.1	■
Hispanic	100	±0	89	7	3	1	±7	1.1	±0.1	■
Asian	100	±1	87	11	2	1	±8	1.2	±0.1	■
Other Race/Ethnicity	100	±1	89	8	2	0	±8	1.1	±0.1	■
Enlisted	99	±1	91	6	2	1	±3	1.1	±0.1	■
E1 – E4	99	±2	92	6	2	1	±5	1.1	±0.1	■
E5 – E9	100	±1	90	7	2	1	±4	1.1	±0.1	■
Officers	100	±1	93	5	1	0	±3	1.1	±0.1	■
COAST GUARD	99	±2	86	10	3	1	±3	1.2	±0.1	■
White	98	±2	87	9	3	1	±4	1.2	±0.1	■
Total Minority	100	±1	84	13	2	1	±4	1.2	±0.1	■
Black	99	±1	89	8	2	1	±4	1.2	±0.1	■
Hispanic	100	±1	89	9	2	1	±4	1.1	±0.1	■
Asian	100	±0	85	11	2	2	±9	1.2	±0.2	■
Other Race/Ethnicity	100	±1	72	23	4	1	±13	1.3	±0.2	■
Enlisted	98	±2	86	11	3	1	±4	1.2	±0.1	■
E1 – E4	98	±3	86	11	2	1	±6	1.2	±0.1	■
E5 – E9	99	±2	85	11	3	1	±5	1.2	±0.1	■
Officers	100	±1	90	8	2	0	±4	1.1	±0.1	■

Note. Percent responding are active duty members who answered the question.

27. Depression scale: Constructed from Q27. Depression is a common mood disorder characterized by depressed mood, loss of interest or pleasure, feelings or guilt or low self-worth, disturbed sleep or appetite, low energy, and poor concentration.

	Percent Responding		Mean	Max ME	Depression
TOTAL DOD	95	±1	1.5	±0.1	
Enlisted	95	±1	1.5	±0.1	
E1 – E4	96	±2	1.6	±0.1	
E5 – E9	95	±2	1.5	±0.1	
Officers	96	±2	1.4	±0.1	
O1 – O3	95	±2	1.4	±0.1	
O4 – O6	96	±3	1.3	±0.1	
Male	96	±1	1.5	±0.1	
Female	95	±2	1.6	±0.1	
White	96	±2	1.5	±0.1	
Total Minority	95	±1	1.5	±0.1	
Black	95	±2	1.5	±0.1	
Hispanic	95	±2	1.5	±0.1	
AIAN	85	±18	1.5	±0.3	
Asian	95	±1	1.5	±0.1	
NHPI	96	±1	1.5	±0.1	
Two or More Races	96	±3	1.5	±0.1	
Not Deployed Past 12 Months	95	±1	1.5	±0.1	
Deployed Past 12 Months	97	±2	1.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	94	±3	1.9	±0.1	
Experienced, Did Not Label	95	±3	1.7	±0.1	
Did Not Experience	96	±1	1.4	±0.1	
ARMY					
White	96	±3	1.5	±0.1	
Total Minority	94	±3	1.5	±0.1	
Black	96	±2	1.5	±0.1	
Hispanic	93	±5	1.6	±0.1	
Asian	96	±2	1.5	±0.1	
Other Race/Ethnicity	91	±9	1.6	±0.2	
Enlisted	95	±2	1.6	±0.1	
E1 – E4	96	±4	1.6	±0.1	
E5 – E9	95	±2	1.5	±0.1	
Officers	95	±3	1.4	±0.1	
NAVY					
White	95	±3	1.5	±0.1	
Total Minority	94	±2	1.6	±0.1	
Black	92	±3	1.5	±0.1	
Hispanic	94	±3	1.6	±0.1	
Asian	94	±3	1.6	±0.1	
Other Race/Ethnicity	97	±2	1.6	±0.1	
Enlisted	95	±2	1.6	±0.1	
E1 – E4	96	±3	1.6	±0.1	
E5 – E9	94	±3	1.5	±0.1	
Officers	95	±3	1.4	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 4. Higher scores indicate higher levels of depression. The overall Cronbach's alpha = 0.91 (White = 0.91, Black = 0.91, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

27. Depression scale: Constructed from Q27. Depression is a common mood disorder characterized by depressed mood, loss of interest or pleasure, feelings or guilt or low self-worth, disturbed sleep or appetite, low energy, and poor concentration.

	Percent Responding		Mean	Max ME	Depression
MARINE CORPS	97	±2	1.6	±0.1	
White	98	±2	1.6	±0.1	
Total Minority	95	±2	1.6	±0.1	
Black	95	±3	1.6	±0.2	
Hispanic	95	±3	1.6	±0.2	
Asian	96	±2	1.6	±0.2	
Other Race/Ethnicity	98	±2	1.6	±0.2	
Enlisted	97	±2	1.7	±0.1	
E1 – E4	98	±2	1.7	±0.2	
E5 – E9	96	±2	1.6	±0.1	
Officers	95	±2	1.4	±0.1	
AIR FORCE	96	±2	1.3	±0.1	
White	96	±2	1.3	±0.1	
Total Minority	96	±2	1.3	±0.1	
Black	94	±3	1.3	±0.1	
Hispanic	98	±1	1.3	±0.1	
Asian	97	±2	1.4	±0.1	
Other Race/Ethnicity	94	±4	1.3	±0.1	
Enlisted	95	±2	1.3	±0.1	
E1 – E4	94	±3	1.3	±0.1	
E5 – E9	96	±2	1.3	±0.1	
Officers	97	±2	1.3	±0.1	
COAST GUARD	95	±2	1.5	±0.1	
White	95	±3	1.5	±0.1	
Total Minority	95	±2	1.5	±0.1	
Black	92	±3	1.4	±0.1	
Hispanic	97	±2	1.4	±0.1	
Asian	93	±5	1.5	±0.2	
Other Race/Ethnicity	95	±4	1.5	±0.1	
Enlisted	95	±2	1.5	±0.1	
E1 – E4	94	±4	1.5	±0.1	
E5 – E9	95	±3	1.5	±0.1	
Officers	96	±2	1.4	±0.1	

Note. Percent responding are active duty members who answered the question. The scale ranges from 1 to 4. Higher scores indicate higher levels of depression. The overall Cronbach's alpha = 0.91 (White = 0.91, Black = 0.91, Hispanic = 0.92, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	85	10	3	2	±2	15.0	±2.0	
Enlisted	99	±1	85	10	4	2	±2	15.0	±2.0	
E1 – E4	100	±1	82	11	4	2	±3	18.0	±3.0	
E5 – E9	99	±1	87	9	3	1	±2	13.0	±2.0	
Officers	100	±1	89	9	2	0	±3	11.0	±3.0	
O1 – O3	100	±1	86	12	2	0	±4	14.0	±4.0	
O4 – O6	100	±1	92	6	1	0	±3	8.0	±3.0	
Male	99	±1	86	10	3	1	±2	14.0	±2.0	
Female	99	±1	82	11	4	2	±3	18.0	±3.0	
White	100	±1	87	9	3	1	±3	13.0	±3.0	
Total Minority	99	±1	83	11	4	2	±2	17.0	±2.0	
Black	98	±1	81	12	4	3	±3	19.0	±3.0	
Hispanic	99	±1	84	10	4	2	±3	16.0	±3.0	
AIAN	100	±1	84	9	4	3	±11	16.0	±11.0	
Asian	99	±1	78	15	6	2	±3	22.0	±3.0	
NHPI	99	±1	85	10	4	1	±3	15.0	±3.0	
Two or More Races	100	±1	86	10	3	2	±5	14.0	±5.0	
Not Deployed Past 12 Months	99	±1	86	9	3	1	±2	14.0	±2.0	
Deployed Past 12 Months	100	±1	83	10	5	2	±3	17.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	43	30	15	11	±5	57.0	±5.0	
Experienced, Did Not Label	99	±1	60	30	9	2	±5	40.0	±5.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	82	12	4	1	±3	18.0	±3.0	
White	100	±1	83	12	4	0	±5	17.0	±5.0	
Total Minority	99	±1	81	12	4	3	±3	19.0	±3.0	
Black	99	±2	79	13	3	4	±4	21.0	±4.0	
Hispanic	100	±1	82	11	5	2	±5	18.0	±5.0	
Asian	99	±2	76	16	6	2	±5	24.0	±5.0	
Other Race/Ethnicity	100	±1	87	8	4	0	±6	13.0	±6.0	
Enlisted	99	±1	81	12	5	2	±4	19.0	±4.0	
E1 – E4	100	±1	79	13	6	2	±6	21.0	±6.0	
E5 – E9	99	±1	84	11	4	1	±4	16.0	±4.0	
Officers	100	±1	86	13	1	0	±5	14.0	±5.0	
NAVY	99	±1	84	10	4	2	±3	16.0	±3.0	
White	100	±1	87	9	2	3	±5	13.0	±5.0	
Total Minority	99	±1	80	13	6	2	±3	20.0	±3.0	
Black	98	±2	80	12	6	2	±5	20.0	±5.0	
Hispanic	100	±1	82	11	6	1	±4	18.0	±4.0	
Asian	100	±1	76	15	7	1	±5	24.0	±5.0	
Other Race/Ethnicity	99	±2	78	15	5	2	±11	22.0	±10.0	
Enlisted	99	±1	82	11	4	3	±4	18.0	±4.0	
E1 – E4	100	±1	79	13	4	4	±6	21.0	±6.0	
E5 – E9	99	±1	86	9	4	1	±4	14.0	±4.0	
Officers	100	±1	90	7	3	1	±4	10.0	±4.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	84	10	4	2	±4	16.0	±4.0	
White	99	±2	85	10	4	1	±5	15.0	±5.0	
Total Minority	100	±1	82	11	5	2	±4	18.0	±4.0	
Black	99	±1	78	11	8	3	±8	22.0	±7.0	
Hispanic	100	±1	85	10	4	1	±5	15.0	±5.0	
Asian	100	±1	75	16	5	3	±9	25.0	±9.0	
Other Race/Ethnicity	100	±1	79	12	3	NR	±13	21.0	±13.0	
Enlisted	99	±1	83	10	5	2	±4	17.0	±4.0	
E1 – E4	99	±2	81	12	6	2	±6	19.0	±6.0	
E5 – E9	99	±1	88	8	3	1	±4	12.0	±4.0	
Officers	99	±1	91	7	1	1	±3	9.0	±3.0	
AIR FORCE	99	±1	92	5	2	1	±2	8.0	±2.0	
White	100	±1	94	4	1	1	±3	6.0	±3.0	
Total Minority	99	±1	90	8	2	1	±3	10.0	±3.0	
Black	98	±2	89	7	3	1	±4	11.0	±4.0	
Hispanic	98	±3	90	8	1	1	±7	10.0	±7.0	
Asian	99	±1	86	12	2	1	±8	14.0	±8.0	
Other Race/Ethnicity	100	±1	92	5	1	2	±8	8.0	±5.0	
Enlisted	99	±1	93	5	1	1	±2	7.0	±2.0	
E1 – E4	100	±1	93	3	1	2	±3	7.0	±3.0	
E5 – E9	99	±1	92	6	1	1	±3	8.0	±3.0	
Officers	100	±1	91	7	2	0	±4	9.0	±4.0	
COAST GUARD	100	±1	86	10	3	1	±3	14.0	±3.0	
White	100	±1	88	9	1	1	±4	12.0	±4.0	
Total Minority	100	±1	81	13	6	1	±5	19.0	±5.0	
Black	100	±1	81	11	6	2	±5	19.0	±5.0	
Hispanic	100	±0	82	11	7	0	±6	18.0	±6.0	
Asian	99	±3	86	10	3	1	±9	14.0	±9.0	
Other Race/Ethnicity	100	±1	77	17	5	1	±13	23.0	±12.0	
Enlisted	100	±1	85	11	3	1	±4	15.0	±4.0	
E1 – E4	100	±1	81	14	4	1	±7	19.0	±7.0	
E5 – E9	100	±1	88	10	2	1	±4	12.0	±4.0	
Officers	100	±1	93	5	2	0	±3	7.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	98	±1	77	15	6	3	±2	23.0	±2.0	
Enlisted	97	±1	76	15	7	3	±2	24.0	±2.0	
E1 – E4	98	±1	72	16	8	4	±4	28.0	±4.0	
E5 – E9	97	±1	80	13	5	2	±3	20.0	±3.0	
Officers	98	±1	82	15	3	0	±3	18.0	±3.0	
O1 – O3	99	±1	78	17	5	1	±4	22.0	±4.0	
O4 – O6	97	±2	88	11	1	0	±5	12.0	±5.0	
Male	98	±1	77	14	6	3	±2	23.0	±2.0	
Female	98	±1	75	16	5	3	±4	25.0	±4.0	
White	98	±1	79	13	5	2	±3	21.0	±3.0	
Total Minority	97	±1	73	17	7	4	±2	27.0	±2.0	
Black	95	±2	74	15	7	4	±3	26.0	±3.0	
Hispanic	97	±1	72	18	6	3	±4	28.0	±4.0	
AIAN	99	±2	80	12	5	4	±13	20.0	±13.0	
Asian	98	±1	68	21	8	3	±3	32.0	±3.0	
NHPI	98	±1	79	14	5	2	±4	21.0	±4.0	
Two or More Races	99	±1	74	14	9	3	±7	26.0	±6.0	
Not Deployed Past 12 Months	98	±1	78	14	6	2	±2	22.0	±2.0	
Deployed Past 12 Months	98	±1	73	17	7	4	±4	27.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	98	±1	29	35	22	15	±5	71.0	±5.0	
Experienced, Did Not Label	98	±2	27	50	17	6	±5	73.0	±4.0	
Did Not Experience	97	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	97	±1	73	17	7	3	±4	27.0	±4.0	
White	98	±2	74	17	8	2	±6	26.0	±6.0	
Total Minority	96	±2	72	17	7	4	±3	28.0	±3.0	
Black	95	±2	75	15	5	5	±4	25.0	±4.0	
Hispanic	96	±2	70	19	7	5	±6	30.0	±6.0	
Asian	97	±2	65	23	9	3	±6	35.0	±6.0	
Other Race/Ethnicity	99	±1	72	16	10	2	±12	28.0	±11.0	
Enlisted	97	±2	72	16	8	4	±5	28.0	±5.0	
E1 – E4	98	±2	68	17	11	4	±7	32.0	±7.0	
E5 – E9	96	±2	77	15	4	3	±5	23.0	±5.0	
Officers	98	±1	77	19	4	0	±6	23.0	±6.0	
NAVY	97	±1	74	17	6	3	±4	26.0	±4.0	
White	98	±2	78	16	3	4	±5	22.0	±5.0	
Total Minority	97	±1	68	18	10	3	±3	32.0	±3.0	
Black	95	±3	69	17	10	4	±5	31.0	±5.0	
Hispanic	98	±2	66	20	10	4	±6	34.0	±6.0	
Asian	98	±1	66	22	9	3	±5	34.0	±5.0	
Other Race/Ethnicity	98	±2	70	16	12	3	±12	30.0	±9.0	
Enlisted	97	±2	72	18	6	4	±4	28.0	±4.0	
E1 – E4	97	±3	66	21	6	7	±6	34.0	±6.0	
E5 – E9	98	±2	77	14	7	2	±5	23.0	±5.0	
Officers	98	±2	84	14	2	0	±4	16.0	±4.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?

	Percent Responding		Percentages				Max ME			Experienced Behavior
			1	2	3	4				
MARINE CORPS	98	±1	73	15	7	4	±4	27.0	±4.0	
White	98	±2	76	12	8	4	±6	24.0	±6.0	
Total Minority	97	±1	69	20	6	5	±5	31.0	±5.0	
Black	96	±2	63	19	10	9	±8	37.0	±7.0	
Hispanic	98	±2	72	20	5	3	±7	28.0	±7.0	
Asian	97	±2	63	23	9	5	±9	37.0	±9.0	
Other Race/Ethnicity	98	±2	67	20	6	NR	±13	33.0	±13.0	
Enlisted	98	±1	72	15	8	5	±5	28.0	±5.0	
E1 – E4	98	±2	71	15	8	6	±6	29.0	±6.0	
E5 – E9	97	±2	75	16	7	3	±5	25.0	±5.0	
Officers	98	±2	81	15	4	0	±4	19.0	±4.0	
AIR FORCE	98	±1	87	8	3	1	±3	13.0	±3.0	
White	98	±2	90	7	3	1	±3	10.0	±3.0	
Total Minority	98	±1	83	12	4	2	±3	17.0	±3.0	
Black	97	±2	81	13	4	2	±4	19.0	±4.0	
Hispanic	99	±1	83	13	4	1	±8	17.0	±8.0	
Asian	98	±2	79	14	4	2	±8	21.0	±7.0	
Other Race/Ethnicity	99	±1	88	7	3	2	±7	12.0	±5.0	
Enlisted	98	±2	87	8	3	1	±3	13.0	±3.0	
E1 – E4	98	±2	88	7	3	2	±4	12.0	±4.0	
E5 – E9	97	±2	87	9	3	1	±4	13.0	±4.0	
Officers	98	±2	87	9	4	0	±4	13.0	±4.0	
COAST GUARD	96	±2	80	15	4	1	±4	20.0	±4.0	
White	96	±2	82	14	3	1	±5	18.0	±5.0	
Total Minority	97	±1	74	17	8	2	±5	26.0	±5.0	
Black	96	±2	77	13	7	3	±5	23.0	±5.0	
Hispanic	97	±2	74	15	9	2	±7	26.0	±7.0	
Asian	97	±4	70	23	6	1	±10	30.0	±10.0	
Other Race/Ethnicity	97	±2	73	20	6	1	±13	27.0	±12.0	
Enlisted	96	±2	77	17	4	2	±4	23.0	±4.0	
E1 – E4	98	±2	74	19	5	3	±8	26.0	±8.0	
E5 – E9	95	±3	80	15	4	1	±5	20.0	±5.0	
Officers	98	±2	89	8	2	0	±4	11.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

c. Were condescending to you because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	86	9	3	2	±2	14.0	±2.0	
Enlisted	99	±1	85	9	4	2	±2	15.0	±2.0	
E1 – E4	99	±1	83	10	4	3	±3	17.0	±3.0	
E5 – E9	99	±1	87	9	3	1	±2	13.0	±2.0	
Officers	100	±1	91	6	2	0	±2	9.0	±2.0	
O1 – O3	100	±1	89	7	3	1	±3	11.0	±3.0	
O4 – O6	99	±1	94	4	2	0	±3	6.0	±3.0	
Male	99	±1	86	9	3	2	±2	14.0	±2.0	
Female	100	±1	86	9	3	2	±3	14.0	±3.0	
White	99	±1	90	7	2	1	±2	10.0	±2.0	
Total Minority	99	±1	81	12	5	2	±2	19.0	±2.0	
Black	99	±1	79	12	5	3	±3	21.0	±3.0	
Hispanic	99	±1	83	11	4	2	±3	17.0	±3.0	
AIAN	100	±1	NR	6	NR	4	±10	NR		
Asian	99	±1	77	14	6	3	±3	23.0	±3.0	
NHPI	100	±1	82	13	4	1	±3	18.0	±3.0	
Two or More Races	100	±1	85	8	5	2	±4	15.0	±4.0	
Not Deployed Past 12 Months	99	±1	87	8	3	2	±2	13.0	±2.0	
Deployed Past 12 Months	99	±1	84	11	3	2	±3	16.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	35	31	21	13	±5	65.0	±5.0	
Experienced, Did Not Label	100	±1	68	25	5	2	±5	32.0	±5.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	83	11	3	3	±3	17.0	±3.0	
White	100	±1	86	9	2	2	±5	14.0	±5.0	
Total Minority	99	±1	79	13	5	3	±3	21.0	±3.0	
Black	99	±1	80	13	3	4	±4	20.0	±4.0	
Hispanic	99	±1	79	14	5	3	±5	21.0	±5.0	
Asian	99	±1	72	18	7	3	±6	28.0	±6.0	
Other Race/Ethnicity	100	±1	77	10	10	2	±11	23.0	±11.0	
Enlisted	99	±1	82	11	3	3	±4	18.0	±4.0	
E1 – E4	99	±1	80	12	4	4	±6	20.0	±6.0	
E5 – E9	99	±1	85	10	3	2	±4	15.0	±4.0	
Officers	100	±1	86	10	3	0	±5	14.0	±5.0	
NAVY	99	±1	85	8	5	2	±3	15.0	±3.0	
White	99	±1	90	5	3	1	±4	10.0	±4.0	
Total Minority	99	±1	78	12	8	2	±3	22.0	±3.0	
Black	98	±2	76	12	9	2	±5	24.0	±5.0	
Hispanic	99	±1	78	14	6	1	±6	22.0	±6.0	
Asian	99	±1	75	14	8	2	±5	25.0	±5.0	
Other Race/Ethnicity	100	±1	87	7	6	1	±5	13.0	±5.0	
Enlisted	99	±1	84	9	6	2	±3	16.0	±3.0	
E1 – E4	99	±2	82	10	6	3	±5	18.0	±5.0	
E5 – E9	99	±1	85	8	5	1	±4	15.0	±4.0	
Officers	99	±1	94	3	2	1	±3	6.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

c. Were condescending to you because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	85	9	4	1	±4	15.0	±4.0	
White	99	±1	87	9	4	0	±5	13.0	±5.0	
Total Minority	100	±1	82	10	5	2	±4	18.0	±4.0	
Black	99	±1	76	11	10	3	±7	24.0	±7.0	
Hispanic	100	±1	86	10	4	1	±5	14.0	±5.0	
Asian	100	±1	73	18	5	4	±9	27.0	±9.0	
Other Race/Ethnicity	100	±1	84	7	3	NR	±12	16.0	±12.0	
Enlisted	99	±1	84	10	5	1	±4	16.0	±4.0	
E1 – E4	100	±1	82	11	6	1	±5	18.0	±5.0	
E5 – E9	98	±2	88	8	3	1	±4	12.0	±4.0	
Officers	99	±1	95	3	1	0	±2	5.0	±2.0	
AIR FORCE	100	±1	93	5	1	1	±2	7.0	±2.0	
White	100	±1	95	4	0	1	±3	5.0	±3.0	
Total Minority	100	±1	88	8	3	1	±3	12.0	±3.0	
Black	99	±1	84	10	4	2	±4	16.0	±4.0	
Hispanic	99	±1	93	5	1	1	±4	7.0	±4.0	
Asian	100	±1	89	7	2	1	±3	11.0	±3.0	
Other Race/Ethnicity	100	±1	89	7	1	2	±7	11.0	±7.0	
Enlisted	100	±1	92	6	1	1	±2	8.0	±2.0	
E1 – E4	100	±1	93	5	2	1	±3	7.0	±3.0	
E5 – E9	100	±1	92	6	1	1	±3	8.0	±3.0	
Officers	99	±1	95	3	1	0	±3	5.0	±3.0	
COAST GUARD	100	±1	93	4	2	0	±2	7.0	±2.0	
White	100	±1	96	3	1	0	±3	4.0	±3.0	
Total Minority	100	±1	86	9	4	1	±3	14.0	±3.0	
Black	100	±1	82	13	3	2	±5	18.0	±5.0	
Hispanic	100	±0	88	8	4	0	±4	12.0	±4.0	
Asian	100	±0	82	12	5	1	±9	18.0	±9.0	
Other Race/Ethnicity	99	±1	88	7	4	1	±8	12.0	±8.0	
Enlisted	100	±1	92	5	2	1	±3	8.0	±3.0	
E1 – E4	100	±1	93	5	2	0	±4	7.0	±4.0	
E5 – E9	100	±1	92	5	2	1	±3	8.0	±3.0	
Officers	100	±1	96	3	1	0	±2	4.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	100	±1	94	4	1	1	±1	6.0	±1.0	
Enlisted	100	±1	94	4	2	1	±1	6.0	±1.0	
E1 – E4	100	±1	93	4	2	1	±2	7.0	±2.0	
E5 – E9	100	±1	95	3	1	1	±2	5.0	±2.0	
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	
O1 – O3	99	±1	96	3	1	0	±3	4.0	±3.0	
O4 – O6	100	±1	97	2	1	0	±3	3.0	±3.0	
Male	100	±1	94	4	2	1	±1	6.0	±1.0	
Female	100	±1	94	4	1	1	±3	6.0	±3.0	
White	100	±1	96	3	1	1	±2	4.0	±2.0	
Total Minority	99	±1	92	5	2	1	±1	8.0	±1.0	
Black	99	±1	91	6	2	1	±2	9.0	±2.0	
Hispanic	100	±1	93	5	2	1	±2	7.0	±2.0	
AIAN	100	±1	93	5	2	0	±9	7.0	±9.0	
Asian	100	±1	91	6	3	0	±2	9.0	±2.0	
NHPI	100	±1	93	5	2	1	±2	7.0	±2.0	
Two or More Races	100	±1	94	4	1	1	±5	6.0	±4.0	
Not Deployed Past 12 Months	100	±1	95	4	1	1	±1	5.0	±1.0	
Deployed Past 12 Months	100	±1	93	4	2	1	±2	7.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	74	14	8	4	±5	26.0	±5.0	
Experienced, Did Not Label	100	±1	86	10	3	2	±3	14.0	±3.0	
Did Not Experience	100	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	100	±1	93	4	1	1	±2	7.0	±2.0	
White	100	±1	95	3	1	1	±3	5.0	±3.0	
Total Minority	99	±1	90	7	2	1	±2	10.0	±2.0	
Black	99	±1	90	7	1	2	±4	10.0	±4.0	
Hispanic	99	±1	91	6	3	1	±4	9.0	±4.0	
Asian	99	±1	89	7	3	0	±4	11.0	±4.0	
Other Race/Ethnicity	100	±1	92	6	2	0	±6	8.0	±6.0	
Enlisted	100	±1	93	4	1	1	±2	7.0	±2.0	
E1 – E4	100	±1	92	5	1	2	±4	8.0	±4.0	
E5 – E9	99	±1	94	4	1	1	±3	6.0	±3.0	
Officers	100	±1	95	3	2	0	±4	5.0	±4.0	
NAVY	100	±1	94	4	2	1	±2	6.0	±2.0	
White	100	±1	96	3	1	1	±3	4.0	±3.0	
Total Minority	99	±1	91	6	3	1	±2	9.0	±2.0	
Black	99	±2	89	6	4	1	±4	11.0	±4.0	
Hispanic	99	±1	91	5	3	1	±3	9.0	±3.0	
Asian	100	±1	89	7	3	0	±4	11.0	±4.0	
Other Race/Ethnicity	100	±1	95	4	2	0	±3	5.0	±3.0	
Enlisted	100	±1	93	4	2	1	±2	7.0	±2.0	
E1 – E4	100	±1	92	5	2	1	±3	8.0	±3.0	
E5 – E9	100	±1	94	4	2	0	±3	6.0	±3.0	
Officers	99	±1	98	1	1	0	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...
- d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	91	5	3	1	±3	9.0	±3.0	
White	99	±2	91	5	3	0	±5	9.0	±5.0	
Total Minority	100	±1	90	6	3	1	±3	10.0	±3.0	
Black	99	±1	83	9	7	1	±8	17.0	±8.0	
Hispanic	100	±0	94	4	2	0	±3	6.0	±3.0	
Asian	100	±1	88	7	4	1	±4	12.0	±4.0	
Other Race/Ethnicity	100	±1	89	5	1	NR	±13	11.0	±13.0	
Enlisted	99	±2	90	6	4	1	±4	10.0	±4.0	
E1 – E4	99	±2	88	6	5	1	±5	12.0	±5.0	
E5 – E9	99	±2	93	5	2	1	±4	7.0	±4.0	
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	
AIR FORCE	100	±1	98	2	0	0	±1	2.0	±1.0	
White	100	±1	98	1	0	0	±2	2.0	±2.0	
Total Minority	100	±1	97	2	1	0	±1	3.0	±1.0	
Black	100	±1	96	3	1	0	±3	4.0	±3.0	
Hispanic	100	±1	98	1	0	0	±2	2.0	±2.0	
Asian	99	±1	97	3	0	1	±2	3.0	±2.0	
Other Race/Ethnicity	100	±1	99	1	0	0	±2	1.0	±2.0	
Enlisted	100	±1	98	1	0	0	±2	2.0	±2.0	
E1 – E4	100	±1	98	1	0	0	±2	2.0	±2.0	
E5 – E9	100	±1	98	2	1	0	±2	2.0	±2.0	
Officers	99	±1	98	2	0	0	±3	2.0	±3.0	
COAST GUARD	100	±1	97	2	1	1	±2	3.0	±2.0	
White	100	±1	98	1	0	1	±3	2.0	±3.0	
Total Minority	100	±1	95	4	1	0	±3	5.0	±3.0	
Black	100	±1	93	4	2	1	±4	7.0	±4.0	
Hispanic	100	±1	94	5	1	0	±6	6.0	±6.0	
Asian	100	±0	97	3	NR	NR	±6	3.0	±6.0	
Other Race/Ethnicity	100	±0	98	1	1	0	±3	2.0	±3.0	
Enlisted	100	±1	97	2	1	1	±2	3.0	±2.0	
E1 – E4	100	±1	95	3	1	2	±5	5.0	±5.0	
E5 – E9	100	±1	98	2	0	0	±3	2.0	±2.0	
Officers	100	±1	99	1	0	0	±1	1.0	±1.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

e. Displayed tattoos or wore distinctive clothes which were racist?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	96	3	1	0	±1	4.0	±1.0	
Enlisted	99	±1	96	3	1	0	±1	4.0	±1.0	
E1 – E4	100	±1	95	3	1	1	±2	5.0	±2.0	
E5 – E9	99	±1	96	3	1	0	±1	4.0	±1.0	
Officers	99	±1	97	2	0	0	±2	3.0	±2.0	
O1 – O3	99	±1	97	2	0	0	±3	3.0	±3.0	
O4 – O6	100	±1	98	1	0	0	±3	2.0	±3.0	
Male	99	±1	96	3	1	0	±1	4.0	±1.0	
Female	99	±1	96	3	1	0	±2	4.0	±2.0	
White	100	±1	96	3	1	0	±2	4.0	±2.0	
Total Minority	99	±1	95	3	1	0	±1	5.0	±1.0	
Black	99	±1	95	3	1	0	±2	5.0	±2.0	
Hispanic	99	±1	96	2	2	0	±2	4.0	±2.0	
AIAN	100	±1	97	2	0	0	±3	3.0	±3.0	
Asian	99	±1	95	3	2	0	±2	5.0	±2.0	
NHPI	100	±1	94	4	2	0	±2	6.0	±2.0	
Two or More Races	100	±1	96	4	0	0	±4	4.0	±4.0	
Not Deployed Past 12 Months	100	±1	96	3	1	0	±1	4.0	±1.0	
Deployed Past 12 Months	99	±1	95	3	1	0	±2	5.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	83	10	4	3	±4	17.0	±4.0	
Experienced, Did Not Label	99	±1	90	7	2	0	±3	10.0	±3.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	95	4	1	1	±2	5.0	±2.0	
White	100	±1	96	3	0	0	±3	4.0	±3.0	
Total Minority	99	±1	94	4	2	1	±2	6.0	±2.0	
Black	99	±2	94	4	1	0	±3	6.0	±3.0	
Hispanic	99	±1	93	3	2	1	±3	7.0	±3.0	
Asian	99	±1	94	4	2	0	±3	6.0	±3.0	
Other Race/Ethnicity	100	±1	94	5	1	1	±6	6.0	±6.0	
Enlisted	99	±1	95	4	1	1	±2	5.0	±2.0	
E1 – E4	100	±1	95	3	1	1	±3	5.0	±3.0	
E5 – E9	99	±1	95	4	1	0	±3	5.0	±3.0	
Officers	99	±2	96	4	0	0	±4	4.0	±3.0	
NAVY	99	±1	96	2	1	1	±2	4.0	±2.0	
White	100	±1	97	2	1	1	±3	3.0	±3.0	
Total Minority	99	±1	95	3	2	0	±2	5.0	±2.0	
Black	98	±2	94	3	3	0	±4	6.0	±4.0	
Hispanic	99	±1	96	2	2	0	±3	4.0	±3.0	
Asian	99	±1	95	2	3	0	±3	5.0	±3.0	
Other Race/Ethnicity	100	±1	96	3	1	0	±3	4.0	±3.0	
Enlisted	99	±1	96	2	1	1	±2	4.0	±2.0	
E1 – E4	99	±2	95	2	2	1	±4	5.0	±4.0	
E5 – E9	99	±1	97	2	1	0	±2	3.0	±2.0	
Officers	100	±1	98	1	1	0	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

e. Displayed tattoos or wore distinctive clothes which were racist?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	93	5	2	0	±3	7.0	±3.0	■
White	99	±1	92	5	2	0	±5	8.0	±5.0	■
Total Minority	99	±1	95	4	1	0	±3	5.0	±3.0	■
Black	99	±1	94	5	1	1	±6	6.0	±6.0	■
Hispanic	100	±1	97	2	1	0	±3	3.0	±3.0	■
Asian	100	±1	93	4	2	0	±3	7.0	±3.0	■
Other Race/Ethnicity	100	±1	NR	NR	1	0	±1	NR		
Enlisted	100	±1	93	5	2	0	±4	7.0	±4.0	■
E1 – E4	100	±1	91	6	3	0	±5	9.0	±5.0	■
E5 – E9	99	±2	96	3	1	0	±3	4.0	±3.0	■
Officers	99	±1	98	1	1	0	±2	2.0	±2.0	■
AIR FORCE	100	±1	99	1	0	0	±1	1.0	±1.0	■
White	100	±1	99	1	0	0	±2	1.0	±2.0	■
Total Minority	100	±1	99	1	0	0	±1	1.0	±1.0	■
Black	99	±1	99	1	0	0	±2	1.0	±2.0	■
Hispanic	100	±1	99	0	0	0	±1	1.0	±1.0	■
Asian	99	±1	99	1	0	0	±2	1.0	±2.0	■
Other Race/Ethnicity	100	±1	99	1	0	0	±1	1.0	±1.0	■
Enlisted	100	±1	99	1	0	0	±2	1.0	±1.0	■
E1 – E4	100	±1	99	0	1	0	±3	1.0	±3.0	■
E5 – E9	100	±1	99	1	0	0	±2	1.0	±2.0	■
Officers	99	±1	99	1	0	0	±2	1.0	±2.0	■
COAST GUARD	100	±1	98	1	1	0	±2	2.0	±2.0	■
White	100	±1	98	1	1	0	±2	2.0	±2.0	■
Total Minority	100	±1	97	2	1	0	±2	3.0	±2.0	■
Black	99	±2	97	2	1	0	±3	3.0	±3.0	■
Hispanic	100	±1	98	1	1	0	±3	2.0	±3.0	■
Asian	100	±0	98	1	1	NR	±7	2.0	±6.0	■
Other Race/Ethnicity	100	±0	96	4	1	0	±9	4.0	±8.0	■
Enlisted	100	±1	98	1	1	0	±2	2.0	±2.0	■
E1 – E4	100	±1	97	1	2	0	±4	3.0	±4.0	■
E5 – E9	100	±1	98	2	0	0	±2	2.0	±2.0	■
Officers	100	±1	99	1	0	0	±2	1.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

f. Did not include you in social activities because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	94	4	2	1	±1	6.0	±1.0	
Enlisted	99	±1	94	4	2	1	±2	6.0	±2.0	
E1 – E4	99	±1	93	4	2	1	±2	7.0	±2.0	
E5 – E9	99	±1	94	4	1	1	±2	6.0	±2.0	
Officers	99	±1	95	3	1	0	±2	5.0	±2.0	
O1 – O3	99	±1	95	4	1	0	±3	5.0	±3.0	
O4 – O6	100	±1	96	2	1	0	±3	4.0	±3.0	
Male	99	±1	94	4	2	1	±2	6.0	±2.0	
Female	99	±1	93	4	2	1	±3	7.0	±3.0	
White	99	±1	95	3	1	1	±2	5.0	±2.0	
Total Minority	99	±1	92	5	2	1	±1	8.0	±1.0	
Black	99	±1	91	6	2	1	±2	9.0	±2.0	
Hispanic	99	±1	94	4	2	1	±2	6.0	±2.0	
AIAN	99	±1	NR	NR	2	1	±4	NR		
Asian	99	±1	91	5	3	1	±2	9.0	±2.0	
NHPI	99	±1	93	4	2	0	±2	7.0	±2.0	
Two or More Races	99	±2	96	2	1	1	±2	4.0	±2.0	
Not Deployed Past 12 Months	99	±1	94	4	2	1	±2	6.0	±2.0	
Deployed Past 12 Months	99	±1	93	4	2	1	±2	7.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	65	19	10	6	±6	35.0	±6.0	
Experienced, Did Not Label	99	±1	89	9	2	0	±3	11.0	±3.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	92	5	2	1	±2	8.0	±2.0	
White	99	±2	94	4	2	1	±4	6.0	±4.0	
Total Minority	99	±1	90	6	2	1	±2	10.0	±2.0	
Black	99	±1	90	7	2	1	±3	10.0	±3.0	
Hispanic	99	±1	91	5	2	2	±3	9.0	±3.0	
Asian	98	±1	90	5	4	2	±4	10.0	±4.0	
Other Race/Ethnicity	99	±2	90	7	2	1	±13	10.0	±12.0	
Enlisted	99	±1	92	5	2	1	±3	8.0	±3.0	
E1 – E4	99	±2	92	5	2	1	±4	8.0	±4.0	
E5 – E9	99	±1	93	4	2	1	±3	7.0	±3.0	
Officers	99	±2	92	6	1	0	±4	8.0	±4.0	
NAVY	99	±1	92	5	2	1	±3	8.0	±3.0	
White	99	±2	93	5	1	1	±4	7.0	±4.0	
Total Minority	99	±1	91	5	3	1	±2	9.0	±2.0	
Black	98	±2	90	5	4	1	±4	10.0	±4.0	
Hispanic	99	±1	92	4	3	1	±4	8.0	±4.0	
Asian	99	±1	89	5	5	1	±4	11.0	±4.0	
Other Race/Ethnicity	99	±1	95	2	2	1	±3	5.0	±3.0	
Enlisted	99	±1	91	5	2	1	±3	9.0	±3.0	
E1 – E4	99	±1	89	6	3	1	±5	11.0	±5.0	
E5 – E9	98	±2	93	5	2	1	±3	7.0	±3.0	
Officers	99	±1	98	1	1	0	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

f. Did not include you in social activities because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	94	3	2	1	±3	6.0	±3.0	■
White	99	±2	94	3	2	1	±5	6.0	±5.0	■
Total Minority	99	±1	94	4	2	1	±3	6.0	±3.0	■
Black	99	±1	90	5	4	1	±10	10.0	±7.0	■
Hispanic	99	±1	95	3	1	0	±3	5.0	±3.0	■
Asian	99	±1	92	5	2	1	±4	8.0	±4.0	■
Other Race/Ethnicity	97	±5	96	3	1	0	±3	4.0	±3.0	■
Enlisted	99	±1	93	4	2	1	±3	7.0	±3.0	■
E1 – E4	99	±1	92	4	3	1	±5	8.0	±5.0	■
E5 – E9	98	±2	95	3	1	0	±3	5.0	±3.0	■
Officers	99	±1	98	1	1	0	±2	2.0	±2.0	■
AIR FORCE	99	±1	98	2	1	0	±1	2.0	±1.0	■
White	99	±1	98	1	1	0	±2	2.0	±2.0	■
Total Minority	99	±1	97	2	1	0	±1	3.0	±1.0	■
Black	99	±1	95	4	1	0	±3	5.0	±3.0	■
Hispanic	99	±1	98	1	0	0	±1	2.0	±1.0	■
Asian	99	±1	97	2	0	1	±2	3.0	±2.0	■
Other Race/Ethnicity	100	±1	99	1	0	0	±2	1.0	±2.0	■
Enlisted	99	±1	98	2	1	0	±2	2.0	±2.0	■
E1 – E4	100	±1	98	1	1	0	±2	2.0	±2.0	■
E5 – E9	99	±1	97	2	1	0	±2	3.0	±2.0	■
Officers	99	±1	98	1	0	1	±2	2.0	±2.0	■
COAST GUARD	99	±1	97	2	1	0	±2	3.0	±2.0	■
White	99	±1	98	1	1	0	±2	2.0	±2.0	■
Total Minority	99	±1	93	4	1	1	±4	7.0	±4.0	■
Black	98	±2	93	4	2	1	±3	7.0	±3.0	■
Hispanic	99	±1	91	6	1	NR	±8	9.0	±8.0	■
Asian	99	±3	95	3	1	1	±7	5.0	±7.0	■
Other Race/Ethnicity	99	±1	97	2	0	0	±3	3.0	±3.0	■
Enlisted	99	±1	96	2	1	0	±2	4.0	±2.0	■
E1 – E4	99	±2	97	2	1	1	±4	3.0	±4.0	■
E5 – E9	99	±1	96	3	1	0	±3	4.0	±3.0	■
Officers	99	±1	98	2	0	0	±2	2.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	98	±1	93	4	2	1	±1	7.0	±1.0	
Enlisted	98	±1	92	5	2	1	±2	8.0	±2.0	
E1 – E4	98	±1	91	5	3	1	±2	9.0	±2.0	
E5 – E9	98	±1	94	4	1	1	±2	6.0	±2.0	
Officers	99	±1	95	3	1	0	±2	5.0	±2.0	
O1 – O3	99	±1	94	4	1	0	±3	6.0	±3.0	
O4 – O6	99	±1	97	1	1	0	±3	3.0	±3.0	
Male	98	±1	93	4	2	1	±2	7.0	±2.0	
Female	98	±1	93	4	2	1	±3	7.0	±3.0	
White	98	±1	95	4	1	0	±2	5.0	±2.0	
Total Minority	98	±1	90	6	3	1	±2	10.0	±2.0	
Black	97	±1	89	6	3	2	±2	11.0	±2.0	
Hispanic	99	±1	92	5	2	1	±2	8.0	±2.0	
AIAN	99	±1	NR	NR	2	1	±4	NR		
Asian	99	±1	88	7	4	1	±2	12.0	±2.0	
NHPI	99	±1	90	6	3	1	±3	10.0	±3.0	
Two or More Races	99	±1	93	4	3	0	±3	7.0	±3.0	
Not Deployed Past 12 Months	99	±1	94	4	2	1	±2	6.0	±2.0	
Deployed Past 12 Months	98	±2	91	5	3	1	±2	9.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	98	±2	58	22	14	6	±5	42.0	±5.0	
Experienced, Did Not Label	98	±1	87	10	2	0	±3	13.0	±3.0	
Did Not Experience	98	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	98	±1	91	6	2	1	±2	9.0	±2.0	
White	99	±2	93	4	2	1	±4	7.0	±4.0	
Total Minority	98	±1	88	7	3	2	±3	12.0	±3.0	
Black	98	±2	87	7	3	3	±4	13.0	±4.0	
Hispanic	98	±1	89	7	2	2	±3	11.0	±3.0	
Asian	98	±2	86	8	4	1	±4	14.0	±4.0	
Other Race/Ethnicity	100	±1	85	9	5	1	±12	15.0	±11.0	
Enlisted	98	±1	90	6	2	2	±3	10.0	±3.0	
E1 – E4	98	±2	90	6	3	2	±4	10.0	±4.0	
E5 – E9	98	±2	91	6	2	2	±3	9.0	±3.0	
Officers	99	±2	93	5	2	0	±4	7.0	±4.0	
NAVY	98	±2	92	5	2	1	±3	8.0	±3.0	
White	98	±2	93	5	1	1	±4	7.0	±4.0	
Total Minority	99	±1	91	5	4	1	±2	9.0	±2.0	
Black	98	±2	90	4	5	1	±4	10.0	±4.0	
Hispanic	99	±1	92	4	3	1	±3	8.0	±3.0	
Asian	99	±1	87	8	5	1	±4	13.0	±4.0	
Other Race/Ethnicity	98	±2	93	4	2	0	±3	7.0	±3.0	
Enlisted	98	±2	91	5	2	1	±3	9.0	±3.0	
E1 – E4	97	±3	89	7	3	1	±5	11.0	±5.0	
E5 – E9	99	±2	93	4	2	0	±3	7.0	±3.0	
Officers	99	±1	97	2	1	0	±2	3.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	92	4	3	0	±3	8.0	±3.0	■
White	99	±2	92	4	4	0	±5	8.0	±5.0	■
Total Minority	99	±1	92	5	2	1	±3	8.0	±3.0	■
Black	98	±2	88	6	5	1	±10	12.0	±7.0	■
Hispanic	99	±1	94	4	1	1	±3	6.0	±3.0	■
Asian	99	±1	86	9	3	1	±6	14.0	±6.0	■
Other Race/Ethnicity	99	±1	95	4	1	1	±4	5.0	±4.0	■
Enlisted	99	±1	92	5	3	0	±4	8.0	±4.0	■
E1 – E4	99	±1	90	5	4	0	±5	10.0	±5.0	■
E5 – E9	97	±2	96	3	1	0	±3	4.0	±3.0	■
Officers	99	±1	97	2	1	0	±2	3.0	±2.0	■
AIR FORCE	98	±1	97	2	1	0	±1	3.0	±1.0	■
White	98	±2	98	1	0	0	±2	2.0	±2.0	■
Total Minority	98	±1	95	4	1	0	±2	5.0	±2.0	■
Black	97	±2	92	6	2	1	±3	8.0	±3.0	■
Hispanic	99	±1	96	3	0	0	±7	4.0	±7.0	■
Asian	99	±1	95	3	1	0	±3	5.0	±3.0	■
Other Race/Ethnicity	100	±1	98	1	1	0	±2	2.0	±2.0	■
Enlisted	98	±2	97	2	1	0	±2	3.0	±2.0	■
E1 – E4	98	±2	97	2	1	0	±2	3.0	±2.0	■
E5 – E9	98	±2	97	2	1	0	±2	3.0	±2.0	■
Officers	99	±1	98	2	1	0	±2	2.0	±2.0	■
COAST GUARD	99	±1	96	2	1	0	±2	4.0	±2.0	■
White	99	±1	98	2	1	0	±2	2.0	±2.0	■
Total Minority	99	±1	92	5	3	0	±4	8.0	±4.0	■
Black	98	±2	92	5	2	0	±4	8.0	±4.0	■
Hispanic	99	±1	91	6	4	0	±7	9.0	±7.0	■
Asian	100	±0	92	6	1	1	±8	8.0	±8.0	■
Other Race/Ethnicity	100	±1	95	3	2	0	±3	5.0	±3.0	■
Enlisted	99	±1	96	3	1	0	±2	4.0	±2.0	■
E1 – E4	100	±1	95	2	2	0	±4	5.0	±4.0	■
E5 – E9	99	±1	96	3	1	0	±3	4.0	±3.0	■
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	92	5	2	1	±1	8.0	±1.0	
Enlisted	99	±1	91	5	2	1	±2	9.0	±2.0	
E1 – E4	99	±1	89	7	3	1	±3	11.0	±3.0	
E5 – E9	100	±1	94	4	1	1	±2	6.0	±2.0	
Officers	100	±1	96	3	1	0	±2	4.0	±2.0	
O1 – O3	100	±1	95	4	1	0	±3	5.0	±3.0	
O4 – O6	100	±1	97	2	1	0	±3	3.0	±3.0	
Male	100	±1	92	5	2	1	±2	8.0	±2.0	
Female	99	±1	93	5	2	1	±3	7.0	±3.0	
White	100	±1	94	4	1	1	±2	6.0	±2.0	
Total Minority	99	±1	89	7	3	1	±2	11.0	±2.0	
Black	99	±1	88	7	3	1	±2	12.0	±2.0	
Hispanic	99	±1	90	6	3	1	±2	10.0	±2.0	
AIAN	100	±1	91	4	2	NR	±9	9.0	±9.0	
Asian	99	±1	86	9	4	1	±2	14.0	±2.0	
NHPI	99	±1	88	8	3	0	±3	12.0	±3.0	
Two or More Races	100	±1	90	7	2	1	±4	10.0	±4.0	
Not Deployed Past 12 Months	100	±1	93	5	2	1	±2	7.0	±2.0	
Deployed Past 12 Months	100	±1	90	6	2	1	±3	10.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	59	24	12	6	±5	41.0	±5.0	
Experienced, Did Not Label	100	±1	83	12	4	1	±4	17.0	±4.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	100	±1	91	6	2	1	±2	9.0	±2.0	
White	100	±1	93	4	1	1	±4	7.0	±4.0	
Total Minority	99	±1	88	7	3	1	±2	12.0	±2.0	
Black	99	±1	89	6	3	2	±3	11.0	±3.0	
Hispanic	100	±1	89	7	4	1	±4	11.0	±4.0	
Asian	99	±1	83	12	4	2	±5	17.0	±5.0	
Other Race/Ethnicity	100	±1	87	8	4	1	±6	13.0	±6.0	
Enlisted	100	±1	91	6	2	2	±3	9.0	±3.0	
E1 – E4	100	±1	89	6	3	2	±5	11.0	±5.0	
E5 – E9	99	±1	93	5	1	1	±3	7.0	±3.0	
Officers	100	±1	94	5	1	0	±4	6.0	±4.0	
NAVY	100	±1	90	6	3	1	±3	10.0	±3.0	
White	100	±1	93	5	2	1	±4	7.0	±4.0	
Total Minority	99	±1	87	8	4	1	±3	13.0	±3.0	
Black	99	±2	84	9	5	2	±5	16.0	±5.0	
Hispanic	99	±1	89	7	3	1	±4	11.0	±4.0	
Asian	100	±1	86	9	5	1	±4	14.0	±4.0	
Other Race/Ethnicity	100	±1	92	6	1	1	±4	8.0	±4.0	
Enlisted	100	±1	89	7	3	1	±3	11.0	±3.0	
E1 – E4	100	±1	85	9	4	1	±5	15.0	±5.0	
E5 – E9	100	±1	93	4	2	1	±3	7.0	±3.0	
Officers	100	±1	97	3	1	0	±2	3.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±2	89	7	3	1	±3	11.0	±3.0	■
White	99	±2	90	7	3	0	±5	10.0	±5.0	■
Total Minority	99	±2	88	8	3	1	±3	12.0	±3.0	■
Black	99	±1	83	12	3	2	±7	17.0	±7.0	■
Hispanic	99	±3	90	7	3	1	±4	10.0	±4.0	■
Asian	99	±1	83	10	5	2	±5	17.0	±5.0	■
Other Race/Ethnicity	100	±1	91	6	2	1	±5	9.0	±5.0	■
Enlisted	99	±2	88	8	3	1	±4	12.0	±4.0	■
E1 – E4	98	±2	84	10	4	1	±5	16.0	±5.0	■
E5 – E9	99	±2	95	3	1	0	±3	5.0	±3.0	■
Officers	99	±1	97	2	0	0	±2	3.0	±2.0	■
AIR FORCE	100	±1	97	2	1	0	±1	3.0	±1.0	■
White	100	±1	99	1	0	0	±2	1.0	±2.0	■
Total Minority	100	±1	94	5	1	1	±3	6.0	±3.0	■
Black	100	±1	93	5	2	0	±3	7.0	±3.0	■
Hispanic	99	±1	96	3	0	0	±7	4.0	±6.0	■
Asian	99	±1	93	5	2	0	±3	7.0	±3.0	■
Other Race/Ethnicity	100	±1	92	6	0	2	±7	8.0	±7.0	■
Enlisted	100	±1	97	2	1	0	±2	3.0	±2.0	■
E1 – E4	99	±1	97	2	1	0	±2	3.0	±2.0	■
E5 – E9	100	±1	97	3	1	0	±2	3.0	±2.0	■
Officers	100	±1	98	2	0	0	±2	2.0	±2.0	■
COAST GUARD	100	±1	97	2	1	0	±2	3.0	±2.0	■
White	100	±1	98	1	1	0	±2	2.0	±2.0	■
Total Minority	100	±1	94	5	2	0	±2	6.0	±2.0	■
Black	98	±2	93	5	2	0	±3	7.0	±3.0	■
Hispanic	100	±1	94	4	2	0	±3	6.0	±3.0	■
Asian	100	±0	92	7	NR	1	±7	8.0	±7.0	■
Other Race/Ethnicity	100	±1	95	4	1	0	±3	5.0	±3.0	■
Enlisted	100	±1	96	3	1	0	±2	4.0	±2.0	■
E1 – E4	100	±1	97	2	1	0	±3	3.0	±3.0	■
E5 – E9	99	±1	95	3	1	0	±3	5.0	±3.0	■
Officers	100	±1	99	1	0	0	±2	1.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

i. Made offensive remarks about your accent or language skills?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	90	6	2	2	±2	10.0	±2.0	
Enlisted	99	±1	89	6	3	2	±2	11.0	±2.0	
E1 – E4	99	±1	87	7	3	3	±3	13.0	±3.0	
E5 – E9	99	±1	92	5	2	1	±2	8.0	±2.0	
Officers	100	±1	96	3	1	0	±2	4.0	±2.0	
O1 – O3	99	±1	95	4	1	1	±3	5.0	±3.0	
O4 – O6	100	±1	98	1	1	0	±1	2.0	±1.0	
Male	99	±1	90	6	2	2	±2	10.0	±2.0	
Female	99	±1	91	6	2	1	±3	9.0	±3.0	
White	99	±1	94	4	1	1	±2	6.0	±2.0	
Total Minority	99	±1	86	8	4	3	±2	14.0	±2.0	
Black	99	±1	86	8	4	3	±2	14.0	±2.0	
Hispanic	99	±1	85	8	5	3	±3	15.0	±3.0	
AIAN	100	±1	92	3	1	4	±10	8.0	±9.0	
Asian	99	±1	79	11	6	4	±3	21.0	±3.0	
NHPI	99	±1	86	9	4	2	±3	14.0	±3.0	
Two or More Races	100	±1	92	6	1	1	±4	8.0	±4.0	
Not Deployed Past 12 Months	99	±1	91	6	2	2	±2	9.0	±2.0	
Deployed Past 12 Months	100	±1	89	6	3	2	±2	11.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	56	20	12	13	±5	44.0	±5.0	
Experienced, Did Not Label	99	±2	77	16	5	2	±4	23.0	±4.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	89	7	2	2	±3	11.0	±3.0	
White	99	±2	93	5	1	2	±4	7.0	±4.0	
Total Minority	99	±1	84	9	4	3	±3	16.0	±3.0	
Black	99	±1	84	8	4	3	±4	16.0	±4.0	
Hispanic	99	±1	82	10	4	3	±4	18.0	±4.0	
Asian	99	±2	76	12	7	5	±5	24.0	±5.0	
Other Race/Ethnicity	100	±1	91	7	1	1	±5	9.0	±5.0	
Enlisted	99	±2	88	7	2	3	±3	12.0	±3.0	
E1 – E4	99	±3	86	8	2	3	±5	14.0	±5.0	
E5 – E9	99	±1	90	6	2	1	±3	10.0	±3.0	
Officers	100	±1	95	4	1	1	±3	5.0	±3.0	
NAVY	100	±1	89	6	3	2	±3	11.0	±3.0	
White	100	±1	94	4	1	1	±4	6.0	±4.0	
Total Minority	99	±1	83	9	5	3	±3	17.0	±3.0	
Black	99	±2	84	8	5	3	±5	16.0	±5.0	
Hispanic	99	±1	82	8	7	3	±5	18.0	±5.0	
Asian	99	±1	75	13	8	4	±5	25.0	±5.0	
Other Race/Ethnicity	100	±1	92	6	1	1	±4	8.0	±4.0	
Enlisted	100	±1	88	7	3	2	±3	12.0	±3.0	
E1 – E4	100	±1	85	9	4	3	±5	15.0	±5.0	
E5 – E9	99	±1	90	5	3	1	±3	10.0	±3.0	
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

i. Made offensive remarks about your accent or language skills?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	87	7	4	1	±4	13.0	±4.0	
White	99	±1	89	6	4	1	±5	11.0	±5.0	
Total Minority	99	±2	85	8	4	3	±4	15.0	±4.0	
Black	98	±2	82	11	3	4	±7	18.0	±7.0	
Hispanic	98	±3	86	7	5	3	±5	14.0	±5.0	
Asian	100	±1	80	13	6	2	±9	20.0	±8.0	
Other Race/Ethnicity	100	±1	91	8	1	1	±8	9.0	±8.0	
Enlisted	99	±1	86	8	4	2	±4	14.0	±4.0	
E1 – E4	99	±1	84	9	5	2	±5	16.0	±5.0	
E5 – E9	99	±2	91	5	3	0	±4	9.0	±4.0	
Officers	99	±1	98	1	1	0	±2	2.0	±2.0	
AIR FORCE	100	±1	96	3	1	1	±2	4.0	±2.0	
White	100	±1	97	2	0	0	±2	3.0	±2.0	
Total Minority	99	±1	92	4	3	1	±3	8.0	±3.0	
Black	99	±1	93	5	2	0	±3	7.0	±3.0	
Hispanic	99	±1	92	2	5	1	±10	8.0	±8.0	
Asian	99	±1	91	6	2	1	±3	9.0	±3.0	
Other Race/Ethnicity	100	±1	92	4	1	4	±9	8.0	±9.0	
Enlisted	100	±1	95	3	1	1	±2	5.0	±2.0	
E1 – E4	99	±1	93	4	2	1	±4	7.0	±4.0	
E5 – E9	100	±1	97	2	1	1	±2	3.0	±2.0	
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	
COAST GUARD	100	±1	94	4	2	1	±2	6.0	±2.0	
White	100	±1	96	2	1	1	±3	4.0	±3.0	
Total Minority	100	±1	90	7	2	1	±4	10.0	±4.0	
Black	99	±2	93	5	1	1	±3	7.0	±3.0	
Hispanic	100	±0	88	8	3	2	±5	12.0	±5.0	
Asian	100	±0	91	8	1	NR	±8	9.0	±8.0	
Other Race/Ethnicity	100	±1	91	6	3	0	±10	9.0	±9.0	
Enlisted	100	±1	93	4	2	1	±3	7.0	±3.0	
E1 – E4	100	±1	91	6	3	1	±6	9.0	±6.0	
E5 – E9	100	±1	95	3	1	1	±3	5.0	±3.0	
Officers	99	±1	98	1	0	0	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

j. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	93	4	2	1	±1	7.0	±1.0	
Enlisted	99	±1	93	4	2	1	±2	7.0	±2.0	
E1 – E4	100	±1	91	5	3	2	±2	9.0	±2.0	
E5 – E9	99	±1	95	3	1	0	±1	5.0	±1.0	
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	
O1 – O3	99	±1	96	3	1	0	±2	4.0	±2.0	
O4 – O6	100	±1	97	2	0	0	±3	3.0	±3.0	
Male	99	±1	93	4	2	1	±2	7.0	±2.0	
Female	100	±1	93	4	2	1	±2	7.0	±2.0	
White	99	±1	96	3	1	1	±2	4.0	±2.0	
Total Minority	99	±1	90	6	3	1	±2	10.0	±2.0	
Black	99	±1	89	6	3	2	±2	11.0	±2.0	
Hispanic	99	±1	90	6	3	1	±2	10.0	±2.0	
AIAN	100	±1	94	3	1	NR	±8	6.0	±8.0	
Asian	99	±1	88	7	3	1	±2	12.0	±2.0	
NHPI	99	±1	91	5	3	1	±3	9.0	±3.0	
Two or More Races	98	±3	95	3	2	0	±3	5.0	±3.0	
Not Deployed Past 12 Months	99	±1	94	4	2	1	±2	6.0	±2.0	
Deployed Past 12 Months	99	±1	93	4	2	1	±2	7.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	64	17	12	8	±5	36.0	±5.0	
Experienced, Did Not Label	99	±1	87	10	3	0	±4	13.0	±4.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	92	5	2	1	±2	8.0	±2.0	
White	99	±2	94	4	1	1	±4	6.0	±4.0	
Total Minority	99	±1	89	6	3	2	±2	11.0	±2.0	
Black	99	±2	89	6	3	2	±4	11.0	±4.0	
Hispanic	100	±1	88	7	4	2	±4	12.0	±4.0	
Asian	99	±1	86	8	4	1	±4	14.0	±4.0	
Other Race/Ethnicity	98	±4	94	4	1	1	±4	6.0	±4.0	
Enlisted	99	±1	91	5	2	1	±3	9.0	±3.0	
E1 – E4	100	±1	89	6	3	2	±5	11.0	±5.0	
E5 – E9	98	±2	94	4	1	0	±2	6.0	±2.0	
Officers	100	±1	95	4	1	0	±3	5.0	±3.0	
NAVY	100	±1	93	4	2	1	±2	7.0	±2.0	
White	100	±1	96	2	1	1	±3	4.0	±3.0	
Total Minority	99	±1	88	7	4	1	±2	12.0	±2.0	
Black	99	±1	87	6	5	2	±4	13.0	±4.0	
Hispanic	99	±1	88	7	4	1	±4	12.0	±4.0	
Asian	99	±1	86	9	3	1	±4	14.0	±4.0	
Other Race/Ethnicity	99	±1	93	5	1	0	±4	7.0	±4.0	
Enlisted	100	±1	92	5	2	1	±2	8.0	±2.0	
E1 – E4	100	±1	91	5	3	1	±4	9.0	±4.0	
E5 – E9	100	±1	93	4	2	1	±3	7.0	±3.0	
Officers	100	±1	98	1	1	0	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

j. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	91	5	3	1	±3	9.0	±3.0	■
White	99	±1	91	4	4	1	±5	9.0	±5.0	■
Total Minority	99	±2	91	5	3	1	±3	9.0	±3.0	■
Black	99	±1	86	5	6	2	±9	14.0	±7.0	■
Hispanic	98	±3	92	6	2	1	±4	8.0	±4.0	■
Asian	99	±1	88	6	4	2	±4	12.0	±4.0	■
Other Race/Ethnicity	99	±1	94	4	1	1	±4	6.0	±4.0	■
Enlisted	99	±1	90	5	4	1	±4	10.0	±4.0	■
E1 – E4	99	±1	88	6	5	1	±5	12.0	±5.0	■
E5 – E9	98	±2	94	4	2	1	±3	6.0	±3.0	■
Officers	100	±1	98	1	0	0	±2	2.0	±2.0	■
AIR FORCE	99	±1	98	1	1	0	±1	2.0	±1.0	■
White	100	±1	99	0	0	0	±1	1.0	±1.0	■
Total Minority	99	±2	94	3	2	1	±3	6.0	±3.0	■
Black	100	±1	94	4	2	0	±3	6.0	±3.0	■
Hispanic	99	±1	94	4	1	0	±8	6.0	±7.0	■
Asian	99	±1	96	3	1	1	±3	4.0	±3.0	■
Other Race/Ethnicity	97	±6	95	1	3	2	±8	5.0	±8.0	■
Enlisted	99	±1	97	2	1	0	±2	3.0	±2.0	■
E1 – E4	100	±1	97	2	1	1	±2	3.0	±2.0	■
E5 – E9	99	±2	98	1	1	0	±2	2.0	±2.0	■
Officers	100	±1	98	1	0	0	±2	2.0	±2.0	■
COAST GUARD	99	±1	97	2	1	0	±2	3.0	±2.0	■
White	99	±1	98	1	1	0	±2	2.0	±2.0	■
Total Minority	100	±1	93	5	2	0	±3	7.0	±3.0	■
Black	98	±2	94	4	1	1	±3	6.0	±3.0	■
Hispanic	100	±1	91	6	3	0	±6	9.0	±5.0	■
Asian	100	±0	94	5	NR	1	±7	6.0	±7.0	■
Other Race/Ethnicity	99	±1	95	4	1	0	±8	5.0	±8.0	■
Enlisted	99	±1	96	3	1	0	±2	4.0	±2.0	■
E1 – E4	100	±1	96	2	1	0	±4	4.0	±4.0	■
E5 – E9	98	±2	96	3	1	0	±3	4.0	±3.0	■
Officers	100	±1	99	1	0	0	±1	1.0	±1.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

k. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	92	5	2	1	±2	8.0	±2.0	
Enlisted	99	±1	91	5	2	1	±2	9.0	±2.0	
E1 – E4	99	±1	89	7	3	1	±3	11.0	±3.0	
E5 – E9	99	±1	94	4	1	1	±2	6.0	±2.0	
Officers	99	±1	96	4	1	0	±2	4.0	±2.0	
O1 – O3	99	±1	95	4	1	0	±3	5.0	±3.0	
O4 – O6	100	±1	96	3	0	0	±3	4.0	±3.0	
Male	99	±1	92	5	2	1	±2	8.0	±2.0	
Female	99	±1	93	5	2	1	±3	7.0	±3.0	
White	99	±1	94	4	1	0	±2	6.0	±2.0	
Total Minority	99	±1	89	7	3	1	±2	11.0	±2.0	
Black	99	±1	89	6	3	2	±2	11.0	±2.0	
Hispanic	99	±1	88	8	3	1	±3	12.0	±3.0	
AIAN	99	±1	91	4	1	NR	±8	9.0	±8.0	
Asian	99	±1	86	8	4	1	±3	14.0	±3.0	
NHPI	99	±1	89	8	3	1	±3	11.0	±3.0	
Two or More Races	99	±2	91	5	3	1	±4	9.0	±4.0	
Not Deployed Past 12 Months	99	±1	93	5	2	1	±2	7.0	±2.0	
Deployed Past 12 Months	99	±1	90	6	2	1	±3	10.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	58	22	14	7	±5	42.0	±5.0	
Experienced, Did Not Label	99	±1	83	13	3	1	±4	17.0	±4.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	91	6	2	1	±3	9.0	±3.0	
White	100	±1	93	5	1	0	±4	7.0	±4.0	
Total Minority	99	±1	88	7	3	2	±2	12.0	±2.0	
Black	99	±1	89	5	3	3	±4	11.0	±4.0	
Hispanic	99	±1	87	8	3	2	±4	13.0	±4.0	
Asian	98	±2	84	10	4	2	±4	16.0	±4.0	
Other Race/Ethnicity	98	±3	90	7	3	0	±5	10.0	±5.0	
Enlisted	99	±1	90	6	2	1	±3	10.0	±3.0	
E1 – E4	100	±1	87	8	4	2	±5	13.0	±5.0	
E5 – E9	99	±1	94	4	1	1	±2	6.0	±2.0	
Officers	99	±1	94	6	0	0	±4	6.0	±4.0	
NAVY	99	±1	91	6	3	1	±3	9.0	±3.0	
White	99	±1	93	4	1	1	±4	7.0	±4.0	
Total Minority	99	±1	87	7	4	1	±2	13.0	±2.0	
Black	99	±1	87	7	5	1	±4	13.0	±4.0	
Hispanic	100	±1	86	8	5	1	±4	14.0	±4.0	
Asian	99	±1	85	9	5	1	±4	15.0	±4.0	
Other Race/Ethnicity	99	±1	92	6	2	0	±4	8.0	±4.0	
Enlisted	99	±1	90	6	3	1	±3	10.0	±3.0	
E1 – E4	99	±2	87	8	3	1	±5	13.0	±5.0	
E5 – E9	99	±1	92	5	2	1	±3	8.0	±3.0	
Officers	99	±1	97	2	1	0	±2	3.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

k. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	89	6	4	1	±3	11.0	±3.0	■
White	99	±1	91	5	4	1	±5	9.0	±5.0	■
Total Minority	99	±2	86	9	3	2	±4	14.0	±4.0	■
Black	99	±1	84	11	3	2	±9	16.0	±8.0	■
Hispanic	98	±3	88	8	3	1	±5	12.0	±5.0	■
Asian	99	±1	81	12	5	2	±9	19.0	±8.0	■
Other Race/Ethnicity	99	±1	87	5	2	NR	±13	13.0	±13.0	■
Enlisted	99	±1	88	7	4	1	±4	12.0	±4.0	■
E1 – E4	99	±1	85	8	5	1	±5	15.0	±5.0	■
E5 – E9	98	±2	93	5	2	1	±3	7.0	±3.0	■
Officers	99	±1	98	2	0	0	±2	2.0	±2.0	■
AIR FORCE	99	±1	97	3	1	0	±2	3.0	±2.0	■
White	99	±1	98	2	0	0	±2	2.0	±2.0	■
Total Minority	99	±1	93	5	1	1	±3	7.0	±3.0	■
Black	99	±1	95	4	1	0	±3	5.0	±3.0	■
Hispanic	99	±1	91	7	1	0	±9	9.0	±9.0	■
Asian	99	±1	94	4	2	1	±3	6.0	±3.0	■
Other Race/Ethnicity	100	±1	94	2	3	2	±8	6.0	±7.0	■
Enlisted	99	±1	97	3	1	0	±2	3.0	±2.0	■
E1 – E4	99	±1	96	3	1	0	±3	4.0	±3.0	■
E5 – E9	99	±1	97	2	1	0	±2	3.0	±2.0	■
Officers	99	±2	96	3	0	0	±3	4.0	±3.0	■
COAST GUARD	99	±1	97	2	1	0	±2	3.0	±2.0	■
White	99	±2	99	0	0	0	±2	1.0	±2.0	■
Total Minority	100	±1	91	6	2	0	±3	9.0	±3.0	■
Black	98	±2	90	6	2	1	±4	10.0	±4.0	■
Hispanic	100	±0	90	7	2	0	±5	10.0	±5.0	■
Asian	98	±3	91	9	NR	1	±8	9.0	±8.0	■
Other Race/Ethnicity	100	±1	92	4	3	0	±9	8.0	±7.0	■
Enlisted	99	±2	96	2	1	0	±2	4.0	±2.0	■
E1 – E4	98	±3	96	3	1	0	±3	4.0	±3.0	■
E5 – E9	99	±1	96	2	1	0	±2	4.0	±2.0	■
Officers	100	±1	99	1	0	0	±1	1.0	±1.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

I. Vandalized your property because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	96	±1	97	2	1	0	±1	3.0	±1.0	
Enlisted	96	±1	97	2	1	0	±1	3.0	±1.0	
E1 – E4	95	±2	96	2	1	0	±2	4.0	±2.0	
E5 – E9	96	±1	98	2	1	0	±1	2.0	±1.0	
Officers	97	±2	99	1	0	0	±1	1.0	±1.0	
O1 – O3	98	±2	99	1	0	0	±2	1.0	±2.0	
O4 – O6	96	±3	100	0	0	0	±1	0.0	±1.0	
Male	96	±1	97	2	1	0	±1	3.0	±1.0	
Female	96	±2	98	1	0	0	±3	2.0	±2.0	
White	96	±2	97	2	1	0	±2	3.0	±2.0	
Total Minority	96	±1	97	2	1	0	±1	3.0	±1.0	
Black	96	±2	96	2	1	0	±2	4.0	±2.0	
Hispanic	95	±2	97	2	1	0	±1	3.0	±1.0	
AIAN	99	±1	99	1	0	0	±2	1.0	±2.0	
Asian	97	±1	95	3	2	0	±2	5.0	±2.0	
NHPI	97	±2	95	3	1	0	±2	5.0	±2.0	
Two or More Races	97	±2	99	1	0	0	±1	1.0	±1.0	
Not Deployed Past 12 Months	96	±1	97	2	1	0	±1	3.0	±1.0	
Deployed Past 12 Months	95	±2	97	2	1	0	±2	3.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	98	±2	88	6	4	2	±4	12.0	±4.0	
Experienced, Did Not Label	96	±2	93	5	2	0	±3	7.0	±3.0	
Did Not Experience	96	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	96	±2	97	2	0	0	±2	3.0	±2.0	
White	96	±3	98	2	0	0	±3	2.0	±3.0	
Total Minority	96	±2	96	2	1	1	±2	4.0	±2.0	
Black	95	±2	96	3	0	1	±3	4.0	±3.0	
Hispanic	97	±2	96	2	1	1	±2	4.0	±2.0	
Asian	96	±2	94	4	2	0	±3	6.0	±3.0	
Other Race/Ethnicity	97	±3	99	1	0	0	±1	1.0	±1.0	
Enlisted	96	±2	97	2	1	0	±2	3.0	±2.0	
E1 – E4	96	±3	96	2	1	0	±4	4.0	±3.0	
E5 – E9	96	±2	97	2	0	0	±2	3.0	±2.0	
Officers	97	±3	98	1	0	0	±2	2.0	±2.0	
NAVY	96	±2	97	2	1	0	±2	3.0	±2.0	
White	96	±2	97	2	1	1	±3	3.0	±3.0	
Total Minority	95	±2	96	2	2	0	±2	4.0	±2.0	
Black	94	±3	95	1	3	0	±3	5.0	±3.0	
Hispanic	95	±4	96	2	2	0	±3	4.0	±3.0	
Asian	96	±2	95	3	2	0	±3	5.0	±3.0	
Other Race/Ethnicity	97	±2	98	2	1	0	±3	2.0	±2.0	
Enlisted	96	±2	96	2	1	0	±2	4.0	±2.0	
E1 – E4	95	±3	95	2	2	1	±4	5.0	±4.0	
E5 – E9	96	±2	97	2	1	0	±3	3.0	±3.0	
Officers	96	±2	99	0	1	0	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

I. Vandalized your property because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	95	±2	94	3	2	0	±3	6.0	±3.0	
White	96	±3	93	4	3	0	±5	7.0	±5.0	
Total Minority	93	±3	96	3	1	0	±2	4.0	±2.0	
Black	96	±2	98	1	0	0	±2	2.0	±2.0	
Hispanic	91	±6	96	3	1	0	±3	4.0	±3.0	
Asian	97	±2	94	4	2	0	±3	6.0	±3.0	
Other Race/Ethnicity	96	±3	96	3	1	0	±3	4.0	±3.0	
Enlisted	94	±3	94	4	2	0	±4	6.0	±4.0	
E1 – E4	94	±4	92	5	3	1	±5	8.0	±5.0	
E5 – E9	95	±3	97	2	1	0	±3	3.0	±3.0	
Officers	96	±2	100	0	0	0	±2	0.0	±1.0	
AIR FORCE	97	±2	99	1	0	0	±1	1.0	±1.0	
White	97	±2	99	1	0	0	±1	1.0	±1.0	
Total Minority	97	±2	99	1	0	0	±1	1.0	±1.0	
Black	98	±2	98	1	0	0	±2	2.0	±2.0	
Hispanic	95	±5	100	0	0	0	±1	0.0	±1.0	
Asian	99	±1	99	1	0	0	±2	1.0	±2.0	
Other Race/Ethnicity	98	±2	100	0	0	0	±1	0.0	±1.0	
Enlisted	96	±2	99	1	0	0	±1	1.0	±1.0	
E1 – E4	96	±3	100	0	0	0	±1	0.0	±1.0	
E5 – E9	97	±2	99	1	0	0	±2	1.0	±2.0	
Officers	98	±2	99	1	0	0	±2	1.0	±2.0	
COAST GUARD	97	±2	98	1	1	0	±2	2.0	±2.0	
White	97	±2	99	0	1	0	±2	1.0	±2.0	
Total Minority	97	±2	97	2	1	0	±3	3.0	±3.0	
Black	96	±3	98	1	1	0	±3	2.0	±3.0	
Hispanic	97	±2	96	3	1	0	±7	4.0	±6.0	
Asian	98	±3	99	1	NR	NR	±7	1.0	±7.0	
Other Race/Ethnicity	97	±3	99	1	0	0	±2	1.0	±2.0	
Enlisted	97	±2	98	1	1	0	±2	2.0	±2.0	
E1 – E4	98	±2	97	1	2	0	±4	3.0	±4.0	
E5 – E9	96	±3	99	1	0	0	±2	1.0	±2.0	
Officers	97	±2	100	0	0	0	±1	0.0	±1.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

m. Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	96	2	1	0	±1	4.0	±1.0	
Enlisted	99	±1	96	3	1	0	±1	4.0	±1.0	
E1 – E4	99	±1	94	4	2	1	±2	6.0	±2.0	
E5 – E9	99	±1	97	2	1	0	±1	3.0	±1.0	
Officers	100	±1	98	1	1	0	±1	2.0	±1.0	
O1 – O3	99	±1	98	1	0	0	±2	2.0	±2.0	
O4 – O6	100	±1	99	0	1	0	±2	1.0	±2.0	
Male	99	±1	96	3	1	0	±1	4.0	±1.0	
Female	99	±1	97	2	1	1	±3	3.0	±2.0	
White	99	±1	97	2	1	0	±2	3.0	±2.0	
Total Minority	99	±1	95	3	1	1	±1	5.0	±1.0	
Black	99	±1	95	3	1	1	±2	5.0	±2.0	
Hispanic	99	±1	95	3	1	1	±2	5.0	±2.0	
AIAN	100	±1	97	2	1	0	±4	3.0	±4.0	
Asian	99	±1	94	3	2	0	±2	6.0	±2.0	
NHPI	99	±1	94	3	3	0	±3	6.0	±3.0	
Two or More Races	100	±1	97	2	1	0	±3	3.0	±2.0	
Not Deployed Past 12 Months	99	±1	96	2	1	0	±1	4.0	±1.0	
Deployed Past 12 Months	99	±1	96	2	1	1	±2	4.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	82	9	6	3	±4	18.0	±4.0	
Experienced, Did Not Label	99	±1	91	7	2	0	±3	9.0	±3.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	96	3	1	1	±2	4.0	±2.0	
White	99	±1	97	3	0	0	±3	3.0	±3.0	
Total Minority	99	±1	94	3	1	1	±2	6.0	±2.0	
Black	99	±1	94	4	1	2	±3	6.0	±3.0	
Hispanic	99	±1	94	3	2	1	±3	6.0	±3.0	
Asian	99	±2	93	3	2	1	±3	7.0	±3.0	
Other Race/Ethnicity	100	±1	96	3	1	0	±5	4.0	±5.0	
Enlisted	99	±1	95	3	1	1	±2	5.0	±2.0	
E1 – E4	99	±1	94	4	1	1	±4	6.0	±4.0	
E5 – E9	99	±2	97	3	0	0	±2	3.0	±2.0	
Officers	100	±1	98	2	1	0	±3	2.0	±3.0	
NAVY	99	±1	96	2	2	0	±2	4.0	±2.0	
White	100	±1	97	2	1	0	±3	3.0	±3.0	
Total Minority	99	±1	94	3	3	0	±2	6.0	±2.0	
Black	98	±2	93	3	4	0	±4	7.0	±4.0	
Hispanic	100	±1	95	2	2	0	±3	5.0	±3.0	
Asian	99	±1	93	4	3	0	±3	7.0	±3.0	
Other Race/Ethnicity	100	±1	97	2	1	0	±3	3.0	±3.0	
Enlisted	100	±1	95	2	2	0	±2	5.0	±2.0	
E1 – E4	100	±1	94	3	2	1	±4	6.0	±4.0	
E5 – E9	99	±1	97	2	1	0	±2	3.0	±2.0	
Officers	99	±1	99	0	1	0	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...
- m. Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	95	3	2	0	±3	5.0	±3.0	
White	99	±2	94	3	3	0	±5	6.0	±5.0	
Total Minority	99	±1	96	3	1	0	±2	4.0	±2.0	
Black	99	±1	97	2	1	1	±3	3.0	±3.0	
Hispanic	100	±1	96	3	1	0	±3	4.0	±3.0	
Asian	99	±1	95	3	2	0	±3	5.0	±3.0	
Other Race/Ethnicity	99	±1	96	2	1	0	±3	4.0	±3.0	
Enlisted	99	±2	94	4	2	0	±3	6.0	±3.0	
E1 – E4	99	±2	92	5	3	0	±5	8.0	±5.0	
E5 – E9	99	±2	97	2	1	0	±3	3.0	±3.0	
Officers	100	±1	99	0	0	0	±2	1.0	±2.0	
AIR FORCE	100	±1	98	1	0	0	±2	2.0	±2.0	
White	100	±1	99	1	0	0	±2	1.0	±2.0	
Total Minority	99	±1	97	2	0	0	±3	3.0	±3.0	
Black	99	±1	98	1	0	1	±2	2.0	±2.0	
Hispanic	99	±1	95	5	0	0	±10	5.0	±9.0	
Asian	100	±1	98	1	1	0	±2	2.0	±2.0	
Other Race/Ethnicity	100	±1	99	1	0	0	±2	1.0	±2.0	
Enlisted	99	±1	98	1	0	0	±2	2.0	±2.0	
E1 – E4	100	±1	97	2	0	0	±4	3.0	±4.0	
E5 – E9	99	±1	99	1	0	0	±2	1.0	±1.0	
Officers	100	±1	99	1	0	0	±3	1.0	±2.0	
COAST GUARD	99	±1	99	1	0	0	±2	1.0	±2.0	
White	99	±2	99	0	0	0	±2	1.0	±2.0	
Total Minority	99	±1	97	2	0	0	±2	3.0	±2.0	
Black	98	±2	98	1	1	0	±2	2.0	±2.0	
Hispanic	99	±1	98	1	1	0	±2	2.0	±2.0	
Asian	100	±0	98	2	NR	NR	±6	2.0	±6.0	
Other Race/Ethnicity	100	±1	96	4	0	0	±9	4.0	±8.0	
Enlisted	99	±1	98	1	0	0	±2	2.0	±2.0	
E1 – E4	99	±2	99	1	1	0	±4	1.0	±3.0	
E5 – E9	99	±2	98	1	0	0	±2	2.0	±2.0	
Officers	99	±1	100	0	0	0	±1	0.0	±1.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

n. Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	94	4	1	1	±1	6.0	±1.0	
Enlisted	99	±1	94	4	1	1	±2	6.0	±2.0	
E1 – E4	99	±1	92	5	2	1	±2	8.0	±2.0	
E5 – E9	100	±1	96	3	1	1	±2	4.0	±2.0	
Officers	100	±1	97	2	1	0	±2	3.0	±2.0	
O1 – O3	100	±1	96	3	1	0	±2	4.0	±2.0	
O4 – O6	100	±1	98	1	0	0	±3	2.0	±3.0	
Male	99	±1	94	4	1	1	±2	6.0	±2.0	
Female	99	±1	94	3	2	1	±3	6.0	±3.0	
White	100	±1	95	3	1	1	±2	5.0	±2.0	
Total Minority	99	±1	93	4	2	1	±1	7.0	±1.0	
Black	99	±1	93	3	2	1	±2	7.0	±2.0	
Hispanic	99	±1	94	4	2	1	±2	6.0	±2.0	
AIAN	100	±1	NR	NR	2	1	±4	NR		
Asian	100	±1	91	6	3	1	±2	9.0	±2.0	
NHPI	99	±1	93	5	2	0	±3	7.0	±3.0	
Two or More Races	100	±1	96	3	1	1	±3	4.0	±3.0	
Not Deployed Past 12 Months	99	±1	95	3	1	1	±2	5.0	±2.0	
Deployed Past 12 Months	100	±1	94	4	1	1	±2	6.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	69	18	8	5	±5	31.0	±5.0	
Experienced, Did Not Label	100	±1	89	8	2	1	±4	11.0	±4.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	100	±1	93	5	1	1	±2	7.0	±2.0	
White	100	±1	94	5	1	1	±5	6.0	±4.0	
Total Minority	99	±1	91	5	2	2	±2	9.0	±2.0	
Black	99	±1	92	4	2	2	±3	8.0	±3.0	
Hispanic	99	±1	92	5	2	1	±3	8.0	±3.0	
Asian	99	±1	89	7	3	2	±4	11.0	±4.0	
Other Race/Ethnicity	100	±1	89	9	1	1	±12	11.0	±11.0	
Enlisted	100	±1	92	5	1	1	±3	8.0	±3.0	
E1 – E4	100	±1	90	6	2	2	±5	10.0	±5.0	
E5 – E9	99	±1	94	5	1	1	±3	6.0	±3.0	
Officers	100	±1	95	4	1	0	±3	5.0	±3.0	
NAVY	99	±1	95	3	2	1	±2	5.0	±2.0	
White	100	±1	97	2	1	1	±3	3.0	±3.0	
Total Minority	99	±1	92	4	3	0	±2	8.0	±2.0	
Black	99	±1	91	5	3	1	±4	9.0	±4.0	
Hispanic	100	±1	93	4	3	0	±3	7.0	±3.0	
Asian	100	±1	90	6	4	0	±3	10.0	±3.0	
Other Race/Ethnicity	99	±2	96	3	1	0	±3	4.0	±3.0	
Enlisted	99	±1	94	3	2	1	±2	6.0	±2.0	
E1 – E4	99	±2	92	4	3	1	±4	8.0	±4.0	
E5 – E9	100	±1	96	2	1	0	±2	4.0	±2.0	
Officers	100	±1	99	1	1	0	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

n. Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	92	5	2	1	±3	8.0	±3.0	■
White	99	±2	91	6	3	0	±5	9.0	±5.0	■
Total Minority	99	±1	95	3	1	1	±2	5.0	±2.0	■
Black	99	±1	96	2	1	1	±3	4.0	±3.0	■
Hispanic	99	±1	95	4	1	1	±3	5.0	±3.0	■
Asian	99	±1	91	5	2	2	±4	9.0	±4.0	■
Other Race/Ethnicity	100	±1	95	3	2	0	±3	5.0	±3.0	■
Enlisted	99	±2	91	6	2	1	±4	9.0	±4.0	■
E1 – E4	99	±2	89	7	3	1	±5	11.0	±5.0	■
E5 – E9	99	±1	95	3	1	0	±3	5.0	±3.0	■
Officers	100	±1	99	0	0	0	±2	1.0	±1.0	■
AIR FORCE	99	±1	98	1	0	0	±2	2.0	±2.0	■
White	100	±1	98	1	0	1	±2	2.0	±2.0	■
Total Minority	99	±1	98	1	0	0	±1	2.0	±1.0	■
Black	99	±1	98	1	0	1	±2	2.0	±2.0	■
Hispanic	99	±2	99	1	0	0	±1	1.0	±1.0	■
Asian	100	±1	96	3	0	0	±2	4.0	±2.0	■
Other Race/Ethnicity	100	±1	98	2	1	0	±2	2.0	±2.0	■
Enlisted	99	±1	98	1	0	1	±2	2.0	±2.0	■
E1 – E4	99	±2	98	1	1	0	±3	2.0	±3.0	■
E5 – E9	100	±1	98	1	0	1	±2	2.0	±2.0	■
Officers	100	±0	99	1	0	0	±2	1.0	±2.0	■
COAST GUARD	100	±1	98	1	0	0	±2	2.0	±2.0	■
White	99	±1	98	1	0	0	±2	2.0	±2.0	■
Total Minority	100	±1	96	2	1	1	±5	4.0	±3.0	■
Black	99	±2	97	2	1	0	±3	3.0	±3.0	■
Hispanic	100	±1	94	3	1	2	±9	6.0	±6.0	■
Asian	100	±0	96	4	NR	NR	±6	4.0	±6.0	■
Other Race/Ethnicity	100	±1	98	1	0	0	±2	2.0	±2.0	■
Enlisted	99	±1	97	2	1	1	±2	3.0	±2.0	■
E1 – E4	100	±1	97	2	1	1	±4	3.0	±4.0	■
E5 – E9	99	±1	98	1	0	0	±2	2.0	±2.0	■
Officers	100	±1	99	1	0	0	±2	1.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

o. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	100	±1	96	2	1	1	±1	4.0	±1.0	
Enlisted	100	±1	96	3	1	1	±1	4.0	±1.0	
E1 – E4	100	±1	95	3	2	1	±2	5.0	±2.0	
E5 – E9	99	±1	97	2	1	0	±1	3.0	±1.0	
Officers	100	±1	98	2	0	0	±2	2.0	±2.0	
O1 – O3	100	±1	97	2	0	0	±2	3.0	±2.0	
O4 – O6	100	±1	98	1	0	0	±3	2.0	±3.0	
Male	100	±1	96	2	1	1	±1	4.0	±1.0	
Female	99	±1	97	2	1	0	±2	3.0	±2.0	
White	100	±1	97	2	1	0	±2	3.0	±2.0	
Total Minority	99	±1	95	3	2	1	±1	5.0	±1.0	
Black	99	±1	94	3	2	1	±2	6.0	±2.0	
Hispanic	99	±1	95	2	2	1	±2	5.0	±2.0	
AIAN	100	±1	96	2	1	1	±5	4.0	±4.0	
Asian	99	±1	94	3	2	1	±2	6.0	±2.0	
NHPI	99	±1	94	3	3	0	±3	6.0	±3.0	
Two or More Races	100	±1	96	3	1	0	±3	4.0	±3.0	
Not Deployed Past 12 Months	100	±1	96	2	1	0	±1	4.0	±1.0	
Deployed Past 12 Months	99	±1	96	2	1	1	±2	4.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	100	±1	77	11	7	5	±5	23.0	±5.0	
Experienced, Did Not Label	99	±1	92	6	2	0	±3	8.0	±3.0	
Did Not Experience	100	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	100	±1	95	3	1	1	±2	5.0	±2.0	
White	100	±1	97	2	1	0	±3	3.0	±3.0	
Total Minority	99	±1	93	4	2	1	±2	7.0	±2.0	
Black	99	±1	93	3	1	2	±3	7.0	±3.0	
Hispanic	99	±1	94	3	2	1	±3	6.0	±3.0	
Asian	99	±1	92	4	3	1	±3	8.0	±3.0	
Other Race/Ethnicity	100	±1	93	5	1	1	±5	7.0	±5.0	
Enlisted	100	±1	95	3	1	1	±2	5.0	±2.0	
E1 – E4	100	±1	95	3	1	1	±3	5.0	±3.0	
E5 – E9	99	±1	95	3	1	1	±2	5.0	±2.0	
Officers	100	±1	96	3	0	0	±3	4.0	±3.0	
NAVY	99	±1	95	3	2	0	±2	5.0	±2.0	
White	100	±1	96	3	1	0	±4	4.0	±4.0	
Total Minority	99	±1	94	3	3	0	±2	6.0	±2.0	
Black	98	±2	92	3	4	1	±4	8.0	±4.0	
Hispanic	99	±1	95	2	3	0	±3	5.0	±3.0	
Asian	100	±1	94	3	3	0	±3	6.0	±3.0	
Other Race/Ethnicity	100	±1	97	2	1	0	±2	3.0	±2.0	
Enlisted	99	±1	94	3	2	1	±3	6.0	±3.0	
E1 – E4	100	±1	93	4	2	1	±4	7.0	±4.0	
E5 – E9	99	±1	96	2	1	0	±3	4.0	±3.0	
Officers	99	±1	99	1	1	0	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...
- o. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	94	3	2	1	±3	6.0	±3.0	
White	100	±1	93	3	3	1	±5	7.0	±5.0	
Total Minority	98	±3	95	3	1	1	±3	5.0	±3.0	
Black	99	±1	93	6	1	1	±9	7.0	±8.0	
Hispanic	97	±4	96	2	2	1	±3	4.0	±3.0	
Asian	99	±1	94	4	2	1	±3	6.0	±3.0	
Other Race/Ethnicity	100	±1	96	3	1	0	±3	4.0	±3.0	
Enlisted	99	±1	93	4	3	1	±3	7.0	±3.0	
E1 – E4	99	±2	91	5	3	1	±5	9.0	±5.0	
E5 – E9	99	±1	96	2	2	0	±3	4.0	±3.0	
Officers	100	±1	99	1	1	0	±2	1.0	±2.0	
AIR FORCE	100	±1	99	1	0	0	±1	1.0	±1.0	
White	100	±1	99	1	0	0	±2	1.0	±2.0	
Total Minority	100	±1	98	1	1	0	±1	2.0	±1.0	
Black	100	±1	98	1	1	0	±2	2.0	±2.0	
Hispanic	99	±1	99	0	0	0	±1	1.0	±1.0	
Asian	100	±1	98	1	0	0	±2	2.0	±2.0	
Other Race/Ethnicity	100	±1	98	1	0	0	±2	2.0	±2.0	
Enlisted	100	±1	99	1	0	0	±1	1.0	±1.0	
E1 – E4	100	±1	99	1	0	0	±3	1.0	±2.0	
E5 – E9	100	±1	99	1	0	0	±2	1.0	±1.0	
Officers	100	±1	99	1	0	0	±3	1.0	±2.0	
COAST GUARD	100	±1	98	1	1	0	±2	2.0	±2.0	
White	100	±1	98	1	1	0	±2	2.0	±2.0	
Total Minority	100	±1	98	1	1	0	±1	2.0	±1.0	
Black	99	±2	97	2	1	0	±3	3.0	±3.0	
Hispanic	100	±1	98	1	1	0	±2	2.0	±2.0	
Asian	100	±0	97	3	NR	NR	±6	3.0	±6.0	
Other Race/Ethnicity	100	±1	98	1	1	0	±2	2.0	±2.0	
Enlisted	100	±1	98	1	1	0	±2	2.0	±2.0	
E1 – E4	100	±1	98	1	1	0	±4	2.0	±4.0	
E5 – E9	100	±1	98	1	1	0	±3	2.0	±3.0	
Officers	100	±1	99	0	0	0	±2	1.0	±1.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

p. Physically threatened or intimidated you because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	100	±1	97	2	1	0	±1	3.0	±1.0	
Enlisted	100	±1	96	2	1	0	±1	4.0	±1.0	
E1 – E4	99	±1	95	3	1	1	±2	5.0	±2.0	
E5 – E9	100	±1	97	2	1	0	±1	3.0	±1.0	
Officers	100	±1	98	1	1	0	±2	2.0	±2.0	
O1 – O3	100	±1	98	1	0	0	±2	2.0	±2.0	
O4 – O6	99	±1	98	1	1	0	±3	2.0	±3.0	
Male	100	±1	96	2	1	0	±1	4.0	±1.0	
Female	100	±1	98	1	1	0	±3	2.0	±2.0	
White	100	±1	97	2	1	0	±2	3.0	±2.0	
Total Minority	99	±1	96	2	1	1	±1	4.0	±1.0	
Black	99	±1	95	3	1	1	±2	5.0	±2.0	
Hispanic	99	±1	97	2	1	0	±1	3.0	±1.0	
AIAN	100	±1	97	2	0	0	±4	3.0	±4.0	
Asian	99	±1	95	3	2	0	±2	5.0	±2.0	
NHPI	99	±1	96	2	2	0	±2	4.0	±2.0	
Two or More Races	100	±1	98	1	0	0	±2	2.0	±2.0	
Not Deployed Past 12 Months	100	±1	97	2	1	0	±1	3.0	±1.0	
Deployed Past 12 Months	99	±1	96	2	1	1	±2	4.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	83	8	6	3	±4	17.0	±4.0	
Experienced, Did Not Label	100	±1	93	5	2	0	±3	7.0	±3.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	96	3	1	0	±2	4.0	±2.0	
White	99	±1	97	2	0	0	±3	3.0	±3.0	
Total Minority	99	±1	95	3	1	1	±2	5.0	±2.0	
Black	99	±2	94	4	1	1	±3	6.0	±3.0	
Hispanic	99	±1	95	3	1	1	±2	5.0	±2.0	
Asian	100	±1	94	4	2	1	±3	6.0	±3.0	
Other Race/Ethnicity	100	±1	97	2	0	1	±4	3.0	±3.0	
Enlisted	99	±1	96	3	1	0	±2	4.0	±2.0	
E1 – E4	99	±1	95	3	1	1	±3	5.0	±3.0	
E5 – E9	99	±1	96	3	0	0	±2	4.0	±2.0	
Officers	100	±1	97	2	0	0	±3	3.0	±3.0	
NAVY	100	±1	96	2	1	1	±2	4.0	±2.0	
White	100	±1	97	1	1	1	±3	3.0	±3.0	
Total Minority	99	±1	95	3	2	0	±2	5.0	±2.0	
Black	99	±1	92	4	3	1	±4	8.0	±4.0	
Hispanic	100	±1	96	1	2	0	±3	4.0	±3.0	
Asian	99	±1	94	3	3	0	±3	6.0	±3.0	
Other Race/Ethnicity	100	±1	97	2	1	0	±2	3.0	±2.0	
Enlisted	100	±1	96	2	1	1	±2	4.0	±2.0	
E1 – E4	100	±1	95	3	2	1	±4	5.0	±4.0	
E5 – E9	100	±1	97	2	1	1	±2	3.0	±2.0	
Officers	99	±1	99	0	1	0	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

p. Physically threatened or intimidated you because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	100	±1	94	3	3	0	±3	6.0	±3.0	
White	100	±1	93	3	3	0	±5	7.0	±5.0	
Total Minority	99	±1	96	2	1	0	±3	4.0	±3.0	
Black	99	±1	95	2	NR	1	±9	5.0	±9.0	
Hispanic	99	±1	96	2	1	0	±3	4.0	±3.0	
Asian	99	±1	95	3	1	1	±3	5.0	±3.0	
Other Race/Ethnicity	100	±1	96	3	1	0	±3	4.0	±3.0	
Enlisted	100	±1	93	3	3	0	±3	7.0	±3.0	
E1 – E4	100	±1	92	4	4	1	±5	8.0	±5.0	
E5 – E9	99	±1	97	2	1	0	±3	3.0	±3.0	
Officers	100	±1	100	0	0	0	±2	0.0	±2.0	
AIR FORCE	100	±1	99	0	0	0	±1	1.0	±1.0	
White	100	±1	100	0	0	0	±1	0.0	±1.0	
Total Minority	99	±1	99	1	0	0	±1	1.0	±1.0	
Black	99	±1	99	1	0	0	±2	1.0	±2.0	
Hispanic	100	±1	100	0	0	0	±1	0.0	±1.0	
Asian	99	±1	99	1	0	0	±2	1.0	±2.0	
Other Race/Ethnicity	100	±1	99	0	1	0	±2	1.0	±2.0	
Enlisted	100	±1	100	0	0	0	±1	0.0	±1.0	
E1 – E4	100	±1	100	0	0	0	±1	0.0	±1.0	
E5 – E9	100	±1	99	1	0	0	±1	1.0	±1.0	
Officers	99	±1	99	0	1	0	±2	1.0	±2.0	
COAST GUARD	100	±1	99	1	0	0	±2	1.0	±2.0	
White	100	±1	99	1	0	0	±2	1.0	±2.0	
Total Minority	100	±1	98	1	1	0	±2	2.0	±2.0	
Black	99	±2	99	1	1	0	±2	1.0	±2.0	
Hispanic	100	±1	98	2	1	0	±2	2.0	±2.0	
Asian	100	±0	99	1	NR	NR	±7	1.0	±7.0	
Other Race/Ethnicity	100	±1	98	1	1	0	±3	2.0	±3.0	
Enlisted	100	±1	98	1	1	0	±2	2.0	±2.0	
E1 – E4	100	±1	98	1	1	0	±4	2.0	±4.0	
E5 – E9	100	±1	99	1	0	0	±2	1.0	±2.0	
Officers	100	±1	100	0	0	0	±0	0.0	±0.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

q. Assaulted you physically because of your race/ethnicity?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	98	1	1	0	±1	2.0	±1.0	
Enlisted	99	±1	97	2	1	0	±1	3.0	±1.0	
E1 – E4	100	±1	96	2	1	0	±2	4.0	±2.0	
E5 – E9	99	±1	98	1	0	0	±1	2.0	±1.0	
Officers	99	±1	99	0	0	0	±1	1.0	±1.0	
O1 – O3	99	±1	99	0	0	0	±1	1.0	±1.0	
O4 – O6	99	±1	100	0	0	0	±1	0.0	±1.0	
Male	99	±1	97	2	1	0	±1	3.0	±1.0	
Female	99	±1	98	1	0	0	±3	2.0	±2.0	
White	99	±1	98	1	1	0	±2	2.0	±2.0	
Total Minority	99	±1	97	2	1	0	±1	3.0	±1.0	
Black	99	±1	97	2	1	0	±2	3.0	±2.0	
Hispanic	99	±1	97	2	1	0	±1	3.0	±1.0	
AIAN	100	±1	99	1	0	0	±2	1.0	±2.0	
Asian	99	±1	96	2	1	0	±2	4.0	±2.0	
NHPI	98	±2	96	2	2	0	±2	4.0	±2.0	
Two or More Races	100	±1	99	1	0	0	±2	1.0	±1.0	
Not Deployed Past 12 Months	99	±1	98	2	1	0	±1	2.0	±1.0	
Deployed Past 12 Months	100	±1	97	1	1	0	±2	3.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	90	4	3	2	±4	10.0	±4.0	
Experienced, Did Not Label	99	±1	94	5	2	0	±3	6.0	±3.0	
Did Not Experience	99	±1	100	0	0	0	±0	0.0	±0.0	
ARMY	99	±1	98	2	0	0	±2	2.0	±2.0	
White	99	±1	98	1	0	0	±3	2.0	±3.0	
Total Minority	99	±1	97	2	1	1	±2	3.0	±2.0	
Black	99	±1	97	2	0	1	±3	3.0	±3.0	
Hispanic	99	±2	97	2	1	0	±2	3.0	±2.0	
Asian	99	±1	96	2	1	0	±3	4.0	±3.0	
Other Race/Ethnicity	99	±1	98	1	0	0	±2	2.0	±2.0	
Enlisted	99	±1	97	2	1	0	±2	3.0	±2.0	
E1 – E4	99	±1	97	2	1	0	±3	3.0	±3.0	
E5 – E9	99	±1	98	2	0	0	±2	2.0	±2.0	
Officers	99	±2	99	0	0	0	±1	1.0	±1.0	
NAVY	99	±1	97	1	1	0	±2	3.0	±2.0	
White	99	±1	98	1	0	0	±3	2.0	±3.0	
Total Minority	99	±1	96	2	2	0	±2	4.0	±2.0	
Black	99	±1	95	2	3	0	±3	5.0	±3.0	
Hispanic	99	±1	97	1	2	0	±3	3.0	±3.0	
Asian	99	±1	96	2	2	0	±3	4.0	±3.0	
Other Race/Ethnicity	100	±1	98	2	1	0	±2	2.0	±2.0	
Enlisted	99	±1	97	2	1	0	±2	3.0	±2.0	
E1 – E4	100	±1	96	2	1	1	±4	4.0	±4.0	
E5 – E9	99	±1	98	1	1	0	±2	2.0	±2.0	
Officers	99	±2	99	0	1	0	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

q. Assaulted you physically because of your race/ethnicity?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	95	3	1	1	±3	5.0	±3.0	
White	99	±1	94	4	2	1	±5	6.0	±5.0	
Total Minority	99	±1	97	2	1	0	±2	3.0	±2.0	
Black	98	±2	98	1	0	0	±2	2.0	±2.0	
Hispanic	99	±2	97	2	1	0	±3	3.0	±3.0	
Asian	99	±1	95	2	2	0	±3	5.0	±3.0	
Other Race/Ethnicity	99	±1	97	3	1	0	±3	3.0	±3.0	
Enlisted	99	±1	94	4	2	1	±3	6.0	±3.0	
E1 – E4	100	±1	93	4	2	1	±5	7.0	±5.0	
E5 – E9	99	±2	97	2	0	0	±3	3.0	±3.0	
Officers	99	±1	100	0	0	0	±2	0.0	±2.0	
AIR FORCE	99	±1	100	0	0	0	±1	0.0	±1.0	
White	100	±1	100	0	0	0	±1	0.0	±1.0	
Total Minority	99	±1	99	0	0	0	±1	1.0	±1.0	
Black	99	±1	99	0	0	0	±2	1.0	±2.0	
Hispanic	99	±1	100	0	0	0	±1	0.0	±1.0	
Asian	99	±1	99	1	0	0	±2	1.0	±2.0	
Other Race/Ethnicity	100	±1	100	0	0	0	±1	0.0	±1.0	
Enlisted	100	±1	100	0	0	0	±1	0.0	±1.0	
E1 – E4	100	±1	100	0	0	0	±1	0.0	±1.0	
E5 – E9	99	±1	100	0	0	0	±2	0.0	±1.0	
Officers	99	±2	100	0	0	0	±2	0.0	±2.0	
COAST GUARD	99	±1	99	1	0	0	±1	1.0	±1.0	
White	99	±1	99	0	0	0	±2	1.0	±2.0	
Total Minority	99	±1	98	1	1	0	±1	2.0	±1.0	
Black	99	±2	99	1	1	0	±2	1.0	±2.0	
Hispanic	99	±1	98	1	1	0	±2	2.0	±2.0	
Asian	100	±0	99	1	NR	NR	±7	1.0	±7.0	
Other Race/Ethnicity	99	±1	99	1	0	0	±2	1.0	±2.0	
Enlisted	99	±1	99	1	0	0	±2	1.0	±2.0	
E1 – E4	99	±2	99	0	1	0	±4	1.0	±3.0	
E5 – E9	99	±2	99	1	0	0	±2	1.0	±2.0	
Officers	100	±1	100	0	0	0	±0	0.0	±0.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

r. Other race/ethnicity-related experiences?

1. Never
4. Often

2. Once or twice

3. Sometimes

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
TOTAL DOD	99	±1	95	3	1	1	±1	5.0	±1.0	
Enlisted	99	±1	94	3	2	1	±2	6.0	±2.0	
E1 – E4	99	±1	94	3	2	1	±2	6.0	±2.0	
E5 – E9	99	±1	95	3	1	0	±2	5.0	±2.0	
Officers	99	±1	97	2	1	0	±2	3.0	±2.0	
O1 – O3	99	±1	96	3	0	0	±3	4.0	±3.0	
O4 – O6	100	±1	98	1	1	0	±2	2.0	±2.0	
Male	99	±1	95	3	1	1	±1	5.0	±1.0	
Female	100	±1	95	3	2	1	±2	5.0	±2.0	
White	99	±1	96	2	1	1	±2	4.0	±2.0	
Total Minority	99	±1	93	4	2	1	±1	7.0	±1.0	
Black	98	±1	93	4	2	1	±2	7.0	±2.0	
Hispanic	99	±1	95	3	2	1	±2	5.0	±2.0	
AIAN	100	±1	NR	NR	1	0	±1	NR		
Asian	99	±1	92	4	3	1	±2	8.0	±2.0	
NHPI	99	±1	94	4	2	0	±2	6.0	±2.0	
Two or More Races	99	±1	94	5	1	0	±5	6.0	±5.0	
Not Deployed Past 12 Months	99	±1	95	3	1	1	±2	5.0	±2.0	
Deployed Past 12 Months	99	±1	94	3	2	1	±2	6.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	99	±1	72	13	9	6	±5	28.0	±5.0	
Experienced, Did Not Label	99	±1	91	6	2	0	±3	9.0	±3.0	
Did Not Experience	99	±1	100	0	0	0	±1	0.0	±1.0	
ARMY	99	±1	94	4	2	1	±2	6.0	±2.0	
White	100	±1	95	3	1	1	±4	5.0	±4.0	
Total Minority	99	±1	92	5	2	1	±2	8.0	±2.0	
Black	98	±2	92	5	2	2	±3	8.0	±3.0	
Hispanic	99	±1	93	4	2	1	±3	7.0	±3.0	
Asian	99	±1	90	6	3	1	±4	10.0	±4.0	
Other Race/Ethnicity	99	±2	90	8	1	1	±12	10.0	±12.0	
Enlisted	99	±1	93	4	2	1	±3	7.0	±3.0	
E1 – E4	99	±1	93	4	2	1	±4	7.0	±4.0	
E5 – E9	99	±1	93	5	1	1	±3	7.0	±3.0	
Officers	100	±1	95	4	1	0	±4	5.0	±4.0	
NAVY	99	±1	95	3	2	1	±2	5.0	±2.0	
White	100	±1	97	1	1	1	±3	3.0	±3.0	
Total Minority	99	±1	92	4	3	1	±3	8.0	±3.0	
Black	98	±2	92	4	4	1	±4	8.0	±4.0	
Hispanic	100	±1	94	3	3	0	±3	6.0	±3.0	
Asian	99	±1	91	4	4	0	±3	9.0	±3.0	
Other Race/Ethnicity	100	±1	90	8	2	0	±14	10.0	±12.0	
Enlisted	99	±1	94	3	2	1	±2	6.0	±2.0	
E1 – E4	99	±1	93	4	3	1	±4	7.0	±4.0	
E5 – E9	100	±1	95	2	2	0	±2	5.0	±2.0	
Officers	99	±2	98	1	1	0	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

28. How frequently during the past 12 months have you been in circumstances where you thought military personnel (on or off duty, on or off installation) and/or DoD/DHS civilian employees and/or contractors (in your workplace or on or off your installation/ship)...

r. Other race/ethnicity-related experiences?

	Percent Responding		Percentages				Max ME	Experienced Behavior		
			1	2	3	4				
MARINE CORPS	99	±1	93	4	2	1	±3	7.0	±3.0	■
White	99	±1	92	5	2	1	±5	8.0	±5.0	■
Total Minority	99	±1	94	3	2	1	±3	6.0	±3.0	■
Black	99	±1	92	3	NR	1	±8	8.0	±8.0	■
Hispanic	100	±1	95	3	1	1	±3	5.0	±3.0	■
Asian	99	±1	92	4	3	1	±3	8.0	±3.0	■
Other Race/Ethnicity	99	±1	95	4	1	0	±4	5.0	±4.0	■
Enlisted	99	±1	92	4	2	1	±4	8.0	±4.0	■
E1 – E4	100	±1	91	5	3	1	±5	9.0	±5.0	■
E5 – E9	99	±2	96	3	1	0	±3	4.0	±3.0	■
Officers	99	±1	98	1	0	1	±2	2.0	±2.0	■
AIR FORCE	99	±1	98	1	0	0	±1	2.0	±1.0	■
White	99	±1	99	1	0	0	±2	1.0	±2.0	■
Total Minority	100	±1	98	1	1	0	±1	2.0	±1.0	■
Black	100	±1	97	2	1	0	±2	3.0	±2.0	■
Hispanic	100	±1	98	1	0	0	±2	2.0	±2.0	■
Asian	100	±0	97	2	0	0	±2	3.0	±2.0	■
Other Race/Ethnicity	100	±1	98	1	0	0	±2	2.0	±2.0	■
Enlisted	99	±1	98	1	0	0	±1	2.0	±1.0	■
E1 – E4	99	±2	99	1	0	0	±1	1.0	±1.0	■
E5 – E9	100	±1	98	2	0	0	±2	2.0	±2.0	■
Officers	100	±1	98	1	1	0	±2	2.0	±2.0	■
COAST GUARD	99	±1	98	2	1	0	±2	2.0	±2.0	■
White	99	±1	98	1	0	0	±2	2.0	±2.0	■
Total Minority	99	±1	96	3	1	0	±2	4.0	±2.0	■
Black	98	±2	94	4	2	0	±3	6.0	±3.0	■
Hispanic	100	±1	95	3	1	0	±5	5.0	±4.0	■
Asian	100	±0	95	4	1	NR	±6	5.0	±6.0	■
Other Race/Ethnicity	99	±1	98	1	1	0	±3	2.0	±3.0	■
Enlisted	99	±1	98	2	1	0	±2	2.0	±2.0	■
E1 – E4	99	±2	97	1	1	0	±4	3.0	±4.0	■
E5 – E9	99	±1	98	2	0	0	±3	2.0	±2.0	■
Officers	100	±1	98	2	1	0	±2	2.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

29. Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	31	±2	72	24	4	±3
Enlisted	33	±2	71	25	4	±4
E1 – E4	36	±4	73	24	3	±5
E5 – E9	29	±3	70	25	5	±5
Officers	24	±3	75	20	5	±6
O1 – O3	28	±4	77	19	4	±8
O4 – O6	18	±4	71	21	7	±12
Male	31	±2	73	23	4	±4
Female	32	±4	64	30	5	±6
White	27	±3	80	16	4	±5
Total Minority	37	±2	63	33	4	±3
Black	36	±3	59	36	5	±5
Hispanic	37	±4	66	31	3	±5
AIAN	37	±19	NR	NR	4	±11
Asian	42	±4	64	33	3	±5
NHPI	29	±4	62	35	3	±7
Two or More Races	33	±6	75	23	2	±9
Not Deployed Past 12 Months	29	±2	71	25	4	±4
Deployed Past 12 Months	35	±4	73	22	4	±5
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	96	±2	12	76	12	±5
Experienced, Did Not Label	95	±2	100	0	0	±1
Did Not Experience	0	±1	NR	NR	NR	
ARMY	37	±4	67	27	6	±5
White	36	±6	77	17	6	±9
Total Minority	39	±4	55	39	6	±5
Black	37	±4	54	39	8	±7
Hispanic	42	±6	55	40	5	±8
Asian	45	±7	57	39	4	±8
Other Race/Ethnicity	39	±12	NR	NR	3	±5
Enlisted	39	±5	67	27	6	±6
E1 – E4	43	±7	72	24	4	±8
E5 – E9	35	±5	60	32	8	±8
Officers	29	±6	69	25	6	±11
NAVY	32	±3	74	25	2	±5
White	26	±5	81	18	1	±11
Total Minority	41	±3	67	31	2	±5
Black	39	±5	61	36	3	±9
Hispanic	42	±6	69	29	2	±8
Asian	47	±6	65	32	3	±7
Other Race/Ethnicity	36	±8	77	20	3	±11
Enlisted	34	±4	73	26	1	±6
E1 – E4	39	±6	69	30	1	±9
E5 – E9	29	±5	77	22	2	±6
Officers	22	±4	81	15	4	±8

Note. Percent responding are active duty members who answered the question and who experienced at least one harassment behavior (Q28).

NR: Not reportable

29. Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	32	±4	77	19	4	±6
White	28	±6	81	14	5	±11
Total Minority	37	±5	72	25	2	±6
Black	46	±6	61	35	5	±11
Hispanic	33	±7	79	20	1	±9
Asian	44	±10	69	29	2	±8
Other Race/Ethnicity	36	±12	NR	NR	2	±2
Enlisted	33	±4	76	20	4	±7
E1 – E4	34	±6	74	22	4	±9
E5 – E9	31	±5	82	14	4	±7
Officers	23	±4	88	10	2	±7
AIR FORCE	19	±3	79	18	3	±6
White	16	±4	84	12	4	±10
Total Minority	26	±4	73	25	3	±7
Black	28	±4	70	27	3	±8
Hispanic	25	±8	78	20	2	±13
Asian	28	±7	73	25	1	±10
Other Race/Ethnicity	22	±7	NR	NR	2	±3
Enlisted	19	±3	78	19	3	±7
E1 – E4	20	±5	80	18	1	±10
E5 – E9	19	±4	76	19	5	±9
Officers	18	±4	80	15	4	±11
COAST GUARD	25	±4	78	18	4	±6
White	22	±4	83	12	5	±9
Total Minority	34	±5	70	28	3	±7
Black	33	±5	60	39	1	±9
Hispanic	34	±6	70	28	2	±10
Asian	36	±10	74	26	NR	±16
Other Race/Ethnicity	33	±11	NR	20	NR	±18
Enlisted	27	±4	78	18	4	±7
E1 – E4	31	±7	81	16	3	±11
E5 – E9	24	±5	75	20	5	±10
Officers	18	±4	80	15	5	±10

Note. Percent responding are active duty members who answered the question and who experienced at least one harassment behavior (Q28).

NR: Not reportable

29. Offensive Encounters: Constructed from Q28a-k and Q29. Offensive Encounters reflects whether Service members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters
			Incident Rate		
TOTAL DOD	100	±0	8.5	±1.0	
Enlisted	100	±0	9.1	±1.1	
E1 – E4	100	±0	9.7	±1.7	
E5 – E9	100	±0	8.4	±1.4	
Officers	100	±0	5.7	±1.6	
O1 – O3	100	±0	6.5	±2.4	
O4 – O6	100	±0	4.7	±2.8	
Male	100	±0	8.1	±1.1	
Female	100	±0	11.2	±2.3	
White	100	±0	5.5	±1.4	
Total Minority	100	±0	13.3	±1.2	
Black	100	±0	14.5	±1.9	
Hispanic	100	±0	12.4	±1.9	
AIAN	100	±0	NR		
Asian	100	±0	15.1	±2.0	
NHPI	100	±0	11.1	±2.5	
Two or More Races	100	±0	8.3	±3.2	
Not Deployed Past 12 Months	100	±0	8.3	±1.2	
Deployed Past 12 Months	100	±0	9.1	±1.6	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	83.9	±3.9	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	12.0	±2.0	
White	100	±0	8.1	±3.1	
Total Minority	100	±0	17.4	±2.3	
Black	100	±0	16.5	±3.3	
Hispanic	100	±0	18.6	±4.1	
Asian	100	±0	19.2	±4.3	
Other Race/Ethnicity	100	±0	15.9	±10.0	
Enlisted	100	±0	12.7	±2.3	
E1 – E4	100	±0	11.9	±3.4	
E5 – E9	100	±0	13.6	±3.3	
Officers	100	±0	9.0	±3.6	
NAVY	100	±0	8.5	±1.8	
White	100	±0	5.0	±3.1	
Total Minority	100	±0	13.4	±2.0	
Black	100	±0	15.0	±3.8	
Hispanic	100	±0	12.6	±3.7	
Asian	100	±0	16.1	±3.8	
Other Race/Ethnicity	100	±0	8.4	±3.5	
Enlisted	100	±0	9.3	±2.2	
E1 – E4	100	±0	12.0	±4.1	
E5 – E9	100	±0	6.7	±1.7	
Officers	100	±0	4.1	±2.0	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q28/Q29). The overall Cronbach's alpha without the inclusion of Q29 = 0.92 (White = 0.91, Black = 0.91, Hispanic = 0.91, Asian = 0.93, and Other Race/Ethnicity = 0.91). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28i "Made offensive remarks about your accent or language skills?" which is a new item.

NR: Not reportable

29. Offensive Encounters: Constructed from Q28a-k and Q29. Offensive Encounters reflects whether Service members indicated they experienced situations in which other DoD personnel engaged in racially/ethnically insensitive behavior that caused them discomfort or was insulting.

	Percent Responding		Percentages	Max ME	Offensive Encounters
			Incident Rate		
MARINE CORPS	100	±0	7.1	±2.1	
White	100	±0	5.2	±3.5	
Total Minority	100	±0	10.2	±2.4	
Black	100	±0	17.9	±6.3	
Hispanic	100	±0	7.0	±2.9	
Asian	100	±0	13.5	±4.1	
Other Race/Ethnicity	100	±0	8.8	±8.4	
Enlisted	100	±0	7.7	±2.4	
E1 – E4	100	±0	8.8	±3.5	
E5 – E9	100	±0	5.5	±2.1	
Officers	100	±0	2.6	±1.5	
AIR FORCE	100	±0	3.8	±1.2	
White	100	±0	2.3	±1.7	
Total Minority	100	±0	6.7	±1.7	
Black	100	±0	8.1	±2.7	
Hispanic	100	±0	5.1	±2.9	
Asian	100	±0	7.3	±2.5	
Other Race/Ethnicity	100	±0	6.4	±6.7	
Enlisted	100	±0	3.9	±1.4	
E1 – E4	100	±0	3.9	±2.2	
E5 – E9	100	±0	4.0	±1.9	
Officers	100	±0	3.2	±2.2	
COAST GUARD	100	±0	5.3	±1.6	
White	100	±0	3.5	±2.3	
Total Minority	100	±0	10.3	±2.6	
Black	100	±0	13.1	±4.0	
Hispanic	100	±0	10.3	±4.0	
Asian	100	±0	9.1	±6.7	
Other Race/Ethnicity	100	±0	8.8	±7.4	
Enlisted	100	±0	5.9	±2.0	
E1 – E4	100	±0	5.8	±3.6	
E5 – E9	100	±0	5.9	±2.6	
Officers	100	±0	3.3	±1.9	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q28/Q29). The overall Cronbach's alpha without the inclusion of Q29 = 0.92 (White = 0.91, Black = 0.91, Hispanic = 0.91, Asian = 0.93, and Other Race/Ethnicity = 0.91). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28i "Made offensive remarks about your accent or language skills?" which is a new item.

29. Harm or Threat of Harm: Constructed from Q28l-q and Q29. Harm or Threat of Harm can be defined as perceptions of threat, vandalism, and assault stemming from Service members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm
			Incident Rate		
TOTAL DOD	100	±0	3.6	±0.7	
Enlisted	100	±0	3.8	±0.8	
E1 – E4	100	±0	4.7	±1.3	
E5 – E9	100	±0	2.9	±1.0	
Officers	100	±0	2.5	±1.3	
O1 – O3	100	±0	3.1	±1.9	
O4 – O6	100	±0	1.9	±2.4	
Male	100	±0	3.6	±0.8	
Female	100	±0	3.4	±1.2	
White	100	±0	2.4	±1.0	
Total Minority	100	±0	5.5	±0.9	
Black	100	±0	6.1	±1.5	
Hispanic	100	±0	4.9	±1.2	
AIAN	100	±0	NR		
Asian	100	±0	6.9	±1.4	
NHPI	100	±0	5.8	±2.0	
Two or More Races	100	±0	2.7	±1.5	
Not Deployed Past 12 Months	100	±0	3.4	±0.9	
Deployed Past 12 Months	100	±0	4.1	±1.2	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	35.4	±4.9	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	5.1	±1.4	
White	100	±0	3.2	±2.4	
Total Minority	100	±0	7.7	±1.8	
Black	100	±0	7.3	±2.6	
Hispanic	100	±0	7.6	±2.6	
Asian	100	±0	9.5	±3.1	
Other Race/Ethnicity	100	±0	8.6	±11.4	
Enlisted	100	±0	5.2	±1.7	
E1 – E4	100	±0	5.7	±2.6	
E5 – E9	100	±0	4.6	±2.3	
Officers	100	±0	4.6	±2.9	
NAVY	100	±0	3.2	±1.1	
White	100	±0	1.8	±1.9	
Total Minority	100	±0	5.4	±1.4	
Black	100	±0	6.0	±3.1	
Hispanic	100	±0	4.8	±2.2	
Asian	100	±0	6.7	±2.6	
Other Race/Ethnicity	100	±0	3.6	±2.0	
Enlisted	100	±0	3.7	±1.3	
E1 – E4	100	±0	5.1	±2.3	
E5 – E9	100	±0	2.2	±1.2	
Officers	100	±0	1.2	±1.3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q28/Q29). The overall Cronbach's alpha without the inclusion of Q29 = 0.94 (White = 0.95, Black = 0.93, Hispanic = 0.94, Asian = 0.93, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28m "Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?" and Q28n "Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?" which are new items.

NR: Not reportable

29. Harm or Threat of Harm: Constructed from Q28l-q and Q29. Harm or Threat of Harm can be defined as perceptions of threat, vandalism, and assault stemming from Service members' race/ethnicity and caused by DoD personnel.

	Percent Responding		Percentages	Max ME	Threat/Harm
			Incident Rate		
MARINE CORPS	100	±0	3.7	±1.9	
White	100	±0	3.2	±3.3	
Total Minority	100	±0	4.5	±2.1	
Black	100	±0	7.6	±7.4	
Hispanic	100	±0	3.2	±2.5	
Asian	100	±0	7.1	±2.9	
Other Race/Ethnicity	100	±0	3.1	±2.8	
Enlisted	100	±0	4.1	±2.2	
E1 – E4	100	±0	5.3	±3.2	
E5 – E9	100	±0	1.8	±1.8	
Officers	100	±0	0.5	±1.1	
AIR FORCE	100	±0	1.4	±0.9	
White	100	±0	1.2	±1.5	
Total Minority	100	±0	1.9	±0.8	
Black	100	±0	2.7	±1.9	
Hispanic	100	±0	1.2	±0.9	
Asian	100	±0	2.9	±1.9	
Other Race/Ethnicity	100	±0	1.1	±0.9	
Enlisted	100	±0	1.5	±1.1	
E1 – E4	100	±0	1.4	±1.9	
E5 – E9	100	±0	1.5	±1.5	
Officers	100	±0	1.2	±1.8	
COAST GUARD	100	±0	1.5	±1.0	
White	100	±0	1.0	±1.5	
Total Minority	100	±0	2.8	±1.2	
Black	100	±0	3.9	±2.4	
Hispanic	100	±0	2.7	±2.1	
Asian	100	±0	1.8	±4.6	
Other Race/Ethnicity	100	±0	2.7	±2.3	
Enlisted	100	±0	1.6	±1.2	
E1 – E4	100	±0	1.9	±2.3	
E5 – E9	100	±0	1.4	±1.5	
Officers	100	±0	0.9	±1.3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q28/Q29). The overall Cronbach's alpha without the inclusion of Q29 = 0.94 (White = 0.95, Black = 0.93, Hispanic = 0.94, Asian = 0.93, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28m "Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?" and Q28n "Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?" which are new items.

29. Racial/Ethnic Harassment: Constructed from Q28a-q and Q29. Racial/Ethnic Harassment reflects whether Service members indicated that they personally experienced race/ethnicity-related insensitivity, threats, or actual harm, from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Harassment
			Incident Rate		
TOTAL DOD	100	±0	8.6	±1.0	
Enlisted	100	±0	9.2	±1.1	
E1 – E4	100	±0	9.8	±1.7	
E5 – E9	100	±0	8.5	±1.4	
Officers	100	±0	5.8	±1.6	
O1 – O3	100	±0	6.5	±2.4	
O4 – O6	100	±0	4.8	±2.8	
Male	100	±0	8.1	±1.1	
Female	100	±0	11.3	±2.3	
White	100	±0	5.5	±1.4	
Total Minority	100	±0	13.3	±1.2	
Black	100	±0	14.7	±1.9	
Hispanic	100	±0	12.5	±1.9	
AIAN	100	±0	NR		
Asian	100	±0	15.2	±2.0	
NHPI	100	±0	11.1	±2.5	
Two or More Races	100	±0	8.4	±3.2	
Not Deployed Past 12 Months	100	±0	8.3	±1.2	
Deployed Past 12 Months	100	±0	9.2	±1.6	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	84.5	±3.9	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	12.1	±2.0	
White	100	±0	8.2	±3.1	
Total Minority	100	±0	17.5	±2.3	
Black	100	±0	16.6	±3.3	
Hispanic	100	±0	18.6	±4.1	
Asian	100	±0	19.3	±4.3	
Other Race/Ethnicity	100	±0	15.9	±10.0	
Enlisted	100	±0	12.8	±2.3	
E1 – E4	100	±0	12.0	±3.4	
E5 – E9	100	±0	13.9	±3.3	
Officers	100	±0	9.0	±3.6	
NAVY	100	±0	8.5	±1.8	
White	100	±0	5.0	±3.1	
Total Minority	100	±0	13.5	±2.0	
Black	100	±0	15.0	±3.8	
Hispanic	100	±0	12.7	±3.7	
Asian	100	±0	16.3	±3.8	
Other Race/Ethnicity	100	±0	8.4	±3.5	
Enlisted	100	±0	9.4	±2.2	
E1 – E4	100	±0	12.1	±4.1	
E5 – E9	100	±0	6.7	±1.7	
Officers	100	±0	4.1	±2.0	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q28/Q29). The overall Cronbach's alpha without the inclusion of Q29 = 0.95 (White = 0.95, Black = 0.93, Hispanic = 0.94, Asian = 0.95, and Other Race/Ethnicity = 0.95). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28i "Made offensive remarks about your accent or language skills?," Q28m "Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?," and Q28n "Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?" which are new items.

NR: Not reportable

29. Racial/Ethnic Harassment: Constructed from Q28a-q and Q29. Racial/Ethnic Harassment reflects whether Service members indicated that they personally experienced race/ethnicity-related insensitivity, threats, or actual harm, from another military member or a DoD civilian.

	Percent Responding		Percentages	Max ME	Harassment
			Incident Rate		
MARINE CORPS	100	±0	7.1	±2.1	
White	100	±0	5.2	±3.5	
Total Minority	100	±0	10.3	±2.4	
Black	100	±0	17.9	±6.3	
Hispanic	100	±0	7.0	±2.9	
Asian	100	±0	13.7	±4.1	
Other Race/Ethnicity	100	±0	9.0	±8.4	
Enlisted	100	±0	7.7	±2.4	
E1 – E4	100	±0	8.8	±3.5	
E5 – E9	100	±0	5.6	±2.1	
Officers	100	±0	2.6	±1.5	
AIR FORCE	100	±0	3.9	±1.2	
White	100	±0	2.3	±1.7	
Total Minority	100	±0	6.9	±1.7	
Black	100	±0	8.5	±2.8	
Hispanic	100	±0	5.2	±2.9	
Asian	100	±0	7.3	±2.5	
Other Race/Ethnicity	100	±0	6.5	±6.7	
Enlisted	100	±0	4.0	±1.4	
E1 – E4	100	±0	3.9	±2.2	
E5 – E9	100	±0	4.1	±1.9	
Officers	100	±0	3.3	±2.2	
COAST GUARD	100	±0	5.4	±1.7	
White	100	±0	3.6	±2.3	
Total Minority	100	±0	10.3	±2.6	
Black	100	±0	13.1	±4.0	
Hispanic	100	±0	10.3	±4.0	
Asian	100	±0	9.1	±6.7	
Other Race/Ethnicity	100	±0	8.8	±7.4	
Enlisted	100	±0	5.9	±2.0	
E1 – E4	100	±0	5.8	±3.6	
E5 – E9	100	±0	5.9	±2.6	
Officers	100	±0	3.5	±1.9	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment (Q28/Q29). The overall Cronbach's alpha without the inclusion of Q29 = 0.95 (White = 0.95, Black = 0.93, Hispanic = 0.94, Asian = 0.95, and Other Race/Ethnicity = 0.95). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28i "Made offensive remarks about your accent or language skills?," Q28m "Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?," and Q28n "Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?" which are new items.

30. Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you?

1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	31	±2	21	38	41	±4	59.0	±4.0	
Enlisted	32	±2	21	38	41	±4	59.0	±4.0	
E1 – E4	35	±4	19	40	41	±6	59.0	±6.0	
E5 – E9	28	±3	24	36	40	±5	60.0	±5.0	
Officers	24	±3	19	35	45	±7	55.0	±7.0	
O1 – O3	28	±4	17	34	49	±8	51.0	±8.0	
O4 – O6	18	±4	25	42	33	±12	67.0	±12.0	
Male	30	±2	20	38	42	±4	58.0	±4.0	
Female	32	±4	24	39	38	±7	62.0	±7.0	
White	27	±3	21	35	44	±6	56.0	±6.0	
Total Minority	36	±2	20	42	38	±3	62.0	±3.0	
Black	36	±3	27	40	33	±5	67.0	±5.0	
Hispanic	37	±4	16	43	41	±6	59.0	±6.0	
AIAN	37	±19	NR	NR	23	±16	77.0	±16.0	
Asian	42	±4	18	47	35	±5	65.0	±5.0	
NHPI	29	±4	21	43	36	±7	64.0	±6.0	
Two or More Races	33	±6	15	32	52	±11	48.0	±11.0	
Not Deployed Past 12 Months	29	±2	22	38	40	±5	60.0	±5.0	
Deployed Past 12 Months	35	±4	19	38	42	±7	58.0	±7.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	28	49	24	±5	76.0	±5.0	
Experienced, Did Not Label	93	±3	17	33	50	±5	50.0	±5.0	
Did Not Experience	0	±1	NR	NR	NR		NR		
ARMY	37	±4	23	40	37	±7	63.0	±7.0	
White	35	±6	24	37	39	±11	61.0	±11.0	
Total Minority	39	±4	21	45	34	±5	66.0	±5.0	
Black	36	±4	26	45	29	±7	71.0	±7.0	
Hispanic	41	±6	19	44	37	±9	63.0	±9.0	
Asian	44	±7	14	51	35	±9	65.0	±9.0	
Other Race/Ethnicity	38	±12	17	NR	NR	±12	NR		
Enlisted	38	±5	23	40	36	±7	64.0	±7.0	
E1 – E4	42	±7	23	41	36	±11	64.0	±11.0	
E5 – E9	35	±5	24	39	37	±8	63.0	±8.0	
Officers	29	±6	20	39	41	±11	59.0	±11.0	
NAVY	32	±3	21	37	42	±6	58.0	±6.0	
White	26	±5	20	31	50	±11	50.0	±11.0	
Total Minority	41	±3	23	42	35	±5	65.0	±5.0	
Black	39	±5	32	36	32	±9	68.0	±8.0	
Hispanic	41	±6	15	46	39	±10	61.0	±10.0	
Asian	47	±6	22	49	29	±7	71.0	±7.0	
Other Race/Ethnicity	36	±8	18	NR	40	±14	60.0	±14.0	
Enlisted	34	±4	22	37	41	±7	59.0	±7.0	
E1 – E4	39	±6	18	38	43	±10	57.0	±10.0	
E5 – E9	29	±5	27	36	37	±9	63.0	±9.0	
Officers	22	±4	17	32	51	±11	49.0	±11.0	

Note. Percent responding are active duty members who answered the question and who experienced at least one harassment behavior (Q28). This percentage includes members who indicated experiencing a harassment behavior, but did not necessarily label it as racial/ethnic harassment.

NR: Not reportable

30. Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
MARINE CORPS	31	±4	16	37	48	±7	52.0	±7.0	
White	28	±6	15	37	48	±12	52.0	±11.0	
Total Minority	37	±5	17	36	47	±8	53.0	±7.0	
Black	46	±6	21	37	43	±11	57.0	±10.0	
Hispanic	33	±7	14	40	46	±12	54.0	±12.0	
Asian	44	±10	25	37	38	±15	62.0	±9.0	
Other Race/Ethnicity	36	±12	NR	20	NR	±11	NR		
Enlisted	33	±4	16	37	47	±8	53.0	±8.0	
E1 – E4	34	±6	13	39	48	±11	52.0	±10.0	
E5 – E9	30	±5	21	32	47	±9	53.0	±9.0	
Officers	23	±4	20	30	50	±9	50.0	±9.0	
AIR FORCE	19	±3	18	34	48	±7	52.0	±7.0	
White	16	±4	18	32	49	±11	51.0	±11.0	
Total Minority	26	±4	17	37	46	±8	54.0	±8.0	
Black	28	±4	24	35	41	±9	59.0	±9.0	
Hispanic	25	±8	11	NR	NR	±7	NR		
Asian	27	±7	12	37	50	±14	50.0	±14.0	
Other Race/Ethnicity	22	±7	16	32	NR	±16	NR		
Enlisted	19	±3	17	35	47	±8	53.0	±8.0	
E1 – E4	20	±5	14	42	45	±13	55.0	±13.0	
E5 – E9	19	±4	21	30	50	±10	50.0	±10.0	
Officers	18	±4	21	30	49	±12	51.0	±12.0	
COAST GUARD	25	±4	24	30	46	±8	54.0	±8.0	
White	22	±4	24	28	48	±11	52.0	±11.0	
Total Minority	34	±5	24	34	41	±8	59.0	±8.0	
Black	33	±5	32	35	33	±9	67.0	±9.0	
Hispanic	34	±6	29	38	33	±13	67.0	±10.0	
Asian	36	±10	19	42	39	±16	61.0	±16.0	
Other Race/Ethnicity	33	±11	11	NR	NR	±9	NR		
Enlisted	27	±4	24	29	46	±9	54.0	±9.0	
E1 – E4	31	±7	26	28	46	±14	54.0	±14.0	
E5 – E9	24	±5	22	31	47	±10	53.0	±10.0	
Officers	18	±4	22	35	44	±11	56.0	±11.0	

Note. Percent responding are active duty members who answered the question and who experienced at least one harassment behavior (Q28). This percentage includes members who indicated experiencing a harassment behavior, but did not necessarily label it as racial/ethnic harassment.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

a. You were rated lower than you deserved on your last evaluation.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	13	84	±2	16.0	±2.0	
Enlisted	97	±1	2	14	83	±2	17.0	±2.0	
E1 – E4	97	±2	2	14	83	±3	17.0	±3.0	
E5 – E9	97	±1	3	14	83	±2	17.0	±2.0	
Officers	99	±1	2	9	89	±3	11.0	±3.0	
O1 – O3	99	±1	2	9	89	±3	11.0	±3.0	
O4 – O6	99	±1	2	9	89	±4	11.0	±4.0	
Male	97	±1	2	13	84	±2	16.0	±2.0	
Female	97	±2	2	13	85	±3	15.0	±3.0	
White	98	±1	1	12	86	±3	14.0	±3.0	
Total Minority	97	±1	4	15	81	±2	19.0	±2.0	
Black	96	±2	5	15	80	±3	20.0	±3.0	
Hispanic	97	±1	3	14	83	±3	17.0	±3.0	
AIAN	99	±1	7	NR	NR	±12	NR		
Asian	97	±2	5	14	82	±3	18.0	±3.0	
NHPI	92	±5	3	15	82	±4	18.0	±4.0	
Two or More Races	98	±2	4	15	81	±6	19.0	±6.0	
Not Deployed Past 12 Months	97	±1	2	12	85	±2	15.0	±2.0	
Deployed Past 12 Months	98	±1	2	15	83	±3	17.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	15	23	63	±5	37.0	±5.0	
Experienced, Did Not Label	96	±2	4	21	75	±4	25.0	±4.0	
Did Not Experience	98	±1	0	9	91	±2	9.0	±2.0	
ARMY	97	±2	3	12	86	±3	14.0	±3.0	
White	97	±2	1	11	88	±5	12.0	±5.0	
Total Minority	96	±2	5	13	82	±3	18.0	±3.0	
Black	96	±2	6	12	83	±4	17.0	±4.0	
Hispanic	96	±2	3	14	83	±5	17.0	±5.0	
Asian	95	±3	6	11	83	±4	17.0	±4.0	
Other Race/Ethnicity	97	±3	5	16	80	±13	20.0	±12.0	
Enlisted	96	±2	3	12	86	±3	14.0	±3.0	
E1 – E4	96	±3	2	11	87	±6	13.0	±5.0	
E5 – E9	96	±2	3	12	84	±4	16.0	±4.0	
Officers	99	±1	3	11	86	±5	14.0	±5.0	
NAVY	97	±2	3	20	77	±4	23.0	±4.0	
White	97	±2	1	19	80	±5	20.0	±5.0	
Total Minority	97	±1	5	23	72	±3	28.0	±3.0	
Black	96	±2	6	24	70	±5	30.0	±5.0	
Hispanic	98	±2	5	20	75	±6	25.0	±6.0	
Asian	97	±2	6	22	73	±5	27.0	±5.0	
Other Race/Ethnicity	98	±2	3	25	72	±9	28.0	±9.0	
Enlisted	97	±2	3	23	74	±4	26.0	±4.0	
E1 – E4	97	±3	4	23	73	±6	27.0	±6.0	
E5 – E9	97	±2	3	23	74	±5	26.0	±5.0	
Officers	99	±1	1	7	92	±3	8.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

a. You were rated lower than you deserved on your last evaluation.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	2	16	82	±4	18.0	±4.0	
White	98	±2	1	16	83	±6	17.0	±6.0	
Total Minority	97	±2	4	16	81	±4	19.0	±4.0	
Black	96	±2	4	19	76	±7	24.0	±7.0	
Hispanic	99	±2	2	15	83	±6	17.0	±6.0	
Asian	94	±7	3	15	82	±6	18.0	±6.0	
Other Race/Ethnicity	92	±10	NR	16	74	±18	26.0	±18.0	
Enlisted	98	±2	2	17	81	±4	19.0	±4.0	
E1 – E4	98	±2	3	19	78	±6	22.0	±6.0	
E5 – E9	97	±2	2	11	86	±4	14.0	±4.0	
Officers	99	±1	1	10	89	±3	11.0	±3.0	
AIR FORCE	99	±1	2	8	91	±3	9.0	±3.0	
White	99	±1	1	7	91	±3	9.0	±3.0	
Total Minority	97	±1	2	8	90	±3	10.0	±3.0	
Black	95	±2	3	9	87	±4	13.0	±4.0	
Hispanic	99	±1	0	6	93	±6	7.0	±6.0	
Asian	99	±1	1	5	94	±3	6.0	±3.0	
Other Race/Ethnicity	98	±2	3	8	89	±7	11.0	±7.0	
Enlisted	98	±1	2	8	90	±3	10.0	±3.0	
E1 – E4	98	±2	2	7	91	±5	9.0	±5.0	
E5 – E9	98	±1	2	9	90	±4	10.0	±4.0	
Officers	99	±1	1	6	92	±4	8.0	±4.0	
COAST GUARD	99	±1	1	10	88	±3	12.0	±3.0	
White	99	±1	1	10	89	±4	11.0	±4.0	
Total Minority	97	±2	2	12	86	±3	14.0	±3.0	
Black	98	±2	6	12	83	±5	17.0	±5.0	
Hispanic	97	±4	1	12	86	±4	14.0	±4.0	
Asian	100	±0	1	17	82	±9	18.0	±9.0	
Other Race/Ethnicity	96	±4	1	10	89	±5	11.0	±5.0	
Enlisted	98	±2	2	11	88	±3	12.0	±3.0	
E1 – E4	98	±2	0	14	86	±6	14.0	±6.0	
E5 – E9	99	±2	2	9	89	±4	11.0	±4.0	
Officers	100	±1	1	8	91	±3	9.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

b. Your last evaluation contained unjustified negative comments.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	5	93	±1	7.0	±1.0	
Enlisted	96	±1	2	6	92	±2	8.0	±2.0	
E1 – E4	96	±2	2	7	91	±2	9.0	±2.0	
E5 – E9	97	±1	1	4	94	±2	6.0	±2.0	
Officers	98	±1	1	2	97	±1	3.0	±1.0	
O1 – O3	98	±1	1	2	97	±2	3.0	±2.0	
O4 – O6	98	±1	1	1	98	±2	2.0	±2.0	
Male	97	±1	2	5	93	±2	7.0	±2.0	
Female	97	±2	1	5	94	±2	6.0	±2.0	
White	97	±2	1	5	95	±2	5.0	±2.0	
Total Minority	96	±1	2	6	91	±2	9.0	±2.0	
Black	95	±2	3	7	91	±2	9.0	±2.0	
Hispanic	97	±1	2	7	92	±2	8.0	±2.0	
AIAN	95	±7	2	6	92	±9	8.0	±9.0	
Asian	96	±2	2	6	92	±2	8.0	±2.0	
NHPI	91	±5	3	7	90	±4	10.0	±4.0	
Two or More Races	97	±2	3	6	91	±6	9.0	±6.0	
Not Deployed Past 12 Months	96	±1	2	5	93	±2	7.0	±2.0	
Deployed Past 12 Months	97	±1	1	5	93	±2	7.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	8	12	80	±4	20.0	±4.0	
Experienced, Did Not Label	95	±2	3	8	89	±3	11.0	±3.0	
Did Not Experience	97	±1	0	3	97	±1	3.0	±1.0	
ARMY									
White	97	±2	1	4	95	±4	5.0	±4.0	
Total Minority	96	±2	3	8	89	±2	11.0	±2.0	
Black	95	±3	3	7	89	±3	11.0	±3.0	
Hispanic	96	±2	3	7	90	±4	10.0	±4.0	
Asian	95	±3	3	8	89	±4	11.0	±4.0	
Other Race/Ethnicity	97	±3	3	9	89	±10	11.0	±10.0	
Enlisted	96	±2	2	7	92	±3	8.0	±3.0	
E1 – E4	95	±3	1	7	91	±4	9.0	±4.0	
E5 – E9	97	±2	2	6	92	±3	8.0	±3.0	
Officers	99	±2	1	1	97	±2	3.0	±2.0	
NAVY									
White	95	±3	1	4	95	±4	5.0	±4.0	
Total Minority	96	±1	2	6	92	±2	8.0	±2.0	
Black	96	±2	3	7	91	±4	9.0	±4.0	
Hispanic	96	±2	2	6	92	±4	8.0	±4.0	
Asian	97	±2	2	6	91	±4	9.0	±4.0	
Other Race/Ethnicity	97	±2	1	3	95	±3	5.0	±3.0	
Enlisted	95	±3	1	6	93	±3	7.0	±3.0	
E1 – E4	94	±4	2	8	90	±5	10.0	±5.0	
E5 – E9	96	±3	1	3	96	±2	4.0	±2.0	
Officers	98	±2	1	1	98	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

b. Your last evaluation contained unjustified negative comments.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	97	±2	2	9	89	±4	11.0	±4.0	■
White	98	±2	1	9	90	±5	10.0	±5.0	■
Total Minority	96	±2	3	9	88	±5	12.0	±5.0	■
Black	95	±3	3	8	89	±4	11.0	±4.0	■
Hispanic	98	±2	1	10	89	±7	11.0	±7.0	■
Asian	94	±7	2	9	90	±4	10.0	±4.0	■
Other Race/Ethnicity	92	±10	NR	6	NR	±4	NR		
Enlisted	97	±2	2	9	88	±4	12.0	±4.0	■
E1 – E4	97	±2	2	12	86	±6	14.0	±6.0	■
E5 – E9	97	±2	1	5	94	±3	6.0	±3.0	■
Officers	98	±2	0	3	96	±2	4.0	±2.0	■
AIR FORCE	98	±1	1	3	96	±2	4.0	±2.0	■
White	99	±2	1	3	96	±3	4.0	±3.0	■
Total Minority	96	±2	1	3	96	±2	4.0	±2.0	■
Black	94	±3	1	4	95	±3	5.0	±3.0	■
Hispanic	99	±1	0	2	98	±2	2.0	±2.0	■
Asian	99	±1	0	2	98	±2	2.0	±2.0	■
Other Race/Ethnicity	96	±4	1	4	95	±6	5.0	±6.0	■
Enlisted	98	±1	1	3	96	±2	4.0	±2.0	■
E1 – E4	98	±2	2	3	95	±4	5.0	±4.0	■
E5 – E9	98	±2	1	3	96	±3	4.0	±3.0	■
Officers	98	±2	1	1	97	±3	3.0	±3.0	■
COAST GUARD	98	±2	1	5	94	±2	6.0	±2.0	■
White	98	±2	1	5	94	±3	6.0	±3.0	■
Total Minority	97	±2	1	4	94	±2	6.0	±2.0	■
Black	97	±2	3	4	93	±3	7.0	±3.0	■
Hispanic	97	±4	1	3	96	±3	4.0	±3.0	■
Asian	98	±3	1	6	93	±7	7.0	±7.0	■
Other Race/Ethnicity	96	±4	1	6	94	±4	6.0	±4.0	■
Enlisted	97	±2	1	6	93	±3	7.0	±3.0	■
E1 – E4	98	±2	0	6	94	±5	6.0	±5.0	■
E5 – E9	97	±2	2	6	92	±4	8.0	±4.0	■
Officers	99	±2	0	3	97	±3	3.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

c. You were held to a higher performance standard than others in your job.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	21	77	±2	23.0	±2.0	
Enlisted	96	±1	2	23	75	±2	25.0	±2.0	
E1 – E4	96	±2	2	24	74	±4	26.0	±4.0	
E5 – E9	97	±1	2	21	77	±3	23.0	±3.0	
Officers	98	±1	2	11	87	±3	13.0	±3.0	
O1 – O3	99	±1	2	11	86	±3	14.0	±3.0	
O4 – O6	98	±2	2	10	89	±4	11.0	±4.0	
Male	97	±1	2	21	77	±2	23.0	±2.0	
Female	96	±2	2	19	78	±3	22.0	±3.0	
White	97	±1	1	19	79	±3	21.0	±3.0	
Total Minority	95	±1	3	23	74	±2	26.0	±2.0	
Black	95	±2	4	22	74	±3	26.0	±3.0	
Hispanic	96	±2	2	23	75	±3	25.0	±3.0	
AIAN	95	±7	2	NR	NR	±3	NR		
Asian	96	±2	3	21	76	±3	24.0	±3.0	
NHPI	91	±5	3	22	75	±4	25.0	±4.0	
Two or More Races	97	±2	4	25	70	±7	30.0	±7.0	
Not Deployed Past 12 Months	96	±1	2	20	78	±2	22.0	±2.0	
Deployed Past 12 Months	97	±1	2	23	75	±4	25.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	12	34	54	±5	46.0	±5.0	
Experienced, Did Not Label	95	±2	4	30	66	±5	34.0	±5.0	
Did Not Experience	97	±1	0	16	84	±2	16.0	±2.0	
ARMY	96	±2	2	23	75	±4	25.0	±4.0	
White	97	±2	1	22	76	±6	24.0	±6.0	
Total Minority	95	±2	4	24	73	±4	27.0	±4.0	
Black	94	±3	4	21	75	±4	25.0	±4.0	
Hispanic	94	±3	3	27	70	±6	30.0	±6.0	
Asian	95	±3	5	17	78	±5	22.0	±5.0	
Other Race/Ethnicity	96	±3	4	28	68	±16	32.0	±15.0	
Enlisted	96	±2	2	25	73	±4	27.0	±4.0	
E1 – E4	95	±3	1	26	73	±7	27.0	±7.0	
E5 – E9	96	±2	3	25	72	±5	28.0	±5.0	
Officers	98	±2	3	12	84	±5	16.0	±5.0	
NAVY	97	±2	2	21	77	±3	23.0	±3.0	
White	97	±3	2	17	81	±5	19.0	±5.0	
Total Minority	96	±2	3	27	70	±3	30.0	±3.0	
Black	96	±3	4	26	70	±5	30.0	±5.0	
Hispanic	97	±2	3	25	72	±6	28.0	±6.0	
Asian	95	±2	3	27	70	±6	30.0	±6.0	
Other Race/Ethnicity	97	±2	1	32	67	±9	33.0	±9.0	
Enlisted	96	±2	2	23	75	±4	25.0	±4.0	
E1 – E4	95	±3	3	26	71	±6	29.0	±6.0	
E5 – E9	97	±2	2	20	78	±5	22.0	±5.0	
Officers	99	±1	1	12	87	±4	13.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

c. You were held to a higher performance standard than others in your job.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	97	±2	2	25	73	±4	27.0	±4.0	
White	97	±2	1	25	74	±6	26.0	±6.0	
Total Minority	96	±2	3	26	71	±5	29.0	±5.0	
Black	94	±3	4	29	67	±6	33.0	±6.0	
Hispanic	98	±2	1	24	76	±6	24.0	±6.0	
Asian	94	±7	4	25	71	±8	29.0	±8.0	
Other Race/Ethnicity	91	±10	NR	29	60	±15	40.0	±15.0	
Enlisted	96	±2	2	27	72	±5	28.0	±5.0	
E1 – E4	97	±2	2	27	71	±6	29.0	±6.0	
E5 – E9	96	±2	1	26	73	±5	27.0	±5.0	
Officers	97	±2	1	13	86	±4	14.0	±4.0	
AIR FORCE	97	±1	2	14	84	±3	16.0	±3.0	
White	98	±2	2	13	85	±4	15.0	±4.0	
Total Minority	96	±2	2	16	82	±4	18.0	±4.0	
Black	94	±3	3	16	81	±5	19.0	±5.0	
Hispanic	97	±3	0	12	88	±7	12.0	±7.0	
Asian	98	±1	0	14	86	±4	14.0	±4.0	
Other Race/Ethnicity	96	±4	3	22	75	±10	25.0	±10.0	
Enlisted	97	±2	2	16	82	±4	18.0	±4.0	
E1 – E4	97	±2	2	16	82	±6	18.0	±6.0	
E5 – E9	97	±2	2	15	82	±4	18.0	±4.0	
Officers	99	±1	2	7	91	±4	9.0	±4.0	
COAST GUARD	97	±2	1	17	82	±3	18.0	±3.0	
White	98	±2	1	16	83	±4	17.0	±4.0	
Total Minority	96	±3	2	19	79	±4	21.0	±4.0	
Black	98	±2	4	21	75	±5	25.0	±5.0	
Hispanic	97	±4	2	19	78	±6	22.0	±6.0	
Asian	98	±3	3	17	80	±9	20.0	±9.0	
Other Race/Ethnicity	94	±5	1	17	82	±7	18.0	±7.0	
Enlisted	97	±2	2	18	81	±4	19.0	±4.0	
E1 – E4	98	±2	1	22	77	±7	23.0	±7.0	
E5 – E9	97	±2	2	15	83	±5	17.0	±5.0	
Officers	98	±2	1	12	87	±4	13.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

d. You did not get an award or decoration given to others in similar circumstances.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	14	84	±2	16.0	±2.0	
Enlisted	97	±1	2	15	83	±2	17.0	±2.0	
E1 – E4	97	±2	2	16	82	±3	18.0	±3.0	
E5 – E9	97	±1	2	14	84	±2	16.0	±2.0	
Officers	99	±1	2	9	90	±2	10.0	±2.0	
O1 – O3	99	±1	2	9	89	±3	11.0	±3.0	
O4 – O6	99	±2	1	7	92	±3	8.0	±3.0	
Male	98	±1	2	14	84	±2	16.0	±2.0	
Female	97	±2	3	13	84	±3	16.0	±3.0	
White	98	±1	1	13	86	±3	14.0	±3.0	
Total Minority	97	±1	4	15	81	±2	19.0	±2.0	
Black	96	±2	5	15	80	±3	20.0	±3.0	
Hispanic	97	±2	3	16	81	±3	19.0	±3.0	
AIAN	95	±7	6	10	84	±11	16.0	±11.0	
Asian	97	±1	4	15	82	±3	18.0	±3.0	
NHPI	92	±5	3	13	84	±3	16.0	±3.0	
Two or More Races	97	±2	4	15	80	±6	20.0	±6.0	
Not Deployed Past 12 Months	97	±1	2	12	86	±2	14.0	±2.0	
Deployed Past 12 Months	98	±1	3	18	79	±3	21.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	15	24	61	±5	39.0	±5.0	
Experienced, Did Not Label	96	±2	3	21	75	±4	25.0	±4.0	
Did Not Experience	98	±1	0	10	90	±2	10.0	±2.0	
ARMY	97	±2	2	15	83	±3	17.0	±3.0	
White	97	±2	1	14	85	±5	15.0	±5.0	
Total Minority	96	±2	5	16	79	±3	21.0	±3.0	
Black	96	±2	5	17	78	±4	22.0	±4.0	
Hispanic	96	±2	4	17	79	±5	21.0	±5.0	
Asian	96	±2	6	14	80	±5	20.0	±5.0	
Other Race/Ethnicity	97	±3	5	13	82	±9	18.0	±9.0	
Enlisted	96	±2	2	16	82	±4	18.0	±4.0	
E1 – E4	96	±3	2	17	81	±6	19.0	±6.0	
E5 – E9	97	±2	3	14	83	±4	17.0	±4.0	
Officers	99	±2	3	10	87	±5	13.0	±5.0	
NAVY	97	±2	3	14	83	±3	17.0	±3.0	
White	97	±2	2	13	85	±5	15.0	±5.0	
Total Minority	97	±1	4	16	80	±3	20.0	±3.0	
Black	97	±2	6	14	81	±5	19.0	±5.0	
Hispanic	97	±2	2	17	81	±5	19.0	±5.0	
Asian	98	±2	3	17	80	±5	20.0	±5.0	
Other Race/Ethnicity	98	±2	3	20	77	±10	23.0	±10.0	
Enlisted	97	±2	3	16	81	±4	19.0	±4.0	
E1 – E4	96	±3	4	19	77	±6	23.0	±6.0	
E5 – E9	97	±2	2	13	85	±4	15.0	±4.0	
Officers	99	±1	1	7	92	±3	8.0	±3.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

d. You did not get an award or decoration given to others in similar circumstances.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	2	15	84	±4	16.0	±4.0	■
White	99	±2	1	16	84	±5	16.0	±5.0	■
Total Minority	97	±2	3	13	84	±5	16.0	±5.0	■
Black	96	±2	4	13	83	±4	17.0	±4.0	■
Hispanic	98	±2	1	14	85	±7	15.0	±7.0	■
Asian	94	±7	2	15	83	±5	17.0	±5.0	■
Other Race/Ethnicity	92	±10	NR	9	NR	±5	NR		
Enlisted	98	±1	2	15	83	±4	17.0	±4.0	■
E1 – E4	98	±2	2	15	83	±6	17.0	±6.0	■
E5 – E9	97	±2	1	17	82	±5	18.0	±5.0	■
Officers	99	±1	1	9	90	±3	10.0	±3.0	■
AIR FORCE	98	±1	2	11	87	±3	13.0	±3.0	■
White	99	±1	1	10	88	±4	12.0	±4.0	■
Total Minority	97	±2	3	14	84	±4	16.0	±4.0	■
Black	96	±2	4	12	84	±4	16.0	±4.0	■
Hispanic	97	±4	1	17	82	±10	18.0	±10.0	■
Asian	99	±1	1	11	88	±8	12.0	±8.0	■
Other Race/Ethnicity	96	±4	3	13	84	±7	16.0	±7.0	■
Enlisted	98	±1	2	12	86	±3	14.0	±3.0	■
E1 – E4	98	±2	2	11	88	±5	12.0	±5.0	■
E5 – E9	98	±1	2	13	85	±4	15.0	±4.0	■
Officers	99	±1	1	9	90	±4	10.0	±4.0	■
COAST GUARD	98	±1	1	9	90	±3	10.0	±3.0	■
White	99	±1	1	8	91	±3	9.0	±3.0	■
Total Minority	97	±2	2	11	88	±4	12.0	±4.0	■
Black	98	±2	5	8	87	±4	13.0	±4.0	■
Hispanic	96	±4	1	12	87	±8	13.0	±7.0	■
Asian	100	±0	1	13	86	±9	14.0	±9.0	■
Other Race/Ethnicity	96	±4	1	10	89	±5	11.0	±5.0	■
Enlisted	98	±2	1	9	90	±3	10.0	±3.0	■
E1 – E4	98	±2	0	10	90	±6	10.0	±6.0	■
E5 – E9	98	±2	2	8	90	±4	10.0	±4.0	■
Officers	99	±1	1	8	91	±3	9.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

e. Your current assignment has not made use of your job skills.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	18	81	±2	19.0	±2.0	
Enlisted	97	±1	2	19	79	±2	21.0	±2.0	
E1 – E4	96	±2	1	21	78	±4	22.0	±4.0	
E5 – E9	97	±1	2	17	81	±3	19.0	±3.0	
Officers	99	±1	1	13	87	±3	13.0	±3.0	
O1 – O3	99	±1	1	13	87	±3	13.0	±3.0	
O4 – O6	99	±2	0	12	88	±4	12.0	±4.0	
Male	97	±1	1	18	80	±2	20.0	±2.0	
Female	96	±2	1	17	81	±3	19.0	±3.0	
White	98	±1	1	19	80	±3	20.0	±3.0	
Total Minority	96	±1	2	17	81	±2	19.0	±2.0	
Black	95	±2	2	16	82	±3	18.0	±3.0	
Hispanic	97	±1	2	15	83	±3	17.0	±3.0	
AIAN	95	±7	4	NR	NR	±10	NR		
Asian	96	±2	2	14	84	±2	16.0	±2.0	
NHPI	91	±5	3	13	84	±3	16.0	±3.0	
Two or More Races	97	±2	4	21	75	±7	25.0	±7.0	
Not Deployed Past 12 Months	97	±1	1	17	82	±2	18.0	±2.0	
Deployed Past 12 Months	98	±1	2	20	78	±4	22.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	7	29	64	±5	36.0	±5.0	
Experienced, Did Not Label	95	±2	3	29	68	±5	32.0	±5.0	
Did Not Experience	98	±1	0	13	87	±2	13.0	±2.0	
ARMY									
White	97	±2	1	26	73	±6	27.0	±6.0	
Total Minority	95	±2	3	21	77	±4	23.0	±4.0	
Black	95	±3	2	19	79	±4	21.0	±4.0	
Hispanic	95	±3	2	19	79	±5	21.0	±5.0	
Asian	96	±3	4	16	80	±5	20.0	±5.0	
Other Race/Ethnicity	96	±3	4	34	62	±16	38.0	±15.0	
Enlisted	96	±2	2	26	72	±5	28.0	±5.0	
E1 – E4	95	±3	1	31	68	±7	32.0	±7.0	
E5 – E9	97	±2	2	20	78	±5	22.0	±5.0	
Officers	99	±2	1	14	85	±5	15.0	±5.0	
NAVY									
White	97	±2	1	20	80	±5	20.0	±5.0	
Total Minority	97	±1	2	18	80	±3	20.0	±3.0	
Black	96	±2	2	17	81	±5	19.0	±5.0	
Hispanic	97	±2	2	17	81	±5	19.0	±5.0	
Asian	96	±2	1	14	84	±4	16.0	±4.0	
Other Race/Ethnicity	97	±2	1	25	74	±9	26.0	±9.0	
Enlisted	96	±2	1	20	78	±4	22.0	±4.0	
E1 – E4	96	±3	2	21	77	±6	23.0	±6.0	
E5 – E9	97	±2	1	20	79	±5	21.0	±5.0	
Officers	99	±1	1	12	88	±4	12.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

e. Your current assignment has not made use of your job skills.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	16	83	±4	17.0	±4.0	
White	98	±2	1	16	84	±5	16.0	±5.0	
Total Minority	97	±2	2	15	82	±5	18.0	±5.0	
Black	96	±2	3	13	84	±4	16.0	±4.0	
Hispanic	98	±2	1	15	84	±7	16.0	±7.0	
Asian	94	±7	2	15	83	±5	17.0	±5.0	
Other Race/Ethnicity	92	±10	NR	20	69	±18	31.0	±18.0	
Enlisted	98	±2	2	16	83	±4	17.0	±4.0	
E1 – E4	98	±2	2	17	81	±6	19.0	±6.0	
E5 – E9	97	±2	1	14	85	±4	15.0	±4.0	
Officers	98	±2	0	13	87	±4	13.0	±4.0	
AIR FORCE	98	±1	1	10	89	±3	11.0	±3.0	
White	99	±1	1	11	88	±3	12.0	±3.0	
Total Minority	97	±2	1	9	90	±2	10.0	±2.0	
Black	95	±2	1	11	87	±4	13.0	±4.0	
Hispanic	98	±1	0	6	94	±3	6.0	±3.0	
Asian	98	±1	1	8	91	±3	9.0	±3.0	
Other Race/Ethnicity	96	±4	2	11	87	±6	13.0	±6.0	
Enlisted	98	±1	1	10	89	±3	11.0	±3.0	
E1 – E4	98	±2	1	6	93	±4	7.0	±4.0	
E5 – E9	98	±1	1	14	85	±4	15.0	±4.0	
Officers	99	±1	1	11	89	±4	11.0	±4.0	
COAST GUARD	98	±1	1	14	85	±3	15.0	±3.0	
White	99	±1	1	14	85	±4	15.0	±4.0	
Total Minority	97	±2	1	13	86	±3	14.0	±3.0	
Black	98	±2	3	12	85	±5	15.0	±5.0	
Hispanic	96	±4	1	13	86	±5	14.0	±5.0	
Asian	100	±0	3	20	77	±10	23.0	±10.0	
Other Race/Ethnicity	96	±4	1	11	88	±5	12.0	±5.0	
Enlisted	98	±2	1	14	85	±4	15.0	±4.0	
E1 – E4	98	±2	0	17	82	±7	18.0	±7.0	
E5 – E9	98	±2	2	12	86	±4	14.0	±4.0	
Officers	99	±1	0	11	88	±4	12.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

f. You were not able to attend a major school needed for your specialty.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	9	90	±2	10.0	±2.0	
Enlisted	97	±1	1	9	89	±2	11.0	±2.0	
E1 – E4	97	±2	1	9	89	±3	11.0	±3.0	
E5 – E9	97	±1	1	9	89	±2	11.0	±2.0	
Officers	99	±1	1	5	95	±2	5.0	±2.0	
O1 – O3	99	±1	1	4	95	±2	5.0	±2.0	
O4 – O6	98	±2	1	5	95	±3	5.0	±3.0	
Male	97	±1	1	9	90	±2	10.0	±2.0	
Female	97	±2	1	7	92	±2	8.0	±2.0	
White	98	±1	1	7	92	±2	8.0	±2.0	
Total Minority	96	±1	2	10	88	±2	12.0	±2.0	
Black	96	±2	2	11	87	±2	13.0	±2.0	
Hispanic	97	±1	2	11	88	±3	12.0	±3.0	
AIAN	95	±7	3	NR	NR	±5	NR		
Asian	97	±2	2	9	89	±2	11.0	±2.0	
NHPI	91	±5	3	9	88	±3	12.0	±3.0	
Two or More Races	97	±3	4	8	88	±6	12.0	±5.0	
Not Deployed Past 12 Months	97	±1	1	8	91	±2	9.0	±2.0	
Deployed Past 12 Months	97	±1	2	10	88	±3	12.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	7	23	70	±6	30.0	±5.0	
Experienced, Did Not Label	95	±2	3	12	85	±3	15.0	±3.0	
Did Not Experience	98	±1	0	5	95	±2	5.0	±2.0	
ARMY	96	±2	2	10	88	±3	12.0	±3.0	
White	97	±2	1	8	92	±4	8.0	±4.0	
Total Minority	95	±2	3	14	83	±3	17.0	±3.0	
Black	95	±3	2	14	84	±4	16.0	±4.0	
Hispanic	95	±3	3	16	82	±5	18.0	±5.0	
Asian	96	±3	4	10	87	±4	13.0	±4.0	
Other Race/Ethnicity	96	±3	6	12	82	±11	18.0	±11.0	
Enlisted	96	±2	2	11	87	±3	13.0	±3.0	
E1 – E4	96	±3	1	11	88	±4	12.0	±4.0	
E5 – E9	96	±2	2	12	85	±4	15.0	±4.0	
Officers	98	±2	1	5	93	±4	7.0	±4.0	
NAVY	97	±2	1	10	89	±3	11.0	±3.0	
White	97	±2	1	10	89	±5	11.0	±5.0	
Total Minority	97	±1	2	10	88	±2	12.0	±2.0	
Black	97	±2	3	11	86	±4	14.0	±4.0	
Hispanic	97	±2	1	9	90	±4	10.0	±4.0	
Asian	97	±2	2	12	87	±4	13.0	±4.0	
Other Race/Ethnicity	97	±2	1	9	89	±4	11.0	±4.0	
Enlisted	97	±2	1	12	87	±3	13.0	±3.0	
E1 – E4	96	±3	1	14	84	±6	16.0	±6.0	
E5 – E9	97	±2	1	9	90	±4	10.0	±4.0	
Officers	99	±1	1	4	96	±3	4.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

f. You were not able to attend a major school needed for your specialty.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	9	89	±3	11.0	±3.0	■
White	98	±2	1	9	90	±5	10.0	±5.0	■
Total Minority	97	±2	3	9	88	±4	12.0	±4.0	■
Black	96	±2	2	10	88	±4	12.0	±4.0	■
Hispanic	98	±2	1	10	89	±6	11.0	±6.0	■
Asian	94	±7	2	8	90	±4	10.0	±4.0	■
Other Race/Ethnicity	92	±10	NR	8	NR	±5	NR		
Enlisted	98	±2	2	10	88	±4	12.0	±4.0	■
E1 – E4	98	±2	2	10	88	±5	12.0	±5.0	■
E5 – E9	97	±2	0	11	89	±4	11.0	±4.0	■
Officers	98	±2	1	3	97	±2	3.0	±2.0	■
AIR FORCE	98	±1	1	4	95	±2	5.0	±2.0	■
White	99	±1	1	4	95	±3	5.0	±3.0	■
Total Minority	97	±2	1	4	96	±2	4.0	±2.0	■
Black	94	±2	1	4	96	±3	4.0	±3.0	■
Hispanic	99	±1	0	2	97	±2	3.0	±2.0	■
Asian	99	±1	0	5	95	±4	5.0	±4.0	■
Other Race/Ethnicity	96	±4	1	6	93	±5	7.0	±5.0	■
Enlisted	98	±1	1	4	96	±2	4.0	±2.0	■
E1 – E4	98	±2	1	1	98	±3	2.0	±3.0	■
E5 – E9	98	±2	1	5	94	±3	6.0	±3.0	■
Officers	99	±2	0	5	95	±3	5.0	±3.0	■
COAST GUARD	98	±1	1	6	93	±3	7.0	±3.0	■
White	99	±2	1	5	94	±3	6.0	±3.0	■
Total Minority	97	±2	1	8	91	±3	9.0	±3.0	■
Black	98	±2	2	7	91	±4	9.0	±4.0	■
Hispanic	97	±4	1	8	92	±4	8.0	±4.0	■
Asian	100	±0	1	7	92	±7	8.0	±7.0	■
Other Race/Ethnicity	96	±4	0	9	91	±9	9.0	±9.0	■
Enlisted	98	±2	1	6	93	±3	7.0	±3.0	■
E1 – E4	98	±2	0	8	91	±6	9.0	±6.0	■
E5 – E9	98	±2	2	5	93	±3	7.0	±3.0	■
Officers	99	±1	0	5	95	±3	5.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	9	89	±2	11.0	±2.0	
Enlisted	97	±1	1	10	89	±2	11.0	±2.0	
E1 – E4	96	±2	1	11	88	±3	12.0	±3.0	
E5 – E9	97	±1	1	9	90	±2	10.0	±2.0	
Officers	98	±1	1	6	93	±2	7.0	±2.0	
O1 – O3	99	±1	1	6	93	±3	7.0	±3.0	
O4 – O6	97	±3	0	6	94	±3	6.0	±3.0	
Male	97	±1	1	9	89	±2	11.0	±2.0	
Female	97	±2	1	9	90	±3	10.0	±3.0	
White	97	±1	1	9	91	±2	9.0	±2.0	
Total Minority	96	±1	2	10	88	±2	12.0	±2.0	
Black	96	±2	2	10	88	±2	12.0	±2.0	
Hispanic	97	±1	2	10	89	±3	11.0	±3.0	
AIAN	95	±7	2	NR	NR	±5	NR		
Asian	97	±2	2	10	88	±2	12.0	±2.0	
NHPI	91	±5	3	8	89	±3	11.0	±3.0	
Two or More Races	97	±3	3	10	87	±6	13.0	±5.0	
Not Deployed Past 12 Months	97	±1	1	9	90	±2	10.0	±2.0	
Deployed Past 12 Months	98	±1	1	10	88	±3	12.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	6	21	73	±5	27.0	±5.0	
Experienced, Did Not Label	95	±2	3	15	83	±4	17.0	±4.0	
Did Not Experience	97	±1	0	6	94	±2	6.0	±2.0	
ARMY									
White	96	±2	0	10	89	±5	11.0	±5.0	
Total Minority	95	±2	2	14	83	±3	17.0	±3.0	
Black	96	±2	2	14	85	±4	15.0	±4.0	
Hispanic	95	±3	2	14	84	±5	16.0	±5.0	
Asian	96	±3	4	9	87	±4	13.0	±4.0	
Other Race/Ethnicity	96	±3	4	21	75	±18	25.0	±17.0	
Enlisted	96	±2	1	13	86	±4	14.0	±4.0	
E1 – E4	95	±3	1	14	85	±6	15.0	±6.0	
E5 – E9	97	±2	2	11	87	±4	13.0	±4.0	
Officers	97	±3	1	8	92	±4	8.0	±4.0	
NAVY									
White	97	±2	1	11	88	±5	12.0	±5.0	
Total Minority	97	±1	2	10	89	±2	11.0	±2.0	
Black	97	±2	3	9	88	±4	12.0	±4.0	
Hispanic	97	±2	1	8	90	±4	10.0	±4.0	
Asian	97	±2	2	13	85	±4	15.0	±4.0	
Other Race/Ethnicity	97	±2	1	10	89	±4	11.0	±4.0	
Enlisted	96	±2	2	11	87	±4	13.0	±4.0	
E1 – E4	96	±3	2	14	84	±6	16.0	±6.0	
E5 – E9	97	±2	1	9	90	±4	10.0	±4.0	
Officers	99	±1	0	6	94	±3	6.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	9	89	±4	11.0	±4.0	■
White	98	±2	1	10	90	±5	10.0	±5.0	■
Total Minority	96	±2	2	9	89	±5	11.0	±5.0	■
Black	95	±3	2	7	92	±4	8.0	±4.0	■
Hispanic	98	±2	1	10	89	±7	11.0	±7.0	■
Asian	94	±7	2	9	89	±4	11.0	±4.0	■
Other Race/Ethnicity	92	±10	NR	9	NR	±6	NR		
Enlisted	97	±2	1	10	88	±4	12.0	±4.0	■
E1 – E4	98	±2	2	11	87	±6	13.0	±6.0	■
E5 – E9	97	±2	0	9	91	±4	9.0	±4.0	■
Officers	99	±1	0	5	95	±3	5.0	±3.0	■
AIR FORCE	98	±1	1	4	95	±2	5.0	±2.0	■
White	99	±1	1	4	95	±3	5.0	±3.0	■
Total Minority	97	±2	1	5	95	±2	5.0	±2.0	■
Black	95	±2	1	6	93	±3	7.0	±3.0	■
Hispanic	99	±1	0	3	97	±2	3.0	±2.0	■
Asian	98	±1	1	6	93	±4	7.0	±4.0	■
Other Race/Ethnicity	96	±4	1	5	94	±4	6.0	±4.0	■
Enlisted	98	±1	1	4	95	±2	5.0	±2.0	■
E1 – E4	98	±2	1	3	96	±3	4.0	±3.0	■
E5 – E9	98	±2	1	5	94	±3	6.0	±3.0	■
Officers	99	±1	0	5	94	±3	6.0	±3.0	■
COAST GUARD	98	±1	1	6	93	±2	7.0	±2.0	■
White	99	±1	1	6	93	±3	7.0	±3.0	■
Total Minority	97	±2	1	7	92	±3	8.0	±3.0	■
Black	98	±2	2	6	92	±4	8.0	±4.0	■
Hispanic	97	±4	1	8	91	±4	9.0	±4.0	■
Asian	100	±0	1	11	88	±8	12.0	±8.0	■
Other Race/Ethnicity	96	±4	0	6	93	±4	7.0	±4.0	■
Enlisted	98	±2	1	6	93	±3	7.0	±3.0	■
E1 – E4	98	±2	0	6	94	±5	6.0	±5.0	■
E5 – E9	98	±2	2	6	92	±4	8.0	±4.0	■
Officers	99	±1	0	7	93	±3	7.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

h. You received lower grades than you deserved in your training.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	4	95	±1	5.0	±1.0	
Enlisted	97	±1	1	4	95	±2	5.0	±2.0	
E1 – E4	97	±2	1	6	93	±3	7.0	±3.0	
E5 – E9	97	±1	1	3	97	±1	3.0	±1.0	
Officers	99	±1	1	2	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	2	97	±2	3.0	±2.0	
O4 – O6	98	±2	0	1	98	±2	2.0	±2.0	
Male	97	±1	1	4	95	±2	5.0	±2.0	
Female	96	±2	1	3	97	±2	3.0	±2.0	
White	98	±1	1	3	96	±2	4.0	±2.0	
Total Minority	96	±1	2	4	94	±2	6.0	±2.0	
Black	96	±2	2	4	94	±2	6.0	±2.0	
Hispanic	97	±1	1	4	95	±2	5.0	±2.0	
AIAN	95	±7	1	NR	NR	±3	NR		
Asian	96	±2	1	4	94	±2	6.0	±2.0	
NHPI	91	±5	2	5	93	±3	7.0	±3.0	
Two or More Races	97	±2	3	4	94	±7	6.0	±5.0	
Not Deployed Past 12 Months	97	±1	1	4	95	±2	5.0	±2.0	
Deployed Past 12 Months	98	±1	1	4	95	±2	5.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	4	9	88	±4	12.0	±4.0	
Experienced, Did Not Label	96	±2	3	6	91	±3	9.0	±3.0	
Did Not Experience	98	±1	0	2	98	±2	2.0	±2.0	
ARMY	96	±2	1	5	95	±3	5.0	±3.0	
White	97	±2	0	4	96	±4	4.0	±4.0	
Total Minority	96	±2	1	6	93	±3	7.0	±3.0	
Black	95	±3	1	5	94	±3	6.0	±3.0	
Hispanic	95	±3	2	5	94	±3	6.0	±3.0	
Asian	96	±2	2	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	96	±3	2	NR	NR	±7	NR		
Enlisted	96	±2	1	5	94	±3	6.0	±3.0	
E1 – E4	95	±3	1	7	92	±6	8.0	±6.0	
E5 – E9	97	±2	1	3	96	±3	4.0	±3.0	
Officers	98	±2	1	2	97	±3	3.0	±3.0	
NAVY	97	±2	1	4	95	±2	5.0	±2.0	
White	97	±2	0	4	96	±4	4.0	±4.0	
Total Minority	97	±1	2	5	93	±2	7.0	±2.0	
Black	97	±2	3	5	92	±4	8.0	±4.0	
Hispanic	97	±2	2	5	93	±3	7.0	±3.0	
Asian	96	±2	1	6	93	±3	7.0	±3.0	
Other Race/Ethnicity	97	±2	1	4	95	±3	5.0	±3.0	
Enlisted	97	±2	1	5	94	±3	6.0	±3.0	
E1 – E4	96	±3	1	7	91	±5	9.0	±5.0	
E5 – E9	97	±2	1	2	97	±1	3.0	±1.0	
Officers	99	±1	0	3	97	±3	3.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

h. You received lower grades than you deserved in your training.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	97	±1	1	5	93	±3	7.0	±3.0	
White	98	±2	1	6	93	±5	7.0	±5.0	
Total Minority	96	±2	2	5	93	±4	7.0	±4.0	
Black	96	±2	2	4	93	±3	7.0	±3.0	
Hispanic	97	±2	1	5	94	±4	6.0	±4.0	
Asian	93	±7	2	7	91	±4	9.0	±4.0	
Other Race/Ethnicity	92	±10	NR	5	NR	±4	NR		
Enlisted	97	±2	2	6	92	±3	8.0	±3.0	
E1 – E4	98	±2	2	7	92	±5	8.0	±5.0	
E5 – E9	97	±2	1	5	94	±3	6.0	±3.0	
Officers	98	±2	1	1	98	±2	2.0	±2.0	
AIR FORCE	98	±1	1	1	98	±1	2.0	±1.0	
White	99	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±2	1	1	98	±1	2.0	±1.0	
Black	95	±2	1	1	98	±2	2.0	±2.0	
Hispanic	99	±1	0	1	99	±1	1.0	±1.0	
Asian	98	±1	0	1	99	±2	1.0	±2.0	
Other Race/Ethnicity	96	±4	1	2	98	±4	2.0	±4.0	
Enlisted	98	±1	1	1	98	±2	2.0	±2.0	
E1 – E4	98	±2	1	1	98	±3	2.0	±3.0	
E5 – E9	97	±2	1	1	99	±2	1.0	±2.0	
Officers	99	±1	1	2	97	±3	3.0	±3.0	
COAST GUARD	98	±1	1	2	97	±2	3.0	±2.0	
White	99	±1	1	2	97	±3	3.0	±3.0	
Total Minority	97	±2	1	2	97	±2	3.0	±2.0	
Black	97	±2	3	1	96	±3	4.0	±3.0	
Hispanic	97	±4	1	2	98	±2	2.0	±2.0	
Asian	100	±0	1	1	98	±7	2.0	±6.0	
Other Race/Ethnicity	96	±4	0	2	98	±2	2.0	±2.0	
Enlisted	98	±2	1	2	96	±3	4.0	±3.0	
E1 – E4	98	±2	0	4	96	±5	4.0	±4.0	
E5 – E9	98	±2	2	2	96	±3	4.0	±3.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

i. You did not get a job assignment that you wanted because of scores that you got on tests.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	96	±1	1	3	96	±1	4.0	±1.0	
Enlisted	96	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	96	±2	1	4	95	±2	5.0	±2.0	
E5 – E9	96	±1	1	2	97	±1	3.0	±1.0	
Officers	98	±2	1	1	99	±1	1.0	±1.0	
O1 – O3	98	±2	1	1	98	±2	2.0	±2.0	
O4 – O6	97	±3	0	1	99	±1	1.0	±1.0	
Male	96	±1	1	3	96	±1	4.0	±1.0	
Female	96	±2	1	2	97	±2	3.0	±2.0	
White	97	±1	0	2	97	±2	3.0	±2.0	
Total Minority	95	±1	1	4	95	±1	5.0	±1.0	
Black	95	±2	1	4	95	±2	5.0	±2.0	
Hispanic	96	±1	1	4	95	±2	5.0	±2.0	
AIAN	95	±7	1	2	97	±3	3.0	±3.0	
Asian	96	±2	1	5	94	±2	6.0	±2.0	
NHPI	91	±5	2	5	93	±2	7.0	±2.0	
Two or More Races	96	±3	3	2	96	±7	4.0	±5.0	
Not Deployed Past 12 Months	96	±1	1	3	97	±1	3.0	±1.0	
Deployed Past 12 Months	97	±2	1	4	96	±2	4.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	2	10	88	±4	12.0	±4.0	
Experienced, Did Not Label	95	±2	3	5	93	±3	7.0	±3.0	
Did Not Experience	97	±1	0	1	99	±1	1.0	±1.0	
ARMY	96	±2	1	3	96	±2	4.0	±2.0	
White	96	±3	0	2	98	±2	2.0	±2.0	
Total Minority	95	±2	1	5	93	±2	7.0	±2.0	
Black	94	±3	1	6	93	±3	7.0	±3.0	
Hispanic	94	±3	2	5	93	±3	7.0	±3.0	
Asian	95	±3	2	5	93	±3	7.0	±3.0	
Other Race/Ethnicity	96	±3	2	2	96	±7	4.0	±5.0	
Enlisted	95	±2	1	4	96	±2	4.0	±2.0	
E1 – E4	95	±3	1	4	95	±3	5.0	±3.0	
E5 – E9	96	±2	1	2	97	±2	3.0	±2.0	
Officers	96	±3	1	1	98	±2	2.0	±2.0	
NAVY	97	±2	1	4	95	±2	5.0	±2.0	
White	97	±2	0	3	96	±4	4.0	±4.0	
Total Minority	96	±2	1	4	94	±2	6.0	±2.0	
Black	96	±3	2	5	94	±4	6.0	±4.0	
Hispanic	97	±2	1	4	94	±4	6.0	±4.0	
Asian	96	±2	1	5	93	±3	7.0	±3.0	
Other Race/Ethnicity	96	±2	1	2	97	±3	3.0	±3.0	
Enlisted	96	±2	1	4	95	±3	5.0	±3.0	
E1 – E4	96	±3	1	6	93	±5	7.0	±5.0	
E5 – E9	96	±2	1	3	97	±2	3.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

i. You did not get a job assignment that you wanted because of scores that you got on tests.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	96	±2	1	4	95	±3	5.0	±3.0	
White	96	±3	1	5	94	±5	6.0	±5.0	
Total Minority	95	±2	2	3	95	±5	5.0	±4.0	
Black	94	±3	1	4	95	±3	5.0	±3.0	
Hispanic	97	±2	0	2	98	±2	2.0	±2.0	
Asian	93	±7	2	7	91	±4	9.0	±4.0	
Other Race/Ethnicity	92	±10	NR	4	NR	±4	NR		
Enlisted	95	±2	1	5	94	±3	6.0	±3.0	
E1 – E4	95	±3	1	6	93	±5	7.0	±5.0	
E5 – E9	96	±3	1	3	97	±3	3.0	±3.0	
Officers	98	±2	0	1	99	±2	1.0	±2.0	
AIR FORCE	97	±1	1	1	98	±1	2.0	±1.0	
White	98	±2	1	1	99	±2	1.0	±2.0	
Total Minority	96	±2	0	2	98	±3	2.0	±2.0	
Black	95	±2	1	1	98	±2	2.0	±2.0	
Hispanic	98	±2	0	3	97	±8	3.0	±8.0	
Asian	98	±2	0	2	98	±2	2.0	±2.0	
Other Race/Ethnicity	94	±5	1	0	99	±1	1.0	±1.0	
Enlisted	97	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±2	1	1	98	±3	2.0	±3.0	
E5 – E9	97	±2	1	1	99	±2	1.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
COAST GUARD	98	±2	1	2	97	±2	3.0	±2.0	
White	98	±2	1	2	98	±3	2.0	±3.0	
Total Minority	96	±2	1	2	97	±2	3.0	±2.0	
Black	97	±2	2	2	96	±3	4.0	±3.0	
Hispanic	96	±4	1	1	98	±2	2.0	±2.0	
Asian	99	±2	1	3	96	±7	4.0	±7.0	
Other Race/Ethnicity	96	±4	0	3	97	±3	3.0	±3.0	
Enlisted	97	±2	1	2	97	±2	3.0	±2.0	
E1 – E4	97	±3	0	3	97	±5	3.0	±4.0	
E5 – E9	97	±2	2	1	97	±3	3.0	±3.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

j. Your current assignment is not good for your career if you continue in the military.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	19	80	±2	20.0	±2.0	
Enlisted	97	±1	2	20	78	±2	22.0	±2.0	
E1 – E4	96	±2	2	23	75	±4	25.0	±4.0	
E5 – E9	97	±1	2	17	81	±2	19.0	±2.0	
Officers	99	±1	1	10	89	±2	11.0	±2.0	
O1 – O3	99	±1	1	10	89	±3	11.0	±3.0	
O4 – O6	99	±2	0	10	89	±3	11.0	±3.0	
Male	97	±1	2	18	80	±2	20.0	±2.0	
Female	97	±2	2	20	78	±4	22.0	±4.0	
White	98	±1	1	18	81	±3	19.0	±3.0	
Total Minority	96	±1	3	19	78	±2	22.0	±2.0	
Black	95	±2	4	19	77	±3	23.0	±3.0	
Hispanic	97	±1	2	17	81	±3	19.0	±3.0	
AIAN	95	±7	2	NR	NR	±3	NR		
Asian	97	±2	3	16	81	±3	19.0	±3.0	
NHPI	91	±5	3	15	82	±3	18.0	±3.0	
Two or More Races	96	±3	3	25	72	±8	28.0	±8.0	
Not Deployed Past 12 Months	97	±1	1	18	80	±2	20.0	±2.0	
Deployed Past 12 Months	98	±1	2	19	78	±4	22.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	9	36	55	±6	45.0	±5.0	
Experienced, Did Not Label	96	±2	4	27	69	±5	31.0	±5.0	
Did Not Experience	98	±1	0	13	87	±2	13.0	±2.0	
ARMY	96	±2	2	25	73	±4	27.0	±4.0	
White	97	±2	1	25	74	±6	26.0	±6.0	
Total Minority	95	±2	4	24	72	±4	28.0	±4.0	
Black	95	±3	5	20	75	±4	25.0	±4.0	
Hispanic	96	±2	3	24	73	±5	27.0	±5.0	
Asian	96	±2	5	20	76	±5	24.0	±5.0	
Other Race/Ethnicity	96	±3	3	42	55	±15	45.0	±14.0	
Enlisted	96	±2	2	29	69	±5	31.0	±5.0	
E1 – E4	95	±3	2	34	63	±7	37.0	±7.0	
E5 – E9	97	±2	2	22	76	±5	24.0	±5.0	
Officers	99	±2	1	8	91	±4	9.0	±4.0	
NAVY	97	±2	2	18	80	±3	20.0	±3.0	
White	97	±2	1	16	82	±5	18.0	±5.0	
Total Minority	97	±1	3	20	77	±3	23.0	±3.0	
Black	97	±2	3	20	77	±5	23.0	±5.0	
Hispanic	97	±2	2	20	78	±6	22.0	±6.0	
Asian	96	±2	2	16	81	±4	19.0	±4.0	
Other Race/Ethnicity	97	±2	2	24	74	±10	26.0	±10.0	
Enlisted	97	±2	2	19	79	±4	21.0	±4.0	
E1 – E4	96	±3	2	22	76	±6	24.0	±6.0	
E5 – E9	97	±2	2	16	82	±4	18.0	±4.0	
Officers	99	±1	1	12	87	±4	13.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

j. Your current assignment is not good for your career if you continue in the military.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	15	84	±4	16.0	±4.0	■
White	99	±2	1	17	82	±5	18.0	±5.0	■
Total Minority	96	±2	3	12	85	±4	15.0	±4.0	■
Black	96	±2	3	18	80	±7	20.0	±7.0	■
Hispanic	98	±2	1	10	89	±4	11.0	±4.0	■
Asian	93	±7	2	14	84	±5	16.0	±5.0	■
Other Race/Ethnicity	92	±10	NR	10	NR	±5	NR		
Enlisted	98	±2	2	16	83	±4	17.0	±4.0	■
E1 – E4	98	±2	2	17	81	±6	19.0	±6.0	■
E5 – E9	97	±2	1	14	85	±4	15.0	±4.0	■
Officers	99	±1	0	10	90	±3	10.0	±3.0	■
AIR FORCE	98	±1	1	11	87	±3	13.0	±3.0	■
White	99	±2	1	11	88	±4	12.0	±4.0	■
Total Minority	96	±2	2	12	86	±3	14.0	±3.0	■
Black	95	±2	3	16	81	±5	19.0	±5.0	■
Hispanic	99	±1	1	9	91	±6	9.0	±5.0	■
Asian	99	±1	1	9	90	±3	10.0	±3.0	■
Other Race/Ethnicity	94	±5	1	15	85	±7	15.0	±7.0	■
Enlisted	98	±2	1	11	88	±3	12.0	±3.0	■
E1 – E4	98	±2	1	10	88	±5	12.0	±5.0	■
E5 – E9	97	±2	1	12	87	±4	13.0	±4.0	■
Officers	99	±1	1	13	87	±4	13.0	±4.0	■
COAST GUARD	98	±1	1	12	87	±3	13.0	±3.0	■
White	99	±1	1	13	87	±4	13.0	±4.0	■
Total Minority	96	±2	1	11	87	±3	13.0	±3.0	■
Black	97	±2	2	11	87	±4	13.0	±4.0	■
Hispanic	97	±4	2	10	88	±4	12.0	±4.0	■
Asian	99	±2	1	13	86	±9	14.0	±9.0	■
Other Race/Ethnicity	95	±4	1	13	86	±5	14.0	±5.0	■
Enlisted	98	±2	1	13	86	±4	14.0	±4.0	■
E1 – E4	98	±2	0	16	83	±7	17.0	±7.0	■
E5 – E9	98	±2	2	11	87	±4	13.0	±4.0	■
Officers	99	±1	0	8	92	±3	8.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	15	84	±2	16.0	±2.0	
Enlisted	97	±1	1	16	82	±2	18.0	±2.0	
E1 – E4	96	±2	1	20	78	±4	22.0	±4.0	
E5 – E9	97	±1	1	12	87	±2	13.0	±2.0	
Officers	99	±1	1	8	91	±2	9.0	±2.0	
O1 – O3	99	±1	1	9	90	±3	10.0	±3.0	
O4 – O6	99	±2	1	6	93	±3	7.0	±3.0	
Male	97	±1	1	15	84	±2	16.0	±2.0	
Female	97	±2	1	15	84	±3	16.0	±3.0	
White	98	±1	1	14	85	±3	15.0	±3.0	
Total Minority	96	±1	2	16	82	±2	18.0	±2.0	
Black	95	±2	2	15	83	±3	17.0	±3.0	
Hispanic	97	±1	1	16	83	±4	17.0	±4.0	
AIAN	95	±7	3	NR	NR	±5	NR		
Asian	96	±2	2	13	85	±3	15.0	±3.0	
NHPI	91	±5	2	12	86	±3	14.0	±3.0	
Two or More Races	96	±3	3	19	78	±8	22.0	±8.0	
Not Deployed Past 12 Months	97	±1	1	14	85	±2	15.0	±2.0	
Deployed Past 12 Months	98	±1	1	17	82	±4	18.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	7	32	61	±6	39.0	±6.0	
Experienced, Did Not Label	96	±2	3	24	73	±5	27.0	±5.0	
Did Not Experience	98	±1	0	9	91	±2	9.0	±2.0	
ARMY									
White	97	±2	1	21	78	±6	22.0	±6.0	
Total Minority	95	±2	3	22	76	±4	24.0	±4.0	
Black	95	±3	3	17	80	±4	20.0	±4.0	
Hispanic	95	±2	2	25	73	±7	27.0	±7.0	
Asian	96	±3	4	17	79	±7	21.0	±7.0	
Other Race/Ethnicity	96	±3	3	32	65	±17	35.0	±16.0	
Enlisted	96	±2	2	24	74	±5	26.0	±5.0	
E1 – E4	95	±3	1	32	67	±7	33.0	±7.0	
E5 – E9	97	±2	2	15	82	±4	18.0	±4.0	
Officers	99	±2	1	9	90	±4	10.0	±4.0	
NAVY									
White	97	±2	1	13	87	±5	13.0	±5.0	
Total Minority	97	±1	2	14	85	±3	15.0	±3.0	
Black	96	±2	2	13	85	±4	15.0	±4.0	
Hispanic	97	±2	1	13	86	±4	14.0	±4.0	
Asian	96	±2	2	14	84	±4	16.0	±4.0	
Other Race/Ethnicity	96	±2	1	17	82	±11	18.0	±10.0	
Enlisted	97	±2	1	15	84	±4	16.0	±4.0	
E1 – E4	96	±3	1	19	79	±6	21.0	±6.0	
E5 – E9	97	±2	1	10	89	±4	11.0	±4.0	
Officers	99	±1	1	6	93	±3	7.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	13	85	±4	15.0	±4.0	■
White	99	±2	1	14	85	±6	15.0	±6.0	■
Total Minority	96	±2	2	12	86	±5	14.0	±5.0	■
Black	96	±2	2	16	83	±7	17.0	±7.0	■
Hispanic	98	±2	1	11	88	±6	12.0	±6.0	■
Asian	94	±7	2	11	87	±5	13.0	±5.0	■
Other Race/Ethnicity	92	±10	NR	8	NR	±5	NR		
Enlisted	98	±1	2	14	85	±4	15.0	±4.0	■
E1 – E4	98	±2	2	16	83	±6	17.0	±6.0	■
E5 – E9	97	±2	1	10	89	±4	11.0	±4.0	■
Officers	98	±2	0	9	91	±3	9.0	±3.0	■
AIR FORCE	98	±1	1	7	92	±2	8.0	±2.0	■
White	99	±2	1	7	93	±3	7.0	±3.0	■
Total Minority	96	±2	1	9	91	±3	9.0	±3.0	■
Black	95	±2	1	11	88	±4	12.0	±4.0	■
Hispanic	98	±1	0	5	95	±3	5.0	±3.0	■
Asian	99	±1	1	6	93	±3	7.0	±3.0	■
Other Race/Ethnicity	95	±5	1	13	87	±9	13.0	±9.0	■
Enlisted	98	±1	1	7	92	±3	8.0	±3.0	■
E1 – E4	98	±2	1	4	95	±4	5.0	±4.0	■
E5 – E9	97	±2	1	9	90	±4	10.0	±4.0	■
Officers	99	±1	1	8	92	±4	8.0	±4.0	■
COAST GUARD	98	±1	1	12	88	±3	12.0	±3.0	■
White	99	±2	1	12	87	±4	13.0	±4.0	■
Total Minority	97	±2	1	11	88	±3	12.0	±3.0	■
Black	97	±2	3	13	85	±5	15.0	±5.0	■
Hispanic	97	±4	1	10	90	±4	10.0	±4.0	■
Asian	100	±0	1	12	86	±8	14.0	±8.0	■
Other Race/Ethnicity	96	±4	1	12	87	±5	13.0	±5.0	■
Enlisted	98	±2	1	13	86	±4	14.0	±4.0	■
E1 – E4	97	±3	0	15	85	±7	15.0	±6.0	■
E5 – E9	98	±2	1	12	87	±5	13.0	±5.0	■
Officers	99	±1	0	6	94	±3	6.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

I. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	15	83	±2	17.0	±2.0	
Enlisted	97	±1	2	16	82	±2	18.0	±2.0	
E1 – E4	96	±2	2	17	81	±3	19.0	±3.0	
E5 – E9	97	±1	2	15	83	±2	17.0	±2.0	
Officers	99	±1	1	13	86	±3	14.0	±3.0	
O1 – O3	99	±1	1	12	86	±4	14.0	±4.0	
O4 – O6	98	±2	1	14	85	±4	15.0	±4.0	
Male	97	±1	2	15	83	±2	17.0	±2.0	
Female	97	±2	2	18	80	±4	20.0	±4.0	
White	98	±1	1	15	83	±3	17.0	±3.0	
Total Minority	96	±1	3	15	82	±2	18.0	±2.0	
Black	95	±2	3	15	82	±3	18.0	±3.0	
Hispanic	96	±2	2	16	82	±3	18.0	±3.0	
AIAN	95	±7	2	12	86	±10	14.0	±10.0	
Asian	96	±2	3	12	85	±2	15.0	±2.0	
NHPI	90	±5	2	11	86	±3	14.0	±3.0	
Two or More Races	96	±3	4	19	78	±8	22.0	±8.0	
Not Deployed Past 12 Months	97	±1	2	14	84	±2	16.0	±2.0	
Deployed Past 12 Months	97	±1	2	18	80	±4	20.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	10	34	56	±6	44.0	±5.0	
Experienced, Did Not Label	96	±2	3	23	74	±5	26.0	±5.0	
Did Not Experience	97	±1	0	10	90	±2	10.0	±2.0	
ARMY									
White	97	±2	1	20	79	±6	21.0	±6.0	
Total Minority	95	±2	3	20	77	±3	23.0	±3.0	
Black	94	±3	3	18	79	±4	21.0	±4.0	
Hispanic	94	±3	2	24	74	±6	26.0	±6.0	
Asian	96	±2	4	15	80	±5	20.0	±5.0	
Other Race/Ethnicity	96	±3	3	23	74	±13	26.0	±13.0	
Enlisted	96	±2	2	21	77	±4	23.0	±4.0	
E1 – E4	94	±3	1	24	75	±7	25.0	±7.0	
E5 – E9	97	±2	3	18	79	±4	21.0	±4.0	
Officers	98	±2	2	15	83	±5	17.0	±5.0	
NAVY									
White	97	±2	1	16	84	±5	16.0	±5.0	
Total Minority	97	±1	3	13	85	±3	15.0	±3.0	
Black	97	±2	3	12	85	±4	15.0	±4.0	
Hispanic	97	±2	2	14	83	±5	17.0	±5.0	
Asian	96	±2	3	12	85	±4	15.0	±4.0	
Other Race/Ethnicity	97	±2	1	10	88	±4	12.0	±4.0	
Enlisted	96	±2	2	15	83	±4	17.0	±4.0	
E1 – E4	96	±3	2	18	80	±6	20.0	±6.0	
E5 – E9	97	±2	1	13	86	±4	14.0	±4.0	
Officers	99	±1	1	10	89	±4	11.0	±4.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

I. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	14	84	±4	16.0	±4.0	
White	99	±2	1	15	84	±5	16.0	±5.0	
Total Minority	96	±2	2	12	85	±5	15.0	±5.0	
Black	97	±2	2	14	83	±5	17.0	±5.0	
Hispanic	98	±2	1	13	87	±8	13.0	±7.0	
Asian	94	±7	3	12	85	±5	15.0	±5.0	
Other Race/Ethnicity	92	±10	NR	8	NR	±4	NR		
Enlisted	98	±1	2	14	84	±4	16.0	±4.0	
E1 – E4	98	±2	2	14	84	±6	16.0	±6.0	
E5 – E9	97	±2	1	14	85	±5	15.0	±5.0	
Officers	99	±1	1	13	86	±4	14.0	±4.0	
AIR FORCE	98	±1	1	10	89	±3	11.0	±3.0	
White	99	±2	1	10	89	±3	11.0	±3.0	
Total Minority	96	±2	2	10	88	±3	12.0	±3.0	
Black	95	±2	3	10	87	±4	13.0	±4.0	
Hispanic	96	±5	1	7	92	±4	8.0	±4.0	
Asian	99	±1	1	5	94	±3	6.0	±3.0	
Other Race/Ethnicity	94	±5	1	19	80	±10	20.0	±10.0	
Enlisted	97	±2	2	10	89	±3	11.0	±3.0	
E1 – E4	97	±2	1	7	92	±4	8.0	±4.0	
E5 – E9	98	±2	2	12	86	±4	14.0	±4.0	
Officers	99	±1	1	11	87	±4	13.0	±4.0	
COAST GUARD	98	±1	1	11	88	±3	12.0	±3.0	
White	99	±2	1	12	87	±4	13.0	±4.0	
Total Minority	97	±2	1	10	88	±3	12.0	±3.0	
Black	97	±2	3	12	85	±5	15.0	±5.0	
Hispanic	97	±4	2	10	89	±5	11.0	±5.0	
Asian	99	±3	1	11	88	±8	12.0	±8.0	
Other Race/Ethnicity	96	±4	0	9	90	±4	10.0	±4.0	
Enlisted	98	±2	1	12	87	±4	13.0	±4.0	
E1 – E4	98	±2	0	12	87	±6	13.0	±6.0	
E5 – E9	98	±2	2	12	86	±5	14.0	±5.0	
Officers	99	±1	0	8	92	±3	8.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

m. You did not learn until it was too late of opportunities that would help your career.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	16	82	±2	18.0	±2.0	
Enlisted	97	±1	2	18	80	±2	20.0	±2.0	
E1 – E4	96	±2	2	22	77	±4	23.0	±4.0	
E5 – E9	97	±1	2	14	84	±2	16.0	±2.0	
Officers	99	±1	1	9	90	±2	10.0	±2.0	
O1 – O3	98	±1	1	9	90	±3	10.0	±3.0	
O4 – O6	99	±2	0	9	91	±3	9.0	±3.0	
Male	97	±1	2	16	82	±2	18.0	±2.0	
Female	96	±2	2	16	82	±3	18.0	±3.0	
White	98	±1	1	16	84	±3	16.0	±3.0	
Total Minority	96	±1	3	18	80	±2	20.0	±2.0	
Black	95	±2	3	17	80	±3	20.0	±3.0	
Hispanic	97	±1	2	17	81	±3	19.0	±3.0	
AIAN	95	±7	6	NR	NR	±10	NR		
Asian	96	±2	3	15	83	±3	17.0	±3.0	
NHPI	91	±5	3	13	84	±3	16.0	±3.0	
Two or More Races	96	±3	4	20	77	±7	23.0	±7.0	
Not Deployed Past 12 Months	97	±1	1	14	84	±2	16.0	±2.0	
Deployed Past 12 Months	98	±1	2	21	77	±4	23.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	10	38	53	±6	47.0	±5.0	
Experienced, Did Not Label	95	±2	3	29	69	±5	31.0	±5.0	
Did Not Experience	97	±1	0	9	91	±2	9.0	±2.0	
ARMY									
White	97	±2	1	21	78	±6	22.0	±6.0	
Total Minority	95	±2	3	24	73	±4	27.0	±4.0	
Black	94	±3	3	21	76	±4	24.0	±4.0	
Hispanic	95	±3	3	25	72	±6	28.0	±6.0	
Asian	95	±3	4	16	80	±5	20.0	±5.0	
Other Race/Ethnicity	96	±3	5	33	62	±17	38.0	±15.0	
Enlisted	96	±2	2	25	73	±5	27.0	±5.0	
E1 – E4	94	±3	2	30	68	±7	32.0	±7.0	
E5 – E9	97	±2	3	19	78	±4	22.0	±4.0	
Officers	98	±2	1	10	89	±4	11.0	±4.0	
NAVY									
White	97	±2	1	15	84	±5	16.0	±5.0	
Total Minority	97	±1	2	15	83	±3	17.0	±3.0	
Black	97	±2	3	14	83	±5	17.0	±5.0	
Hispanic	97	±2	2	14	84	±4	16.0	±4.0	
Asian	96	±2	2	16	82	±4	18.0	±4.0	
Other Race/Ethnicity	97	±2	1	20	79	±10	21.0	±10.0	
Enlisted	96	±2	1	17	82	±4	18.0	±4.0	
E1 – E4	96	±3	2	23	75	±6	25.0	±6.0	
E5 – E9	97	±2	1	11	88	±4	12.0	±4.0	
Officers	99	±1	1	6	93	±3	7.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

m. You did not learn until it was too late of opportunities that would help your career.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	13	85	±4	15.0	±4.0	
White	99	±2	1	15	85	±6	15.0	±6.0	
Total Minority	96	±2	3	12	86	±4	14.0	±4.0	
Black	96	±2	2	15	83	±5	17.0	±5.0	
Hispanic	98	±2	1	10	89	±6	11.0	±6.0	
Asian	93	±7	3	13	85	±5	15.0	±5.0	
Other Race/Ethnicity	92	±10	NR	13	77	±18	23.0	±18.0	
Enlisted	98	±1	2	14	84	±4	16.0	±4.0	
E1 – E4	98	±2	2	15	83	±6	17.0	±6.0	
E5 – E9	97	±2	0	14	86	±4	14.0	±4.0	
Officers	99	±1	1	7	92	±3	8.0	±3.0	
AIR FORCE	98	±1	1	10	89	±3	11.0	±3.0	
White	99	±1	1	9	90	±3	10.0	±3.0	
Total Minority	96	±2	2	13	85	±4	15.0	±4.0	
Black	95	±2	3	14	83	±4	17.0	±4.0	
Hispanic	98	±2	1	12	88	±8	12.0	±8.0	
Asian	98	±2	1	11	89	±8	11.0	±8.0	
Other Race/Ethnicity	94	±5	3	13	84	±8	16.0	±8.0	
Enlisted	98	±1	1	10	89	±3	11.0	±3.0	
E1 – E4	98	±2	1	10	88	±5	12.0	±5.0	
E5 – E9	98	±2	1	10	89	±4	11.0	±4.0	
Officers	99	±1	1	10	89	±4	11.0	±4.0	
COAST GUARD	98	±2	1	9	89	±3	11.0	±3.0	
White	98	±2	1	10	89	±4	11.0	±4.0	
Total Minority	97	±2	1	9	90	±2	10.0	±2.0	
Black	97	±2	4	8	88	±4	12.0	±4.0	
Hispanic	97	±4	1	10	90	±4	10.0	±4.0	
Asian	100	±0	2	10	88	±8	12.0	±8.0	
Other Race/Ethnicity	96	±4	1	8	91	±4	9.0	±4.0	
Enlisted	98	±2	1	11	88	±4	12.0	±4.0	
E1 – E4	98	±2	0	15	85	±7	15.0	±7.0	
E5 – E9	97	±2	2	8	90	±4	10.0	±4.0	
Officers	99	±1	0	4	96	±3	4.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

n. You were unable to get straight answers about your promotion possibilities.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	96	±1	2	13	85	±2	15.0	±2.0	
Enlisted	96	±1	2	15	83	±2	17.0	±2.0	
E1 – E4	95	±2	2	17	81	±3	19.0	±3.0	
E5 – E9	96	±2	2	12	86	±2	14.0	±2.0	
Officers	98	±1	1	7	92	±2	8.0	±2.0	
O1 – O3	98	±1	1	8	91	±3	9.0	±3.0	
O4 – O6	98	±2	1	7	92	±3	8.0	±3.0	
Male	96	±1	2	13	85	±2	15.0	±2.0	
Female	96	±2	2	13	85	±3	15.0	±3.0	
White	97	±1	1	12	87	±3	13.0	±3.0	
Total Minority	95	±1	3	15	82	±2	18.0	±2.0	
Black	94	±2	4	14	83	±3	17.0	±3.0	
Hispanic	96	±2	2	16	82	±3	18.0	±3.0	
AIAN	95	±7	6	NR	NR	±10	NR		
Asian	95	±2	3	11	86	±2	14.0	±2.0	
NHPI	90	±5	2	12	86	±3	14.0	±3.0	
Two or More Races	94	±4	4	14	82	±6	18.0	±6.0	
Not Deployed Past 12 Months	96	±1	2	12	86	±2	14.0	±2.0	
Deployed Past 12 Months	97	±1	2	16	81	±4	19.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	95	±3	11	33	56	±6	44.0	±5.0	
Experienced, Did Not Label	94	±2	3	21	77	±5	23.0	±5.0	
Did Not Experience	97	±1	0	8	92	±2	8.0	±2.0	
ARMY	95	±2	2	19	79	±4	21.0	±4.0	
White	96	±3	1	17	81	±5	19.0	±5.0	
Total Minority	94	±2	4	21	75	±4	25.0	±4.0	
Black	93	±3	4	17	79	±4	21.0	±4.0	
Hispanic	93	±3	4	23	73	±6	27.0	±6.0	
Asian	95	±3	5	14	81	±5	19.0	±5.0	
Other Race/Ethnicity	95	±4	4	32	64	±17	36.0	±16.0	
Enlisted	94	±2	3	21	76	±4	24.0	±4.0	
E1 – E4	94	±3	2	26	72	±7	28.0	±7.0	
E5 – E9	95	±2	3	16	81	±4	19.0	±4.0	
Officers	98	±2	2	8	90	±4	10.0	±4.0	
NAVY	96	±2	2	14	84	±3	16.0	±3.0	
White	96	±3	1	15	84	±5	16.0	±5.0	
Total Minority	96	±1	3	14	83	±3	17.0	±3.0	
Black	96	±2	5	13	83	±5	17.0	±5.0	
Hispanic	97	±2	2	15	82	±4	18.0	±4.0	
Asian	95	±2	3	13	85	±4	15.0	±4.0	
Other Race/Ethnicity	97	±2	2	13	85	±5	15.0	±5.0	
Enlisted	96	±2	2	16	82	±4	18.0	±4.0	
E1 – E4	96	±3	3	19	78	±6	22.0	±6.0	
E5 – E9	95	±3	2	12	86	±4	14.0	±4.0	
Officers	98	±1	0	8	92	±4	8.0	±4.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

n. You were unable to get straight answers about your promotion possibilities.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	97	±1	1	10	88	±4	12.0	±4.0	■
White	98	±2	1	11	88	±5	12.0	±5.0	■
Total Minority	96	±2	2	9	89	±4	11.0	±4.0	■
Black	95	±3	2	11	87	±4	13.0	±4.0	■
Hispanic	97	±2	1	8	91	±6	9.0	±6.0	■
Asian	93	±7	2	11	87	±5	13.0	±5.0	■
Other Race/Ethnicity	92	±10	NR	8	NR	±5	NR		
Enlisted	97	±2	1	11	88	±4	12.0	±4.0	■
E1 – E4	98	±2	2	12	86	±6	14.0	±6.0	■
E5 – E9	97	±2	1	9	90	±4	10.0	±4.0	■
Officers	99	±2	0	5	94	±3	6.0	±3.0	■
AIR FORCE	97	±2	1	6	93	±2	7.0	±2.0	■
White	98	±2	1	4	95	±3	5.0	±3.0	■
Total Minority	95	±2	2	9	90	±4	10.0	±4.0	■
Black	94	±3	3	8	89	±4	11.0	±4.0	■
Hispanic	96	±4	0	12	88	±9	12.0	±9.0	■
Asian	97	±2	0	4	96	±2	4.0	±2.0	■
Other Race/Ethnicity	92	±6	2	8	90	±7	10.0	±7.0	■
Enlisted	96	±2	1	5	93	±2	7.0	±2.0	■
E1 – E4	96	±3	1	5	94	±4	6.0	±4.0	■
E5 – E9	97	±2	1	6	93	±3	7.0	±3.0	■
Officers	98	±2	1	6	93	±3	7.0	±3.0	■
COAST GUARD	98	±1	1	10	90	±3	10.0	±3.0	■
White	98	±2	1	10	89	±4	11.0	±4.0	■
Total Minority	96	±2	1	9	90	±3	10.0	±3.0	■
Black	95	±3	3	8	89	±4	11.0	±4.0	■
Hispanic	96	±4	1	8	91	±5	9.0	±5.0	■
Asian	99	±3	1	11	88	±8	12.0	±8.0	■
Other Race/Ethnicity	95	±4	1	9	90	±5	10.0	±5.0	■
Enlisted	98	±2	1	10	89	±4	11.0	±4.0	■
E1 – E4	98	±2	1	13	87	±7	13.0	±7.0	■
E5 – E9	98	±2	2	8	90	±4	10.0	±4.0	■
Officers	98	±2	0	7	93	±3	7.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

o. You were taken to nonjudicial punishment or court martial when you should not have been.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	3	96	±1	4.0	±1.0	
Enlisted	97	±1	1	3	96	±1	4.0	±1.0	
E1 – E4	96	±2	1	4	95	±2	5.0	±2.0	
E5 – E9	97	±1	1	2	97	±1	3.0	±1.0	
Officers	99	±1	1	1	98	±1	2.0	±1.0	
O1 – O3	99	±1	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±2	0	1	99	±2	1.0	±1.0	
Male	97	±1	1	3	96	±1	4.0	±1.0	
Female	96	±2	1	2	96	±2	4.0	±2.0	
White	98	±1	1	2	97	±2	3.0	±2.0	
Total Minority	96	±1	1	3	96	±1	4.0	±1.0	
Black	96	±2	2	3	95	±2	5.0	±2.0	
Hispanic	97	±2	1	3	96	±2	4.0	±2.0	
AIAN	95	±7	1	2	97	±3	3.0	±3.0	
Asian	96	±2	1	3	96	±2	4.0	±2.0	
NHPI	91	±5	2	3	94	±3	6.0	±3.0	
Two or More Races	96	±3	3	2	95	±6	5.0	±5.0	
Not Deployed Past 12 Months	97	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	98	±1	1	3	96	±2	4.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	4	8	88	±4	12.0	±4.0	
Experienced, Did Not Label	96	±2	2	4	93	±3	7.0	±3.0	
Did Not Experience	98	±1	0	1	99	±1	1.0	±1.0	
ARMY	96	±2	1	3	96	±2	4.0	±2.0	
White	97	±2	0	3	97	±3	3.0	±3.0	
Total Minority	95	±2	2	3	95	±2	5.0	±2.0	
Black	95	±3	2	3	95	±3	5.0	±3.0	
Hispanic	95	±3	1	4	95	±3	5.0	±3.0	
Asian	96	±3	1	3	96	±3	4.0	±3.0	
Other Race/Ethnicity	96	±3	3	2	95	±7	5.0	±6.0	
Enlisted	96	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	95	±3	1	4	95	±4	5.0	±4.0	
E5 – E9	97	±2	1	3	96	±2	4.0	±2.0	
Officers	98	±2	1	1	98	±3	2.0	±3.0	
NAVY	97	±2	1	3	96	±2	4.0	±2.0	
White	97	±2	1	2	97	±3	3.0	±3.0	
Total Minority	97	±1	2	4	95	±2	5.0	±2.0	
Black	96	±2	2	5	93	±4	7.0	±4.0	
Hispanic	98	±2	1	3	95	±3	5.0	±3.0	
Asian	96	±2	1	3	96	±3	4.0	±3.0	
Other Race/Ethnicity	96	±3	1	3	96	±3	4.0	±3.0	
Enlisted	97	±2	1	3	96	±2	4.0	±2.0	
E1 – E4	96	±3	2	4	94	±4	6.0	±4.0	
E5 – E9	97	±2	1	2	98	±2	2.0	±2.0	
Officers	99	±1	1	1	98	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

o. You were taken to nonjudicial punishment or court martial when you should not have been.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	97	±1	1	4	95	±3	5.0	±3.0	
White	98	±2	1	5	94	±4	6.0	±4.0	
Total Minority	96	±2	2	3	95	±5	5.0	±4.0	
Black	96	±2	2	4	94	±3	6.0	±3.0	
Hispanic	97	±2	1	2	97	±3	3.0	±3.0	
Asian	94	±7	1	4	94	±3	6.0	±3.0	
Other Race/Ethnicity	91	±10	NR	3	NR	±3	NR		
Enlisted	97	±2	1	5	94	±3	6.0	±3.0	
E1 – E4	97	±2	2	5	93	±5	7.0	±5.0	
E5 – E9	97	±2	0	3	97	±3	3.0	±3.0	
Officers	99	±1	0	0	99	±1	1.0	±1.0	
AIR FORCE	98	±1	1	1	98	±2	2.0	±2.0	
White	99	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±2	1	1	98	±1	2.0	±1.0	
Black	95	±2	1	2	97	±2	3.0	±2.0	
Hispanic	98	±2	0	1	99	±1	1.0	±1.0	
Asian	99	±1	0	1	99	±2	1.0	±2.0	
Other Race/Ethnicity	96	±4	0	2	98	±2	2.0	±2.0	
Enlisted	98	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±2	1	1	98	±3	2.0	±3.0	
E5 – E9	98	±1	1	2	98	±2	2.0	±2.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
COAST GUARD	98	±1	1	2	97	±2	3.0	±2.0	
White	98	±2	1	2	97	±3	3.0	±3.0	
Total Minority	96	±2	1	2	97	±2	3.0	±2.0	
Black	96	±2	2	2	96	±3	4.0	±3.0	
Hispanic	96	±4	1	2	97	±3	3.0	±3.0	
Asian	100	±0	1	2	96	±7	4.0	±7.0	
Other Race/Ethnicity	96	±4	0	2	98	±2	2.0	±2.0	
Enlisted	98	±2	1	2	96	±2	4.0	±2.0	
E1 – E4	97	±3	0	2	98	±3	2.0	±3.0	
E5 – E9	98	±2	2	3	95	±3	5.0	±3.0	
Officers	99	±2	0	0	100	±2	0.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

p. You were punished at your job for something that others did without being punished.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	8	90	±2	10.0	±2.0	
Enlisted	97	±1	2	9	88	±2	12.0	±2.0	
E1 – E4	97	±2	3	13	84	±3	16.0	±3.0	
E5 – E9	97	±1	1	6	93	±2	7.0	±2.0	
Officers	99	±1	1	2	97	±2	3.0	±2.0	
O1 – O3	99	±1	1	3	96	±2	4.0	±2.0	
O4 – O6	99	±2	0	1	99	±2	1.0	±2.0	
Male	97	±1	2	8	90	±2	10.0	±2.0	
Female	97	±2	3	7	90	±3	10.0	±3.0	
White	98	±1	1	8	90	±3	10.0	±3.0	
Total Minority	96	±1	3	8	89	±2	11.0	±2.0	
Black	96	±2	4	8	89	±2	11.0	±2.0	
Hispanic	97	±1	2	8	89	±3	11.0	±3.0	
AIAN	95	±7	6	NR	NR	±10	NR		
Asian	97	±2	2	6	92	±2	8.0	±2.0	
NHPI	91	±5	3	5	92	±2	8.0	±2.0	
Two or More Races	97	±2	4	9	87	±6	13.0	±6.0	
Not Deployed Past 12 Months	97	±1	2	8	90	±2	10.0	±2.0	
Deployed Past 12 Months	98	±1	2	7	91	±3	9.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	13	20	67	±6	33.0	±6.0	
Experienced, Did Not Label	96	±2	3	13	84	±4	16.0	±4.0	
Did Not Experience	98	±1	0	5	95	±2	5.0	±2.0	
ARMY									
White	97	±2	2	10	89	±5	11.0	±5.0	
Total Minority	96	±2	4	9	87	±3	13.0	±3.0	
Black	95	±2	4	8	88	±4	12.0	±4.0	
Hispanic	95	±3	3	9	88	±4	12.0	±4.0	
Asian	96	±2	4	6	90	±4	10.0	±4.0	
Other Race/Ethnicity	96	±3	5	14	81	±12	19.0	±12.0	
Enlisted	96	±2	3	11	86	±4	14.0	±4.0	
E1 – E4	95	±3	3	15	82	±6	18.0	±6.0	
E5 – E9	97	±2	2	7	91	±3	9.0	±3.0	
Officers	99	±2	2	2	97	±3	3.0	±3.0	
NAVY									
White	97	±2	2	9	89	±5	11.0	±5.0	
Total Minority	97	±1	3	9	89	±3	11.0	±3.0	
Black	96	±2	3	9	87	±4	13.0	±4.0	
Hispanic	97	±2	2	8	89	±6	11.0	±6.0	
Asian	97	±2	1	6	92	±4	8.0	±4.0	
Other Race/Ethnicity	97	±2	3	9	88	±5	12.0	±5.0	
Enlisted	97	±2	3	10	87	±4	13.0	±4.0	
E1 – E4	96	±3	4	15	81	±6	19.0	±6.0	
E5 – E9	97	±3	1	5	94	±3	6.0	±3.0	
Officers	99	±1	1	3	97	±3	3.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

p. You were punished at your job for something that others did without being punished.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	10	88	±4	12.0	±4.0	■
White	99	±2	1	10	89	±5	11.0	±5.0	■
Total Minority	96	±2	3	10	87	±5	13.0	±5.0	■
Black	96	±2	4	9	87	±4	13.0	±4.0	■
Hispanic	98	±2	1	11	88	±8	12.0	±8.0	■
Asian	94	±7	2	7	90	±4	10.0	±4.0	■
Other Race/Ethnicity	92	±10	NR	6	NR	±4	NR		
Enlisted	98	±1	2	11	87	±4	13.0	±4.0	■
E1 – E4	98	±2	2	14	84	±6	16.0	±6.0	■
E5 – E9	97	±2	1	6	93	±3	7.0	±3.0	■
Officers	99	±1	0	2	98	±2	2.0	±2.0	■
AIR FORCE	98	±1	1	4	95	±2	5.0	±2.0	■
White	99	±1	1	4	95	±3	5.0	±3.0	■
Total Minority	97	±2	2	5	94	±3	6.0	±3.0	■
Black	95	±2	2	5	93	±3	7.0	±3.0	■
Hispanic	99	±1	1	5	95	±7	5.0	±7.0	■
Asian	99	±1	1	3	96	±3	4.0	±3.0	■
Other Race/Ethnicity	96	±4	2	6	92	±7	8.0	±7.0	■
Enlisted	98	±1	1	5	94	±3	6.0	±3.0	■
E1 – E4	98	±2	2	6	93	±4	7.0	±4.0	■
E5 – E9	98	±1	1	4	95	±3	5.0	±3.0	■
Officers	99	±1	0	2	97	±3	3.0	±3.0	■
COAST GUARD	98	±1	1	7	92	±3	8.0	±3.0	■
White	99	±1	1	8	91	±4	9.0	±4.0	■
Total Minority	97	±2	2	4	94	±2	6.0	±2.0	■
Black	97	±2	4	4	92	±4	8.0	±4.0	■
Hispanic	97	±4	2	5	94	±3	6.0	±3.0	■
Asian	100	±0	1	3	96	±7	4.0	±7.0	■
Other Race/Ethnicity	96	±4	1	5	95	±3	5.0	±3.0	■
Enlisted	98	±2	1	8	91	±4	9.0	±4.0	■
E1 – E4	98	±2	1	13	87	±7	13.0	±7.0	■
E5 – E9	98	±2	2	4	93	±4	7.0	±4.0	■
Officers	99	±1	0	2	98	±2	2.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

q. You were excluded by your peers from social activities.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	7	91	±2	9.0	±2.0	
Enlisted	96	±1	2	8	90	±2	10.0	±2.0	
E1 – E4	96	±2	2	10	88	±3	12.0	±3.0	
E5 – E9	97	±1	2	5	93	±2	7.0	±2.0	
Officers	99	±1	1	4	95	±2	5.0	±2.0	
O1 – O3	99	±1	2	4	94	±3	6.0	±3.0	
O4 – O6	99	±2	1	2	97	±2	3.0	±2.0	
Male	97	±1	2	6	92	±2	8.0	±2.0	
Female	96	±2	2	10	88	±3	12.0	±3.0	
White	97	±1	1	8	91	±2	9.0	±2.0	
Total Minority	96	±1	2	6	92	±1	8.0	±1.0	
Black	96	±2	3	6	91	±2	9.0	±2.0	
Hispanic	97	±1	2	6	92	±2	8.0	±2.0	
AIAN	95	±7	2	5	93	±5	7.0	±5.0	
Asian	96	±2	3	6	91	±2	9.0	±2.0	
NHPI	91	±5	2	4	94	±2	6.0	±2.0	
Two or More Races	96	±3	3	5	92	±6	8.0	±5.0	
Not Deployed Past 12 Months	97	±1	2	7	91	±2	9.0	±2.0	
Deployed Past 12 Months	97	±1	2	7	91	±3	9.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	13	15	72	±5	28.0	±5.0	
Experienced, Did Not Label	95	±2	3	12	85	±4	15.0	±4.0	
Did Not Experience	97	±1	0	4	96	±2	4.0	±2.0	
ARMY									
White	97	±2	1	8	91	±5	9.0	±5.0	
Total Minority	95	±2	2	6	91	±2	9.0	±2.0	
Black	96	±2	2	7	91	±3	9.0	±3.0	
Hispanic	95	±3	3	6	91	±3	9.0	±3.0	
Asian	96	±3	5	6	90	±4	10.0	±4.0	
Other Race/Ethnicity	96	±3	3	4	92	±6	8.0	±6.0	
Enlisted	96	±2	2	9	90	±3	10.0	±3.0	
E1 – E4	95	±3	1	12	87	±6	13.0	±6.0	
E5 – E9	96	±2	2	5	93	±3	7.0	±3.0	
Officers	99	±2	2	3	95	±3	5.0	±3.0	
NAVY									
White	97	±2	2	8	90	±5	10.0	±5.0	
Total Minority	97	±1	3	7	90	±3	10.0	±3.0	
Black	96	±2	4	7	89	±4	11.0	±4.0	
Hispanic	97	±2	3	9	88	±5	12.0	±5.0	
Asian	96	±2	3	7	90	±4	10.0	±4.0	
Other Race/Ethnicity	97	±2	1	6	93	±3	7.0	±3.0	
Enlisted	97	±2	3	8	89	±4	11.0	±4.0	
E1 – E4	96	±3	4	9	87	±6	13.0	±6.0	
E5 – E9	97	±2	2	7	91	±4	9.0	±4.0	
Officers	98	±2	1	6	93	±4	7.0	±4.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

q. You were excluded by your peers from social activities.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	96	±2	2	9	89	±4	11.0	±4.0	■
White	97	±3	1	10	89	±6	11.0	±6.0	■
Total Minority	96	±2	3	7	90	±4	10.0	±4.0	■
Black	96	±2	2	6	92	±4	8.0	±4.0	■
Hispanic	98	±2	2	6	92	±6	8.0	±6.0	■
Asian	94	±7	2	7	90	±4	10.0	±4.0	■
Other Race/Ethnicity	89	±11	NR	8	NR	±5	NR		
Enlisted	96	±2	2	10	88	±4	12.0	±4.0	■
E1 – E4	96	±3	3	11	86	±6	14.0	±6.0	■
E5 – E9	97	±2	1	6	93	±4	7.0	±3.0	■
Officers	98	±2	1	3	97	±2	3.0	±2.0	■
AIR FORCE	98	±1	1	5	94	±2	6.0	±2.0	■
White	99	±1	1	5	93	±3	7.0	±3.0	■
Total Minority	96	±2	2	3	95	±2	5.0	±2.0	■
Black	95	±2	3	3	94	±4	6.0	±4.0	■
Hispanic	98	±2	1	2	97	±2	3.0	±2.0	■
Asian	97	±2	0	3	96	±2	4.0	±2.0	■
Other Race/Ethnicity	96	±4	1	4	95	±5	5.0	±4.0	■
Enlisted	98	±1	2	5	93	±3	7.0	±3.0	■
E1 – E4	98	±2	1	6	93	±4	7.0	±4.0	■
E5 – E9	98	±2	2	4	94	±3	6.0	±3.0	■
Officers	99	±1	1	3	96	±3	4.0	±3.0	■
COAST GUARD	98	±1	1	6	93	±3	7.0	±3.0	■
White	98	±2	1	6	93	±4	7.0	±4.0	■
Total Minority	97	±2	1	5	94	±2	6.0	±2.0	■
Black	97	±2	4	4	92	±4	8.0	±4.0	■
Hispanic	97	±4	1	5	94	±4	6.0	±4.0	■
Asian	99	±2	1	7	92	±7	8.0	±7.0	■
Other Race/Ethnicity	96	±4	1	5	94	±3	6.0	±3.0	■
Enlisted	98	±2	2	6	92	±3	8.0	±3.0	■
E1 – E4	97	±3	0	9	91	±6	9.0	±6.0	■
E5 – E9	98	±2	2	5	93	±4	7.0	±4.0	■
Officers	99	±1	0	3	97	±2	3.0	±2.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	3	96	±1	4.0	±1.0	
Enlisted	97	±1	2	3	95	±1	5.0	±1.0	
E1 – E4	96	±2	2	3	95	±2	5.0	±2.0	
E5 – E9	98	±1	2	3	96	±2	4.0	±2.0	
Officers	99	±1	1	1	98	±2	2.0	±2.0	
O1 – O3	99	±1	2	1	97	±2	3.0	±2.0	
O4 – O6	99	±2	1	1	98	±3	2.0	±3.0	
Male	97	±1	2	3	96	±1	4.0	±1.0	
Female	97	±2	2	3	95	±2	5.0	±2.0	
White	98	±1	1	2	96	±2	4.0	±2.0	
Total Minority	96	±1	2	3	95	±1	5.0	±1.0	
Black	96	±2	2	3	95	±2	5.0	±2.0	
Hispanic	97	±1	1	3	96	±1	4.0	±1.0	
AIAN	95	±7	4	2	94	±11	6.0	±9.0	
Asian	97	±2	2	3	95	±2	5.0	±2.0	
NHPI	91	±5	3	2	95	±2	5.0	±2.0	
Two or More Races	96	±3	4	2	94	±6	6.0	±5.0	
Not Deployed Past 12 Months	97	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	98	±1	2	2	96	±2	4.0	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	96	±2	9	8	83	±5	17.0	±5.0	
Experienced, Did Not Label	96	±2	3	4	93	±3	7.0	±3.0	
Did Not Experience	98	±1	0	1	99	±1	1.0	±1.0	
ARMY	97	±2	2	2	96	±2	4.0	±2.0	
White	97	±2	2	1	97	±3	3.0	±3.0	
Total Minority	96	±2	2	4	95	±2	5.0	±2.0	
Black	96	±2	1	4	95	±2	5.0	±2.0	
Hispanic	95	±3	2	4	94	±3	6.0	±3.0	
Asian	96	±2	2	3	94	±3	6.0	±3.0	
Other Race/Ethnicity	95	±4	2	1	96	±7	4.0	±6.0	
Enlisted	96	±2	2	3	96	±2	4.0	±2.0	
E1 – E4	95	±3	1	2	96	±3	4.0	±3.0	
E5 – E9	97	±2	2	3	95	±2	5.0	±2.0	
Officers	99	±2	3	1	96	±3	4.0	±3.0	
NAVY	97	±2	2	2	96	±2	4.0	±2.0	
White	97	±2	1	2	97	±4	3.0	±4.0	
Total Minority	97	±1	2	3	95	±2	5.0	±2.0	
Black	97	±2	3	4	93	±3	7.0	±3.0	
Hispanic	98	±2	1	3	96	±3	4.0	±3.0	
Asian	97	±2	2	3	95	±3	5.0	±3.0	
Other Race/Ethnicity	97	±2	2	3	95	±3	5.0	±3.0	
Enlisted	97	±2	2	3	95	±2	5.0	±2.0	
E1 – E4	96	±3	2	4	94	±4	6.0	±4.0	
E5 – E9	98	±2	2	1	96	±3	4.0	±3.0	
Officers	99	±1	1	1	98	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

- r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	5	94	±3	6.0	±3.0	
White	99	±2	1	6	93	±5	7.0	±5.0	
Total Minority	96	±2	2	3	95	±4	5.0	±3.0	
Black	96	±2	2	5	94	±3	6.0	±3.0	
Hispanic	97	±2	1	2	98	±2	2.0	±2.0	
Asian	94	±7	2	5	93	±4	7.0	±4.0	
Other Race/Ethnicity	92	±10	NR	4	NR	±4	NR		
Enlisted	98	±2	2	5	93	±3	7.0	±3.0	
E1 – E4	98	±2	2	6	92	±5	8.0	±5.0	
E5 – E9	97	±2	1	3	96	±3	4.0	±3.0	
Officers	99	±1	1	1	98	±2	2.0	±2.0	
AIR FORCE	98	±1	1	2	97	±2	3.0	±2.0	
White	99	±1	1	2	96	±3	4.0	±3.0	
Total Minority	97	±2	2	1	97	±2	3.0	±2.0	
Black	96	±2	1	1	98	±2	2.0	±2.0	
Hispanic	98	±1	0	1	99	±1	1.0	±1.0	
Asian	99	±1	1	0	99	±1	1.0	±1.0	
Other Race/Ethnicity	96	±4	4	2	94	±9	6.0	±8.0	
Enlisted	98	±1	2	2	96	±2	4.0	±2.0	
E1 – E4	98	±2	1	2	97	±4	3.0	±4.0	
E5 – E9	98	±1	2	3	96	±3	4.0	±3.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	
COAST GUARD	98	±1	1	2	97	±2	3.0	±2.0	
White	99	±1	1	2	97	±3	3.0	±3.0	
Total Minority	97	±2	1	2	97	±2	3.0	±2.0	
Black	97	±2	2	3	95	±3	5.0	±3.0	
Hispanic	97	±4	1	1	98	±2	2.0	±2.0	
Asian	100	±0	1	1	98	±6	2.0	±5.0	
Other Race/Ethnicity	96	±4	1	1	98	±2	2.0	±2.0	
Enlisted	98	±2	1	2	96	±3	4.0	±3.0	
E1 – E4	98	±2	0	3	97	±4	3.0	±4.0	
E5 – E9	98	±2	2	2	96	±3	4.0	±3.0	
Officers	99	±1	0	1	99	±2	1.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

s. You received poorer treatment than you deserved from a military health care provider.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	6	93	±2	7.0	±2.0	
Enlisted	97	±1	1	7	92	±2	8.0	±2.0	
E1 – E4	96	±2	1	9	90	±3	10.0	±3.0	
E5 – E9	97	±1	1	5	94	±2	6.0	±2.0	
Officers	99	±1	1	3	96	±2	4.0	±2.0	
O1 – O3	99	±1	1	3	96	±3	4.0	±3.0	
O4 – O6	98	±2	0	3	97	±3	3.0	±3.0	
Male	97	±1	1	6	93	±2	7.0	±2.0	
Female	97	±2	1	9	90	±3	10.0	±3.0	
White	98	±1	1	7	92	±2	8.0	±2.0	
Total Minority	96	±1	2	6	93	±1	7.0	±1.0	
Black	96	±2	1	6	93	±2	7.0	±2.0	
Hispanic	97	±2	1	6	92	±2	8.0	±2.0	
AIAN	95	±7	4	4	92	±11	8.0	±9.0	
Asian	96	±2	2	4	94	±2	6.0	±2.0	
NHPI	91	±5	2	6	92	±3	8.0	±3.0	
Two or More Races	97	±2	3	7	91	±7	9.0	±6.0	
Not Deployed Past 12 Months	97	±1	1	6	93	±2	7.0	±2.0	
Deployed Past 12 Months	98	±1	1	7	92	±3	8.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	5	22	73	±6	27.0	±6.0	
Experienced, Did Not Label	96	±2	3	11	87	±4	13.0	±4.0	
Did Not Experience	98	±1	0	3	97	±1	3.0	±1.0	
ARMY									
White	97	±2	1	8	91	±3	9.0	±3.0	
Total Minority	96	±2	2	7	92	±2	8.0	±2.0	
Black	96	±2	1	6	93	±3	7.0	±3.0	
Hispanic	95	±3	2	9	89	±4	11.0	±4.0	
Asian	96	±3	2	4	93	±3	7.0	±3.0	
Other Race/Ethnicity	96	±3	2	5	92	±7	8.0	±7.0	
Enlisted	96	±2	1	8	91	±3	9.0	±3.0	
E1 – E4	95	±3	1	11	89	±6	11.0	±6.0	
E5 – E9	97	±2	1	5	93	±3	7.0	±3.0	
Officers	99	±2	1	5	94	±4	6.0	±4.0	
NAVY									
White	97	±3	1	8	92	±5	8.0	±5.0	
Total Minority	97	±1	2	7	92	±2	8.0	±2.0	
Black	96	±2	2	7	91	±4	9.0	±4.0	
Hispanic	98	±2	2	8	91	±5	9.0	±5.0	
Asian	97	±2	2	5	93	±3	7.0	±3.0	
Other Race/Ethnicity	97	±2	1	6	93	±3	7.0	±3.0	
Enlisted	96	±2	1	8	90	±3	10.0	±3.0	
E1 – E4	96	±3	2	13	86	±6	14.0	±6.0	
E5 – E9	96	±3	1	4	95	±2	5.0	±2.0	
Officers	99	±1	0	2	98	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

s. You received poorer treatment than you deserved from a military health care provider.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±1	1	8	91	±3	9.0	±3.0	
White	98	±2	1	10	90	±5	10.0	±5.0	
Total Minority	96	±2	2	4	94	±4	6.0	±3.0	
Black	96	±3	2	5	93	±3	7.0	±3.0	
Hispanic	98	±2	1	3	96	±3	4.0	±3.0	
Asian	94	±7	2	5	93	±3	7.0	±3.0	
Other Race/Ethnicity	92	±10	NR	6	NR	±4	NR		
Enlisted	97	±2	2	8	90	±4	10.0	±4.0	
E1 – E4	98	±2	2	10	88	±5	12.0	±5.0	
E5 – E9	97	±2	1	5	94	±3	6.0	±3.0	
Officers	99	±1	0	2	97	±2	3.0	±2.0	
AIR FORCE	98	±1	1	3	96	±2	4.0	±2.0	
White	99	±1	1	3	96	±2	4.0	±2.0	
Total Minority	96	±2	1	4	95	±2	5.0	±2.0	
Black	95	±2	1	5	94	±4	6.0	±4.0	
Hispanic	96	±4	0	2	98	±2	2.0	±2.0	
Asian	98	±1	0	2	98	±2	2.0	±2.0	
Other Race/Ethnicity	96	±4	2	8	90	±9	10.0	±9.0	
Enlisted	98	±1	1	4	96	±2	4.0	±2.0	
E1 – E4	97	±2	1	2	97	±3	3.0	±3.0	
E5 – E9	98	±1	1	5	95	±3	5.0	±3.0	
Officers	99	±1	0	2	97	±3	3.0	±3.0	
COAST GUARD	98	±2	1	3	96	±2	4.0	±2.0	
White	98	±2	1	3	96	±3	4.0	±3.0	
Total Minority	97	±2	1	4	95	±3	5.0	±3.0	
Black	97	±2	2	4	94	±4	6.0	±4.0	
Hispanic	96	±4	1	4	95	±6	5.0	±6.0	
Asian	99	±3	1	3	96	±6	4.0	±6.0	
Other Race/Ethnicity	96	±4	0	6	94	±5	6.0	±5.0	
Enlisted	97	±2	1	4	95	±3	5.0	±3.0	
E1 – E4	97	±3	0	6	94	±5	6.0	±5.0	
E5 – E9	98	±2	2	2	96	±3	4.0	±3.0	
Officers	99	±1	0	2	98	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

t. You were harassed by armed forces police.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	1	3	96	±1	4.0	±1.0	
Enlisted	97	±1	1	4	95	±2	5.0	±2.0	
E1 – E4	96	±2	1	5	94	±2	6.0	±2.0	
E5 – E9	97	±1	1	2	97	±2	3.0	±2.0	
Officers	99	±1	1	1	98	±1	2.0	±1.0	
O1 – O3	99	±1	1	1	98	±2	2.0	±2.0	
O4 – O6	99	±2	1	1	98	±3	2.0	±2.0	
Male	97	±1	1	3	96	±2	4.0	±2.0	
Female	97	±2	1	2	97	±2	3.0	±2.0	
White	98	±1	1	3	96	±2	4.0	±2.0	
Total Minority	96	±1	2	3	95	±1	5.0	±1.0	
Black	96	±2	2	3	95	±2	5.0	±2.0	
Hispanic	97	±1	1	3	96	±2	4.0	±2.0	
AIAN	95	±7	2	2	96	±4	4.0	±4.0	
Asian	96	±2	1	2	96	±2	4.0	±2.0	
NHPI	91	±5	2	2	96	±2	4.0	±2.0	
Two or More Races	97	±2	3	3	94	±6	6.0	±5.0	
Not Deployed Past 12 Months	97	±1	1	3	96	±1	4.0	±1.0	
Deployed Past 12 Months	97	±1	1	4	95	±3	5.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	5	7	88	±4	12.0	±4.0	
Experienced, Did Not Label	95	±2	3	7	90	±4	10.0	±4.0	
Did Not Experience	98	±1	0	1	99	±1	1.0	±1.0	
ARMY	96	±2	1	3	96	±2	4.0	±2.0	
White	97	±2	1	3	96	±4	4.0	±4.0	
Total Minority	96	±2	2	3	95	±2	5.0	±2.0	
Black	95	±3	1	3	96	±2	4.0	±2.0	
Hispanic	96	±2	2	4	94	±4	6.0	±4.0	
Asian	96	±2	2	3	95	±3	5.0	±3.0	
Other Race/Ethnicity	96	±3	3	1	96	±6	4.0	±6.0	
Enlisted	96	±2	1	4	95	±3	5.0	±3.0	
E1 – E4	95	±3	1	4	95	±5	5.0	±5.0	
E5 – E9	97	±2	1	3	96	±3	4.0	±3.0	
Officers	98	±2	1	1	97	±3	3.0	±3.0	
NAVY	97	±2	1	4	95	±2	5.0	±2.0	
White	97	±2	0	4	95	±4	5.0	±4.0	
Total Minority	97	±1	2	4	94	±2	6.0	±2.0	
Black	97	±2	4	5	92	±4	8.0	±4.0	
Hispanic	98	±2	1	3	96	±3	4.0	±3.0	
Asian	96	±2	1	3	96	±2	4.0	±2.0	
Other Race/Ethnicity	97	±2	1	6	94	±4	6.0	±4.0	
Enlisted	97	±2	1	4	94	±3	6.0	±3.0	
E1 – E4	96	±3	1	6	93	±5	7.0	±5.0	
E5 – E9	97	±2	1	3	96	±3	4.0	±3.0	
Officers	99	±1	0	2	97	±2	3.0	±2.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

t. You were harassed by armed forces police.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	98	±2	1	5	93	±3	7.0	±3.0	
White	98	±2	1	7	93	±5	7.0	±5.0	
Total Minority	97	±2	3	3	95	±4	5.0	±3.0	
Black	97	±2	3	4	93	±3	7.0	±3.0	
Hispanic	98	±2	1	1	98	±2	2.0	±2.0	
Asian	94	±7	1	4	95	±3	5.0	±3.0	
Other Race/Ethnicity	92	±10	NR	5	NR	±4	NR		
Enlisted	97	±2	2	6	93	±4	7.0	±4.0	
E1 – E4	98	±2	2	7	91	±5	9.0	±5.0	
E5 – E9	97	±2	1	2	97	±2	3.0	±2.0	
Officers	98	±2	0	1	99	±2	1.0	±2.0	
AIR FORCE	98	±1	1	1	98	±2	2.0	±2.0	
White	99	±2	1	1	99	±2	1.0	±2.0	
Total Minority	97	±2	1	1	98	±3	2.0	±2.0	
Black	95	±2	1	1	98	±2	2.0	±2.0	
Hispanic	99	±1	0	3	97	±9	3.0	±9.0	
Asian	99	±1	1	1	99	±2	1.0	±2.0	
Other Race/Ethnicity	96	±4	1	1	98	±3	2.0	±2.0	
Enlisted	98	±1	1	1	98	±2	2.0	±2.0	
E1 – E4	97	±2	1	1	98	±3	2.0	±3.0	
E5 – E9	98	±1	0	1	99	±2	1.0	±2.0	
Officers	99	±1	0	0	99	±2	1.0	±2.0	
COAST GUARD	98	±1	1	1	98	±2	2.0	±2.0	
White	99	±2	1	1	98	±2	2.0	±2.0	
Total Minority	97	±2	1	1	98	±1	2.0	±1.0	
Black	98	±2	2	2	97	±3	3.0	±3.0	
Hispanic	97	±4	1	1	99	±2	1.0	±2.0	
Asian	100	±0	1	NR	99	±6	1.0	±6.0	
Other Race/Ethnicity	96	±4	1	2	97	±3	3.0	±3.0	
Enlisted	98	±2	1	1	98	±2	2.0	±2.0	
E1 – E4	98	±2	0	1	98	±3	2.0	±3.0	
E5 – E9	98	±2	2	1	97	±3	3.0	±3.0	
Officers	99	±1	0	1	98	±2	2.0	±2.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

u. You had other bothersome experiences at your job.

1. Yes, and my race/ethnicity was/is a factor

2. Yes, but my race/ethnicity was/is NOT a factor

3. No, or does not apply

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
TOTAL DOD	97	±1	2	11	87	±2	13.0	±2.0	
Enlisted	97	±1	2	11	87	±2	13.0	±2.0	
E1 – E4	96	±2	2	13	85	±3	15.0	±3.0	
E5 – E9	97	±1	2	9	89	±2	11.0	±2.0	
Officers	99	±1	2	8	90	±2	10.0	±2.0	
O1 – O3	99	±1	2	7	91	±3	9.0	±3.0	
O4 – O6	98	±2	1	8	90	±4	10.0	±4.0	
Male	97	±1	2	10	88	±2	12.0	±2.0	
Female	97	±2	3	16	81	±4	19.0	±4.0	
White	98	±1	2	11	88	±3	12.0	±3.0	
Total Minority	96	±1	3	10	87	±2	13.0	±2.0	
Black	95	±2	4	10	86	±2	14.0	±2.0	
Hispanic	97	±1	2	10	88	±3	12.0	±3.0	
AIAN	95	±7	4	8	88	±8	12.0	±8.0	
Asian	96	±2	3	8	89	±2	11.0	±2.0	
NHPI	91	±5	3	7	90	±3	10.0	±3.0	
Two or More Races	96	±3	5	11	84	±6	16.0	±5.0	
Not Deployed Past 12 Months	97	±1	2	11	87	±2	13.0	±2.0	
Deployed Past 12 Months	97	±1	2	10	88	±3	12.0	±3.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	97	±2	15	23	62	±6	38.0	±6.0	
Experienced, Did Not Label	95	±2	3	19	78	±4	22.0	±4.0	
Did Not Experience	98	±1	0	6	94	±2	6.0	±2.0	
ARMY	96	±2	3	12	85	±3	15.0	±3.0	
White	97	±2	2	12	86	±5	14.0	±5.0	
Total Minority	95	±2	4	11	85	±3	15.0	±3.0	
Black	95	±3	4	11	85	±4	15.0	±4.0	
Hispanic	95	±2	2	13	85	±5	15.0	±5.0	
Asian	95	±3	5	8	87	±4	13.0	±4.0	
Other Race/Ethnicity	95	±4	6	10	83	±8	17.0	±8.0	
Enlisted	96	±2	3	12	85	±4	15.0	±4.0	
E1 – E4	95	±3	3	15	83	±6	17.0	±6.0	
E5 – E9	97	±2	3	10	87	±4	13.0	±4.0	
Officers	98	±2	2	9	89	±4	11.0	±4.0	
NAVY	97	±2	2	14	84	±3	16.0	±3.0	
White	97	±3	1	16	83	±5	17.0	±5.0	
Total Minority	97	±1	4	11	85	±3	15.0	±3.0	
Black	96	±2	5	11	84	±5	16.0	±5.0	
Hispanic	97	±2	4	11	85	±5	15.0	±5.0	
Asian	97	±2	2	9	89	±4	11.0	±4.0	
Other Race/Ethnicity	97	±2	2	11	86	±5	14.0	±5.0	
Enlisted	96	±2	2	15	83	±4	17.0	±4.0	
E1 – E4	96	±3	3	18	79	±7	21.0	±6.0	
E5 – E9	97	±2	2	12	87	±5	13.0	±5.0	
Officers	99	±1	1	9	90	±4	10.0	±4.0	

Note. Percent responding are active duty members who answered the question.

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor?

u. You had other bothersome experiences at your job.

	Percent Responding		Percentages			Max ME	Experienced Behavior		
			1	2	3				
MARINE CORPS	97	±1	2	9	89	±3	11.0	±3.0	■
White	98	±2	1	10	89	±5	11.0	±5.0	■
Total Minority	96	±2	3	7	90	±4	10.0	±4.0	■
Black	96	±2	3	8	88	±4	12.0	±4.0	■
Hispanic	98	±2	1	6	93	±4	7.0	±4.0	■
Asian	94	±7	3	9	88	±4	12.0	±4.0	■
Other Race/Ethnicity	92	±10	NR	7	NR	±4	NR		
Enlisted	97	±2	2	9	89	±4	11.0	±4.0	■
E1 – E4	97	±2	2	10	88	±5	12.0	±5.0	■
E5 – E9	97	±2	1	8	91	±4	9.0	±4.0	■
Officers	99	±1	1	5	94	±3	6.0	±3.0	■
AIR FORCE	98	±1	2	6	92	±2	8.0	±2.0	■
White	99	±1	2	5	93	±3	7.0	±3.0	■
Total Minority	96	±2	2	8	90	±3	10.0	±3.0	■
Black	95	±2	3	9	88	±4	12.0	±4.0	■
Hispanic	98	±2	1	7	92	±7	8.0	±7.0	■
Asian	98	±2	2	5	93	±4	7.0	±4.0	■
Other Race/Ethnicity	96	±4	1	10	89	±7	11.0	±6.0	■
Enlisted	98	±1	2	7	92	±3	8.0	±3.0	■
E1 – E4	98	±2	1	7	92	±4	8.0	±4.0	■
E5 – E9	98	±2	2	6	92	±3	8.0	±3.0	■
Officers	99	±1	2	6	92	±4	8.0	±4.0	■
COAST GUARD	98	±1	1	8	91	±3	9.0	±3.0	■
White	99	±2	1	7	92	±4	8.0	±4.0	■
Total Minority	96	±3	2	8	90	±3	10.0	±3.0	■
Black	97	±2	5	7	88	±4	12.0	±4.0	■
Hispanic	96	±4	2	8	90	±6	10.0	±5.0	■
Asian	100	±0	1	7	92	±7	8.0	±7.0	■
Other Race/Ethnicity	94	±6	2	10	89	±5	11.0	±5.0	■
Enlisted	98	±2	2	8	91	±3	9.0	±3.0	■
E1 – E4	98	±2	1	8	91	±6	9.0	±6.0	■
E5 – E9	98	±2	2	7	91	±4	9.0	±4.0	■
Officers	99	±1	1	8	91	±3	9.0	±3.0	■

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

a. Racial/ethnic discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	48	±2	85	13	2	±2
Enlisted	50	±3	84	13	2	±2
E1 – E4	52	±4	85	13	2	±4
E5 – E9	48	±3	84	13	2	±3
Officers	40	±3	85	13	1	±4
O1 – O3	40	±5	87	12	1	±5
O4 – O6	38	±5	84	14	2	±7
Male	48	±3	85	12	2	±2
Female	51	±4	80	19	1	±4
White	46	±3	90	9	2	±3
Total Minority	52	±2	78	20	2	±2
Black	53	±3	73	24	3	±4
Hispanic	50	±4	81	17	2	±4
AIAN	65	±16	86	12	2	±16
Asian	49	±4	74	24	3	±4
NHPI	42	±5	81	18	1	±5
Two or More Races	55	±6	86	14	1	±7
Not Deployed Past 12 Months	47	±3	85	13	2	±3
Deployed Past 12 Months	52	±4	83	14	2	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	84	±4	34	57	9	±6
Experienced, Did Not Label	65	±5	92	7	1	±4
Did Not Experience	38	±3	98	2	0	±1
ARMY	55	±4	81	17	2	±4
White	54	±6	86	13	1	±6
Total Minority	56	±4	75	22	3	±4
Black	54	±5	71	25	3	±6
Hispanic	56	±6	78	19	3	±6
Asian	50	±7	66	29	5	±8
Other Race/Ethnicity	64	±10	85	14	1	±10
Enlisted	57	±5	82	16	2	±4
E1 – E4	59	±7	82	16	2	±7
E5 – E9	54	±5	82	17	2	±5
Officers	45	±6	78	20	1	±8
NAVY	50	±4	85	13	2	±4
White	45	±6	91	7	2	±7
Total Minority	56	±3	78	20	2	±4
Black	58	±5	75	22	2	±6
Hispanic	54	±7	79	19	1	±7
Asian	56	±6	74	25	1	±7
Other Race/Ethnicity	56	±7	87	13	0	±7
Enlisted	52	±4	84	14	2	±4
E1 – E4	56	±7	82	16	2	±7
E5 – E9	48	±5	86	13	2	±4
Officers	39	±5	94	5	1	±4

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

a. Racial/ethnic discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	47	±4	88	10	2	±5
White	46	±6	91	7	3	±8
Total Minority	48	±5	83	15	1	±5
Black	55	±6	75	21	3	±11
Hispanic	45	±8	85	14	1	±7
Asian	44	±10	79	20	1	±6
Other Race/Ethnicity	53	±13	95	5	0	±5
Enlisted	48	±5	87	10	2	±5
E1 – E4	49	±7	88	10	2	±7
E5 – E9	46	±5	87	10	3	±5
Officers	37	±4	92	6	2	±5
AIR FORCE	38	±4	89	9	3	±3
White	37	±5	94	4	3	±5
Total Minority	41	±4	80	18	2	±5
Black	45	±5	73	24	3	±7
Hispanic	36	±9	89	11	0	±6
Asian	38	±7	85	14	1	±6
Other Race/Ethnicity	43	±9	79	19	2	±16
Enlisted	39	±4	89	9	3	±4
E1 – E4	37	±6	93	6	1	±4
E5 – E9	41	±5	86	10	4	±6
Officers	34	±5	88	10	2	±6
COAST GUARD	38	±4	90	8	1	±3
White	36	±5	93	6	1	±5
Total Minority	43	±5	84	14	2	±4
Black	46	±6	72	24	4	±8
Hispanic	43	±7	87	11	2	±6
Asian	50	±10	84	16	NR	±13
Other Race/Ethnicity	38	±9	87	12	1	±7
Enlisted	39	±5	91	8	1	±4
E1 – E4	43	±8	94	6	0	±5
E5 – E9	36	±5	89	9	2	±6
Officers	35	±5	87	11	2	±6

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

NR: Not reportable

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

b. Sex discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	48	±2	87	10	3	±2
Enlisted	50	±3	88	10	3	±3
E1 – E4	52	±4	87	11	3	±4
E5 – E9	48	±3	89	9	2	±3
Officers	40	±3	85	12	3	±4
O1 – O3	40	±5	86	11	3	±6
O4 – O6	38	±5	83	15	2	±7
Male	48	±3	91	7	2	±2
Female	51	±4	64	28	7	±6
White	46	±3	88	9	3	±4
Total Minority	51	±2	87	11	2	±2
Black	53	±3	86	12	3	±3
Hispanic	50	±4	87	11	2	±4
AIAN	55	±21	91	8	1	±10
Asian	49	±4	89	10	1	±3
NHPI	41	±5	88	11	2	±4
Two or More Races	55	±6	84	14	2	±8
Not Deployed Past 12 Months	47	±3	87	10	3	±3
Deployed Past 12 Months	52	±4	87	11	2	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	82	±4	66	27	7	±6
Experienced, Did Not Label	65	±5	89	9	3	±4
Did Not Experience	38	±3	93	6	1	±3
ARMY						
White	54	±6	88	11	1	±6
Total Minority	55	±4	86	11	2	±3
Black	54	±5	84	12	4	±5
Hispanic	56	±6	87	12	1	±5
Asian	50	±7	87	13	0	±5
Other Race/Ethnicity	60	±12	89	9	3	±8
Enlisted	56	±5	88	11	2	±4
E1 – E4	59	±7	88	11	2	±7
E5 – E9	54	±5	87	11	2	±5
Officers	44	±6	84	13	3	±7
NAVY						
White	46	±6	85	8	7	±8
Total Minority	56	±3	85	13	2	±4
Black	58	±5	85	13	2	±6
Hispanic	54	±7	88	10	2	±5
Asian	56	±6	89	10	1	±6
Other Race/Ethnicity	55	±7	76	23	1	±16
Enlisted	52	±4	85	11	4	±5
E1 – E4	55	±7	81	13	6	±8
E5 – E9	49	±5	89	8	3	±10
Officers	39	±5	87	10	3	±7

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

b. Sex discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	46	±4	88	9	3	±5
White	45	±6	88	8	4	±7
Total Minority	48	±5	87	11	2	±7
Black	55	±6	91	7	2	±5
Hispanic	45	±8	82	15	3	±13
Asian	44	±9	93	7	0	±4
Other Race/Ethnicity	53	±13	92	7	2	±7
Enlisted	48	±5	87	9	3	±5
E1 – E4	49	±7	86	11	2	±8
E5 – E9	46	±5	89	5	5	±7
Officers	37	±4	91	8	1	±6
AIR FORCE	38	±4	90	9	2	±4
White	37	±5	90	9	2	±5
Total Minority	41	±4	90	9	2	±4
Black	45	±5	88	10	2	±5
Hispanic	36	±9	92	7	1	±5
Asian	37	±7	94	5	1	±5
Other Race/Ethnicity	43	±9	86	NR	2	±16
Enlisted	39	±4	91	7	2	±4
E1 – E4	37	±6	92	7	1	±7
E5 – E9	41	±5	90	8	2	±6
Officers	34	±5	83	15	3	±8
COAST GUARD	38	±4	88	9	2	±5
White	36	±5	87	11	2	±7
Total Minority	43	±5	91	6	3	±3
Black	45	±6	93	6	1	±5
Hispanic	43	±7	91	5	4	±5
Asian	50	±10	93	4	3	±10
Other Race/Ethnicity	38	±9	89	9	2	±7
Enlisted	39	±5	89	9	2	±6
E1 – E4	43	±8	85	13	2	±11
E5 – E9	36	±5	92	6	3	±7
Officers	34	±5	88	10	2	±6

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

NR: Not reportable

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

c. Religious discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	48	±2	94	5	1	±2
Enlisted	50	±3	94	5	1	±2
E1 – E4	51	±4	93	6	1	±3
E5 – E9	48	±3	95	4	1	±2
Officers	40	±3	92	7	1	±4
O1 – O3	40	±5	92	7	0	±6
O4 – O6	38	±5	91	6	3	±6
Male	48	±3	93	6	1	±2
Female	51	±4	96	3	0	±3
White	46	±3	93	6	1	±3
Total Minority	52	±2	94	5	1	±2
Black	53	±3	94	5	1	±2
Hispanic	50	±4	96	4	1	±2
AIAN	64	±17	NR	NR	NR	
Asian	49	±4	94	5	1	±2
NHPI	41	±5	93	7	0	±4
Two or More Races	55	±6	94	4	2	±4
Not Deployed Past 12 Months	46	±3	93	5	1	±2
Deployed Past 12 Months	52	±4	94	4	2	±3
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	83	±4	82	14	5	±5
Experienced, Did Not Label	65	±5	93	6	1	±4
Did Not Experience	37	±3	98	2	0	±2
ARMY	54	±4	92	7	1	±4
White	53	±6	91	8	1	±6
Total Minority	56	±4	94	5	1	±2
Black	54	±5	93	6	1	±4
Hispanic	56	±6	95	4	1	±4
Asian	50	±7	93	6	1	±4
Other Race/Ethnicity	64	±10	93	4	3	±7
Enlisted	56	±5	93	6	1	±4
E1 – E4	58	±7	92	7	1	±6
E5 – E9	54	±5	93	5	2	±4
Officers	44	±6	92	7	1	±7
NAVY	50	±4	95	4	1	±3
White	45	±6	96	3	1	±6
Total Minority	56	±3	94	6	1	±3
Black	58	±5	94	5	1	±4
Hispanic	54	±7	94	5	1	±6
Asian	56	±6	94	5	0	±4
Other Race/Ethnicity	55	±7	90	8	1	±6
Enlisted	52	±4	95	4	1	±3
E1 – E4	55	±7	93	6	2	±6
E5 – E9	48	±5	97	2	0	±2
Officers	39	±5	95	4	1	±5

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

NR: Not reportable

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

c. Religious discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	47	±4	92	5	3	±5
White	46	±6	89	7	4	±8
Total Minority	48	±5	96	3	0	±2
Black	55	±6	95	5	0	±4
Hispanic	45	±8	97	3	1	±4
Asian	44	±9	93	6	1	±4
Other Race/Ethnicity	53	±13	98	2	0	±3
Enlisted	48	±5	92	6	3	±6
E1 – E4	49	±7	90	7	3	±8
E5 – E9	46	±5	95	3	2	±5
Officers	37	±4	97	2	2	±4
AIR FORCE	38	±4	96	3	1	±2
White	37	±5	96	3	1	±3
Total Minority	41	±4	95	4	1	±3
Black	44	±5	95	4	1	±4
Hispanic	36	±9	98	2	0	±3
Asian	37	±7	96	3	0	±4
Other Race/Ethnicity	42	±9	91	6	3	±11
Enlisted	39	±4	97	2	1	±2
E1 – E4	37	±6	98	2	0	±3
E5 – E9	41	±5	97	3	1	±4
Officers	34	±5	88	9	3	±7
COAST GUARD	38	±4	95	4	0	±4
White	36	±5	95	5	0	±5
Total Minority	42	±5	97	2	1	±2
Black	45	±6	97	2	1	±4
Hispanic	43	±7	97	2	1	±4
Asian	50	±10	97	3	NR	±9
Other Race/Ethnicity	38	±9	97	2	1	±5
Enlisted	39	±5	95	4	0	±4
E1 – E4	42	±8	96	4	0	±8
E5 – E9	36	±5	95	4	0	±6
Officers	34	±5	95	4	1	±5

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

NR: Not reportable

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...
d. Other type of discrimination?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	48	±2	84	12	4	±3
Enlisted	50	±3	83	12	5	±3
E1 – E4	52	±4	82	13	5	±5
E5 – E9	49	±3	85	11	4	±3
Officers	40	±3	87	10	3	±4
O1 – O3	40	±5	90	8	2	±5
O4 – O6	38	±5	84	12	4	±7
Male	48	±3	84	11	4	±3
Female	51	±4	81	15	4	±5
White	46	±3	84	10	5	±4
Total Minority	52	±2	83	14	3	±2
Black	53	±3	83	14	3	±3
Hispanic	50	±4	83	14	3	±4
AIAN	65	±17	NR	NR	3	±7
Asian	49	±4	86	12	2	±3
NHPI	42	±5	81	17	2	±6
Two or More Races	55	±6	85	11	4	±6
Not Deployed Past 12 Months	47	±3	84	11	5	±3
Deployed Past 12 Months	53	±4	84	12	4	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	84	±4	65	26	9	±6
Experienced, Did Not Label	65	±5	85	9	5	±5
Did Not Experience	38	±3	89	8	2	±3
ARMY						
White	54	±6	81	13	6	±8
Total Minority	56	±4	81	15	4	±4
Black	54	±5	79	17	4	±5
Hispanic	57	±6	82	15	4	±6
Asian	50	±7	82	14	4	±6
Other Race/Ethnicity	64	±10	83	15	3	±17
Enlisted	57	±5	80	14	6	±5
E1 – E4	59	±7	78	15	7	±9
E5 – E9	55	±5	83	14	4	±5
Officers	45	±6	87	10	3	±7
NAVY						
White	45	±6	86	9	6	±7
Total Minority	56	±3	84	14	2	±3
Black	58	±5	86	13	1	±5
Hispanic	54	±7	82	16	3	±7
Asian	56	±6	88	12	0	±5
Other Race/Ethnicity	55	±7	81	13	7	±8
Enlisted	52	±4	84	11	5	±4
E1 – E4	55	±7	85	9	6	±7
E5 – E9	48	±5	84	13	3	±6
Officers	39	±5	90	9	1	±5

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

NR: Not reportable

32. Do you consider ANY of the behaviors which you marked in the previous question to have been...

d. Other type of discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	47	±4	86	11	3	±5
White	46	±6	84	12	3	±8
Total Minority	48	±5	88	9	3	±6
Black	55	±6	88	9	2	±6
Hispanic	45	±8	87	9	4	±13
Asian	44	±9	86	13	1	±5
Other Race/Ethnicity	53	±13	92	8	0	±7
Enlisted	48	±5	85	11	3	±6
E1 – E4	49	±7	84	13	4	±8
E5 – E9	46	±5	89	8	3	±6
Officers	37	±4	87	12	1	±6
AIR FORCE	38	±4	87	8	4	±4
White	37	±5	89	6	5	±6
Total Minority	41	±4	85	12	3	±5
Black	45	±5	85	11	4	±6
Hispanic	36	±9	86	12	2	±15
Asian	37	±7	91	7	2	±5
Other Race/Ethnicity	43	±9	81	15	4	±12
Enlisted	39	±4	88	8	4	±5
E1 – E4	37	±6	87	10	3	±9
E5 – E9	41	±5	88	7	5	±5
Officers	34	±5	86	9	6	±8
COAST GUARD	38	±4	87	11	2	±5
White	37	±5	87	13	0	±7
Total Minority	42	±5	86	8	5	±6
Black	45	±6	91	6	2	±5
Hispanic	43	±7	83	10	7	±13
Asian	50	±10	89	7	4	±12
Other Race/Ethnicity	38	±9	89	7	4	±6
Enlisted	39	±5	87	12	2	±6
E1 – E4	42	±8	88	9	2	±10
E5 – E9	36	±5	85	14	1	±8
Officers	35	±5	87	10	2	±6

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31).

32. Assignment/Career Discrimination: Constructed from Q31e, j-n, q, and Q32a. Assignment/Career Discrimination reflects the extent to which Service members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
TOTAL DOD	100	±0	2.3	±0.5	
Enlisted	100	±0	2.5	±0.5	
E1 – E4	100	±0	2.1	±0.6	
E5 – E9	100	±0	2.9	±0.9	
Officers	100	±0	1.7	±0.8	
O1 – O3	100	±0	1.7	±1.3	
O4 – O6	100	±0	1.7	±1.6	
Male	100	±0	2.3	±0.5	
Female	100	±0	2.7	±1.0	
White	100	±0	1.1	±0.6	
Total Minority	100	±0	4.2	±0.7	
Black	100	±0	5.5	±1.3	
Hispanic	100	±0	3.4	±1.0	
AIAN	100	±0	5.1	±9.0	
Asian	100	±0	4.4	±1.3	
NHPI	100	±0	1.8	±0.8	
Two or More Races	100	±0	2.2	±1.7	
Not Deployed Past 12 Months	100	±0	2.0	±0.5	
Deployed Past 12 Months	100	±0	3.3	±0.9	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	22.9	±3.7	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	3.1	±0.9	
White	100	±0	1.4	±1.4	
Total Minority	100	±0	5.5	±1.3	
Black	100	±0	6.1	±2.3	
Hispanic	100	±0	5.1	±2.1	
Asian	100	±0	7.1	±2.6	
Other Race/Ethnicity	100	±0	3.8	±3.2	
Enlisted	100	±0	3.3	±1.0	
E1 – E4	100	±0	2.8	±1.1	
E5 – E9	100	±0	3.8	±1.8	
Officers	100	±0	2.6	±2.0	
NAVY	100	±0	2.3	±0.8	
White	100	±0	1.0	±1.3	
Total Minority	100	±0	4.2	±1.2	
Black	100	±0	5.3	±2.5	
Hispanic	100	±0	3.8	±2.3	
Asian	100	±0	4.2	±2.9	
Other Race/Ethnicity	100	±0	2.0	±3.1	
Enlisted	100	±0	2.6	±0.9	
E1 – E4	100	±0	2.7	±1.5	
E5 – E9	100	±0	2.5	±1.3	
Officers	100	±0	1.0	±0.9	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.92 (White = 0.94, Black = 0.90, Hispanic = 0.90, Asian = 0.92, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Assignment/Career Discrimination: Constructed from Q31e, j-n, q, and Q32a. Assignment/Career Discrimination reflects the extent to which Service members believe an aspect of their current military assignment or career progression was hampered because of their race/ethnicity.

	Percent Responding		Percentages	Max ME	Assignment/Career
			Incident Rate		
MARINE CORPS	100	±0	1.2	±0.9	
White	100	±0	0.6	±1.9	
Total Minority	100	±0	2.1	±1.2	
Black	100	±0	4.6	±2.5	
Hispanic	100	±0	1.4	±2.4	
Asian	100	±0	3.1	±1.9	
Other Race/Ethnicity	100	±0	0.3	±0.8	
Enlisted	100	±0	1.3	±1.0	
E1 – E4	100	±0	1.2	±1.5	
E5 – E9	100	±0	1.3	±1.4	
Officers	100	±0	0.6	±0.6	
AIR FORCE	100	±0	1.7	±0.9	
White	100	±0	1.1	±1.4	
Total Minority	100	±0	2.9	±1.4	
Black	100	±0	4.5	±3.1	
Hispanic	100	±0	1.7	±1.1	
Asian	100	±0	1.2	±1.2	
Other Race/Ethnicity	100	±0	2.6	±5.1	
Enlisted	100	±0	1.8	±1.1	
E1 – E4	100	±0	0.8	±0.9	
E5 – E9	100	±0	2.7	±2.0	
Officers	100	±0	1.2	±1.2	
COAST GUARD	100	±0	0.7	±0.5	
White	100	±0	0.3	±1.0	
Total Minority	100	±0	1.8	±0.9	
Black	100	±0	3.5	±2.4	
Hispanic	100	±0	1.6	±1.6	
Asian	100	±0	0.9	±4.7	
Other Race/Ethnicity	100	±0	1.2	±1.5	
Enlisted	100	±0	0.7	±0.7	
E1 – E4	100	±0	0.6	±0.6	
E5 – E9	100	±0	0.8	±1.2	
Officers	100	±0	0.7	±1.0	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.92 (White = 0.94, Black = 0.90, Hispanic = 0.90, Asian = 0.92, and Other Race/Ethnicity = 0.94). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Evaluation Discrimination: Constructed from Q31a-d and Q32a. Evaluation Discrimination reflects Service members' perceptions that race/ethnicity influenced some aspect of their military performance evaluation.

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
TOTAL DOD	100	±0	2.4	±0.4	
Enlisted	100	±0	2.4	±0.5	
E1 – E4	100	±0	2.0	±0.6	
E5 – E9	100	±0	2.8	±0.7	
Officers	100	±0	2.3	±1.1	
O1 – O3	100	±0	2.2	±1.5	
O4 – O6	100	±0	2.4	±2.3	
Male	100	±0	2.3	±0.5	
Female	100	±0	2.8	±1.1	
White	100	±0	1.1	±0.6	
Total Minority	100	±0	4.4	±0.7	
Black	100	±0	5.8	±1.3	
Hispanic	100	±0	3.2	±1.0	
AIAN	100	±0	5.0	±9.1	
Asian	100	±0	4.7	±1.3	
NHPI	100	±0	1.5	±0.7	
Two or More Races	100	±0	3.3	±2.7	
Not Deployed Past 12 Months	100	±0	2.1	±0.5	
Deployed Past 12 Months	100	±0	3.1	±1.0	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	23.4	±3.7	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	2.9	±0.7	
White	100	±0	1.1	±1.2	
Total Minority	100	±0	5.4	±1.2	
Black	100	±0	6.5	±2.1	
Hispanic	100	±0	4.4	±1.9	
Asian	100	±0	6.8	±2.4	
Other Race/Ethnicity	100	±0	3.7	±3.3	
Enlisted	100	±0	2.6	±0.7	
E1 – E4	100	±0	2.1	±0.8	
E5 – E9	100	±0	3.3	±1.3	
Officers	100	±0	4.1	±2.5	
NAVY	100	±0	2.9	±1.0	
White	100	±0	1.5	±1.9	
Total Minority	100	±0	4.8	±1.3	
Black	100	±0	6.1	±2.7	
Hispanic	100	±0	3.8	±2.3	
Asian	100	±0	5.5	±3.1	
Other Race/Ethnicity	100	±0	2.7	±3.0	
Enlisted	100	±0	3.3	±1.3	
E1 – E4	100	±0	3.8	±2.3	
E5 – E9	100	±0	2.8	±1.3	
Officers	100	±0	0.8	±0.7	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.85 (White = 0.86, Black = 0.81, Hispanic = 0.85, Asian = 0.85, and Other Race/Ethnicity = 0.88). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Evaluation Discrimination: Constructed from Q31a-d and Q32a. Evaluation Discrimination reflects Service members' perceptions that race/ethnicity influenced some aspect of their military performance evaluation.

	Percent Responding		Percentages	Max ME	Evaluation
			Incident Rate		
MARINE CORPS	100	±0	1.5	±0.9	
White	100	±0	0.8	±1.7	
Total Minority	100	±0	2.6	±1.3	
Black	100	±0	5.1	±2.5	
Hispanic	100	±0	2.0	±2.4	
Asian	100	±0	2.9	±1.9	
Other Race/Ethnicity	100	±0	0.4	±0.8	
Enlisted	100	±0	1.5	±1.0	
E1 – E4	100	±0	1.4	±1.5	
E5 – E9	100	±0	1.9	±1.5	
Officers	100	±0	1.0	±1.0	
AIR FORCE	100	±0	1.6	±0.9	
White	100	±0	0.9	±1.2	
Total Minority	100	±0	2.9	±1.7	
Black	100	±0	4.2	±3.1	
Hispanic	100	±0	0.9	±0.8	
Asian	100	±0	0.8	±1.1	
Other Race/Ethnicity	100	±0	4.8	±7.7	
Enlisted	100	±0	1.7	±1.1	
E1 – E4	100	±0	0.7	±1.0	
E5 – E9	100	±0	2.5	±1.9	
Officers	100	±0	1.2	±1.5	
COAST GUARD	100	±0	0.9	±0.6	
White	100	±0	0.5	±0.9	
Total Minority	100	±0	2.0	±0.8	
Black	100	±0	4.9	±2.6	
Hispanic	100	±0	1.5	±1.4	
Asian	100	±0	1.8	±4.7	
Other Race/Ethnicity	100	±0	1.1	±1.3	
Enlisted	100	±0	0.8	±0.7	
E1 – E4	100	±0	0.4	±0.4	
E5 – E9	100	±0	1.0	±1.1	
Officers	100	±0	1.6	±1.5	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.85 (White = 0.86, Black = 0.81, Hispanic = 0.85, Asian = 0.85, and Other Race/Ethnicity = 0.88). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Training/Test Score Discrimination: Constructed from Q31f-i and Q32a. Training/Test Score Discrimination reflects the extent to which Service members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
TOTAL DOD	100	±0	0.9	±0.3	
Enlisted	100	±0	1.0	±0.3	
E1 – E4	100	±0	1.0	±0.4	
E5 – E9	100	±0	0.9	±0.4	
Officers	100	±0	0.7	±0.6	
O1 – O3	100	±0	0.5	±0.4	
O4 – O6	100	±0	1.0	±1.6	
Male	100	±0	0.9	±0.3	
Female	100	±0	0.8	±0.5	
White	100	±0	0.3	±0.4	
Total Minority	100	±0	1.8	±0.5	
Black	100	±0	2.2	±0.8	
Hispanic	100	±0	1.5	±0.7	
AIAN	100	±0	1.7	±4.0	
Asian	100	±0	1.8	±0.8	
NHPI	100	±0	1.4	±0.9	
Two or More Races	100	±0	1.7	±3.0	
Not Deployed Past 12 Months	100	±0	0.7	±0.3	
Deployed Past 12 Months	100	±0	1.4	±0.7	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	9.1	±2.3	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	1.3	±0.5	
White	100	±0	0.2	±0.7	
Total Minority	100	±0	2.8	±1.0	
Black	100	±0	2.6	±1.5	
Hispanic	100	±0	2.5	±1.4	
Asian	100	±0	3.7	±2.0	
Other Race/Ethnicity	100	±0	3.8	±5.6	
Enlisted	100	±0	1.4	±0.6	
E1 – E4	100	±0	1.5	±0.8	
E5 – E9	100	±0	1.3	±0.8	
Officers	100	±0	0.9	±1.1	
NAVY	100	±0	0.9	±0.5	
White	100	±0	0.4	±0.9	
Total Minority	100	±0	1.7	±0.8	
Black	100	±0	2.9	±2.1	
Hispanic	100	±0	0.9	±1.1	
Asian	100	±0	1.1	±1.1	
Other Race/Ethnicity	100	±0	0.6	±1.2	
Enlisted	100	±0	1.0	±0.6	
E1 – E4	100	±0	1.1	±0.9	
E5 – E9	100	±0	1.0	±1.0	
Officers	100	±0	0.6	±0.9	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.90 (White = 0.93, Black = 0.88, Hispanic = 0.87, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Training/Test Score Discrimination: Constructed from Q31f-i and Q32a. Training/Test Score Discrimination reflects the extent to which Service members believed their race/ethnicity influenced the availability of military training and the assignment of military training scores/grades.

	Percent Responding		Percentages	Max ME	Training/Test Scores
			Incident Rate		
MARINE CORPS	100	±0	0.9	±0.9	
White	100	±0	0.6	±1.9	
Total Minority	100	±0	1.2	±1.1	
Black	100	±0	2.4	±2.1	
Hispanic	100	±0	1.0	±2.4	
Asian	100	±0	1.1	±1.1	
Other Race/Ethnicity	100	±0	0.1	±0.5	
Enlisted	100	±0	0.9	±1.1	
E1 – E4	100	±0	0.9	±1.6	
E5 – E9	100	±0	0.9	±1.5	
Officers	100	±0	0.2	±1.1	
AIR FORCE	100	±0	0.3	±0.5	
White	100	±0	0.3	±0.9	
Total Minority	100	±0	0.4	±0.4	
Black	100	±0	0.4	±1.1	
Hispanic	100	±0	0.5	±0.6	
Asian	100	±0	0.2	±1.2	
Other Race/Ethnicity	100	±0	0.4	±1.2	
Enlisted	100	±0	0.2	±0.6	
E1 – E4	100	±0	0.0	±0.1	
E5 – E9	100	±0	0.4	±1.0	
Officers	100	±0	0.7	±1.5	
COAST GUARD	100	±0	0.2	±0.2	
White	100	±0	0.1	±0.4	
Total Minority	100	±0	0.4	±0.5	
Black	100	±0	1.0	±1.8	
Hispanic	100	±0	0.4	±1.1	
Asian	100	±0	NR		
Other Race/Ethnicity	100	±0	0.2	±0.6	
Enlisted	100	±0	0.1	±0.2	
E1 – E4	100	±0	0.1	±0.3	
E5 – E9	100	±0	0.2	±0.3	
Officers	100	±0	0.3	±1.2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.90 (White = 0.93, Black = 0.88, Hispanic = 0.87, Asian = 0.92, and Other Race/Ethnicity = 0.92). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

32. Perceived Undue Punishment: Constructed from Q31o-p and Q32a. Perceived Undue Punishment reflects Service members' perceptions that race/ethnicity influenced whether and how they were punished by the military.

	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
TOTAL DOD	100	±0	1.3	±0.5	
Enlisted	100	±0	1.5	±0.6	
E1 – E4	100	±0	1.9	±1.0	
E5 – E9	100	±0	1.0	±0.4	
Officers	100	±0	0.6	±0.8	
O1 – O3	100	±0	0.9	±1.4	
O4 – O6	100	±0	0.2	±0.3	
Male	100	±0	1.2	±0.5	
Female	100	±0	1.7	±1.0	
White	100	±0	0.7	±0.9	
Total Minority	100	±0	2.2	±0.6	
Black	100	±0	2.9	±1.0	
Hispanic	100	±0	1.8	±0.9	
AIAN	100	±0	4.4	±9.6	
Asian	100	±0	1.5	±0.7	
NHPI	100	±0	1.5	±1.1	
Two or More Races	100	±0	1.7	±1.8	
Not Deployed Past 12 Months	100	±0	1.1	±0.6	
Deployed Past 12 Months	100	±0	1.8	±0.9	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	12.8	±3.9	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	2.1	±1.1	
White	100	±0	1.1	±2.4	
Total Minority	100	±0	3.4	±1.1	
Black	100	±0	3.8	±2.0	
Hispanic	100	±0	2.9	±2.1	
Asian	100	±0	3.5	±1.9	
Other Race/Ethnicity	100	±0	3.1	±3.3	
Enlisted	100	±0	2.3	±1.3	
E1 – E4	100	±0	2.9	±2.3	
E5 – E9	100	±0	1.6	±1.0	
Officers	100	±0	1.0	±2.1	
NAVY	100	±0	1.3	±1.0	
White	100	±0	1.0	±2.0	
Total Minority	100	±0	1.7	±0.9	
Black	100	±0	2.1	±1.8	
Hispanic	100	±0	1.8	±1.6	
Asian	100	±0	0.6	±0.9	
Other Race/Ethnicity	100	±0	1.9	±3.4	
Enlisted	100	±0	1.4	±1.2	
E1 – E4	100	±0	2.2	±2.4	
E5 – E9	100	±0	0.7	±0.6	
Officers	100	±0	0.5	±0.7	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.77 (White = 0.83, Black = 0.69, Hispanic = 0.69, Asian = 0.82, and Other Race/Ethnicity = 0.83). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Perceived Undue Punishment: Constructed from Q31o-p and Q32a. Perceived Undue Punishment reflects Service members' perceptions that race/ethnicity influenced whether and how they were punished by the military.

	Percent Responding		Percentages	Max ME	Undue Punishment
			Incident Rate		
MARINE CORPS	100	±0	0.8	±0.9	
White	100	±0	0.5	±1.9	
Total Minority	100	±0	1.3	±1.1	
Black	100	±0	3.0	±2.5	
Hispanic	100	±0	0.9	±2.5	
Asian	100	±0	1.1	±1.3	
Other Race/Ethnicity	100	±0	0.3	±0.9	
Enlisted	100	±0	0.9	±1.0	
E1 – E4	100	±0	1.0	±1.6	
E5 – E9	100	±0	0.7	±0.9	
Officers	100	±0	0.1	±0.4	
AIR FORCE	100	±0	0.4	±0.4	
White	100	±0	0.0	±0.1	
Total Minority	100	±0	1.1	±1.0	
Black	100	±0	1.6	±1.5	
Hispanic	100	±0	0.5	±0.7	
Asian	100	±0	0.3	±1.0	
Other Race/Ethnicity	100	±0	1.6	±7.1	
Enlisted	100	±0	0.5	±0.5	
E1 – E4	100	±0	0.4	±1.1	
E5 – E9	100	±0	0.5	±0.4	
Officers	100	±0	0.1	±0.3	
COAST GUARD	100	±0	0.3	±0.3	
White	100	±0	0.0	±0.0	
Total Minority	100	±0	1.0	±0.8	
Black	100	±0	2.4	±2.2	
Hispanic	100	±0	0.9	±1.6	
Asian	100	±0	NR		
Other Race/Ethnicity	100	±0	0.4	±1.1	
Enlisted	100	±0	0.3	±0.3	
E1 – E4	100	±0	0.3	±0.5	
E5 – E9	100	±0	0.3	±0.4	
Officers	100	±0	0.3	±1.2	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.77 (White = 0.83, Black = 0.69, Hispanic = 0.69, Asian = 0.82, and Other Race/Ethnicity = 0.83). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

32. Providers/Authorities Discrimination: Constructed from Q31r-t and Q32a. Providers/Authorities Discrimination reflects Service members' perceptions that race/ethnicity influenced the quality of their interactions with military service providers and authorities.

	Percent Responding		Percentages	Max ME	Providers/ Authorities
			Incident Rate		
TOTAL DOD	100	±0	1.3	±0.5	
Enlisted	100	±0	1.2	±0.5	
E1 – E4	100	±0	1.2	±0.9	
E5 – E9	100	±0	1.2	±0.5	
Officers	100	±0	1.4	±1.2	
O1 – O3	100	±0	1.6	±1.8	
O4 – O6	100	±0	1.0	±2.2	
Male	100	±0	1.3	±0.5	
Female	100	±0	1.3	±1.0	
White	100	±0	0.9	±0.8	
Total Minority	100	±0	1.9	±0.5	
Black	100	±0	2.2	±0.9	
Hispanic	100	±0	1.6	±0.6	
AIAN	100	±0	3.6	±9.7	
Asian	100	±0	1.5	±0.9	
NHPI	100	±0	1.7	±0.8	
Two or More Races	100	±0	1.6	±2.8	
Not Deployed Past 12 Months	100	±0	1.0	±0.4	
Deployed Past 12 Months	100	±0	1.9	±1.4	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	12.4	±3.8	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	1.9	±1.1	
White	100	±0	1.7	±2.1	
Total Minority	100	±0	2.1	±0.8	
Black	100	±0	1.8	±1.8	
Hispanic	100	±0	2.6	±1.4	
Asian	100	±0	2.4	±1.9	
Other Race/Ethnicity	100	±0	1.6	±2.3	
Enlisted	100	±0	1.6	±1.3	
E1 – E4	100	±0	1.8	±2.6	
E5 – E9	100	±0	1.3	±0.9	
Officers	100	±0	3.1	±2.8	
NAVY	100	±0	1.1	±0.5	
White	100	±0	0.3	±0.5	
Total Minority	100	±0	2.2	±1.0	
Black	100	±0	3.9	±2.4	
Hispanic	100	±0	1.2	±1.8	
Asian	100	±0	1.4	±2.6	
Other Race/Ethnicity	100	±0	1.1	±1.1	
Enlisted	100	±0	1.3	±0.6	
E1 – E4	100	±0	1.4	±1.0	
E5 – E9	100	±0	1.2	±0.7	
Officers	100	±0	0.2	±0.4	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.83 (White = 0.86, Black = 0.81, Hispanic = 0.80, Asian = 0.88, and Other Race/Ethnicity = 0.82). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Providers/Authorities Discrimination: Constructed from Q31r-t and Q32a. Providers/Authorities Discrimination reflects Service members' perceptions that race/ethnicity influenced the quality of their interactions with military service providers and authorities.

	Percent Responding		Percentages	Max ME	Providers/ Authorities
			Incident Rate		
MARINE CORPS	100	±0	0.8	±0.9	
White	100	±0	0.6	±1.9	
Total Minority	100	±0	1.0	±0.7	
Black	100	±0	2.4	±2.1	
Hispanic	100	±0	0.6	±1.0	
Asian	100	±0	0.9	±1.2	
Other Race/Ethnicity	100	±0	0.3	±0.9	
Enlisted	100	±0	0.9	±1.0	
E1 – E4	100	±0	0.8	±1.5	
E5 – E9	100	±0	1.1	±1.5	
Officers	100	±0	0.2	±0.9	
AIR FORCE	100	±0	0.7	±0.7	
White	100	±0	0.4	±1.1	
Total Minority	100	±0	1.4	±1.5	
Black	100	±0	0.9	±1.2	
Hispanic	100	±0	0.8	±0.9	
Asian	100	±0	0.7	±1.0	
Other Race/Ethnicity	100	±0	3.8	±8.6	
Enlisted	100	±0	0.9	±0.9	
E1 – E4	100	±0	0.4	±1.1	
E5 – E9	100	±0	1.2	±1.5	
Officers	100	±0	0.2	±0.5	
COAST GUARD	100	±0	0.3	±0.4	
White	100	±0	0.2	±1.0	
Total Minority	100	±0	0.5	±0.4	
Black	100	±0	1.5	±1.6	
Hispanic	100	±0	0.0	±0.2	
Asian	100	±0	NR		
Other Race/Ethnicity	100	±0	1.0	±1.2	
Enlisted	100	±0	0.3	±0.6	
E1 – E4	100	±0	0.3	±0.3	
E5 – E9	100	±0	0.3	±1.3	
Officers	100	±0	0.2	±0.3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.83 (White = 0.86, Black = 0.81, Hispanic = 0.80, Asian = 0.88, and Other Race/Ethnicity = 0.82). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

NR: Not reportable

32. Racial/Ethnic Discrimination: Constructed from Q31a-t and Q32a. Racial/Ethnic Discrimination reflects whether Service members indicated that they personally experienced race/ethnicity-related discrimination.

	Percent Responding		Percentages	Max ME	Discrimination
			Incident Rate		
TOTAL DOD	100	±0	4.1	±0.7	
Enlisted	100	±0	4.2	±0.8	
E1 – E4	100	±0	3.9	±1.2	
E5 – E9	100	±0	4.5	±1.0	
Officers	100	±0	4.0	±1.4	
O1 – O3	100	±0	3.9	±2.1	
O4 – O6	100	±0	3.9	±2.6	
Male	100	±0	4.0	±0.8	
Female	100	±0	5.0	±1.4	
White	100	±0	2.5	±1.1	
Total Minority	100	±0	6.8	±0.8	
Black	100	±0	9.1	±1.6	
Hispanic	100	±0	5.2	±1.2	
AIAN	100	±0	6.5	±8.5	
Asian	100	±0	6.3	±1.4	
NHPI	100	±0	3.4	±1.2	
Two or More Races	100	±0	4.8	±3.3	
Not Deployed Past 12 Months	100	±0	3.7	±0.8	
Deployed Past 12 Months	100	±0	5.3	±1.6	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	40.8	±4.8	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	5.9	±1.5	
White	100	±0	3.8	±2.7	
Total Minority	100	±0	8.8	±1.6	
Black	100	±0	10.4	±2.7	
Hispanic	100	±0	7.3	±2.4	
Asian	100	±0	9.4	±2.8	
Other Race/Ethnicity	100	±0	6.6	±5.3	
Enlisted	100	±0	5.6	±1.7	
E1 – E4	100	±0	5.8	±2.9	
E5 – E9	100	±0	5.3	±1.9	
Officers	100	±0	7.2	±3.3	
NAVY	100	±0	4.0	±1.1	
White	100	±0	2.1	±1.9	
Total Minority	100	±0	6.8	±1.5	
Black	100	±0	8.8	±3.0	
Hispanic	100	±0	6.1	±2.8	
Asian	100	±0	6.2	±3.0	
Other Race/Ethnicity	100	±0	3.5	±3.0	
Enlisted	100	±0	4.6	±1.3	
E1 – E4	100	±0	5.0	±2.3	
E5 – E9	100	±0	4.2	±1.5	
Officers	100	±0	1.3	±0.9	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/Q32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.96 (White = 0.97, Black = 0.95, Hispanic = 0.96, Asian = 0.97, and Other Race/Ethnicity = 0.97). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Racial/Ethnic Discrimination: Constructed from Q31a-t and Q32a. Racial/Ethnic Discrimination reflects whether Service members indicated that they personally experienced race/ethnicity-related discrimination.

	Percent Responding		Percentages	Max ME	Discrimination
			Incident Rate		
MARINE CORPS	100	±0	2.1	±1.0	
White	100	±0	1.0	±1.7	
Total Minority	100	±0	3.9	±1.4	
Black	100	±0	8.0	±3.0	
Hispanic	100	±0	3.0	±2.5	
Asian	100	±0	3.8	±2.1	
Other Race/Ethnicity	100	±0	0.7	±1.0	
Enlisted	100	±0	2.2	±1.1	
E1 – E4	100	±0	1.7	±1.5	
E5 – E9	100	±0	3.2	±1.8	
Officers	100	±0	1.4	±1.1	
AIR FORCE	100	±0	2.6	±1.0	
White	100	±0	1.6	±1.5	
Total Minority	100	±0	4.6	±1.7	
Black	100	±0	6.6	±3.2	
Hispanic	100	±0	2.3	±1.3	
Asian	100	±0	2.4	±1.5	
Other Race/Ethnicity	100	±0	5.7	±7.2	
Enlisted	100	±0	2.8	±1.3	
E1 – E4	100	±0	1.3	±0.9	
E5 – E9	100	±0	4.0	±2.3	
Officers	100	±0	2.1	±1.6	
COAST GUARD	100	±0	1.7	±0.8	
White	100	±0	0.9	±1.2	
Total Minority	100	±0	3.4	±1.1	
Black	100	±0	7.4	±3.0	
Hispanic	100	±0	2.7	±1.9	
Asian	100	±0	1.8	±4.7	
Other Race/Ethnicity	100	±0	2.5	±1.9	
Enlisted	100	±0	1.5	±0.9	
E1 – E4	100	±0	0.9	±0.6	
E5 – E9	100	±0	2.0	±1.6	
Officers	100	±0	2.2	±1.6	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic discrimination (Q31/Q32a). The overall Cronbach's alpha without the inclusion of Q32a = 0.96 (White = 0.97, Black = 0.95, Hispanic = 0.96, Asian = 0.97, and Other Race/Ethnicity = 0.97). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent.

32. Racial/Ethnic Harassment/Discrimination: Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Racial/Ethnic Harassment/Discrimination reflects whether Service members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination.

	Percent Responding		Percentages	Max ME	Harassment/Discrimination
			Incident Rate		
TOTAL DOD	100	±0	10.2	±1.0	
Enlisted	100	±0	10.7	±1.2	
E1 – E4	100	±0	11.1	±1.8	
E5 – E9	100	±0	10.3	±1.5	
Officers	100	±0	7.6	±1.8	
O1 – O3	100	±0	8.1	±2.6	
O4 – O6	100	±0	6.8	±3.2	
Male	100	±0	9.7	±1.1	
Female	100	±0	13.2	±2.4	
White	100	±0	6.5	±1.5	
Total Minority	100	±0	15.9	±1.3	
Black	100	±0	17.8	±2.1	
Hispanic	100	±0	14.5	±2.1	
AIAN	100	±0	NR		
Asian	100	±0	17.4	±2.2	
NHPI	100	±0	12.5	±2.6	
Two or More Races	100	±0	11.3	±4.0	
Not Deployed Past 12 Months	100	±0	9.8	±1.2	
Deployed Past 12 Months	100	±0	11.1	±2.0	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	100.0	±0.0	
Experienced, Did Not Label	100	±0	0.0	±0.0	
Did Not Experience	100	±0	0.0	±0.0	
ARMY	100	±0	14.2	±2.1	
White	100	±0	9.8	±3.4	
Total Minority	100	±0	20.3	±2.5	
Black	100	±0	19.9	±3.5	
Hispanic	100	±0	21.0	±4.3	
Asian	100	±0	21.8	±4.5	
Other Race/Ethnicity	100	±0	19.0	±10.2	
Enlisted	100	±0	14.7	±2.5	
E1 – E4	100	±0	14.0	±3.8	
E5 – E9	100	±0	15.4	±3.3	
Officers	100	±0	12.4	±4.0	
NAVY	100	±0	9.8	±1.8	
White	100	±0	5.6	±3.1	
Total Minority	100	±0	15.8	±2.1	
Black	100	±0	17.7	±4.0	
Hispanic	100	±0	15.0	±4.0	
Asian	100	±0	19.0	±4.2	
Other Race/Ethnicity	100	±0	9.4	±3.6	
Enlisted	100	±0	10.9	±2.2	
E1 – E4	100	±0	13.5	±4.1	
E5 – E9	100	±0	8.3	±1.8	
Officers	100	±0	4.4	±2.0	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q28/Q29/Q31/32a). The overall Cronbach's alpha without the inclusion of Q29 or Q32a = 0.95 (White = 0.94, Black = 0.94, Hispanic = 0.95, Asian = 0.95, and Other Race/Ethnicity = 0.95). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28i "Made offensive remarks about your accent or language skills?," Q28m "Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?," and Q28n "Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?" which are new items. NR: Not reportable

32. Racial/Ethnic Harassment/Discrimination: Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Racial/Ethnic Harassment/Discrimination reflects whether Service members indicated that they personally experienced race/ethnicity-related insensitivity, threats, actual harm, or discrimination.

	Percent Responding		Percentages	Max ME	Harassment/Discrimination
			Incident Rate		
MARINE CORPS	100	±0	7.8	±2.1	
White	100	±0	5.3	±3.5	
Total Minority	100	±0	11.9	±2.6	
Black	100	±0	20.3	±6.3	
Hispanic	100	±0	8.8	±3.3	
Asian	100	±0	14.8	±4.3	
Other Race/Ethnicity	100	±0	9.1	±8.3	
Enlisted	100	±0	8.4	±2.4	
E1 – E4	100	±0	9.3	±3.6	
E5 – E9	100	±0	6.6	±2.2	
Officers	100	±0	3.3	±1.7	
AIR FORCE	100	±0	5.3	±1.4	
White	100	±0	3.2	±1.9	
Total Minority	100	±0	9.5	±2.1	
Black	100	±0	11.9	±3.6	
Hispanic	100	±0	6.5	±3.0	
Asian	100	±0	8.5	±2.7	
Other Race/Ethnicity	100	±0	10.4	±7.8	
Enlisted	100	±0	5.6	±1.6	
E1 – E4	100	±0	4.4	±2.2	
E5 – E9	100	±0	6.6	±2.5	
Officers	100	±0	4.2	±2.3	
COAST GUARD	100	±0	6.4	±1.7	
White	100	±0	4.3	±2.3	
Total Minority	100	±0	11.7	±2.7	
Black	100	±0	15.9	±4.2	
Hispanic	100	±0	11.1	±4.1	
Asian	100	±0	10.0	±6.9	
Other Race/Ethnicity	100	±0	10.4	±7.2	
Enlisted	100	±0	6.6	±2.1	
E1 – E4	100	±0	6.1	±3.5	
E5 – E9	100	±0	7.0	±2.8	
Officers	100	±0	5.3	±2.3	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced to be racial/ethnic harassment/discrimination (Q28/Q29/Q31/32a). The overall Cronbach's alpha without the inclusion of Q29 or Q32a = 0.95 (White = 0.94, Black = 0.94, Hispanic = 0.95, Asian = 0.95, and Other Race/Ethnicity = 0.95). Cronbach's coefficient alpha ranges in values from 0 to 1. Values of 0.70 or greater indicate high reliability, meaning that the items are internally consistent. 2013 WEOA includes Q28i "Made offensive remarks about your accent or language skills?," Q28m "Hazed you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?," and Q28n "Bullied you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?" which are new items.

32. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors: Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors reflects whether Service members indicated they experienced either harassment, discrimination, both, or neither and considered at least one behavior experienced to have been racial/ethnic harassment and/or discrimination.

1. Harassment only 2. Discrimination only 3. Both harassment and discrimination
4. Neither harassment nor discrimination

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	100	±0	6	2	3	90	±1
Enlisted	100	±0	7	2	3	89	±2
E1 – E4	100	±0	7	1	3	89	±2
E5 – E9	100	±0	6	2	3	90	±2
Officers	100	±0	4	2	2	92	±2
O1 – O3	100	±0	4	2	2	92	±3
O4 – O6	100	±0	3	2	2	93	±4
Male	100	±0	6	2	2	90	±2
Female	100	±0	8	2	3	87	±3
White	100	±0	4	1	2	94	±2
Total Minority	100	±0	9	3	4	84	±2
Black	100	±0	9	3	6	82	±3
Hispanic	100	±0	9	2	3	85	±3
AIAN	100	±0	NR	1	6	NR	±9
Asian	100	±0	11	2	4	83	±3
NHPI	100	±0	9	1	2	88	±3
Two or More Races	100	±0	7	3	2	89	±4
Not Deployed Past 12 Months	100	±0	6	1	2	90	±2
Deployed Past 12 Months	100	±0	6	2	3	89	±2
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	100	±0	59	15	25	0	±5
Experienced, Did Not Label	100	±0	0	0	0	100	±0
Did Not Experience	100	±0	0	0	0	100	±0
ARMY	100	±0	8	2	4	86	±3
White	100	±0	6	2	2	90	±4
Total Minority	100	±0	12	3	6	80	±3
Black	100	±0	9	3	7	80	±4
Hispanic	100	±0	14	2	5	79	±5
Asian	100	±0	12	3	7	78	±5
Other Race/Ethnicity	100	±0	12	3	3	81	±11
Enlisted	100	±0	9	2	4	85	±3
E1 – E4	100	±0	8	2	4	86	±4
E5 – E9	100	±0	10	2	4	85	±4
Officers	100	±0	5	3	4	88	±4
NAVY	100	±0	6	1	3	90	±2
White	100	±0	3	1	2	94	±4
Total Minority	100	±0	9	2	4	84	±3
Black	100	±0	9	3	6	82	±4
Hispanic	100	±0	9	2	4	85	±4
Asian	100	±0	13	3	3	81	±5
Other Race/Ethnicity	100	±0	6	1	2	91	±4
Enlisted	100	±0	6	1	3	89	±3
E1 – E4	100	±0	9	1	4	87	±5
E5 – E9	100	±0	4	2	3	92	±2
Officers	100	±0	3	0	1	96	±2

Note. Percent responding are active duty members who answered the questions. Percentages indicate the active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced in the relevant category to be racial/ethnic harassment/discrimination (Q28/29/Q31/32a).

NR: Not reportable

32. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors: Constructed from Q28a-q, Q29, Q31a-t, and Q32a. Combinations of Race/Ethnicity-Related Harassment and Discrimination Behaviors reflects whether Service members indicated they experienced either harassment, discrimination, both, or neither and considered at least one behavior experienced to have been racial/ethnic harassment and/or discrimination.

	Percent Responding		Percentages				Max ME
			1	2	3	4	
MARINE CORPS	100	±0	6	1	1	92	±3
White	100	±0	4	0	1	95	±4
Total Minority	100	±0	8	2	2	88	±3
Black	100	±0	12	2	6	80	±7
Hispanic	100	±0	6	2	1	91	±4
Asian	100	±0	11	1	3	85	±5
Other Race/Ethnicity	100	±0	8	0	1	91	±9
Enlisted	100	±0	6	1	2	92	±3
E1 – E4	100	±0	8	1	1	91	±4
E5 – E9	100	±0	3	1	2	93	±3
Officers	100	±0	2	1	1	97	±2
AIR FORCE	100	±0	3	1	1	95	±2
White	100	±0	2	1	1	97	±2
Total Minority	100	±0	5	3	2	90	±3
Black	100	±0	5	3	3	88	±4
Hispanic	100	±0	4	1	1	94	±3
Asian	100	±0	6	1	1	92	±3
Other Race/Ethnicity	100	±0	5	4	2	90	±8
Enlisted	100	±0	3	2	1	94	±2
E1 – E4	100	±0	3	0	1	96	±3
E5 – E9	100	±0	3	3	2	93	±3
Officers	100	±0	2	1	1	96	±3
COAST GUARD	100	±0	5	1	1	94	±2
White	100	±0	3	1	0	96	±3
Total Minority	100	±0	8	1	2	88	±3
Black	100	±0	8	3	5	84	±5
Hispanic	100	±0	8	1	2	89	±5
Asian	100	±0	8	1	1	90	±7
Other Race/Ethnicity	100	±0	8	2	1	90	±8
Enlisted	100	±0	5	1	1	93	±3
E1 – E4	100	±0	5	0	1	94	±4
E5 – E9	100	±0	5	1	1	93	±3
Officers	100	±0	3	2	0	95	±3

Note. Percent responding are active duty members who answered the questions. Percentages indicate the active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey AND who indicated they considered at least some of the behaviors experienced in the relevant category to be racial/ethnic harassment/discrimination (Q28/29/Q31/32a).

32. Any Incident: Constructed from Q28a-q and Q31a-t. Any Incident reflects whether Service members indicated they experienced any type of bothersome behaviors or situations, regardless of whether it was race/ethnicity-related.

	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
TOTAL DOD	100	±0	32	±2	
Enlisted	100	±0	34	±3	
E1 – E4	100	±0	37	±4	
E5 – E9	100	±0	30	±3	
Officers	100	±0	25	±3	
O1 – O3	100	±0	29	±4	
O4 – O6	100	±0	19	±5	
Male	100	±0	32	±2	
Female	100	±0	34	±4	
White	100	±0	28	±3	
Total Minority	100	±0	39	±2	
Black	100	±0	39	±3	
Hispanic	100	±0	38	±4	
AIAN	100	±0	NR		
Asian	100	±0	44	±4	
NHPI	100	±0	32	±4	
Two or More Races	100	±0	36	±7	
Not Deployed Past 12 Months	100	±0	30	±3	
Deployed Past 12 Months	100	±0	37	±4	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	100	±0	100	±0	
Experienced, Did Not Label	100	±0	100	±0	
Did Not Experience	100	±0	0	±0	
ARMY	100	±0	39	±4	
White	100	±0	36	±6	
Total Minority	100	±0	42	±4	
Black	100	±0	39	±5	
Hispanic	100	±0	44	±6	
Asian	100	±0	48	±7	
Other Race/Ethnicity	100	±0	41	±12	
Enlisted	100	±0	40	±5	
E1 – E4	100	±0	44	±7	
E5 – E9	100	±0	36	±5	
Officers	100	±0	31	±6	
NAVY	100	±0	34	±4	
White	100	±0	28	±5	
Total Minority	100	±0	43	±3	
Black	100	±0	42	±5	
Hispanic	100	±0	43	±6	
Asian	100	±0	48	±6	
Other Race/Ethnicity	100	±0	38	±8	
Enlisted	100	±0	36	±4	
E1 – E4	100	±0	42	±6	
E5 – E9	100	±0	30	±5	
Officers	100	±0	23	±5	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

32. Any Incident: Constructed from Q28a-q and Q31a-t. Any Incident reflects whether Service members indicated they experienced any type of bothersome behaviors or situations, regardless of whether it was race/ethnicity-related.

	Percent Responding		Percentages	Max ME	Any Incident
			Incident Rate		
MARINE CORPS	100	±0	33	±4	
White	100	±0	29	±6	
Total Minority	100	±0	40	±5	
Black	100	±0	48	±6	
Hispanic	100	±0	34	±7	
Asian	100	±0	46	±10	
Other Race/Ethnicity	100	±0	46	±14	
Enlisted	100	±0	34	±5	
E1 – E4	100	±0	35	±6	
E5 – E9	100	±0	31	±5	
Officers	100	±0	24	±4	
AIR FORCE	100	±0	20	±3	
White	100	±0	17	±4	
Total Minority	100	±0	28	±4	
Black	100	±0	31	±5	
Hispanic	100	±0	25	±9	
Asian	100	±0	28	±7	
Other Race/Ethnicity	100	±0	25	±8	
Enlisted	100	±0	21	±3	
E1 – E4	100	±0	21	±5	
E5 – E9	100	±0	21	±4	
Officers	100	±0	19	±5	
COAST GUARD	100	±0	27	±4	
White	100	±0	23	±5	
Total Minority	100	±0	35	±5	
Black	100	±0	35	±6	
Hispanic	100	±0	35	±7	
Asian	100	±0	38	±10	
Other Race/Ethnicity	100	±0	34	±11	
Enlisted	100	±0	29	±4	
E1 – E4	100	±0	31	±8	
E5 – E9	100	±0	27	±5	
Officers	100	±0	19	±4	

Note. Percent responding are active duty members who answered the questions. Incident rates indicate the percentage of active duty members who experienced at least one of the behaviors during the 12 months prior to responding to the survey (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

33. Do you think that DoD and your Service had a responsibility to prevent the types of behaviors which you marked as happening to you?

1. Yes, all of it

2. Yes, some of it

3. No

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	49	±2	23	37	40	±3	60.0	±3.0	
Enlisted	50	±3	23	37	40	±4	60.0	±4.0	
E1 – E4	52	±4	21	40	39	±5	61.0	±5.0	
E5 – E9	49	±3	26	34	40	±4	60.0	±4.0	
Officers	40	±3	24	38	38	±5	62.0	±5.0	
O1 – O3	40	±5	20	41	38	±7	62.0	±7.0	
O4 – O6	38	±5	29	36	35	±8	65.0	±8.0	
Male	48	±3	22	37	41	±4	59.0	±4.0	
Female	52	±4	31	39	30	±6	70.0	±5.0	
White	46	±3	23	36	41	±5	59.0	±5.0	
Total Minority	52	±2	24	38	38	±3	62.0	±3.0	
Black	54	±3	28	39	34	±4	66.0	±4.0	
Hispanic	50	±4	23	37	40	±6	60.0	±6.0	
AIAN	65	±16	17	NR	NR	±17	NR		
Asian	49	±4	21	44	36	±5	64.0	±5.0	
NHPI	41	±5	24	40	36	±7	64.0	±6.0	
Two or More Races	55	±6	21	34	44	±10	56.0	±10.0	
Not Deployed Past 12 Months	47	±3	23	37	40	±4	60.0	±4.0	
Deployed Past 12 Months	53	±4	24	38	38	±5	62.0	±5.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	84	±4	38	44	17	±6	83.0	±5.0	
Experienced, Did Not Label	65	±5	21	34	45	±6	55.0	±6.0	
Did Not Experience	38	±3	20	36	44	±4	56.0	±4.0	
ARMY	55	±4	24	37	39	±5	61.0	±5.0	
White	54	±6	24	35	42	±8	58.0	±8.0	
Total Minority	56	±4	25	40	35	±5	65.0	±5.0	
Black	55	±5	28	41	31	±6	69.0	±6.0	
Hispanic	57	±6	24	40	36	±10	64.0	±10.0	
Asian	50	±7	23	42	35	±10	65.0	±10.0	
Other Race/Ethnicity	64	±10	22	NR	NR	±15	NR		
Enlisted	57	±5	24	38	38	±6	62.0	±6.0	
E1 – E4	59	±7	21	41	37	±10	63.0	±10.0	
E5 – E9	55	±5	28	33	40	±7	60.0	±7.0	
Officers	45	±6	26	33	41	±9	59.0	±9.0	
NAVY	50	±4	24	41	35	±5	65.0	±5.0	
White	46	±6	24	42	34	±8	66.0	±8.0	
Total Minority	56	±3	24	41	36	±4	64.0	±4.0	
Black	58	±5	27	39	35	±7	65.0	±7.0	
Hispanic	54	±7	24	37	40	±8	60.0	±8.0	
Asian	56	±6	22	46	33	±8	67.0	±8.0	
Other Race/Ethnicity	56	±7	19	48	32	±11	68.0	±10.0	
Enlisted	53	±4	24	41	34	±6	66.0	±5.0	
E1 – E4	56	±7	21	47	32	±8	68.0	±8.0	
E5 – E9	50	±5	27	35	37	±7	63.0	±7.0	
Officers	39	±5	23	40	37	±8	63.0	±8.0	

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31). This percentage includes members who indicated experiencing a discrimination behavior, but did not necessarily label it as racial/ethnic discrimination.

NR: Not reportable

33. Do you think that DoD and your Service had a responsibility to prevent the types of behaviors which you marked as happening to you?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
MARINE CORPS	47	±4	22	31	47	±6	53.0	±6.0	
White	46	±6	22	30	48	±9	52.0	±9.0	
Total Minority	48	±5	22	33	46	±7	54.0	±7.0	
Black	55	±6	22	34	44	±9	56.0	±8.0	
Hispanic	45	±8	23	32	45	±11	55.0	±11.0	
Asian	44	±9	16	40	44	±9	56.0	±7.0	
Other Race/Ethnicity	52	±13	NR	27	NR	±16	NR		
Enlisted	48	±5	22	31	47	±7	53.0	±7.0	
E1 – E4	49	±7	23	31	47	±9	53.0	±9.0	
E5 – E9	46	±5	21	31	48	±8	52.0	±8.0	
Officers	37	±4	23	30	47	±7	53.0	±7.0	
AIR FORCE	38	±4	21	37	42	±6	58.0	±6.0	
White	37	±5	20	38	42	±8	58.0	±8.0	
Total Minority	41	±4	23	35	42	±6	58.0	±6.0	
Black	45	±5	31	33	37	±7	63.0	±7.0	
Hispanic	36	±9	15	35	50	±15	50.0	±15.0	
Asian	38	±7	15	44	41	±12	59.0	±10.0	
Other Race/Ethnicity	43	±9	21	37	42	±14	58.0	±14.0	
Enlisted	39	±4	21	34	45	±6	55.0	±6.0	
E1 – E4	37	±6	17	34	50	±10	50.0	±10.0	
E5 – E9	41	±5	24	35	41	±8	59.0	±8.0	
Officers	34	±5	22	49	29	±9	71.0	±9.0	
COAST GUARD	38	±4	24	39	37	±6	63.0	±6.0	
White	37	±5	20	41	39	±8	61.0	±8.0	
Total Minority	43	±5	32	34	34	±7	66.0	±6.0	
Black	46	±6	34	34	32	±8	68.0	±8.0	
Hispanic	43	±7	37	29	35	±12	65.0	±9.0	
Asian	50	±10	21	46	34	±14	66.0	±14.0	
Other Race/Ethnicity	37	±9	23	43	33	±13	67.0	±11.0	
Enlisted	39	±5	23	38	38	±7	62.0	±7.0	
E1 – E4	43	±8	25	40	36	±12	64.0	±12.0	
E5 – E9	36	±5	23	37	41	±9	59.0	±9.0	
Officers	35	±5	25	42	33	±8	67.0	±8.0	

Note. Percent responding are active duty members who answered the question and who experienced at least one discrimination behavior (Q31). This percentage includes members who indicated experiencing a discrimination behavior, but did not necessarily label it as racial/ethnic discrimination.

NR: Not reportable

34. Most bothersome race/ethnicity-related behavior experienced.

- a. Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress
- b. Race/ethnicity-related threats, intimidation, vandalism, or physical assault
- c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential
- d. Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations
- e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity
- f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity
- g. Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity
- h. Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	30	±2	20	4	14	12	5	6	4	6	±3
Enlisted	31	±2	20	4	14	12	5	7	4	5	±3
E1 – E4	34	±4	19	4	12	10	6	7	3	4	±5
E5 – E9	28	±3	21	5	16	14	5	7	5	7	±4
Officers	24	±3	19	5	10	12	4	2	3	7	±6
O1 – O3	28	±4	16	4	10	11	5	2	4	7	±7
O4 – O6	18	±4	22	7	12	14	1	3	1	8	±13
Male	30	±2	19	4	13	12	5	6	4	6	±3
Female	31	±4	22	4	18	14	5	7	5	5	±6
White	26	±3	18	4	11	9	4	5	2	4	±5
Total Minority	36	±2	22	5	16	15	6	8	5	7	±3
Black	36	±3	24	6	20	18	8	11	6	8	±4
Hispanic	37	±4	19	4	14	11	4	6	4	6	±4
AIAN	38	±19	NR	5	NR	NR	NR	NR	NR	5	±10
Asian	41	±4	23	5	15	14	5	9	5	9	±4
NHPI	28	±4	23	8	18	17	8	9	7	7	±6
Two or More Races	33	±6	21	3	15	14	6	5	6	2	±9
Not Deployed Past 12 Months	28	±2	18	4	13	12	6	7	4	6	±3
Deployed Past 12 Months	35	±4	24	5	14	13	4	6	4	6	±6
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	94	±3	40	10	32	29	11	16	10	13	±5
Experienced, Did Not Label	93	±3	10	2	5	4	2	2	1	2	±3
Did Not Experience	NA		NA	NA	NA	NA	NA	NA	NA	NA	
ARMY	35	±4	21	5	17	14	6	8	4	5	±5
White	33	±6	18	4	13	10	4	4	2	3	±8
Total Minority	39	±4	24	6	21	19	9	12	6	8	±4
Black	36	±4	25	5	24	20	11	15	5	10	±7
Hispanic	41	±6	23	7	19	13	6	9	6	7	±7
Asian	45	±7	26	7	20	21	10	13	7	11	±7
Other Race/Ethnicity	39	±12	22	4	20	NR	11	10	6	3	±14
Enlisted	37	±4	21	5	17	13	7	9	4	5	±6
E1 – E4	39	±7	20	3	15	11	7	8	3	3	±8
E5 – E9	33	±5	22	6	21	16	6	9	5	7	±7
Officers	29	±6	20	8	16	18	6	2	4	8	±9
NAVY	32	±3	19	3	13	13	4	7	4	6	±6
White	26	±5	19	2	13	11	NR	6	2	5	±11
Total Minority	40	±3	19	5	13	14	4	7	5	7	±4
Black	38	±5	21	9	14	17	4	10	9	9	±7
Hispanic	42	±6	15	2	14	12	5	5	2	4	±6
Asian	46	±6	23	3	13	12	2	7	4	8	±7
Other Race/Ethnicity	36	±8	22	4	10	11	3	4	3	3	±11
Enlisted	34	±4	20	4	15	13	4	7	4	5	±6
E1 – E4	38	±6	20	5	17	16	5	8	4	5	±9
E5 – E9	29	±5	20	3	12	11	2	6	4	5	±8
Officers	22	±4	15	1	4	6	3	4	4	7	±9

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.
 NR: Not reportable
 NA: Not applicable

34. Most bothersome race/ethnicity-related behavior experienced.

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
MARINE CORPS	31	±4	21	5	6	6	4	4	4	6	±6
White	28	±6	19	7	5	5	4	4	5	7	±11
Total Minority	37	±5	22	4	8	8	4	5	4	5	±6
Black	45	±6	35	4	13	14	5	7	6	5	±11
Hispanic	33	±7	18	4	6	6	4	5	2	4	±9
Asian	40	±9	21	6	10	10	4	7	5	9	±6
Other Race/Ethnicity	39	±14	12	3	4	4	2	2	3	6	±10
Enlisted	32	±5	21	6	7	7	4	5	5	7	±7
E1 – E4	34	±6	21	6	6	6	4	5	4	7	±10
E5 – E9	30	±5	21	5	8	9	5	5	6	6	±8
Officers	23	±4	15	1	4	4	0	0	1	2	±7
AIR FORCE	20	±3	17	2	10	10	4	4	3	5	±6
White	16	±4	15	2	6	7	4	4	2	5	±9
Total Minority	26	±4	20	3	15	14	4	4	6	6	±6
Black	29	±5	16	3	20	19	5	3	4	6	±9
Hispanic	25	±8	17	1	7	6	1	2	3	NR	±11
Asian	27	±6	16	5	8	5	2	4	3	6	±8
Other Race/Ethnicity	22	±7	NR	4	NR	NR	NR	NR	NR	2	±5
Enlisted	20	±3	16	2	11	11	4	4	4	5	±6
E1 – E4	21	±5	10	2	4	4	4	2	2	1	±10
E5 – E9	20	±4	21	2	17	17	5	6	5	8	±10
Officers	18	±4	23	NR	7	7	0	2	3	8	±11
COAST GUARD	26	±4	16	4	6	6	3	4	4	4	±6
White	22	±4	15	5	5	6	3	4	5	5	±9
Total Minority	34	±5	18	2	7	7	2	3	3	3	±6
Black	34	±6	28	4	15	15	5	4	8	5	±9
Hispanic	34	±6	15	1	5	4	2	3	2	3	±7
Asian	38	±10	11	NR	NR	6	NR	NR	NR	NR	±14
Other Race/Ethnicity	33	±11	NR	2	7	6	1	3	2	4	±10
Enlisted	27	±4	16	5	6	5	3	4	5	4	±7
E1 – E4	30	±7	13	1	2	2	1	2	1	1	±10
E5 – E9	25	±5	18	8	9	8	5	6	8	7	±9
Officers	19	±4	20	NR	7	9	NR	2	1	5	±9

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.
 NR: Not reportable

35. Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

1. None

2. Some

3. All

	Percent Responding		Percentages			Max ME	Percentage Experiencing Discrimination/Harassment		
			1	2	3				
TOTAL DOD	30	±2	70	25	5	±4	30.0	±4.0	
Enlisted	32	±2	70	25	5	±4	30.0	±4.0	
E1 – E4	35	±4	72	24	4	±6	28.0	±6.0	
E5 – E9	28	±3	68	26	7	±5	32.0	±5.0	
Officers	24	±3	74	23	4	±6	26.0	±6.0	
O1 – O3	28	±4	77	21	3	±8	23.0	±8.0	
O4 – O6	18	±4	68	26	6	±13	32.0	±13.0	
Male	30	±2	71	24	5	±4	29.0	±4.0	
Female	31	±4	69	27	4	±6	31.0	±6.0	
White	27	±3	75	20	5	±6	25.0	±6.0	
Total Minority	36	±2	65	30	5	±3	35.0	±3.0	
Black	36	±3	59	35	6	±5	41.0	±5.0	
Hispanic	36	±4	69	26	5	±5	31.0	±5.0	
AIAN	37	±19	NR	NR	6	±10	NR		
Asian	41	±4	70	27	3	±4	30.0	±4.0	
NHPI	28	±4	70	27	3	±6	30.0	±6.0	
Two or More Races	34	±7	71	24	NR	±11	29.0	±11.0	
Not Deployed Past 12 Months	29	±2	71	24	5	±4	29.0	±4.0	
Deployed Past 12 Months	35	±4	68	27	5	±6	32.0	±6.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	94	±3	32	56	12	±5	68.0	±5.0	
Experienced, Did Not Label	95	±2	88	10	2	±4	12.0	±4.0	
Did Not Experience	NA		NA	NA	NA		NA		
ARMY									
White	34	±6	69	25	6	±10	31.0	±10.0	
Total Minority	39	±4	59	34	6	±5	41.0	±5.0	
Black	36	±4	54	38	8	±7	46.0	±7.0	
Hispanic	41	±6	62	31	7	±8	38.0	±8.0	
Asian	44	±7	66	30	4	±7	34.0	±7.0	
Other Race/Ethnicity	39	±12	NR	NR	2	±4	NR		
Enlisted	37	±4	65	29	7	±7	35.0	±7.0	
E1 – E4	40	±7	68	27	5	±10	32.0	±10.0	
E5 – E9	34	±5	59	32	9	±8	41.0	±8.0	
Officers	29	±6	64	31	5	±11	36.0	±11.0	
NAVY									
White	26	±5	82	18	0	±11	18.0	±11.0	
Total Minority	40	±3	67	29	4	±5	33.0	±5.0	
Black	38	±5	61	34	5	±8	39.0	±8.0	
Hispanic	41	±6	69	28	4	±9	31.0	±9.0	
Asian	46	±6	72	26	2	±7	28.0	±7.0	
Other Race/Ethnicity	36	±8	76	22	2	±11	24.0	±11.0	
Enlisted	34	±4	73	25	2	±6	27.0	±6.0	
E1 – E4	39	±6	70	27	2	±10	30.0	±10.0	
E5 – E9	29	±5	76	22	2	±7	24.0	±7.0	
Officers	22	±4	86	12	1	±8	14.0	±8.0	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

35. Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?

	Percent Responding		Percentages			Max ME	Percentage Experiencing Discrimination/Harassment		
			1	2	3				
MARINE CORPS	32	±4	78	16	6	±7	22.0	±7.0	
White	28	±6	83	12	6	±11	17.0	±11.0	
Total Minority	37	±5	72	21	7	±9	28.0	±8.0	
Black	45	±6	63	31	6	±12	37.0	±11.0	
Hispanic	33	±7	81	16	3	±9	19.0	±9.0	
Asian	40	±9	72	26	2	±7	28.0	±7.0	
Other Race/Ethnicity	44	±14	NR	NR	NR		NR		
Enlisted	33	±5	77	16	6	±7	23.0	±7.0	
E1 – E4	34	±6	75	18	7	±10	25.0	±10.0	
E5 – E9	30	±5	82	12	6	±6	18.0	±6.0	
Officers	23	±4	83	15	3	±7	17.0	±7.0	
AIR FORCE	20	±3	75	21	4	±7	25.0	±7.0	
White	16	±4	78	17	5	±11	22.0	±11.0	
Total Minority	26	±4	71	26	3	±7	29.0	±7.0	
Black	29	±5	65	31	4	±10	35.0	±9.0	
Hispanic	25	±8	79	18	2	±15	21.0	±15.0	
Asian	27	±6	72	25	3	±11	28.0	±11.0	
Other Race/Ethnicity	22	±7	NR	NR	2	±3	NR		
Enlisted	20	±3	74	22	5	±8	26.0	±8.0	
E1 – E4	21	±5	81	18	1	±11	19.0	±11.0	
E5 – E9	20	±4	67	25	8	±10	33.0	±10.0	
Officers	18	±4	80	18	3	±10	20.0	±10.0	
COAST GUARD	26	±4	81	18	2	±6	19.0	±6.0	
White	22	±4	85	14	1	±9	15.0	±9.0	
Total Minority	34	±5	75	23	3	±7	25.0	±7.0	
Black	34	±6	58	37	6	±9	42.0	±9.0	
Hispanic	34	±6	76	21	2	±12	24.0	±12.0	
Asian	38	±10	75	23	NR	±16	25.0	±16.0	
Other Race/Ethnicity	33	±11	82	16	2	±11	18.0	±11.0	
Enlisted	27	±4	82	17	1	±7	18.0	±7.0	
E1 – E4	30	±7	81	18	1	±12	19.0	±12.0	
E5 – E9	25	±5	83	16	1	±8	17.0	±8.0	
Officers	19	±4	72	24	5	±10	28.0	±10.0	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

1. Once
4. Still occurring

2. Occasionally

3. Frequently

	Percent Responding		Percentages				Max ME	Average Occurrence		
			1	2	3	4				
TOTAL DOD	29	±2	48	35	11	6	±4	1.8	±0.1	
Enlisted	30	±2	47	35	12	7	±4	1.8	±0.1	
E1 – E4	33	±4	47	33	13	7	±6	1.8	±0.2	
E5 – E9	27	±3	47	37	10	6	±5	1.8	±0.1	
Officers	23	±3	53	37	5	5	±7	1.6	±0.2	
O1 – O3	26	±4	52	38	4	5	±9	1.6	±0.2	
O4 – O6	17	±4	52	34	7	6	±12	1.7	±0.3	
Male	29	±2	49	34	11	6	±4	1.7	±0.1	
Female	30	±4	42	41	10	7	±7	1.8	±0.2	
White	25	±3	47	33	13	7	±7	1.8	±0.2	
Total Minority	35	±2	49	38	8	6	±3	1.7	±0.1	
Black	34	±3	46	40	9	5	±5	1.7	±0.1	
Hispanic	35	±4	51	35	8	6	±6	1.7	±0.1	
AIAN	37	±19	NR	NR	NR	5	±7	1.9	±0.3	
Asian	39	±3	52	38	5	5	±4	1.6	±0.1	
NHPI	27	±4	55	36	3	5	±7	1.6	±0.2	
Two or More Races	33	±6	48	36	NR	7	±12	1.8	±0.3	
Not Deployed Past 12 Months	27	±2	50	34	8	7	±5	1.7	±0.1	
Deployed Past 12 Months	34	±4	42	35	17	6	±8	1.9	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	93	±3	27	44	17	12	±5	2.1	±0.2	
Experienced, Did Not Label	88	±3	58	30	8	4	±5	1.6	±0.1	
Did Not Experience	NA		NA	NA	NA	NA		NA		
ARMY	34	±4	41	37	14	7	±7	1.9	±0.2	
White	32	±6	40	35	17	8	±11	1.9	±0.3	
Total Minority	37	±3	43	40	11	6	±5	1.8	±0.1	
Black	34	±4	44	39	10	7	±7	1.8	±0.2	
Hispanic	39	±6	43	41	11	6	±9	1.8	±0.2	
Asian	43	±7	49	39	7	5	±7	1.7	±0.2	
Other Race/Ethnicity	38	±12	38	NR	NR	7	±17	1.9	±0.3	
Enlisted	36	±4	39	38	16	8	±7	1.9	±0.2	
E1 – E4	38	±7	38	36	19	7	±12	2.0	±0.2	
E5 – E9	33	±5	41	40	11	8	±9	1.9	±0.2	
Officers	28	±6	52	36	5	7	±11	1.7	±0.2	
NAVY	30	±3	51	34	8	7	±6	1.7	±0.2	
White	24	±5	54	28	10	8	±11	1.7	±0.3	
Total Minority	39	±3	49	39	7	5	±5	1.7	±0.1	
Black	37	±5	45	43	7	5	±9	1.7	±0.2	
Hispanic	39	±6	53	34	8	5	±10	1.6	±0.2	
Asian	45	±6	53	38	5	4	±7	1.6	±0.2	
Other Race/Ethnicity	34	±8	46	NR	4	8	±15	1.7	±0.2	
Enlisted	32	±4	51	34	8	7	±7	1.7	±0.2	
E1 – E4	37	±6	50	34	8	7	±10	1.7	±0.2	
E5 – E9	28	±5	51	34	9	6	±10	1.7	±0.2	
Officers	20	±4	57	32	6	5	±11	1.6	±0.2	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

	Percent Responding		Percentages				Max ME	Average Occurrence		
			1	2	3	4				
MARINE CORPS	30	±4	60	29	7	3	±8	1.5	±0.2	
White	27	±6	59	30	10	2	±12	1.5	±0.2	
Total Minority	36	±5	62	28	4	6	±7	1.5	±0.2	
Black	44	±6	54	33	9	4	±12	1.6	±0.2	
Hispanic	32	±7	66	25	2	7	±11	1.5	±0.2	
Asian	40	±9	58	30	5	7	±8	1.6	±0.2	
Other Race/Ethnicity	38	±14	NR	NR	2	2	±3	1.4	±0.3	
Enlisted	32	±5	60	29	8	4	±8	1.5	±0.2	
E1 – E4	33	±6	60	28	8	4	±11	1.6	±0.2	
E5 – E9	28	±5	59	31	7	3	±9	1.5	±0.2	
Officers	20	±4	63	35	0	2	±9	1.4	±0.1	
AIR FORCE	19	±3	50	35	10	6	±7	1.7	±0.2	
White	15	±4	49	33	12	6	±11	1.8	±0.2	
Total Minority	25	±4	51	37	8	5	±8	1.7	±0.2	
Black	28	±5	47	40	10	3	±10	1.7	±0.2	
Hispanic	25	±8	NR	NR	6	6	±6	1.6	±0.3	
Asian	22	±4	48	46	4	2	±9	1.6	±0.2	
Other Race/Ethnicity	22	±7	NR	35	NR	6	±17	1.7	±0.3	
Enlisted	19	±3	51	33	11	6	±8	1.7	±0.2	
E1 – E4	19	±5	53	30	11	6	±13	1.7	±0.3	
E5 – E9	19	±4	48	36	10	6	±11	1.7	±0.2	
Officers	17	±4	45	43	8	4	±12	1.7	±0.2	
COAST GUARD	24	±4	54	33	9	5	±8	1.6	±0.2	
White	21	±4	55	29	11	4	±11	1.6	±0.2	
Total Minority	32	±5	53	38	4	6	±9	1.6	±0.2	
Black	33	±5	56	40	2	3	±9	1.5	±0.2	
Hispanic	32	±6	51	37	4	NR	±11	1.7	±0.3	
Asian	35	±10	59	41	NR	NR	±16	1.4	±0.2	
Other Race/Ethnicity	31	±11	NR	NR	5	6	±7	1.6	±0.3	
Enlisted	26	±4	57	30	9	4	±9	1.6	±0.2	
E1 – E4	29	±7	53	26	14	7	±14	1.8	±0.3	
E5 – E9	24	±5	61	34	4	1	±10	1.5	±0.2	
Officers	17	±4	36	47	8	9	±11	1.9	±0.2	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

37. Where did this situation occur?

1. At a military installation (for example, on base)

2. Some behaviors occurred at a military installation and some did not

3. Not at a military installation (for example, off base)

	Percent Responding		Percentages			Max ME	Percentage on an Installation		
			1	2	3				
TOTAL DOD	29	±2	62	21	17	±4	83.0	±3.0	
Enlisted	30	±2	62	20	18	±4	82.0	±4.0	
E1 – E4	33	±4	61	20	18	±6	82.0	±6.0	
E5 – E9	27	±3	63	20	18	±5	82.0	±4.0	
Officers	23	±3	64	25	12	±7	88.0	±4.0	
O1 – O3	26	±4	62	29	9	±9	91.0	±4.0	
O4 – O6	17	±4	67	20	14	±13	86.0	±9.0	
Male	29	±2	61	21	18	±4	82.0	±4.0	
Female	30	±4	69	17	14	±7	86.0	±6.0	
White	25	±3	64	18	19	±6	81.0	±6.0	
Total Minority	35	±2	60	24	16	±3	84.0	±3.0	
Black	34	±3	60	23	17	±5	83.0	±4.0	
Hispanic	35	±4	63	23	14	±5	86.0	±4.0	
AIAN	37	±19	NR	NR	11	±10	89.0	±10.0	
Asian	40	±4	49	31	19	±5	81.0	±5.0	
NHPI	27	±4	43	35	22	±7	78.0	±6.0	
Two or More Races	33	±6	65	23	12	±11	88.0	±6.0	
Not Deployed Past 12 Months	27	±2	61	20	19	±5	81.0	±4.0	
Deployed Past 12 Months	34	±4	65	22	13	±6	87.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	94	±3	69	23	9	±5	91.0	±4.0	
Experienced, Did Not Label	88	±3	59	20	21	±5	79.0	±4.0	
Did Not Experience	NA		NA	NA	NA		NA		
ARMY	34	±4	65	21	14	±7	86.0	±6.0	
White	32	±6	64	20	16	±11	84.0	±11.0	
Total Minority	37	±3	66	22	12	±5	88.0	±4.0	
Black	34	±4	64	23	13	±8	87.0	±7.0	
Hispanic	39	±6	70	18	12	±8	88.0	±6.0	
Asian	44	±7	57	27	16	±10	84.0	±10.0	
Other Race/Ethnicity	38	±12	69	23	8	±14	92.0	±6.0	
Enlisted	36	±4	65	19	16	±7	84.0	±7.0	
E1 – E4	38	±7	66	19	16	±11	84.0	±11.0	
E5 – E9	33	±5	65	18	16	±8	84.0	±7.0	
Officers	28	±6	63	32	5	±12	95.0	±6.0	
NAVY	30	±3	63	21	17	±6	83.0	±5.0	
White	25	±5	67	15	18	±11	82.0	±9.0	
Total Minority	38	±3	58	26	16	±5	84.0	±4.0	
Black	37	±5	60	23	17	±9	83.0	±8.0	
Hispanic	39	±6	61	25	14	±9	86.0	±6.0	
Asian	45	±6	44	34	22	±7	78.0	±7.0	
Other Race/Ethnicity	34	±8	65	22	13	±14	87.0	±9.0	
Enlisted	32	±4	62	21	16	±7	84.0	±5.0	
E1 – E4	37	±6	61	22	17	±10	83.0	±8.0	
E5 – E9	28	±5	64	21	15	±8	85.0	±7.0	
Officers	20	±4	67	13	19	±10	81.0	±10.0	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

37. Where did this situation occur?

	Percent Responding		Percentages			Max ME	Percentage on an Installation		
			1	2	3				
MARINE CORPS	30	±4	53	21	25	±8	75.0	±7.0	
White	27	±6	55	18	27	±12	73.0	±12.0	
Total Minority	36	±5	51	25	24	±8	76.0	±7.0	
Black	44	±6	47	21	32	±13	68.0	±13.0	
Hispanic	31	±7	51	28	21	±12	79.0	±10.0	
Asian	40	±9	46	35	19	±9	81.0	±9.0	
Other Race/Ethnicity	38	±14	NR	20	NR	±14	NR		
Enlisted	31	±4	54	22	25	±8	75.0	±8.0	
E1 – E4	33	±6	54	21	25	±11	75.0	±11.0	
E5 – E9	28	±5	53	23	24	±9	76.0	±9.0	
Officers	20	±4	50	16	34	±10	66.0	±10.0	
AIR FORCE	18	±3	61	20	19	±7	81.0	±6.0	
White	15	±4	65	15	20	±11	80.0	±11.0	
Total Minority	25	±4	55	27	18	±8	82.0	±7.0	
Black	28	±5	58	24	18	±9	82.0	±8.0	
Hispanic	25	±8	NR	NR	NR		NR		
Asian	23	±4	45	34	21	±9	79.0	±8.0	
Other Race/Ethnicity	22	±7	NR	NR	20	±11	80.0	±11.0	
Enlisted	19	±3	59	20	21	±8	79.0	±8.0	
E1 – E4	19	±5	58	21	21	±13	79.0	±12.0	
E5 – E9	18	±4	61	19	20	±11	80.0	±10.0	
Officers	17	±4	67	22	12	±12	88.0	±10.0	
COAST GUARD	24	±4	53	16	31	±8	69.0	±8.0	
White	21	±4	54	14	32	±11	68.0	±11.0	
Total Minority	32	±5	54	18	28	±10	72.0	±10.0	
Black	32	±5	59	16	26	±9	74.0	±9.0	
Hispanic	32	±6	58	19	22	±13	78.0	±13.0	
Asian	35	±10	NR	22	30	±17	70.0	±17.0	
Other Race/Ethnicity	31	±11	NR	NR	NR		NR		
Enlisted	26	±4	52	15	33	±9	67.0	±9.0	
E1 – E4	29	±7	54	16	30	±15	70.0	±15.0	
E5 – E9	24	±5	50	15	35	±11	65.0	±11.0	
Officers	18	±4	62	20	18	±11	82.0	±10.0	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

38. Did any of the behaviors in the situation occur...

- a. At your work (the place where you perform your military duties)? b. During duty hours? c. In a work environment where members of your racial/ethnic background were uncommon?
- d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)? e. While you were deployed?

	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
TOTAL DOD	30	±2	60	63	24	21	25	±4
Enlisted	31	±2	60	63	24	21	25	±4
E1 – E4	34	±4	59	60	22	20	24	±6
E5 – E9	28	±3	62	66	27	22	26	±5
Officers	24	±3	61	64	20	20	24	±7
O1 – O3	28	±4	62	63	23	22	27	±9
O4 – O6	18	±4	64	68	16	18	14	±13
Male	30	±2	59	61	23	21	26	±4
Female	30	±4	68	71	25	19	19	±7
White	26	±3	58	62	15	19	24	±6
Total Minority	36	±2	62	64	33	23	25	±3
Black	35	±3	66	67	35	21	24	±5
Hispanic	36	±4	61	61	31	24	25	±6
AIAN	37	±19	79	80	NR	16	19	±16
Asian	40	±4	54	55	36	26	28	±5
NHPI	28	±4	52	55	38	32	27	±7
Two or More Races	33	±6	62	65	28	19	30	±14
Not Deployed Past 12 Months	28	±2	58	60	21	18	11	±5
Deployed Past 12 Months	34	±4	65	69	28	25	53	±6
RACIAL/ETHNIC HARASS./DISCRIM.								
Experienced, Labeled	93	±3	75	81	41	30	30	±6
Experienced, Did Not Label	92	±3	53	55	16	16	22	±5
Did Not Experience	NA		NA	NA	NA	NA	NA	
ARMY	35	±4	64	70	24	20	28	±7
White	33	±6	61	68	15	17	28	±11
Total Minority	38	±3	68	72	36	23	28	±5
Black	35	±4	71	75	36	21	27	±7
Hispanic	40	±6	64	70	33	26	26	±9
Asian	45	±7	58	63	42	26	31	±8
Other Race/Ethnicity	38	±12	77	80	NR	15	NR	±13
Enlisted	36	±4	64	70	25	19	28	±8
E1 – E4	39	±7	64	70	24	15	27	±11
E5 – E9	33	±5	65	70	26	23	29	±8
Officers	29	±6	65	69	22	25	29	±11
NAVY	31	±3	64	59	23	22	29	±6
White	26	±5	66	60	15	21	30	±11
Total Minority	40	±3	62	59	31	23	29	±6
Black	38	±5	63	63	32	20	23	±9
Hispanic	41	±6	65	58	35	24	34	±11
Asian	46	±6	51	48	31	28	30	±7
Other Race/Ethnicity	35	±8	63	62	22	20	NR	±14
Enlisted	33	±4	64	59	24	23	31	±7
E1 – E4	38	±6	63	54	18	24	31	±10
E5 – E9	29	±5	67	67	31	22	30	±10
Officers	21	±4	59	58	21	14	19	±11

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

38. Did any of the behaviors in the situation occur...

	Percent Responding		Percentages					Max ME
			a	b	c	d	e	
MARINE CORPS	31	±4	44	45	22	25	19	±7
White	28	±6	40	45	17	26	17	±12
Total Minority	36	±5	50	44	27	24	20	±8
Black	45	±6	57	52	37	25	25	±12
Hispanic	32	±7	50	43	21	26	21	±14
Asian	40	±9	53	46	37	25	17	±8
Other Race/Ethnicity	39	±14	NR	NR	20	17	10	±14
Enlisted	32	±5	45	45	22	26	19	±8
E1 – E4	33	±6	45	43	23	27	17	±11
E5 – E9	30	±5	46	48	20	24	23	±9
Officers	22	±4	40	43	17	13	14	±9
AIR FORCE	19	±3	58	64	23	17	13	±7
White	16	±4	56	64	16	14	12	±11
Total Minority	25	±4	60	64	32	21	15	±8
Black	28	±5	61	63	37	18	16	±10
Hispanic	25	±8	NR	NR	28	17	9	±17
Asian	23	±4	54	60	32	22	18	±9
Other Race/Ethnicity	22	±7	59	71	27	NR	NR	±17
Enlisted	19	±3	56	63	24	17	12	±8
E1 – E4	19	±5	54	61	21	18	9	±13
E5 – E9	19	±4	59	66	27	16	15	±11
Officers	18	±4	63	66	18	18	18	±12
COAST GUARD	25	±4	57	55	22	17	16	±8
White	22	±4	56	53	17	15	17	±11
Total Minority	33	±5	58	57	33	20	14	±9
Black	34	±6	64	57	41	19	8	±9
Hispanic	32	±6	61	59	32	20	13	±13
Asian	37	±10	52	56	38	18	17	±16
Other Race/Ethnicity	32	±11	NR	NR	NR	21	NR	±18
Enlisted	27	±4	55	53	23	17	16	±9
E1 – E4	30	±7	60	54	17	14	17	±14
E5 – E9	24	±5	51	51	28	19	15	±10
Officers	18	±4	66	68	17	21	16	±11

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

39. Race/Ethnicity of at least one offender involved in the situation.

- a. Unknown race/ethnicity b. Multiracial/ethnic individual(s) c. White
 d. Black e. American Indian or Alaska Native f. Asian
 g. Native Hawaiian or other Pacific Islander h. Spanish/Hispanic/Latino

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	29	±2	22	29	49	39	9	19	11	32	±4
Enlisted	31	±2	23	31	48	40	9	20	11	33	±4
E1 – E4	33	±4	23	32	49	40	10	21	11	35	±6
E5 – E9	27	±3	23	30	48	40	8	18	10	31	±5
Officers	23	±3	19	21	56	32	7	13	10	22	±7
O1 – O3	27	±4	23	23	55	33	10	16	13	28	±9
O4 – O6	18	±4	13	12	57	26	2	6	3	8	±13
Male	29	±2	22	30	48	39	9	19	10	32	±4
Female	30	±4	24	26	57	35	9	18	12	29	±7
White	26	±3	21	32	42	42	8	21	12	36	±7
Total Minority	35	±2	24	27	57	35	10	16	9	27	±3
Black	35	±3	23	24	65	32	8	15	8	26	±5
Hispanic	35	±4	26	28	54	36	12	15	9	26	±6
AIAN	37	±19	22	NR	NR	NR	9	9	6	NR	±18
Asian	40	±4	20	24	52	39	9	21	10	30	±5
NHPI	27	±4	29	34	52	38	15	25	23	35	±7
Two or More Races	32	±6	25	29	51	35	10	20	10	29	±12
Not Deployed Past 12 Months	27	±2	23	28	48	36	9	18	10	29	±5
Deployed Past 12 Months	34	±4	22	34	54	44	9	21	11	39	±7
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	92	±3	28	33	59	50	11	20	14	35	±6
Experienced, Did Not Label	90	±3	20	28	45	34	8	18	9	30	±5
Did Not Experience	NA		NA	NA	NA	NA	NA	NA	NA	NA	
ARMY	35	±4	19	33	47	42	7	18	9	33	±7
White	33	±6	14	35	38	42	6	21	9	39	±11
Total Minority	37	±3	26	30	58	42	9	14	9	26	±5
Black	34	±4	26	26	63	39	7	13	7	27	±7
Hispanic	40	±6	28	32	57	45	14	15	11	27	±10
Asian	45	±7	17	22	52	46	6	18	9	29	±8
Other Race/Ethnicity	37	±12	28	NR	NR	NR	6	11	9	23	±14
Enlisted	36	±4	19	35	46	43	7	18	9	35	±8
E1 – E4	39	±7	17	35	46	42	6	19	7	36	±11
E5 – E9	32	±5	23	34	45	44	8	17	10	33	±9
Officers	29	±6	20	22	56	39	9	14	12	25	±11
NAVY	31	±3	26	28	54	37	11	22	12	34	±7
White	26	±5	28	28	52	41	10	21	14	36	±12
Total Minority	39	±3	24	28	55	32	12	23	10	32	±6
Black	37	±5	25	27	62	27	10	22	10	29	±10
Hispanic	39	±6	26	29	53	31	13	20	10	31	±11
Asian	45	±6	23	27	51	37	13	23	10	32	±8
Other Race/Ethnicity	34	±8	21	28	46	NR	15	NR	12	NR	±15
Enlisted	33	±4	28	30	54	38	12	24	12	36	±7
E1 – E4	37	±6	30	29	56	39	13	27	15	38	±10
E5 – E9	29	±5	25	30	51	37	10	20	9	33	±9
Officers	22	±4	15	14	54	25	5	10	7	15	±11

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Respondents who selected two or more race categories, or "Unknown race/ethnicity" and at least one of the race categories, are included in the calculation of "Multiracial/ethnic individual(s)."

NR: Not reportable

NA: Not applicable

39. Race/Ethnicity of at least one offender involved in the situation.

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
MARINE CORPS	31	±4	27	32	44	36	13	19	12	33	±8
White	27	±6	29	38	39	41	15	23	13	36	±12
Total Minority	36	±5	23	24	50	31	11	13	10	29	±8
Black	44	±6	25	24	66	31	NR	15	13	35	±16
Hispanic	32	±7	24	26	45	34	13	14	9	30	±12
Asian	39	±9	20	29	54	31	12	18	12	31	±8
Other Race/Ethnicity	38	±14	17	14	NR	NR	6	5	4	16	±13
Enlisted	32	±5	28	33	44	37	14	19	12	34	±8
E1 – E4	33	±6	28	35	43	39	16	22	15	35	±11
E5 – E9	30	±5	26	27	46	34	10	13	6	32	±9
Officers	21	±4	15	19	40	25	5	10	8	17	±9
AIR FORCE	18	±3	21	20	54	34	4	16	12	23	±8
White	15	±4	22	22	43	43	2	19	16	28	±12
Total Minority	25	±4	19	18	66	23	6	12	7	17	±8
Black	28	±5	11	13	72	19	4	8	5	12	±9
Hispanic	24	±8	NR	13	NR	13	2	9	4	13	±11
Asian	22	±4	23	18	55	31	7	24	12	23	±9
Other Race/Ethnicity	21	±7	NR	NR	73	NR	NR	NR	NR	NR	±12
Enlisted	19	±3	20	19	52	36	4	17	13	23	±9
E1 – E4	19	±5	23	17	50	34	4	14	12	19	±14
E5 – E9	18	±4	17	21	53	38	3	19	13	26	±11
Officers	17	±4	26	23	64	23	5	13	8	24	±13
COAST GUARD	24	±4	13	17	47	23	5	6	7	17	±8
White	21	±4	11	15	39	25	2	5	5	15	±11
Total Minority	33	±5	15	21	60	19	8	7	10	22	±9
Black	33	±5	9	11	72	17	5	3	4	15	±9
Hispanic	32	±6	16	25	60	23	4	5	8	25	±14
Asian	36	±10	9	16	64	7	NR	14	5	10	±17
Other Race/Ethnicity	32	±11	NR	21	NR	NR	NR	NR	NR	NR	±18
Enlisted	26	±4	12	18	46	23	5	6	8	17	±9
E1 – E4	28	±7	10	15	47	17	4	4	7	14	±14
E5 – E9	24	±5	13	20	46	27	6	7	8	20	±10
Officers	18	±4	21	15	54	26	2	9	4	19	±11

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Respondents who selected two or more race categories, or "Unknown race/ethnicity" and at least one of the race categories, are included in the calculation of "Multiracial/ethnic individual(s)."

NR: Not reportable

40. Was/were the offender(s)...

a. Someone in your chain of command?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	29	±2	35	48	17	±4	
Enlisted	30	±2	36	46	18	±4	
E1 – E4	33	±4	38	43	19	±6	
E5 – E9	27	±3	33	49	17	±5	
Officers	23	±3	25	65	10	±7	
O1 – O3	26	±4	25	62	13	±9	
O4 – O6	17	±4	31	65	4	±13	
Male	29	±2	33	49	18	±4	
Female	29	±4	44	47	9	±7	
White	25	±3	35	48	18	±7	
Total Minority	34	±2	35	49	16	±3	
Black	34	±3	38	49	13	±5	
Hispanic	34	±4	34	47	19	±6	
AIAN	37	±19	NR	NR	10	±8	
Asian	39	±3	28	52	20	±5	
NHPI	27	±4	30	51	19	±7	
Two or More Races	31	±6	32	51	16	±16	
Not Deployed Past 12 Months	27	±2	34	48	18	±5	
Deployed Past 12 Months	33	±4	37	49	15	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	90	±3	52	37	11	±6	
Experienced, Did Not Label	88	±3	27	53	20	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	39	47	14	±7	
White	32	±6	39	46	15	±11	
Total Minority	37	±3	39	48	13	±5	
Black	34	±4	40	49	11	±7	
Hispanic	39	±6	40	47	13	±8	
Asian	43	±7	30	51	18	±8	
Other Race/Ethnicity	37	±12	NR	NR	NR		
Enlisted	35	±4	41	44	16	±8	
E1 – E4	39	±7	45	41	14	±11	
E5 – E9	32	±5	35	48	18	±9	
Officers	28	±6	27	65	8	±11	
NAVY	30	±3	36	43	21	±6	
White	25	±5	37	44	20	±12	
Total Minority	38	±3	35	43	22	±6	
Black	36	±5	36	43	21	±10	
Hispanic	39	±6	36	38	26	±12	
Asian	44	±6	27	49	23	±7	
Other Race/Ethnicity	34	±8	NR	44	16	±15	
Enlisted	32	±4	38	40	23	±7	
E1 – E4	37	±6	39	37	23	±10	
E5 – E9	28	±5	35	43	22	±9	
Officers	21	±4	22	68	10	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

a. Someone in your chain of command?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	30	±4	24	56	20	±8	
White	27	±6	23	56	21	±12	
Total Minority	34	±5	26	56	19	±7	
Black	44	±6	26	59	14	±10	
Hispanic	31	±7	26	53	21	±12	
Asian	39	±9	23	56	21	±8	
Other Race/Ethnicity	29	±10	22	59	19	±15	
Enlisted	31	±4	25	54	21	±8	
E1 – E4	32	±6	24	53	23	±11	
E5 – E9	29	±5	27	56	16	±9	
Officers	21	±4	14	75	11	±8	
AIR FORCE	18	±3	32	53	15	±7	
White	15	±4	30	52	17	±12	
Total Minority	25	±4	34	54	12	±10	
Black	27	±5	44	51	5	±10	
Hispanic	24	±8	20	NR	NR	±14	
Asian	21	±4	24	63	13	±9	
Other Race/Ethnicity	21	±7	NR	NR	5	±4	
Enlisted	18	±3	32	52	15	±9	
E1 – E4	19	±5	33	48	19	±14	
E5 – E9	18	±4	32	56	11	±11	
Officers	17	±4	29	57	14	±12	
COAST GUARD	24	±4	28	56	16	±8	
White	21	±4	29	54	17	±11	
Total Minority	33	±5	26	59	15	±10	
Black	33	±5	33	56	10	±9	
Hispanic	32	±6	29	61	10	±13	
Asian	36	±10	16	65	19	±16	
Other Race/Ethnicity	32	±11	17	NR	NR	±11	
Enlisted	26	±4	27	55	18	±9	
E1 – E4	28	±7	39	45	15	±15	
E5 – E9	24	±5	17	62	20	±10	
Officers	17	±4	32	61	7	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

b. Other military person(s), not in your chain of command, of higher rank/grade than you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	29	±2	28	53	19	±4	
Enlisted	30	±2	29	51	20	±4	
E1 – E4	33	±4	30	49	21	±6	
E5 – E9	26	±3	26	54	20	±5	
Officers	23	±3	22	68	10	±7	
O1 – O3	26	±4	23	64	14	±9	
O4 – O6	17	±4	19	76	5	±13	
Male	28	±2	26	54	20	±5	
Female	29	±4	39	50	11	±7	
White	25	±3	27	53	20	±7	
Total Minority	34	±2	29	54	17	±3	
Black	34	±3	32	53	14	±5	
Hispanic	34	±4	26	55	19	±6	
AIAN	36	±19	NR	NR	12	±10	
Asian	39	±3	24	57	20	±5	
NHPI	27	±4	32	51	16	±7	
Two or More Races	30	±6	33	48	19	±15	
Not Deployed Past 12 Months	27	±2	25	55	20	±5	
Deployed Past 12 Months	33	±4	34	50	16	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	90	±3	40	47	13	±6	
Experienced, Did Not Label	88	±3	22	56	22	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	31	51	18	±7	
White	32	±6	30	49	21	±11	
Total Minority	36	±3	33	53	14	±5	
Black	34	±4	36	51	12	±7	
Hispanic	38	±6	32	54	14	±8	
Asian	43	±7	24	56	19	±8	
Other Race/Ethnicity	36	±12	33	NR	NR	±16	
Enlisted	35	±4	32	48	19	±8	
E1 – E4	39	±7	34	47	19	±11	
E5 – E9	31	±5	29	51	20	±9	
Officers	28	±6	26	64	10	±11	
NAVY	30	±3	28	52	20	±6	
White	25	±5	28	54	18	±12	
Total Minority	38	±3	27	51	21	±6	
Black	36	±5	31	47	22	±10	
Hispanic	39	±6	23	55	22	±10	
Asian	44	±6	23	57	21	±7	
Other Race/Ethnicity	34	±8	NR	46	21	±15	
Enlisted	32	±4	29	50	21	±7	
E1 – E4	36	±6	30	50	19	±10	
E5 – E9	28	±5	28	49	23	±9	
Officers	21	±4	16	73	11	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

b. Other military person(s), not in your chain of command, of higher rank/grade than you?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	22	55	23	±8	
White	27	±6	23	52	25	±12	
Total Minority	34	±5	21	59	21	±7	
Black	43	±6	30	56	14	±11	
Hispanic	30	±7	17	59	24	±13	
Asian	39	±9	22	56	22	±8	
Other Race/Ethnicity	29	±10	15	63	22	±14	
Enlisted	31	±4	23	53	24	±8	
E1 – E4	31	±6	22	52	26	±11	
E5 – E9	29	±5	25	57	18	±9	
Officers	21	±4	11	75	14	±8	
AIR FORCE	18	±3	23	61	16	±7	
White	14	±3	20	62	18	±12	
Total Minority	25	±4	26	61	14	±9	
Black	27	±5	24	67	9	±9	
Hispanic	24	±8	23	NR	NR	±14	
Asian	21	±4	27	59	14	±9	
Other Race/Ethnicity	21	±7	NR	NR	6	±5	
Enlisted	18	±3	23	60	17	±9	
E1 – E4	18	±5	28	52	21	±14	
E5 – E9	18	±4	19	66	15	±11	
Officers	16	±4	20	69	11	±12	
COAST GUARD	24	±4	21	60	19	±8	
White	21	±4	21	59	20	±11	
Total Minority	32	±5	20	63	17	±10	
Black	32	±5	21	68	12	±9	
Hispanic	32	±6	21	66	13	±10	
Asian	36	±10	24	62	14	±16	
Other Race/Ethnicity	32	±11	19	NR	NR	±12	
Enlisted	26	±4	21	59	20	±9	
E1 – E4	28	±7	28	56	16	±15	
E5 – E9	24	±5	16	62	23	±10	
Officers	17	±4	17	70	14	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

c. Your military coworker(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	29	±2	43	40	17	±4	
Enlisted	30	±2	44	37	19	±4	
E1 – E4	33	±4	48	33	20	±6	
E5 – E9	27	±3	39	44	17	±5	
Officers	23	±3	37	56	8	±7	
O1 – O3	26	±4	44	46	10	±9	
O4 – O6	17	±4	19	77	4	±11	
Male	28	±2	42	40	18	±4	
Female	29	±4	50	40	10	±7	
White	25	±3	42	39	19	±7	
Total Minority	34	±2	44	41	15	±3	
Black	34	±3	42	46	12	±5	
Hispanic	34	±4	46	36	17	±6	
AIAN	36	±19	NR	NR	12	±12	
Asian	38	±3	45	39	17	±5	
NHPI	27	±4	38	47	16	±7	
Two or More Races	30	±6	43	40	17	±16	
Not Deployed Past 12 Months	27	±2	41	41	18	±5	
Deployed Past 12 Months	33	±4	47	39	15	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	89	±3	55	34	10	±6	
Experienced, Did Not Label	88	±3	37	42	20	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	44	40	16	±7	
White	32	±6	44	38	19	±11	
Total Minority	36	±3	44	42	14	±5	
Black	33	±4	43	46	11	±7	
Hispanic	39	±6	48	39	13	±8	
Asian	43	±7	47	37	16	±9	
Other Race/Ethnicity	37	±12	34	NR	NR	±15	
Enlisted	35	±4	45	37	18	±8	
E1 – E4	39	±7	50	32	18	±11	
E5 – E9	31	±5	37	45	18	±9	
Officers	28	±6	39	55	7	±11	
NAVY	30	±3	48	33	18	±6	
White	25	±5	50	32	18	±11	
Total Minority	38	±3	47	34	19	±6	
Black	36	±5	45	36	19	±10	
Hispanic	39	±6	49	32	19	±10	
Asian	44	±6	45	37	18	±7	
Other Race/Ethnicity	33	±8	52	33	16	±16	
Enlisted	32	±4	50	31	19	±7	
E1 – E4	37	±6	54	27	18	±10	
E5 – E9	28	±5	44	35	21	±9	
Officers	21	±4	36	55	9	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

c. Your military coworker(s)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	32	47	21	±8	
White	27	±6	28	48	24	±12	
Total Minority	34	±5	37	46	18	±8	
Black	43	±6	40	48	12	±11	
Hispanic	30	±7	36	43	21	±13	
Asian	39	±9	37	43	20	±8	
Other Race/Ethnicity	29	±10	28	54	17	±15	
Enlisted	30	±4	32	45	22	±8	
E1 – E4	31	±6	32	42	26	±11	
E5 – E9	29	±5	33	54	14	±9	
Officers	21	±4	23	67	11	±9	
AIR FORCE	18	±3	43	43	14	±7	
White	15	±3	43	41	16	±12	
Total Minority	24	±4	43	46	11	±10	
Black	27	±5	34	61	5	±9	
Hispanic	24	±8	NR	25	NR	±18	
Asian	21	±4	43	46	10	±9	
Other Race/Ethnicity	21	±7	NR	NR	4	±4	
Enlisted	18	±3	44	41	15	±9	
E1 – E4	18	±5	47	34	20	±14	
E5 – E9	18	±4	42	46	11	±11	
Officers	16	±4	37	54	8	±12	
COAST GUARD	24	±4	40	43	17	±8	
White	21	±4	38	44	18	±11	
Total Minority	32	±5	43	43	15	±10	
Black	33	±5	44	45	11	±9	
Hispanic	32	±6	46	46	8	±12	
Asian	36	±10	NR	33	16	±17	
Other Race/Ethnicity	32	±11	NR	NR	NR		
Enlisted	26	±4	41	41	18	±9	
E1 – E4	28	±7	48	37	15	±14	
E5 – E9	24	±5	36	44	20	±10	
Officers	17	±4	31	58	11	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

d. Your military subordinate(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	17	65	17	±4	
Enlisted	30	±2	17	65	19	±4	
E1 – E4	32	±4	15	65	20	±6	
E5 – E9	26	±3	18	64	17	±5	
Officers	23	±3	21	71	8	±7	
O1 – O3	26	±4	24	66	10	±9	
O4 – O6	17	±4	14	82	4	±11	
Male	28	±2	16	65	19	±4	
Female	29	±4	24	66	10	±7	
White	25	±3	15	67	19	±6	
Total Minority	34	±2	20	64	15	±3	
Black	34	±3	21	67	12	±5	
Hispanic	34	±4	18	63	19	±6	
AIAN	36	±19	NR	NR	10	±8	
Asian	38	±3	22	62	16	±5	
NHPI	27	±4	25	57	18	±7	
Two or More Races	30	±6	21	60	19	±16	
Not Deployed Past 12 Months	26	±2	18	64	18	±5	
Deployed Past 12 Months	33	±4	16	68	16	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	89	±3	25	63	12	±6	
Experienced, Did Not Label	87	±3	14	66	20	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	18	66	16	±6	
White	32	±6	15	67	18	±11	
Total Minority	36	±3	21	66	13	±5	
Black	33	±4	22	68	10	±7	
Hispanic	38	±6	20	66	14	±8	
Asian	43	±7	24	61	15	±8	
Other Race/Ethnicity	36	±12	15	NR	NR	±11	
Enlisted	35	±4	16	66	18	±7	
E1 – E4	39	±7	14	68	18	±11	
E5 – E9	31	±5	20	63	18	±9	
Officers	28	±6	25	68	6	±11	
NAVY	30	±3	20	61	19	±6	
White	24	±5	16	66	18	±11	
Total Minority	38	±3	25	56	19	±6	
Black	36	±5	24	57	19	±11	
Hispanic	39	±6	24	56	20	±11	
Asian	43	±6	23	59	18	±7	
Other Race/Ethnicity	33	±8	NR	NR	18	±10	
Enlisted	31	±4	21	59	20	±7	
E1 – E4	35	±6	21	60	19	±10	
E5 – E9	28	±5	22	57	21	±9	
Officers	20	±4	15	76	9	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

d. Your military subordinate(s)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	15	62	22	±8	
White	27	±6	16	61	24	±12	
Total Minority	34	±5	15	65	20	±7	
Black	43	±6	26	61	13	±13	
Hispanic	30	±7	9	66	24	±13	
Asian	39	±9	17	62	21	±8	
Other Race/Ethnicity	29	±10	10	70	20	±13	
Enlisted	31	±4	16	62	23	±8	
E1 – E4	31	±6	14	59	26	±11	
E5 – E9	29	±5	18	66	16	±9	
Officers	21	±4	14	72	13	±9	
AIR FORCE	18	±3	13	73	14	±7	
White	14	±3	11	73	16	±12	
Total Minority	24	±4	15	74	12	±10	
Black	28	±5	11	83	6	±8	
Hispanic	24	±8	11	NR	NR	±11	
Asian	21	±4	15	75	10	±9	
Other Race/Ethnicity	21	±7	NR	NR	5	±5	
Enlisted	18	±3	11	73	15	±9	
E1 – E4	18	±5	11	69	20	±14	
E5 – E9	18	±4	11	77	11	±11	
Officers	17	±4	20	71	9	±12	
COAST GUARD	24	±3	14	70	16	±7	
White	21	±4	13	68	18	±11	
Total Minority	31	±4	15	75	11	±7	
Black	32	±5	10	77	12	±9	
Hispanic	32	±6	14	79	7	±9	
Asian	36	±10	22	62	16	±16	
Other Race/Ethnicity	27	±9	NR	NR	NR		
Enlisted	25	±4	14	70	16	±8	
E1 – E4	27	±7	5	83	11	±12	
E5 – E9	24	±5	20	59	20	±11	
Officers	17	±4	15	74	12	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

e. Other military person(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	26	55	19	±4	
Enlisted	30	±2	25	54	21	±5	
E1 – E4	32	±4	26	52	21	±6	
E5 – E9	26	±3	24	56	20	±5	
Officers	22	±3	27	64	9	±7	
O1 – O3	26	±4	26	63	11	±9	
O4 – O6	17	±4	27	67	6	±13	
Male	28	±2	25	54	21	±5	
Female	29	±4	28	61	11	±7	
White	25	±3	24	55	21	±7	
Total Minority	34	±2	28	55	17	±3	
Black	33	±3	29	57	14	±5	
Hispanic	34	±4	28	52	20	±6	
AIAN	36	±19	NR	NR	14	±13	
Asian	38	±3	24	59	17	±5	
NHPI	26	±4	29	52	18	±7	
Two or More Races	30	±6	30	51	19	±15	
Not Deployed Past 12 Months	27	±2	22	57	21	±5	
Deployed Past 12 Months	33	±4	33	51	16	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	88	±3	41	46	13	±6	
Experienced, Did Not Label	87	±3	19	59	22	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	27	55	18	±7	
White	32	±6	26	54	21	±11	
Total Minority	36	±3	29	56	15	±5	
Black	33	±4	29	58	13	±7	
Hispanic	37	±6	32	53	15	±8	
Asian	43	±7	25	60	16	±8	
Other Race/Ethnicity	37	±12	22	NR	NR	±12	
Enlisted	35	±4	26	54	20	±8	
E1 – E4	38	±7	28	53	20	±11	
E5 – E9	31	±5	24	55	21	±9	
Officers	28	±6	33	60	7	±11	
NAVY	30	±3	25	55	20	±6	
White	25	±5	20	61	18	±12	
Total Minority	38	±3	29	50	21	±6	
Black	36	±5	26	53	22	±10	
Hispanic	39	±6	33	44	23	±11	
Asian	43	±5	24	57	19	±7	
Other Race/Ethnicity	33	±8	NR	48	20	±16	
Enlisted	32	±4	26	53	21	±7	
E1 – E4	36	±6	29	52	20	±10	
E5 – E9	28	±5	23	55	23	±9	
Officers	20	±4	14	75	11	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

e. Other military person(s)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	24	52	24	±8	
White	27	±6	25	49	27	±12	
Total Minority	33	±5	23	56	21	±8	
Black	43	±6	32	53	14	±12	
Hispanic	29	±7	18	55	26	±13	
Asian	39	±9	18	61	21	±8	
Other Race/Ethnicity	29	±10	17	63	19	±14	
Enlisted	30	±4	24	51	25	±8	
E1 – E4	31	±6	23	49	28	±11	
E5 – E9	29	±5	27	55	18	±9	
Officers	21	±4	20	66	15	±9	
AIR FORCE	18	±3	25	59	16	±8	
White	14	±3	21	60	19	±12	
Total Minority	24	±4	29	58	13	±10	
Black	27	±5	28	65	7	±10	
Hispanic	24	±8	20	NR	NR	±14	
Asian	21	±4	31	57	12	±9	
Other Race/Ethnicity	21	±7	NR	NR	5	±5	
Enlisted	18	±3	24	58	17	±9	
E1 – E4	18	±5	23	57	20	±14	
E5 – E9	18	±4	26	59	15	±11	
Officers	16	±4	25	63	12	±13	
COAST GUARD	24	±4	19	63	18	±8	
White	21	±4	20	60	20	±11	
Total Minority	32	±5	18	66	16	±10	
Black	32	±5	19	68	13	±9	
Hispanic	32	±6	23	67	10	±13	
Asian	35	±10	11	72	17	±17	
Other Race/Ethnicity	32	±11	12	NR	NR	±9	
Enlisted	26	±4	19	62	19	±9	
E1 – E4	28	±7	22	63	15	±15	
E5 – E9	24	±5	16	61	23	±11	
Officers	17	±4	21	66	13	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

f. DoD/DHS civilian employee(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	12	69	20	±4	
Enlisted	30	±2	10	68	21	±4	
E1 – E4	32	±4	9	70	22	±6	
E5 – E9	26	±3	13	67	20	±5	
Officers	22	±3	19	71	10	±7	
O1 – O3	25	±4	17	72	12	±9	
O4 – O6	17	±4	22	71	7	±12	
Male	28	±2	11	68	21	±4	
Female	29	±4	14	75	11	±6	
White	25	±3	12	67	21	±6	
Total Minority	34	±2	11	71	18	±3	
Black	33	±3	11	75	15	±4	
Hispanic	34	±4	11	69	20	±6	
AIAN	36	±19	NR	NR	10	±8	
Asian	38	±3	9	72	20	±4	
NHPI	27	±4	13	67	20	±7	
Two or More Races	30	±6	13	69	18	±15	
Not Deployed Past 12 Months	26	±2	12	67	21	±5	
Deployed Past 12 Months	33	±4	11	72	18	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	88	±3	16	70	14	±5	
Experienced, Did Not Label	87	±3	10	68	22	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	11	69	19	±7	
White	32	±6	11	67	22	±11	
Total Minority	36	±3	12	72	15	±5	
Black	33	±4	10	77	13	±7	
Hispanic	38	±6	14	69	16	±9	
Asian	43	±7	11	70	19	±7	
Other Race/Ethnicity	37	±12	14	NR	NR	±13	
Enlisted	35	±4	10	69	21	±8	
E1 – E4	39	±7	8	70	21	±11	
E5 – E9	31	±5	12	67	21	±9	
Officers	28	±6	21	72	7	±11	
NAVY	30	±3	12	68	20	±6	
White	24	±5	16	67	18	±12	
Total Minority	38	±3	9	70	22	±5	
Black	36	±5	10	68	22	±10	
Hispanic	38	±6	9	69	22	±10	
Asian	44	±6	7	71	22	±7	
Other Race/Ethnicity	34	±8	6	74	20	±12	
Enlisted	32	±4	12	67	21	±7	
E1 – E4	36	±6	12	71	17	±10	
E5 – E9	27	±5	12	63	25	±9	
Officers	20	±4	11	76	13	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

f. DoD/DHS civilian employee(s)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	8	67	25	±8	
White	26	±6	9	64	27	±12	
Total Minority	33	±5	7	72	21	±7	
Black	43	±6	8	77	15	±8	
Hispanic	30	±7	6	68	26	±13	
Asian	39	±9	6	72	22	±8	
Other Race/Ethnicity	29	±10	7	75	18	±12	
Enlisted	30	±4	8	67	25	±8	
E1 – E4	31	±6	5	66	29	±11	
E5 – E9	28	±5	15	68	17	±10	
Officers	21	±4	10	75	16	±9	
AIR FORCE	18	±3	15	69	16	±7	
White	14	±3	14	67	19	±12	
Total Minority	24	±4	16	72	13	±9	
Black	27	±5	16	76	7	±8	
Hispanic	24	±8	10	NR	NR	±9	
Asian	21	±4	8	78	14	±8	
Other Race/Ethnicity	21	±7	NR	NR	6	±5	
Enlisted	18	±3	12	71	17	±9	
E1 – E4	18	±5	9	70	21	±14	
E5 – E9	18	±4	16	71	13	±11	
Officers	16	±4	24	63	13	±12	
COAST GUARD	24	±4	8	74	18	±8	
White	21	±4	10	71	20	±11	
Total Minority	32	±5	6	80	15	±10	
Black	33	±5	5	84	11	±7	
Hispanic	32	±6	3	88	9	±7	
Asian	35	±10	NR	77	16	±16	
Other Race/Ethnicity	32	±11	10	NR	NR	±10	
Enlisted	26	±4	7	74	19	±9	
E1 – E4	28	±7	NR	83	14	±15	
E5 – E9	24	±5	10	67	23	±11	
Officers	17	±4	14	73	12	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

g. DoD/DHS civilian contractor(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	7	74	20	±4	
Enlisted	30	±2	6	73	21	±4	
E1 – E4	32	±4	4	74	22	±6	
E5 – E9	26	±3	8	71	21	±5	
Officers	22	±3	12	78	10	±6	
O1 – O3	26	±4	11	78	11	±8	
O4 – O6	17	±4	14	79	7	±11	
Male	28	±2	7	72	21	±4	
Female	29	±4	7	81	12	±5	
White	25	±3	6	72	21	±6	
Total Minority	34	±2	7	75	18	±3	
Black	33	±3	7	78	15	±4	
Hispanic	34	±4	7	73	21	±6	
AIAN	36	±19	NR	83	11	±15	
Asian	38	±3	7	74	20	±4	
NHPI	27	±4	10	70	20	±7	
Two or More Races	30	±6	9	73	18	±16	
Not Deployed Past 12 Months	26	±2	7	72	21	±4	
Deployed Past 12 Months	33	±4	6	76	18	±6	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	89	±3	11	74	15	±5	
Experienced, Did Not Label	87	±3	5	73	22	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	7	74	19	±6	
White	32	±6	5	72	22	±11	
Total Minority	36	±3	8	76	16	±5	
Black	33	±4	7	80	14	±6	
Hispanic	38	±6	9	74	17	±8	
Asian	43	±7	7	74	18	±7	
Other Race/Ethnicity	37	±12	10	NR	NR	±11	
Enlisted	35	±4	5	73	22	±7	
E1 – E4	38	±7	3	75	22	±11	
E5 – E9	31	±5	9	69	22	±9	
Officers	28	±6	13	80	7	±10	
NAVY	29	±3	7	73	20	±6	
White	24	±5	8	74	19	±11	
Total Minority	38	±3	6	72	22	±5	
Black	36	±5	8	69	22	±10	
Hispanic	38	±6	5	73	22	±9	
Asian	44	±6	6	72	21	±7	
Other Race/Ethnicity	33	±8	4	77	19	±11	
Enlisted	31	±4	7	72	21	±6	
E1 – E4	35	±6	7	75	19	±8	
E5 – E9	27	±5	7	69	25	±9	
Officers	20	±4	8	78	13	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

g. DoD/DHS civilian contractor(s)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	5	72	23	±7	
White	27	±6	5	70	24	±11	
Total Minority	34	±5	5	73	22	±7	
Black	43	±6	5	79	16	±8	
Hispanic	30	±7	5	69	26	±13	
Asian	39	±9	5	72	23	±8	
Other Race/Ethnicity	29	±10	4	76	20	±12	
Enlisted	30	±4	5	71	24	±8	
E1 – E4	31	±6	3	70	27	±10	
E5 – E9	29	±5	10	73	18	±9	
Officers	21	±4	4	80	16	±9	
AIR FORCE	18	±3	8	76	16	±7	
White	15	±3	7	73	19	±11	
Total Minority	24	±4	8	78	13	±9	
Black	27	±5	9	83	8	±8	
Hispanic	24	±8	4	NR	NR	±9	
Asian	21	±4	7	79	14	±9	
Other Race/Ethnicity	21	±7	NR	NR	6	±5	
Enlisted	18	±3	6	76	18	±8	
E1 – E4	18	±5	5	75	21	±14	
E5 – E9	18	±4	7	77	15	±11	
Officers	16	±4	15	74	11	±12	
COAST GUARD	24	±4	3	78	19	±7	
White	20	±4	3	75	21	±10	
Total Minority	32	±5	2	82	16	±10	
Black	33	±5	2	87	11	±7	
Hispanic	31	±6	1	90	9	±7	
Asian	36	±10	NR	81	19	±16	
Other Race/Ethnicity	32	±11	3	NR	NR	±5	
Enlisted	25	±4	2	78	20	±8	
E1 – E4	27	±7	1	85	15	±14	
E5 – E9	24	±5	4	72	24	±11	
Officers	17	±4	5	79	16	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

h. A civilian from the local community?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	9	71	21	±4	
Enlisted	29	±2	9	69	22	±4	
E1 – E4	32	±4	7	70	23	±6	
E5 – E9	26	±3	11	68	21	±5	
Officers	22	±3	10	81	9	±6	
O1 – O3	26	±4	8	82	10	±7	
O4 – O6	16	±4	13	80	7	±11	
Male	28	±2	9	69	22	±4	
Female	29	±4	8	79	13	±6	
White	25	±3	8	69	23	±6	
Total Minority	34	±2	9	72	18	±3	
Black	33	±3	9	76	16	±4	
Hispanic	34	±4	9	70	20	±6	
AIAN	36	±19	9	80	11	±16	
Asian	38	±3	9	70	21	±4	
NHPI	26	±4	16	65	19	±7	
Two or More Races	30	±6	10	71	19	±15	
Not Deployed Past 12 Months	26	±2	8	70	21	±4	
Deployed Past 12 Months	33	±4	10	71	19	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	88	±3	14	71	15	±5	
Experienced, Did Not Label	87	±3	6	71	23	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	33	±4	8	71	21	±7	
White	32	±6	7	68	25	±11	
Total Minority	36	±3	10	74	17	±5	
Black	33	±4	8	77	15	±7	
Hispanic	38	±6	12	72	16	±8	
Asian	43	±7	10	71	20	±7	
Other Race/Ethnicity	37	±12	7	NR	NR	±6	
Enlisted	35	±4	8	68	24	±8	
E1 – E4	39	±7	5	71	24	±11	
E5 – E9	30	±5	11	64	24	±9	
Officers	28	±6	10	83	7	±10	
NAVY	29	±3	8	71	21	±6	
White	24	±5	9	72	19	±11	
Total Minority	38	±3	7	71	22	±5	
Black	36	±5	8	69	22	±10	
Hispanic	39	±6	6	72	22	±9	
Asian	44	±6	8	69	23	±7	
Other Race/Ethnicity	34	±8	9	72	19	±12	
Enlisted	31	±4	8	69	22	±7	
E1 – E4	35	±6	9	72	20	±9	
E5 – E9	27	±5	8	67	25	±9	
Officers	20	±4	4	84	11	±9	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

h. A civilian from the local community?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	8	69	23	±7	
White	27	±6	8	68	25	±12	
Total Minority	34	±5	9	70	22	±7	
Black	43	±6	10	75	14	±8	
Hispanic	30	±7	8	66	26	±13	
Asian	38	±9	11	67	23	±11	
Other Race/Ethnicity	29	±10	6	73	21	±12	
Enlisted	30	±4	8	68	24	±8	
E1 – E4	31	±6	6	66	28	±11	
E5 – E9	29	±5	11	73	17	±9	
Officers	21	±4	12	75	13	±9	
AIR FORCE	18	±3	12	72	15	±7	
White	15	±3	12	71	17	±12	
Total Minority	24	±4	13	74	13	±9	
Black	27	±5	12	80	8	±8	
Hispanic	24	±8	9	NR	NR	±9	
Asian	21	±4	13	73	15	±9	
Other Race/Ethnicity	21	±7	NR	NR	5	±5	
Enlisted	18	±3	12	72	16	±9	
E1 – E4	18	±5	10	70	20	±14	
E5 – E9	18	±4	14	73	13	±11	
Officers	16	±4	14	76	10	±11	
COAST GUARD	24	±4	8	74	18	±7	
White	21	±4	8	72	19	±10	
Total Minority	32	±5	8	77	15	±10	
Black	32	±5	8	81	11	±8	
Hispanic	32	±6	8	83	9	±8	
Asian	36	±10	NR	77	16	±17	
Other Race/Ethnicity	32	±11	7	NR	NR	±7	
Enlisted	26	±4	8	73	19	±8	
E1 – E4	28	±7	4	81	15	±14	
E5 – E9	24	±5	12	66	22	±11	
Officers	17	±4	9	80	11	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. Was/were the offender(s)...

i. Unknown person(s)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	11	68	21	±4	
Enlisted	29	±2	11	66	23	±4	
E1 – E4	32	±4	10	66	24	±6	
E5 – E9	26	±3	12	66	22	±5	
Officers	22	±3	10	80	11	±6	
O1 – O3	26	±4	8	79	12	±8	
O4 – O6	17	±4	11	81	8	±11	
Male	28	±2	10	67	23	±4	
Female	29	±4	12	74	13	±6	
White	25	±3	10	68	22	±6	
Total Minority	33	±2	12	68	20	±3	
Black	33	±3	11	72	17	±5	
Hispanic	34	±4	12	67	21	±6	
AIAN	35	±19	11	76	14	±18	
Asian	38	±3	14	64	22	±5	
NHPI	26	±4	20	57	24	±7	
Two or More Races	30	±6	10	65	25	±16	
Not Deployed Past 12 Months	26	±2	11	68	21	±5	
Deployed Past 12 Months	32	±4	10	68	22	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	88	±3	17	68	15	±5	
Experienced, Did Not Label	87	±3	8	68	24	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	10	69	21	±7	
White	32	±6	9	68	23	±11	
Total Minority	36	±3	12	71	17	±5	
Black	32	±4	10	73	17	±7	
Hispanic	38	±6	14	70	15	±8	
Asian	43	±7	11	67	21	±7	
Other Race/Ethnicity	36	±12	10	NR	NR	±8	
Enlisted	35	±4	10	67	23	±7	
E1 – E4	38	±7	8	70	22	±11	
E5 – E9	31	±5	13	63	24	±9	
Officers	28	±6	11	81	8	±10	
NAVY	30	±3	12	65	23	±6	
White	24	±5	12	68	20	±12	
Total Minority	38	±3	12	62	25	±6	
Black	36	±5	10	68	22	±10	
Hispanic	39	±6	15	60	25	±13	
Asian	44	±6	15	61	24	±7	
Other Race/Ethnicity	33	±8	8	NR	NR	±8	
Enlisted	32	±4	13	63	24	±7	
E1 – E4	36	±6	15	61	23	±10	
E5 – E9	27	±4	10	65	25	±9	
Officers	20	±4	7	81	12	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

40. Was/were the offender(s)...

i. Unknown person(s)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	9	67	24	±7	
White	26	±6	9	65	26	±12	
Total Minority	34	±5	9	68	23	±7	
Black	43	±6	12	73	15	±9	
Hispanic	30	±7	6	67	27	±13	
Asian	39	±9	12	60	27	±10	
Other Race/Ethnicity	29	±10	8	70	22	±13	
Enlisted	30	±4	9	66	25	±8	
E1 – E4	31	±6	6	64	30	±11	
E5 – E9	29	±5	14	70	16	±9	
Officers	21	±4	9	77	15	±9	
AIR FORCE	18	±3	11	71	17	±7	
White	14	±3	11	70	19	±12	
Total Minority	24	±4	12	72	16	±9	
Black	27	±5	12	77	11	±8	
Hispanic	24	±8	6	NR	NR	±6	
Asian	21	±4	17	67	16	±9	
Other Race/Ethnicity	21	±7	NR	NR	8	±7	
Enlisted	18	±3	12	70	18	±9	
E1 – E4	18	±5	13	65	22	±14	
E5 – E9	18	±4	10	74	15	±11	
Officers	16	±4	10	77	13	±11	
COAST GUARD	24	±4	6	75	19	±7	
White	21	±4	6	73	21	±10	
Total Minority	33	±5	6	78	16	±10	
Black	33	±5	8	78	13	±8	
Hispanic	32	±6	5	86	9	±8	
Asian	36	±10	7	74	19	±16	
Other Race/Ethnicity	32	±11	4	NR	NR	±6	
Enlisted	26	±4	5	75	20	±8	
E1 – E4	27	±7	2	83	15	±14	
E5 – E9	24	±5	8	68	24	±11	
Officers	17	±4	11	75	14	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

40. What was the organizational affiliation of the person(s) involved? Constructed from Q40a-g.

1. Military only

2. Both military and DoD/DHS civilian/
contractor

3. DoD/DHS civilian/contractor only

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	19	±2	81	16	3	±4
Enlisted	19	±2	83	15	2	±4
E1 – E4	21	±3	86	13	1	±6
E5 – E9	17	±2	78	18	4	±5
Officers	16	±3	71	19	11	±8
O1 – O3	18	±4	74	20	6	±10
O4 – O6	12	±4	64	18	18	±15
Male	18	±2	81	15	3	±4
Female	21	±3	80	17	4	±7
White	16	±3	80	16	4	±7
Total Minority	23	±2	82	15	3	±3
Black	24	±3	83	15	3	±4
Hispanic	23	±3	83	15	2	±6
AIAN	29	±18	NR	NR	NR	
Asian	24	±3	83	14	2	±4
NHPI	15	±3	75	22	3	±9
Two or More Races	19	±5	78	20	2	±14
Not Deployed Past 12 Months	16	±2	79	16	4	±4
Deployed Past 12 Months	24	±4	84	15	1	±7
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	75	±5	80	17	4	±5
Experienced, Did Not Label	50	±5	82	15	3	±6
Did Not Experience	NA		NA	NA	NA	
ARMY	24	±3	83	14	3	±6
White	22	±5	84	13	3	±11
Total Minority	26	±3	82	16	2	±5
Black	25	±4	84	14	1	±6
Hispanic	28	±5	80	18	2	±10
Asian	28	±5	82	16	2	±7
Other Race/Ethnicity	25	±10	79	15	NR	±17
Enlisted	24	±4	85	13	1	±7
E1 – E4	27	±6	88	12	0	±11
E5 – E9	21	±4	81	16	4	±8
Officers	21	±5	70	20	10	±13
NAVY	20	±3	80	17	2	±8
White	16	±5	75	22	3	±15
Total Minority	25	±3	85	13	2	±5
Black	25	±5	84	13	3	±8
Hispanic	26	±6	85	14	0	±10
Asian	27	±5	85	13	2	±7
Other Race/Ethnicity	22	±9	88	12	1	±10
Enlisted	21	±4	81	18	1	±9
E1 – E4	24	±6	81	18	1	±13
E5 – E9	18	±4	81	18	1	±11
Officers	13	±4	78	12	10	±12

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Respondents who indicated "Unknown Person(s)" or "A civilian from the local community" are excluded from this measure.

NR: Not reportable

NA: Not applicable

40. What was the organizational affiliation of the person(s) involved? Constructed from Q40a-g.

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	15	±3	83	13	5	±7
White	12	±4	79	14	7	±14
Total Minority	19	±4	86	11	3	±6
Black	29	±7	86	12	3	±9
Hispanic	16	±6	87	10	2	±12
Asian	20	±5	86	11	4	±8
Other Race/Ethnicity	13	±5	83	11	NR	±13
Enlisted	15	±3	83	12	5	±8
E1 – E4	15	±5	90	7	NR	±11
E5 – E9	17	±4	72	21	7	±12
Officers	10	±3	78	15	7	±12
AIR FORCE	12	±2	75	19	6	±8
White	9	±3	74	18	8	±14
Total Minority	17	±3	75	21	4	±8
Black	20	±4	74	20	7	±10
Hispanic	15	±6	85	14	1	±13
Asian	13	±3	83	15	3	±10
Other Race/Ethnicity	17	±7	NR	NR	3	±6
Enlisted	12	±3	78	19	3	±10
E1 – E4	10	±4	84	NR	1	±18
E5 – E9	13	±3	74	21	5	±12
Officers	12	±4	62	21	16	±14
COAST GUARD	14	±3	86	10	4	±8
White	12	±4	83	12	5	±13
Total Minority	20	±4	91	6	3	±5
Black	24	±5	91	6	3	±8
Hispanic	21	±6	95	3	2	±6
Asian	24	±8	NR	NR	NR	
Other Race/Ethnicity	16	±7	81	13	6	±16
Enlisted	15	±3	88	9	3	±10
E1 – E4	17	±6	NR	NR	0	±3
E5 – E9	13	±4	80	13	6	±15
Officers	13	±3	79	12	8	±11

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Respondents who indicated "Unknown Person(s)" or "A civilian from the local community" are excluded from this measure.

NR: Not reportable

41. As a result of the situation, did you...

a. Request a transfer?

b. Think about getting out of your Service?

	Percent Responding		Percentages		Max ME
			a	b	
TOTAL DOD	29	±2	9	30	±4
Enlisted	30	±2	9	32	±4
E1 – E4	33	±4	8	34	±6
E5 – E9	27	±3	11	29	±5
Officers	23	±3	6	19	±6
O1 – O3	27	±4	7	19	±7
O4 – O6	17	±4	4	24	±11
Male	29	±2	8	29	±4
Female	30	±4	13	38	±7
White	25	±3	6	29	±6
Total Minority	35	±2	12	32	±3
Black	35	±3	14	36	±5
Hispanic	35	±4	9	31	±6
AIAN	37	±19	NR	NR	
Asian	40	±3	8	24	±4
NHPI	27	±4	11	28	±6
Two or More Races	32	±6	11	30	±11
Not Deployed Past 12 Months	27	±2	9	28	±4
Deployed Past 12 Months	34	±4	7	35	±7
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	92	±3	17	49	±6
Experienced, Did Not Label	90	±3	5	22	±5
Did Not Experience	NA		NA	NA	
ARMY	35	±4	12	35	±7
White	33	±6	7	32	±11
Total Minority	38	±3	17	38	±5
Black	34	±4	18	40	±7
Hispanic	40	±6	14	38	±9
Asian	45	±7	12	30	±7
Other Race/Ethnicity	38	±12	NR	NR	
Enlisted	36	±4	13	37	±7
E1 – E4	39	±7	10	39	±11
E5 – E9	33	±5	16	35	±8
Officers	29	±6	7	21	±10
NAVY	30	±3	6	29	±6
White	25	±5	5	27	±12
Total Minority	39	±3	6	31	±6
Black	38	±5	7	32	±8
Hispanic	39	±6	4	34	±11
Asian	45	±6	5	17	±6
Other Race/Ethnicity	35	±8	12	NR	±10
Enlisted	32	±4	6	31	±7
E1 – E4	37	±6	5	36	±10
E5 – E9	28	±5	7	24	±10
Officers	21	±4	5	17	±9

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

41. As a result of the situation, did you...

	Percent Responding		Percentages		Max ME
			a	b	
MARINE CORPS	30	±4	6	22	±7
White	27	±6	4	21	±11
Total Minority	35	±5	8	23	±6
Black	44	±6	14	34	±16
Hispanic	31	±7	7	16	±9
Asian	39	±9	6	31	±9
Other Race/Ethnicity	34	±12	3	22	±13
Enlisted	31	±4	6	23	±7
E1 – E4	32	±6	6	25	±10
E5 – E9	29	±5	7	21	±8
Officers	21	±4	1	10	±6
AIR FORCE	18	±3	6	27	±7
White	15	±4	3	27	±11
Total Minority	25	±4	9	26	±8
Black	28	±5	16	33	±10
Hispanic	24	±8	5	NR	±4
Asian	22	±4	4	21	±8
Other Race/Ethnicity	21	±7	4	21	±16
Enlisted	19	±3	6	28	±8
E1 – E4	19	±5	5	28	±13
E5 – E9	19	±4	7	27	±10
Officers	17	±4	5	22	±12
COAST GUARD	24	±4	6	18	±7
White	21	±4	7	17	±11
Total Minority	32	±5	4	19	±6
Black	33	±5	8	23	±8
Hispanic	32	±6	3	19	±11
Asian	35	±10	4	9	±13
Other Race/Ethnicity	32	±11	4	19	±12
Enlisted	26	±4	6	19	±8
E1 – E4	28	±7	10	23	±14
E5 – E9	24	±5	3	14	±9
Officers	18	±4	3	15	±9

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

42. Did you report this situation to any of the following military individuals or organizations?

- a. Someone in your chain of command b. Someone in the chain of command of the person who did it c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)
- d. Other person or office with responsibility for follow-up

	Percent Responding		Percentages				Max ME	Percentage Reported to Military Authority		
			a	b	c	d				
TOTAL DOD	29	±2	19	14	7	9	±3	23.0	±3.0	
Enlisted	30	±2	19	14	7	9	±4	24.0	±4.0	
E1 – E4	33	±4	18	13	6	10	±5	22.0	±5.0	
E5 – E9	27	±3	21	16	8	9	±5	25.0	±5.0	
Officers	23	±3	14	11	6	6	±6	19.0	±6.0	
O1 – O3	26	±4	16	12	6	8	±8	19.0	±8.0	
O4 – O6	17	±4	11	11	8	5	±13	19.0	±11.0	
Male	29	±2	17	13	6	8	±4	21.0	±4.0	
Female	29	±4	27	20	11	14	±6	35.0	±7.0	
White	25	±3	15	12	6	7	±5	19.0	±6.0	
Total Minority	34	±2	22	16	8	11	±3	27.0	±3.0	
Black	34	±3	29	22	11	13	±5	35.0	±5.0	
Hispanic	35	±4	19	12	8	11	±5	22.0	±5.0	
AIAN	37	±19	17	14	4	5	±14	21.0	±16.0	
Asian	39	±3	13	11	6	7	±3	18.0	±4.0	
NHPI	27	±4	17	14	6	8	±6	22.0	±6.0	
Two or More Races	31	±6	24	15	4	14	±13	26.0	±12.0	
Not Deployed Past 12 Months	27	±2	18	13	6	9	±4	22.0	±4.0	
Deployed Past 12 Months	33	±4	20	16	9	10	±5	25.0	±6.0	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	91	±3	28	24	14	16	±5	36.0	±5.0	
Experienced, Did Not Label	88	±3	14	9	3	6	±4	17.0	±4.0	
Did Not Experience	NA		NA	NA	NA	NA		NA		
ARMY	34	±4	20	15	7	8	±5	25.0	±6.0	
White	32	±6	16	12	5	5	±9	21.0	±10.0	
Total Minority	37	±3	25	18	10	12	±5	30.0	±5.0	
Black	33	±4	32	24	13	15	±7	39.0	±7.0	
Hispanic	39	±6	22	16	10	10	±8	25.0	±8.0	
Asian	44	±7	15	13	7	9	±6	19.0	±6.0	
Other Race/Ethnicity	37	±12	22	11	5	6	±14	24.0	±14.0	
Enlisted	35	±4	21	15	7	8	±6	26.0	±6.0	
E1 – E4	38	±7	18	13	5	8	±9	23.0	±9.0	
E5 – E9	32	±5	25	17	10	8	±8	29.0	±8.0	
Officers	29	±6	14	14	8	6	±10	20.0	±10.0	
NAVY	30	±3	22	18	9	12	±6	27.0	±6.0	
White	24	±5	18	16	9	12	±12	23.0	±12.0	
Total Minority	38	±3	25	19	8	13	±6	30.0	±6.0	
Black	37	±5	31	25	9	10	±10	36.0	±9.0	
Hispanic	39	±6	24	13	10	13	±15	28.0	±11.0	
Asian	45	±6	13	12	5	7	±6	19.0	±6.0	
Other Race/Ethnicity	34	±8	NR	NR	6	NR	±6	NR		
Enlisted	32	±4	23	19	10	13	±7	28.0	±7.0	
E1 – E4	37	±6	25	20	11	17	±10	31.0	±10.0	
E5 – E9	27	±4	19	17	7	7	±10	23.0	±8.0	
Officers	21	±4	17	10	3	8	±9	19.0	±10.0	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

42. Did you report this situation to any of the following military individuals or organizations?

	Percent Responding		Percentages				Max ME	Percentage Reported to Military Authority		
			a	b	c	d				
MARINE CORPS	30	±4	10	8	5	7	±5	12.0	±5.0	
White	26	±6	9	7	4	7	±10	11.0	±9.0	
Total Minority	35	±5	11	9	5	7	±4	13.0	±4.0	
Black	44	±6	15	10	9	8	±7	20.0	±8.0	
Hispanic	31	±7	8	8	4	7	±7	10.0	±7.0	
Asian	39	±9	9	5	4	4	±5	10.0	±5.0	
Other Race/Ethnicity	34	±12	11	8	2	5	±10	12.0	±10.0	
Enlisted	31	±4	10	8	5	7	±6	12.0	±5.0	
E1 – E4	32	±6	8	5	3	6	±8	9.0	±7.0	
E5 – E9	28	±5	14	14	8	10	±8	19.0	±8.0	
Officers	21	±4	7	4	2	2	±6	10.0	±7.0	
AIR FORCE	18	±3	17	12	5	9	±6	21.0	±7.0	
White	15	±4	15	11	5	5	±10	19.0	±11.0	
Total Minority	25	±4	20	12	5	13	±9	25.0	±8.0	
Black	28	±5	27	20	9	11	±10	30.0	±10.0	
Hispanic	24	±8	NR	5	1	NR	±5	NR		
Asian	22	±4	11	9	3	6	±7	16.0	±8.0	
Other Race/Ethnicity	21	±7	NR	8	1	NR	±7	NR		
Enlisted	19	±3	18	13	5	9	±8	22.0	±8.0	
E1 – E4	19	±5	18	10	3	8	±13	20.0	±13.0	
E5 – E9	19	±4	19	15	6	10	±9	24.0	±10.0	
Officers	17	±4	13	7	4	6	±11	17.0	±11.0	
COAST GUARD	24	±3	18	11	6	7	±7	21.0	±7.0	
White	20	±4	20	12	7	6	±11	22.0	±11.0	
Total Minority	32	±5	15	11	3	9	±8	19.0	±7.0	
Black	33	±5	16	13	6	11	±8	25.0	±9.0	
Hispanic	32	±6	15	12	3	NR	±15	19.0	±13.0	
Asian	35	±10	12	8	NR	5	±16	17.0	±16.0	
Other Race/Ethnicity	32	±11	14	7	2	8	±10	17.0	±12.0	
Enlisted	25	±4	19	11	5	7	±8	21.0	±9.0	
E1 – E4	27	±7	23	14	7	10	±15	27.0	±15.0	
E5 – E9	23	±5	15	9	4	5	±10	17.0	±9.0	
Officers	17	±4	14	11	7	7	±9	22.0	±10.0	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

42. When you reported, which military authority did you report to? Constructed from Q42.

- a. Someone in your chain of command b. Someone in the chain of command of the person who did it c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)
- d. Other person or office with responsibility for follow-up

	Percent Responding		Percentages				Max ME
			a	b	c	d	
TOTAL DOD	7	±1	81	61	30	39	±8
Enlisted	7	±2	82	61	30	40	±8
E1 – E4	7	±2	82	58	27	45	±12
E5 – E9	7	±2	83	65	34	34	±10
Officers	4	±2	76	61	30	34	±18
O1 – O3	5	±2	NR	NR	NR	NR	
O4 – O6	3	±2	NR	NR	NR	NR	
Male	6	±1	83	62	30	39	±9
Female	10	±3	75	58	31	40	±14
White	5	±2	79	62	29	36	±15
Total Minority	9	±2	83	60	31	42	±7
Black	12	±2	83	64	32	36	±9
Hispanic	8	±2	83	54	35	49	±13
AIAN	8	±5	85	70	20	25	±15
Asian	7	±2	75	64	32	40	±10
NHPI	6	±2	78	62	25	37	±16
Two or More Races	8	±4	94	NR	16	NR	±15
Not Deployed Past 12 Months	6	±2	81	59	27	39	±10
Deployed Past 12 Months	8	±2	81	64	35	39	±11
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	33	±5	78	67	40	45	±8
Experienced, Did Not Label	15	±4	84	55	20	34	±12
Did Not Experience	NA		NA	NA	NA	NA	
ARMY	8	±2	80	59	29	32	±12
White	7	±3	NR	NR	NR	NR	
Total Minority	11	±2	84	61	35	38	±9
Black	13	±3	80	62	34	39	±12
Hispanic	10	±3	88	63	40	41	±16
Asian	9	±3	79	65	39	45	±16
Other Race/Ethnicity	9	±5	90	NR	NR	NR	±8
Enlisted	9	±3	82	58	28	32	±13
E1 – E4	9	±4	79	NR	22	35	±18
E5 – E9	9	±3	85	61	35	29	±14
Officers	6	±3	NR	NR	NR	NR	
NAVY	8	±2	82	66	33	46	±14
White	5	±3	NR	NR	NR	NR	
Total Minority	12	±3	84	64	28	42	±13
Black	13	±4	86	NR	25	28	±14
Hispanic	11	±5	84	NR	NR	NR	±14
Asian	8	±3	69	66	29	36	±18
Other Race/Ethnicity	12	±9	90	NR	NR	NR	±16
Enlisted	9	±3	82	68	35	47	±15
E1 – E4	11	±4	NR	NR	NR	NR	
E5 – E9	6	±3	83	75	NR	32	±16
Officers	4	±2	NR	NR	NR	NR	

Note. Percent responding are active duty members who answered the question, experienced potential race/ethnicity-related behaviors (Q28/Q31), and reported to a military authority (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

42. When you reported, which military authority did you report to? Constructed from Q42.

	Percent Responding		Percentages				Max ME
			a	b	c	d	
MARINE CORPS	3	±2	84	NR	NR	60	±16
White	3	±2	NR	NR	NR	NR	
Total Minority	5	±2	81	65	40	50	±14
Black	9	±3	76	NR	NR	40	±17
Hispanic	3	±2	NR	NR	NR	NR	
Asian	4	±2	NR	NR	NR	NR	
Other Race/Ethnicity	4	±3	91	NR	NR	NR	±14
Enlisted	4	±2	84	NR	NR	63	±16
E1 – E4	3	±2	NR	NR	NR	NR	
E5 – E9	5	±2	NR	73	NR	NR	±17
Officers	2	±2	NR	NR	NR	NR	
AIR FORCE	4	±2	81	54	22	40	±16
White	3	±2	NR	NR	NR	NR	
Total Minority	6	±2	81	NR	19	NR	±15
Black	8	±3	88	67	29	NR	±18
Hispanic	5	±5	NR	NR	4	NR	±11
Asian	3	±2	NR	NR	NR	NR	
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	
Enlisted	4	±2	82	NR	21	NR	±15
E1 – E4	4	±3	NR	NR	NR	NR	
E5 – E9	5	±2	NR	NR	NR	NR	
Officers	3	±2	NR	NR	NR	NR	
COAST GUARD	5	±2	84	NR	26	35	±17
White	4	±3	NR	NR	NR	NR	
Total Minority	6	±3	77	NR	17	NR	±14
Black	8	±3	NR	NR	24	NR	±18
Hispanic	6	±4	NR	NR	NR	NR	
Asian	6	±5	NR	NR	NR	NR	
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	
Enlisted	5	±2	87	NR	NR	NR	±16
E1 – E4	7	±4	NR	NR	NR	NR	
E5 – E9	4	±2	91	NR	NR	NR	±11
Officers	4	±2	NR	NR	NR	NR	

Note. Percent responding are active duty members who answered the question, experienced potential race/ethnicity-related behaviors (Q28/Q31), and reported to a military authority (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

43. What were your reasons for reporting the situation?

- a. To prevent it from happening to you again
 b. To prevent it from happening to someone else
 c. To punish the person
 d. Other reason(s)

	Percent Responding		Percentages				Max ME
			a	b	c	d	
TOTAL DOD	7	±1	82	87	28	30	±7
Enlisted	7	±2	82	86	28	29	±7
E1 – E4	7	±2	85	83	26	31	±12
E5 – E9	7	±2	79	90	30	27	±10
Officers	4	±2	77	93	30	35	±18
O1 – O3	5	±2	NR	95	NR	NR	±11
O4 – O6	3	±2	NR	NR	NR	NR	
Male	6	±1	82	87	29	32	±8
Female	10	±3	81	86	24	22	±12
White	5	±2	77	84	29	34	±14
Total Minority	9	±2	85	89	28	26	±6
Black	12	±2	86	89	30	24	±9
Hispanic	8	±2	84	91	28	29	±12
AIAN	8	±5	81	89	19	NR	±12
Asian	7	±2	89	93	31	37	±10
NHPI	6	±2	81	84	35	34	±16
Two or More Races	8	±4	84	NR	15	17	±15
Not Deployed Past 12 Months	6	±2	79	85	25	30	±9
Deployed Past 12 Months	8	±2	86	90	34	29	±11
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	32	±5	86	92	36	37	±9
Experienced, Did Not Label	15	±4	77	81	20	22	±11
Did Not Experience	NA		NA	NA	NA	NA	
ARMY	8	±2	83	87	28	26	±10
White	7	±3	78	NR	NR	NR	±18
Total Minority	11	±2	88	89	32	20	±9
Black	13	±3	88	92	36	16	±13
Hispanic	9	±3	88	88	33	23	±15
Asian	9	±3	87	NR	29	38	±16
Other Race/Ethnicity	9	±5	88	NR	15	21	±18
Enlisted	9	±3	83	86	27	24	±11
E1 – E4	9	±4	90	84	26	23	±18
E5 – E9	9	±3	74	88	28	26	±14
Officers	6	±3	NR	98	NR	NR	±4
NAVY	8	±2	81	84	27	32	±14
White	5	±3	NR	NR	NR	NR	
Total Minority	12	±3	83	90	24	30	±10
Black	13	±4	83	85	24	33	±15
Hispanic	11	±5	81	93	22	23	±17
Asian	8	±3	94	94	35	40	±17
Other Race/Ethnicity	12	±9	NR	95	NR	NR	±11
Enlisted	9	±3	82	84	27	33	±15
E1 – E4	11	±4	NR	NR	23	NR	±16
E5 – E9	6	±3	86	94	NR	29	±15
Officers	4	±2	NR	NR	NR	NR	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

43. What were your reasons for reporting the situation?

	Percent Responding		Percentages				Max ME
			a	b	c	d	
MARINE CORPS	3	±2	80	85	38	33	±18
White	3	±2	NR	NR	NR	NR	
Total Minority	5	±2	80	85	46	30	±14
Black	8	±3	85	77	NR	33	±17
Hispanic	3	±2	NR	NR	NR	NR	
Asian	4	±2	NR	NR	NR	NR	
Other Race/Ethnicity	4	±3	NR	NR	NR	NR	
Enlisted	4	±2	81	84	NR	NR	±15
E1 – E4	3	±2	NR	91	NR	NR	±14
E5 – E9	5	±2	NR	NR	NR	NR	
Officers	2	±2	NR	98	NR	NR	±6
AIR FORCE	4	±2	78	89	26	35	±17
White	3	±2	NR	NR	NR	NR	
Total Minority	6	±2	82	89	10	NR	±15
Black	8	±3	83	87	12	NR	±16
Hispanic	5	±5	NR	NR	5	NR	±12
Asian	3	±2	NR	NR	NR	NR	
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	
Enlisted	4	±2	82	90	NR	NR	±16
E1 – E4	4	±3	NR	NR	NR	NR	
E5 – E9	5	±2	NR	95	NR	NR	±8
Officers	3	±2	NR	NR	NR	NR	
COAST GUARD	5	±2	NR	NR	21	29	±18
White	4	±3	NR	NR	NR	NR	
Total Minority	6	±3	89	91	13	25	±14
Black	8	±3	85	89	NR	NR	±16
Hispanic	6	±4	NR	99	NR	NR	±4
Asian	6	±5	NR	NR	NR	NR	
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	
Enlisted	5	±2	NR	NR	NR	NR	
E1 – E4	7	±4	NR	NR	NR	NR	
E5 – E9	4	±2	NR	NR	NR	NR	
Officers	4	±2	NR	NR	NR	NR	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

a. Availability of information about how to follow-up on a report

1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	6	±1	15	11	38	22	15	±8	3.1	±0.2	
Enlisted	7	±2	15	11	39	20	15	±9	3.1	±0.3	
E1 – E4	7	±2	15	9	34	23	19	±15	3.2	±0.4	
E5 – E9	7	±2	15	14	45	17	9	±10	2.9	±0.2	
Officers	4	±2	14	9	31	31	NR	±16	3.2	±0.4	
O1 – O3	5	±2	8	10	NR	NR	NR	±12	3.4	±0.5	
O4 – O6	3	±2	NR	NR	NR	NR	5	±13	NR		
Male	6	±1	15	11	36	24	15	±10	3.1	±0.3	
Female	10	±3	15	10	45	15	15	±14	3.0	±0.4	
White	5	±2	16	8	34	25	18	±17	3.2	±0.4	
Total Minority	9	±2	14	14	41	19	12	±7	3.0	±0.2	
Black	11	±2	14	13	36	24	12	±8	3.1	±0.2	
Hispanic	8	±2	11	15	47	12	14	±13	3.0	±0.2	
AIAN	8	±5	9	15	NR	16	9	±15	3.0	±0.3	
Asian	7	±2	9	10	49	23	9	±10	3.1	±0.2	
NHPI	5	±2	4	8	36	41	10	±16	3.5	±0.3	
Two or More Races	8	±4	NR	NR	NR	11	5	±11	2.5	±0.6	
Not Deployed Past 12 Months	6	±2	13	10	38	22	16	±11	3.2	±0.3	
Deployed Past 12 Months	8	±2	19	13	37	20	12	±11	2.9	±0.3	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	32	±5	17	13	42	20	8	±8	2.9	±0.2	
Experienced, Did Not Label	14	±4	13	9	34	23	21	±14	3.3	±0.4	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	8	±2	10	9	41	21	18	±14	3.3	±0.3	
White	7	±3	6	NR	NR	NR	NR	±13	3.6	±0.5	
Total Minority	11	±2	14	16	37	20	13	±9	3.0	±0.2	
Black	12	±3	14	13	32	26	14	±14	3.1	±0.3	
Hispanic	9	±3	15	13	NR	14	14	±15	3.0	±0.4	
Asian	8	±3	17	15	41	20	NR	±16	2.8	±0.4	
Other Race/Ethnicity	9	±5	3	NR	NR	13	7	±12	2.9	±0.4	
Enlisted	9	±3	9	10	42	21	18	±16	3.3	±0.3	
E1 – E4	9	±4	5	12	NR	21	NR	±16	3.5	±0.5	
E5 – E9	9	±3	13	9	48	20	10	±14	3.0	±0.3	
Officers	6	±3	NR	3	NR	NR	NR	±5	3.3	±0.7	
NAVY	8	±2	22	15	33	18	13	±16	2.8	±0.4	
White	5	±3	NR	NR	NR	NR	NR		NR		
Total Minority	11	±3	15	13	43	20	10	±15	3.0	±0.3	
Black	13	±4	9	13	NR	28	6	±15	3.1	±0.3	
Hispanic	11	±5	8	NR	NR	9	17	±17	3.1	±0.4	
Asian	8	±3	2	5	57	25	NR	±16	3.4	±0.3	
Other Race/Ethnicity	12	±9	NR	2	NR	NR	5	±10	NR		
Enlisted	9	±3	22	14	34	16	13	±17	2.8	±0.5	
E1 – E4	11	±4	NR	6	29	17	NR	±18	2.8	±0.6	
E5 – E9	6	±3	6	NR	NR	15	6	±10	2.9	±0.4	
Officers	4	±2	NR	NR	NR	NR	NR		3.0	±0.6	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

a. Availability of information about how to follow-up on a report

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
MARINE CORPS	3	±2	13	10	27	NR	15	±15	3.3	±0.4	
White	3	±2	NR	NR	NR	NR	NR		3.5	±0.6	
Total Minority	4	±2	NR	14	30	22	18	±13	3.1	±0.5	
Black	8	±3	19	NR	28	27	21	±18	3.3	±0.5	
Hispanic	3	±2	NR	NR	NR	NR	NR		NR		
Asian	4	±2	NR	NR	NR	NR	15	±17	3.0	±0.6	
Other Race/Ethnicity	4	±3	NR	NR	NR	NR	NR		3.6	±0.4	
Enlisted	4	±2	12	10	25	NR	16	±15	3.3	±0.4	
E1 – E4	3	±2	NR	NR	14	NR	NR	±16	3.4	±0.6	
E5 – E9	5	±2	NR	NR	NR	24	NR	±18	3.2	±0.5	
Officers	2	±2	NR	1	NR	NR	NR	±5	2.9	±0.6	
AIR FORCE	4	±2	19	11	43	21	6	±16	2.8	±0.4	
White	3	±2	NR	NR	NR	NR	NR		2.8	±0.7	
Total Minority	6	±2	NR	11	56	12	8	±16	2.9	±0.3	
Black	8	±3	NR	15	NR	11	12	±16	2.7	±0.6	
Hispanic	5	±5	NR	NR	NR	NR	5	±12	3.2	±0.3	
Asian	3	±2	NR	1	NR	NR	NR	±7	3.3	±0.4	
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	2	±5	2.8	±0.3	
Enlisted	4	±2	21	11	NR	NR	5	±17	2.7	±0.4	
E1 – E4	4	±3	NR	8	NR	NR	4	±13	3.1	±0.5	
E5 – E9	5	±2	NR	NR	NR	9	6	±9	2.5	±0.5	
Officers	3	±2	2	NR	NR	NR	NR	±8	NR		
COAST GUARD	5	±2	NR	NR	24	25	12	±18	2.9	±0.5	
White	4	±3	NR	NR	NR	NR	NR		2.7	±0.7	
Total Minority	6	±3	12	12	32	NR	11	±15	3.2	±0.4	
Black	8	±3	9	29	NR	NR	15	±18	3.0	±0.4	
Hispanic	6	±4	NR	NR	NR	NR	NR		NR		
Asian	6	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	NR		3.0	±0.5	
Enlisted	5	±2	NR	NR	22	NR	NR	±17	2.8	±0.6	
E1 – E4	7	±4	NR	NR	9	NR	5	±11	NR		
E5 – E9	4	±2	3	NR	NR	NR	NR	±8	NR		
Officers	4	±2	NR	NR	NR	NR	NR		3.5	±0.4	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

b. Treatment by personnel handling your report

1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	6	±1	15	9	42	21	13	±8	3.1	±0.2	
Enlisted	7	±2	15	9	45	19	12	±8	3.1	±0.2	
E1 – E4	7	±2	16	6	41	22	15	±15	3.1	±0.4	
E5 – E9	7	±2	14	12	48	16	9	±10	3.0	±0.2	
Officers	4	±2	11	14	24	33	NR	±16	3.3	±0.5	
O1 – O3	5	±2	NR	NR	14	NR	NR	±13	3.3	±0.6	
O4 – O6	3	±2	5	10	NR	NR	5	±15	3.2	±0.3	
Male	6	±1	15	9	41	21	15	±10	3.1	±0.3	
Female	10	±3	12	12	47	21	8	±14	3.0	±0.3	
White	5	±2	16	5	43	21	16	±17	3.2	±0.4	
Total Minority	9	±2	14	13	42	21	10	±7	3.0	±0.2	
Black	12	±2	14	11	37	29	9	±9	3.1	±0.2	
Hispanic	8	±2	12	17	46	12	14	±13	3.0	±0.2	
AIAN	7	±5	8	16	NR	20	8	±15	3.0	±0.3	
Asian	7	±2	8	9	50	23	9	±10	3.2	±0.2	
NHPI	5	±2	4	13	38	35	11	±17	3.4	±0.3	
Two or More Races	8	±4	NR	10	NR	12	7	±14	NR		
Not Deployed Past 12 Months	6	±2	13	10	42	21	14	±11	3.1	±0.3	
Deployed Past 12 Months	8	±2	17	8	42	22	11	±11	3.0	±0.3	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	32	±5	18	12	43	18	9	±8	2.9	±0.2	
Experienced, Did Not Label	14	±4	11	7	41	24	17	±14	3.3	±0.3	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	8	±2	9	8	45	20	16	±14	3.3	±0.3	
White	7	±3	6	4	NR	15	NR	±17	3.5	±0.5	
Total Minority	11	±2	12	12	41	25	10	±9	3.1	±0.2	
Black	13	±3	14	9	36	34	8	±13	3.1	±0.3	
Hispanic	9	±3	12	20	NR	14	13	±14	2.9	±0.3	
Asian	8	±3	16	10	45	24	NR	±15	2.9	±0.4	
Other Race/Ethnicity	9	±5	3	11	NR	12	10	±13	3.2	±0.2	
Enlisted	9	±3	8	8	49	19	16	±16	3.3	±0.3	
E1 – E4	9	±4	6	6	NR	20	NR	±14	3.4	±0.5	
E5 – E9	9	±3	12	10	51	17	10	±14	3.0	±0.3	
Officers	6	±3	NR	NR	NR	NR	NR		3.3	±0.7	
NAVY	8	±2	19	11	39	22	9	±15	2.9	±0.4	
White	5	±3	NR	6	NR	NR	7	±13	NR		
Total Minority	11	±3	15	15	42	18	10	±15	2.9	±0.3	
Black	13	±4	10	14	NR	26	6	±15	3.1	±0.3	
Hispanic	11	±5	11	NR	NR	7	18	±17	3.0	±0.4	
Asian	8	±3	2	9	55	23	NR	±15	3.3	±0.3	
Other Race/Ethnicity	12	±9	NR	NR	NR	NR	4	±10	NR		
Enlisted	9	±3	20	11	41	20	8	±17	2.9	±0.4	
E1 – E4	11	±4	NR	5	NR	NR	9	±8	2.8	±0.5	
E5 – E9	6	±3	5	22	NR	14	7	±16	3.0	±0.2	
Officers	4	±2	7	NR	NR	NR	NR	±12	3.5	±0.5	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

b. Treatment by personnel handling your report

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
MARINE CORPS	3	±2	14	10	23	NR	15	±14	3.3	±0.4			
White	3	±2	NR	NR	NR	NR	NR		3.4	±0.6			
Total Minority	4	±2	NR	11	24	28	18	±13	3.2	±0.5			
Black	8	±3	19	12	17	30	23	±18	3.3	±0.5			
Hispanic	3	±2	NR	NR	NR	NR	NR		NR				
Asian	4	±2	NR	NR	NR	NR	11	±17	3.0	±0.5			
Other Race/Ethnicity	4	±3	NR	1	NR	NR	NR	±6	3.8	±0.3			
Enlisted	4	±2	14	9	22	NR	15	±15	3.3	±0.4			
E1 – E4	3	±2	NR	6	12	NR	NR	±15	3.4	±0.6			
E5 – E9	5	±2	NR	NR	NR	28	NR	±18	3.3	±0.5			
Officers	2	±2	NR	NR	NR	NR	NR		2.8	±0.7			
AIR FORCE	4	±2	25	9	47	12	7	±17	2.7	±0.4			
White	3	±2	NR	NR	NR	NR	NR		2.3	±0.6			
Total Minority	6	±2	NR	10	NR	14	10	±10	3.0	±0.4			
Black	8	±3	NR	13	35	14	14	±18	2.8	±0.6			
Hispanic	5	±5	NR	NR	NR	NR	NR		3.2	±0.2			
Asian	3	±2	1	4	NR	NR	NR	±7	3.5	±0.4			
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	NR		3.0	±0.3			
Enlisted	4	±2	NR	6	NR	9	6	±7	2.6	±0.4			
E1 – E4	4	±3	NR	6	NR	7	5	±12	2.6	±0.6			
E5 – E9	4	±2	NR	6	NR	10	8	±10	2.5	±0.5			
Officers	3	±2	0	NR	NR	NR	NR	±2	NR				
COAST GUARD	5	±2	NR	NR	30	19	11	±18	2.8	±0.5			
White	4	±3	NR	NR	NR	NR	NR		2.6	±0.7			
Total Minority	6	±3	17	11	27	NR	9	±15	3.1	±0.4			
Black	7	±3	NR	NR	17	NR	13	±17	2.8	±0.6			
Hispanic	6	±4	NR	NR	NR	NR	NR		3.3	±0.6			
Asian	6	±5	NR	NR	NR	NR	NR		NR				
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	NR		2.8	±0.6			
Enlisted	5	±2	NR	NR	NR	NR	NR		2.7	±0.6			
E1 – E4	7	±4	NR	NR	NR	NR	4	±8	2.2	±0.7			
E5 – E9	4	±2	7	NR	NR	NR	NR	±11	3.3	±0.6			
Officers	4	±2	NR	NR	NR	NR	8	±12	3.3	±0.4			

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

c. Amount of time it took/is taking to resolve your report

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	6	±1	17	12	41	18	12	±7	3.0	±0.2	
Enlisted	7	±2	17	12	42	18	11	±8	2.9	±0.2	
E1 – E4	7	±2	18	11	38	21	13	±15	3.0	±0.4	
E5 – E9	7	±2	15	14	48	14	9	±10	2.9	±0.2	
Officers	4	±2	16	9	34	23	NR	±17	3.2	±0.5	
O1 – O3	5	±2	NR	NR	21	NR	NR	±15	3.3	±0.7	
O4 – O6	3	±2	11	NR	NR	NR	4	±14	3.0	±0.3	
Male	6	±1	16	12	39	19	13	±9	3.0	±0.3	
Female	10	±3	17	10	48	16	9	±15	2.9	±0.3	
White	5	±2	18	6	43	19	13	±17	3.0	±0.4	
Total Minority	9	±2	15	16	40	18	11	±7	2.9	±0.2	
Black	11	±2	14	12	41	22	11	±9	3.1	±0.2	
Hispanic	8	±2	14	28	34	12	12	±15	2.8	±0.3	
AIAN	8	±5	NR	7	NR	19	6	±15	2.7	±0.5	
Asian	7	±2	9	11	50	19	9	±10	3.1	±0.2	
NHPI	5	±2	NR	12	38	33	9	±18	3.2	±0.4	
Two or More Races	8	±4	NR	9	NR	9	8	±14	NR		
Not Deployed Past 12 Months	6	±2	15	10	44	18	14	±11	3.1	±0.3	
Deployed Past 12 Months	8	±2	20	16	37	19	8	±12	2.8	±0.3	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	32	±5	19	13	44	16	8	±8	2.8	±0.2	
Experienced, Did Not Label	14	±4	14	11	38	20	16	±14	3.1	±0.4	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	8	±2	10	9	48	18	15	±14	3.2	±0.3	
White	7	±3	6	4	NR	18	NR	±17	3.4	±0.5	
Total Minority	10	±2	13	14	44	19	11	±9	3.0	±0.2	
Black	13	±3	12	10	42	24	12	±13	3.1	±0.3	
Hispanic	9	±3	12	22	NR	14	11	±15	2.9	±0.3	
Asian	8	±3	16	11	50	18	NR	±15	2.8	±0.4	
Other Race/Ethnicity	9	±5	13	NR	NR	10	10	±16	2.9	±0.4	
Enlisted	9	±3	8	9	51	17	14	±16	3.2	±0.3	
E1 – E4	8	±4	4	8	NR	17	NR	±13	3.4	±0.5	
E5 – E9	9	±3	13	10	50	17	9	±14	3.0	±0.3	
Officers	6	±3	NR	NR	NR	NR	NR		3.2	±0.7	
NAVY	8	±2	23	18	30	19	9	±15	2.7	±0.4	
White	5	±3	NR	NR	NR	NR	7	±11	2.6	±0.7	
Total Minority	11	±3	18	19	35	17	11	±14	2.8	±0.3	
Black	13	±4	8	13	NR	25	8	±15	3.1	±0.3	
Hispanic	11	±5	20	NR	19	7	18	±17	2.7	±0.5	
Asian	8	±3	2	14	51	20	NR	±15	3.3	±0.3	
Other Race/Ethnicity	12	±9	NR	4	NR	NR	3	±11	NR		
Enlisted	9	±3	24	18	30	19	9	±16	2.7	±0.4	
E1 – E4	11	±4	NR	NR	21	NR	9	±15	2.6	±0.6	
E5 – E9	6	±3	5	NR	NR	10	8	±8	2.8	±0.4	
Officers	4	±2	NR	NR	NR	NR	NR		3.1	±0.6	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

c. Amount of time it took/is taking to resolve your report

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
MARINE CORPS	3	±2	17	8	25	NR	13	±15	3.2	±0.4	
White	3	±2	NR	NR	NR	NR	NR		3.3	±0.7	
Total Minority	4	±2	NR	12	29	26	14	±13	3.1	±0.5	
Black	8	±3	NR	13	24	23	23	±18	3.2	±0.5	
Hispanic	3	±2	NR	NR	NR	NR	NR		NR		
Asian	4	±2	NR	NR	NR	NR	11	±17	2.9	±0.5	
Other Race/Ethnicity	4	±3	NR	1	NR	NR	NR	±6	3.7	±0.4	
Enlisted	4	±2	17	8	25	NR	13	±16	3.2	±0.5	
E1 – E4	3	±2	NR	5	16	NR	9	±18	3.3	±0.6	
E5 – E9	5	±2	NR	12	NR	19	NR	±17	3.1	±0.6	
Officers	2	±2	NR	NR	NR	NR	NR		NR		
AIR FORCE	4	±2	26	NR	49	8	6	±16	2.6	±0.4	
White	3	±2	NR	NR	NR	NR	NR		2.3	±0.6	
Total Minority	6	±2	17	NR	NR	12	8	±17	2.7	±0.4	
Black	8	±3	NR	15	34	13	10	±17	2.6	±0.6	
Hispanic	5	±5	NR	NR	NR	NR	NR		NR		
Asian	3	±2	NR	3	NR	NR	NR	±6	3.2	±0.4	
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	NR		3.0	±0.3	
Enlisted	4	±2	29	NR	NR	7	5	±18	2.5	±0.4	
E1 – E4	4	±3	NR	NR	NR	6	4	±13	2.4	±0.6	
E5 – E9	5	±2	NR	5	NR	8	6	±9	2.5	±0.5	
Officers	3	±2	NR	NR	NR	NR	NR		NR		
COAST GUARD	5	±2	20	NR	NR	13	10	±18	2.8	±0.5	
White	4	±3	NR	NR	NR	2	NR	±7	2.6	±0.6	
Total Minority	6	±3	16	10	31	NR	8	±15	3.1	±0.4	
Black	8	±3	NR	NR	32	17	11	±18	2.8	±0.5	
Hispanic	6	±4	NR	NR	NR	NR	NR		3.3	±0.6	
Asian	6	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	1	±5	2.7	±0.6	
Enlisted	5	±2	NR	NR	NR	NR	NR		2.7	±0.5	
E1 – E4	7	±4	NR	NR	NR	NR	4	±8	2.4	±0.7	
E5 – E9	4	±2	7	NR	NR	4	NR	±11	3.2	±0.6	
Officers	4	±2	NR	NR	NR	NR	5	±11	3.0	±0.4	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

d. How well you were/are kept informed about the progress of your report

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	6	±1	17	10	44	19	11	±7	3.0	±0.2	
Enlisted	7	±2	16	9	46	18	10	±8	3.0	±0.2	
E1 – E4	7	±2	17	6	43	22	12	±15	3.0	±0.4	
E5 – E9	7	±2	15	13	51	14	8	±9	2.9	±0.2	
Officers	4	±2	20	13	27	23	NR	±18	3.0	±0.5	
O1 – O3	5	±2	NR	NR	22	NR	NR	±15	3.2	±0.7	
O4 – O6	3	±2	NR	NR	NR	NR	5	±13	NR		
Male	6	±1	17	9	43	20	12	±10	3.0	±0.3	
Female	10	±3	17	13	48	15	7	±14	2.8	±0.3	
White	5	±2	20	6	44	17	13	±17	3.0	±0.4	
Total Minority	9	±2	14	13	44	20	9	±7	3.0	±0.2	
Black	11	±2	14	9	43	26	8	±9	3.0	±0.2	
Hispanic	8	±2	9	21	43	15	11	±14	3.0	±0.3	
AIAN	7	±5	14	9	NR	21	7	±16	3.0	±0.3	
Asian	7	±2	11	11	49	20	9	±10	3.0	±0.2	
NHPI	5	±2	NR	12	35	36	9	±17	3.3	±0.4	
Two or More Races	8	±4	NR	10	NR	7	5	±14	NR		
Not Deployed Past 12 Months	6	±2	15	8	47	17	13	±11	3.0	±0.3	
Deployed Past 12 Months	8	±2	20	12	39	22	7	±11	2.8	±0.3	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	32	±5	19	11	48	14	8	±8	2.8	±0.2	
Experienced, Did Not Label	14	±4	15	8	40	24	13	±14	3.1	±0.4	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	8	±2	11	7	50	17	14	±14	3.2	±0.3	
White	7	±3	9	NR	NR	15	NR	±17	3.4	±0.5	
Total Minority	11	±2	14	12	47	18	9	±9	3.0	±0.2	
Black	13	±3	14	7	45	26	9	±14	3.1	±0.3	
Hispanic	9	±3	13	18	NR	9	12	±13	2.9	±0.3	
Asian	8	±3	18	13	47	17	NR	±15	2.8	±0.4	
Other Race/Ethnicity	9	±5	9	NR	NR	10	7	±11	2.9	±0.3	
Enlisted	9	±3	9	7	56	16	13	±17	3.2	±0.3	
E1 – E4	9	±4	6	6	NR	17	NR	±13	3.3	±0.5	
E5 – E9	9	±3	12	8	58	13	9	±14	3.0	±0.3	
Officers	6	±3	NR	NR	16	NR	NR	±13	NR		
NAVY	8	±2	21	15	35	21	8	±16	2.8	±0.4	
White	5	±3	NR	NR	NR	NR	7	±11	NR		
Total Minority	11	±3	14	14	38	25	9	±15	3.0	±0.4	
Black	13	±4	8	10	NR	31	6	±15	3.2	±0.3	
Hispanic	11	±5	8	NR	26	NR	15	±18	3.1	±0.5	
Asian	8	±3	5	10	51	21	NR	±15	3.2	±0.3	
Other Race/Ethnicity	12	±9	NR	3	NR	NR	4	±10	NR		
Enlisted	9	±3	22	15	35	21	8	±17	2.8	±0.4	
E1 – E4	11	±4	NR	5	27	NR	8	±17	2.7	±0.6	
E5 – E9	6	±3	3	NR	NR	11	6	±9	2.9	±0.3	
Officers	4	±2	7	NR	NR	NR	NR	±13	3.1	±0.5	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

d. How well you were/are kept informed about the progress of your report

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
MARINE CORPS	3	±2	13	13	26	NR	10	±15	3.2	±0.4	
White	3	±2	NR	NR	NR	NR	NR		3.3	±0.7	
Total Minority	4	±2	11	21	30	26	12	±18	3.1	±0.4	
Black	8	±3	20	7	30	27	17	±18	3.1	±0.5	
Hispanic	3	±2	NR	NR	NR	NR	NR		2.8	±0.6	
Asian	4	±2	NR	NR	NR	NR	11	±17	3.0	±0.5	
Other Race/Ethnicity	4	±3	NR	4	NR	NR	NR	±8	3.7	±0.4	
Enlisted	4	±2	13	13	25	NR	10	±15	3.2	±0.4	
E1 – E4	3	±2	NR	NR	13	NR	7	±15	3.3	±0.6	
E5 – E9	5	±2	NR	10	NR	24	NR	±18	3.1	±0.5	
Officers	2	±2	NR	NR	NR	NR	NR		NR		
AIR FORCE	4	±2	29	7	49	11	4	±17	2.5	±0.4	
White	3	±2	NR	NR	NR	NR	NR		2.2	±0.6	
Total Minority	6	±2	NR	10	NR	15	5	±11	2.9	±0.3	
Black	8	±3	NR	13	NR	19	NR	±16	2.7	±0.5	
Hispanic	5	±5	NR	NR	NR	NR	NR		3.1	±0.2	
Asian	3	±2	NR	3	NR	NR	NR	±6	3.3	±0.4	
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	2	±5	2.8	±0.3	
Enlisted	4	±2	NR	6	NR	9	3	±7	2.5	±0.4	
E1 – E4	4	±3	NR	6	NR	5	3	±11	2.6	±0.6	
E5 – E9	5	±2	NR	6	NR	12	2	±11	2.4	±0.5	
Officers	3	±2	NR	NR	NR	NR	NR		NR		
COAST GUARD	5	±2	19	NR	NR	15	11	±18	2.8	±0.5	
White	4	±3	NR	NR	NR	NR	NR		2.7	±0.6	
Total Minority	6	±3	17	12	28	NR	11	±15	3.1	±0.4	
Black	8	±3	NR	NR	35	9	11	±18	2.7	±0.5	
Hispanic	6	±4	NR	NR	NR	NR	NR		3.2	±0.7	
Asian	6	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	±3	NR	15	NR	NR	NR	±17	3.0	±0.7	
Enlisted	5	±2	NR	NR	NR	14	NR	±17	2.8	±0.5	
E1 – E4	7	±4	NR	NR	NR	NR	4	±8	2.4	±0.7	
E5 – E9	4	±2	7	NR	NR	NR	NR	±11	3.2	±0.6	
Officers	4	±2	NR	NR	NR	NR	NR		3.2	±0.4	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

e. Degree to which your privacy was/is being protected

1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	6	±1	14	8	43	20	15	±8	3.1	±0.2	
Enlisted	7	±2	14	8	44	20	14	±9	3.1	±0.2	
E1 – E4	7	±2	13	7	40	22	18	±15	3.3	±0.4	
E5 – E9	7	±2	17	8	49	17	10	±10	3.0	±0.3	
Officers	4	±2	14	15	32	21	18	±18	3.1	±0.5	
O1 – O3	5	±2	8	16	NR	NR	NR	±18	3.4	±0.5	
O4 – O6	3	±2	NR	NR	NR	NR	8	±13	NR		
Male	6	±1	15	7	41	22	15	±10	3.2	±0.3	
Female	10	±3	13	12	48	13	14	±15	3.0	±0.3	
White	5	±2	16	4	43	18	20	±17	3.2	±0.4	
Total Minority	9	±2	13	12	42	22	11	±7	3.1	±0.2	
Black	11	±2	14	11	40	25	9	±9	3.0	±0.2	
Hispanic	8	±2	13	11	42	20	15	±14	3.1	±0.3	
AIAN	8	±5	14	11	NR	18	9	±15	3.0	±0.3	
Asian	7	±2	10	10	48	21	12	±10	3.1	±0.2	
NHPI	5	±2	5	4	45	36	10	±17	3.4	±0.2	
Two or More Races	8	±4	10	NR	NR	10	4	±13	2.7	±0.4	
Not Deployed Past 12 Months	6	±2	12	8	46	18	17	±11	3.2	±0.3	
Deployed Past 12 Months	8	±2	18	10	37	24	11	±12	3.0	±0.3	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	32	±5	19	11	42	18	10	±8	2.9	±0.2	
Experienced, Did Not Label	14	±4	9	6	43	21	20	±14	3.4	±0.4	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	8	±2	10	7	46	20	18	±14	3.3	±0.3	
White	7	±3	5	NR	NR	17	NR	±17	3.6	±0.5	
Total Minority	11	±2	14	11	43	22	10	±9	3.0	±0.2	
Black	13	±3	14	11	38	29	9	±13	3.1	±0.3	
Hispanic	9	±3	17	11	NR	16	14	±15	3.0	±0.4	
Asian	8	±3	16	13	46	17	8	±15	2.9	±0.4	
Other Race/Ethnicity	9	±5	7	8	NR	13	5	±13	3.0	±0.2	
Enlisted	9	±3	9	6	49	19	17	±16	3.3	±0.3	
E1 – E4	9	±4	5	6	NR	19	NR	±14	3.5	±0.5	
E5 – E9	9	±3	13	6	51	18	12	±14	3.1	±0.3	
Officers	6	±3	NR	NR	NR	NR	NR		3.3	±0.7	
NAVY	8	±2	20	12	35	19	14	±17	2.9	±0.4	
White	5	±3	NR	4	NR	NR	NR	±8	NR		
Total Minority	11	±3	10	17	38	24	11	±15	3.1	±0.3	
Black	13	±4	9	12	NR	26	5	±15	3.1	±0.3	
Hispanic	11	±5	11	NR	27	NR	20	±18	3.3	±0.5	
Asian	8	±3	4	6	53	22	16	±17	3.4	±0.3	
Other Race/Ethnicity	12	±9	NR	NR	NR	NR	5	±11	2.5	±0.5	
Enlisted	9	±3	22	11	35	19	13	±18	2.9	±0.5	
E1 – E4	11	±4	NR	NR	29	23	NR	±17	3.1	±0.6	
E5 – E9	6	±3	NR	12	NR	11	6	±15	2.6	±0.6	
Officers	4	±2	7	NR	NR	NR	NR	±12	3.2	±0.5	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

e. Degree to which your privacy was/is being protected

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
MARINE CORPS	3	±2	11	10	26	NR	12	±15	3.3	±0.4	
White	3	±2	NR	NR	NR	NR	NR		3.4	±0.6	
Total Minority	4	±2	13	13	30	28	17	±16	3.2	±0.4	
Black	8	±3	NR	14	30	25	15	±17	3.1	±0.5	
Hispanic	3	±2	NR	NR	NR	NR	NR		3.3	±0.7	
Asian	4	±2	NR	1	NR	NR	13	±16	3.0	±0.6	
Other Race/Ethnicity	4	±3	1	NR	NR	NR	NR	±4	3.5	±0.5	
Enlisted	4	±2	11	9	25	NR	13	±15	3.4	±0.4	
E1 – E4	3	±2	NR	6	12	NR	NR	±15	3.5	±0.5	
E5 – E9	5	±2	NR	NR	NR	NR	NR		3.2	±0.5	
Officers	2	±2	NR	NR	NR	NR	NR		NR		
AIR FORCE	4	±2	20	8	54	11	7	±16	2.8	±0.3	
White	3	±2	NR	NR	NR	NR	NR		2.6	±0.6	
Total Minority	6	±2	15	8	NR	12	10	±17	2.9	±0.4	
Black	8	±3	NR	9	NR	11	16	±16	2.8	±0.6	
Hispanic	5	±5	0	NR	NR	NR	NR	±2	3.2	±0.2	
Asian	3	±2	NR	NR	NR	NR	NR		3.3	±0.4	
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	2	±5	2.8	±0.3	
Enlisted	4	±2	21	5	NR	11	7	±18	2.8	±0.4	
E1 – E4	4	±3	NR	3	NR	7	7	±13	2.7	±0.6	
E5 – E9	4	±2	NR	6	NR	NR	6	±9	2.8	±0.5	
Officers	3	±2	NR	NR	NR	NR	NR		NR		
COAST GUARD	5	±2	NR	NR	32	25	11	±18	3.0	±0.5	
White	4	±3	NR	NR	NR	NR	NR		2.8	±0.7	
Total Minority	6	±3	9	13	32	NR	10	±15	3.2	±0.4	
Black	8	±3	14	17	NR	21	11	±18	3.0	±0.4	
Hispanic	6	±4	NR	NR	NR	NR	NR		3.5	±0.5	
Asian	6	±5	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	1	±5	2.9	±0.5	
Enlisted	5	±2	NR	NR	NR	NR	NR		2.9	±0.5	
E1 – E4	7	±4	NR	NR	NR	NR	5	±9	2.5	±0.7	
E5 – E9	4	±2	3	10	NR	NR	NR	±11	3.5	±0.5	
Officers	4	±2	NR	NR	NR	NR	5	±11	3.1	±0.6	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

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

f. The reporting process overall

1. Very dissatisfied
4. Satisfied2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	6	±1	19	7	42	19	12	±8	3.0	±0.2	
Enlisted	7	±2	20	6	44	19	11	±9	3.0	±0.3	
E1 – E4	7	±2	18	4	43	20	15	±15	3.1	±0.4	
E5 – E9	7	±2	22	9	45	18	6	±10	2.8	±0.3	
Officers	4	±2	15	17	31	20	NR	±17	3.1	±0.5	
O1 – O3	5	±2	NR	NR	24	NR	NR	±16	3.2	±0.7	
O4 – O6	3	±2	10	NR	NR	NR	7	±14	2.7	±0.4	
Male	6	±1	19	7	41	21	12	±10	3.0	±0.3	
Female	10	±3	20	9	45	13	13	±15	2.9	±0.4	
White	5	±2	22	5	38	20	NR	±14	3.0	±0.4	
Total Minority	9	±2	17	10	45	18	10	±7	2.9	±0.2	
Black	11	±2	18	8	41	24	9	±9	3.0	±0.2	
Hispanic	8	±2	14	12	51	10	13	±12	3.0	±0.3	
AIAN	8	±5	NR	9	NR	16	9	±15	2.7	±0.5	
Asian	7	±2	10	12	48	22	9	±10	3.1	±0.2	
NHPI	5	±2	4	14	37	35	11	±17	3.3	±0.3	
Two or More Races	8	±4	NR	7	NR	10	3	±11	NR		
Not Deployed Past 12 Months	6	±2	16	7	45	17	14	±11	3.1	±0.3	
Deployed Past 12 Months	8	±2	25	8	37	23	7	±13	2.8	±0.3	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	32	±5	22	9	43	18	7	±8	2.8	±0.2	
Experienced, Did Not Label	14	±4	16	5	41	20	17	±15	3.2	±0.4	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	8	±2	13	7	45	22	13	±15	3.1	±0.3	
White	7	±3	8	NR	NR	NR	NR	±13	3.4	±0.5	
Total Minority	11	±2	17	9	45	20	9	±9	2.9	±0.2	
Black	13	±3	18	8	39	26	9	±13	3.0	±0.3	
Hispanic	9	±3	18	7	NR	12	11	±15	2.9	±0.4	
Asian	8	±3	14	15	48	17	NR	±15	2.8	±0.4	
Other Race/Ethnicity	9	±5	12	10	NR	12	5	±16	2.9	±0.3	
Enlisted	9	±3	12	4	50	21	NR	±12	3.2	±0.3	
E1 – E4	9	±4	7	3	NR	21	NR	±16	3.4	±0.5	
E5 – E9	9	±3	19	6	48	22	6	±14	2.9	±0.3	
Officers	6	±3	NR	NR	14	NR	NR	±12	3.1	±0.8	
NAVY	8	±2	27	10	35	14	14	±16	2.8	±0.5	
White	5	±3	NR	7	NR	NR	NR	±13	NR		
Total Minority	11	±3	16	12	44	17	11	±15	2.9	±0.3	
Black	13	±4	10	7	NR	24	8	±15	3.1	±0.3	
Hispanic	11	±5	8	NR	NR	6	18	±17	3.0	±0.4	
Asian	8	±3	4	12	47	24	NR	±16	3.3	±0.3	
Other Race/Ethnicity	12	±9	NR	1	NR	NR	4	±10	NR		
Enlisted	9	±3	29	9	34	14	14	±17	2.7	±0.5	
E1 – E4	11	±4	NR	5	30	16	NR	±18	2.8	±0.6	
E5 – E9	6	±3	NR	17	NR	10	8	±17	2.6	±0.6	
Officers	4	±2	7	NR	NR	NR	NR	±12	3.2	±0.5	

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

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

f. The reporting process overall

			Percent Responding		Percentages					Max ME	Average Satisfaction		
					1	2	3	4	5				
MARINE CORPS	3	±2	17	7	24	NR	12	±14		3.2	±0.4		
White	3	±2	NR	NR	NR	NR	NR			3.4	±0.6		
Total Minority	4	±2	24	10	24	25	17	±17		3.0	±0.5		
Black	8	±3	21	NR	24	34	16	±18		3.2	±0.5		
Hispanic	3	±2	NR	NR	NR	NR	NR			NR			
Asian	4	±2	NR	NR	NR	NR	11	±17		3.1	±0.5		
Other Race/Ethnicity	4	±3	1	NR	NR	NR	NR	±3		3.6	±0.5		
Enlisted	4	±2	17	8	22	NR	13	±15		3.3	±0.4		
E1 – E4	3	±2	NR	5	9	NR	NR	±12		3.3	±0.7		
E5 – E9	5	±2	NR	NR	NR	NR	NR			3.2	±0.5		
Officers	2	±2	NR	1	NR	NR	NR	±5		NR			
AIR FORCE	4	±2	28	5	55	8	5	±17		2.6	±0.4		
White	3	±2	NR	1	NR	NR	NR	±4		2.3	±0.6		
Total Minority	6	±2	16	9	58	11	6	±17		2.8	±0.3		
Black	8	±3	NR	12	NR	13	8	±16		2.6	±0.6		
Hispanic	5	±5	NR	3	NR	NR	NR	±10		3.1	±0.2		
Asian	3	±2	NR	NR	NR	NR	NR			3.1	±0.5		
Other Race/Ethnicity	4	±4	NR	NR	NR	NR	2	±4		2.8	±0.3		
Enlisted	4	±2	NR	5	NR	8	4	±7		2.5	±0.4		
E1 – E4	4	±3	NR	4	NR	6	3	±12		2.6	±0.6		
E5 – E9	4	±2	NR	6	NR	9	4	±9		2.4	±0.5		
Officers	3	±2	NR	NR	NR	NR	NR			NR			
COAST GUARD	5	±2	NR	NR	NR	15	11	±15		2.8	±0.5		
White	4	±3	NR	NR	NR	5	NR	±11		2.7	±0.7		
Total Minority	6	±3	16	12	30	NR	10	±15		3.1	±0.4		
Black	8	±3	NR	22	28	NR	11	±18		2.7	±0.5		
Hispanic	6	±4	NR	NR	NR	NR	NR			3.3	±0.6		
Asian	6	±5	NR	NR	NR	NR	NR			NR			
Other Race/Ethnicity	5	±3	NR	NR	NR	NR	1	±5		2.8	±0.5		
Enlisted	5	±2	NR	NR	NR	NR	NR			2.7	±0.5		
E1 – E4	7	±4	NR	NR	NR	NR	6	±10		2.4	±0.7		
E5 – E9	4	±2	7	NR	NR	6	NR	±10		3.2	±0.6		
Officers	4	±2	7	NR	NR	NR	5	±13		3.2	±0.4		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

45. Do you know the outcome of your report?

1. Yes

2. No

3. Does not apply, it is still in process

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
TOTAL DOD	6	±1	33	45	23	±8	42.0	±8.0	
Enlisted	7	±2	32	45	24	±9	42.0	±8.0	
E1 – E4	7	±2	30	43	26	±14	41.0	±12.0	
E5 – E9	7	±2	34	46	20	±10	42.0	±10.0	
Officers	4	±2	41	45	14	±16	NR		
O1 – O3	5	±2	NR	NR	11	±13	NR		
O4 – O6	3	±2	NR	NR	NR		NR		
Male	6	±1	35	43	22	±10	45.0	±9.0	
Female	10	±3	25	50	25	±16	34.0	±11.0	
White	5	±2	33	38	29	±16	47.0	±15.0	
Total Minority	9	±2	32	50	17	±6	39.0	±7.0	
Black	11	±2	37	45	19	±9	45.0	±9.0	
Hispanic	7	±2	25	59	16	±13	29.0	±14.0	
AIAN	8	±5	28	NR	NR	±14	36.0	±15.0	
Asian	7	±2	35	46	20	±11	43.0	±10.0	
NHPI	5	±2	36	43	22	±15	46.0	±16.0	
Two or More Races	8	±4	NR	NR	11	±11	NR		
Not Deployed Past 12 Months	6	±2	28	44	28	±11	39.0	±9.0	
Deployed Past 12 Months	8	±2	42	45	13	±11	48.0	±12.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	32	±5	25	54	20	±9	32.0	±8.0	
Experienced, Did Not Label	14	±4	40	35	25	±14	54.0	±12.0	
Did Not Experience	NA		NA	NA	NA		NA		
ARMY	8	±2	32	47	22	±14	40.0	±11.0	
White	7	±3	NR	NR	NR		NR		
Total Minority	10	±2	31	57	12	±9	35.0	±9.0	
Black	13	±3	39	47	13	±13	45.0	±13.0	
Hispanic	9	±3	19	72	9	±13	21.0	±12.0	
Asian	8	±3	38	48	13	±16	44.0	±16.0	
Other Race/Ethnicity	9	±5	19	NR	17	±17	22.0	±18.0	
Enlisted	9	±3	28	47	25	±16	38.0	±12.0	
E1 – E4	8	±4	28	NR	NR	±16	NR		
E5 – E9	9	±3	28	47	24	±17	37.0	±15.0	
Officers	6	±3	NR	NR	1	±3	NR		
NAVY	8	±2	40	36	24	±14	53.0	±14.0	
White	5	±3	NR	NR	NR		NR		
Total Minority	11	±3	36	42	21	±14	46.0	±14.0	
Black	13	±4	29	42	NR	±16	41.0	±16.0	
Hispanic	11	±5	NR	NR	14	±14	NR		
Asian	8	±3	31	40	NR	±15	44.0	±15.0	
Other Race/Ethnicity	12	±9	NR	NR	NR		NR		
Enlisted	9	±3	40	35	25	±15	53.0	±15.0	
E1 – E4	11	±4	NR	35	NR	±17	NR		
E5 – E9	6	±3	NR	36	13	±17	NR		
Officers	4	±2	NR	NR	NR		NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Percentage Reporting Yes does not include those who indicated "Does not apply, it is still in process."

NR: Not reportable

NA: Not applicable

45. Do you know the outcome of your report?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes		
			1	2	3				
MARINE CORPS	3	±2	NR	NR	12	±12	NR		
White	3	±2	NR	NR	NR		NR		
Total Minority	4	±2	38	46	16	±14	45.0	±15.0	
Black	8	±3	NR	37	16	±18	NR		
Hispanic	3	±2	NR	NR	NR		NR		
Asian	4	±2	NR	NR	NR		NR		
Other Race/Ethnicity	4	±3	NR	NR	NR		NR		
Enlisted	4	±2	NR	NR	12	±13	NR		
E1 – E4	3	±2	NR	NR	4	±9	NR		
E5 – E9	5	±2	NR	NR	NR		NR		
Officers	2	±2	NR	NR	NR		NR		
AIR FORCE	4	±2	19	53	28	±17	26.0	±15.0	
White	3	±2	NR	NR	NR		NR		
Total Minority	6	±2	27	NR	NR	±14	37.0	±15.0	
Black	8	±3	NR	NR	NR		NR		
Hispanic	5	±5	NR	NR	NR		NR		
Asian	3	±2	NR	NR	NR		NR		
Other Race/Ethnicity	4	±4	NR	NR	NR		NR		
Enlisted	4	±2	21	NR	NR	±13	28.0	±16.0	
E1 – E4	4	±3	NR	NR	NR		NR		
E5 – E9	5	±2	NR	NR	NR		NR		
Officers	3	±2	0	NR	NR	±1	1.0	±3.0	
COAST GUARD	5	±2	32	NR	20	±17	NR		
White	4	±3	NR	NR	NR		NR		
Total Minority	6	±3	24	59	17	±16	29.0	±16.0	
Black	8	±3	21	NR	24	±17	NR		
Hispanic	6	±4	NR	NR	NR		NR		
Asian	6	±5	NR	NR	NR		NR		
Other Race/Ethnicity	5	±3	NR	NR	NR		NR		
Enlisted	5	±2	NR	NR	NR		NR		
E1 – E4	7	±4	NR	NR	NR		NR		
E5 – E9	4	±2	NR	NR	NR		NR		
Officers	4	±2	NR	NR	NR		NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who reported the situation to a military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Percentage Reporting Yes does not include those who indicated "Does not apply, it is still in process."

NR: Not reportable

46. Was your report found to be true?

1. Yes

2. No

3. They were unable to determine whether your report was true

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	2	±1	66	9	25	±12	
Enlisted	2	±1	63	9	27	±14	
E1 – E4	2	±1	NR	NR	NR		
E5 – E9	2	±1	64	10	25	±16	
Officers	2	±1	80	4	16	±17	
O1 – O3	2	±2	NR	1	NR	±4	
O4 – O6	1	±1	NR	NR	NR		
Male	2	±1	64	9	26	±14	
Female	2	±1	73	6	21	±14	
White	2	±1	NR	NR	NR		
Total Minority	3	±1	65	13	23	±15	
Black	4	±1	69	8	23	±12	
Hispanic	2	±1	NR	3	NR	±7	
AIAN	2	±2	NR	10	NR	±13	
Asian	2	±1	53	14	33	±15	
NHPI	2	±1	NR	NR	16	±17	
Two or More Races	3	±3	NR	NR	NR		
Not Deployed Past 12 Months	2	±1	61	3	36	±16	
Deployed Past 12 Months	3	±2	NR	NR	12	±11	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	8	±3	66	10	25	±13	
Experienced, Did Not Label	6	±2	NR	NR	NR		
Did Not Experience	NA		NA	NA	NA		
ARMY	2	±1	74	8	18	±14	
White	2	±2	NR	NR	NR		
Total Minority	3	±1	66	8	26	±12	
Black	5	±2	70	7	23	±16	
Hispanic	2	±1	NR	NR	NR		
Asian	3	±2	NR	NR	NR		
Other Race/Ethnicity	2	±1	NR	NR	NR		
Enlisted	2	±1	72	9	20	±17	
E1 – E4	2	±2	86	2	12	±16	
E5 – E9	2	±2	NR	NR	NR		
Officers	3	±3	NR	NR	NR		
NAVY	3	±2	NR	NR	NR		
White	3	±2	NR	NR	NR		
Total Minority	4	±2	NR	NR	16	±16	
Black	4	±2	NR	NR	NR		
Hispanic	4	±5	NR	NR	NR		
Asian	3	±2	NR	NR	NR		
Other Race/Ethnicity	6	±9	NR	NR	NR		
Enlisted	3	±2	NR	NR	NR		
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	NR	6	NR	±12	
Officers	2	±2	NR	NR	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

46. Was your report found to be true?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	1	±1	NR	7	NR	±13	
White	1	±2	NR	NR	NR		
Total Minority	2	±1	NR	NR	26	±17	
Black	4	±2	NR	NR	NR		
Hispanic	1	±1	NR	NR	NR		
Asian	1	±1	NR	NR	NR		
Other Race/Ethnicity	3	±3	NR	NR	NR		
Enlisted	1	±2	NR	7	NR	±14	
E1 – E4	1	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
AIR FORCE	1	±1	NR	6	NR	±12	
White	0	±1	NR	NR	NR		
Total Minority	2	±1	NR	7	NR	±13	
Black	3	±2	NR	NR	NR		
Hispanic	1	±1	NR	NR	3	±10	
Asian	1	±1	NR	NR	NR		
Other Race/Ethnicity	1	±1	NR	NR	NR		
Enlisted	1	±1	NR	6	NR	±12	
E1 – E4	1	±1	NR	1	NR	±5	
E5 – E9	1	±1	NR	NR	NR		
Officers	0	±1	NR	NR	NR		
COAST GUARD	2	±1	NR	3	NR	±6	
White	2	±2	NR	NR	NR		
Total Minority	1	±1	NR	NR	19	±16	
Black	2	±2	NR	NR	NR		
Hispanic	0	±1	NR	NR	NR		
Asian	2	±3	NR	NR	NR		
Other Race/Ethnicity	3	±2	NR	NR	NR		
Enlisted	1	±1	NR	2	NR	±7	
E1 – E4	1	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	2	±2	NR	NR	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

47. How satisfied were you with the outcome of your report?

1. Very dissatisfied
4. Satisfied

2. Dissatisfied
5. Very satisfied

3. Neither satisfied nor dissatisfied

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
TOTAL DOD	2	±1	26	12	22	27	13	±14	2.9	±0.4	
Enlisted	2	±1	26	12	25	27	10	±16	2.8	±0.4	
E1 – E4	2	±1	NR	NR	23	NR	9	±17	2.9	±0.6	
E5 – E9	2	±1	NR	13	27	21	11	±14	2.7	±0.5	
Officers	2	±1	NR	NR	8	NR	NR	±11	NR		
O1 – O3	2	±2	NR	NR	2	NR	NR	±6	NR		
O4 – O6	1	±1	NR	NR	NR	NR	NR		3.4	±0.6	
Male	2	±1	28	13	20	27	13	±16	2.8	±0.4	
Female	2	±1	17	6	34	29	14	±17	3.2	±0.4	
White	2	±1	NR	9	NR	NR	NR	±15	2.7	±0.7	
Total Minority	3	±1	20	14	21	28	16	±14	3.1	±0.4	
Black	4	±1	14	11	24	32	19	±13	3.3	±0.3	
Hispanic	2	±1	19	NR	16	NR	13	±17	2.9	±0.6	
AIAN	2	±2	NR	5	NR	NR	NR	±10	3.3	±0.6	
Asian	2	±1	21	12	32	19	15	±15	2.9	±0.4	
NHPI	2	±1	4	NR	NR	NR	13	±15	3.4	±0.5	
Two or More Races	3	±3	NR	3	NR	NR	NR	±8	NR		
Not Deployed Past 12 Months	2	±1	27	10	21	26	16	±17	2.9	±0.5	
Deployed Past 12 Months	3	±2	NR	NR	24	NR	9	±14	2.8	±0.6	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	8	±3	19	15	27	31	9	±15	3.0	±0.4	
Experienced, Did Not Label	6	±2	NR	NR	20	24	16	±15	2.9	±0.6	
Did Not Experience	NA		NA	NA	NA	NA	NA		NA		
ARMY	3	±1	18	9	19	39	15	±17	3.2	±0.4	
White	2	±2	NR	NR	NR	NR	NR		NR		
Total Minority	3	±1	18	10	21	37	13	±14	3.2	±0.4	
Black	5	±2	15	12	20	NR	15	±16	3.3	±0.5	
Hispanic	2	±1	NR	NR	NR	NR	NR		3.2	±0.6	
Asian	3	±2	NR	NR	NR	NR	4	±10	2.3	±0.6	
Other Race/Ethnicity	2	±1	NR	NR	18	NR	NR	±17	3.2	±0.6	
Enlisted	2	±1	14	11	22	NR	9	±16	3.2	±0.4	
E1 – E4	2	±2	9	3	NR	NR	NR	±14	3.6	±0.4	
E5 – E9	3	±2	NR	NR	NR	NR	12	±13	2.9	±0.6	
Officers	3	±3	NR	2	10	NR	NR	±16	NR		
NAVY	3	±2	NR	NR	19	15	10	±15	2.4	±0.6	
White	3	±2	NR	NR	NR	NR	NR		NR		
Total Minority	4	±2	NR	NR	NR	16	14	±15	2.7	±0.7	
Black	4	±2	NR	NR	NR	NR	NR		3.4	±0.5	
Hispanic	4	±5	NR	NR	NR	NR	NR		NR		
Asian	3	±2	NR	NR	NR	NR	NR		3.4	±0.6	
Other Race/Ethnicity	6	±9	NR	0	NR	NR	NR	±2	NR		
Enlisted	3	±2	NR	NR	21	12	8	±17	2.3	±0.6	
E1 – E4	4	±3	NR	NR	NR	9	8	±15	NR		
E5 – E9	3	±2	NR	NR	NR	NR	9	±13	NR		
Officers	2	±2	NR	NR	0	NR	NR	±1	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

47. How satisfied were you with the outcome of your report?

	Percent Responding		Percentages					Max ME	Average Satisfaction		
			1	2	3	4	5				
MARINE CORPS	1	±1	6	6	NR	NR	9	±13	3.2	±0.3	
White	1	±2	NR	NR	NR	NR	0	±3	3.1	±0.3	
Total Minority	2	±1	11	13	NR	NR	19	±17	3.5	±0.4	
Black	4	±2	NR	NR	NR	NR	NR		3.5	±0.6	
Hispanic	1	±1	NR	NR	NR	NR	NR		NR		
Asian	1	±1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	±3	NR	NR	NR	NR	NR		3.9	±0.4	
Enlisted	2	±2	5	6	NR	NR	8	±13	3.3	±0.3	
E1 – E4	1	±2	NR	2	NR	NR	NR	±9	3.2	±0.3	
E5 – E9	2	±2	6	NR	NR	NR	NR	±12	3.4	±0.4	
Officers	1	±1	NR	NR	NR	NR	NR		NR		
AIR FORCE	1	±1	NR	NR	NR	NR	NR		NR		
White	0	±1	NR	NR	NR	NR	NR		NR		
Total Minority	2	±1	NR	NR	NR	NR	NR		3.3	±0.6	
Black	3	±2	NR	NR	NR	NR	NR		NR		
Hispanic	1	±1	NR	6	NR	NR	NR	±13	NR		
Asian	1	±1	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	1	±1	NR	NR	NR	NR	4	±11	3.3	±0.5	
Enlisted	1	±1	NR	NR	NR	NR	NR		NR		
E1 – E4	1	±1	NR	NR	NR	5	NR	±12	NR		
E5 – E9	1	±1	NR	3	NR	NR	NR	±10	NR		
Officers	0	±1	NR	NR	NR	NR	NR		NR		
COAST GUARD	2	±1	5	NR	13	NR	NR	±15	NR		
White	2	±2	NR	NR	NR	NR	NR		NR		
Total Minority	1	±1	NR	6	NR	NR	NR	±10	3.4	±0.7	
Black	2	±2	NR	NR	NR	NR	NR		NR		
Hispanic	0	±1	NR	NR	NR	NR	NR		NR		
Asian	2	±3	NR	NR	NR	NR	NR		NR		
Other Race/Ethnicity	3	±2	NR	NR	NR	NR	NR		NR		
Enlisted	1	±1	6	NR	6	NR	NR	±12	NR		
E1 – E4	1	±2	NR	NR	NR	NR	NR		NR		
E5 – E9	2	±2	NR	NR	NR	NR	NR		NR		
Officers	2	±2	NR	NR	NR	NR	NR		NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

48. In response to your report, was official action taken against...

a. You?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	2	±1	11	77	12	±14	
Enlisted	2	±1	11	75	14	±16	
E1 – E4	2	±1	10	NR	NR	±11	
E5 – E9	2	±1	13	82	5	±13	
Officers	2	±1	7	91	NR	±14	
O1 – O3	2	±2	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
Male	2	±1	12	75	13	±17	
Female	2	±1	5	89	6	±11	
White	2	±1	7	NR	NR	±13	
Total Minority	3	±1	14	80	6	±9	
Black	4	±1	17	77	6	±13	
Hispanic	2	±1	11	85	NR	±18	
AIAN	2	±2	6	NR	NR	±10	
Asian	2	±1	20	64	16	±17	
NHPI	2	±1	NR	NR	NR		
Two or More Races	3	±3	3	NR	NR	±10	
Not Deployed Past 12 Months	2	±1	15	68	NR	±17	
Deployed Past 12 Months	3	±2	5	89	6	±11	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	8	±3	20	73	7	±13	
Experienced, Did Not Label	6	±2	5	NR	NR	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	2	±1	10	87	3	±12	
White	2	±2	NR	NR	NR		
Total Minority	3	±1	14	81	5	±14	
Black	5	±2	NR	NR	NR		
Hispanic	2	±1	NR	NR	NR		
Asian	3	±2	NR	NR	NR		
Other Race/Ethnicity	2	±1	2	NR	NR	±7	
Enlisted	2	±1	12	85	3	±15	
E1 – E4	2	±2	NR	NR	5	±11	
E5 – E9	3	±2	NR	NR	0	±2	
Officers	3	±3	NR	NR	NR		
NAVY	3	±2	9	NR	NR	±10	
White	3	±2	NR	NR	NR		
Total Minority	4	±2	11	82	7	±16	
Black	4	±2	NR	NR	NR		
Hispanic	4	±5	NR	NR	NR		
Asian	2	±2	NR	NR	NR		
Other Race/Ethnicity	6	±9	NR	NR	NR		
Enlisted	3	±2	8	NR	NR	±11	
E1 – E4	4	±3	NR	NR	NR		
E5 – E9	3	±2	7	NR	NR	±14	
Officers	2	±2	NR	NR	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

48. In response to your report, was official action taken against...

a. You?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	1	±1	NR	NR	NR		
White	1	±2	NR	NR	NR		
Total Minority	2	±1	NR	NR	11	±16	
Black	4	±2	NR	NR	NR		
Hispanic	1	±1	NR	NR	NR		
Asian	1	±1	NR	NR	NR		
Other Race/Ethnicity	3	±3	NR	NR	NR		
Enlisted	2	±2	NR	NR	NR		
E1 – E4	1	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
AIR FORCE	1	±1	NR	NR	NR		
White	0	±1	NR	NR	NR		
Total Minority	2	±1	NR	NR	NR		
Black	3	±2	NR	NR	NR		
Hispanic	1	±1	1	99	NR	±6	
Asian	1	±1	NR	NR	NR		
Other Race/Ethnicity	1	±1	NR	NR	NR		
Enlisted	1	±1	NR	NR	NR		
E1 – E4	1	±1	NR	NR	NR		
E5 – E9	1	±1	NR	NR	NR		
Officers	0	±1	NR	NR	NR		
COAST GUARD	2	±1	NR	NR	NR		
White	2	±2	NR	NR	NR		
Total Minority	1	±1	9	91	NR	±14	
Black	2	±2	NR	NR	NR		
Hispanic	0	±1	NR	NR	NR		
Asian	2	±3	NR	NR	NR		
Other Race/Ethnicity	3	±2	NR	NR	NR		
Enlisted	1	±1	NR	NR	NR		
E1 – E4	1	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	2	±2	NR	NR	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

48. In response to your report, was official action taken against...

b. One or more of the person(s) who bothered you?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	2	±1	23	51	26	±12	
Enlisted	2	±1	26	47	27	±14	
E1 – E4	2	±1	24	NR	NR	±16	
E5 – E9	2	±1	NR	NR	19	±14	
Officers	2	±1	NR	NR	NR		
O1 – O3	2	±2	NR	NR	NR		
O4 – O6	1	±1	NR	NR	NR		
Male	2	±1	20	53	27	±14	
Female	2	±1	NR	41	20	±15	
White	2	±1	NR	NR	NR		
Total Minority	3	±1	22	54	23	±11	
Black	4	±1	30	41	29	±13	
Hispanic	2	±1	5	NR	NR	±9	
AIAN	2	±2	NR	NR	NR		
Asian	2	±1	31	55	15	±16	
NHPI	2	±1	NR	NR	NR		
Two or More Races	3	±3	NR	NR	NR		
Not Deployed Past 12 Months	2	±1	20	49	31	±18	
Deployed Past 12 Months	3	±2	NR	NR	20	±14	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	8	±3	25	52	23	±13	
Experienced, Did Not Label	6	±2	22	NR	NR	±17	
Did Not Experience	NA		NA	NA	NA		
ARMY	3	±1	25	53	22	±15	
White	2	±2	NR	NR	NR		
Total Minority	3	±1	24	49	26	±15	
Black	5	±2	NR	NR	25	±17	
Hispanic	2	±1	NR	NR	NR		
Asian	3	±2	NR	NR	NR		
Other Race/Ethnicity	2	±1	NR	NR	16	±18	
Enlisted	2	±1	33	NR	22	±18	
E1 – E4	2	±2	NR	NR	NR		
E5 – E9	3	±2	NR	NR	NR		
Officers	3	±3	NR	NR	NR		
NAVY	3	±2	NR	NR	NR		
White	3	±2	NR	NR	NR		
Total Minority	4	±2	11	NR	17	±18	
Black	4	±2	NR	NR	NR		
Hispanic	4	±5	0	NR	NR	±4	
Asian	2	±2	NR	NR	NR		
Other Race/Ethnicity	6	±9	NR	NR	NR		
Enlisted	3	±2	NR	NR	NR		
E1 – E4	4	±3	5	NR	NR	±10	
E5 – E9	3	±2	NR	NR	NR		
Officers	2	±2	NR	NR	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

48. In response to your report, was official action taken against...

b. One or more of the person(s) who bothered you?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	1	±1	NR	NR	NR		
White	1	±2	0	NR	NR	±3	
Total Minority	2	±1	NR	NR	14	±16	
Black	4	±2	NR	NR	NR		
Hispanic	1	±1	NR	NR	NR		
Asian	1	±1	NR	NR	NR		
Other Race/Ethnicity	3	±3	NR	NR	NR		
Enlisted	2	±2	NR	NR	NR		
E1 – E4	1	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	NR		
Officers	1	±1	NR	NR	NR		
AIR FORCE	1	±1	NR	NR	NR		
White	0	±1	NR	NR	NR		
Total Minority	2	±1	NR	NR	NR		
Black	3	±2	NR	NR	NR		
Hispanic	1	±1	NR	NR	NR		
Asian	1	±1	NR	NR	NR		
Other Race/Ethnicity	1	±1	NR	NR	NR		
Enlisted	1	±1	NR	NR	NR		
E1 – E4	1	±1	NR	NR	NR		
E5 – E9	1	±1	NR	NR	NR		
Officers	0	±1	NR	NR	NR		
COAST GUARD	2	±1	NR	NR	9	±15	
White	2	±2	NR	NR	NR		
Total Minority	1	±1	NR	NR	NR		
Black	2	±2	NR	NR	NR		
Hispanic	0	±1	NR	NR	NR		
Asian	2	±3	NR	NR	NR		
Other Race/Ethnicity	3	±2	NR	NR	NR		
Enlisted	1	±1	NR	NR	2	±6	
E1 – E4	1	±2	NR	NR	NR		
E5 – E9	2	±2	NR	NR	2	±6	
Officers	2	±2	NR	NR	NR		

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), who reported the situation to a military individual or organization (Q42), and who knew the outcome of their report (Q45). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

49. Was the situation corrected?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	28	±2	47	±4	
Enlisted	30	±2	48	±4	
E1 – E4	33	±4	47	±6	
E5 – E9	26	±3	49	±5	
Officers	23	±3	42	±7	
O1 – O3	26	±4	42	±9	
O4 – O6	17	±4	43	±13	
Male	28	±2	48	±5	
Female	28	±4	40	±7	
White	25	±3	47	±7	
Total Minority	34	±2	47	±3	
Black	33	±3	49	±5	
Hispanic	34	±4	47	±6	
AIAN	37	±19	NR		
Asian	38	±3	48	±5	
NHPI	25	±4	50	±7	
Two or More Races	31	±6	40	±11	
Not Deployed Past 12 Months	27	±2	49	±5	
Deployed Past 12 Months	33	±4	42	±7	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	90	±3	32	±5	
Experienced, Did Not Label	87	±3	54	±5	
Did Not Experience	NA		NA		
ARMY	34	±4	46	±7	
White	33	±6	49	±11	
Total Minority	36	±3	42	±5	
Black	33	±4	43	±8	
Hispanic	39	±6	42	±8	
Asian	43	±7	49	±8	
Other Race/Ethnicity	37	±12	37	±17	
Enlisted	35	±4	46	±8	
E1 – E4	38	±7	45	±11	
E5 – E9	32	±5	48	±9	
Officers	28	±6	42	±12	
NAVY	30	±3	49	±6	
White	24	±5	47	±12	
Total Minority	37	±3	51	±6	
Black	36	±5	55	±9	
Hispanic	38	±6	49	±10	
Asian	44	±6	50	±7	
Other Race/Ethnicity	33	±8	42	±15	
Enlisted	31	±4	49	±7	
E1 – E4	36	±6	51	±10	
E5 – E9	27	±4	46	±9	
Officers	20	±4	50	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

49. Was the situation corrected?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
MARINE CORPS	29	±4	50	±8	
White	26	±6	45	±12	
Total Minority	34	±5	56	±8	
Black	43	±6	48	±11	
Hispanic	30	±7	63	±12	
Asian	38	±9	51	±8	
Other Race/Ethnicity	34	±12	NR		
Enlisted	30	±4	50	±8	
E1 – E4	32	±6	48	±11	
E5 – E9	27	±5	55	±9	
Officers	21	±4	49	±9	
AIR FORCE	18	±3	45	±7	
White	14	±3	43	±12	
Total Minority	25	±4	47	±8	
Black	28	±5	56	±9	
Hispanic	24	±8	NR		
Asian	21	±4	39	±9	
Other Race/Ethnicity	21	±7	NR		
Enlisted	18	±3	48	±9	
E1 – E4	18	±5	47	±13	
E5 – E9	18	±4	49	±11	
Officers	16	±4	32	±12	
COAST GUARD	24	±4	58	±8	
White	21	±4	61	±11	
Total Minority	32	±5	54	±8	
Black	32	±5	52	±9	
Hispanic	31	±6	50	±12	
Asian	36	±10	58	±16	
Other Race/Ethnicity	32	±11	NR		
Enlisted	25	±4	60	±9	
E1 – E4	28	±7	59	±14	
E5 – E9	23	±5	61	±10	
Officers	17	±4	45	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

50. As a result of the situation, did you experience any...

a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	12	68	20	±4	
Enlisted	30	±2	12	66	21	±4	
E1 – E4	32	±4	12	67	20	±6	
E5 – E9	27	±3	13	65	23	±5	
Officers	23	±3	9	78	13	±6	
O1 – O3	27	±4	8	79	13	±8	
O4 – O6	17	±4	10	73	17	±13	
Male	28	±2	11	68	21	±4	
Female	29	±4	16	66	18	±7	
White	25	±3	11	67	22	±6	
Total Minority	34	±2	13	69	18	±3	
Black	34	±3	14	71	16	±5	
Hispanic	34	±4	13	70	17	±5	
AIAN	37	±19	9	NR	NR	±11	
Asian	38	±3	8	69	23	±4	
NHPI	25	±4	11	63	27	±7	
Two or More Races	31	±6	16	61	23	±17	
Not Deployed Past 12 Months	27	±2	10	69	21	±5	
Deployed Past 12 Months	33	±4	16	66	18	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	89	±3	21	58	20	±6	
Experienced, Did Not Label	87	±3	7	72	20	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	14	66	20	±6	
White	32	±6	11	69	20	±11	
Total Minority	36	±3	17	63	20	±5	
Black	33	±4	17	67	15	±7	
Hispanic	39	±6	17	66	18	±8	
Asian	41	±7	14	61	25	±8	
Other Race/Ethnicity	36	±12	17	NR	NR	±14	
Enlisted	35	±4	15	64	21	±7	
E1 – E4	37	±7	14	66	19	±11	
E5 – E9	32	±5	15	61	24	±9	
Officers	29	±6	10	77	12	±10	
NAVY	30	±3	11	66	24	±6	
White	24	±5	11	63	27	±12	
Total Minority	38	±3	10	68	21	±6	
Black	36	±5	9	73	18	±8	
Hispanic	38	±6	14	66	20	±10	
Asian	44	±6	5	72	23	±7	
Other Race/Ethnicity	33	±8	13	NR	NR	±10	
Enlisted	31	±4	12	63	25	±7	
E1 – E4	36	±6	14	64	22	±10	
E5 – E9	27	±4	8	63	29	±10	
Officers	21	±4	2	85	13	±9	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

50. As a result of the situation, did you experience any...

- a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	7	70	23	±8	
White	26	±6	7	64	29	±12	
Total Minority	34	±5	7	79	15	±6	
Black	43	±6	8	79	14	±8	
Hispanic	31	±7	7	78	15	±11	
Asian	38	±8	8	69	23	±7	
Other Race/Ethnicity	34	±12	5	86	9	±9	
Enlisted	30	±4	7	69	24	±8	
E1 – E4	32	±6	7	66	28	±11	
E5 – E9	27	±5	8	78	13	±8	
Officers	21	±4	4	83	14	±8	
AIR FORCE	18	±3	13	73	14	±7	
White	14	±3	14	71	15	±11	
Total Minority	24	±4	12	76	11	±9	
Black	28	±5	13	73	13	±10	
Hispanic	24	±8	NR	NR	8	±6	
Asian	21	±4	2	80	18	±9	
Other Race/Ethnicity	21	±7	NR	NR	9	±8	
Enlisted	18	±3	13	74	13	±8	
E1 – E4	18	±5	10	82	8	±12	
E5 – E9	18	±4	16	67	17	±11	
Officers	17	±4	13	70	17	±12	
COAST GUARD	23	±3	9	72	19	±8	
White	20	±4	9	72	19	±11	
Total Minority	31	±5	7	74	20	±11	
Black	32	±5	10	80	10	±8	
Hispanic	31	±6	7	73	20	±14	
Asian	35	±10	4	80	16	±15	
Other Race/Ethnicity	29	±10	4	NR	NR	±5	
Enlisted	25	±4	9	70	21	±9	
E1 – E4	28	±7	9	66	25	±15	
E5 – E9	22	±5	10	74	16	±11	
Officers	17	±4	5	85	10	±9	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

50. As a result of the situation, did you experience any...

b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	28	±2	14	66	20	±4	
Enlisted	30	±2	15	65	21	±4	
E1 – E4	32	±4	15	65	20	±6	
E5 – E9	27	±3	14	65	21	±5	
Officers	23	±3	9	77	14	±6	
O1 – O3	27	±4	8	76	16	±8	
O4 – O6	17	±4	9	77	14	±12	
Male	28	±2	13	67	20	±4	
Female	29	±4	17	65	19	±7	
White	25	±3	14	65	22	±6	
Total Minority	34	±2	14	68	18	±3	
Black	34	±3	16	69	15	±5	
Hispanic	34	±4	13	68	18	±5	
AIAN	37	±19	7	78	14	±16	
Asian	38	±3	11	64	25	±5	
NHPI	25	±4	11	63	26	±7	
Two or More Races	31	±6	14	69	17	±15	
Not Deployed Past 12 Months	27	±2	12	67	21	±5	
Deployed Past 12 Months	33	±4	18	66	16	±7	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	89	±3	26	56	18	±6	
Experienced, Did Not Label	87	±3	8	71	21	±5	
Did Not Experience	NA		NA	NA	NA		
ARMY	34	±4	13	67	20	±6	
White	32	±6	11	68	21	±11	
Total Minority	36	±3	16	65	19	±5	
Black	33	±4	16	69	15	±7	
Hispanic	39	±6	16	64	20	±8	
Asian	42	±7	16	58	27	±8	
Other Race/Ethnicity	37	±12	14	NR	NR	±14	
Enlisted	35	±4	14	65	21	±7	
E1 – E4	37	±7	15	65	20	±11	
E5 – E9	32	±5	13	64	23	±9	
Officers	29	±6	8	78	13	±9	
NAVY	30	±3	15	63	22	±7	
White	24	±5	18	57	24	±13	
Total Minority	38	±3	12	68	20	±5	
Black	36	±5	13	68	19	±9	
Hispanic	38	±6	11	68	20	±9	
Asian	44	±6	9	65	25	±7	
Other Race/Ethnicity	33	±8	16	70	14	±13	
Enlisted	31	±4	16	61	23	±7	
E1 – E4	36	±6	18	63	20	±10	
E5 – E9	27	±4	15	58	27	±10	
Officers	21	±4	6	80	14	±10	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

50. As a result of the situation, did you experience any...

b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	29	±4	9	68	22	±8	
White	26	±6	9	62	29	±12	
Total Minority	34	±5	9	76	14	±6	
Black	43	±6	12	76	12	±8	
Hispanic	31	±7	9	75	16	±11	
Asian	38	±8	7	71	21	±7	
Other Race/Ethnicity	34	±12	4	86	10	±8	
Enlisted	30	±4	10	67	23	±8	
E1 – E4	32	±6	11	62	27	±11	
E5 – E9	27	±5	8	78	14	±8	
Officers	21	±4	3	84	13	±8	
AIR FORCE	18	±3	17	69	13	±7	
White	14	±3	18	68	13	±12	
Total Minority	25	±4	16	71	13	±8	
Black	28	±5	22	66	12	±10	
Hispanic	24	±8	NR	NR	13	±16	
Asian	21	±4	7	73	20	±9	
Other Race/Ethnicity	21	±7	8	80	12	±13	
Enlisted	18	±3	18	70	12	±8	
E1 – E4	18	±5	18	73	8	±13	
E5 – E9	18	±4	18	67	16	±11	
Officers	17	±4	14	68	18	±13	
COAST GUARD	23	±3	11	70	20	±8	
White	20	±4	11	69	20	±11	
Total Minority	31	±5	10	70	20	±10	
Black	32	±5	12	75	13	±9	
Hispanic	31	±6	11	73	16	±16	
Asian	35	±10	4	79	16	±16	
Other Race/Ethnicity	29	±10	7	NR	NR	±10	
Enlisted	25	±4	10	69	21	±9	
E1 – E4	28	±7	10	66	24	±15	
E5 – E9	22	±5	11	71	19	±11	
Officers	17	±4	13	76	11	±11	

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

50. What types of retaliation did you experience as a result of the situation? Constructed from Q50.

1. Professional retaliation (single only) 2. Social retaliation (single only) 3. Both professional and social retaliation
 4. Neither professional nor social retaliation

	Percent Responding		Percentages				Max ME
			1	2	3	4	
TOTAL DOD	28	±2	4	6	8	82	±3
Enlisted	30	±2	4	6	9	82	±4
E1 – E4	32	±4	3	6	9	82	±5
E5 – E9	27	±3	4	6	8	82	±4
Officers	23	±3	4	4	4	87	±5
O1 – O3	27	±4	5	5	3	86	±7
O4 – O6	17	±4	3	2	7	87	±9
Male	28	±2	3	5	8	83	±4
Female	29	±4	7	7	9	77	±6
White	25	±3	3	6	8	83	±5
Total Minority	34	±2	5	6	8	82	±3
Black	34	±3	4	6	10	80	±4
Hispanic	35	±4	5	5	8	81	±5
AIAN	37	±19	5	3	4	88	±11
Asian	38	±3	3	6	6	86	±3
NHPI	26	±4	4	4	6	85	±6
Two or More Races	31	±6	6	4	10	80	±10
Not Deployed Past 12 Months	27	±2	3	5	6	85	±3
Deployed Past 12 Months	33	±4	5	7	11	77	±6
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	90	±3	7	11	15	68	±5
Experienced, Did Not Label	87	±3	3	3	5	89	±4
Did Not Experience	NA		NA	NA	NA	NA	
ARMY	34	±4	5	4	9	82	±5
White	32	±6	4	3	8	85	±9
Total Minority	37	±3	7	5	10	78	±4
Black	33	±4	7	5	11	78	±7
Hispanic	39	±6	7	6	10	77	±7
Asian	42	±7	5	7	9	79	±6
Other Race/Ethnicity	37	±12	7	4	10	79	±14
Enlisted	35	±4	5	4	10	81	±6
E1 – E4	37	±7	5	5	10	81	±9
E5 – E9	32	±5	5	4	10	82	±6
Officers	29	±6	6	4	5	86	±8
NAVY	30	±3	3	7	8	82	±6
White	24	±5	2	10	9	80	±13
Total Minority	38	±3	4	6	7	84	±4
Black	37	±5	2	5	7	86	±7
Hispanic	38	±6	8	6	5	80	±10
Asian	44	±6	1	5	4	90	±6
Other Race/Ethnicity	33	±8	2	5	11	82	±11
Enlisted	31	±4	3	8	8	81	±7
E1 – E4	36	±6	3	6	11	79	±10
E5 – E9	27	±4	3	10	5	82	±11
Officers	21	±4	0	4	2	94	±7

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Active duty members who indicated that they did not experience or did not know if they experienced professional and social retaliation are included in the "Neither professional nor social retaliation" category.

NA: Not applicable

50. What types of retaliation did you experience as a result of the situation? Constructed from Q50.

	Percent Responding		Percentages				Max ME
			1	2	3	4	
MARINE CORPS	29	±4	2	5	5	88	±6
White	26	±6	NR	5	4	88	±11
Total Minority	35	±5	1	4	5	89	±4
Black	43	±6	1	5	7	87	±7
Hispanic	31	±7	1	4	5	89	±8
Asian	38	±9	3	3	5	89	±5
Other Race/Ethnicity	34	±12	1	0	4	95	±6
Enlisted	30	±4	2	5	5	88	±7
E1 – E4	32	±6	NR	6	4	87	±9
E5 – E9	27	±5	3	2	6	89	±7
Officers	21	±4	1	1	2	96	±4
AIR FORCE	18	±3	4	8	9	79	±7
White	14	±3	5	9	9	77	±11
Total Minority	25	±4	4	7	9	81	±9
Black	28	±5	3	11	10	76	±10
Hispanic	24	±8	1	3	NR	NR	±4
Asian	22	±4	1	6	1	92	±7
Other Race/Ethnicity	21	±7	NR	4	3	NR	±9
Enlisted	18	±3	4	8	10	79	±8
E1 – E4	18	±5	1	10	8	80	±13
E5 – E9	18	±4	6	7	10	77	±10
Officers	17	±4	7	7	7	79	±12
COAST GUARD	23	±3	3	5	5	86	±6
White	20	±4	3	5	6	86	±9
Total Minority	31	±5	4	7	3	87	±9
Black	32	±5	3	5	7	85	±8
Hispanic	31	±6	NR	NR	2	84	±16
Asian	35	±10	NR	NR	4	96	±11
Other Race/Ethnicity	29	±10	2	5	2	91	±10
Enlisted	25	±4	4	5	6	86	±8
E1 – E4	28	±7	NR	4	6	87	±13
E5 – E9	22	±5	4	5	5	85	±10
Officers	17	±4	2	9	3	85	±10

Note. Percent responding are active duty members who answered the question and who experienced potential race/ethnicity-related behaviors (Q28/Q31). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination. Active duty members who indicated that they did not experience or did not know if they experienced professional and social retaliation are included in the "Neither professional nor social retaliation" category.

NR: Not reportable

51. What were your reasons for not reporting the situation to any military individuals or organizations? {Subitems a-h}

- a. You thought it was not important enough to report. b. You did not know how to report. c. You felt uncomfortable making a report.
- d. You took care of the problem yourself. e. You did not think anything would be done. f. You thought you would not be believed.
- g. You thought reporting would take too much time and effort. h. You thought you would be labeled a troublemaker.

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
TOTAL DOD	21	±2	44	9	24	37	34	18	24	24	±5
Enlisted	21	±2	43	10	23	37	35	18	24	24	±5
E1 – E4	24	±3	43	11	23	36	36	20	30	23	±8
E5 – E9	19	±2	43	8	24	38	33	16	16	25	±6
Officers	17	±3	51	6	24	42	31	18	22	26	±8
O1 – O3	19	±4	55	6	19	44	25	16	21	25	±10
O4 – O6	14	±4	45	6	35	38	41	21	26	27	±16
Male	21	±2	44	9	22	37	33	18	24	23	±5
Female	17	±3	43	10	32	42	39	21	22	29	±9
White	19	±3	41	7	21	31	34	18	23	21	±8
Total Minority	24	±2	48	12	27	46	34	19	25	27	±4
Black	21	±2	42	11	26	48	36	17	24	27	±6
Hispanic	25	±3	53	12	27	43	34	21	25	27	±7
AIAN	29	±18	NR	NR	NR	NR	NR	NR	NR	NR	
Asian	30	±3	55	12	30	50	29	16	29	27	±5
NHPI	19	±3	47	12	24	47	32	17	24	22	±7
Two or More Races	20	±5	42	8	20	41	28	14	27	21	±13
Not Deployed Past 12 Months	19	±2	43	8	23	36	31	17	20	23	±5
Deployed Past 12 Months	23	±4	47	12	25	40	41	21	32	27	±9
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	55	±5	46	19	47	36	62	41	42	49	±8
Experienced, Did Not Label	68	±5	43	6	15	38	24	10	17	15	±5
Did Not Experience	NA		NA	NA	NA	NA	NA	NA	NA	NA	
ARMY	24	±4	39	10	26	33	41	24	26	27	±8
White	23	±6	35	7	23	27	40	26	25	23	±13
Total Minority	24	±3	44	14	31	41	42	22	27	33	±7
Black	19	±4	36	9	27	41	42	17	25	28	±9
Hispanic	28	±5	51	16	33	40	44	25	29	36	±11
Asian	33	±6	54	16	32	48	33	17	32	35	±10
Other Race/Ethnicity	25	±11	NR	NR	NR	NR	NR	NR	23	NR	±17
Enlisted	24	±4	37	11	26	31	42	24	26	27	±9
E1 – E4	27	±6	35	13	26	29	44	27	33	28	±13
E5 – E9	20	±4	40	8	25	34	38	19	16	25	±11
Officers	21	±5	49	6	29	46	35	23	24	30	±13
NAVY	21	±3	48	9	26	39	30	16	22	23	±7
White	17	±4	47	6	24	31	30	15	20	20	±14
Total Minority	26	±3	49	12	28	47	30	16	24	25	±6
Black	23	±5	44	12	26	51	30	12	24	24	±11
Hispanic	27	±5	50	16	30	41	32	21	24	28	±12
Asian	34	±5	53	10	32	52	27	17	26	24	±9
Other Race/Ethnicity	21	±5	53	10	24	44	29	14	23	23	±12
Enlisted	22	±3	48	9	27	39	31	17	23	23	±8
E1 – E4	23	±5	56	9	27	42	30	17	27	18	±12
E5 – E9	20	±4	39	8	28	36	32	16	18	27	±10
Officers	15	±4	49	10	18	39	23	9	17	22	±13

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who did not report the situation to any military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

51. What were your reasons for not reporting the situation to any military individuals or organizations? {Subitems a-h}

	Percent Responding		Percentages								Max ME
			a	b	c	d	e	f	g	h	
MARINE CORPS	25	±4	43	8	14	39	23	11	27	18	±9
White	23	±5	38	7	11	29	22	7	29	17	±13
Total Minority	28	±4	50	9	19	52	24	16	24	18	±10
Black	33	±7	42	NR	23	57	25	NR	32	27	±17
Hispanic	27	±7	55	5	17	53	23	16	20	14	±16
Asian	33	±8	57	9	21	50	25	13	28	21	±9
Other Race/Ethnicity	25	±9	NR	9	16	NR	22	10	22	15	±14
Enlisted	26	±4	43	8	15	39	23	11	28	18	±9
E1 – E4	28	±6	42	9	16	37	24	12	34	20	±12
E5 – E9	21	±4	44	5	12	45	22	9	14	14	±11
Officers	18	±4	49	5	12	39	19	9	14	11	±10
AIR FORCE	13	±2	54	8	22	46	33	14	17	24	±9
White	11	±3	53	7	21	42	34	11	15	24	±13
Total Minority	17	±3	55	10	23	50	31	18	20	24	±9
Black	18	±4	55	12	27	58	37	22	17	29	±11
Hispanic	16	±7	NR	6	19	NR	22	14	18	19	±13
Asian	17	±4	64	11	25	50	28	13	30	20	±10
Other Race/Ethnicity	15	±5	44	NR	20	39	NR	NR	27	NR	±15
Enlisted	13	±3	52	9	22	48	33	14	15	23	±10
E1 – E4	12	±4	51	11	22	49	36	16	16	17	±16
E5 – E9	13	±4	54	8	22	47	31	12	15	27	±12
Officers	13	±4	60	4	23	37	31	18	25	28	±14
COAST GUARD	17	±3	50	8	21	40	21	10	12	19	±9
White	15	±4	50	8	23	36	20	12	8	19	±13
Total Minority	24	±4	50	7	17	48	21	8	19	17	±10
Black	22	±5	50	8	10	46	24	7	20	12	±11
Hispanic	24	±6	50	NR	22	41	20	7	17	22	±13
Asian	28	±9	NR	12	18	NR	29	16	27	9	±18
Other Race/Ethnicity	22	±10	NR	7	10	NR	18	9	19	12	±15
Enlisted	18	±4	47	8	19	41	17	8	10	18	±10
E1 – E4	19	±6	NR	NR	31	39	21	13	9	20	±18
E5 – E9	18	±4	49	8	10	42	14	5	11	17	±12
Officers	12	±3	65	9	31	36	46	22	25	23	±13

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who did not report the situation to any military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

51. What were your reasons for not reporting the situation to any military individuals or organizations? {Subitems i-p}

- i. You thought it would make your work situation unpleasant.
- j. You thought your performance evaluation or chance for promotion would suffer.
- k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends.
- l. You were afraid of retaliation/reprisals from your chain of command.
- m. You were encouraged to withdraw your report.
- n. You did not know the identity of the person(s) who did it.
- o. Situation only involved civilian(s) off an installation.
- p. Other reason(s)

	Percent Responding		Percentages								Max ME
			i	j	k	l	m	n	o	p	
TOTAL DOD	21	±2	30	20	21	20	3	6	4	10	±4
Enlisted	21	±2	30	20	22	21	4	6	4	10	±5
E1 – E4	24	±3	29	19	20	22	4	5	3	9	±7
E5 – E9	19	±2	31	22	23	19	3	7	6	11	±6
Officers	17	±3	29	18	16	16	2	7	3	11	±7
O1 – O3	19	±4	30	17	18	16	2	6	2	10	±9
O4 – O6	14	±4	28	24	15	16	2	9	3	11	±15
Male	21	±2	28	19	20	20	3	6	4	9	±5
Female	17	±3	39	26	26	22	6	7	4	15	±9
White	19	±3	26	17	20	19	3	4	4	8	±7
Total Minority	24	±2	33	24	21	21	4	8	5	12	±4
Black	21	±2	36	25	20	23	4	10	6	13	±6
Hispanic	25	±3	30	23	22	20	4	8	4	11	±6
AIAN	29	±18	NR	NR	NR	NR	1	3	3	NR	±5
Asian	30	±3	34	21	20	17	5	9	6	9	±5
NHPI	19	±3	28	22	18	17	5	9	7	13	±7
Two or More Races	20	±5	30	17	15	16	3	6	2	9	±11
Not Deployed Past 12 Months	19	±2	30	19	19	19	4	6	3	11	±5
Deployed Past 12 Months	23	±4	30	22	24	23	3	7	7	9	±9
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	55	±5	57	42	43	40	8	11	4	19	±8
Experienced, Did Not Label	68	±5	19	12	12	12	2	4	5	7	±5
Did Not Experience	NA		NA	NA	NA	NA	NA	NA	NA	NA	
ARMY	24	±4	32	23	25	26	4	6	3	11	±8
White	23	±6	29	19	24	25	4	4	2	7	±13
Total Minority	24	±3	37	28	27	27	5	8	4	16	±7
Black	19	±4	41	29	26	30	3	10	4	15	±9
Hispanic	28	±5	32	26	27	24	6	8	4	15	±11
Asian	33	±6	40	25	24	22	6	9	4	13	±9
Other Race/Ethnicity	25	±11	NR	NR	NR	NR	4	3	2	NR	±11
Enlisted	24	±4	33	23	27	27	5	5	3	11	±9
E1 – E4	27	±6	33	23	26	30	6	3	1	10	±13
E5 – E9	20	±4	32	24	29	22	2	8	6	13	±11
Officers	21	±5	31	22	18	19	0	8	1	10	±13
NAVY	21	±3	31	21	19	17	3	5	6	9	±7
White	17	±4	27	19	21	17	3	4	6	8	±13
Total Minority	26	±3	34	23	17	18	4	7	6	9	±6
Black	23	±5	32	22	12	15	5	7	9	8	±10
Hispanic	27	±5	36	25	20	21	2	6	2	12	±12
Asian	34	±5	32	19	19	15	6	8	7	6	±8
Other Race/Ethnicity	21	±5	37	21	19	22	3	7	4	11	±12
Enlisted	22	±3	31	22	20	18	3	5	6	8	±7
E1 – E4	23	±5	29	17	19	16	2	4	6	5	±11
E5 – E9	20	±4	34	27	21	21	5	7	6	11	±10
Officers	15	±4	24	12	13	12	3	6	4	16	±11

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who did not report the situation to any military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

NA: Not applicable

51. What were your reasons for not reporting the situation to any military individuals or organizations? {Subitems i-p}

	Percent Responding		Percentages								Max ME
			i	j	k	l	m	n	o	p	
MARINE CORPS	25	±4	19	14	12	13	3	8	6	11	±7
White	23	±5	14	9	9	10	2	6	5	12	±12
Total Minority	28	±4	25	19	17	16	3	11	7	10	±9
Black	33	±7	33	26	NR	20	2	NR	7	NR	±18
Hispanic	27	±7	23	17	18	16	3	11	7	7	±13
Asian	33	±8	24	18	13	14	4	12	11	8	±13
Other Race/Ethnicity	25	±9	22	17	9	9	1	7	4	9	±14
Enlisted	26	±4	20	14	13	13	3	8	5	11	±8
E1 – E4	28	±6	20	15	14	14	3	10	4	12	±10
E5 – E9	21	±4	19	12	10	9	1	5	8	8	±9
Officers	18	±4	12	8	8	11	2	5	10	10	±8
AIR FORCE	13	±2	32	19	19	15	3	6	5	7	±8
White	11	±3	32	20	22	15	2	4	5	5	±13
Total Minority	17	±3	31	18	16	15	3	8	4	9	±8
Black	18	±4	36	20	19	17	6	11	6	13	±11
Hispanic	16	±7	23	16	14	11	2	4	3	5	±14
Asian	17	±4	33	14	20	15	0	8	2	9	±10
Other Race/Ethnicity	15	±5	NR	NR	10	NR	2	10	4	6	±13
Enlisted	13	±3	31	19	19	15	3	6	5	6	±10
E1 – E4	12	±4	28	16	13	13	1	5	5	3	±16
E5 – E9	13	±4	32	21	25	17	4	6	5	8	±12
Officers	13	±4	36	19	19	14	4	6	4	11	±14
COAST GUARD	17	±3	26	13	11	12	0	3	7	9	±8
White	15	±4	26	11	11	12	NR	1	7	7	±13
Total Minority	24	±4	27	14	10	11	0	5	4	11	±8
Black	22	±5	26	15	7	5	1	4	3	11	±10
Hispanic	24	±6	33	18	11	15	NR	7	6	10	±13
Asian	28	±9	33	14	14	17	NR	NR	NR	NR	±18
Other Race/Ethnicity	22	±10	15	5	10	7	1	3	2	NR	±13
Enlisted	18	±4	24	11	10	11	0	2	6	8	±10
E1 – E4	19	±6	28	15	11	18	0	2	NR	7	±18
E5 – E9	18	±4	21	8	9	5	0	2	5	8	±11
Officers	12	±3	37	23	18	19	NR	5	8	19	±13

Note. Percent responding are active duty members who answered the question, who experienced potential race/ethnicity-related behaviors (Q28/Q31), and who did not report the situation to any military individual or organization (Q42). This percentage includes members who indicated experiencing a behavior, but did not necessarily label it as racial/ethnic harassment or discrimination.

NR: Not reportable

52. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

a. Senior leadership of my Service

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	91	±2	67	12	22	±2	
Enlisted	90	±2	64	13	23	±3	
E1 – E4	90	±2	59	15	25	±4	
E5 – E9	91	±2	68	10	21	±3	
Officers	95	±2	81	6	13	±3	
O1 – O3	94	±2	78	6	16	±4	
O4 – O6	96	±2	86	6	8	±4	
Male	91	±2	67	12	21	±3	
Female	89	±3	63	12	25	±4	
White	92	±2	70	10	20	±3	
Total Minority	89	±2	61	14	25	±2	
Black	88	±2	57	16	27	±3	
Hispanic	91	±2	66	14	20	±4	
AIAN	92	±7	NR	13	NR	±11	
Asian	90	±2	60	13	27	±4	
NHPI	84	±5	63	12	26	±4	
Two or More Races	86	±6	64	11	25	±7	
Not Deployed Past 12 Months	91	±2	67	11	22	±3	
Deployed Past 12 Months	91	±2	65	14	21	±4	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	87	±3	42	29	29	±6	
Experienced, Did Not Label	86	±3	52	20	28	±5	
Did Not Experience	93	±2	75	7	18	±3	
ARMY	89	±3	60	16	24	±4	
White	91	±4	63	15	22	±6	
Total Minority	88	±2	56	18	26	±4	
Black	87	±3	54	20	26	±5	
Hispanic	88	±4	61	18	21	±6	
Asian	89	±4	54	17	29	±8	
Other Race/Ethnicity	88	±8	49	11	40	±16	
Enlisted	88	±3	56	18	26	±5	
E1 – E4	88	±5	51	21	28	±8	
E5 – E9	89	±3	61	14	25	±5	
Officers	94	±3	76	9	14	±6	
NAVY	90	±3	70	10	20	±4	
White	90	±4	75	8	17	±6	
Total Minority	89	±2	63	12	25	±4	
Black	87	±4	59	13	28	±6	
Hispanic	91	±3	69	11	20	±6	
Asian	91	±3	61	12	27	±7	
Other Race/Ethnicity	88	±4	61	13	26	±11	
Enlisted	89	±3	67	11	23	±4	
E1 – E4	87	±4	61	13	26	±7	
E5 – E9	91	±3	72	9	19	±5	
Officers	94	±3	86	4	10	±4	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

52. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

a. Senior leadership of my Service

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	92	±2	68	12	20	±5	
White	93	±3	69	11	19	±6	
Total Minority	90	±3	65	14	21	±5	
Black	89	±4	57	13	30	±8	
Hispanic	93	±3	69	13	18	±7	
Asian	88	±7	62	15	24	±9	
Other Race/Ethnicity	77	±16	58	21	21	±16	
Enlisted	92	±3	65	13	22	±5	
E1 – E4	93	±3	62	14	24	±7	
E5 – E9	90	±4	72	11	17	±5	
Officers	95	±2	87	5	9	±4	
AIR FORCE	94	±2	74	6	20	±3	
White	95	±2	76	5	18	±5	
Total Minority	92	±2	69	8	23	±4	
Black	91	±3	64	10	26	±5	
Hispanic	96	±2	71	8	21	±10	
Asian	89	±7	68	8	24	±6	
Other Race/Ethnicity	88	±7	76	7	18	±8	
Enlisted	93	±2	72	7	21	±4	
E1 – E4	94	±3	70	8	21	±6	
E5 – E9	93	±3	74	6	20	±5	
Officers	96	±2	82	4	15	±5	
COAST GUARD	92	±3	76	8	16	±4	
White	92	±3	79	7	14	±5	
Total Minority	92	±3	68	12	21	±5	
Black	92	±3	63	10	27	±6	
Hispanic	93	±4	68	15	17	±8	
Asian	95	±4	64	12	24	±11	
Other Race/Ethnicity	90	±7	70	7	23	±14	
Enlisted	91	±3	74	9	17	±5	
E1 – E4	90	±5	70	9	21	±8	
E5 – E9	91	±3	76	9	14	±5	
Officers	96	±2	83	5	12	±4	

Note. Percent responding are active duty members who answered the question.

52. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

b. Senior leadership of my installation/ship

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	91	±2	67	12	21	±2	
Enlisted	90	±2	64	13	23	±3	
E1 – E4	90	±2	59	16	25	±4	
E5 – E9	91	±2	69	10	21	±3	
Officers	95	±2	81	6	13	±3	
O1 – O3	94	±2	78	7	16	±4	
O4 – O6	96	±2	87	5	8	±4	
Male	91	±2	67	12	21	±3	
Female	89	±3	63	12	25	±4	
White	92	±2	70	11	19	±3	
Total Minority	89	±2	61	14	25	±2	
Black	88	±2	58	15	27	±3	
Hispanic	91	±2	65	15	20	±4	
AIAN	92	±7	NR	13	NR	±11	
Asian	90	±2	60	13	27	±4	
NHPI	85	±5	62	12	26	±4	
Two or More Races	86	±6	65	11	24	±7	
Not Deployed Past 12 Months	91	±2	68	11	22	±3	
Deployed Past 12 Months	91	±2	65	15	20	±4	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	87	±3	38	31	31	±6	
Experienced, Did Not Label	87	±3	52	21	27	±5	
Did Not Experience	93	±2	75	7	18	±3	
ARMY	90	±3	60	16	24	±4	
White	91	±4	63	15	21	±6	
Total Minority	88	±2	55	17	28	±4	
Black	87	±3	54	18	28	±5	
Hispanic	88	±3	58	18	23	±7	
Asian	90	±4	55	17	29	±8	
Other Race/Ethnicity	89	±8	46	11	42	±15	
Enlisted	88	±3	56	18	27	±5	
E1 – E4	88	±5	51	22	28	±8	
E5 – E9	90	±3	62	13	26	±5	
Officers	94	±3	76	10	15	±6	
NAVY	89	±3	70	11	19	±4	
White	89	±4	75	10	16	±6	
Total Minority	89	±2	64	13	23	±4	
Black	88	±4	61	14	25	±6	
Hispanic	91	±3	69	12	19	±6	
Asian	91	±3	60	13	28	±7	
Other Race/Ethnicity	88	±4	64	11	25	±11	
Enlisted	88	±3	66	12	21	±4	
E1 – E4	87	±4	60	15	25	±7	
E5 – E9	90	±4	73	10	18	±5	
Officers	94	±3	87	4	8	±4	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

52. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

b. Senior leadership of my installation/ship

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	92	±2	66	13	21	±5	
White	93	±3	68	11	20	±6	
Total Minority	90	±3	62	17	22	±5	
Black	90	±4	56	12	33	±7	
Hispanic	93	±3	65	18	17	±8	
Asian	88	±7	60	16	24	±10	
Other Race/Ethnicity	78	±16	57	22	21	±15	
Enlisted	92	±3	63	15	22	±5	
E1 – E4	93	±3	59	17	24	±7	
E5 – E9	90	±4	71	11	19	±5	
Officers	95	±2	85	4	10	±4	
AIR FORCE	94	±2	75	6	19	±3	
White	95	±2	78	5	17	±4	
Total Minority	92	±2	71	9	21	±4	
Black	91	±3	65	10	25	±5	
Hispanic	96	±2	74	8	18	±9	
Asian	89	±7	68	9	23	±6	
Other Race/Ethnicity	88	±7	78	7	15	±7	
Enlisted	93	±2	74	7	19	±4	
E1 – E4	94	±3	72	8	20	±6	
E5 – E9	93	±3	75	6	19	±5	
Officers	96	±2	82	3	15	±5	
COAST GUARD	92	±3	75	9	16	±4	
White	91	±3	77	8	15	±5	
Total Minority	92	±3	67	12	21	±5	
Black	92	±3	64	12	25	±6	
Hispanic	93	±4	68	15	17	±8	
Asian	95	±4	64	14	22	±10	
Other Race/Ethnicity	90	±7	69	7	25	±14	
Enlisted	91	±3	72	10	18	±5	
E1 – E4	90	±5	68	11	21	±8	
E5 – E9	91	±3	75	10	16	±5	
Officers	96	±2	85	4	11	±4	

Note. Percent responding are active duty members who answered the question.

52. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

c. My immediate supervisor

1. Yes

2. No

3. Don't know

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
TOTAL DOD	91	±2	69	13	18	±2	
Enlisted	90	±2	65	15	20	±3	
E1 – E4	89	±3	61	18	22	±4	
E5 – E9	91	±2	71	12	18	±3	
Officers	94	±2	84	5	11	±3	
O1 – O3	94	±2	81	5	14	±4	
O4 – O6	96	±2	90	4	6	±4	
Male	91	±2	70	12	18	±3	
Female	89	±3	62	16	21	±4	
White	92	±2	72	11	17	±3	
Total Minority	89	±2	64	16	20	±2	
Black	88	±2	60	18	22	±3	
Hispanic	90	±3	68	15	17	±4	
AIAN	91	±7	NR	14	NR	±12	
Asian	89	±2	61	15	24	±4	
NHPI	84	±5	64	13	23	±4	
Two or More Races	86	±6	68	13	18	±7	
Not Deployed Past 12 Months	91	±2	70	12	18	±3	
Deployed Past 12 Months	91	±3	67	16	18	±4	
RACIAL/ETHNIC HARASS./DISCRIM.							
Experienced, Labeled	87	±3	45	31	25	±6	
Experienced, Did Not Label	86	±3	51	24	25	±5	
Did Not Experience	93	±2	78	7	15	±2	
ARMY	89	±3	64	17	19	±4	
White	90	±4	68	14	18	±6	
Total Minority	87	±3	59	19	21	±4	
Black	87	±3	57	21	23	±5	
Hispanic	86	±5	64	20	16	±6	
Asian	89	±4	57	21	22	±9	
Other Race/Ethnicity	89	±8	58	13	30	±18	
Enlisted	88	±3	59	19	22	±5	
E1 – E4	87	±5	54	23	23	±8	
E5 – E9	89	±3	66	14	20	±5	
Officers	94	±3	84	7	10	±5	
NAVY	89	±3	69	13	18	±4	
White	90	±4	74	10	16	±6	
Total Minority	88	±2	63	16	21	±4	
Black	86	±4	59	18	23	±6	
Hispanic	90	±3	69	15	17	±6	
Asian	90	±3	58	14	28	±7	
Other Race/Ethnicity	88	±4	64	17	19	±12	
Enlisted	88	±3	66	14	20	±5	
E1 – E4	86	±4	61	18	22	±7	
E5 – E9	90	±3	71	11	18	±5	
Officers	94	±3	86	5	9	±4	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

52. Please give your opinion about whether the persons below make honest and reasonable efforts to stop racial/ethnic harassment and discrimination, regardless of what is said officially.

c. My immediate supervisor

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes
			1	2	3		
MARINE CORPS	92	±2	65	14	21	±5	
White	93	±3	66	14	20	±7	
Total Minority	90	±3	63	16	22	±5	
Black	89	±4	57	15	28	±8	
Hispanic	93	±3	66	15	19	±8	
Asian	88	±7	62	15	23	±9	
Other Race/Ethnicity	77	±16	57	24	19	±15	
Enlisted	92	±3	62	16	22	±5	
E1 – E4	93	±3	57	17	25	±7	
E5 – E9	90	±4	71	12	17	±5	
Officers	94	±2	87	4	9	±4	
AIR FORCE	94	±2	78	7	15	±3	
White	95	±2	80	6	14	±4	
Total Minority	92	±2	73	9	17	±4	
Black	91	±3	69	12	19	±5	
Hispanic	96	±2	76	8	16	±9	
Asian	89	±7	70	9	21	±6	
Other Race/Ethnicity	88	±7	79	7	14	±7	
Enlisted	94	±2	76	8	16	±4	
E1 – E4	94	±3	77	7	16	±6	
E5 – E9	93	±3	76	9	15	±5	
Officers	95	±3	82	3	15	±5	
COAST GUARD	92	±3	75	8	17	±4	
White	91	±3	77	7	16	±5	
Total Minority	92	±3	67	12	21	±5	
Black	91	±3	66	11	23	±6	
Hispanic	93	±4	68	15	18	±8	
Asian	95	±4	65	13	23	±10	
Other Race/Ethnicity	89	±7	67	7	25	±14	
Enlisted	90	±3	73	9	18	±5	
E1 – E4	90	±5	70	9	21	±8	
E5 – E9	91	±4	75	9	16	±5	
Officers	96	±2	82	4	14	±4	

Note. Percent responding are active duty members who answered the question.

53. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...

1. The same

2. Better

3. Worse

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	91	±2	77	6	18	±2
Enlisted	91	±2	76	6	18	±3
E1 – E4	90	±2	71	7	22	±4
E5 – E9	91	±2	82	4	14	±3
Officers	95	±2	81	5	14	±3
O1 – O3	95	±2	79	6	14	±4
O4 – O6	96	±2	84	4	12	±4
Male	92	±2	77	6	17	±2
Female	90	±2	77	2	20	±3
White	92	±2	79	6	15	±3
Total Minority	90	±1	73	5	22	±2
Black	88	±2	70	4	26	±3
Hispanic	92	±2	75	6	19	±4
AIAN	92	±7	NR	3	NR	±4
Asian	91	±2	76	5	19	±3
NHPI	85	±5	75	4	21	±5
Two or More Races	90	±4	75	4	20	±7
Not Deployed Past 12 Months	91	±2	77	6	17	±3
Deployed Past 12 Months	92	±2	75	5	20	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	88	±3	51	6	43	±6
Experienced, Did Not Label	87	±3	71	8	21	±5
Did Not Experience	93	±2	82	5	13	±2
ARMY	90	±3	70	8	23	±4
White	90	±4	71	9	20	±6
Total Minority	89	±2	67	6	27	±4
Black	87	±3	65	5	31	±5
Hispanic	89	±3	69	8	23	±10
Asian	90	±3	71	5	24	±6
Other Race/Ethnicity	92	±4	66	4	30	±17
Enlisted	88	±3	68	8	24	±5
E1 – E4	88	±5	60	10	30	±8
E5 – E9	89	±3	77	5	18	±5
Officers	94	±3	78	5	17	±6
NAVY	91	±2	79	4	16	±3
White	91	±3	82	4	14	±5
Total Minority	90	±2	75	5	20	±3
Black	88	±4	74	5	22	±5
Hispanic	92	±3	78	5	17	±5
Asian	92	±3	78	5	17	±5
Other Race/Ethnicity	89	±4	69	6	25	±10
Enlisted	90	±3	78	5	17	±4
E1 – E4	88	±4	76	5	20	±6
E5 – E9	91	±3	80	4	15	±5
Officers	95	±3	85	4	11	±4

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

53. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	92	±2	80	5	15	±4
White	93	±3	83	6	12	±6
Total Minority	91	±3	74	4	21	±5
Black	90	±4	66	5	29	±7
Hispanic	94	±3	76	3	21	±8
Asian	89	±7	80	5	15	±6
Other Race/Ethnicity	83	±15	78	7	14	±11
Enlisted	92	±3	79	5	16	±5
E1 – E4	92	±3	75	6	19	±6
E5 – E9	91	±3	86	4	10	±4
Officers	96	±2	86	5	8	±4
AIR FORCE	94	±2	84	4	12	±3
White	95	±2	86	5	10	±4
Total Minority	93	±2	81	3	16	±4
Black	92	±3	78	2	21	±5
Hispanic	97	±2	84	4	12	±8
Asian	90	±7	78	6	16	±11
Other Race/Ethnicity	91	±6	82	1	17	±7
Enlisted	94	±2	85	4	11	±3
E1 – E4	94	±3	81	5	14	±6
E5 – E9	94	±3	88	2	9	±4
Officers	96	±2	80	6	14	±5
COAST GUARD	92	±2	82	6	12	±4
White	92	±3	84	6	10	±4
Total Minority	93	±3	78	4	18	±4
Black	92	±3	74	3	23	±5
Hispanic	93	±4	79	4	18	±6
Asian	95	±4	83	5	12	±9
Other Race/Ethnicity	92	±5	77	6	17	±10
Enlisted	91	±3	82	5	13	±4
E1 – E4	90	±5	78	7	16	±8
E5 – E9	93	±3	85	4	11	±5
Officers	97	±2	82	9	10	±4

Note. Percent responding are active duty members who answered the question.

54. Has the military paid too much or too little attention to...

a. Racial/ethnic harassment/discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	91	±2	20	68	11	±2
Enlisted	90	±2	19	69	12	±3
E1 – E4	90	±2	17	70	13	±4
E5 – E9	91	±2	21	68	11	±3
Officers	95	±2	28	65	7	±4
O1 – O3	95	±2	29	65	6	±5
O4 – O6	96	±2	26	66	8	±5
Male	91	±2	22	68	10	±3
Female	90	±2	11	72	17	±4
White	92	±2	26	68	6	±3
Total Minority	90	±1	11	70	19	±2
Black	89	±2	4	69	26	±3
Hispanic	91	±2	15	71	13	±4
AIAN	92	±7	15	NR	NR	±10
Asian	90	±2	11	73	16	±4
NHPI	85	±5	13	71	15	±4
Two or More Races	90	±4	19	70	12	±6
Not Deployed Past 12 Months	91	±2	19	70	10	±3
Deployed Past 12 Months	92	±2	23	63	14	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	88	±3	10	47	44	±6
Experienced, Did Not Label	86	±3	24	63	13	±5
Did Not Experience	93	±2	21	73	6	±3
ARMY	89	±3	21	65	15	±4
White	90	±4	28	65	7	±6
Total Minority	88	±2	10	65	25	±4
Black	88	±3	5	66	29	±5
Hispanic	87	±4	17	64	19	±7
Asian	90	±3	10	70	19	±6
Other Race/Ethnicity	92	±4	11	59	30	±17
Enlisted	88	±3	19	65	16	±5
E1 – E4	88	±5	17	66	17	±7
E5 – E9	88	±3	21	65	14	±5
Officers	94	±3	29	61	10	±7
NAVY	91	±2	19	69	11	±4
White	92	±3	24	68	8	±6
Total Minority	90	±2	13	71	16	±4
Black	88	±4	4	75	21	±5
Hispanic	92	±3	18	69	13	±9
Asian	92	±3	9	73	18	±7
Other Race/Ethnicity	90	±4	29	64	7	±10
Enlisted	90	±3	18	70	12	±5
E1 – E4	88	±4	16	70	14	±7
E5 – E9	92	±3	20	69	10	±6
Officers	95	±3	25	69	6	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

54. Has the military paid too much or too little attention to...

a. Racial/ethnic harassment/discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	92	±2	24	67	9	±4
White	94	±3	29	65	6	±6
Total Minority	91	±3	15	71	14	±5
Black	89	±4	6	66	29	±8
Hispanic	94	±3	15	76	9	±7
Asian	89	±7	25	61	13	±18
Other Race/Ethnicity	83	±15	28	62	10	±13
Enlisted	92	±3	22	68	10	±5
E1 – E4	92	±3	19	70	11	±7
E5 – E9	92	±3	27	65	8	±6
Officers	96	±2	39	58	3	±5
AIR FORCE	94	±2	19	74	7	±3
White	95	±2	24	73	4	±5
Total Minority	93	±2	8	77	15	±4
Black	91	±3	4	72	24	±5
Hispanic	96	±2	10	82	8	±7
Asian	89	±7	11	80	9	±5
Other Race/Ethnicity	91	±6	13	76	11	±8
Enlisted	94	±2	17	75	8	±4
E1 – E4	94	±3	14	79	7	±6
E5 – E9	94	±3	20	72	8	±5
Officers	97	±2	24	70	5	±5
COAST GUARD	92	±2	23	70	7	±4
White	92	±3	25	70	5	±5
Total Minority	92	±3	16	71	13	±5
Black	92	±3	3	66	30	±7
Hispanic	93	±4	11	77	11	±6
Asian	92	±6	16	72	12	±10
Other Race/Ethnicity	92	±5	32	62	6	±12
Enlisted	91	±3	22	70	8	±5
E1 – E4	90	±5	19	72	9	±8
E5 – E9	92	±3	24	69	6	±6
Officers	97	±2	27	68	5	±5

Note. Percent responding are active duty members who answered the question.

54. Has the military paid too much or too little attention to...

b. Sexual harassment/discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	91	±2	23	64	14	±2
Enlisted	90	±2	22	65	14	±3
E1 – E4	90	±2	22	65	12	±4
E5 – E9	91	±2	21	64	15	±3
Officers	95	±2	27	59	14	±4
O1 – O3	94	±3	28	58	14	±5
O4 – O6	97	±2	24	62	14	±5
Male	91	±2	25	64	12	±3
Female	90	±2	11	64	25	±4
White	92	±2	25	63	12	±3
Total Minority	90	±2	19	65	16	±2
Black	89	±2	12	66	22	±3
Hispanic	91	±2	23	65	12	±4
AIAN	92	±7	NR	NR	14	±13
Asian	90	±2	23	65	12	±4
NHPI	85	±5	16	69	16	±4
Two or More Races	90	±4	19	64	17	±7
Not Deployed Past 12 Months	91	±2	22	65	13	±3
Deployed Past 12 Months	92	±2	24	61	15	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	88	±3	28	43	29	±6
Experienced, Did Not Label	86	±3	25	59	17	±5
Did Not Experience	93	±2	21	68	11	±3
ARMY	89	±3	22	61	16	±4
White	90	±4	25	62	13	±6
Total Minority	88	±2	19	60	22	±4
Black	88	±3	10	63	27	±5
Hispanic	87	±4	26	57	17	±7
Asian	90	±3	20	65	15	±7
Other Race/Ethnicity	92	±4	NR	55	21	±14
Enlisted	88	±3	21	63	16	±5
E1 – E4	88	±5	23	62	15	±8
E5 – E9	89	±3	20	63	17	±5
Officers	94	±3	27	55	18	±7
NAVY	91	±2	20	66	14	±4
White	92	±3	21	66	13	±6
Total Minority	90	±2	19	66	15	±4
Black	88	±4	11	72	18	±5
Hispanic	92	±3	21	66	13	±7
Asian	91	±3	24	64	12	±8
Other Race/Ethnicity	89	±4	29	54	17	±12
Enlisted	90	±3	20	66	14	±5
E1 – E4	88	±4	19	69	12	±7
E5 – E9	92	±3	21	63	17	±6
Officers	95	±3	21	67	12	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

54. Has the military paid too much or too little attention to...

b. Sexual harassment/discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	92	±2	28	63	9	±4
White	93	±3	30	61	9	±6
Total Minority	90	±3	23	68	9	±5
Black	89	±4	20	65	15	±6
Hispanic	93	±3	23	72	6	±8
Asian	88	±7	36	57	7	±14
Other Race/Ethnicity	83	±15	26	64	10	±13
Enlisted	92	±3	26	65	9	±5
E1 – E4	92	±3	26	66	8	±7
E5 – E9	92	±3	26	62	11	±6
Officers	96	±2	38	53	9	±5
AIR FORCE	94	±2	23	66	12	±4
White	95	±2	25	63	11	±5
Total Minority	93	±2	17	70	13	±4
Black	91	±3	15	67	19	±5
Hispanic	96	±2	18	74	8	±9
Asian	90	±7	22	70	8	±6
Other Race/Ethnicity	91	±6	17	71	12	±8
Enlisted	94	±2	22	67	11	±4
E1 – E4	94	±3	21	68	11	±7
E5 – E9	93	±3	23	66	12	±5
Officers	97	±2	26	60	13	±6
COAST GUARD	92	±2	13	71	16	±4
White	92	±3	14	71	15	±5
Total Minority	92	±3	12	72	17	±5
Black	92	±3	7	71	22	±6
Hispanic	93	±4	10	73	16	±7
Asian	93	±5	14	73	14	±10
Other Race/Ethnicity	92	±5	17	69	14	±10
Enlisted	91	±3	12	72	15	±5
E1 – E4	91	±5	8	74	18	±8
E5 – E9	91	±3	15	71	13	±6
Officers	97	±2	16	67	17	±5

Note. Percent responding are active duty members who answered the question.

54. Has the military paid too much or too little attention to...

c. Religious harassment/discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	91	±2	13	69	18	±2
Enlisted	90	±2	12	70	18	±3
E1 – E4	90	±2	10	69	21	±4
E5 – E9	91	±2	14	71	15	±3
Officers	95	±2	17	67	16	±3
O1 – O3	95	±2	18	65	18	±5
O4 – O6	96	±2	16	69	14	±5
Male	91	±2	14	69	17	±3
Female	90	±2	4	72	23	±4
White	92	±2	16	69	16	±3
Total Minority	90	±2	8	71	21	±2
Black	89	±2	4	70	26	±3
Hispanic	91	±2	11	72	17	±4
AIAN	92	±7	10	NR	NR	±7
Asian	90	±2	9	73	18	±4
NHPI	85	±5	8	74	18	±4
Two or More Races	90	±4	11	68	22	±7
Not Deployed Past 12 Months	91	±2	12	70	18	±3
Deployed Past 12 Months	92	±2	14	67	19	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	88	±3	9	53	38	±6
Experienced, Did Not Label	86	±3	13	63	23	±5
Did Not Experience	93	±2	13	74	13	±3
ARMY	89	±3	13	64	23	±4
White	90	±4	16	64	19	±6
Total Minority	88	±2	9	64	27	±4
Black	88	±3	5	65	30	±5
Hispanic	87	±4	16	62	23	±8
Asian	90	±4	9	70	21	±6
Other Race/Ethnicity	92	±4	9	59	32	±16
Enlisted	88	±3	12	64	24	±5
E1 – E4	88	±5	11	61	29	±8
E5 – E9	88	±3	14	68	18	±5
Officers	94	±3	19	63	18	±7
NAVY	91	±2	11	73	16	±4
White	91	±3	14	72	14	±6
Total Minority	90	±2	6	74	19	±3
Black	88	±4	2	75	22	±5
Hispanic	92	±3	9	75	16	±5
Asian	91	±3	5	75	20	±7
Other Race/Ethnicity	89	±4	11	70	18	±7
Enlisted	90	±3	10	73	16	±4
E1 – E4	88	±4	7	75	18	±6
E5 – E9	92	±3	14	71	15	±6
Officers	95	±3	12	73	15	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

54. Has the military paid too much or too little attention to...

c. Religious harassment/discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	92	±2	15	70	16	±4
White	94	±3	18	67	15	±6
Total Minority	91	±3	9	75	16	±4
Black	89	±4	4	68	27	±8
Hispanic	94	±3	8	80	12	±6
Asian	89	±7	NR	62	17	±14
Other Race/Ethnicity	83	±15	18	66	17	±14
Enlisted	92	±3	14	70	16	±5
E1 – E4	92	±3	13	69	18	±7
E5 – E9	91	±3	17	72	12	±5
Officers	96	±2	21	68	11	±5
AIR FORCE	94	±2	13	74	13	±3
White	95	±2	16	72	12	±5
Total Minority	92	±2	6	78	16	±4
Black	91	±3	3	77	20	±5
Hispanic	96	±2	7	82	11	±7
Asian	89	±7	9	81	10	±5
Other Race/Ethnicity	90	±6	9	71	20	±9
Enlisted	94	±2	12	76	12	±4
E1 – E4	94	±3	9	80	11	±6
E5 – E9	94	±3	14	73	13	±5
Officers	96	±2	16	67	17	±5
COAST GUARD	92	±2	10	77	13	±4
White	92	±3	11	76	12	±5
Total Minority	92	±3	7	78	16	±4
Black	92	±3	2	71	27	±8
Hispanic	93	±4	4	83	13	±5
Asian	93	±5	6	81	13	±10
Other Race/Ethnicity	91	±5	14	73	13	±9
Enlisted	91	±3	9	77	13	±4
E1 – E4	90	±5	6	79	15	±7
E5 – E9	92	±3	12	76	12	±5
Officers	96	±2	13	75	12	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

54. Has the military paid too much or too little attention to...

d. Other harassment/discrimination?

1. Too much attention

2. The right amount of attention

3. Too little attention

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	91	±2	11	74	15	±2
Enlisted	90	±2	11	73	16	±3
E1 – E4	89	±3	10	73	18	±4
E5 – E9	90	±2	12	74	14	±3
Officers	94	±2	15	76	10	±3
O1 – O3	94	±3	15	76	9	±4
O4 – O6	96	±2	15	75	10	±5
Male	91	±2	13	74	13	±2
Female	90	±3	3	73	24	±4
White	91	±2	14	75	11	±3
Total Minority	90	±2	7	72	20	±2
Black	88	±2	3	71	26	±3
Hispanic	91	±2	11	73	16	±4
AIAN	92	±7	9	NR	NR	±7
Asian	90	±2	8	76	15	±4
NHPI	83	±6	9	76	15	±4
Two or More Races	90	±4	9	74	17	±6
Not Deployed Past 12 Months	90	±2	11	75	14	±3
Deployed Past 12 Months	91	±2	12	71	16	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	87	±3	8	53	39	±6
Experienced, Did Not Label	85	±4	11	69	20	±5
Did Not Experience	93	±2	12	78	10	±2
ARMY	88	±3	12	68	20	±4
White	88	±4	15	70	15	±6
Total Minority	88	±2	8	65	27	±4
Black	88	±3	4	64	31	±5
Hispanic	87	±4	14	64	22	±7
Asian	90	±3	7	75	18	±6
Other Race/Ethnicity	92	±4	7	64	30	±17
Enlisted	87	±3	11	67	22	±5
E1 – E4	86	±5	10	65	25	±8
E5 – E9	88	±4	12	69	18	±5
Officers	93	±3	17	72	11	±6
NAVY	91	±2	10	75	15	±4
White	91	±3	13	76	12	±6
Total Minority	90	±2	7	74	19	±4
Black	88	±4	2	76	22	±5
Hispanic	92	±3	8	75	16	±7
Asian	92	±3	7	76	17	±7
Other Race/Ethnicity	89	±4	12	67	21	±11
Enlisted	90	±3	10	74	16	±4
E1 – E4	88	±4	9	75	16	±6
E5 – E9	92	±3	11	74	16	±6
Officers	95	±3	11	80	9	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

54. Has the military paid too much or too little attention to...

d. Other harassment/discrimination?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	92	±2	15	74	11	±4
White	93	±3	17	72	11	±6
Total Minority	91	±3	11	77	12	±5
Black	89	±4	5	74	22	±6
Hispanic	94	±3	11	81	9	±7
Asian	88	±7	NR	67	11	±15
Other Race/Ethnicity	83	±15	15	73	11	±14
Enlisted	92	±3	14	74	12	±5
E1 – E4	92	±3	13	74	13	±7
E5 – E9	91	±3	15	74	11	±5
Officers	96	±2	22	73	5	±4
AIR FORCE	93	±2	9	81	10	±3
White	94	±3	11	82	7	±4
Total Minority	92	±2	4	80	15	±4
Black	90	±3	2	78	20	±5
Hispanic	96	±2	5	81	14	±8
Asian	89	±7	6	84	10	±4
Other Race/Ethnicity	91	±6	7	81	12	±7
Enlisted	93	±2	8	82	10	±4
E1 – E4	94	±3	6	82	11	±6
E5 – E9	93	±3	10	82	9	±4
Officers	95	±3	12	78	10	±5
COAST GUARD	92	±3	9	79	12	±4
White	92	±3	10	80	10	±5
Total Minority	92	±3	6	76	18	±5
Black	92	±3	1	75	24	±5
Hispanic	93	±4	5	79	15	±6
Asian	93	±5	5	87	8	±9
Other Race/Ethnicity	92	±5	9	68	22	±12
Enlisted	91	±3	8	79	13	±4
E1 – E4	90	±5	5	80	15	±8
E5 – E9	91	±3	10	78	12	±5
Officers	96	±2	12	80	8	±4

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

55. How would you rate race relations...

a. In your work group?

1. Poor
4. Very good2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	91	±2	2	5	19	25	49	±2	4.1	±0.1	
Enlisted	90	±2	2	6	21	24	47	±3	4.1	±0.1	
E1 – E4	89	±2	2	7	24	21	46	±4	4.0	±0.1	
E5 – E9	91	±2	2	5	18	27	48	±3	4.2	±0.1	
Officers	94	±2	1	2	10	30	58	±4	4.4	±0.1	
O1 – O3	94	±3	1	2	9	31	57	±5	4.4	±0.1	
O4 – O6	96	±3	0	2	8	27	63	±5	4.5	±0.1	
Male	91	±2	2	5	18	25	50	±3	4.2	±0.1	
Female	89	±3	2	9	23	25	41	±4	3.9	±0.1	
White	91	±2	1	3	17	25	54	±3	4.3	±0.1	
Total Minority	89	±2	3	8	23	26	41	±2	3.9	±0.1	
Black	88	±2	3	11	25	27	33	±3	3.8	±0.1	
Hispanic	91	±2	2	6	20	25	47	±4	4.1	±0.1	
AIAN	91	±8	NR	4	NR	15	29	±16	3.4	±0.6	
Asian	90	±2	3	8	22	27	39	±4	3.9	±0.1	
NHPI	84	±5	2	7	22	28	42	±4	4.0	±0.1	
Two or More Races	90	±4	2	4	20	25	50	±7	4.2	±0.2	
Not Deployed Past 12 Months	91	±2	2	5	19	24	50	±3	4.2	±0.1	
Deployed Past 12 Months	91	±2	2	4	19	27	47	±4	4.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	87	±4	12	24	28	19	16	±5	3.0	±0.2	
Experienced, Did Not Label	85	±3	1	7	28	31	33	±5	3.9	±0.1	
Did Not Experience	93	±2	0	2	15	24	58	±3	4.4	±0.1	
ARMY	88	±3	2	6	22	27	43	±4	4.0	±0.1	
White	89	±4	1	3	20	27	48	±6	4.2	±0.2	
Total Minority	87	±2	4	9	25	26	36	±4	3.8	±0.1	
Black	87	±3	4	12	26	26	32	±5	3.7	±0.1	
Hispanic	86	±4	4	7	20	28	42	±8	4.0	±0.2	
Asian	89	±4	4	9	27	26	34	±9	3.8	±0.2	
Other Race/Ethnicity	92	±4	NR	6	29	23	34	±17	3.7	±0.4	
Enlisted	87	±3	3	6	24	24	42	±5	4.0	±0.1	
E1 – E4	87	±5	3	7	28	19	43	±8	3.9	±0.2	
E5 – E9	88	±4	3	5	21	31	40	±5	4.0	±0.1	
Officers	92	±4	1	3	11	37	48	±7	4.3	±0.1	
NAVY	91	±2	2	6	18	25	49	±4	4.1	±0.1	
White	91	±3	1	5	14	26	54	±6	4.3	±0.2	
Total Minority	90	±2	2	9	24	25	41	±4	3.9	±0.1	
Black	87	±4	3	13	27	26	31	±6	3.7	±0.2	
Hispanic	92	±3	2	6	23	19	50	±7	4.1	±0.2	
Asian	91	±3	4	9	20	31	36	±12	3.9	±0.3	
Other Race/Ethnicity	89	±4	1	4	23	28	45	±10	4.1	±0.2	
Enlisted	90	±3	2	8	20	25	46	±5	4.1	±0.1	
E1 – E4	88	±4	2	10	20	27	40	±7	3.9	±0.2	
E5 – E9	92	±3	2	5	19	23	51	±6	4.2	±0.1	
Officers	95	±3	1	1	10	27	62	±5	4.5	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

55. How would you rate race relations...

a. In your work group?

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
MARINE CORPS	92	±3	1	5	21	23	49	±5	4.1	±0.1	
White	93	±3	1	4	20	23	52	±6	4.2	±0.2	
Total Minority	90	±3	2	7	22	25	44	±6	4.0	±0.1	
Black	88	±4	3	14	23	26	34	±9	3.7	±0.2	
Hispanic	93	±3	1	4	22	24	49	±8	4.1	±0.2	
Asian	88	±7	2	10	19	25	44	±12	4.0	±0.3	
Other Race/Ethnicity	83	±15	1	4	27	25	42	±13	4.0	±0.2	
Enlisted	91	±3	1	5	23	23	48	±5	4.1	±0.1	
E1 – E4	92	±4	2	6	25	20	47	±7	4.0	±0.2	
E5 – E9	91	±3	1	4	18	28	50	±6	4.2	±0.1	
Officers	96	±2	0	2	8	27	62	±5	4.5	±0.1	
AIR FORCE	94	±2	1	3	14	23	58	±4	4.4	±0.1	
White	95	±3	0	2	13	21	63	±5	4.5	±0.1	
Total Minority	92	±2	2	5	18	27	49	±4	4.2	±0.1	
Black	91	±3	2	7	21	31	38	±5	4.0	±0.1	
Hispanic	96	±2	0	4	16	29	51	±10	4.3	±0.2	
Asian	89	±7	1	4	21	23	51	±6	4.2	±0.2	
Other Race/Ethnicity	90	±6	3	2	11	20	64	±8	4.4	±0.2	
Enlisted	93	±2	1	4	16	23	56	±4	4.3	±0.1	
E1 – E4	93	±3	0	4	19	22	56	±7	4.3	±0.2	
E5 – E9	93	±3	1	4	14	25	56	±5	4.3	±0.1	
Officers	97	±2	1	1	7	23	68	±5	4.6	±0.1	
COAST GUARD	92	±2	1	3	17	26	53	±4	4.2	±0.1	
White	92	±3	2	3	16	25	55	±5	4.3	±0.1	
Total Minority	92	±3	1	5	22	27	46	±5	4.1	±0.1	
Black	92	±3	2	10	26	26	37	±7	3.9	±0.2	
Hispanic	93	±4	1	4	21	29	46	±7	4.2	±0.2	
Asian	94	±5	NR	12	23	29	37	±11	3.9	±0.2	
Other Race/Ethnicity	92	±5	0	2	20	24	53	±11	4.3	±0.2	
Enlisted	91	±3	2	4	19	24	51	±5	4.2	±0.1	
E1 – E4	90	±5	3	4	20	28	45	±8	4.1	±0.2	
E5 – E9	92	±3	0	4	18	22	56	±6	4.3	±0.1	
Officers	97	±2	1	1	11	30	58	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

55. How would you rate race relations...

b. At your installation/ship?

1. Poor
4. Very good2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	91	±2	2	6	23	26	43	±2	4.0	±0.1	
Enlisted	90	±2	2	7	26	25	41	±3	4.0	±0.1	
E1 – E4	89	±2	2	7	27	22	41	±4	3.9	±0.1	
E5 – E9	91	±2	2	6	23	27	42	±3	4.0	±0.1	
Officers	94	±2	1	3	14	33	49	±3	4.3	±0.1	
O1 – O3	94	±3	1	3	13	35	49	±5	4.3	±0.1	
O4 – O6	95	±3	1	3	12	30	55	±5	4.3	±0.1	
Male	91	±2	2	5	23	26	44	±3	4.1	±0.1	
Female	89	±3	3	9	27	26	35	±4	3.8	±0.1	
White	91	±2	1	4	21	26	48	±3	4.2	±0.1	
Total Minority	89	±2	3	9	27	26	35	±2	3.8	±0.1	
Black	88	±2	4	13	30	27	26	±3	3.6	±0.1	
Hispanic	91	±2	2	7	23	26	42	±4	4.0	±0.1	
AIAN	91	±8	4	NR	NR	14	25	±14	3.4	±0.4	
Asian	90	±2	4	8	26	28	34	±4	3.8	±0.1	
NHPI	84	±5	2	9	25	28	36	±4	3.9	±0.1	
Two or More Races	90	±4	2	6	26	23	44	±7	4.0	±0.2	
Not Deployed Past 12 Months	91	±2	1	6	23	26	44	±3	4.1	±0.1	
Deployed Past 12 Months	91	±2	3	6	25	27	40	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	87	±4	12	25	35	18	9	±6	2.9	±0.2	
Experienced, Did Not Label	85	±3	1	8	37	30	24	±5	3.7	±0.1	
Did Not Experience	93	±2	0	3	18	26	53	±3	4.3	±0.1	
ARMY	88	±3	3	7	28	27	34	±4	3.8	±0.1	
White	89	±4	2	5	27	28	39	±6	4.0	±0.2	
Total Minority	88	±2	4	11	31	26	29	±4	3.6	±0.1	
Black	87	±3	5	12	34	26	23	±5	3.5	±0.1	
Hispanic	87	±4	4	10	24	27	36	±8	3.8	±0.2	
Asian	90	±3	4	9	31	27	28	±8	3.7	±0.2	
Other Race/Ethnicity	92	±4	2	13	37	21	28	±16	3.6	±0.3	
Enlisted	87	±3	3	8	31	24	34	±5	3.8	±0.1	
E1 – E4	87	±5	3	8	33	19	36	±8	3.8	±0.2	
E5 – E9	88	±3	3	8	28	30	31	±5	3.8	±0.1	
Officers	92	±4	1	5	18	40	36	±7	4.1	±0.1	
NAVY	91	±2	2	7	22	26	44	±4	4.0	±0.1	
White	91	±3	2	4	18	26	50	±6	4.2	±0.2	
Total Minority	90	±2	3	10	27	25	35	±4	3.8	±0.1	
Black	87	±4	3	14	31	25	27	±6	3.6	±0.2	
Hispanic	92	±3	2	9	24	22	43	±7	4.0	±0.2	
Asian	92	±3	5	8	24	31	32	±11	3.8	±0.2	
Other Race/Ethnicity	89	±4	2	7	27	23	41	±11	3.9	±0.2	
Enlisted	90	±3	2	8	24	25	42	±5	4.0	±0.1	
E1 – E4	88	±4	2	9	25	27	35	±7	3.8	±0.2	
E5 – E9	92	±3	2	6	22	22	47	±6	4.1	±0.2	
Officers	95	±3	0	2	12	31	55	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

55. How would you rate race relations...

b. At your installation/ship?

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
MARINE CORPS	92	±3	1	5	23	26	45	±5	4.1	±0.1	
White	93	±3	1	4	22	26	48	±6	4.2	±0.2	
Total Minority	90	±3	2	7	25	26	40	±6	4.0	±0.1	
Black	89	±4	3	14	26	29	28	±9	3.7	±0.2	
Hispanic	93	±3	2	5	23	25	45	±8	4.1	±0.2	
Asian	88	±7	2	10	24	25	39	±13	3.9	±0.3	
Other Race/Ethnicity	82	±15	1	5	30	24	39	±14	3.9	±0.2	
Enlisted	91	±3	1	5	25	26	43	±5	4.0	±0.1	
E1 – E4	92	±4	1	6	25	24	44	±7	4.0	±0.2	
E5 – E9	91	±3	2	4	23	29	43	±6	4.1	±0.2	
Officers	96	±2	0	2	10	30	57	±5	4.4	±0.1	
AIR FORCE	93	±2	1	3	18	25	53	±4	4.3	±0.1	
White	94	±3	0	1	16	23	59	±5	4.4	±0.1	
Total Minority	92	±2	1	7	21	28	43	±5	4.0	±0.1	
Black	91	±3	2	12	24	31	32	±5	3.8	±0.1	
Hispanic	96	±2	0	4	20	29	47	±10	4.2	±0.2	
Asian	90	±7	1	4	23	26	46	±7	4.1	±0.2	
Other Race/Ethnicity	90	±6	3	3	16	21	57	±9	4.3	±0.2	
Enlisted	93	±2	1	4	20	25	51	±4	4.2	±0.1	
E1 – E4	92	±3	1	4	21	22	52	±7	4.2	±0.2	
E5 – E9	93	±3	1	3	19	27	50	±5	4.2	±0.1	
Officers	96	±2	1	1	10	26	62	±5	4.5	±0.1	
COAST GUARD	92	±2	1	5	18	26	50	±4	4.2	±0.1	
White	92	±3	1	4	17	26	52	±5	4.2	±0.1	
Total Minority	92	±3	2	6	23	27	43	±5	4.0	±0.1	
Black	92	±3	3	11	26	29	31	±7	3.7	±0.2	
Hispanic	93	±4	2	4	22	28	44	±7	4.1	±0.2	
Asian	94	±5	1	10	24	35	30	±11	3.8	±0.2	
Other Race/Ethnicity	92	±5	1	3	22	23	52	±12	4.2	±0.2	
Enlisted	91	±3	1	5	20	25	49	±5	4.1	±0.1	
E1 – E4	90	±5	3	5	21	29	42	±8	4.0	±0.2	
E5 – E9	92	±3	0	5	19	22	53	±6	4.2	±0.1	
Officers	96	±2	0	2	13	30	54	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question.

55. How would you rate race relations...

c. In your Service?

1. Poor
4. Very good

2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	91	±2	2	7	26	27	38	±2	3.9	±0.1	
Enlisted	90	±2	2	8	27	25	37	±3	3.9	±0.1	
E1 – E4	89	±2	2	8	28	23	38	±4	3.9	±0.1	
E5 – E9	91	±2	2	7	26	28	36	±3	3.9	±0.1	
Officers	94	±2	1	4	20	33	43	±3	4.1	±0.1	
O1 – O3	94	±3	1	4	20	33	42	±5	4.1	±0.1	
O4 – O6	95	±3	1	3	19	30	47	±5	4.2	±0.1	
Male	91	±2	2	7	25	27	39	±3	4.0	±0.1	
Female	89	±2	3	11	31	25	30	±4	3.7	±0.1	
White	91	±2	1	5	24	27	43	±3	4.0	±0.1	
Total Minority	89	±2	3	11	29	26	31	±2	3.7	±0.1	
Black	88	±2	4	15	32	26	22	±3	3.5	±0.1	
Hispanic	90	±2	2	8	24	28	37	±4	3.9	±0.1	
AIAN	91	±8	5	7	NR	18	21	±13	3.4	±0.3	
Asian	90	±2	4	9	28	27	32	±4	3.7	±0.1	
NHPI	84	±5	4	10	26	27	33	±4	3.8	±0.1	
Two or More Races	90	±4	3	7	27	24	40	±7	3.9	±0.2	
Not Deployed Past 12 Months	90	±2	2	7	26	26	39	±3	3.9	±0.1	
Deployed Past 12 Months	91	±2	3	8	27	27	35	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	87	±4	12	26	38	15	9	±6	2.8	±0.2	
Experienced, Did Not Label	85	±3	2	10	38	27	22	±5	3.6	±0.1	
Did Not Experience	93	±2	1	4	21	28	47	±3	4.2	±0.1	
ARMY	88	±3	3	9	30	26	31	±4	3.7	±0.1	
White	89	±4	2	7	29	27	35	±6	3.9	±0.2	
Total Minority	88	±2	4	13	31	26	25	±4	3.6	±0.1	
Black	87	±3	5	16	33	25	21	±5	3.4	±0.1	
Hispanic	86	±4	4	12	23	30	30	±8	3.7	±0.2	
Asian	89	±4	5	11	31	26	28	±8	3.6	±0.2	
Other Race/Ethnicity	92	±4	3	7	42	21	26	±15	3.6	±0.3	
Enlisted	87	±3	4	10	31	24	31	±5	3.7	±0.1	
E1 – E4	87	±5	4	10	34	19	34	±8	3.7	±0.2	
E5 – E9	88	±3	4	11	28	30	27	±5	3.7	±0.1	
Officers	92	±4	1	6	25	36	33	±7	3.9	±0.2	
NAVY	91	±2	2	8	27	27	37	±4	3.9	±0.1	
White	91	±3	1	5	24	28	41	±6	4.0	±0.2	
Total Minority	89	±2	3	11	30	25	31	±4	3.7	±0.1	
Black	87	±4	3	16	34	25	22	±6	3.5	±0.2	
Hispanic	92	±3	2	8	29	24	38	±7	3.9	±0.2	
Asian	91	±3	5	9	27	30	29	±11	3.7	±0.2	
Other Race/Ethnicity	89	±4	3	9	30	23	35	±10	3.8	±0.2	
Enlisted	90	±3	2	9	28	26	36	±5	3.8	±0.1	
E1 – E4	88	±4	2	10	26	27	34	±7	3.8	±0.2	
E5 – E9	92	±3	2	7	29	25	37	±6	3.9	±0.2	
Officers	95	±3	1	3	22	32	42	±5	4.1	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

55. How would you rate race relations...

c. In your Service?

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
MARINE CORPS	92	±3	1	6	25	28	40	±5	4.0	±0.1	
White	93	±3	1	5	23	29	42	±6	4.1	±0.2	
Total Minority	90	±3	3	8	27	25	37	±6	3.8	±0.2	
Black	88	±4	6	18	30	25	21	±8	3.4	±0.2	
Hispanic	93	±3	1	5	27	24	43	±8	4.0	±0.2	
Asian	89	±7	2	11	25	25	36	±14	3.8	±0.3	
Other Race/Ethnicity	83	±15	3	5	29	25	37	±13	3.9	±0.2	
Enlisted	91	±3	1	7	26	27	39	±5	3.9	±0.1	
E1 – E4	92	±4	1	7	27	25	40	±7	4.0	±0.2	
E5 – E9	91	±3	2	6	26	30	36	±6	3.9	±0.2	
Officers	96	±2	2	3	13	35	48	±5	4.2	±0.1	
AIR FORCE	93	±2	1	4	20	26	49	±4	4.2	±0.1	
White	94	±3	1	1	19	25	54	±5	4.3	±0.1	
Total Minority	92	±2	2	8	23	29	38	±5	3.9	±0.1	
Black	91	±3	3	13	28	31	26	±5	3.6	±0.2	
Hispanic	95	±2	1	6	19	30	44	±10	4.1	±0.2	
Asian	89	±7	1	5	26	24	44	±7	4.0	±0.2	
Other Race/Ethnicity	90	±6	3	6	16	25	50	±9	4.1	±0.2	
Enlisted	93	±2	1	4	22	26	47	±4	4.1	±0.1	
E1 – E4	92	±3	1	5	22	22	50	±7	4.2	±0.2	
E5 – E9	93	±3	1	4	22	28	45	±5	4.1	±0.1	
Officers	96	±2	1	2	14	28	55	±6	4.3	±0.1	
COAST GUARD	92	±3	2	5	24	30	40	±4	4.0	±0.1	
White	92	±3	1	3	22	32	43	±5	4.1	±0.1	
Total Minority	92	±3	3	10	30	25	32	±5	3.7	±0.1	
Black	92	±3	8	18	36	22	17	±8	3.2	±0.2	
Hispanic	93	±4	2	8	29	28	34	±7	3.8	±0.2	
Asian	94	±5	2	12	30	34	21	±11	3.6	±0.2	
Other Race/Ethnicity	92	±5	1	7	29	21	42	±12	4.0	±0.3	
Enlisted	91	±3	2	5	26	28	40	±5	4.0	±0.1	
E1 – E4	89	±5	3	3	29	30	36	±8	3.9	±0.2	
E5 – E9	92	±3	1	6	24	26	43	±6	4.0	±0.2	
Officers	97	±2	1	4	17	38	40	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

55. How would you rate race relations...

d. In the local community around your installation?

1. Poor
4. Very good2. Fair
5. Excellent

3. Good

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
TOTAL DOD	90	±2	5	11	29	23	32	±2	3.7	±0.1	
Enlisted	90	±2	5	11	29	22	32	±3	3.6	±0.1	
E1 – E4	89	±2	6	11	30	20	33	±4	3.6	±0.1	
E5 – E9	91	±2	5	11	29	24	31	±3	3.7	±0.1	
Officers	94	±2	3	12	26	26	33	±3	3.7	±0.1	
O1 – O3	94	±3	3	12	24	26	35	±5	3.8	±0.1	
O4 – O6	96	±3	3	12	27	27	31	±5	3.7	±0.2	
Male	91	±2	5	11	28	23	33	±3	3.7	±0.1	
Female	89	±2	4	13	32	23	28	±4	3.6	±0.1	
White	91	±2	5	10	27	22	36	±3	3.7	±0.1	
Total Minority	89	±2	5	13	30	24	27	±2	3.5	±0.1	
Black	88	±2	6	18	33	24	20	±3	3.3	±0.1	
Hispanic	90	±2	4	10	28	24	33	±4	3.7	±0.1	
AIAN	91	±8	4	NR	NR	14	17	±11	3.2	±0.3	
Asian	90	±2	5	10	30	27	28	±4	3.6	±0.1	
NHPI	84	±5	3	13	28	26	29	±4	3.7	±0.1	
Two or More Races	90	±4	7	11	27	19	36	±7	3.7	±0.2	
Not Deployed Past 12 Months	90	±2	4	11	28	23	33	±3	3.7	±0.1	
Deployed Past 12 Months	91	±2	7	12	30	22	30	±4	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	86	±4	17	28	35	13	8	±6	2.7	±0.2	
Experienced, Did Not Label	85	±3	7	15	39	20	18	±5	3.3	±0.2	
Did Not Experience	93	±2	2	8	25	25	40	±3	3.9	±0.1	
ARMY	88	±3	5	14	31	22	28	±4	3.5	±0.1	
White	88	±4	5	13	30	20	32	±6	3.6	±0.2	
Total Minority	87	±2	6	15	32	25	22	±4	3.4	±0.1	
Black	86	±4	6	18	33	25	18	±5	3.3	±0.1	
Hispanic	86	±4	5	13	29	27	26	±8	3.5	±0.2	
Asian	90	±3	5	11	33	26	25	±8	3.5	±0.2	
Other Race/Ethnicity	92	±4	5	12	38	19	26	±16	3.5	±0.3	
Enlisted	87	±3	6	14	32	21	28	±5	3.5	±0.2	
E1 – E4	86	±5	6	14	32	17	31	±8	3.5	±0.2	
E5 – E9	88	±4	5	14	32	25	24	±5	3.5	±0.2	
Officers	92	±4	3	13	28	27	28	±7	3.6	±0.2	
NAVY	90	±2	6	11	25	24	33	±4	3.7	±0.1	
White	91	±3	6	10	22	26	37	±6	3.8	±0.2	
Total Minority	90	±2	4	14	31	23	28	±4	3.6	±0.1	
Black	87	±4	4	16	36	24	20	±6	3.4	±0.2	
Hispanic	92	±3	3	13	27	20	37	±7	3.8	±0.2	
Asian	92	±3	5	10	29	30	26	±11	3.6	±0.2	
Other Race/Ethnicity	88	±4	9	13	29	20	28	±13	3.5	±0.3	
Enlisted	90	±3	6	11	25	24	33	±5	3.7	±0.2	
E1 – E4	88	±4	7	13	23	25	32	±7	3.6	±0.2	
E5 – E9	92	±3	6	9	27	23	35	±6	3.7	±0.2	
Officers	94	±3	2	12	27	26	32	±5	3.7	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

55. How would you rate race relations...

d. In the local community around your installation?

	Percent Responding		Percentages					Max ME	Average Race Relations		
			1	2	3	4	5				
MARINE CORPS	92	±3	4	9	30	22	35	±5	3.7	±0.1	
White	93	±3	4	8	31	23	34	±6	3.8	±0.2	
Total Minority	90	±3	4	11	29	21	35	±6	3.7	±0.2	
Black	89	±4	10	18	28	23	21	±8	3.3	±0.2	
Hispanic	93	±3	2	7	30	20	42	±8	3.9	±0.2	
Asian	88	±7	5	13	25	23	33	±15	3.7	±0.3	
Other Race/Ethnicity	83	±15	4	12	32	19	33	±13	3.6	±0.3	
Enlisted	91	±3	4	9	31	22	34	±5	3.7	±0.2	
E1 – E4	92	±4	4	7	34	19	35	±7	3.7	±0.2	
E5 – E9	91	±3	4	12	26	26	32	±6	3.7	±0.2	
Officers	96	±2	3	10	21	27	39	±5	3.9	±0.1	
AIR FORCE	94	±2	4	9	27	23	37	±4	3.8	±0.1	
White	95	±3	3	8	27	22	40	±5	3.9	±0.2	
Total Minority	92	±2	6	11	27	24	31	±4	3.6	±0.2	
Black	91	±3	5	18	30	24	22	±5	3.4	±0.2	
Hispanic	96	±2	8	6	25	28	33	±10	3.7	±0.3	
Asian	90	±7	3	8	30	24	35	±7	3.8	±0.2	
Other Race/Ethnicity	90	±6	6	10	22	19	43	±10	3.8	±0.3	
Enlisted	93	±2	4	9	27	22	37	±4	3.8	±0.1	
E1 – E4	93	±3	4	10	28	22	37	±7	3.8	±0.2	
E5 – E9	93	±3	4	8	27	23	37	±5	3.8	±0.2	
Officers	96	±2	4	11	24	25	37	±6	3.8	±0.2	
COAST GUARD	92	±3	5	13	27	25	31	±4	3.6	±0.1	
White	92	±3	6	11	26	25	32	±5	3.7	±0.2	
Total Minority	92	±3	5	16	28	24	27	±5	3.5	±0.2	
Black	92	±3	5	17	37	23	16	±8	3.3	±0.2	
Hispanic	93	±4	4	15	25	28	29	±7	3.6	±0.2	
Asian	93	±5	6	19	35	24	16	±11	3.2	±0.3	
Other Race/Ethnicity	92	±5	5	17	27	18	33	±13	3.5	±0.3	
Enlisted	91	±3	5	13	27	23	31	±5	3.6	±0.2	
E1 – E4	90	±5	8	12	23	27	30	±8	3.6	±0.2	
E5 – E9	92	±3	4	13	30	21	32	±6	3.6	±0.2	
Officers	96	±2	5	13	24	29	28	±5	3.6	±0.2	

Note. Percent responding are active duty members who answered the question.

56. In your work group, to what extent...

a. Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±2	11	9	23	27	30	±2	3.6	±0.1	
Enlisted	88	±2	12	9	25	25	28	±3	3.5	±0.1	
E1 – E4	87	±3	14	10	30	22	24	±4	3.3	±0.1	
E5 – E9	89	±2	10	9	20	28	33	±3	3.6	±0.1	
Officers	94	±2	5	7	15	35	39	±4	4.0	±0.1	
O1 – O3	94	±3	5	7	18	37	33	±5	3.8	±0.1	
O4 – O6	96	±2	3	5	10	33	49	±5	4.2	±0.1	
Male	89	±2	11	8	23	27	31	±2	3.6	±0.1	
Female	88	±3	9	13	27	28	23	±4	3.4	±0.1	
White	90	±2	9	7	21	29	34	±3	3.7	±0.1	
Total Minority	88	±2	13	12	27	24	24	±2	3.3	±0.1	
Black	86	±2	13	14	29	24	20	±3	3.2	±0.1	
Hispanic	89	±2	15	10	25	24	27	±4	3.4	±0.2	
AIAN	91	±8	15	NR	NR	14	15	±12	2.9	±0.4	
Asian	89	±3	11	11	30	24	24	±4	3.4	±0.1	
NHPI	84	±5	12	9	31	24	24	±5	3.4	±0.1	
Two or More Races	88	±4	10	10	23	28	29	±7	3.6	±0.2	
Not Deployed Past 12 Months	89	±2	10	9	23	27	30	±3	3.6	±0.1	
Deployed Past 12 Months	90	±3	12	9	24	26	29	±4	3.5	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	85	±4	19	29	28	16	8	±6	2.7	±0.2	
Experienced, Did Not Label	83	±4	15	11	36	22	16	±5	3.1	±0.2	
Did Not Experience	92	±2	9	5	19	30	37	±3	3.8	±0.1	
ARMY	87	±3	13	10	26	26	25	±4	3.4	±0.1	
White	87	±4	12	8	26	27	27	±6	3.5	±0.2	
Total Minority	86	±3	14	14	26	24	22	±4	3.2	±0.1	
Black	85	±4	15	16	28	23	18	±5	3.1	±0.2	
Hispanic	84	±5	17	10	23	24	27	±8	3.3	±0.2	
Asian	88	±4	10	14	31	20	24	±9	3.3	±0.2	
Other Race/Ethnicity	92	±4	7	NR	27	28	17	±14	3.3	±0.3	
Enlisted	85	±3	14	11	28	25	22	±5	3.3	±0.2	
E1 – E4	84	±5	17	11	31	23	18	±7	3.2	±0.2	
E5 – E9	86	±4	11	10	24	27	27	±5	3.5	±0.2	
Officers	93	±3	7	10	18	30	36	±6	3.8	±0.2	
NAVY	89	±3	10	10	24	25	31	±4	3.6	±0.1	
White	89	±4	8	8	20	27	36	±6	3.7	±0.2	
Total Minority	88	±2	12	12	30	22	23	±4	3.3	±0.1	
Black	86	±4	9	13	36	21	21	±6	3.3	±0.2	
Hispanic	90	±3	13	12	26	22	27	±8	3.4	±0.3	
Asian	90	±3	12	12	31	26	19	±8	3.3	±0.2	
Other Race/Ethnicity	89	±4	17	11	25	22	26	±12	3.3	±0.3	
Enlisted	88	±3	11	11	27	22	28	±4	3.5	±0.2	
E1 – E4	85	±5	14	12	34	17	22	±7	3.2	±0.2	
E5 – E9	91	±3	8	10	20	28	34	±6	3.7	±0.2	
Officers	95	±3	3	6	13	38	40	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

56. In your work group, to what extent...

a. Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	91	±3	12	8	25	27	28	±4	3.5	±0.2	
White	92	±3	9	7	23	31	30	±6	3.7	±0.2	
Total Minority	89	±3	16	11	28	22	24	±5	3.3	±0.2	
Black	88	±4	16	12	30	23	20	±8	3.2	±0.2	
Hispanic	93	±3	17	11	26	22	24	±9	3.3	±0.3	
Asian	87	±7	15	10	31	17	27	±17	3.3	±0.4	
Other Race/Ethnicity	76	±16	10	7	33	20	30	±12	3.5	±0.3	
Enlisted	91	±3	12	9	27	26	27	±5	3.5	±0.2	
E1 – E4	91	±4	13	9	30	24	24	±7	3.4	±0.2	
E5 – E9	89	±4	11	9	20	28	32	±6	3.6	±0.2	
Officers	94	±2	5	4	12	40	39	±5	4.0	±0.1	
AIR FORCE	92	±2	9	6	18	30	38	±4	3.8	±0.1	
White	93	±3	7	5	15	31	43	±5	4.0	±0.2	
Total Minority	90	±3	12	8	24	28	29	±4	3.5	±0.2	
Black	89	±3	11	12	24	27	25	±5	3.4	±0.2	
Hispanic	93	±4	13	5	25	28	29	±10	3.5	±0.3	
Asian	89	±7	8	7	27	29	29	±7	3.6	±0.2	
Other Race/Ethnicity	89	±6	11	5	19	27	37	±10	3.7	±0.3	
Enlisted	91	±3	10	6	19	28	37	±4	3.8	±0.2	
E1 – E4	90	±4	10	6	24	24	36	±7	3.7	±0.2	
E5 – E9	92	±3	10	6	14	31	39	±5	3.8	±0.2	
Officers	96	±2	3	4	13	38	42	±6	4.1	±0.1	
COAST GUARD	91	±3	8	6	20	31	36	±4	3.8	±0.1	
White	91	±3	7	4	16	33	39	±5	3.9	±0.2	
Total Minority	90	±3	9	8	29	26	28	±5	3.5	±0.2	
Black	91	±3	7	12	25	30	26	±8	3.6	±0.2	
Hispanic	91	±4	11	9	30	25	27	±8	3.5	±0.2	
Asian	93	±5	5	11	26	34	23	±11	3.6	±0.3	
Other Race/Ethnicity	87	±7	10	5	30	22	33	±12	3.6	±0.3	
Enlisted	89	±3	8	6	21	29	36	±5	3.8	±0.2	
E1 – E4	89	±5	10	7	26	29	29	±8	3.6	±0.2	
E5 – E9	90	±4	7	5	18	30	40	±6	3.9	±0.2	
Officers	96	±2	6	5	14	37	39	±5	4.0	±0.2	

Note. Percent responding are active duty members who answered the question.

56. In your work group, to what extent...

b. Would reports about racial/ethnic harassment and discrimination be taken seriously?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±2	7	7	20	26	40	±2	3.8	±0.1	
Enlisted	88	±2	8	7	22	25	37	±3	3.7	±0.1	
E1 – E4	87	±3	10	9	26	24	31	±4	3.6	±0.1	
E5 – E9	89	±2	7	6	17	27	43	±3	3.9	±0.1	
Officers	94	±2	3	4	11	30	52	±4	4.3	±0.1	
O1 – O3	94	±2	3	4	13	34	47	±5	4.2	±0.1	
O4 – O6	95	±2	1	3	7	26	62	±5	4.4	±0.1	
Male	89	±2	8	7	19	26	41	±3	3.9	±0.1	
Female	88	±3	6	9	23	27	35	±4	3.8	±0.1	
White	90	±2	6	5	18	26	44	±3	4.0	±0.1	
Total Minority	88	±2	9	9	23	25	33	±2	3.7	±0.1	
Black	86	±2	9	10	25	25	30	±3	3.6	±0.1	
Hispanic	89	±2	10	8	21	26	35	±4	3.7	±0.1	
AIAN	91	±8	10	NR	NR	13	24	±15	3.1	±0.5	
Asian	89	±2	8	9	27	24	32	±4	3.6	±0.1	
NHPI	82	±5	8	7	26	26	34	±4	3.7	±0.1	
Two or More Races	87	±5	6	7	20	27	41	±7	3.9	±0.2	
Not Deployed Past 12 Months	89	±2	7	7	20	26	40	±3	3.9	±0.1	
Deployed Past 12 Months	89	±3	9	7	20	26	39	±4	3.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	85	±4	17	25	28	18	13	±6	2.9	±0.2	
Experienced, Did Not Label	83	±4	11	8	32	25	25	±5	3.4	±0.2	
Did Not Experience	91	±2	5	4	16	28	48	±3	4.1	±0.1	
ARMY	87	±3	9	9	24	24	34	±4	3.7	±0.1	
White	87	±4	8	7	25	23	37	±6	3.8	±0.2	
Total Minority	86	±3	10	12	23	25	29	±4	3.5	±0.1	
Black	85	±4	10	12	26	26	26	±4	3.4	±0.2	
Hispanic	84	±5	11	10	18	27	33	±8	3.6	±0.2	
Asian	89	±4	8	10	30	21	30	±8	3.5	±0.2	
Other Race/Ethnicity	91	±4	7	NR	24	19	31	±14	3.5	±0.4	
Enlisted	85	±3	10	10	27	23	30	±5	3.5	±0.2	
E1 – E4	84	±5	12	11	31	21	25	±8	3.4	±0.2	
E5 – E9	87	±4	8	8	22	26	36	±5	3.8	±0.2	
Officers	93	±3	3	6	15	26	49	±6	4.1	±0.2	
NAVY	89	±3	6	7	20	25	42	±4	3.9	±0.1	
White	89	±4	6	6	15	26	48	±6	4.0	±0.2	
Total Minority	88	±2	7	8	26	25	34	±4	3.7	±0.1	
Black	86	±4	7	9	29	23	33	±6	3.7	±0.2	
Hispanic	89	±3	7	9	26	24	34	±7	3.7	±0.2	
Asian	89	±3	9	9	27	25	30	±9	3.6	±0.2	
Other Race/Ethnicity	88	±4	9	6	17	30	38	±10	3.8	±0.2	
Enlisted	88	±3	7	8	22	24	39	±5	3.8	±0.2	
E1 – E4	85	±5	9	10	28	23	31	±7	3.6	±0.2	
E5 – E9	90	±3	5	6	17	25	47	±6	4.0	±0.2	
Officers	94	±3	2	3	8	32	56	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

56. In your work group, to what extent...

b. Would reports about racial/ethnic harassment and discrimination be taken seriously?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	91	±3	9	7	21	28	36	±4	3.8	±0.2	
White	92	±3	7	6	19	30	38	±6	3.9	±0.2	
Total Minority	89	±3	11	9	24	25	31	±5	3.6	±0.2	
Black	87	±4	10	10	22	25	32	±10	3.6	±0.2	
Hispanic	92	±3	12	9	24	25	30	±8	3.5	±0.3	
Asian	87	±7	11	9	21	26	33	±15	3.6	±0.3	
Other Race/Ethnicity	76	±16	7	6	29	23	35	±13	3.7	±0.3	
Enlisted	90	±3	9	8	22	27	34	±5	3.7	±0.2	
E1 – E4	91	±4	10	9	25	27	29	±7	3.6	±0.2	
E5 – E9	89	±4	7	7	16	27	43	±6	3.9	±0.2	
Officers	94	±2	4	2	9	32	54	±5	4.3	±0.1	
AIR FORCE	92	±2	6	3	14	29	49	±4	4.1	±0.1	
White	93	±3	5	3	11	30	52	±5	4.2	±0.1	
Total Minority	91	±2	7	5	19	27	42	±5	3.9	±0.1	
Black	89	±3	8	7	21	27	38	±5	3.8	±0.2	
Hispanic	95	±2	7	3	17	27	45	±10	4.0	±0.3	
Asian	88	±7	6	5	24	28	38	±7	3.9	±0.2	
Other Race/Ethnicity	87	±8	6	3	18	27	47	±9	4.1	±0.2	
Enlisted	91	±3	6	4	15	28	47	±4	4.1	±0.1	
E1 – E4	90	±4	6	3	19	25	46	±7	4.0	±0.2	
E5 – E9	92	±3	7	4	12	29	48	±5	4.1	±0.2	
Officers	96	±2	3	2	8	33	54	±6	4.3	±0.1	
COAST GUARD	90	±3	5	2	16	27	50	±4	4.1	±0.1	
White	90	±3	5	1	14	27	52	±5	4.2	±0.2	
Total Minority	90	±3	5	5	22	25	43	±5	4.0	±0.1	
Black	90	±3	5	7	20	25	43	±7	4.0	±0.2	
Hispanic	91	±4	4	5	23	26	42	±7	4.0	±0.2	
Asian	93	±5	4	7	20	36	34	±11	3.9	±0.3	
Other Race/Ethnicity	87	±7	6	3	21	21	49	±14	4.0	±0.3	
Enlisted	89	±3	5	2	18	27	48	±5	4.1	±0.1	
E1 – E4	88	±5	7	2	21	30	40	±8	3.9	±0.2	
E5 – E9	90	±4	4	2	16	25	53	±6	4.2	±0.2	
Officers	96	±2	4	2	9	26	60	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question.

56. In your work group, to what extent...

c. Would people be able to get away with racial/ethnic harassment and discrimination?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±2	45	18	19	8	9	±2	2.2	±0.1	
Enlisted	88	±2	44	17	21	8	9	±3	2.2	±0.1	
E1 – E4	87	±3	42	17	26	7	9	±4	2.2	±0.1	
E5 – E9	89	±2	47	18	17	9	9	±3	2.2	±0.1	
Officers	94	±2	51	23	10	8	8	±4	2.0	±0.1	
O1 – O3	93	±3	44	25	13	10	7	±5	2.1	±0.2	
O4 – O6	95	±3	59	20	6	5	11	±5	1.9	±0.2	
Male	89	±2	47	18	19	7	9	±3	2.2	±0.1	
Female	88	±3	39	22	20	13	7	±4	2.3	±0.1	
White	90	±2	48	17	18	8	9	±3	2.1	±0.1	
Total Minority	87	±2	42	20	22	9	8	±2	2.2	±0.1	
Black	86	±2	40	19	23	10	8	±3	2.3	±0.1	
Hispanic	89	±2	44	19	20	8	8	±4	2.2	±0.1	
AIAN	91	±8	31	NR	14	NR	5	±18	2.3	±0.4	
Asian	88	±3	38	22	24	9	6	±4	2.2	±0.1	
NHPI	83	±5	42	17	25	9	7	±5	2.2	±0.1	
Two or More Races	87	±5	44	20	19	7	10	±7	2.2	±0.2	
Not Deployed Past 12 Months	89	±2	47	18	19	8	9	±3	2.1	±0.1	
Deployed Past 12 Months	89	±3	42	20	21	7	10	±4	2.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	85	±4	17	24	29	16	13	±6	2.8	±0.2	
Experienced, Did Not Label	83	±4	30	25	32	9	5	±5	2.3	±0.2	
Did Not Experience	91	±2	54	16	14	7	10	±3	2.0	±0.1	
ARMY											
White	87	±4	40	18	25	8	10	±6	2.3	±0.2	
Total Minority	86	±3	39	20	22	11	9	±4	2.3	±0.1	
Black	85	±4	38	21	22	11	9	±5	2.3	±0.2	
Hispanic	84	±5	44	17	20	10	9	±7	2.2	±0.2	
Asian	88	±4	33	24	26	11	6	±9	2.3	±0.2	
Other Race/Ethnicity	91	±4	33	24	21	12	10	±18	2.4	±0.4	
Enlisted	85	±3	38	18	26	9	9	±5	2.3	±0.2	
E1 – E4	84	±5	35	16	30	9	10	±8	2.4	±0.2	
E5 – E9	86	±4	43	19	21	9	8	±5	2.2	±0.2	
Officers	92	±4	44	23	15	9	9	±7	2.2	±0.2	
NAVY											
White	89	±4	52	17	15	8	8	±6	2.0	±0.2	
Total Minority	88	±2	39	22	24	8	6	±4	2.2	±0.1	
Black	85	±4	39	17	29	9	6	±6	2.3	±0.2	
Hispanic	90	±3	40	24	22	7	7	±8	2.2	±0.2	
Asian	89	±3	37	24	25	8	6	±7	2.2	±0.2	
Other Race/Ethnicity	89	±4	41	26	16	10	7	±11	2.2	±0.2	
Enlisted	87	±3	45	18	21	8	8	±5	2.2	±0.2	
E1 – E4	85	±5	42	18	26	7	6	±7	2.2	±0.2	
E5 – E9	90	±3	47	18	17	9	9	±6	2.2	±0.2	
Officers	94	±3	56	23	8	7	6	±5	1.8	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

56. In your work group, to what extent...

c. Would people be able to get away with racial/ethnic harassment and discrimination?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	90	±3	47	17	20	8	8	±5	2.1	±0.2	
White	91	±4	50	15	18	8	8	±6	2.1	±0.2	
Total Minority	89	±3	42	18	23	8	8	±6	2.2	±0.2	
Black	88	±4	38	19	25	7	12	±7	2.4	±0.2	
Hispanic	92	±3	44	18	22	8	7	±8	2.2	±0.2	
Asian	87	±7	47	19	21	7	5	±12	2.1	±0.3	
Other Race/Ethnicity	76	±16	40	21	28	5	7	±13	2.2	±0.3	
Enlisted	90	±3	46	16	22	8	8	±5	2.2	±0.2	
E1 – E4	90	±4	45	15	25	8	7	±7	2.2	±0.2	
E5 – E9	89	±4	49	17	15	9	9	±6	2.1	±0.2	
Officers	95	±2	54	21	8	7	10	±5	2.0	±0.2	
AIR FORCE	92	±2	52	18	13	7	10	±4	2.0	±0.1	
White	93	±3	54	18	11	7	11	±5	2.0	±0.2	
Total Minority	89	±3	49	18	17	7	9	±5	2.1	±0.2	
Black	87	±3	46	18	17	10	9	±5	2.2	±0.2	
Hispanic	94	±2	49	20	16	6	9	±10	2.0	±0.3	
Asian	88	±7	44	18	21	7	9	±9	2.2	±0.3	
Other Race/Ethnicity	86	±8	57	14	16	5	8	±9	1.9	±0.2	
Enlisted	91	±2	52	17	14	7	10	±4	2.1	±0.2	
E1 – E4	90	±4	51	17	18	5	10	±7	2.0	±0.2	
E5 – E9	91	±3	52	16	11	9	11	±5	2.1	±0.2	
Officers	96	±2	55	23	7	7	9	±6	1.9	±0.2	
COAST GUARD	90	±3	52	18	14	6	10	±4	2.0	±0.1	
White	90	±3	55	18	11	6	11	±5	2.0	±0.2	
Total Minority	90	±3	45	18	22	6	8	±5	2.1	±0.2	
Black	91	±3	40	22	19	6	12	±9	2.3	±0.3	
Hispanic	91	±4	47	16	24	6	7	±7	2.1	±0.2	
Asian	91	±6	35	33	20	10	2	±11	2.1	±0.3	
Other Race/Ethnicity	86	±7	48	17	22	6	8	±14	2.1	±0.3	
Enlisted	89	±3	51	18	15	6	10	±5	2.1	±0.2	
E1 – E4	88	±5	48	17	19	6	10	±8	2.1	±0.3	
E5 – E9	89	±4	53	18	13	6	10	±6	2.0	±0.2	
Officers	96	±2	56	20	8	6	9	±5	1.9	±0.2	

Note. Percent responding are active duty members who answered the question.

56. In your work group, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±2	10	7	24	24	34	±2	3.7	±0.1	
Enlisted	88	±2	11	7	26	23	32	±3	3.6	±0.1	
E1 – E4	87	±3	14	8	32	19	26	±4	3.3	±0.1	
E5 – E9	89	±2	8	6	19	27	40	±3	3.8	±0.1	
Officers	95	±2	3	6	18	30	42	±4	4.0	±0.1	
O1 – O3	94	±2	4	7	21	33	35	±5	3.9	±0.1	
O4 – O6	96	±2	2	4	13	28	53	±5	4.2	±0.1	
Male	89	±2	10	7	24	24	35	±3	3.7	±0.1	
Female	88	±3	10	10	27	24	29	±4	3.5	±0.1	
White	90	±2	8	5	24	25	37	±3	3.8	±0.1	
Total Minority	88	±2	13	10	25	23	29	±2	3.5	±0.1	
Black	86	±2	12	10	25	24	28	±3	3.5	±0.1	
Hispanic	89	±2	14	10	23	23	31	±4	3.5	±0.2	
AIAN	91	±8	10	NR	17	NR	21	±14	3.2	±0.6	
Asian	89	±2	12	12	30	21	24	±4	3.3	±0.1	
NHPI	83	±5	13	9	27	23	28	±5	3.4	±0.2	
Two or More Races	88	±5	8	7	24	26	35	±7	3.7	±0.2	
Not Deployed Past 12 Months	89	±2	9	7	25	25	34	±3	3.7	±0.1	
Deployed Past 12 Months	90	±3	11	8	24	22	35	±4	3.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	85	±4	15	18	30	17	20	±6	3.1	±0.2	
Experienced, Did Not Label	83	±4	13	9	34	21	23	±5	3.3	±0.2	
Did Not Experience	92	±2	8	5	21	27	40	±3	3.8	±0.1	
ARMY	87	±3	10	6	27	23	34	±4	3.6	±0.1	
White	88	±4	9	4	30	21	37	±7	3.7	±0.2	
Total Minority	86	±3	12	10	23	25	30	±4	3.5	±0.1	
Black	85	±4	13	9	23	25	29	±5	3.5	±0.2	
Hispanic	84	±5	12	9	22	24	33	±8	3.6	±0.2	
Asian	89	±4	11	11	33	20	25	±9	3.4	±0.2	
Other Race/Ethnicity	91	±4	7	NR	22	27	28	±13	3.5	±0.4	
Enlisted	85	±3	12	6	29	21	32	±5	3.6	±0.2	
E1 – E4	84	±5	15	7	35	17	26	±8	3.3	±0.2	
E5 – E9	87	±4	8	6	21	26	39	±5	3.8	±0.2	
Officers	93	±3	2	7	21	28	42	±7	4.0	±0.2	
NAVY	89	±3	10	9	25	26	30	±4	3.6	±0.1	
White	90	±4	8	8	23	28	33	±6	3.7	±0.2	
Total Minority	88	±2	11	12	27	24	26	±3	3.4	±0.1	
Black	86	±4	12	12	30	22	23	±6	3.3	±0.2	
Hispanic	90	±3	10	15	24	23	28	±8	3.5	±0.2	
Asian	90	±3	14	13	28	22	23	±8	3.3	±0.2	
Other Race/Ethnicity	89	±4	11	6	24	29	30	±10	3.6	±0.2	
Enlisted	88	±3	11	10	26	25	28	±4	3.5	±0.2	
E1 – E4	85	±5	15	11	33	20	20	±7	3.2	±0.2	
E5 – E9	91	±3	7	10	20	29	35	±6	3.7	±0.2	
Officers	95	±3	3	5	17	34	41	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

56. In your work group, to what extent...

d. Are policies forbidding racial/ethnic harassment and discrimination publicized?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	91	±3	13	7	24	24	33	±4	3.6	±0.2	
White	92	±3	10	6	22	27	35	±6	3.7	±0.2	
Total Minority	88	±4	17	8	28	18	28	±5	3.3	±0.2	
Black	86	±5	18	7	25	21	30	±8	3.4	±0.2	
Hispanic	92	±3	19	9	26	17	29	±9	3.3	±0.3	
Asian	86	±7	15	8	37	21	20	±14	3.2	±0.2	
Other Race/Ethnicity	76	±16	12	7	38	17	27	±13	3.4	±0.3	
Enlisted	90	±3	14	7	25	23	31	±5	3.5	±0.2	
E1 – E4	91	±4	16	9	28	21	27	±7	3.3	±0.2	
E5 – E9	89	±4	9	4	19	27	40	±6	3.8	±0.2	
Officers	95	±2	5	4	16	30	46	±5	4.1	±0.1	
AIR FORCE	92	±2	8	6	21	26	40	±4	3.8	±0.1	
White	93	±3	6	4	19	27	43	±5	4.0	±0.2	
Total Minority	91	±2	12	9	23	23	33	±4	3.6	±0.2	
Black	89	±3	9	12	24	22	32	±5	3.6	±0.2	
Hispanic	95	±2	17	6	22	25	31	±10	3.5	±0.3	
Asian	89	±7	11	12	28	21	28	±7	3.4	±0.2	
Other Race/Ethnicity	87	±7	11	8	19	22	41	±10	3.7	±0.3	
Enlisted	91	±2	9	6	22	25	39	±4	3.8	±0.1	
E1 – E4	91	±4	10	7	30	21	32	±7	3.6	±0.2	
E5 – E9	92	±3	9	4	15	28	44	±5	4.0	±0.2	
Officers	96	±2	4	8	15	30	43	±6	4.0	±0.2	
COAST GUARD	91	±3	7	5	22	27	39	±4	3.8	±0.1	
White	91	±3	7	5	20	28	41	±5	3.9	±0.2	
Total Minority	90	±3	9	6	29	23	33	±5	3.7	±0.1	
Black	91	±3	11	9	22	23	35	±7	3.6	±0.2	
Hispanic	91	±4	8	6	32	22	32	±8	3.6	±0.2	
Asian	90	±6	8	10	24	31	28	±10	3.6	±0.3	
Other Race/Ethnicity	87	±7	8	4	30	24	35	±13	3.7	±0.3	
Enlisted	89	±3	8	6	25	25	37	±5	3.8	±0.2	
E1 – E4	88	±5	9	7	32	25	27	±8	3.5	±0.2	
E5 – E9	90	±4	8	5	20	25	44	±6	3.9	±0.2	
Officers	96	±2	5	3	12	33	47	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question.

56. In your work group, to what extent...

e. Are reporting procedures related to racial/ethnic harassment and discrimination publicized?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	89	±2	10	9	26	23	31	±2	3.6	±0.1	
Enlisted	88	±2	12	9	27	22	30	±3	3.5	±0.1	
E1 – E4	86	±3	15	10	33	18	24	±4	3.3	±0.1	
E5 – E9	89	±2	8	8	21	26	37	±3	3.8	±0.1	
Officers	94	±2	4	7	22	29	38	±4	3.9	±0.1	
O1 – O3	94	±2	4	8	26	30	31	±5	3.8	±0.1	
O4 – O6	94	±3	3	6	17	27	47	±5	4.1	±0.2	
Male	89	±2	10	8	26	23	32	±3	3.6	±0.1	
Female	88	±3	10	12	30	23	24	±4	3.4	±0.1	
White	89	±2	9	7	26	24	34	±3	3.7	±0.1	
Total Minority	88	±2	12	12	27	21	27	±2	3.4	±0.1	
Black	86	±2	12	12	28	23	26	±3	3.4	±0.1	
Hispanic	89	±2	14	11	26	21	28	±4	3.4	±0.2	
AIAN	89	±8	9	NR	20	10	20	±13	2.9	±0.5	
Asian	89	±3	13	13	31	21	22	±4	3.3	±0.1	
NHPI	83	±5	13	9	29	22	26	±5	3.4	±0.2	
Two or More Races	88	±4	10	10	27	21	33	±7	3.6	±0.2	
Not Deployed Past 12 Months	89	±2	10	8	27	24	31	±3	3.6	±0.1	
Deployed Past 12 Months	89	±3	12	10	25	20	33	±4	3.5	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	85	±4	18	23	27	16	16	±6	2.9	±0.2	
Experienced, Did Not Label	83	±4	12	11	36	19	22	±5	3.3	±0.2	
Did Not Experience	91	±2	9	6	23	26	36	±3	3.7	±0.1	
ARMY	86	±3	11	9	28	21	32	±4	3.5	±0.2	
White	86	±5	10	6	30	20	35	±6	3.6	±0.2	
Total Minority	86	±3	12	13	25	22	28	±4	3.4	±0.1	
Black	85	±4	12	11	26	23	27	±5	3.4	±0.2	
Hispanic	84	±5	14	11	22	23	30	±8	3.4	±0.2	
Asian	88	±4	13	12	33	19	23	±9	3.3	±0.2	
Other Race/Ethnicity	91	±4	8	NR	24	21	26	±12	3.3	±0.4	
Enlisted	84	±4	13	9	29	20	30	±5	3.4	±0.2	
E1 – E4	83	±5	17	10	34	15	24	±8	3.2	±0.2	
E5 – E9	86	±4	8	8	23	25	37	±5	3.8	±0.2	
Officers	93	±3	4	8	24	25	39	±7	3.9	±0.2	
NAVY	89	±3	11	10	27	25	27	±4	3.5	±0.1	
White	89	±4	10	8	24	29	30	±6	3.6	±0.2	
Total Minority	88	±2	13	13	31	21	23	±4	3.3	±0.1	
Black	85	±4	12	12	33	22	20	±6	3.3	±0.2	
Hispanic	90	±3	11	13	31	19	26	±7	3.3	±0.2	
Asian	90	±3	15	15	29	21	20	±9	3.2	±0.2	
Other Race/Ethnicity	89	±4	14	14	27	19	27	±13	3.3	±0.3	
Enlisted	87	±3	13	11	27	24	25	±4	3.4	±0.2	
E1 – E4	85	±5	16	12	34	20	17	±7	3.1	±0.2	
E5 – E9	90	±3	9	10	21	28	32	±6	3.6	±0.2	
Officers	94	±3	3	6	23	32	36	±5	3.9	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

56. In your work group, to what extent...

e. Are reporting procedures related to racial/ethnic harassment and discrimination publicized?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	91	±3	13	8	27	23	30	±4	3.5	±0.2	
White	92	±3	11	6	25	26	32	±6	3.6	±0.2	
Total Minority	88	±3	16	9	30	18	27	±5	3.3	±0.2	
Black	88	±4	16	11	26	18	28	±10	3.3	±0.2	
Hispanic	92	±3	18	9	29	17	27	±9	3.3	±0.3	
Asian	86	±7	14	9	30	30	18	±17	3.3	±0.2	
Other Race/Ethnicity	74	±16	10	8	38	18	26	±13	3.4	±0.2	
Enlisted	90	±3	14	8	28	22	28	±5	3.4	±0.2	
E1 – E4	91	±4	17	9	32	19	24	±7	3.2	±0.2	
E5 – E9	89	±4	8	6	21	27	38	±6	3.8	±0.2	
Officers	93	±3	4	6	16	31	44	±5	4.1	±0.1	
AIR FORCE	92	±2	7	8	24	25	35	±4	3.7	±0.1	
White	92	±3	6	6	23	27	38	±5	3.8	±0.2	
Total Minority	91	±2	10	12	25	22	30	±4	3.5	±0.2	
Black	89	±3	8	15	25	24	28	±5	3.5	±0.2	
Hispanic	95	±2	12	11	25	24	28	±10	3.5	±0.3	
Asian	88	±7	11	14	29	19	27	±7	3.4	±0.2	
Other Race/Ethnicity	89	±6	10	9	23	18	40	±10	3.7	±0.3	
Enlisted	91	±3	8	8	24	24	35	±4	3.7	±0.1	
E1 – E4	89	±4	8	10	32	20	29	±7	3.5	±0.2	
E5 – E9	92	±3	9	6	17	28	40	±5	3.8	±0.2	
Officers	96	±2	4	8	22	30	36	±6	3.9	±0.2	
COAST GUARD	90	±3	7	6	27	26	34	±4	3.7	±0.1	
White	90	±3	7	4	27	27	36	±5	3.8	±0.2	
Total Minority	89	±3	9	11	30	22	28	±5	3.5	±0.2	
Black	91	±3	14	10	25	22	29	±8	3.4	±0.2	
Hispanic	90	±5	8	12	31	23	27	±8	3.5	±0.2	
Asian	90	±6	11	15	22	25	27	±10	3.4	±0.3	
Other Race/Ethnicity	87	±7	8	7	33	21	31	±12	3.6	±0.3	
Enlisted	89	±3	8	6	30	23	33	±5	3.7	±0.2	
E1 – E4	88	±5	11	6	38	21	24	±9	3.4	±0.2	
E5 – E9	89	±4	7	5	24	25	39	±6	3.8	±0.2	
Officers	96	±2	4	5	19	35	37	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question.

57. At your installation/ship...

a. Would you know how to report experiences of racial/ethnic harassment?

b. Would you know how to report experiences of racial/ethnic discrimination?

c. Is the availability of reporting hotlines publicized enough?

	Percent Responding		Percentages			Max ME
			a	b	c	
TOTAL DOD	89	±2	92	92	82	±2
Enlisted	88	±2	91	91	82	±2
E1 – E4	87	±3	89	89	80	±3
E5 – E9	90	±2	94	94	84	±2
Officers	95	±2	95	95	84	±3
O1 – O3	94	±2	94	94	84	±4
O4 – O6	96	±2	96	96	86	±4
Male	89	±2	92	92	84	±2
Female	89	±2	89	89	73	±4
White	90	±2	93	93	85	±3
Total Minority	88	±2	90	90	78	±2
Black	87	±2	91	91	78	±3
Hispanic	89	±2	91	91	79	±4
AIAN	91	±7	NR	NR	NR	
Asian	90	±2	87	87	75	±4
NHPI	83	±5	92	92	84	±4
Two or More Races	88	±4	92	92	83	±5
Not Deployed Past 12 Months	89	±2	92	92	82	±2
Deployed Past 12 Months	90	±3	92	91	83	±3
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	86	±4	79	78	56	±6
Experienced, Did Not Label	84	±4	89	88	81	±4
Did Not Experience	92	±2	95	95	86	±2
ARMY	87	±3	91	91	82	±3
White	87	±5	92	92	85	±5
Total Minority	87	±3	89	89	78	±4
Black	86	±3	92	92	80	±4
Hispanic	85	±4	90	89	79	±5
Asian	90	±3	87	87	76	±6
Other Race/Ethnicity	91	±4	NR	NR	73	±18
Enlisted	85	±3	89	89	82	±4
E1 – E4	84	±5	87	87	81	±7
E5 – E9	87	±4	92	92	83	±4
Officers	94	±3	96	96	85	±5
NAVY	89	±2	91	90	80	±4
White	90	±4	93	93	83	±5
Total Minority	88	±2	88	87	76	±4
Black	86	±4	88	88	75	±5
Hispanic	90	±3	90	86	76	±9
Asian	90	±3	86	85	74	±8
Other Race/Ethnicity	88	±4	87	87	77	±13
Enlisted	88	±3	90	90	79	±4
E1 – E4	85	±4	88	87	77	±6
E5 – E9	91	±3	93	92	81	±5
Officers	95	±3	93	93	83	±4

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

57. At your installation/ship...

	Percent Responding		Percentages			Max ME
			a	b	c	
MARINE CORPS	91	±3	91	91	84	±4
White	92	±3	90	91	85	±6
Total Minority	89	±3	91	92	82	±4
Black	88	±4	89	88	77	±8
Hispanic	93	±3	91	93	84	±7
Asian	87	±7	90	91	72	±17
Other Race/Ethnicity	76	±16	93	93	87	±6
Enlisted	91	±3	90	90	83	±4
E1 – E4	91	±4	87	88	81	±6
E5 – E9	90	±4	96	95	88	±4
Officers	95	±2	97	97	91	±3
AIR FORCE	93	±2	95	95	83	±3
White	94	±3	96	96	86	±4
Total Minority	91	±2	94	94	78	±4
Black	90	±3	94	94	78	±4
Hispanic	94	±4	95	95	76	±10
Asian	89	±7	89	89	76	±6
Other Race/Ethnicity	89	±6	95	95	85	±6
Enlisted	92	±2	95	96	84	±3
E1 – E4	91	±4	95	95	80	±6
E5 – E9	92	±3	96	96	86	±4
Officers	96	±2	94	94	82	±5
COAST GUARD	92	±3	95	94	83	±3
White	92	±3	96	95	86	±4
Total Minority	92	±3	93	93	76	±4
Black	91	±3	94	93	67	±7
Hispanic	92	±4	94	94	76	±7
Asian	93	±5	93	94	78	±10
Other Race/Ethnicity	91	±5	92	91	83	±8
Enlisted	91	±3	95	94	83	±4
E1 – E4	89	±5	92	91	84	±7
E5 – E9	91	±3	97	96	83	±5
Officers	96	±2	96	96	83	±4

Note. Percent responding are active duty members who answered the question.

58. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
TOTAL DOD	90	±2	89	±2	
Enlisted	89	±2	89	±2	
E1 – E4	87	±3	87	±3	
E5 – E9	90	±2	90	±2	
Officers	95	±2	90	±2	
O1 – O3	94	±2	89	±3	
O4 – O6	96	±2	91	±3	
Male	90	±2	90	±2	
Female	89	±2	84	±3	
White	90	±2	91	±2	
Total Minority	88	±2	86	±2	
Black	87	±2	84	±3	
Hispanic	89	±2	87	±3	
AIAN	91	±7	NR		
Asian	90	±2	85	±3	
NHPI	83	±5	88	±3	
Two or More Races	89	±4	89	±4	
Not Deployed Past 12 Months	90	±2	88	±2	
Deployed Past 12 Months	90	±3	91	±2	
RACIAL/ETHNIC HARASS./DISCRIM.					
Experienced, Labeled	85	±4	73	±6	
Experienced, Did Not Label	84	±4	87	±4	
Did Not Experience	92	±2	92	±2	
ARMY	87	±3	91	±3	
White	87	±5	94	±4	
Total Minority	87	±3	86	±4	
Black	86	±4	87	±4	
Hispanic	85	±4	87	±4	
Asian	90	±4	87	±4	
Other Race/Ethnicity	92	±4	NR		
Enlisted	85	±3	90	±3	
E1 – E4	83	±5	88	±6	
E5 – E9	88	±3	92	±3	
Officers	94	±3	94	±3	
NAVY	90	±2	87	±3	
White	91	±3	88	±5	
Total Minority	89	±2	86	±3	
Black	87	±4	84	±5	
Hispanic	89	±3	89	±4	
Asian	91	±3	84	±7	
Other Race/Ethnicity	88	±4	88	±5	
Enlisted	89	±3	87	±4	
E1 – E4	87	±4	85	±6	
E5 – E9	92	±3	89	±4	
Officers	95	±3	87	±4	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

58. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

	Percent Responding		Percentages	Max ME	Percentage Reporting Yes
			Yes		
MARINE CORPS	92	±3	90	±4	
White	92	±3	91	±5	
Total Minority	90	±3	88	±4	
Black	88	±4	83	±7	
Hispanic	93	±3	89	±7	
Asian	87	±7	88	±5	
Other Race/Ethnicity	81	±15	91	±5	
Enlisted	91	±3	89	±4	
E1 – E4	92	±4	87	±6	
E5 – E9	90	±4	93	±3	
Officers	95	±2	94	±3	
AIR FORCE	93	±2	87	±3	
White	94	±3	89	±3	
Total Minority	91	±2	82	±4	
Black	90	±3	77	±5	
Hispanic	94	±4	85	±8	
Asian	88	±7	84	±4	
Other Race/Ethnicity	89	±6	86	±7	
Enlisted	92	±2	88	±3	
E1 – E4	91	±4	88	±5	
E5 – E9	92	±3	88	±4	
Officers	96	±2	84	±4	
COAST GUARD	92	±3	92	±3	
White	92	±3	93	±3	
Total Minority	91	±3	88	±3	
Black	91	±3	85	±5	
Hispanic	92	±4	88	±4	
Asian	93	±5	81	±10	
Other Race/Ethnicity	91	±5	93	±4	
Enlisted	91	±3	92	±3	
E1 – E4	89	±5	90	±6	
E5 – E9	92	±3	93	±3	
Officers	97	±2	93	±3	

Note. Percent responding are active duty members who answered the question.

59. The training I have received...

a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	0	13	36	50	±3	4.3	±0.1	
Enlisted	75	±2	1	0	13	35	51	±3	4.3	±0.1	
E1 – E4	73	±3	1	1	14	33	51	±4	4.3	±0.1	
E5 – E9	78	±2	0	0	12	37	50	±3	4.4	±0.1	
Officers	83	±3	1	1	10	40	49	±4	4.4	±0.1	
O1 – O3	82	±4	1	1	11	41	46	±5	4.3	±0.1	
O4 – O6	85	±3	0	0	9	39	52	±6	4.4	±0.1	
Male	78	±2	1	0	13	35	51	±3	4.3	±0.1	
Female	71	±4	0	0	13	40	47	±5	4.3	±0.1	
White	79	±3	1	1	13	34	51	±4	4.3	±0.1	
Total Minority	73	±2	0	0	11	38	49	±3	4.4	±0.1	
Black	70	±3	0	0	12	41	46	±3	4.3	±0.1	
Hispanic	75	±3	0	0	10	34	55	±5	4.4	±0.1	
AIAN	63	±25	3	1	16	27	54	±16	4.3	±0.3	
Asian	74	±3	1	1	14	44	41	±5	4.2	±0.1	
NHPI	71	±5	0	0	11	39	50	±5	4.4	±0.1	
Two or More Races	75	±6	0	1	12	39	49	±8	4.4	±0.1	
Not Deployed Past 12 Months	76	±2	0	0	12	37	51	±3	4.4	±0.1	
Deployed Past 12 Months	79	±3	2	1	15	34	48	±4	4.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	2	1	25	41	30	±7	4.0	±0.2	
Experienced, Did Not Label	70	±5	1	1	18	41	37	±6	4.1	±0.2	
Did Not Experience	81	±2	1	0	10	34	56	±3	4.4	±0.1	
ARMY	75	±4	1	1	14	36	48	±4	4.3	±0.1	
White	78	±5	2	1	17	35	46	±7	4.2	±0.2	
Total Minority	71	±4	1	0	11	38	50	±4	4.4	±0.1	
Black	71	±4	0	0	10	41	49	±5	4.4	±0.1	
Hispanic	71	±5	1	0	11	34	55	±8	4.4	±0.1	
Asian	75	±5	1	1	16	40	41	±9	4.2	±0.2	
Other Race/Ethnicity	70	±14	0	1	11	40	48	±13	4.3	±0.2	
Enlisted	73	±4	1	1	15	36	47	±5	4.3	±0.1	
E1 – E4	69	±6	2	1	15	33	48	±8	4.3	±0.2	
E5 – E9	77	±4	1	0	14	39	46	±6	4.3	±0.1	
Officers	86	±4	1	1	13	36	50	±7	4.3	±0.2	
NAVY	75	±3	1	0	12	37	49	±4	4.3	±0.1	
White	76	±5	2	0	11	34	53	±6	4.4	±0.2	
Total Minority	74	±3	0	0	14	42	43	±4	4.3	±0.1	
Black	70	±5	1	0	16	45	39	±6	4.2	±0.1	
Hispanic	77	±5	0	0	14	36	49	±8	4.3	±0.1	
Asian	74	±6	0	0	13	47	39	±6	4.3	±0.1	
Other Race/Ethnicity	76	±5	0	0	14	44	41	±10	4.3	±0.1	
Enlisted	74	±4	1	0	14	36	49	±5	4.3	±0.1	
E1 – E4	70	±6	3	0	16	33	48	±8	4.2	±0.2	
E5 – E9	79	±5	0	0	12	39	49	±6	4.4	±0.1	
Officers	79	±4	0	1	7	44	48	±6	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

59. The training I have received...

- a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	0	12	34	53	±5	4.4	±0.1	
White	83	±5	1	0	12	35	52	±7	4.4	±0.1	
Total Minority	74	±5	0	0	12	31	55	±5	4.4	±0.1	
Black	70	±6	1	1	16	35	47	±7	4.3	±0.2	
Hispanic	77	±7	0	0	10	28	61	±8	4.5	±0.1	
Asian	75	±8	1	1	15	40	44	±14	4.3	±0.2	
Other Race/Ethnicity	68	±15	0	1	15	35	48	±12	4.3	±0.2	
Enlisted	79	±4	1	0	13	32	54	±5	4.4	±0.1	
E1 – E4	78	±6	1	0	14	32	53	±7	4.4	±0.2	
E5 – E9	81	±4	0	0	10	32	57	±6	4.5	±0.1	
Officers	87	±3	0	1	10	46	43	±5	4.3	±0.1	
AIR FORCE	79	±3	0	0	10	36	54	±4	4.4	±0.1	
White	81	±4	0	0	10	34	55	±5	4.4	±0.1	
Total Minority	73	±4	0	0	9	39	52	±5	4.4	±0.1	
Black	67	±5	0	1	11	41	47	±6	4.3	±0.1	
Hispanic	79	±7	0	0	6	39	55	±11	4.5	±0.2	
Asian	71	±7	0	0	10	47	42	±8	4.3	±0.1	
Other Race/Ethnicity	76	±8	1	0	10	29	59	±10	4.5	±0.2	
Enlisted	78	±3	0	0	10	34	55	±5	4.4	±0.1	
E1 – E4	78	±5	0	0	10	32	58	±7	4.5	±0.1	
E5 – E9	78	±4	0	0	11	36	53	±6	4.4	±0.1	
Officers	79	±4	1	1	8	40	50	±6	4.4	±0.1	
COAST GUARD	82	±3	0	1	11	38	50	±4	4.4	±0.1	
White	83	±4	0	1	10	38	51	±5	4.4	±0.1	
Total Minority	78	±4	1	1	14	39	46	±5	4.3	±0.1	
Black	74	±5	1	1	14	40	44	±8	4.3	±0.2	
Hispanic	78	±5	1	1	14	40	45	±9	4.3	±0.2	
Asian	74	±9	NR	NR	11	47	40	±12	4.2	±0.2	
Other Race/Ethnicity	80	±7	1	0	15	34	50	±12	4.3	±0.2	
Enlisted	80	±4	0	0	12	37	50	±5	4.4	±0.1	
E1 – E4	77	±7	0	0	13	35	52	±9	4.4	±0.2	
E5 – E9	83	±4	0	1	12	38	49	±6	4.3	±0.1	
Officers	88	±3	0	1	7	43	48	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	0	12	36	51	±3	4.4	±0.1	
Enlisted	75	±2	1	0	13	35	50	±3	4.3	±0.1	
E1 – E4	73	±3	1	0	15	33	50	±4	4.3	±0.1	
E5 – E9	79	±2	0	0	12	37	51	±3	4.4	±0.1	
Officers	83	±3	1	0	8	38	53	±4	4.4	±0.1	
O1 – O3	82	±3	1	0	9	40	50	±5	4.4	±0.1	
O4 – O6	85	±4	0	0	6	37	56	±6	4.5	±0.1	
Male	78	±2	1	0	13	35	52	±3	4.4	±0.1	
Female	71	±4	1	0	11	40	48	±5	4.3	±0.1	
White	79	±3	1	0	13	34	52	±4	4.4	±0.1	
Total Minority	73	±2	0	0	11	38	49	±3	4.4	±0.1	
Black	70	±3	1	0	11	41	47	±3	4.3	±0.1	
Hispanic	75	±3	0	0	11	34	54	±5	4.4	±0.1	
AIAN	62	±25	0	1	15	NR	40	±15	4.2	±0.2	
Asian	74	±3	1	1	14	43	42	±5	4.3	±0.1	
NHPI	71	±5	0	0	11	40	49	±5	4.4	±0.1	
Two or More Races	75	±6	0	0	11	38	51	±8	4.4	±0.1	
Not Deployed Past 12 Months	76	±2	0	0	11	36	52	±3	4.4	±0.1	
Deployed Past 12 Months	78	±3	2	0	15	33	49	±4	4.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	2	1	25	44	29	±7	4.0	±0.2	
Experienced, Did Not Label	70	±5	1	0	18	43	37	±6	4.1	±0.1	
Did Not Experience	81	±2	1	0	9	32	57	±3	4.5	±0.1	
ARMY	75	±4	1	0	14	37	47	±4	4.3	±0.1	
White	78	±5	2	0	17	35	46	±7	4.2	±0.2	
Total Minority	71	±3	1	0	11	40	49	±4	4.4	±0.1	
Black	72	±4	0	0	9	41	49	±5	4.4	±0.1	
Hispanic	70	±5	1	1	11	35	53	±8	4.4	±0.1	
Asian	76	±5	1	1	17	40	41	±9	4.2	±0.2	
Other Race/Ethnicity	71	±14	0	1	11	47	41	±13	4.3	±0.2	
Enlisted	73	±4	1	0	15	37	46	±5	4.3	±0.1	
E1 – E4	70	±6	2	0	16	35	46	±8	4.2	±0.2	
E5 – E9	78	±4	1	0	14	40	46	±6	4.3	±0.1	
Officers	85	±4	1	1	10	35	53	±7	4.4	±0.2	
NAVY	75	±3	1	0	13	36	50	±4	4.3	±0.1	
White	76	±5	2	0	12	33	53	±6	4.4	±0.2	
Total Minority	73	±3	1	0	15	40	44	±4	4.3	±0.1	
Black	69	±5	2	0	15	43	41	±6	4.2	±0.1	
Hispanic	77	±5	0	1	15	34	50	±9	4.3	±0.2	
Asian	74	±6	0	0	14	45	41	±6	4.3	±0.1	
Other Race/Ethnicity	76	±5	0	0	14	42	44	±10	4.3	±0.1	
Enlisted	74	±4	1	0	14	35	49	±5	4.3	±0.1	
E1 – E4	69	±6	3	0	19	32	46	±8	4.2	±0.2	
E5 – E9	79	±5	0	0	11	38	51	±6	4.4	±0.1	
Officers	80	±4	0	0	6	41	52	±6	4.5	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

- b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	0	12	33	54	±5	4.4	±0.1	
White	83	±5	1	0	12	34	53	±7	4.4	±0.1	
Total Minority	74	±5	0	0	12	31	56	±5	4.4	±0.1	
Black	69	±6	1	1	16	35	47	±8	4.3	±0.2	
Hispanic	77	±7	0	0	10	28	62	±8	4.5	±0.1	
Asian	75	±8	0	0	14	38	47	±13	4.3	±0.2	
Other Race/Ethnicity	68	±15	0	0	15	37	48	±12	4.3	±0.2	
Enlisted	79	±4	1	0	13	31	55	±5	4.4	±0.1	
E1 – E4	77	±6	1	0	14	32	54	±7	4.4	±0.2	
E5 – E9	81	±4	0	0	11	31	58	±6	4.5	±0.1	
Officers	87	±3	0	1	7	44	47	±5	4.4	±0.1	
AIR FORCE	79	±3	0	0	9	35	56	±4	4.5	±0.1	
White	81	±4	0	0	9	33	58	±5	4.5	±0.1	
Total Minority	73	±4	0	0	9	39	52	±5	4.4	±0.1	
Black	67	±5	0	1	10	40	49	±6	4.4	±0.1	
Hispanic	79	±7	0	0	8	40	52	±11	4.4	±0.2	
Asian	72	±7	0	1	9	48	43	±7	4.3	±0.1	
Other Race/Ethnicity	75	±8	0	0	9	27	63	±10	4.5	±0.2	
Enlisted	78	±3	0	0	10	34	56	±5	4.5	±0.1	
E1 – E4	78	±5	0	0	9	33	58	±7	4.5	±0.1	
E5 – E9	79	±4	0	0	11	35	54	±6	4.4	±0.1	
Officers	80	±4	0	0	5	37	57	±6	4.5	±0.1	
COAST GUARD	82	±3	0	0	10	38	51	±4	4.4	±0.1	
White	83	±4	0	0	9	38	53	±5	4.4	±0.1	
Total Minority	78	±4	0	0	13	39	47	±5	4.3	±0.1	
Black	74	±5	0	1	11	44	44	±8	4.3	±0.1	
Hispanic	78	±5	0	0	13	39	47	±9	4.3	±0.2	
Asian	74	±9	NR	NR	11	42	45	±12	4.3	±0.2	
Other Race/Ethnicity	80	±7	0	0	14	36	49	±12	4.3	±0.2	
Enlisted	80	±4	0	0	12	37	51	±5	4.4	±0.1	
E1 – E4	77	±7	0	0	11	35	53	±9	4.4	±0.2	
E5 – E9	83	±4	0	0	12	38	50	±6	4.4	±0.1	
Officers	88	±3	0	1	5	40	53	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

c. Identifies behaviors that are offensive to others and should not be tolerated.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	76	±2	1	1	12	36	51	±3	4.3	±0.1	
Enlisted	74	±2	1	1	13	35	50	±3	4.3	±0.1	
E1 – E4	72	±3	1	1	14	32	51	±4	4.3	±0.1	
E5 – E9	77	±3	0	0	12	38	49	±3	4.4	±0.1	
Officers	82	±3	0	1	8	39	52	±4	4.4	±0.1	
O1 – O3	82	±3	1	1	10	40	49	±5	4.4	±0.1	
O4 – O6	84	±4	0	1	6	38	55	±6	4.5	±0.1	
Male	77	±2	1	1	12	35	51	±3	4.3	±0.1	
Female	70	±4	0	0	11	40	47	±5	4.3	±0.1	
White	78	±3	1	1	13	34	51	±4	4.3	±0.1	
Total Minority	72	±2	0	1	12	38	49	±3	4.4	±0.1	
Black	68	±3	0	1	11	40	47	±3	4.3	±0.1	
Hispanic	74	±3	0	0	11	34	54	±5	4.4	±0.1	
AIAN	61	±25	1	3	16	NR	40	±15	4.2	±0.2	
Asian	72	±3	1	0	14	44	42	±5	4.3	±0.1	
NHPI	70	±5	0	1	11	40	49	±5	4.4	±0.1	
Two or More Races	75	±6	0	0	12	38	50	±8	4.4	±0.1	
Not Deployed Past 12 Months	75	±2	0	0	11	36	52	±3	4.4	±0.1	
Deployed Past 12 Months	77	±3	2	2	15	34	48	±5	4.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	58	±5	2	2	23	45	27	±7	3.9	±0.2	
Experienced, Did Not Label	68	±5	1	2	18	42	37	±6	4.1	±0.2	
Did Not Experience	81	±2	1	0	9	33	57	±3	4.5	±0.1	
ARMY	75	±4	1	1	13	36	48	±5	4.3	±0.1	
White	77	±5	2	2	15	34	47	±7	4.2	±0.2	
Total Minority	70	±4	1	0	10	40	49	±4	4.4	±0.1	
Black	70	±4	1	1	9	41	49	±5	4.4	±0.1	
Hispanic	70	±5	1	0	10	36	54	±8	4.4	±0.1	
Asian	74	±5	1	1	17	41	41	±9	4.2	±0.2	
Other Race/Ethnicity	70	±14	0	1	11	47	41	±13	4.3	±0.2	
Enlisted	72	±4	1	1	14	37	46	±5	4.3	±0.1	
E1 – E4	69	±6	2	3	15	34	47	±8	4.2	±0.2	
E5 – E9	76	±4	1	0	13	40	46	±6	4.3	±0.1	
Officers	85	±4	1	1	10	34	54	±7	4.4	±0.2	
NAVY	75	±3	1	0	13	37	48	±4	4.3	±0.1	
White	76	±5	2	0	12	36	51	±6	4.3	±0.2	
Total Minority	72	±3	0	0	15	40	44	±4	4.3	±0.1	
Black	67	±5	1	1	16	42	41	±6	4.2	±0.1	
Hispanic	76	±5	1	0	16	34	49	±9	4.3	±0.2	
Asian	71	±6	0	0	13	48	39	±6	4.3	±0.1	
Other Race/Ethnicity	76	±5	0	0	15	41	44	±10	4.3	±0.1	
Enlisted	74	±4	1	0	14	36	48	±5	4.3	±0.1	
E1 – E4	69	±6	3	0	18	31	48	±8	4.2	±0.2	
E5 – E9	78	±5	0	0	12	40	48	±6	4.3	±0.1	
Officers	79	±4	0	0	7	43	50	±6	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

c. Identifies behaviors that are offensive to others and should not be tolerated.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	78	±4	1	0	13	32	54	±5	4.4	±0.1	
White	81	±5	1	0	13	33	53	±7	4.4	±0.2	
Total Minority	73	±5	0	0	12	31	56	±5	4.4	±0.1	
Black	69	±6	1	1	16	34	48	±8	4.3	±0.2	
Hispanic	77	±7	0	0	10	29	61	±8	4.5	±0.2	
Asian	75	±8	1	0	15	38	47	±13	4.3	±0.2	
Other Race/Ethnicity	64	±15	0	0	16	31	52	±11	4.4	±0.2	
Enlisted	77	±4	1	0	13	30	56	±5	4.4	±0.1	
E1 – E4	75	±6	1	0	14	30	55	±7	4.4	±0.2	
E5 – E9	81	±4	0	0	11	31	57	±6	4.4	±0.1	
Officers	87	±3	0	1	9	47	43	±5	4.3	±0.1	
AIR FORCE	77	±3	0	0	10	35	55	±4	4.4	±0.1	
White	80	±4	0	0	9	34	56	±5	4.5	±0.1	
Total Minority	72	±4	0	1	10	37	52	±5	4.4	±0.1	
Black	65	±5	0	1	9	40	50	±6	4.4	±0.1	
Hispanic	79	±7	0	0	11	38	51	±11	4.4	±0.2	
Asian	70	±7	0	0	10	44	45	±7	4.3	±0.1	
Other Race/Ethnicity	75	±8	0	2	10	28	60	±10	4.5	±0.2	
Enlisted	77	±3	0	0	10	34	56	±5	4.4	±0.1	
E1 – E4	77	±5	0	0	10	31	59	±7	4.5	±0.1	
E5 – E9	78	±4	0	0	11	37	52	±6	4.4	±0.1	
Officers	79	±5	0	2	6	39	53	±6	4.4	±0.1	
COAST GUARD	81	±3	0	1	10	38	51	±4	4.4	±0.1	
White	82	±4	0	1	9	37	53	±6	4.4	±0.1	
Total Minority	77	±4	0	1	13	39	46	±5	4.3	±0.1	
Black	73	±5	0	1	12	45	42	±8	4.3	±0.2	
Hispanic	78	±5	0	1	14	38	47	±9	4.3	±0.2	
Asian	72	±9	NR	NR	10	47	41	±12	4.3	±0.2	
Other Race/Ethnicity	80	±7	1	0	14	37	48	±12	4.3	±0.2	
Enlisted	80	±4	0	0	11	37	51	±5	4.4	±0.1	
E1 – E4	77	±7	0	0	11	37	52	±9	4.4	±0.2	
E5 – E9	81	±4	0	1	11	37	51	±6	4.4	±0.1	
Officers	86	±4	0	1	7	40	51	±5	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	1	16	37	45	±3	4.2	±0.1	
Enlisted	76	±2	1	1	16	36	46	±3	4.3	±0.1	
E1 – E4	73	±3	1	1	18	33	47	±4	4.2	±0.1	
E5 – E9	79	±2	1	1	14	38	46	±3	4.3	±0.1	
Officers	83	±3	1	2	14	42	42	±4	4.2	±0.1	
O1 – O3	82	±3	1	2	15	43	39	±5	4.2	±0.1	
O4 – O6	86	±3	1	2	12	41	44	±6	4.3	±0.1	
Male	78	±2	1	1	16	36	46	±3	4.2	±0.1	
Female	71	±4	0	1	15	42	42	±5	4.2	±0.1	
White	80	±3	1	1	17	36	45	±4	4.2	±0.1	
Total Minority	73	±2	1	1	14	38	46	±3	4.3	±0.1	
Black	70	±3	0	1	14	41	43	±3	4.3	±0.1	
Hispanic	75	±3	1	1	12	35	51	±5	4.3	±0.1	
AIAN	62	±25	1	1	NR	29	37	±14	4.0	±0.4	
Asian	74	±3	1	1	15	44	38	±5	4.2	±0.1	
NHPI	71	±5	0	0	12	42	46	±5	4.3	±0.1	
Two or More Races	75	±6	0	3	13	37	46	±8	4.3	±0.2	
Not Deployed Past 12 Months	77	±2	1	1	15	37	46	±3	4.3	±0.1	
Deployed Past 12 Months	79	±3	2	1	18	35	43	±4	4.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	3	3	34	37	23	±8	3.7	±0.2	
Experienced, Did Not Label	70	±5	2	2	23	42	31	±6	4.0	±0.2	
Did Not Experience	82	±2	1	1	12	35	52	±3	4.4	±0.1	
ARMY	76	±4	1	1	18	37	43	±4	4.2	±0.1	
White	79	±5	2	2	21	35	40	±7	4.1	±0.2	
Total Minority	72	±3	1	1	13	39	46	±4	4.3	±0.1	
Black	72	±4	0	1	11	41	46	±5	4.3	±0.1	
Hispanic	71	±5	1	1	12	36	50	±9	4.3	±0.1	
Asian	75	±5	2	2	17	40	39	±9	4.1	±0.2	
Other Race/Ethnicity	71	±14	0	1	17	41	41	±14	4.2	±0.2	
Enlisted	73	±4	1	1	18	36	43	±5	4.2	±0.1	
E1 – E4	70	±6	2	2	19	33	44	±8	4.2	±0.2	
E5 – E9	78	±4	1	1	17	40	42	±6	4.2	±0.1	
Officers	86	±4	2	2	16	38	42	±7	4.2	±0.2	
NAVY	75	±3	1	1	15	38	44	±4	4.2	±0.1	
White	77	±5	2	0	14	37	46	±6	4.3	±0.2	
Total Minority	74	±3	1	2	17	40	41	±4	4.2	±0.1	
Black	70	±5	1	0	18	42	39	±6	4.2	±0.1	
Hispanic	77	±5	1	1	18	35	46	±9	4.2	±0.2	
Asian	74	±6	0	1	14	48	36	±6	4.2	±0.1	
Other Race/Ethnicity	76	±5	1	NR	16	37	38	±9	4.0	±0.3	
Enlisted	74	±4	1	1	16	37	44	±5	4.2	±0.1	
E1 – E4	70	±6	3	2	21	32	42	±8	4.1	±0.2	
E5 – E9	79	±5	0	0	12	42	46	±6	4.3	±0.1	
Officers	80	±4	0	1	11	44	43	±6	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	1	15	33	50	±5	4.3	±0.1	
White	83	±5	1	1	15	34	49	±7	4.3	±0.2	
Total Minority	74	±5	0	2	15	32	52	±6	4.3	±0.1	
Black	70	±6	1	2	19	36	42	±7	4.2	±0.2	
Hispanic	78	±7	0	2	11	29	58	±8	4.4	±0.2	
Asian	75	±8	0	2	15	41	41	±15	4.2	±0.2	
Other Race/Ethnicity	68	±15	0	1	22	33	44	±13	4.2	±0.3	
Enlisted	79	±4	1	1	15	31	52	±5	4.3	±0.1	
E1 – E4	78	±6	1	1	16	31	51	±7	4.3	±0.2	
E5 – E9	81	±4	1	1	12	33	53	±6	4.4	±0.1	
Officers	87	±3	1	1	15	48	36	±5	4.2	±0.1	
AIR FORCE	79	±3	0	1	13	37	48	±4	4.3	±0.1	
White	81	±4	0	1	14	36	49	±5	4.3	±0.1	
Total Minority	73	±4	1	1	12	40	46	±5	4.3	±0.1	
Black	67	±5	0	1	15	42	41	±6	4.2	±0.1	
Hispanic	79	±7	2	2	7	41	47	±11	4.3	±0.2	
Asian	72	±7	1	0	15	45	39	±8	4.2	±0.2	
Other Race/Ethnicity	75	±8	0	1	12	31	56	±10	4.4	±0.2	
Enlisted	78	±3	0	0	14	36	50	±5	4.3	±0.1	
E1 – E4	78	±5	0	0	13	35	52	±7	4.4	±0.1	
E5 – E9	79	±4	1	1	14	36	48	±6	4.3	±0.1	
Officers	80	±4	0	2	12	44	41	±6	4.2	±0.1	
COAST GUARD	82	±3	0	1	13	41	44	±4	4.3	±0.1	
White	83	±4	0	1	13	41	46	±6	4.3	±0.1	
Total Minority	78	±4	0	1	15	42	41	±6	4.2	±0.1	
Black	74	±5	0	2	14	45	38	±8	4.2	±0.2	
Hispanic	78	±5	0	1	15	42	42	±8	4.3	±0.1	
Asian	74	±9	3	3	9	48	36	±12	4.1	±0.3	
Other Race/Ethnicity	81	±7	0	1	18	39	42	±12	4.2	±0.2	
Enlisted	80	±4	0	1	14	40	46	±5	4.3	±0.1	
E1 – E4	77	±7	0	0	10	41	49	±9	4.4	±0.2	
E5 – E9	82	±4	0	1	16	39	43	±6	4.2	±0.1	
Officers	88	±3	1	2	11	47	39	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

59. The training I have received...

e. Explains the process for reporting racial/ethnic harassment and discrimination.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	0	13	38	48	±3	4.3	±0.1	
Enlisted	75	±2	1	0	14	37	48	±3	4.3	±0.1	
E1 – E4	73	±3	1	1	16	35	47	±4	4.3	±0.1	
E5 – E9	78	±2	0	0	13	38	48	±3	4.3	±0.1	
Officers	83	±3	1	1	8	43	47	±4	4.4	±0.1	
O1 – O3	82	±3	1	1	9	46	43	±5	4.3	±0.1	
O4 – O6	86	±3	0	0	7	41	52	±6	4.4	±0.1	
Male	78	±2	1	0	13	37	48	±3	4.3	±0.1	
Female	71	±4	0	1	13	42	44	±5	4.3	±0.1	
White	79	±3	1	0	13	37	48	±4	4.3	±0.1	
Total Minority	73	±2	0	1	13	39	47	±3	4.3	±0.1	
Black	70	±3	0	0	13	42	44	±3	4.3	±0.1	
Hispanic	75	±3	0	1	11	35	52	±5	4.4	±0.1	
AIAN	62	±25	0	1	NR	30	38	±14	4.0	±0.4	
Asian	74	±3	1	0	15	44	40	±5	4.2	±0.1	
NHPI	71	±5	0	0	10	43	47	±5	4.4	±0.1	
Two or More Races	75	±6	0	3	12	37	48	±9	4.3	±0.2	
Not Deployed Past 12 Months	76	±2	0	0	12	39	48	±3	4.3	±0.1	
Deployed Past 12 Months	79	±3	2	1	16	35	46	±4	4.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	2	2	27	44	25	±7	3.9	±0.2	
Experienced, Did Not Label	70	±5	2	1	20	43	35	±6	4.1	±0.1	
Did Not Experience	82	±2	0	0	10	36	54	±3	4.4	±0.1	
ARMY	76	±4	1	0	15	39	44	±4	4.2	±0.1	
White	79	±5	2	0	17	39	42	±7	4.2	±0.2	
Total Minority	72	±3	1	0	13	39	47	±4	4.3	±0.1	
Black	72	±4	0	0	12	41	47	±5	4.3	±0.1	
Hispanic	71	±5	1	0	11	36	52	±8	4.4	±0.1	
Asian	75	±5	2	1	17	41	40	±9	4.2	±0.2	
Other Race/Ethnicity	70	±14	0	1	18	40	40	±15	4.2	±0.2	
Enlisted	73	±4	1	0	17	38	44	±5	4.2	±0.1	
E1 – E4	70	±6	2	0	17	37	44	±8	4.2	±0.2	
E5 – E9	78	±4	1	0	16	39	43	±6	4.2	±0.1	
Officers	86	±4	1	1	10	42	47	±7	4.3	±0.1	
NAVY	75	±3	1	1	13	38	46	±4	4.3	±0.1	
White	76	±5	2	1	11	38	48	±6	4.3	±0.2	
Total Minority	73	±3	0	2	17	38	43	±4	4.2	±0.1	
Black	68	±5	1	0	19	41	39	±6	4.2	±0.1	
Hispanic	77	±5	0	1	18	30	51	±9	4.3	±0.2	
Asian	74	±6	0	0	15	47	38	±6	4.2	±0.1	
Other Race/Ethnicity	76	±5	1	NR	13	40	40	±9	4.1	±0.3	
Enlisted	74	±4	1	1	15	37	46	±5	4.3	±0.1	
E1 – E4	70	±6	3	2	18	33	45	±8	4.1	±0.2	
E5 – E9	78	±5	0	0	12	40	47	±6	4.3	±0.1	
Officers	80	±4	0	1	7	46	47	±6	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

e. Explains the process for reporting racial/ethnic harassment and discrimination.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	0	12	36	51	±5	4.4	±0.1	
White	83	±5	1	0	12	36	50	±7	4.4	±0.1	
Total Minority	74	±5	0	0	12	35	52	±6	4.4	±0.1	
Black	70	±6	1	0	15	39	45	±8	4.3	±0.2	
Hispanic	77	±7	0	0	10	32	57	±8	4.5	±0.2	
Asian	75	±8	0	0	15	39	46	±14	4.3	±0.2	
Other Race/Ethnicity	68	±15	0	0	16	39	44	±13	4.3	±0.2	
Enlisted	79	±4	1	0	13	34	52	±5	4.4	±0.1	
E1 – E4	78	±6	1	0	15	33	51	±7	4.3	±0.2	
E5 – E9	81	±4	0	0	10	35	55	±6	4.4	±0.1	
Officers	87	±3	0	1	8	49	42	±5	4.3	±0.1	
AIR FORCE	78	±3	0	0	11	37	52	±4	4.4	±0.1	
White	81	±4	0	0	11	35	54	±5	4.4	±0.1	
Total Minority	73	±4	0	1	9	42	48	±5	4.4	±0.1	
Black	67	±5	0	1	11	44	44	±6	4.3	±0.1	
Hispanic	78	±7	0	2	6	44	48	±11	4.4	±0.2	
Asian	72	±7	1	0	11	48	41	±8	4.3	±0.1	
Other Race/Ethnicity	76	±8	0	0	10	29	60	±10	4.5	±0.2	
Enlisted	78	±3	0	0	12	36	52	±5	4.4	±0.1	
E1 – E4	78	±5	0	0	12	35	54	±7	4.4	±0.1	
E5 – E9	79	±4	0	0	12	37	51	±6	4.4	±0.1	
Officers	80	±4	0	1	7	42	50	±6	4.4	±0.1	
COAST GUARD	81	±3	0	0	10	43	46	±4	4.3	±0.1	
White	83	±4	0	0	9	43	48	±6	4.4	±0.1	
Total Minority	77	±4	0	0	15	42	43	±5	4.3	±0.1	
Black	74	±5	0	1	13	45	41	±8	4.3	±0.2	
Hispanic	78	±5	0	0	16	41	42	±9	4.3	±0.2	
Asian	73	±9	NR	NR	10	54	34	±12	4.2	±0.2	
Other Race/Ethnicity	80	±7	0	0	15	38	46	±12	4.3	±0.2	
Enlisted	80	±4	0	0	11	41	47	±5	4.3	±0.1	
E1 – E4	77	±7	0	0	10	41	48	±9	4.4	±0.2	
E5 – E9	82	±4	0	0	12	41	47	±6	4.3	±0.1	
Officers	88	±3	0	1	7	49	43	±5	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

f. Makes me feel it is safe to report offensive, racial/ethnic situations.

1. Strongly disagree
4. Agree

2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	2	16	35	46	±3	4.2	±0.1	
Enlisted	75	±2	2	2	17	33	46	±3	4.2	±0.1	
E1 – E4	73	±3	2	2	18	31	47	±4	4.2	±0.1	
E5 – E9	79	±2	1	1	16	36	46	±3	4.2	±0.1	
Officers	83	±3	1	2	12	41	45	±4	4.3	±0.1	
O1 – O3	82	±3	1	2	12	44	41	±5	4.2	±0.1	
O4 – O6	86	±3	0	1	11	37	52	±6	4.4	±0.1	
Male	78	±2	1	2	16	34	47	±3	4.2	±0.1	
Female	71	±4	1	2	18	39	40	±5	4.2	±0.1	
White	80	±3	2	2	16	34	47	±4	4.2	±0.1	
Total Minority	73	±2	1	2	16	36	45	±3	4.2	±0.1	
Black	70	±3	1	1	17	39	42	±3	4.2	±0.1	
Hispanic	75	±3	1	2	15	33	50	±5	4.3	±0.1	
AIAN	63	±25	3	3	NR	28	35	±14	3.9	±0.4	
Asian	74	±3	1	1	16	42	40	±5	4.2	±0.1	
NHPI	71	±5	0	1	13	42	45	±5	4.3	±0.1	
Two or More Races	75	±6	3	2	14	37	45	±9	4.2	±0.2	
Not Deployed Past 12 Months	76	±2	1	1	16	35	47	±3	4.3	±0.1	
Deployed Past 12 Months	79	±3	3	2	18	33	44	±4	4.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	5	9	35	32	19	±7	3.5	±0.2	
Experienced, Did Not Label	70	±5	3	2	23	39	32	±5	4.0	±0.2	
Did Not Experience	82	±2	1	0	12	34	53	±3	4.4	±0.1	
ARMY	76	±4	2	3	18	35	42	±4	4.1	±0.1	
White	79	±5	3	3	20	34	40	±7	4.1	±0.2	
Total Minority	71	±3	1	2	16	37	44	±4	4.2	±0.1	
Black	72	±4	1	1	15	40	43	±5	4.2	±0.1	
Hispanic	70	±5	1	2	14	32	50	±9	4.3	±0.2	
Asian	75	±5	2	2	19	38	39	±9	4.1	±0.2	
Other Race/Ethnicity	70	±14	1	2	21	40	36	±14	4.1	±0.2	
Enlisted	73	±4	2	3	20	34	41	±5	4.1	±0.1	
E1 – E4	70	±6	3	4	21	31	42	±8	4.1	±0.2	
E5 – E9	78	±4	2	2	19	37	40	±5	4.1	±0.1	
Officers	86	±4	1	3	13	40	44	±7	4.2	±0.2	
NAVY	75	±3	2	1	16	36	46	±4	4.2	±0.1	
White	76	±5	2	0	14	35	49	±6	4.3	±0.2	
Total Minority	74	±3	2	1	20	36	41	±4	4.1	±0.1	
Black	69	±5	1	1	23	37	38	±6	4.1	±0.2	
Hispanic	77	±5	0	1	21	32	46	±9	4.2	±0.2	
Asian	74	±6	1	1	15	46	37	±6	4.2	±0.1	
Other Race/Ethnicity	76	±5	NR	3	16	35	39	±9	3.9	±0.4	
Enlisted	74	±4	2	1	17	35	45	±5	4.2	±0.1	
E1 – E4	70	±6	4	1	21	31	43	±8	4.1	±0.2	
E5 – E9	79	±5	0	1	14	38	47	±6	4.3	±0.1	
Officers	80	±4	0	1	11	40	48	±6	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

f. Makes me feel it is safe to report offensive, racial/ethnic situations.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	1	14	34	49	±5	4.3	±0.1	
White	83	±5	1	1	14	36	48	±7	4.3	±0.2	
Total Minority	74	±5	0	2	15	32	50	±6	4.3	±0.1	
Black	70	±6	1	3	20	35	40	±7	4.1	±0.2	
Hispanic	77	±7	0	3	12	29	56	±8	4.4	±0.2	
Asian	75	±8	1	0	16	39	43	±14	4.2	±0.2	
Other Race/Ethnicity	68	±15	0	2	19	34	45	±13	4.2	±0.2	
Enlisted	79	±4	1	2	15	32	50	±5	4.3	±0.1	
E1 – E4	78	±6	1	1	15	32	50	±7	4.3	±0.2	
E5 – E9	81	±4	1	2	13	33	51	±6	4.3	±0.1	
Officers	87	±3	0	1	11	49	39	±5	4.2	±0.1	
AIR FORCE	78	±3	1	1	14	33	52	±4	4.3	±0.1	
White	81	±4	0	0	14	31	54	±5	4.4	±0.1	
Total Minority	73	±4	1	1	13	38	47	±5	4.3	±0.1	
Black	67	±5	2	1	14	39	44	±7	4.2	±0.2	
Hispanic	79	±7	1	1	13	38	47	±11	4.3	±0.2	
Asian	71	±7	0	1	12	43	44	±8	4.3	±0.1	
Other Race/Ethnicity	76	±8	0	1	11	33	56	±10	4.4	±0.2	
Enlisted	78	±3	1	1	15	32	52	±5	4.4	±0.1	
E1 – E4	78	±5	0	0	15	31	54	±7	4.4	±0.2	
E5 – E9	79	±4	1	1	14	33	51	±6	4.3	±0.1	
Officers	80	±4	1	1	11	39	49	±6	4.3	±0.1	
COAST GUARD	81	±3	0	1	13	41	44	±4	4.3	±0.1	
White	83	±4	1	1	12	41	45	±6	4.3	±0.1	
Total Minority	78	±4	0	2	16	41	41	±6	4.2	±0.1	
Black	74	±5	0	3	17	44	36	±8	4.1	±0.2	
Hispanic	78	±5	0	2	15	40	42	±8	4.2	±0.2	
Asian	72	±9	NR	NR	16	52	28	±12	4.0	±0.2	
Other Race/Ethnicity	81	±7	0	1	17	38	43	±12	4.2	±0.2	
Enlisted	80	±4	0	1	13	41	45	±5	4.3	±0.1	
E1 – E4	77	±7	0	2	10	42	47	±9	4.3	±0.2	
E5 – E9	82	±4	0	1	15	40	44	±6	4.3	±0.1	
Officers	88	±3	1	2	13	44	41	±5	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

g. Promotes cross-cultural awareness.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	76	±2	1	2	15	36	46	±3	4.2	±0.1	
Enlisted	75	±2	1	1	16	35	46	±3	4.2	±0.1	
E1 – E4	72	±4	2	2	17	33	47	±4	4.2	±0.1	
E5 – E9	78	±2	1	1	15	37	46	±3	4.3	±0.1	
Officers	83	±3	1	4	12	41	42	±4	4.2	±0.1	
O1 – O3	82	±3	1	4	13	42	40	±5	4.1	±0.1	
O4 – O6	85	±3	1	3	11	40	45	±6	4.3	±0.1	
Male	77	±2	1	2	15	36	46	±3	4.2	±0.1	
Female	70	±4	0	2	15	40	44	±5	4.2	±0.1	
White	79	±3	1	2	16	35	46	±4	4.2	±0.1	
Total Minority	72	±2	1	1	15	37	45	±3	4.3	±0.1	
Black	69	±3	1	1	15	40	43	±3	4.2	±0.1	
Hispanic	75	±3	1	2	14	34	50	±5	4.3	±0.1	
AIAN	62	±25	1	2	19	NR	35	±14	4.1	±0.2	
Asian	74	±3	1	2	15	43	39	±5	4.2	±0.1	
NHPI	71	±5	0	2	12	41	44	±6	4.3	±0.1	
Two or More Races	75	±6	1	1	17	35	46	±8	4.2	±0.2	
Not Deployed Past 12 Months	76	±2	1	2	14	37	46	±3	4.3	±0.1	
Deployed Past 12 Months	77	±3	2	2	19	33	44	±4	4.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	4	5	28	41	22	±7	3.7	±0.2	
Experienced, Did Not Label	69	±5	2	5	23	40	30	±5	3.9	±0.2	
Did Not Experience	81	±2	1	1	12	34	52	±3	4.4	±0.1	
ARMY	75	±4	2	3	16	38	41	±4	4.2	±0.1	
White	77	±5	2	3	18	38	39	±7	4.1	±0.2	
Total Minority	71	±3	1	2	14	39	45	±4	4.3	±0.1	
Black	72	±4	0	1	13	40	45	±5	4.3	±0.1	
Hispanic	71	±5	1	2	12	35	50	±8	4.3	±0.2	
Asian	75	±5	2	3	18	40	38	±9	4.1	±0.2	
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E5 – E9	77	±4	1	1	17	39	42	±6	4.2	±0.1	
Officers	86	±4	1	4	13	40	41	±7	4.2	±0.2	
NAVY	75	±3	2	1	16	37	44	±4	4.2	±0.1	
White	76	±5	2	1	13	37	47	±6	4.3	±0.2	
Total Minority	73	±3	1	1	20	37	41	±4	4.2	±0.1	
Black	69	±5	1	1	20	40	39	±6	4.1	±0.1	
Hispanic	77	±5	1	1	21	30	47	±9	4.2	±0.2	
Asian	74	±6	0	1	15	48	36	±6	4.2	±0.1	
Other Race/Ethnicity	75	±5	1	2	22	35	40	±13	4.1	±0.2	
Enlisted	74	±4	1	1	17	36	45	±5	4.2	±0.1	
E1 – E4	69	±6	3	1	20	33	44	±8	4.1	±0.2	
E5 – E9	78	±5	0	0	14	39	46	±6	4.3	±0.1	
Officers	80	±4	2	2	11	43	42	±6	4.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

g. Promotes cross-cultural awareness.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	2	16	32	49	±5	4.3	±0.1	
White	83	±5	1	2	17	32	48	±7	4.2	±0.2	
Total Minority	74	±5	0	2	15	32	51	±6	4.3	±0.1	
Black	68	±7	1	3	19	35	42	±6	4.2	±0.2	
Hispanic	77	±7	0	2	13	29	56	±8	4.4	±0.2	
Asian	75	±8	1	2	16	37	43	±14	4.2	±0.2	
Other Race/Ethnicity	68	±15	1	1	19	35	44	±13	4.2	±0.2	
Enlisted	79	±4	1	2	17	30	51	±5	4.3	±0.1	
E1 – E4	78	±6	1	2	18	29	50	±7	4.3	±0.2	
E5 – E9	81	±4	1	2	14	31	52	±6	4.3	±0.1	
Officers	87	±3	2	5	13	46	35	±5	4.1	±0.1	
AIR FORCE	78	±3	0	1	13	35	51	±4	4.4	±0.1	
White	81	±4	0	1	13	33	53	±5	4.4	±0.1	
Total Minority	72	±4	1	1	12	38	48	±5	4.3	±0.1	
Black	66	±5	2	1	13	42	43	±8	4.2	±0.2	
Hispanic	77	±8	0	2	11	39	49	±11	4.3	±0.2	
Asian	71	±7	0	1	11	43	44	±8	4.3	±0.1	
Other Race/Ethnicity	75	±8	0	1	11	30	58	±10	4.4	±0.2	
Enlisted	77	±3	0	0	13	33	53	±5	4.4	±0.1	
E1 – E4	76	±5	0	0	12	32	56	±8	4.4	±0.1	
E5 – E9	78	±4	0	1	14	35	50	±6	4.3	±0.1	
Officers	80	±4	1	4	11	39	46	±6	4.2	±0.1	
COAST GUARD	81	±3	1	2	13	41	44	±4	4.3	±0.1	
White	82	±4	1	2	12	40	46	±6	4.3	±0.1	
Total Minority	78	±4	1	2	15	42	40	±6	4.2	±0.1	
Black	74	±5	1	3	17	41	37	±8	4.1	±0.2	
Hispanic	77	±5	0	1	14	44	42	±8	4.3	±0.1	
Asian	74	±9	3	4	14	48	32	±12	4.0	±0.3	
Other Race/Ethnicity	81	±7	1	2	18	39	40	±12	4.2	±0.2	
Enlisted	80	±4	1	1	13	40	46	±5	4.3	±0.1	
E1 – E4	77	±7	0	2	10	42	46	±9	4.3	±0.2	
E5 – E9	82	±4	1	1	14	38	45	±6	4.3	±0.1	
Officers	88	±3	2	3	13	44	38	±5	4.1	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

59. The training I have received...

h. Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	0	13	38	48	±3	4.3	±0.1	
Enlisted	75	±2	1	0	14	37	48	±3	4.3	±0.1	
E1 – E4	73	±3	1	0	16	36	47	±4	4.3	±0.1	
E5 – E9	78	±2	0	0	13	38	49	±3	4.3	±0.1	
Officers	83	±3	1	1	8	43	48	±4	4.4	±0.1	
O1 – O3	82	±3	1	1	9	45	44	±5	4.3	±0.1	
O4 – O6	86	±3	0	0	7	40	53	±6	4.5	±0.1	
Male	78	±2	1	0	13	37	48	±3	4.3	±0.1	
Female	71	±4	0	1	13	42	44	±5	4.3	±0.1	
White	80	±3	1	0	14	37	48	±4	4.3	±0.1	
Total Minority	73	±2	0	1	12	40	47	±3	4.3	±0.1	
Black	70	±3	0	1	13	43	44	±3	4.3	±0.1	
Hispanic	75	±3	0	1	11	36	52	±5	4.4	±0.1	
AIAN	63	±25	1	0	16	NR	37	±14	4.2	±0.2	
Asian	74	±3	1	1	15	44	41	±5	4.2	±0.1	
NHPI	71	±5	0	0	12	41	47	±5	4.3	±0.1	
Two or More Races	75	±6	0	1	12	39	48	±8	4.3	±0.1	
Not Deployed Past 12 Months	76	±2	0	0	12	39	48	±3	4.3	±0.1	
Deployed Past 12 Months	79	±3	2	1	16	36	46	±4	4.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	2	2	25	47	25	±7	3.9	±0.2	
Experienced, Did Not Label	70	±5	1	1	20	45	33	±6	4.1	±0.1	
Did Not Experience	82	±2	1	0	10	35	54	±3	4.4	±0.1	
ARMY	76	±4	1	0	15	39	44	±4	4.3	±0.1	
White	79	±5	1	0	17	39	43	±7	4.2	±0.2	
Total Minority	71	±4	1	1	12	41	46	±4	4.3	±0.1	
Black	72	±4	0	1	11	43	45	±5	4.3	±0.1	
Hispanic	70	±6	1	0	11	36	52	±8	4.4	±0.1	
Asian	75	±5	1	1	18	40	40	±9	4.2	±0.2	
Other Race/Ethnicity	71	±14	0	1	13	46	39	±13	4.2	±0.2	
Enlisted	73	±4	1	0	16	39	43	±5	4.2	±0.1	
E1 – E4	70	±6	2	0	17	40	42	±8	4.2	±0.2	
E5 – E9	77	±4	0	0	15	39	45	±6	4.3	±0.1	
Officers	86	±4	1	1	10	39	49	±7	4.3	±0.2	
NAVY	75	±3	1	0	14	39	46	±4	4.3	±0.1	
White	77	±5	2	0	12	38	49	±6	4.3	±0.2	
Total Minority	74	±3	0	1	16	40	43	±4	4.2	±0.1	
Black	70	±5	1	0	17	43	39	±6	4.2	±0.1	
Hispanic	77	±5	0	1	17	33	49	±9	4.3	±0.2	
Asian	74	±6	0	1	14	47	38	±6	4.2	±0.1	
Other Race/Ethnicity	76	±5	0	0	14	44	41	±10	4.3	±0.1	
Enlisted	74	±4	1	0	15	37	46	±5	4.3	±0.1	
E1 – E4	70	±6	3	1	19	34	45	±8	4.2	±0.2	
E5 – E9	79	±5	0	0	12	40	48	±6	4.3	±0.1	
Officers	80	±4	0	1	6	46	47	±6	4.4	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

h. Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	1	13	35	51	±5	4.3	±0.1	
White	83	±5	1	1	13	35	50	±7	4.3	±0.2	
Total Minority	74	±5	0	0	14	33	52	±6	4.4	±0.1	
Black	70	±6	1	0	16	39	44	±8	4.2	±0.2	
Hispanic	77	±7	0	0	12	30	58	±8	4.4	±0.2	
Asian	75	±8	0	1	15	39	45	±14	4.3	±0.2	
Other Race/Ethnicity	68	±15	0	0	18	38	45	±13	4.3	±0.2	
Enlisted	79	±4	1	1	14	32	52	±5	4.3	±0.1	
E1 – E4	78	±6	1	0	16	32	51	±7	4.3	±0.2	
E5 – E9	81	±4	0	1	11	33	55	±6	4.4	±0.1	
Officers	87	±3	0	1	8	51	40	±5	4.3	±0.1	
AIR FORCE	78	±3	0	0	10	37	52	±4	4.4	±0.1	
White	81	±4	0	0	11	35	54	±5	4.4	±0.1	
Total Minority	73	±4	0	1	8	42	49	±5	4.4	±0.1	
Black	67	±5	0	1	10	44	46	±6	4.3	±0.1	
Hispanic	78	±7	0	1	6	46	47	±11	4.4	±0.2	
Asian	72	±7	0	0	10	45	44	±8	4.3	±0.1	
Other Race/Ethnicity	76	±8	0	0	9	31	60	±10	4.5	±0.2	
Enlisted	78	±3	0	0	11	36	53	±5	4.4	±0.1	
E1 – E4	78	±5	0	0	11	36	53	±7	4.4	±0.1	
E5 – E9	78	±4	0	0	11	36	52	±6	4.4	±0.1	
Officers	80	±4	0	1	7	43	49	±6	4.4	±0.1	
COAST GUARD	81	±3	0	0	10	42	47	±4	4.4	±0.1	
White	83	±4	0	0	9	42	48	±6	4.4	±0.1	
Total Minority	77	±4	0	0	14	43	42	±5	4.3	±0.1	
Black	74	±5	0	1	13	48	38	±8	4.2	±0.2	
Hispanic	77	±5	0	0	15	41	44	±9	4.3	±0.2	
Asian	74	±9	NR	NR	12	51	35	±12	4.2	±0.2	
Other Race/Ethnicity	80	±7	0	1	15	40	44	±12	4.3	±0.2	
Enlisted	80	±4	0	0	11	41	48	±5	4.4	±0.1	
E1 – E4	77	±7	0	0	10	42	47	±9	4.4	±0.2	
E5 – E9	82	±4	0	0	11	41	48	±6	4.4	±0.1	
Officers	88	±3	0	1	8	46	44	±5	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

i. Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	1	1	14	37	48	±3	4.3	±0.1	
Enlisted	75	±2	1	1	15	36	48	±3	4.3	±0.1	
E1 – E4	73	±3	1	1	17	34	47	±4	4.2	±0.1	
E5 – E9	78	±3	0	0	13	37	48	±3	4.3	±0.1	
Officers	83	±3	1	1	9	42	47	±4	4.3	±0.1	
O1 – O3	82	±3	1	1	11	44	43	±5	4.3	±0.1	
O4 – O6	86	±3	0	0	6	42	51	±6	4.4	±0.1	
Male	78	±2	1	0	14	36	48	±3	4.3	±0.1	
Female	71	±4	0	1	14	41	43	±5	4.3	±0.1	
White	79	±3	1	0	14	36	48	±4	4.3	±0.1	
Total Minority	72	±2	1	1	14	39	46	±3	4.3	±0.1	
Black	70	±3	0	1	13	42	43	±3	4.3	±0.1	
Hispanic	75	±3	1	1	13	35	51	±5	4.4	±0.1	
AIAN	62	±25	3	1	17	NR	37	±14	4.1	±0.2	
Asian	74	±3	1	1	14	44	40	±5	4.2	±0.1	
NHPI	71	±5	0	0	13	40	47	±5	4.3	±0.1	
Two or More Races	75	±6	0	1	14	37	48	±8	4.3	±0.2	
Not Deployed Past 12 Months	76	±2	0	1	13	38	48	±3	4.3	±0.1	
Deployed Past 12 Months	79	±3	2	1	16	35	46	±4	4.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	3	2	26	44	25	±7	3.9	±0.2	
Experienced, Did Not Label	70	±5	1	1	21	43	33	±6	4.1	±0.1	
Did Not Experience	81	±2	1	0	11	34	54	±3	4.4	±0.1	
ARMY	75	±4	1	1	16	38	44	±4	4.2	±0.1	
White	79	±5	2	0	18	37	43	±7	4.2	±0.2	
Total Minority	71	±3	1	1	13	40	46	±4	4.3	±0.1	
Black	72	±4	0	1	12	42	44	±5	4.3	±0.1	
Hispanic	70	±5	1	0	12	35	52	±8	4.4	±0.2	
Asian	75	±5	2	1	16	41	40	±9	4.1	±0.2	
Other Race/Ethnicity	70	±14	0	1	14	46	39	±13	4.2	±0.2	
Enlisted	73	±4	1	1	17	38	43	±5	4.2	±0.1	
E1 – E4	70	±6	2	1	18	36	43	±9	4.2	±0.2	
E5 – E9	77	±4	1	0	16	39	44	±6	4.2	±0.1	
Officers	86	±4	1	1	10	41	47	±7	4.3	±0.2	
NAVY	75	±3	1	0	14	39	45	±4	4.3	±0.1	
White	76	±5	2	0	12	38	48	±6	4.3	±0.2	
Total Minority	74	±3	1	1	17	41	41	±4	4.2	±0.1	
Black	69	±5	1	1	17	43	38	±6	4.2	±0.1	
Hispanic	77	±5	0	1	17	36	45	±9	4.3	±0.2	
Asian	74	±6	0	1	14	48	38	±6	4.2	±0.1	
Other Race/Ethnicity	76	±5	0	1	20	39	40	±13	4.2	±0.2	
Enlisted	74	±4	1	0	16	37	45	±5	4.2	±0.1	
E1 – E4	70	±6	3	1	19	34	43	±8	4.2	±0.2	
E5 – E9	78	±5	0	0	12	40	47	±6	4.3	±0.1	
Officers	80	±4	0	1	8	46	45	±6	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

- i. Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs.

		Percent Responding		Percentages					Max ME	Average Agreement		
				1	2	3	4	5				
MARINE CORPS		80	±4	1	1	14	34	50	±5	4.3	±0.1	
White		83	±5	1	1	14	35	50	±7	4.3	±0.2	
Total Minority		74	±5	0	1	14	33	51	±6	4.3	±0.1	
Black		70	±6	1	1	17	37	44	±8	4.2	±0.2	
Hispanic		77	±7	0	1	12	31	56	±8	4.4	±0.2	
Asian		75	±8	0	1	16	38	45	±14	4.3	±0.2	
Other Race/Ethnicity		68	±15	0	1	19	36	44	±13	4.2	±0.2	
Enlisted		79	±4	1	1	15	32	52	±5	4.3	±0.1	
E1 – E4		77	±6	1	0	17	32	50	±7	4.3	±0.2	
E5 – E9		81	±4	0	1	11	33	55	±6	4.4	±0.1	
Officers		87	±3	0	1	9	49	41	±5	4.3	±0.1	
AIR FORCE		78	±3	0	1	11	34	54	±4	4.4	±0.1	
White		82	±4	0	1	11	33	55	±5	4.4	±0.1	
Total Minority		73	±4	0	1	10	39	50	±5	4.4	±0.1	
Black		67	±5	0	1	11	43	45	±6	4.3	±0.1	
Hispanic		78	±7	0	0	11	38	50	±11	4.4	±0.2	
Asian		72	±7	0	0	11	44	44	±8	4.3	±0.1	
Other Race/Ethnicity		75	±8	1	0	9	28	61	±10	4.5	±0.2	
Enlisted		78	±3	0	1	12	33	54	±5	4.4	±0.1	
E1 – E4		78	±5	0	1	12	31	56	±7	4.4	±0.2	
E5 – E9		78	±4	0	0	12	35	53	±6	4.4	±0.1	
Officers		80	±4	1	1	8	40	50	±6	4.4	±0.1	
COAST GUARD		81	±3	1	1	12	40	47	±4	4.3	±0.1	
White		83	±4	1	0	11	40	48	±6	4.3	±0.1	
Total Minority		77	±4	0	1	15	41	43	±5	4.2	±0.1	
Black		74	±5	0	2	13	46	38	±8	4.2	±0.2	
Hispanic		78	±5	0	1	16	38	44	±9	4.2	±0.2	
Asian		74	±9	NR	NR	9	54	36	±12	4.2	±0.2	
Other Race/Ethnicity		78	±8	0	0	16	39	44	±12	4.3	±0.2	
Enlisted		80	±4	1	0	12	39	48	±5	4.3	±0.1	
E1 – E4		77	±7	0	0	11	40	48	±9	4.4	±0.2	
E5 – E9		82	±4	1	0	13	38	47	±6	4.3	±0.1	
Officers		88	±3	0	1	11	44	43	±5	4.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

j. Promotes religious tolerance.

1. Strongly disagree
4. Agree2. Disagree
5. Strongly agree

3. Neither agree nor disagree

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
TOTAL DOD	77	±2	2	2	19	34	43	±3	4.1	±0.1	
Enlisted	75	±2	2	2	19	33	44	±3	4.2	±0.1	
E1 – E4	72	±3	3	2	19	33	44	±4	4.1	±0.1	
E5 – E9	79	±2	1	2	19	34	44	±3	4.2	±0.1	
Officers	83	±3	2	4	17	38	40	±4	4.1	±0.1	
O1 – O3	82	±3	1	5	17	39	37	±5	4.1	±0.1	
O4 – O6	86	±3	2	3	16	36	43	±6	4.1	±0.1	
Male	78	±2	2	2	19	34	44	±3	4.1	±0.1	
Female	71	±4	0	2	19	39	39	±5	4.1	±0.1	
White	79	±3	2	2	19	33	44	±3	4.1	±0.1	
Total Minority	73	±2	1	2	18	37	42	±3	4.2	±0.1	
Black	70	±3	1	2	19	40	39	±3	4.1	±0.1	
Hispanic	75	±3	1	2	17	33	47	±5	4.2	±0.1	
AIAN	63	±25	3	2	26	NR	31	±13	3.9	±0.2	
Asian	74	±3	1	1	18	43	37	±5	4.1	±0.1	
NHPI	71	±5	0	1	15	40	43	±5	4.3	±0.1	
Two or More Races	75	±6	1	3	18	33	44	±8	4.2	±0.2	
Not Deployed Past 12 Months	76	±2	2	2	17	35	44	±3	4.2	±0.1	
Deployed Past 12 Months	78	±3	2	3	23	32	40	±4	4.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	59	±5	4	7	31	37	20	±7	3.6	±0.2	
Experienced, Did Not Label	70	±5	4	3	26	39	29	±6	3.9	±0.2	
Did Not Experience	81	±2	1	1	16	33	50	±3	4.3	±0.1	
ARMY	75	±4	3	3	19	35	40	±4	4.1	±0.1	
White	78	±5	3	4	21	34	38	±7	4.0	±0.2	
Total Minority	71	±3	2	2	17	37	42	±4	4.2	±0.1	
Black	72	±4	1	2	16	42	39	±5	4.1	±0.1	
Hispanic	70	±5	2	3	17	30	49	±8	4.2	±0.2	
Asian	76	±5	2	2	21	39	37	±9	4.1	±0.2	
Other Race/Ethnicity	71	±14	1	3	18	42	36	±14	4.1	±0.2	
Enlisted	73	±4	3	3	19	35	40	±5	4.1	±0.1	
E1 – E4	69	±6	4	3	19	35	39	±9	4.0	±0.2	
E5 – E9	77	±4	1	2	20	36	41	±6	4.1	±0.1	
Officers	86	±4	2	5	19	35	39	±7	4.0	±0.2	
NAVY	75	±3	2	1	21	36	40	±4	4.1	±0.1	
White	77	±5	2	1	19	34	43	±6	4.1	±0.2	
Total Minority	73	±3	1	2	23	37	37	±4	4.1	±0.1	
Black	69	±5	1	2	24	39	35	±6	4.1	±0.1	
Hispanic	77	±5	1	2	24	33	40	±9	4.1	±0.2	
Asian	74	±6	0	1	17	48	35	±6	4.2	±0.1	
Other Race/Ethnicity	76	±5	2	2	26	35	35	±12	4.0	±0.2	
Enlisted	74	±4	2	1	22	35	41	±5	4.1	±0.1	
E1 – E4	70	±6	3	1	23	33	40	±8	4.1	±0.2	
E5 – E9	79	±5	0	1	21	36	41	±6	4.2	±0.1	
Officers	80	±4	2	2	17	39	40	±6	4.1	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

59. The training I have received...

j. Promotes religious tolerance.

	Percent Responding		Percentages					Max ME	Average Agreement		
			1	2	3	4	5				
MARINE CORPS	80	±4	1	1	20	31	46	±5	4.2	±0.1	
White	83	±5	2	1	20	31	46	±7	4.2	±0.2	
Total Minority	74	±5	1	2	19	31	47	±6	4.2	±0.1	
Black	70	±6	1	1	24	34	39	±7	4.1	±0.2	
Hispanic	77	±7	1	2	17	29	52	±8	4.3	±0.2	
Asian	75	±8	0	2	20	38	40	±15	4.1	±0.3	
Other Race/Ethnicity	68	±15	1	4	22	31	42	±13	4.1	±0.2	
Enlisted	79	±4	1	1	21	29	48	±5	4.2	±0.1	
E1 – E4	78	±6	1	1	22	28	48	±7	4.2	±0.2	
E5 – E9	81	±4	1	2	19	31	48	±6	4.2	±0.1	
Officers	87	±3	2	3	17	44	34	±5	4.1	±0.1	
AIR FORCE	78	±3	1	1	15	33	49	±4	4.3	±0.1	
White	81	±4	1	2	16	31	50	±5	4.3	±0.1	
Total Minority	73	±4	1	1	14	39	46	±5	4.3	±0.1	
Black	67	±5	0	0	16	41	42	±6	4.2	±0.1	
Hispanic	79	±7	0	1	12	42	45	±11	4.3	±0.2	
Asian	72	±7	0	1	13	44	42	±8	4.3	±0.1	
Other Race/Ethnicity	75	±8	2	2	13	27	56	±10	4.3	±0.2	
Enlisted	78	±3	0	1	16	32	50	±5	4.3	±0.1	
E1 – E4	77	±5	0	1	14	32	53	±7	4.4	±0.2	
E5 – E9	79	±4	1	1	18	32	49	±6	4.3	±0.1	
Officers	80	±4	3	4	12	39	43	±6	4.1	±0.2	
COAST GUARD	81	±3	2	3	18	37	41	±4	4.1	±0.1	
White	83	±4	2	3	17	36	42	±6	4.1	±0.1	
Total Minority	77	±4	1	3	21	38	38	±5	4.1	±0.1	
Black	74	±5	1	4	22	40	33	±9	4.0	±0.2	
Hispanic	77	±5	1	2	21	36	40	±9	4.1	±0.2	
Asian	73	±9	4	NR	18	48	30	±12	4.0	±0.3	
Other Race/Ethnicity	80	±7	1	5	20	36	38	±12	4.1	±0.2	
Enlisted	80	±4	1	3	17	37	42	±5	4.2	±0.1	
E1 – E4	76	±7	0	2	14	39	45	±9	4.3	±0.2	
E5 – E9	82	±4	2	3	19	35	40	±6	4.1	±0.2	
Officers	88	±3	3	3	21	38	35	±5	4.0	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

60. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

1. Not at all effective

2. Slightly effective

3. Moderately effective

4. Very effective

	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
TOTAL DOD	77	±2	7	15	41	37	±3	3.1	±0.1	
Enlisted	76	±2	7	14	40	40	±3	3.1	±0.1	
E1 – E4	73	±3	7	13	38	42	±4	3.1	±0.1	
E5 – E9	79	±2	5	15	41	38	±3	3.1	±0.1	
Officers	84	±3	8	21	46	25	±4	2.9	±0.1	
O1 – O3	83	±3	8	24	46	22	±5	2.8	±0.1	
O4 – O6	86	±3	8	17	46	29	±6	3.0	±0.1	
Male	78	±2	7	15	41	38	±3	3.1	±0.1	
Female	71	±4	6	19	42	33	±5	3.0	±0.1	
White	80	±3	8	16	42	34	±3	3.0	±0.1	
Total Minority	73	±2	4	14	39	42	±3	3.2	±0.1	
Black	71	±3	3	15	41	41	±3	3.2	±0.1	
Hispanic	75	±3	4	13	38	45	±5	3.2	±0.1	
AIAN	63	±25	10	NR	32	27	±13	2.8	±0.3	
Asian	74	±3	4	12	45	39	±5	3.2	±0.1	
NHPI	71	±5	3	9	40	48	±5	3.3	±0.1	
Two or More Races	76	±6	7	16	34	43	±8	3.1	±0.2	
Not Deployed Past 12 Months	77	±2	6	15	40	39	±3	3.1	±0.1	
Deployed Past 12 Months	79	±3	9	15	42	33	±4	3.0	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.										
Experienced, Labeled	59	±5	17	31	35	16	±8	2.5	±0.2	
Experienced, Did Not Label	71	±5	12	21	43	24	±5	2.8	±0.2	
Did Not Experience	82	±2	4	12	41	43	±3	3.2	±0.1	
ARMY	76	±4	8	18	40	34	±4	3.0	±0.1	
White	79	±5	11	20	40	29	±7	2.9	±0.2	
Total Minority	72	±3	4	14	39	43	±4	3.2	±0.1	
Black	73	±4	3	14	40	43	±5	3.2	±0.1	
Hispanic	71	±5	5	13	36	46	±8	3.2	±0.2	
Asian	76	±5	6	12	48	35	±9	3.1	±0.2	
Other Race/Ethnicity	71	±14	5	21	38	36	±14	3.1	±0.2	
Enlisted	74	±4	8	17	38	37	±5	3.0	±0.1	
E1 – E4	70	±6	9	17	36	38	±8	3.0	±0.2	
E5 – E9	78	±4	7	17	40	36	±5	3.0	±0.1	
Officers	86	±4	9	20	46	25	±7	2.9	±0.2	
NAVY	76	±3	6	13	43	38	±4	3.1	±0.1	
White	77	±5	7	11	45	37	±6	3.1	±0.2	
Total Minority	74	±3	5	15	39	40	±4	3.1	±0.1	
Black	70	±5	2	15	43	40	±6	3.2	±0.1	
Hispanic	78	±5	5	16	37	42	±9	3.2	±0.2	
Asian	75	±6	4	11	44	42	±6	3.2	±0.1	
Other Race/Ethnicity	76	±5	14	18	33	36	±15	2.9	±0.3	
Enlisted	75	±4	6	11	42	41	±5	3.2	±0.1	
E1 – E4	71	±6	9	11	40	41	±8	3.1	±0.2	
E5 – E9	79	±5	4	12	43	40	±6	3.2	±0.1	
Officers	81	±4	6	19	48	26	±6	2.9	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

60. In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

	Percent Responding		Percentages				Max ME	Average Effectiveness		
			1	2	3	4				
MARINE CORPS	80	±4	7	14	38	41	±5	3.1	±0.1	
White	83	±5	8	14	38	39	±7	3.1	±0.2	
Total Minority	75	±5	5	14	38	43	±6	3.2	±0.1	
Black	71	±6	5	15	41	38	±7	3.1	±0.2	
Hispanic	77	±7	3	13	38	46	±9	3.3	±0.2	
Asian	75	±8	4	16	43	37	±16	3.1	±0.3	
Other Race/Ethnicity	73	±14	NR	16	30	43	±13	3.1	±0.4	
Enlisted	79	±4	6	12	38	43	±5	3.2	±0.1	
E1 – E4	78	±6	8	12	34	45	±7	3.2	±0.2	
E5 – E9	82	±4	3	12	44	40	±6	3.2	±0.1	
Officers	88	±3	10	25	42	23	±5	2.8	±0.1	
AIR FORCE	79	±3	4	15	42	38	±4	3.1	±0.1	
White	82	±4	5	16	43	36	±5	3.1	±0.1	
Total Minority	73	±4	3	13	41	44	±5	3.3	±0.1	
Black	67	±5	4	17	40	40	±6	3.2	±0.1	
Hispanic	80	±7	2	8	46	44	±11	3.3	±0.2	
Asian	72	±7	2	13	44	41	±8	3.2	±0.2	
Other Race/Ethnicity	76	±8	3	12	32	53	±10	3.4	±0.2	
Enlisted	79	±3	4	13	41	41	±5	3.2	±0.1	
E1 – E4	78	±5	3	10	42	45	±8	3.3	±0.2	
E5 – E9	79	±4	5	16	41	38	±6	3.1	±0.1	
Officers	80	±4	6	23	46	26	±6	2.9	±0.1	
COAST GUARD	82	±3	4	15	44	37	±4	3.1	±0.1	
White	84	±4	4	16	43	37	±6	3.1	±0.1	
Total Minority	78	±4	4	11	48	36	±5	3.2	±0.1	
Black	75	±5	5	15	40	39	±8	3.1	±0.2	
Hispanic	78	±5	4	8	46	42	±8	3.3	±0.2	
Asian	74	±9	6	12	51	31	±12	3.1	±0.2	
Other Race/Ethnicity	81	±7	3	15	55	27	±11	3.0	±0.2	
Enlisted	81	±4	3	14	43	39	±5	3.2	±0.1	
E1 – E4	78	±6	2	15	43	40	±9	3.2	±0.2	
E5 – E9	82	±4	3	14	44	39	±6	3.2	±0.1	
Officers	89	±3	7	17	47	28	±5	3.0	±0.1	

Note. Percent responding are active duty members who answered the question and who have had training on topics related to racial/ethnic harassment and discrimination (Q58).

NR: Not reportable

61. To what extent do you feel...

a. Comfortable interacting with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	3	2	15	24	56	±2	4.3	±0.1	
Enlisted	84	±2	4	2	17	24	54	±3	4.2	±0.1	
E1 – E4	83	±3	5	3	20	23	50	±4	4.1	±0.1	
E5 – E9	86	±2	3	1	12	24	59	±3	4.3	±0.1	
Officers	92	±2	1	1	6	25	67	±3	4.6	±0.1	
O1 – O3	92	±3	1	2	7	25	66	±5	4.5	±0.1	
O4 – O6	94	±3	0	0	4	25	71	±5	4.7	±0.1	
Male	86	±2	4	2	15	24	56	±3	4.3	±0.1	
Female	84	±3	2	1	12	23	62	±4	4.4	±0.1	
White	87	±2	3	1	13	25	58	±3	4.3	±0.1	
Total Minority	83	±2	5	2	17	22	54	±2	4.2	±0.1	
Black	83	±2	5	3	17	24	51	±3	4.1	±0.1	
Hispanic	83	±3	5	1	16	21	57	±4	4.2	±0.1	
AIAN	88	±8	2	1	NR	14	NR	±9	4.0	±0.5	
Asian	85	±3	6	5	22	24	43	±4	3.9	±0.2	
NHPI	79	±5	6	5	17	22	50	±5	4.0	±0.2	
Two or More Races	84	±5	1	1	14	23	61	±7	4.4	±0.2	
Not Deployed Past 12 Months	86	±2	3	2	14	24	57	±3	4.3	±0.1	
Deployed Past 12 Months	86	±3	3	2	16	24	54	±4	4.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	81	±4	5	8	24	22	42	±6	3.9	±0.2	
Experienced, Did Not Label	81	±4	4	2	25	25	45	±5	4.1	±0.2	
Did Not Experience	88	±2	3	1	10	24	62	±3	4.4	±0.1	
ARMY	83	±3	4	2	18	24	53	±4	4.2	±0.1	
White	84	±5	3	1	17	25	54	±7	4.3	±0.2	
Total Minority	82	±3	5	2	19	22	52	±4	4.1	±0.1	
Black	82	±4	5	3	19	24	49	±5	4.1	±0.2	
Hispanic	79	±5	5	1	15	20	59	±7	4.3	±0.2	
Asian	84	±4	5	6	24	22	43	±9	3.9	±0.2	
Other Race/Ethnicity	85	±8	2	2	NR	22	48	±14	4.1	±0.3	
Enlisted	81	±4	4	2	20	24	50	±5	4.1	±0.2	
E1 – E4	79	±6	5	2	24	22	47	±8	4.0	±0.2	
E5 – E9	83	±4	3	1	15	27	54	±5	4.3	±0.1	
Officers	90	±4	1	2	9	23	65	±6	4.5	±0.1	
NAVY	86	±3	4	3	15	24	55	±4	4.2	±0.1	
White	87	±4	2	2	12	24	59	±6	4.4	±0.2	
Total Minority	84	±3	6	3	20	22	49	±4	4.1	±0.1	
Black	82	±4	6	4	22	23	46	±6	4.0	±0.2	
Hispanic	84	±4	6	2	20	19	54	±9	4.1	±0.2	
Asian	87	±4	8	6	26	26	35	±10	3.7	±0.3	
Other Race/Ethnicity	86	±4	2	3	12	26	58	±11	4.3	±0.2	
Enlisted	85	±3	4	3	18	23	52	±5	4.1	±0.1	
E1 – E4	82	±5	5	4	21	24	46	±7	4.0	±0.2	
E5 – E9	87	±3	4	2	14	23	57	±6	4.3	±0.2	
Officers	92	±3	1	1	4	26	69	±5	4.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

a. Comfortable interacting with people from different racial/ethnic groups?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	5	2	17	26	51	±5	4.2	±0.1	
White	91	±4	5	2	16	27	50	±6	4.2	±0.2	
Total Minority	83	±4	5	3	17	23	52	±5	4.2	±0.1	
Black	84	±4	5	6	18	21	49	±10	4.0	±0.2	
Hispanic	84	±6	4	1	16	25	54	±8	4.2	±0.2	
Asian	84	±7	8	5	17	21	49	±12	4.0	±0.3	
Other Race/Ethnicity	75	±16	6	1	17	22	53	±13	4.2	±0.2	
Enlisted	87	±3	5	2	18	26	48	±5	4.1	±0.2	
E1 – E4	88	±4	7	2	21	25	44	±7	4.0	±0.2	
E5 – E9	86	±4	2	2	12	28	56	±6	4.3	±0.1	
Officers	92	±3	1	1	4	25	69	±5	4.6	±0.1	
AIR FORCE	89	±2	2	1	8	23	66	±4	4.5	±0.1	
White	91	±3	2	1	7	23	67	±5	4.5	±0.1	
Total Minority	87	±3	3	2	10	21	64	±5	4.4	±0.1	
Black	84	±4	4	2	8	23	63	±5	4.4	±0.1	
Hispanic	91	±5	4	NR	12	20	62	±10	4.3	±0.3	
Asian	84	±6	4	0	14	24	57	±6	4.3	±0.2	
Other Race/Ethnicity	86	±6	1	1	9	18	71	±9	4.6	±0.2	
Enlisted	88	±3	3	1	9	22	66	±4	4.5	±0.1	
E1 – E4	86	±5	2	2	11	21	63	±7	4.4	±0.2	
E5 – E9	90	±3	3	1	7	22	67	±5	4.5	±0.1	
Officers	95	±2	0	0	5	26	68	±6	4.6	±0.1	
COAST GUARD	88	±3	3	1	9	26	60	±4	4.4	±0.1	
White	89	±4	3	0	8	28	60	±5	4.4	±0.1	
Total Minority	87	±3	5	1	12	22	59	±5	4.3	±0.2	
Black	86	±4	4	1	10	22	63	±6	4.4	±0.2	
Hispanic	88	±5	7	2	14	21	57	±8	4.2	±0.3	
Asian	92	±6	6	3	8	31	53	±11	4.2	±0.3	
Other Race/Ethnicity	84	±7	2	0	13	22	62	±12	4.4	±0.2	
Enlisted	87	±3	4	1	11	26	58	±5	4.3	±0.1	
E1 – E4	85	±6	6	1	11	23	59	±9	4.3	±0.2	
E5 – E9	88	±4	3	0	12	28	58	±6	4.4	±0.1	
Officers	95	±2	1	0	3	28	68	±5	4.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

b. Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	74	6	13	3	4	±2	1.6	±0.1	
Enlisted	84	±2	72	6	15	3	4	±3	1.6	±0.1	
E1 – E4	83	±3	68	7	18	3	4	±4	1.7	±0.1	
E5 – E9	86	±2	76	5	12	3	4	±3	1.5	±0.1	
Officers	92	±2	86	5	5	2	2	±3	1.3	±0.1	
O1 – O3	91	±3	83	7	5	2	3	±4	1.4	±0.1	
O4 – O6	94	±3	91	3	2	2	3	±4	1.2	±0.1	
Male	86	±2	74	6	13	3	4	±2	1.6	±0.1	
Female	83	±3	79	5	10	3	3	±4	1.4	±0.1	
White	87	±2	78	5	11	2	3	±3	1.5	±0.1	
Total Minority	83	±2	69	7	17	4	4	±2	1.7	±0.1	
Black	82	±2	68	8	16	5	4	±3	1.7	±0.1	
Hispanic	83	±3	70	6	16	4	5	±4	1.7	±0.1	
AIAN	89	±8	NR	4	NR	2	2	±3	1.9	±0.6	
Asian	85	±3	63	9	21	4	3	±4	1.7	±0.1	
NHPI	79	±5	65	10	17	4	4	±5	1.7	±0.1	
Two or More Races	84	±5	76	5	12	2	4	±7	1.5	±0.2	
Not Deployed Past 12 Months	86	±2	75	6	13	3	4	±3	1.5	±0.1	
Deployed Past 12 Months	86	±3	72	7	14	3	4	±4	1.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	55	15	23	5	3	±6	1.8	±0.2	
Experienced, Did Not Label	80	±4	62	9	22	4	4	±5	1.8	±0.2	
Did Not Experience	88	±2	81	4	9	3	4	±2	1.4	±0.1	
ARMY	83	±3	72	7	14	3	4	±4	1.6	±0.1	
White	83	±5	76	6	12	2	3	±6	1.5	±0.2	
Total Minority	81	±3	66	7	18	5	4	±4	1.7	±0.1	
Black	82	±4	65	9	17	6	4	±5	1.8	±0.2	
Hispanic	79	±5	69	5	16	4	6	±6	1.7	±0.2	
Asian	84	±4	62	10	21	5	2	±7	1.8	±0.2	
Other Race/Ethnicity	85	±8	68	6	NR	2	4	±17	1.7	±0.3	
Enlisted	81	±4	69	7	17	3	4	±5	1.7	±0.1	
E1 – E4	79	±6	67	8	18	3	4	±8	1.7	±0.2	
E5 – E9	83	±4	72	5	15	4	4	±5	1.6	±0.2	
Officers	90	±4	82	6	6	2	3	±5	1.4	±0.2	
NAVY	85	±3	72	7	15	3	3	±4	1.6	±0.1	
White	87	±4	78	7	11	2	2	±6	1.4	±0.2	
Total Minority	83	±3	64	8	20	3	4	±4	1.7	±0.1	
Black	81	±4	65	8	21	3	3	±6	1.7	±0.2	
Hispanic	82	±5	65	7	19	3	5	±9	1.8	±0.2	
Asian	87	±4	55	11	27	4	2	±6	1.9	±0.2	
Other Race/Ethnicity	86	±4	68	8	17	3	3	±12	1.7	±0.2	
Enlisted	84	±3	69	8	17	3	3	±5	1.6	±0.1	
E1 – E4	81	±5	64	8	22	3	3	±7	1.7	±0.2	
E5 – E9	87	±4	74	7	13	3	3	±5	1.5	±0.1	
Officers	92	±3	88	6	2	2	2	±4	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

b. Pressure from Service members who are of your race/ethnicity not to socialize with members of other racial/ethnic groups?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	71	5	16	4	4	±5	1.7	±0.1	
White	91	±4	73	4	15	4	4	±6	1.6	±0.2	
Total Minority	83	±4	67	8	17	3	5	±5	1.7	±0.2	
Black	83	±4	64	8	19	3	6	±7	1.8	±0.2	
Hispanic	85	±5	67	9	17	3	5	±9	1.7	±0.2	
Asian	84	±7	70	8	16	4	3	±8	1.6	±0.2	
Other Race/Ethnicity	75	±16	74	4	18	2	2	±9	1.5	±0.2	
Enlisted	87	±3	68	6	18	4	4	±5	1.7	±0.2	
E1 – E4	88	±4	66	6	20	3	4	±7	1.7	±0.2	
E5 – E9	86	±4	73	4	12	5	5	±5	1.7	±0.2	
Officers	92	±3	88	3	5	3	2	±4	1.3	±0.1	
AIR FORCE	89	±2	82	4	8	2	4	±3	1.4	±0.1	
White	91	±3	84	4	6	2	4	±4	1.4	±0.1	
Total Minority	87	±3	80	4	10	4	3	±4	1.5	±0.1	
Black	84	±4	79	6	8	4	3	±5	1.5	±0.1	
Hispanic	91	±5	81	2	12	3	2	±9	1.4	±0.2	
Asian	85	±6	76	5	12	3	4	±5	1.5	±0.2	
Other Race/Ethnicity	87	±6	80	4	8	3	5	±10	1.5	±0.3	
Enlisted	88	±3	81	4	9	2	4	±4	1.5	±0.1	
E1 – E4	87	±4	77	4	12	2	6	±6	1.6	±0.2	
E5 – E9	89	±3	84	4	6	3	3	±4	1.4	±0.1	
Officers	94	±3	88	4	4	2	2	±4	1.3	±0.1	
COAST GUARD	88	±3	77	5	10	3	4	±4	1.5	±0.1	
White	88	±4	79	5	9	3	3	±5	1.5	±0.2	
Total Minority	86	±3	72	6	13	3	6	±5	1.7	±0.2	
Black	85	±4	77	7	11	4	2	±6	1.5	±0.2	
Hispanic	87	±5	71	4	15	4	7	±8	1.7	±0.2	
Asian	92	±6	81	7	5	5	1	±10	1.4	±0.2	
Other Race/Ethnicity	83	±7	67	NR	15	2	9	±13	1.8	±0.3	
Enlisted	86	±4	75	5	12	3	5	±5	1.6	±0.2	
E1 – E4	83	±6	75	6	11	3	5	±8	1.6	±0.2	
E5 – E9	88	±4	75	4	13	4	4	±6	1.6	±0.2	
Officers	95	±2	85	7	3	3	2	±4	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

c. The need to watch what you say when interacting with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	45	19	23	7	7	±2	2.1	±0.1	
Enlisted	84	±2	46	17	24	7	7	±3	2.1	±0.1	
E1 – E4	83	±3	44	16	27	6	6	±4	2.1	±0.1	
E5 – E9	86	±2	48	18	20	8	7	±3	2.1	±0.1	
Officers	92	±2	41	26	20	7	6	±4	2.1	±0.1	
O1 – O3	91	±3	38	27	21	7	7	±5	2.2	±0.2	
O4 – O6	93	±3	45	27	17	6	6	±6	2.0	±0.2	
Male	86	±2	44	18	24	7	7	±3	2.1	±0.1	
Female	83	±3	50	21	18	6	6	±4	2.0	±0.1	
White	87	±2	47	20	21	6	6	±3	2.0	±0.1	
Total Minority	83	±2	42	16	25	9	8	±3	2.2	±0.1	
Black	82	±2	42	15	24	10	9	±3	2.3	±0.1	
Hispanic	83	±3	45	16	24	8	7	±4	2.1	±0.1	
AIAN	89	±8	24	11	NR	4	6	±14	2.6	±0.3	
Asian	84	±3	34	19	29	11	7	±5	2.4	±0.1	
NHPI	79	±5	40	17	25	9	9	±5	2.3	±0.1	
Two or More Races	84	±5	47	20	21	6	6	±7	2.0	±0.2	
Not Deployed Past 12 Months	86	±2	47	19	21	7	6	±3	2.1	±0.1	
Deployed Past 12 Months	86	±3	42	18	26	7	7	±4	2.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	81	±4	25	20	34	11	10	±6	2.6	±0.2	
Experienced, Did Not Label	80	±4	33	22	30	7	7	±5	2.3	±0.2	
Did Not Experience	88	±2	52	17	19	6	6	±3	2.0	±0.1	
ARMY	83	±3	45	17	23	7	7	±4	2.1	±0.1	
White	84	±5	46	19	22	6	6	±7	2.1	±0.2	
Total Minority	81	±3	43	15	25	9	9	±4	2.3	±0.1	
Black	82	±4	43	14	23	9	9	±5	2.3	±0.2	
Hispanic	79	±5	46	13	23	8	9	±8	2.2	±0.2	
Asian	83	±4	35	19	29	12	6	±10	2.3	±0.2	
Other Race/Ethnicity	85	±8	37	18	34	5	5	±17	2.2	±0.3	
Enlisted	81	±4	45	16	24	7	8	±5	2.2	±0.2	
E1 – E4	79	±6	45	15	27	7	7	±8	2.2	±0.2	
E5 – E9	83	±4	46	17	20	8	8	±5	2.2	±0.2	
Officers	89	±4	43	22	22	7	6	±7	2.1	±0.2	
NAVY	85	±3	46	19	23	7	5	±4	2.1	±0.1	
White	87	±4	50	19	21	6	4	±6	1.9	±0.2	
Total Minority	83	±3	39	18	27	10	7	±4	2.3	±0.1	
Black	81	±4	38	16	28	11	7	±6	2.3	±0.2	
Hispanic	84	±4	41	19	25	8	7	±8	2.2	±0.2	
Asian	85	±4	28	20	32	12	7	±7	2.5	±0.2	
Other Race/Ethnicity	86	±4	47	16	21	8	7	±9	2.1	±0.2	
Enlisted	84	±3	46	17	25	7	5	±5	2.1	±0.1	
E1 – E4	81	±5	42	16	30	7	4	±7	2.1	±0.2	
E5 – E9	87	±3	50	17	20	7	5	±6	2.0	±0.2	
Officers	92	±3	44	27	16	7	6	±5	2.1	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

c. The need to watch what you say when interacting with people from different racial/ethnic groups?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	43	19	25	7	6	±5	2.1	±0.1	
White	90	±4	44	20	24	7	6	±6	2.1	±0.2	
Total Minority	83	±4	42	19	28	5	6	±6	2.1	±0.1	
Black	84	±4	36	15	31	8	10	±8	2.4	±0.2	
Hispanic	85	±5	43	22	26	5	4	±9	2.0	±0.2	
Asian	84	±7	45	16	27	6	5	±13	2.1	±0.3	
Other Race/Ethnicity	73	±15	51	13	30	3	3	±11	2.0	±0.3	
Enlisted	87	±3	43	19	26	6	6	±5	2.1	±0.2	
E1 – E4	88	±4	41	20	29	5	6	±7	2.1	±0.2	
E5 – E9	86	±4	48	16	21	9	7	±6	2.1	±0.2	
Officers	92	±3	44	25	18	8	6	±5	2.1	±0.2	
AIR FORCE	89	±2	47	20	20	6	8	±4	2.1	±0.1	
White	91	±3	47	21	20	4	8	±5	2.0	±0.2	
Total Minority	87	±3	46	17	21	9	8	±5	2.2	±0.2	
Black	84	±4	44	17	19	9	10	±5	2.2	±0.2	
Hispanic	90	±5	51	13	21	10	5	±10	2.0	±0.3	
Asian	84	±6	37	18	25	12	8	±9	2.3	±0.2	
Other Race/Ethnicity	87	±6	43	21	20	8	8	±10	2.2	±0.3	
Enlisted	88	±3	49	17	20	6	8	±4	2.1	±0.2	
E1 – E4	86	±5	50	14	24	4	8	±7	2.1	±0.2	
E5 – E9	89	±3	49	19	18	7	7	±5	2.1	±0.2	
Officers	95	±3	37	32	19	5	7	±6	2.1	±0.2	
COAST GUARD	87	±3	47	20	18	8	7	±4	2.1	±0.1	
White	88	±4	48	22	16	7	7	±5	2.0	±0.2	
Total Minority	86	±3	45	16	23	8	8	±5	2.2	±0.2	
Black	85	±4	44	19	22	9	6	±7	2.1	±0.2	
Hispanic	87	±5	48	15	21	8	8	±8	2.1	±0.2	
Asian	92	±6	49	10	22	16	3	±10	2.1	±0.3	
Other Race/Ethnicity	83	±7	41	18	26	5	10	±13	2.3	±0.3	
Enlisted	85	±4	48	19	18	7	8	±5	2.1	±0.2	
E1 – E4	83	±6	50	20	17	7	6	±9	2.0	±0.2	
E5 – E9	87	±4	47	18	19	7	9	±6	2.1	±0.2	
Officers	95	±2	44	26	16	9	5	±5	2.1	±0.2	

Note. Percent responding are active duty members who answered the question.

61. To what extent do you feel...

d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	51	17	20	6	5	±2	2.0	±0.1	
Enlisted	85	±2	52	15	21	6	5	±3	2.0	±0.1	
E1 – E4	83	±3	50	15	24	6	5	±4	2.0	±0.1	
E5 – E9	86	±2	54	16	17	7	6	±3	2.0	±0.1	
Officers	92	±2	50	24	15	5	6	±4	1.9	±0.1	
O1 – O3	91	±3	47	23	17	6	7	±5	2.0	±0.2	
O4 – O6	94	±3	52	27	12	5	5	±5	1.8	±0.2	
Male	86	±2	51	17	21	6	6	±3	2.0	±0.1	
Female	84	±3	54	19	15	6	5	±4	1.9	±0.1	
White	87	±2	55	18	18	5	5	±3	1.9	±0.1	
Total Minority	84	±2	46	16	23	8	7	±3	2.1	±0.1	
Black	83	±2	43	15	24	10	8	±3	2.2	±0.1	
Hispanic	83	±3	51	15	21	8	6	±4	2.0	±0.1	
AIAN	89	±8	NR	NR	NR	4	6	±10	2.3	±0.4	
Asian	85	±3	38	18	28	10	6	±4	2.3	±0.1	
NHPI	79	±5	43	16	24	9	8	±5	2.2	±0.1	
Two or More Races	85	±5	52	19	17	6	6	±7	1.9	±0.2	
Not Deployed Past 12 Months	86	±2	52	18	19	6	5	±3	1.9	±0.1	
Deployed Past 12 Months	86	±3	50	16	21	7	7	±4	2.1	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	81	±4	29	22	28	11	9	±6	2.5	±0.2	
Experienced, Did Not Label	81	±4	39	20	28	8	5	±5	2.2	±0.2	
Did Not Experience	88	±2	58	15	16	5	5	±3	1.8	±0.1	
ARMY	83	±3	50	17	21	6	6	±4	2.0	±0.1	
White	84	±5	54	18	20	4	4	±7	1.9	±0.2	
Total Minority	82	±3	44	16	23	9	8	±4	2.2	±0.1	
Black	82	±4	43	15	24	11	8	±5	2.2	±0.2	
Hispanic	79	±5	48	13	20	10	9	±7	2.2	±0.2	
Asian	84	±4	39	18	29	10	4	±9	2.2	±0.2	
Other Race/Ethnicity	85	±8	40	24	NR	5	5	±15	2.1	±0.3	
Enlisted	81	±4	50	16	22	7	6	±5	2.0	±0.1	
E1 – E4	80	±6	50	15	24	7	4	±8	2.0	±0.2	
E5 – E9	83	±4	50	17	19	7	7	±5	2.1	±0.2	
Officers	90	±4	51	21	19	4	6	±7	1.9	±0.2	
NAVY	86	±3	52	15	22	7	5	±4	2.0	±0.1	
White	87	±4	56	16	19	6	3	±6	1.8	±0.2	
Total Minority	84	±3	46	14	25	8	7	±4	2.2	±0.1	
Black	82	±4	44	12	28	9	8	±6	2.3	±0.2	
Hispanic	83	±4	51	11	23	8	6	±8	2.1	±0.2	
Asian	87	±4	33	19	30	11	7	±7	2.4	±0.2	
Other Race/Ethnicity	86	±4	53	17	18	5	7	±8	2.0	±0.2	
Enlisted	85	±3	52	13	24	7	4	±5	2.0	±0.1	
E1 – E4	81	±5	49	11	29	7	4	±7	2.1	±0.2	
E5 – E9	88	±3	55	14	19	7	5	±6	1.9	±0.2	
Officers	91	±3	51	26	11	7	5	±5	1.9	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	49	18	23	5	5	±5	2.0	±0.1	
White	91	±4	49	17	22	6	5	±6	2.0	±0.2	
Total Minority	84	±4	49	18	23	5	5	±5	2.0	±0.1	
Black	84	±4	41	18	23	9	10	±8	2.3	±0.2	
Hispanic	86	±5	50	19	23	3	4	±8	1.9	±0.2	
Asian	84	±7	52	18	21	5	4	±11	1.9	±0.3	
Other Race/Ethnicity	75	±16	57	12	24	5	2	±11	1.8	±0.2	
Enlisted	88	±3	49	17	24	5	5	±5	2.0	±0.2	
E1 – E4	89	±4	46	18	26	5	4	±7	2.0	±0.2	
E5 – E9	86	±4	54	15	19	6	7	±6	2.0	±0.2	
Officers	92	±3	53	23	14	5	5	±5	1.9	±0.1	
AIR FORCE	90	±2	54	19	15	6	6	±4	1.9	±0.1	
White	91	±3	57	19	14	4	6	±5	1.8	±0.2	
Total Minority	87	±3	49	17	18	9	7	±5	2.1	±0.2	
Black	85	±4	45	18	19	8	9	±5	2.2	±0.2	
Hispanic	90	±6	54	17	17	8	3	±10	1.9	±0.3	
Asian	85	±6	42	16	24	12	7	±9	2.3	±0.2	
Other Race/Ethnicity	87	±6	52	16	16	8	8	±10	2.0	±0.3	
Enlisted	88	±3	56	16	16	6	6	±4	1.9	±0.1	
E1 – E4	87	±4	54	16	19	5	7	±7	1.9	±0.2	
E5 – E9	89	±3	58	17	13	6	6	±5	1.8	±0.2	
Officers	95	±2	46	27	14	6	7	±6	2.0	±0.2	
COAST GUARD	88	±3	54	18	17	5	6	±4	1.9	±0.1	
White	88	±4	56	18	16	5	6	±5	1.9	±0.2	
Total Minority	86	±3	51	17	19	7	5	±5	2.0	±0.1	
Black	86	±4	49	17	19	8	7	±7	2.1	±0.2	
Hispanic	88	±5	52	15	20	8	5	±8	2.0	±0.2	
Asian	92	±6	49	14	22	13	2	±10	2.1	±0.3	
Other Race/Ethnicity	83	±7	50	23	16	5	7	±14	2.0	±0.2	
Enlisted	86	±3	55	16	18	5	6	±5	1.9	±0.2	
E1 – E4	84	±6	56	16	19	5	5	±9	1.9	±0.2	
E5 – E9	88	±4	53	16	18	6	6	±6	2.0	±0.2	
Officers	95	±2	54	25	11	5	5	±5	1.8	±0.2	

Note. Percent responding are active duty members who answered the question.

61. To what extent do you feel...

e. Comfortable interacting with people who have different religious beliefs than you?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	8	4	19	24	45	±2	4.0	±0.1	
Enlisted	84	±2	8	4	20	22	44	±3	3.9	±0.1	
E1 – E4	83	±3	8	5	25	21	41	±4	3.8	±0.1	
E5 – E9	86	±2	9	4	15	24	48	±3	4.0	±0.1	
Officers	91	±2	4	4	12	31	50	±4	4.2	±0.1	
O1 – O3	91	±3	3	4	13	31	49	±5	4.2	±0.1	
O4 – O6	93	±3	5	3	8	32	53	±6	4.2	±0.2	
Male	86	±2	8	4	19	24	45	±3	3.9	±0.1	
Female	84	±3	5	4	16	26	49	±4	4.1	±0.1	
White	87	±2	7	4	17	26	47	±3	4.0	±0.1	
Total Minority	83	±2	9	5	22	20	44	±3	3.8	±0.1	
Black	82	±2	10	6	21	22	41	±3	3.8	±0.1	
Hispanic	83	±3	9	4	21	19	48	±4	3.9	±0.1	
AIAN	89	±8	6	4	NR	11	NR	±8	3.8	±0.5	
Asian	85	±3	9	7	28	23	34	±4	3.7	±0.1	
NHPI	79	±5	12	7	23	19	39	±5	3.7	±0.2	
Two or More Races	84	±6	8	4	19	19	50	±7	4.0	±0.2	
Not Deployed Past 12 Months	86	±2	8	4	18	24	46	±3	4.0	±0.1	
Deployed Past 12 Months	86	±3	7	4	21	24	44	±4	3.9	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	81	±4	9	9	30	17	34	±6	3.6	±0.2	
Experienced, Did Not Label	80	±4	6	7	28	24	35	±5	3.7	±0.2	
Did Not Experience	88	±2	8	3	14	25	50	±3	4.1	±0.1	
ARMY	83	±3	7	5	21	24	43	±4	3.9	±0.1	
White	84	±5	6	5	19	27	43	±6	4.0	±0.2	
Total Minority	81	±3	9	6	23	20	43	±4	3.8	±0.1	
Black	82	±4	9	8	21	22	41	±5	3.8	±0.2	
Hispanic	78	±5	8	4	19	18	50	±7	4.0	±0.2	
Asian	83	±4	7	8	32	20	33	±9	3.6	±0.2	
Other Race/Ethnicity	83	±8	7	5	NR	18	39	±14	3.8	±0.3	
Enlisted	81	±4	7	6	22	22	42	±5	3.9	±0.2	
E1 – E4	79	±6	7	6	27	22	37	±8	3.8	±0.2	
E5 – E9	83	±4	8	5	17	23	48	±5	4.0	±0.2	
Officers	90	±4	5	4	14	30	46	±7	4.1	±0.2	
NAVY	85	±3	8	4	19	23	46	±4	3.9	±0.1	
White	87	±4	9	3	16	25	48	±6	4.0	±0.2	
Total Minority	83	±3	8	5	24	21	42	±4	3.8	±0.1	
Black	80	±4	10	5	25	21	40	±6	3.8	±0.2	
Hispanic	83	±4	7	4	23	20	46	±8	3.9	±0.2	
Asian	87	±4	10	7	32	24	27	±9	3.5	±0.2	
Other Race/Ethnicity	86	±4	6	5	17	19	54	±8	4.1	±0.2	
Enlisted	84	±3	9	4	22	21	44	±5	3.9	±0.2	
E1 – E4	81	±5	8	3	28	20	42	±7	3.8	±0.2	
E5 – E9	87	±3	11	5	16	23	45	±6	3.9	±0.2	
Officers	91	±3	4	3	8	30	55	±5	4.3	±0.1	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

e. Comfortable interacting with people who have different religious beliefs than you?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	10	4	21	24	41	±5	3.8	±0.2	
White	91	±4	8	5	19	25	43	±6	3.9	±0.2	
Total Minority	84	±4	13	4	24	21	38	±5	3.7	±0.2	
Black	84	±4	11	4	25	24	36	±7	3.7	±0.2	
Hispanic	86	±5	12	3	25	22	38	±8	3.7	±0.2	
Asian	84	±7	11	8	22	19	40	±14	3.7	±0.3	
Other Race/Ethnicity	74	±16	23	3	22	11	40	±16	3.4	±0.5	
Enlisted	88	±3	10	4	23	23	40	±5	3.8	±0.2	
E1 – E4	89	±4	11	5	25	22	37	±7	3.7	±0.2	
E5 – E9	86	±4	8	4	18	25	44	±6	3.9	±0.2	
Officers	92	±3	5	3	10	29	52	±5	4.2	±0.1	
AIR FORCE	89	±2	7	4	14	25	51	±4	4.1	±0.1	
White	91	±3	6	3	12	27	52	±5	4.1	±0.2	
Total Minority	87	±3	8	4	16	21	51	±5	4.0	±0.1	
Black	85	±4	11	3	16	23	46	±5	3.9	±0.2	
Hispanic	90	±5	6	5	16	17	55	±10	4.1	±0.3	
Asian	85	±6	8	3	19	26	43	±7	3.9	±0.2	
Other Race/Ethnicity	87	±6	5	4	17	19	56	±10	4.2	±0.2	
Enlisted	88	±3	8	3	15	23	51	±4	4.1	±0.1	
E1 – E4	87	±4	6	4	18	20	52	±7	4.1	±0.2	
E5 – E9	89	±3	9	3	11	25	51	±5	4.1	±0.2	
Officers	94	±3	2	5	10	32	51	±6	4.3	±0.1	
COAST GUARD	88	±3	10	5	15	25	45	±4	3.9	±0.2	
White	88	±4	10	5	14	27	44	±5	3.9	±0.2	
Total Minority	86	±3	11	5	18	19	48	±5	3.9	±0.2	
Black	85	±4	8	4	12	23	53	±7	4.1	±0.2	
Hispanic	87	±5	13	5	18	16	48	±8	3.8	±0.3	
Asian	92	±6	7	2	24	30	37	±10	3.9	±0.3	
Other Race/Ethnicity	84	±7	8	NR	18	19	46	±11	3.8	±0.4	
Enlisted	86	±4	11	5	17	23	44	±5	3.8	±0.2	
E1 – E4	84	±6	11	6	18	22	43	±9	3.8	±0.3	
E5 – E9	87	±4	12	5	16	23	44	±6	3.8	±0.2	
Officers	95	±2	6	4	9	31	50	±5	4.2	±0.2	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

f. Pressure from Service members to avoid socializing with members who have different religious beliefs?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	75	7	14	2	2	±2	1.5	±0.1	
Enlisted	84	±2	72	7	15	2	2	±3	1.5	±0.1	
E1 – E4	83	±3	70	7	19	3	2	±4	1.6	±0.1	
E5 – E9	86	±2	76	8	12	2	3	±3	1.5	±0.1	
Officers	91	±2	84	6	7	2	2	±3	1.3	±0.1	
O1 – O3	91	±3	81	7	8	2	2	±4	1.4	±0.1	
O4 – O6	94	±3	87	5	3	2	2	±4	1.3	±0.1	
Male	86	±2	73	7	15	2	2	±2	1.5	±0.1	
Female	84	±3	81	7	9	2	2	±4	1.4	±0.1	
White	87	±2	77	7	12	2	2	±3	1.4	±0.1	
Total Minority	83	±2	70	7	17	3	3	±2	1.6	±0.1	
Black	82	±2	70	7	17	3	3	±3	1.6	±0.1	
Hispanic	83	±3	71	7	15	3	3	±4	1.6	±0.1	
AIAN	89	±8	NR	5	NR	1	2	±5	1.9	±0.6	
Asian	85	±3	62	10	22	4	3	±4	1.8	±0.1	
NHPI	79	±5	65	11	18	3	3	±5	1.7	±0.1	
Two or More Races	84	±5	78	5	12	2	3	±6	1.5	±0.2	
Not Deployed Past 12 Months	86	±2	76	7	13	2	2	±3	1.5	±0.1	
Deployed Past 12 Months	86	±3	72	8	15	3	3	±4	1.6	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	81	±4	57	15	22	4	2	±6	1.8	±0.2	
Experienced, Did Not Label	80	±4	62	12	20	3	2	±5	1.7	±0.1	
Did Not Experience	88	±2	81	5	11	2	2	±2	1.4	±0.1	
ARMY	83	±3	72	8	16	2	2	±4	1.6	±0.1	
White	83	±5	74	9	14	1	1	±6	1.5	±0.2	
Total Minority	81	±3	68	7	18	4	3	±4	1.7	±0.1	
Black	82	±4	67	7	18	4	3	±5	1.7	±0.2	
Hispanic	79	±5	69	6	16	4	4	±6	1.7	±0.2	
Asian	84	±4	61	10	23	4	2	±7	1.8	±0.2	
Other Race/Ethnicity	85	±8	69	6	NR	3	2	±17	1.6	±0.4	
Enlisted	81	±4	69	9	17	3	2	±5	1.6	±0.1	
E1 – E4	79	±6	67	9	19	3	2	±8	1.6	±0.2	
E5 – E9	83	±4	73	8	15	2	3	±5	1.5	±0.1	
Officers	89	±4	80	6	10	2	2	±6	1.4	±0.2	
NAVY	86	±3	74	7	15	2	2	±4	1.5	±0.1	
White	87	±4	78	6	12	2	2	±6	1.4	±0.2	
Total Minority	83	±3	67	8	19	3	3	±4	1.7	±0.1	
Black	81	±4	69	8	19	2	2	±6	1.6	±0.2	
Hispanic	83	±4	68	8	16	4	4	±8	1.7	±0.2	
Asian	86	±4	55	11	26	5	3	±6	1.9	±0.2	
Other Race/Ethnicity	86	±4	71	7	18	1	2	±12	1.5	±0.2	
Enlisted	84	±3	70	8	17	3	2	±5	1.6	±0.1	
E1 – E4	81	±5	67	6	23	3	1	±7	1.7	±0.2	
E5 – E9	87	±3	74	9	12	3	3	±6	1.5	±0.2	
Officers	91	±3	89	5	3	1	3	±4	1.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

f. Pressure from Service members to avoid socializing with members who have different religious beliefs?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	87	±3	72	7	16	3	2	±4	1.6	±0.1	
White	90	±4	73	7	15	4	2	±6	1.5	±0.2	
Total Minority	84	±4	69	7	19	2	3	±5	1.6	±0.1	
Black	83	±4	65	6	21	3	5	±7	1.8	±0.2	
Hispanic	86	±5	71	7	19	1	3	±8	1.6	±0.2	
Asian	84	±7	68	10	18	3	2	±9	1.6	±0.2	
Other Race/Ethnicity	74	±16	74	5	19	1	1	±9	1.5	±0.2	
Enlisted	87	±3	70	7	18	3	2	±5	1.6	±0.1	
E1 – E4	88	±4	68	7	21	3	2	±7	1.6	±0.2	
E5 – E9	85	±4	74	7	12	3	4	±5	1.6	±0.2	
Officers	92	±3	86	5	5	2	2	±4	1.3	±0.1	
AIR FORCE	90	±2	81	6	8	2	2	±3	1.4	±0.1	
White	91	±3	83	6	8	2	2	±4	1.3	±0.1	
Total Minority	87	±3	79	6	10	2	3	±4	1.4	±0.1	
Black	84	±4	78	7	10	3	3	±5	1.4	±0.1	
Hispanic	91	±5	81	8	9	1	2	±9	1.4	±0.2	
Asian	85	±6	74	6	15	2	4	±5	1.6	±0.2	
Other Race/Ethnicity	87	±6	80	3	9	3	5	±9	1.5	±0.3	
Enlisted	88	±3	81	6	9	2	2	±4	1.4	±0.1	
E1 – E4	87	±4	79	5	13	1	2	±6	1.4	±0.2	
E5 – E9	89	±3	82	6	6	3	2	±4	1.4	±0.1	
Officers	95	±3	84	7	5	2	2	±5	1.3	±0.1	
COAST GUARD	87	±3	77	7	11	3	3	±4	1.5	±0.1	
White	88	±4	78	7	10	3	3	±5	1.5	±0.1	
Total Minority	85	±4	74	6	12	4	3	±5	1.5	±0.1	
Black	86	±4	82	4	9	4	1	±5	1.4	±0.1	
Hispanic	85	±6	74	6	13	3	4	±6	1.6	±0.2	
Asian	92	±6	80	3	7	9	NR	±10	1.5	±0.2	
Other Race/Ethnicity	83	±7	69	NR	15	2	4	±13	1.6	±0.2	
Enlisted	86	±4	74	7	13	3	3	±5	1.5	±0.1	
E1 – E4	83	±6	71	8	13	4	4	±8	1.6	±0.2	
E5 – E9	87	±4	76	6	12	3	2	±5	1.5	±0.2	
Officers	94	±3	86	6	4	2	2	±4	1.3	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

g. Comfortable being open about your religious beliefs with other Service members?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	86	±2	12	10	25	19	34	±2	3.5	±0.1	
Enlisted	84	±2	12	9	25	19	35	±3	3.5	±0.1	
E1 – E4	83	±3	12	10	28	18	32	±4	3.5	±0.2	
E5 – E9	86	±2	12	9	22	20	38	±3	3.6	±0.1	
Officers	92	±2	9	14	25	21	31	±3	3.5	±0.1	
O1 – O3	91	±3	7	15	26	21	32	±5	3.6	±0.2	
O4 – O6	93	±3	11	14	25	21	29	±5	3.4	±0.2	
Male	86	±2	12	10	25	19	34	±3	3.5	±0.1	
Female	84	±3	9	12	24	21	34	±4	3.6	±0.2	
White	87	±2	11	11	24	19	34	±3	3.5	±0.1	
Total Minority	83	±2	12	9	26	19	34	±2	3.6	±0.1	
Black	82	±2	11	9	25	19	35	±3	3.6	±0.1	
Hispanic	83	±3	10	8	26	19	36	±4	3.6	±0.1	
AIAN	88	±8	13	8	NR	NR	20	±13	3.3	±0.3	
Asian	85	±3	12	9	32	20	28	±5	3.4	±0.2	
NHPI	78	±5	12	10	26	17	35	±5	3.5	±0.2	
Two or More Races	85	±5	15	13	21	16	35	±7	3.4	±0.3	
Not Deployed Past 12 Months	86	±2	12	10	24	20	34	±3	3.5	±0.1	
Deployed Past 12 Months	86	±3	12	10	27	18	34	±4	3.5	±0.2	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	81	±4	18	18	29	14	21	±6	3.0	±0.2	
Experienced, Did Not Label	80	±4	13	14	32	18	23	±5	3.2	±0.2	
Did Not Experience	88	±2	10	8	22	20	39	±3	3.7	±0.1	
ARMY	83	±3	12	12	24	20	33	±4	3.5	±0.2	
White	83	±5	12	14	23	19	32	±6	3.5	±0.2	
Total Minority	82	±3	12	9	26	20	33	±4	3.5	±0.1	
Black	82	±4	11	9	24	19	35	±5	3.6	±0.2	
Hispanic	79	±5	11	9	25	21	34	±8	3.6	±0.2	
Asian	83	±4	14	9	30	18	28	±10	3.4	±0.3	
Other Race/Ethnicity	85	±8	17	10	27	20	25	±18	3.3	±0.4	
Enlisted	81	±4	13	11	24	20	32	±5	3.5	±0.2	
E1 – E4	79	±6	15	13	25	18	28	±7	3.3	±0.3	
E5 – E9	83	±4	10	8	23	22	37	±5	3.7	±0.2	
Officers	90	±4	8	16	23	19	34	±7	3.6	±0.2	
NAVY	86	±3	12	9	27	18	34	±4	3.5	±0.2	
White	87	±4	13	9	25	18	35	±6	3.5	±0.2	
Total Minority	83	±3	10	9	29	18	33	±4	3.5	±0.1	
Black	81	±4	11	7	28	19	34	±6	3.6	±0.2	
Hispanic	83	±4	10	8	30	16	36	±8	3.6	±0.2	
Asian	86	±4	11	9	36	23	22	±9	3.4	±0.2	
Other Race/Ethnicity	86	±4	9	17	23	16	34	±13	3.5	±0.3	
Enlisted	84	±3	13	9	27	17	34	±5	3.5	±0.2	
E1 – E4	81	±5	13	8	32	16	31	±7	3.4	±0.2	
E5 – E9	87	±3	13	10	23	18	37	±6	3.6	±0.2	
Officers	91	±3	9	12	23	21	35	±5	3.6	±0.2	

Note: Percent responding are active duty members who answered the question.

NR: Not reportable

61. To what extent do you feel...

g. Comfortable being open about your religious beliefs with other Service members?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	10	8	28	19	34	±5	3.6	±0.2	
White	91	±4	9	7	29	20	35	±6	3.6	±0.2	
Total Minority	84	±4	13	10	26	18	33	±5	3.5	±0.2	
Black	83	±4	12	11	28	19	30	±9	3.5	±0.2	
Hispanic	86	±5	11	10	25	20	34	±8	3.6	±0.2	
Asian	84	±7	12	10	25	18	36	±15	3.6	±0.4	
Other Race/Ethnicity	75	±16	24	5	26	11	34	±16	3.2	±0.5	
Enlisted	88	±3	11	7	29	19	34	±5	3.6	±0.2	
E1 – E4	89	±4	11	8	31	19	32	±7	3.5	±0.2	
E5 – E9	86	±4	10	6	25	19	39	±6	3.7	±0.2	
Officers	92	±3	9	10	23	24	34	±5	3.7	±0.2	
AIR FORCE	89	±2	11	10	24	19	36	±4	3.6	±0.1	
White	91	±3	11	11	24	20	35	±5	3.6	±0.2	
Total Minority	87	±3	11	8	24	18	39	±5	3.7	±0.2	
Black	84	±4	12	9	22	19	38	±5	3.6	±0.2	
Hispanic	90	±5	9	5	25	19	43	±10	3.8	±0.3	
Asian	85	±6	9	7	32	18	34	±7	3.6	±0.2	
Other Race/Ethnicity	87	±6	12	12	21	16	40	±10	3.6	±0.3	
Enlisted	88	±3	11	9	22	19	39	±4	3.7	±0.2	
E1 – E4	86	±5	7	8	25	19	41	±7	3.8	±0.2	
E5 – E9	89	±3	15	10	19	19	38	±5	3.6	±0.2	
Officers	95	±3	10	15	31	21	24	±5	3.3	±0.2	
COAST GUARD	88	±3	13	11	24	21	31	±4	3.5	±0.2	
White	88	±4	14	11	24	22	30	±5	3.4	±0.2	
Total Minority	86	±3	13	10	26	17	35	±5	3.5	±0.2	
Black	85	±4	13	10	26	19	32	±10	3.5	±0.3	
Hispanic	87	±5	14	8	26	16	36	±8	3.5	±0.2	
Asian	92	±6	8	11	26	29	27	±10	3.5	±0.3	
Other Race/Ethnicity	83	±7	11	13	24	16	35	±15	3.5	±0.4	
Enlisted	86	±3	14	9	24	20	32	±5	3.5	±0.2	
E1 – E4	84	±6	10	10	30	15	35	±9	3.5	±0.3	
E5 – E9	88	±4	16	9	21	23	31	±6	3.4	±0.2	
Officers	95	±2	12	16	23	22	27	±5	3.4	±0.2	

Note. Percent responding are active duty members who answered the question.

62. Do you agree with the ideals of organizations that...

a. Support the separation of people based on race/ethnicity?

b. Warn of the dangers of interactions between people of different races/ethnicities?

c. Point out the dangers of racial/ethnic diversity?

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes To Any		
			a	b	c				
TOTAL DOD	86	±2	9	13	17	±2	19.0	±2.0	
Enlisted	85	±2	10	15	20	±2	22.0	±2.0	
E1 – E4	83	±3	10	16	21	±4	23.0	±4.0	
E5 – E9	86	±2	10	14	18	±3	21.0	±3.0	
Officers	92	±2	5	5	8	±2	9.0	±2.0	
O1 – O3	91	±3	5	6	8	±3	9.0	±3.0	
O4 – O6	94	±3	3	4	5	±3	6.0	±3.0	
Male	86	±2	9	13	18	±2	20.0	±2.0	
Female	84	±3	7	10	16	±4	17.0	±4.0	
White	87	±2	8	12	16	±3	18.0	±3.0	
Total Minority	84	±2	11	15	20	±2	22.0	±2.0	
Black	82	±2	10	16	22	±3	24.0	±3.0	
Hispanic	84	±3	10	15	17	±3	19.0	±4.0	
AIAN	89	±8	NR	NR	NR		NR		
Asian	85	±3	15	19	22	±3	26.0	±3.0	
NHPI	79	±5	13	19	27	±4	28.0	±4.0	
Two or More Races	85	±5	8	10	15	±7	18.0	±7.0	
Not Deployed Past 12 Months	86	±2	9	13	17	±2	19.0	±3.0	
Deployed Past 12 Months	86	±3	9	13	17	±3	19.0	±4.0	
RACIAL/ETHNIC HARASS./DISCRIM.									
Experienced, Labeled	81	±4	13	18	21	±5	24.0	±5.0	
Experienced, Did Not Label	81	±4	11	15	19	±5	22.0	±5.0	
Did Not Experience	88	±2	8	12	16	±2	18.0	±2.0	
ARMY	83	±3	11	14	19	±4	21.0	±4.0	
White	84	±5	9	11	17	±6	19.0	±6.0	
Total Minority	82	±3	13	18	23	±4	25.0	±4.0	
Black	82	±4	12	18	26	±5	27.0	±5.0	
Hispanic	79	±5	12	16	18	±5	20.0	±5.0	
Asian	84	±4	18	21	23	±6	28.0	±7.0	
Other Race/Ethnicity	85	±8	NR	NR	NR		29.0	±18.0	
Enlisted	81	±4	12	15	22	±5	24.0	±5.0	
E1 – E4	79	±6	13	17	26	±8	28.0	±7.0	
E5 – E9	83	±4	11	14	18	±4	20.0	±5.0	
Officers	90	±4	6	6	9	±5	10.0	±5.0	
NAVY	86	±3	10	15	17	±4	20.0	±4.0	
White	87	±4	9	14	16	±6	18.0	±6.0	
Total Minority	84	±3	12	17	20	±4	22.0	±4.0	
Black	81	±4	9	15	19	±6	21.0	±6.0	
Hispanic	84	±4	14	19	22	±9	23.0	±8.0	
Asian	87	±3	17	22	26	±6	30.0	±6.0	
Other Race/Ethnicity	86	±4	8	11	13	±5	15.0	±5.0	
Enlisted	85	±3	12	17	20	±4	23.0	±4.0	
E1 – E4	81	±5	10	17	19	±7	20.0	±7.0	
E5 – E9	88	±3	13	18	21	±5	25.0	±6.0	
Officers	92	±3	3	4	6	±3	7.0	±3.0	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

62. Do you agree with the ideals of organizations that...

	Percent Responding		Percentages			Max ME	Percentage Reporting Yes To Any		
			a	b	c				
MARINE CORPS	88	±3	8	12	18	±4	20.0	±4.0	
White	90	±4	8	13	19	±6	21.0	±6.0	
Total Minority	85	±4	8	12	16	±4	19.0	±4.0	
Black	83	±4	10	13	20	±5	21.0	±5.0	
Hispanic	86	±5	7	11	13	±7	16.0	±7.0	
Asian	84	±7	12	16	20	±6	22.0	±7.0	
Other Race/Ethnicity	80	±15	12	13	23	±16	24.0	±15.0	
Enlisted	88	±3	9	14	20	±5	22.0	±5.0	
E1 – E4	89	±4	9	15	21	±6	23.0	±7.0	
E5 – E9	85	±4	8	11	17	±5	20.0	±5.0	
Officers	92	±3	4	4	7	±3	9.0	±3.0	
AIR FORCE	90	±2	6	11	13	±3	15.0	±3.0	
White	91	±3	6	10	13	±4	14.0	±4.0	
Total Minority	87	±3	6	11	15	±4	17.0	±4.0	
Black	85	±4	7	12	16	±4	19.0	±4.0	
Hispanic	91	±5	5	12	14	±9	16.0	±9.0	
Asian	85	±6	8	12	16	±4	18.0	±4.0	
Other Race/Ethnicity	87	±6	6	9	14	±8	15.0	±8.0	
Enlisted	88	±3	6	12	15	±4	17.0	±4.0	
E1 – E4	87	±4	8	13	16	±6	18.0	±6.0	
E5 – E9	89	±3	5	11	15	±4	17.0	±4.0	
Officers	95	±2	4	5	7	±3	8.0	±4.0	
COAST GUARD	88	±3	10	13	15	±4	18.0	±4.0	
White	89	±4	10	11	14	±4	17.0	±5.0	
Total Minority	87	±3	11	16	18	±5	22.0	±5.0	
Black	86	±4	7	16	18	±9	21.0	±9.0	
Hispanic	88	±5	11	17	20	±8	22.0	±8.0	
Asian	92	±6	12	16	16	±9	20.0	±10.0	
Other Race/Ethnicity	85	±6	13	14	17	±15	23.0	±13.0	
Enlisted	87	±3	11	14	17	±4	20.0	±5.0	
E1 – E4	85	±6	14	19	20	±8	23.0	±8.0	
E5 – E9	88	±4	10	11	15	±5	18.0	±5.0	
Officers	95	±3	6	7	9	±4	11.0	±4.0	

Note. Percent responding are active duty members who answered the question.

63. At your installation/ship, to what extent...

a. Are racist/extremist organizations or individuals a problem?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	85	±2	87	7	4	1	1	±2	1.2	±0.1	
Enlisted	84	±2	87	7	5	1	1	±2	1.2	±0.1	
E1 – E4	83	±3	85	6	6	2	1	±3	1.3	±0.1	
E5 – E9	86	±2	88	7	4	1	1	±2	1.2	±0.1	
Officers	91	±2	87	10	1	1	1	±3	1.2	±0.1	
O1 – O3	91	±3	85	12	1	1	1	±4	1.2	±0.1	
O4 – O6	94	±3	90	8	2	0	1	±4	1.1	±0.1	
Male	86	±2	87	7	4	1	1	±2	1.2	±0.1	
Female	83	±3	84	8	4	2	1	±4	1.3	±0.1	
White	87	±2	88	7	4	1	1	±3	1.2	±0.1	
Total Minority	83	±2	84	8	4	2	2	±2	1.3	±0.1	
Black	82	±2	81	9	5	2	2	±3	1.3	±0.1	
Hispanic	84	±3	88	6	4	1	1	±3	1.2	±0.1	
AIAN	89	±8	NR	NR	2	NR	2	±5	NR		
Asian	84	±3	81	8	6	2	2	±3	1.4	±0.1	
NHPI	78	±5	82	9	6	1	2	±4	1.3	±0.1	
Two or More Races	85	±5	89	8	2	1	1	±6	1.2	±0.1	
Not Deployed Past 12 Months	86	±2	87	7	4	1	1	±2	1.2	±0.1	
Deployed Past 12 Months	86	±3	85	8	4	1	1	±3	1.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	67	17	10	4	2	±6	1.6	±0.1	
Experienced, Did Not Label	80	±4	79	10	9	1	1	±5	1.4	±0.1	
Did Not Experience	88	±2	92	5	2	1	1	±2	1.1	±0.1	
ARMY	82	±3	79	13	5	2	1	±4	1.3	±0.1	
White	83	±5	80	14	5	1	0	±6	1.3	±0.1	
Total Minority	81	±3	78	11	5	3	2	±4	1.4	±0.1	
Black	82	±4	75	13	6	3	3	±5	1.5	±0.1	
Hispanic	79	±5	85	8	5	1	2	±4	1.3	±0.1	
Asian	83	±4	75	11	7	3	3	±6	1.5	±0.2	
Other Race/Ethnicity	84	±8	NR	14	3	NR	2	±13	1.6	±0.5	
Enlisted	80	±4	80	11	6	2	1	±4	1.3	±0.1	
E1 – E4	79	±6	79	10	7	3	1	±7	1.4	±0.2	
E5 – E9	82	±4	81	12	4	1	1	±5	1.3	±0.1	
Officers	89	±4	76	19	2	1	2	±6	1.3	±0.1	
NAVY	85	±3	89	5	5	1	1	±3	1.2	±0.1	
White	87	±4	92	3	4	0	1	±5	1.1	±0.1	
Total Minority	83	±3	84	7	6	2	1	±4	1.3	±0.1	
Black	80	±4	85	6	6	2	1	±6	1.3	±0.1	
Hispanic	84	±4	85	7	7	1	0	±11	1.2	±0.2	
Asian	86	±4	79	7	8	3	2	±5	1.4	±0.1	
Other Race/Ethnicity	86	±4	86	10	3	1	1	±15	1.2	±0.1	
Enlisted	84	±3	88	5	6	1	1	±4	1.2	±0.1	
E1 – E4	81	±5	84	6	7	1	1	±6	1.3	±0.2	
E5 – E9	87	±3	90	3	5	1	1	±5	1.2	±0.1	
Officers	92	±3	94	4	1	0	0	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

63. At your installation/ship, to what extent...

a. Are racist/extremist organizations or individuals a problem?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	89	4	5	1	1	±3	1.2	±0.1	
White	91	±4	89	3	5	1	1	±5	1.2	±0.1	
Total Minority	84	±4	88	6	4	1	2	±3	1.2	±0.1	
Black	83	±4	83	7	8	0	1	±7	1.3	±0.2	
Hispanic	86	±5	89	6	2	0	2	±5	1.2	±0.2	
Asian	84	±7	82	9	6	1	2	±6	1.3	±0.2	
Other Race/Ethnicity	79	±15	93	2	3	1	0	±3	1.1	±0.1	
Enlisted	88	±3	88	4	5	1	1	±4	1.2	±0.1	
E1 – E4	89	±4	88	3	5	2	2	±5	1.3	±0.2	
E5 – E9	86	±4	89	6	5	0	0	±4	1.2	±0.1	
Officers	92	±3	93	6	1	0	0	±3	1.1	±0.1	
AIR FORCE	89	±2	94	3	1	0	1	±2	1.1	±0.1	
White	90	±3	95	3	1	0	1	±3	1.1	±0.1	
Total Minority	87	±3	94	4	1	0	1	±2	1.1	±0.1	
Black	84	±4	91	5	3	0	1	±4	1.1	±0.1	
Hispanic	91	±5	97	2	1	0	0	±2	1.0	±0.1	
Asian	84	±6	93	4	2	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	87	±6	94	5	0	0	0	±4	1.1	±0.1	
Enlisted	88	±3	94	3	1	0	1	±2	1.1	±0.1	
E1 – E4	86	±5	94	3	2	1	1	±4	1.1	±0.1	
E5 – E9	89	±3	95	3	1	0	1	±3	1.1	±0.1	
Officers	94	±3	94	4	1	0	1	±3	1.1	±0.1	
COAST GUARD	88	±3	95	2	2	0	1	±2	1.1	±0.1	
White	88	±4	96	2	2	0	1	±3	1.1	±0.1	
Total Minority	87	±3	92	2	3	2	1	±4	1.2	±0.1	
Black	85	±4	90	3	4	1	1	±4	1.2	±0.1	
Hispanic	88	±5	91	2	3	NR	1	±6	1.2	±0.2	
Asian	92	±6	88	3	4	2	3	±9	1.3	±0.2	
Other Race/Ethnicity	86	±6	95	2	1	0	1	±4	1.1	±0.1	
Enlisted	86	±4	95	2	2	0	1	±3	1.1	±0.1	
E1 – E4	84	±6	95	1	2	1	0	±5	1.1	±0.1	
E5 – E9	88	±4	95	2	2	0	1	±4	1.1	±0.1	
Officers	95	±3	94	4	1	0	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

63. At your installation/ship, to what extent...

b. Are hate crimes a problem?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	85	±2	88	6	4	1	1	±2	1.2	±0.1	
Enlisted	84	±2	88	5	5	1	1	±2	1.2	±0.1	
E1 – E4	83	±3	86	5	6	2	1	±3	1.3	±0.1	
E5 – E9	86	±2	90	6	3	0	1	±2	1.2	±0.1	
Officers	91	±2	90	8	1	1	1	±3	1.2	±0.1	
O1 – O3	90	±3	88	9	1	1	1	±4	1.2	±0.1	
O4 – O6	94	±3	93	5	1	0	1	±4	1.1	±0.1	
Male	86	±2	88	6	4	1	1	±2	1.2	±0.1	
Female	83	±3	87	7	4	1	1	±3	1.2	±0.1	
White	87	±2	89	6	4	1	1	±3	1.2	±0.1	
Total Minority	83	±2	87	6	4	2	2	±2	1.3	±0.1	
Black	82	±2	85	7	5	1	2	±3	1.3	±0.1	
Hispanic	84	±3	89	5	4	1	1	±3	1.2	±0.1	
AIAN	89	±8	NR	4	3	NR	1	±5	NR		
Asian	85	±3	84	6	6	2	3	±3	1.3	±0.1	
NHPI	78	±5	84	7	5	3	1	±4	1.3	±0.1	
Two or More Races	84	±5	91	7	1	1	0	±6	1.1	±0.1	
Not Deployed Past 12 Months	86	±2	89	5	4	1	1	±2	1.2	±0.1	
Deployed Past 12 Months	86	±3	86	7	4	1	1	±4	1.2	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	72	15	9	2	2	±6	1.5	±0.1	
Experienced, Did Not Label	80	±4	81	8	9	1	1	±5	1.3	±0.1	
Did Not Experience	88	±2	93	4	2	1	1	±2	1.1	±0.1	
ARMY	82	±3	82	10	5	2	1	±4	1.3	±0.1	
White	83	±5	82	11	6	1	0	±6	1.3	±0.1	
Total Minority	81	±3	81	9	5	3	3	±5	1.4	±0.1	
Black	82	±4	79	11	6	2	3	±5	1.4	±0.1	
Hispanic	79	±5	86	6	5	1	2	±4	1.3	±0.1	
Asian	84	±4	78	8	7	3	4	±5	1.5	±0.2	
Other Race/Ethnicity	82	±9	NR	8	3	NR	1	±7	1.5	±0.5	
Enlisted	80	±4	81	9	7	2	1	±4	1.3	±0.1	
E1 – E4	79	±6	79	9	9	2	1	±7	1.4	±0.2	
E5 – E9	82	±4	84	10	4	1	2	±4	1.3	±0.1	
Officers	89	±4	82	14	1	2	2	±6	1.3	±0.1	
NAVY	86	±3	90	4	5	1	1	±3	1.2	±0.1	
White	87	±4	92	3	4	0	1	±5	1.1	±0.1	
Total Minority	83	±3	87	5	6	1	1	±4	1.2	±0.1	
Black	81	±4	89	3	5	1	1	±4	1.2	±0.1	
Hispanic	84	±4	87	5	7	1	0	±11	1.2	±0.2	
Asian	86	±4	83	4	8	2	3	±4	1.4	±0.1	
Other Race/Ethnicity	86	±4	88	NR	2	1	0	±14	1.2	±0.1	
Enlisted	84	±3	89	4	5	1	1	±4	1.2	±0.1	
E1 – E4	81	±5	87	5	6	1	1	±6	1.3	±0.1	
E5 – E9	87	±3	92	2	5	0	1	±5	1.2	±0.1	
Officers	92	±3	95	3	1	0	0	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

63. At your installation/ship, to what extent...

b. Are hate crimes a problem?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	89	4	5	1	1	±3	1.2	±0.1	
White	91	±4	89	3	5	1	1	±5	1.2	±0.1	
Total Minority	84	±4	90	5	3	1	2	±3	1.2	±0.1	
Black	83	±4	87	4	7	0	1	±7	1.3	±0.2	
Hispanic	86	±5	91	5	1	1	2	±5	1.2	±0.1	
Asian	84	±7	83	7	6	1	3	±6	1.3	±0.2	
Other Race/Ethnicity	79	±15	94	2	2	1	1	±3	1.1	±0.1	
Enlisted	88	±3	89	4	5	1	1	±4	1.2	±0.1	
E1 – E4	89	±4	88	3	6	2	2	±5	1.3	±0.2	
E5 – E9	87	±4	90	6	4	0	0	±4	1.2	±0.1	
Officers	91	±3	94	5	1	0	0	±3	1.1	±0.1	
AIR FORCE	89	±2	96	2	1	0	1	±2	1.1	±0.1	
White	90	±3	96	2	1	0	1	±3	1.1	±0.1	
Total Minority	87	±3	95	3	1	0	0	±2	1.1	±0.1	
Black	85	±4	94	4	1	0	1	±3	1.1	±0.1	
Hispanic	91	±5	97	2	1	0	0	±3	1.0	±0.1	
Asian	85	±6	94	3	1	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	87	±6	95	4	0	0	0	±3	1.1	±0.1	
Enlisted	88	±3	96	2	1	0	1	±2	1.1	±0.1	
E1 – E4	86	±5	95	1	2	1	1	±4	1.1	±0.1	
E5 – E9	89	±3	96	3	0	0	0	±2	1.1	±0.1	
Officers	94	±3	95	3	1	0	1	±3	1.1	±0.1	
COAST GUARD	88	±3	96	1	2	0	1	±2	1.1	±0.1	
White	88	±4	97	1	2	0	1	±3	1.1	±0.1	
Total Minority	87	±3	93	2	2	1	1	±5	1.2	±0.1	
Black	85	±4	91	4	3	0	2	±4	1.2	±0.1	
Hispanic	88	±5	93	1	2	2	1	±10	1.2	±0.2	
Asian	92	±6	91	3	1	2	3	±8	1.2	±0.2	
Other Race/Ethnicity	86	±6	96	1	1	0	2	±4	1.1	±0.1	
Enlisted	86	±4	96	1	2	0	1	±3	1.1	±0.1	
E1 – E4	83	±6	96	0	2	1	1	±5	1.1	±0.1	
E5 – E9	88	±4	96	1	2	0	1	±3	1.1	±0.1	
Officers	95	±2	95	2	1	0	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

63. At your installation/ship, to what extent...

c. Are gangs a problem?

1. Not at all
4. Large extent

2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	85	±2	87	7	4	1	1	±2	1.2	±0.1	
Enlisted	84	±2	87	6	5	2	1	±2	1.3	±0.1	
E1 – E4	83	±3	87	5	5	2	1	±3	1.3	±0.1	
E5 – E9	85	±2	87	7	4	1	2	±2	1.2	±0.1	
Officers	91	±2	86	10	3	1	1	±3	1.2	±0.1	
O1 – O3	90	±3	85	10	3	1	1	±4	1.2	±0.1	
O4 – O6	94	±3	89	9	1	0	1	±4	1.2	±0.1	
Male	86	±2	86	7	4	1	1	±2	1.2	±0.1	
Female	83	±3	87	6	4	1	2	±3	1.2	±0.1	
White	87	±2	87	6	4	1	1	±3	1.2	±0.1	
Total Minority	83	±2	86	7	4	2	2	±2	1.3	±0.1	
Black	82	±2	84	8	5	2	2	±3	1.3	±0.1	
Hispanic	83	±3	88	5	4	1	2	±3	1.2	±0.1	
AIAN	89	±8	NR	NR	2	NR	2	±5	NR		
Asian	84	±3	83	6	6	2	3	±3	1.4	±0.1	
NHPI	78	±5	84	6	5	3	2	±4	1.3	±0.1	
Two or More Races	84	±5	89	8	2	1	1	±6	1.2	±0.1	
Not Deployed Past 12 Months	85	±2	88	6	4	1	1	±2	1.2	±0.1	
Deployed Past 12 Months	86	±3	84	8	4	2	2	±4	1.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	70	16	7	5	3	±6	1.6	±0.2	
Experienced, Did Not Label	80	±4	79	10	9	1	1	±5	1.4	±0.1	
Did Not Experience	88	±2	91	4	2	1	1	±2	1.2	±0.1	
ARMY	82	±3	78	12	6	3	2	±4	1.4	±0.1	
White	82	±5	77	13	6	2	1	±6	1.4	±0.1	
Total Minority	81	±3	78	11	5	3	3	±4	1.4	±0.1	
Black	82	±4	77	12	6	2	3	±4	1.4	±0.1	
Hispanic	79	±5	82	8	5	2	3	±5	1.3	±0.1	
Asian	83	±4	78	8	7	3	4	±5	1.5	±0.2	
Other Race/Ethnicity	84	±8	NR	15	4	NR	1	±14	1.6	±0.5	
Enlisted	80	±4	78	11	6	3	2	±4	1.4	±0.1	
E1 – E4	79	±6	80	8	7	4	1	±7	1.4	±0.2	
E5 – E9	82	±4	77	14	5	2	3	±5	1.4	±0.1	
Officers	89	±4	75	18	5	1	2	±6	1.4	±0.1	
NAVY	85	±3	91	3	4	0	1	±3	1.2	±0.1	
White	87	±4	92	3	4	0	1	±5	1.1	±0.1	
Total Minority	83	±3	89	4	6	1	1	±4	1.2	±0.1	
Black	80	±4	91	2	5	1	1	±4	1.2	±0.1	
Hispanic	84	±4	89	3	7	0	0	±11	1.2	±0.2	
Asian	86	±4	83	4	7	2	3	±5	1.4	±0.1	
Other Race/Ethnicity	85	±4	88	NR	2	1	1	±14	1.2	±0.1	
Enlisted	84	±3	90	3	5	0	1	±4	1.2	±0.1	
E1 – E4	81	±5	88	4	6	1	1	±6	1.2	±0.1	
E5 – E9	87	±3	91	2	5	0	1	±5	1.2	±0.1	
Officers	91	±3	95	3	1	0	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

63. At your installation/ship, to what extent...

c. Are gangs a problem?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	89	4	5	1	1	±3	1.2	±0.1	
White	91	±4	89	4	6	1	1	±5	1.2	±0.1	
Total Minority	84	±4	89	5	3	1	2	±4	1.2	±0.1	
Black	82	±4	82	9	7	1	1	±9	1.3	±0.2	
Hispanic	86	±5	92	3	2	1	2	±5	1.2	±0.1	
Asian	84	±7	83	8	5	1	3	±6	1.3	±0.2	
Other Race/Ethnicity	79	±15	92	3	2	1	2	±4	1.2	±0.1	
Enlisted	88	±3	89	4	5	1	1	±4	1.2	±0.1	
E1 – E4	89	±4	90	2	5	1	2	±5	1.2	±0.2	
E5 – E9	86	±4	86	7	5	0	1	±5	1.2	±0.1	
Officers	91	±3	91	7	1	0	1	±3	1.1	±0.1	
AIR FORCE	89	±2	95	3	1	1	1	±2	1.1	±0.1	
White	90	±3	95	3	2	0	1	±3	1.1	±0.1	
Total Minority	87	±3	94	3	1	1	1	±2	1.1	±0.1	
Black	84	±4	93	4	1	1	1	±3	1.1	±0.1	
Hispanic	91	±5	96	2	1	1	0	±7	1.1	±0.1	
Asian	85	±6	92	4	2	1	1	±3	1.1	±0.1	
Other Race/Ethnicity	86	±6	96	3	1	0	0	±4	1.1	±0.1	
Enlisted	87	±3	95	2	1	1	1	±2	1.1	±0.1	
E1 – E4	86	±5	94	2	2	1	1	±4	1.1	±0.1	
E5 – E9	89	±3	96	3	1	0	1	±3	1.1	±0.1	
Officers	94	±3	93	5	1	0	1	±4	1.1	±0.1	
COAST GUARD	88	±3	96	1	2	0	1	±2	1.1	±0.1	
White	88	±4	97	1	2	0	1	±3	1.1	±0.1	
Total Minority	87	±3	94	1	2	1	1	±5	1.2	±0.1	
Black	85	±4	92	2	4	0	2	±4	1.2	±0.1	
Hispanic	88	±5	93	1	3	2	1	±10	1.2	±0.2	
Asian	92	±6	92	2	1	2	3	±8	1.2	±0.2	
Other Race/Ethnicity	86	±6	97	0	1	0	2	±4	1.1	±0.1	
Enlisted	86	±4	96	1	2	0	1	±3	1.1	±0.1	
E1 – E4	84	±6	95	1	2	1	1	±5	1.1	±0.1	
E5 – E9	88	±4	96	1	2	0	1	±3	1.1	±0.1	
Officers	94	±3	96	2	1	0	1	±3	1.1	±0.1	

Note. Percent responding are active duty members who answered the question.

64. In the local community around your installation, to what extent...

a. Are racist/extremist organizations or individuals a problem?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	85	±2	74	16	7	2	1	±2	1.4	±0.1	
Enlisted	84	±2	76	14	8	2	1	±3	1.4	±0.1	
E1 – E4	82	±3	79	10	8	2	1	±4	1.4	±0.1	
E5 – E9	85	±2	72	18	8	1	1	±3	1.4	±0.1	
Officers	91	±2	65	27	6	2	1	±4	1.5	±0.1	
O1 – O3	90	±3	67	24	6	2	1	±5	1.4	±0.1	
O4 – O6	93	±3	61	30	5	2	1	±6	1.5	±0.1	
Male	85	±2	74	16	7	2	1	±2	1.4	±0.1	
Female	83	±3	72	17	7	3	1	±4	1.5	±0.1	
White	86	±2	72	17	8	2	1	±3	1.4	±0.1	
Total Minority	83	±2	76	14	6	2	1	±2	1.4	±0.1	
Black	82	±2	75	15	7	2	1	±3	1.4	±0.1	
Hispanic	83	±3	81	11	5	1	2	±3	1.3	±0.1	
AIAN	88	±8	NR	NR	6	NR	1	±6	NR		
Asian	84	±3	73	17	7	1	2	±4	1.4	±0.1	
NHPI	78	±5	74	15	8	2	1	±5	1.4	±0.1	
Two or More Races	84	±5	75	19	4	1	1	±7	1.4	±0.1	
Not Deployed Past 12 Months	85	±2	74	16	7	2	1	±3	1.4	±0.1	
Deployed Past 12 Months	85	±3	73	18	7	2	1	±4	1.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	52	24	14	5	4	±6	1.9	±0.2	
Experienced, Did Not Label	80	±4	69	19	10	2	1	±5	1.5	±0.1	
Did Not Experience	87	±2	78	14	5	1	1	±2	1.3	±0.1	
ARMY	82	±3	70	19	7	2	1	±4	1.4	±0.1	
White	83	±5	69	21	8	2	0	±6	1.4	±0.1	
Total Minority	81	±3	72	17	6	3	2	±5	1.5	±0.1	
Black	82	±4	70	17	7	3	2	±5	1.5	±0.1	
Hispanic	78	±5	79	13	6	0	2	±5	1.3	±0.1	
Asian	83	±4	64	23	8	2	2	±9	1.5	±0.2	
Other Race/Ethnicity	84	±8	64	21	4	NR	0	±17	1.6	±0.5	
Enlisted	80	±4	72	16	8	3	1	±5	1.4	±0.1	
E1 – E4	79	±6	73	13	10	3	1	±7	1.5	±0.2	
E5 – E9	81	±4	71	20	7	2	1	±5	1.4	±0.1	
Officers	89	±4	62	31	4	2	1	±7	1.5	±0.1	
NAVY	85	±3	77	12	7	1	1	±4	1.4	±0.1	
White	87	±4	77	12	8	2	1	±5	1.4	±0.1	
Total Minority	83	±3	79	13	6	1	2	±3	1.3	±0.1	
Black	80	±4	81	11	7	0	1	±5	1.3	±0.1	
Hispanic	83	±4	80	12	6	1	2	±5	1.3	±0.1	
Asian	85	±4	78	11	7	1	3	±5	1.4	±0.1	
Other Race/Ethnicity	86	±4	70	20	5	3	2	±11	1.5	±0.2	
Enlisted	84	±3	79	10	8	1	2	±4	1.4	±0.1	
E1 – E4	81	±5	82	7	7	2	2	±6	1.3	±0.2	
E5 – E9	87	±3	76	14	9	1	1	±5	1.4	±0.1	
Officers	91	±3	70	21	6	3	1	±5	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

64. In the local community around your installation, to what extent...

a. Are racist/extremist organizations or individuals a problem?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	81	10	7	1	1	±4	1.3	±0.1	■
White	91	±4	79	11	9	1	0	±5	1.3	±0.1	■
Total Minority	84	±4	83	9	5	1	1	±4	1.3	±0.1	■
Black	82	±4	75	15	7	0	1	±8	1.4	±0.1	■
Hispanic	86	±5	87	7	3	1	2	±5	1.2	±0.2	■
Asian	83	±7	79	11	5	2	2	±7	1.4	±0.2	■
Other Race/Ethnicity	78	±15	84	8	5	2	1	±6	1.3	±0.1	■
Enlisted	88	±3	82	9	8	1	1	±4	1.3	±0.1	■
E1 – E4	88	±4	85	7	7	1	1	±6	1.3	±0.1	■
E5 – E9	86	±4	76	13	9	2	1	±5	1.4	±0.1	■
Officers	91	±3	71	24	4	1	0	±5	1.4	±0.1	■
AIR FORCE	89	±2	72	19	7	1	1	±3	1.4	±0.1	■
White	90	±3	69	21	7	1	1	±5	1.4	±0.1	■
Total Minority	86	±3	77	15	6	1	1	±4	1.3	±0.1	■
Black	84	±4	78	14	6	1	1	±5	1.3	±0.1	■
Hispanic	90	±5	80	12	6	2	1	±8	1.3	±0.2	■
Asian	84	±6	75	20	3	1	1	±6	1.3	±0.1	■
Other Race/Ethnicity	86	±6	73	19	6	1	1	±10	1.4	±0.2	■
Enlisted	87	±3	74	17	6	1	1	±4	1.4	±0.1	■
E1 – E4	86	±5	83	10	5	1	1	±6	1.3	±0.1	■
E5 – E9	88	±3	67	23	7	1	1	±5	1.5	±0.1	■
Officers	94	±3	64	25	8	2	1	±6	1.5	±0.1	■
COAST GUARD	87	±3	74	15	8	1	1	±4	1.4	±0.1	■
White	88	±4	74	15	9	1	1	±5	1.4	±0.1	■
Total Minority	86	±3	77	14	6	2	1	±4	1.4	±0.1	■
Black	85	±4	77	14	5	3	1	±5	1.4	±0.1	■
Hispanic	87	±5	79	11	6	2	1	±6	1.3	±0.1	■
Asian	89	±7	67	23	2	3	4	±11	1.5	±0.2	■
Other Race/Ethnicity	85	±6	76	16	5	1	1	±10	1.3	±0.2	■
Enlisted	86	±4	78	12	8	1	1	±4	1.4	±0.1	■
E1 – E4	84	±6	85	8	6	0	0	±7	1.2	±0.1	■
E5 – E9	87	±4	73	16	9	1	2	±6	1.4	±0.1	■
Officers	94	±3	63	24	9	3	1	±5	1.6	±0.1	■

Note. Percent responding are active duty members who answered the question.

64. In the local community around your installation, to what extent...

b. Are hate crimes a problem?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	85	±2	76	15	6	2	1	±2	1.4	±0.1	
Enlisted	84	±2	78	13	7	2	1	±2	1.4	±0.1	
E1 – E4	82	±3	80	9	7	2	1	±4	1.4	±0.1	
E5 – E9	85	±2	75	17	6	1	1	±3	1.4	±0.1	
Officers	91	±2	69	24	5	1	1	±4	1.4	±0.1	
O1 – O3	90	±3	70	22	6	1	0	±5	1.4	±0.1	
O4 – O6	93	±3	67	25	5	1	1	±5	1.4	±0.1	
Male	85	±2	76	15	7	2	1	±2	1.4	±0.1	
Female	83	±3	75	16	6	2	1	±4	1.4	±0.1	
White	86	±2	74	16	7	1	1	±3	1.4	±0.1	
Total Minority	83	±2	79	12	5	2	1	±2	1.3	±0.1	
Black	82	±2	79	13	6	1	1	±3	1.3	±0.1	
Hispanic	83	±3	83	11	4	1	1	±3	1.3	±0.1	
AIAN	89	±8	NR	9	5	NR	1	±6	NR		
Asian	84	±3	76	14	6	2	2	±4	1.4	±0.1	
NHPI	78	±5	77	13	6	3	1	±4	1.4	±0.1	
Two or More Races	84	±5	76	17	5	1	1	±6	1.3	±0.1	
Not Deployed Past 12 Months	85	±2	76	15	7	2	1	±2	1.4	±0.1	
Deployed Past 12 Months	85	±3	76	15	6	2	1	±4	1.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	59	20	12	4	5	±6	1.8	±0.2	
Experienced, Did Not Label	80	±4	72	15	11	1	1	±5	1.4	±0.1	
Did Not Experience	87	±2	80	14	4	1	1	±2	1.3	±0.1	
ARMY	82	±3	74	16	7	2	1	±4	1.4	±0.1	
White	82	±5	72	17	9	2	0	±6	1.4	±0.1	
Total Minority	81	±3	76	14	6	3	1	±4	1.4	±0.1	
Black	82	±4	75	15	6	2	1	±5	1.4	±0.1	
Hispanic	78	±5	83	10	4	1	2	±4	1.3	±0.1	
Asian	84	±4	68	20	7	3	3	±9	1.5	±0.2	
Other Race/Ethnicity	84	±8	70	14	5	NR	0	±18	1.6	±0.5	
Enlisted	80	±4	75	13	8	2	1	±5	1.4	±0.1	
E1 – E4	79	±6	76	10	10	4	1	±7	1.4	±0.2	
E5 – E9	81	±4	75	18	6	1	1	±5	1.4	±0.1	
Officers	89	±4	68	26	5	1	1	±7	1.4	±0.1	
NAVY	85	±3	77	15	6	1	2	±4	1.4	±0.1	
White	87	±4	74	17	6	1	2	±6	1.4	±0.2	
Total Minority	83	±3	80	12	6	1	1	±3	1.3	±0.1	
Black	80	±4	85	8	6	0	0	±4	1.2	±0.1	
Hispanic	83	±4	80	13	5	0	2	±5	1.3	±0.1	
Asian	85	±4	79	10	7	1	3	±5	1.4	±0.1	
Other Race/Ethnicity	86	±4	70	21	6	2	2	±11	1.4	±0.2	
Enlisted	84	±3	78	13	6	1	2	±4	1.4	±0.1	
E1 – E4	81	±5	79	11	6	1	3	±7	1.4	±0.2	
E5 – E9	87	±3	77	15	6	0	1	±6	1.3	±0.1	
Officers	90	±3	73	21	5	1	1	±5	1.4	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

64. In the local community around your installation, to what extent...

b. Are hate crimes a problem?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	82	9	6	2	1	±4	1.3	±0.1	■
White	91	±4	80	10	8	2	0	±5	1.3	±0.1	■
Total Minority	84	±4	86	7	4	1	1	±3	1.2	±0.1	■
Black	82	±4	85	7	6	0	1	±5	1.3	±0.1	■
Hispanic	86	±5	86	8	3	1	1	±6	1.2	±0.2	■
Asian	83	±7	82	10	5	1	2	±6	1.3	±0.2	■
Other Race/Ethnicity	78	±15	88	6	5	1	0	±6	1.2	±0.1	■
Enlisted	88	±3	83	8	7	2	1	±4	1.3	±0.1	■
E1 – E4	88	±4	86	6	6	2	1	±6	1.3	±0.1	■
E5 – E9	86	±4	78	11	9	2	0	±5	1.4	±0.1	■
Officers	91	±3	75	20	5	0	0	±4	1.3	±0.1	■
AIR FORCE	89	±2	76	17	5	1	1	±3	1.3	±0.1	■
White	90	±3	73	19	6	1	1	±5	1.4	±0.1	■
Total Minority	86	±3	80	14	4	2	1	±4	1.3	±0.1	■
Black	84	±4	81	14	4	1	0	±5	1.3	±0.1	■
Hispanic	90	±5	82	12	2	3	1	±8	1.3	±0.2	■
Asian	84	±7	81	14	3	1	1	±4	1.3	±0.1	■
Other Race/Ethnicity	87	±6	76	16	6	1	1	±10	1.3	±0.2	■
Enlisted	87	±3	78	15	5	1	1	±4	1.3	±0.1	■
E1 – E4	86	±5	85	9	3	2	1	±6	1.2	±0.1	■
E5 – E9	89	±3	72	20	7	1	1	±5	1.4	±0.1	■
Officers	94	±3	68	24	7	1	1	±6	1.4	±0.1	■
COAST GUARD	87	±3	74	16	8	1	1	±4	1.4	±0.1	■
White	87	±4	73	16	8	1	1	±5	1.4	±0.1	■
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Hispanic	87	±5	79	11	7	2	2	±7	1.4	±0.2	■
Asian	89	±7	72	14	4	8	3	±11	1.5	±0.3	■
Other Race/Ethnicity	85	±6	76	17	6	1	0	±10	1.3	±0.2	■
Enlisted	86	±4	77	12	8	1	1	±4	1.4	±0.1	■
E1 – E4	84	±6	85	8	6	1	0	±7	1.2	±0.1	■
E5 – E9	87	±4	72	16	9	2	1	±6	1.4	±0.1	■
Officers	94	±3	63	27	7	2	1	±5	1.5	±0.1	■

Note. Percent responding are active duty members who answered the question.

64. In the local community around your installation, to what extent...

c. Are gangs a problem?

1. Not at all
4. Large extent2. Small extent
5. Very large extent

3. Moderate extent

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
TOTAL DOD	85	±2	68	14	12	4	2	±2	1.6	±0.1	
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E1 – E4	82	±3	75	9	10	4	2	±4	1.5	±0.1	
E5 – E9	85	±2	66	16	12	3	2	±3	1.6	±0.1	
Officers	91	±2	57	24	13	4	2	±4	1.7	±0.1	
O1 – O3	90	±3	60	22	13	4	1	±5	1.6	±0.1	
O4 – O6	92	±3	54	25	13	5	3	±6	1.8	±0.1	
Male	85	±2	68	14	12	4	2	±3	1.6	±0.1	
Female	83	±3	69	16	10	3	2	±4	1.5	±0.1	
White	86	±2	66	15	14	4	2	±3	1.6	±0.1	
Total Minority	82	±2	73	14	8	3	2	±2	1.5	±0.1	
Black	81	±2	73	14	9	3	1	±3	1.4	±0.1	
Hispanic	83	±3	76	11	8	3	2	±3	1.4	±0.1	
AIAN	88	±8	NR	NR	5	NR	2	±5	NR		
Asian	83	±3	73	15	7	2	3	±4	1.5	±0.1	
NHPI	78	±5	75	12	9	3	1	±5	1.4	±0.1	
Two or More Races	84	±5	69	16	9	4	2	±7	1.5	±0.2	
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Experienced, Labeled	80	±4	51	21	16	6	6	±6	1.9	±0.2	
Experienced, Did Not Label	80	±4	62	17	15	3	2	±5	1.7	±0.2	
Did Not Experience	87	±2	73	13	10	3	1	±2	1.5	±0.1	
ARMY	81	±3	66	15	12	4	2	±4	1.6	±0.1	
White	82	±5	64	15	15	4	2	±6	1.6	±0.2	
Total Minority	80	±3	69	16	8	5	2	±4	1.6	±0.1	
Black	81	±4	69	17	9	2	2	±5	1.5	±0.1	
Hispanic	77	±5	73	12	8	4	3	±6	1.5	±0.2	
Asian	82	±5	65	21	8	3	2	±10	1.6	±0.2	
Other Race/Ethnicity	84	±8	62	15	7	NR	1	±16	1.8	±0.5	
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E5 – E9	81	±4	65	17	12	4	2	±5	1.6	±0.1	
Officers	89	±4	56	26	13	3	1	±7	1.7	±0.2	
NAVY	85	±3	72	13	11	2	2	±4	1.5	±0.1	
White	87	±4	69	14	12	3	2	±6	1.5	±0.2	
Total Minority	83	±3	76	12	8	1	2	±3	1.4	±0.1	
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Hispanic	83	±4	76	13	8	1	2	±5	1.4	±0.1	
Asian	84	±4	77	11	8	2	3	±5	1.4	±0.1	
Other Race/Ethnicity	86	±4	62	21	11	2	4	±11	1.7	±0.2	
Enlisted	84	±3	74	11	10	2	2	±4	1.5	±0.1	
E1 – E4	81	±5	79	8	9	2	2	±6	1.4	±0.2	
E5 – E9	87	±3	70	15	12	2	1	±6	1.5	±0.1	
Officers	90	±3	61	21	12	4	2	±5	1.6	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

64. In the local community around your installation, to what extent...

c. Are gangs a problem?

	Percent Responding		Percentages					Max ME	Average Extent		
			1	2	3	4	5				
MARINE CORPS	88	±3	74	12	10	2	2	±4	1.5	±0.1	
White	91	±4	70	14	12	2	1	±6	1.5	±0.1	
Total Minority	84	±4	81	8	6	3	2	±4	1.4	±0.1	
Black	82	±4	74	9	11	5	2	±12	1.5	±0.2	
Hispanic	86	±5	84	8	5	2	2	±5	1.3	±0.2	
Asian	83	±7	79	11	6	2	2	±7	1.4	±0.2	
Other Race/Ethnicity	78	±14	82	9	5	3	1	±7	1.3	±0.2	
Enlisted	88	±3	76	10	10	2	1	±5	1.4	±0.1	
E1 – E4	88	±4	79	10	8	2	1	±7	1.4	±0.2	
E5 – E9	86	±4	70	11	14	3	2	±6	1.6	±0.2	
Officers	91	±3	60	25	10	3	2	±5	1.6	±0.1	
AIR FORCE	88	±3	66	16	12	5	2	±4	1.6	±0.1	
White	89	±3	63	16	14	5	2	±5	1.7	±0.1	
Total Minority	86	±3	72	15	9	3	1	±4	1.5	±0.1	
Black	83	±4	72	16	8	3	1	±5	1.4	±0.1	
Hispanic	90	±5	72	12	11	4	1	±9	1.5	±0.2	
Asian	83	±6	75	13	7	3	2	±5	1.4	±0.1	
Other Race/Ethnicity	86	±6	68	19	10	1	1	±10	1.5	±0.2	
Enlisted	87	±3	69	14	12	4	1	±4	1.6	±0.1	
E1 – E4	86	±5	76	9	9	5	1	±7	1.4	±0.2	
E5 – E9	88	±3	62	18	14	4	2	±5	1.6	±0.1	
Officers	94	±3	55	22	14	6	3	±6	1.8	±0.2	
COAST GUARD	87	±3	67	14	10	5	3	±4	1.6	±0.1	
White	88	±4	66	14	11	5	3	±5	1.7	±0.1	
Total Minority	86	±3	70	13	9	5	3	±5	1.6	±0.1	
Black	85	±4	74	12	7	4	3	±6	1.5	±0.2	
Hispanic	87	±5	73	9	10	4	4	±7	1.5	±0.2	
Asian	89	±7	68	15	5	8	4	±11	1.6	±0.3	
Other Race/Ethnicity	85	±6	62	19	10	7	3	±14	1.7	±0.3	
Enlisted	86	±4	71	12	9	5	3	±5	1.6	±0.1	
E1 – E4	84	±6	82	8	6	1	3	±7	1.4	±0.2	
E5 – E9	87	±4	64	14	11	7	3	±6	1.7	±0.2	
Officers	93	±3	51	23	14	7	4	±5	1.9	±0.2	

Note. Percent responding are active duty members who answered the question.

65. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

1. Much less often
4. More often

2. Less often
5. Much more often

3. About the same
6. Don't know

	Percent Responding		Percentages						Max ME	Frequency of Occurrence		
			1	2	3	4	5	6				
TOTAL DOD	86	±2	9	24	36	10	5	16	±2	2.7	±0.1	
Enlisted	85	±2	9	22	35	10	5	18	±3	2.7	±0.1	
E1 – E4	83	±3	12	23	31	10	5	20	±4	2.7	±0.1	
E5 – E9	86	±2	7	21	40	10	5	17	±3	2.8	±0.1	
Officers	92	±2	8	32	41	9	3	7	±4	2.6	±0.1	
O1 – O3	91	±3	8	31	42	9	3	7	±5	2.7	±0.1	
O4 – O6	94	±3	8	35	40	8	3	6	±5	2.6	±0.1	
Male	86	±2	10	24	36	9	4	16	±3	2.7	±0.1	
Female	83	±3	4	23	37	13	9	15	±4	3.0	±0.1	
White	88	±2	10	25	36	9	4	17	±3	2.7	±0.1	
Total Minority	83	±2	8	22	37	11	6	16	±3	2.8	±0.1	
Black	82	±2	7	18	37	13	9	16	±3	3.0	±0.1	
Hispanic	84	±3	8	24	38	10	6	15	±4	2.8	±0.1	
AIAN	89	±8	5	18	NR	8	7	10	±13	2.9	±0.2	
Asian	85	±3	10	27	34	9	3	17	±4	2.6	±0.1	
NHPI	78	±5	11	22	32	9	6	20	±5	2.7	±0.2	
Two or More Races	85	±5	6	26	36	11	5	16	±7	2.8	±0.2	
Not Deployed Past 12 Months	86	±2	9	25	35	9	5	17	±3	2.7	±0.1	
Deployed Past 12 Months	86	±3	10	21	39	11	4	16	±4	2.8	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.												
Experienced, Labeled	80	±4	4	15	38	18	15	11	±6	3.3	±0.2	
Experienced, Did Not Label	82	±3	6	21	39	9	5	19	±5	2.8	±0.1	
Did Not Experience	88	±2	11	26	35	9	3	16	±3	2.6	±0.1	
ARMY	83	±3	10	22	34	11	6	16	±4	2.8	±0.1	
White	85	±4	13	22	34	11	4	17	±6	2.7	±0.2	
Total Minority	81	±3	7	23	36	11	9	15	±4	2.9	±0.1	
Black	82	±4	7	21	33	14	9	15	±5	3.0	±0.2	
Hispanic	79	±5	6	24	38	8	10	13	±8	2.9	±0.2	
Asian	84	±4	7	29	34	11	2	16	±9	2.7	±0.2	
Other Race/Ethnicity	84	±8	4	22	38	12	6	19	±17	2.9	±0.2	
Enlisted	82	±3	10	20	34	11	6	19	±5	2.8	±0.2	
E1 – E4	81	±5	13	19	28	11	7	22	±8	2.7	±0.2	
E5 – E9	83	±4	7	21	40	11	6	15	±5	2.8	±0.1	
Officers	90	±4	9	31	37	11	4	8	±7	2.7	±0.2	
NAVY	86	±3	9	26	35	9	4	16	±4	2.7	±0.1	
White	87	±4	9	28	33	9	4	17	±6	2.6	±0.2	
Total Minority	84	±3	9	23	37	10	5	15	±4	2.8	±0.1	
Black	81	±4	9	16	36	13	6	19	±6	2.9	±0.2	
Hispanic	84	±4	8	29	38	9	5	11	±7	2.7	±0.2	
Asian	87	±4	11	28	32	8	3	18	±7	2.6	±0.1	
Other Race/Ethnicity	86	±4	9	21	42	9	7	13	±9	2.8	±0.2	
Enlisted	85	±3	10	25	33	10	5	18	±5	2.7	±0.1	
E1 – E4	81	±5	10	25	30	12	6	18	±7	2.7	±0.2	
E5 – E9	88	±3	9	25	37	8	4	18	±6	2.7	±0.2	
Officers	92	±3	8	34	40	7	2	9	±5	2.6	±0.1	

Note. Percent responding are active duty members who answered the question. Frequency of Occurrence does not include respondents who indicated "Don't know" in response to the question.

NR: Not reportable

65. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

	Percent Responding		Percentages						Max ME	Frequency of Occurrence		
			1	2	3	4	5	6				
MARINE CORPS	88	±3	11	25	35	10	3	16	±5	2.6	±0.1	
White	91	±4	11	26	37	8	3	15	±6	2.6	±0.2	
Total Minority	84	±4	11	22	33	12	3	19	±5	2.7	±0.2	
Black	83	±4	7	19	37	14	6	18	±7	2.9	±0.2	
Hispanic	86	±5	12	23	33	11	3	19	±8	2.6	±0.2	
Asian	83	±7	NR	20	34	10	3	13	±9	2.5	±0.4	
Other Race/Ethnicity	79	±15	8	24	27	13	2	26	±16	2.7	±0.3	
Enlisted	88	±3	11	24	35	10	3	17	±5	2.6	±0.1	
E1 – E4	89	±4	13	24	34	10	2	17	±7	2.6	±0.2	
E5 – E9	86	±4	8	22	35	11	5	18	±6	2.8	±0.2	
Officers	92	±3	9	32	41	7	3	8	±5	2.6	±0.1	
AIR FORCE	89	±2	6	23	41	8	5	16	±4	2.8	±0.1	
White	90	±3	7	25	41	7	4	17	±5	2.7	±0.1	
Total Minority	87	±3	6	20	43	11	5	15	±5	2.9	±0.1	
Black	84	±4	4	15	45	11	10	16	±5	3.1	±0.1	
Hispanic	91	±5	8	18	42	12	2	17	±10	2.8	±0.2	
Asian	85	±6	8	23	38	9	3	19	±7	2.7	±0.2	
Other Race/Ethnicity	87	±6	5	31	41	10	4	10	±11	2.7	±0.2	
Enlisted	87	±3	7	21	40	8	5	19	±4	2.8	±0.1	
E1 – E4	85	±5	10	25	33	5	5	21	±7	2.6	±0.2	
E5 – E9	89	±3	4	17	45	11	5	18	±5	3.0	±0.1	
Officers	94	±3	5	31	48	8	2	5	±6	2.7	±0.1	
COAST GUARD	88	±3	9	25	44	6	3	12	±4	2.6	±0.1	
White	88	±4	10	27	45	4	3	12	±5	2.6	±0.1	
Total Minority	87	±3	7	22	42	10	5	14	±5	2.8	±0.1	
Black	85	±4	2	16	52	13	6	11	±7	3.1	±0.1	
Hispanic	88	±5	7	25	38	7	5	17	±8	2.7	±0.2	
Asian	92	±6	12	24	43	9	2	10	±11	2.6	±0.2	
Other Race/Ethnicity	86	±6	6	21	41	13	6	13	±12	2.9	±0.3	
Enlisted	86	±4	9	24	44	6	4	13	±5	2.7	±0.1	
E1 – E4	83	±6	13	25	40	5	5	12	±9	2.6	±0.2	
E5 – E9	88	±4	7	23	47	7	3	14	±6	2.7	±0.1	
Officers	95	±2	9	31	44	4	2	10	±5	2.6	±0.1	

Note. Percent responding are active duty members who answered the question. Frequency of Occurrence does not include respondents who indicated "Don't know" in response to the question.

NR: Not reportable

66. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

1. Worse today

2. About the same as five years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	85	±2	15	46	39	±2
Enlisted	84	±2	15	46	39	±3
E1 – E4	82	±3	14	42	44	±4
E5 – E9	86	±2	16	51	33	±3
Officers	92	±2	15	48	38	±4
O1 – O3	91	±3	13	48	39	±5
O4 – O6	94	±3	16	46	38	±5
Male	86	±2	14	46	40	±3
Female	84	±3	18	50	32	±4
White	87	±2	15	46	40	±3
Total Minority	83	±2	15	48	37	±3
Black	82	±2	19	47	33	±3
Hispanic	83	±3	13	46	40	±4
AIAN	88	±8	15	NR	NR	±12
Asian	85	±3	9	45	46	±4
NHPI	78	±5	11	47	42	±5
Two or More Races	84	±5	13	57	30	±7
Not Deployed Past 12 Months	85	±2	15	46	39	±3
Deployed Past 12 Months	86	±3	16	47	37	±4
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	80	±4	33	46	21	±6
Experienced, Did Not Label	81	±4	17	48	35	±5
Did Not Experience	88	±2	12	46	42	±3
ARMY	82	±3	18	43	39	±4
White	83	±5	18	42	41	±7
Total Minority	81	±3	18	45	37	±4
Black	82	±4	22	43	35	±5
Hispanic	78	±5	16	43	41	±8
Asian	84	±4	8	44	48	±8
Other Race/Ethnicity	84	±8	13	56	31	±14
Enlisted	81	±4	18	42	39	±5
E1 – E4	79	±6	19	38	43	±8
E5 – E9	83	±4	18	47	35	±5
Officers	90	±4	16	46	38	±7
NAVY	86	±3	12	46	42	±4
White	87	±4	11	46	43	±6
Total Minority	83	±3	13	47	39	±4
Black	81	±4	16	47	37	±6
Hispanic	84	±4	12	46	42	±8
Asian	86	±4	9	42	50	±6
Other Race/Ethnicity	86	±4	13	56	31	±8
Enlisted	84	±3	12	46	42	±5
E1 – E4	81	±5	13	41	46	±7
E5 – E9	88	±3	11	51	37	±6
Officers	92	±3	12	46	42	±5

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

66. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	88	±3	13	45	42	±5
White	90	±4	14	45	41	±7
Total Minority	84	±4	12	45	43	±6
Black	83	±4	13	49	38	±7
Hispanic	86	±5	11	43	46	±8
Asian	83	±7	13	45	43	±13
Other Race/Ethnicity	74	±15	16	45	39	±15
Enlisted	87	±3	13	45	42	±5
E1 – E4	88	±4	11	44	45	±7
E5 – E9	86	±4	16	47	36	±6
Officers	92	±3	15	44	40	±5
AIR FORCE	89	±3	15	52	33	±4
White	90	±3	15	51	34	±5
Total Minority	87	±3	14	56	30	±5
Black	84	±4	20	55	25	±5
Hispanic	91	±5	11	56	32	±10
Asian	85	±6	10	52	38	±6
Other Race/Ethnicity	87	±6	11	58	31	±10
Enlisted	87	±3	15	52	33	±4
E1 – E4	85	±5	12	46	42	±7
E5 – E9	89	±3	17	58	25	±5
Officers	94	±3	14	52	33	±6
COAST GUARD	88	±3	11	53	36	±4
White	88	±4	11	52	37	±5
Total Minority	87	±3	13	57	30	±5
Black	86	±4	18	57	25	±7
Hispanic	88	±5	12	58	31	±7
Asian	90	±6	9	52	39	±11
Other Race/Ethnicity	86	±6	12	57	31	±11
Enlisted	86	±4	11	54	35	±5
E1 – E4	83	±6	9	48	43	±9
E5 – E9	88	±4	13	58	30	±6
Officers	95	±2	12	50	39	±5

Note. Percent responding are active duty members who answered the question.

67. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	85	±2	3	12	52	22	11	±2	3.3	±0.1	
Enlisted	84	±2	4	11	52	22	12	±3	3.3	±0.1	
E1 – E4	82	±3	4	10	50	22	14	±4	3.3	±0.1	
E5 – E9	86	±2	3	11	55	21	10	±3	3.2	±0.1	
Officers	91	±2	2	15	52	23	8	±4	3.2	±0.1	
O1 – O3	90	±3	3	14	53	23	7	±5	3.2	±0.1	
O4 – O6	94	±3	2	17	51	22	8	±5	3.2	±0.1	
Male	86	±2	4	12	51	22	12	±3	3.3	±0.1	
Female	83	±3	2	11	57	23	7	±4	3.2	±0.1	
White	87	±2	4	13	54	19	11	±3	3.2	±0.1	
Total Minority	83	±2	3	9	49	28	11	±3	3.3	±0.1	
Black	82	±2	4	10	48	28	11	±3	3.3	±0.1	
Hispanic	84	±3	3	10	46	30	12	±4	3.4	±0.1	
AIAN	89	±8	5	12	NR	11	7	±11	3.0	±0.2	
Asian	85	±3	2	4	51	29	13	±4	3.5	±0.1	
NHPI	78	±5	2	6	50	24	17	±5	3.5	±0.1	
Two or More Races	84	±5	3	9	59	22	7	±7	3.2	±0.1	
Not Deployed Past 12 Months	85	±2	3	11	53	22	10	±3	3.3	±0.1	
Deployed Past 12 Months	86	±3	4	13	50	21	12	±4	3.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	80	±4	8	20	47	19	6	±6	3.0	±0.2	
Experienced, Did Not Label	82	±4	4	15	52	21	8	±5	3.1	±0.1	
Did Not Experience	87	±2	3	9	53	23	13	±3	3.3	±0.1	
ARMY											
White	84	±5	4	15	49	20	12	±7	3.2	±0.2	
Total Minority	81	±3	4	10	47	27	12	±4	3.3	±0.1	
Black	81	±4	5	10	46	27	12	±5	3.3	±0.1	
Hispanic	79	±5	4	11	41	31	12	±8	3.4	±0.2	
Asian	84	±4	1	6	52	29	11	±9	3.4	±0.1	
Other Race/Ethnicity	84	±8	3	9	64	15	9	±12	3.2	±0.2	
Enlisted	81	±4	5	13	48	22	13	±5	3.3	±0.1	
E1 – E4	80	±5	5	12	45	22	15	±8	3.3	±0.2	
E5 – E9	82	±4	4	13	51	23	10	±5	3.2	±0.1	
Officers	90	±4	3	15	50	23	9	±7	3.2	±0.2	
NAVY											
White	86	±4	3	15	56	18	9	±6	3.1	±0.2	
Total Minority	83	±3	3	8	47	31	12	±4	3.4	±0.1	
Black	81	±4	2	9	45	32	13	±6	3.4	±0.1	
Hispanic	84	±4	4	7	46	32	12	±8	3.4	±0.2	
Asian	86	±4	NR	3	44	32	16	±6	3.5	±0.2	
Other Race/Ethnicity	86	±4	4	10	57	22	7	±8	3.2	±0.1	
Enlisted	84	±3	3	12	52	22	11	±5	3.3	±0.1	
E1 – E4	80	±5	4	12	51	22	12	±7	3.3	±0.2	
E5 – E9	87	±3	3	11	54	23	10	±6	3.3	±0.1	
Officers	91	±3	2	14	52	26	7	±5	3.2	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

67. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
MARINE CORPS	88	±3	3	12	50	21	14	±5	3.3	±0.1	
White	90	±4	4	12	51	19	14	±6	3.3	±0.2	
Total Minority	84	±4	2	11	49	25	13	±6	3.4	±0.2	
Black	82	±4	2	9	51	29	9	±7	3.3	±0.1	
Hispanic	86	±5	2	12	45	25	15	±10	3.4	±0.2	
Asian	83	±7	2	3	50	24	NR	±12	3.6	±0.4	
Other Race/Ethnicity	74	±16	1	13	60	15	12	±12	3.2	±0.2	
Enlisted	87	±3	4	11	50	21	15	±5	3.3	±0.1	
E1 – E4	88	±4	4	10	49	22	15	±7	3.3	±0.2	
E5 – E9	85	±4	3	13	51	19	13	±6	3.3	±0.2	
Officers	92	±3	2	16	50	23	8	±5	3.2	±0.1	
AIR FORCE	89	±3	3	9	59	21	9	±4	3.2	±0.1	
White	90	±3	3	9	61	18	9	±5	3.2	±0.1	
Total Minority	86	±3	2	8	55	27	7	±5	3.3	±0.1	
Black	83	±4	2	10	56	25	6	±5	3.2	±0.1	
Hispanic	91	±5	1	8	53	30	8	±10	3.4	±0.2	
Asian	84	±6	1	3	60	27	10	±6	3.4	±0.1	
Other Race/Ethnicity	86	±6	2	7	54	29	7	±10	3.3	±0.2	
Enlisted	87	±3	3	7	60	21	9	±4	3.3	±0.1	
E1 – E4	85	±5	4	5	57	24	11	±7	3.3	±0.2	
E5 – E9	89	±3	2	9	62	19	8	±5	3.2	±0.1	
Officers	94	±3	1	15	56	20	7	±6	3.2	±0.1	
COAST GUARD	87	±3	3	12	55	20	9	±4	3.2	±0.1	
White	87	±4	4	13	55	19	9	±5	3.2	±0.1	
Total Minority	87	±3	3	9	55	25	9	±5	3.3	±0.1	
Black	86	±4	2	9	56	26	6	±7	3.2	±0.1	
Hispanic	87	±5	2	6	53	28	11	±7	3.4	±0.2	
Asian	90	±6	2	3	56	32	7	±10	3.4	±0.2	
Other Race/Ethnicity	86	±6	NR	15	56	16	10	±11	3.1	±0.2	
Enlisted	85	±4	3	11	55	21	9	±5	3.2	±0.1	
E1 – E4	83	±6	3	9	57	18	13	±9	3.3	±0.2	
E5 – E9	87	±4	3	12	54	23	7	±6	3.2	±0.1	
Officers	95	±2	4	16	53	17	9	±5	3.1	±0.1	

Note. Percent responding are active duty members who answered the question.

NR: Not reportable

68. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

1. Much less often
4. More often

2. Less often
5. Much more often

3. About the same

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
TOTAL DOD	49	±2	16	35	44	4	1	±3	2.4	±0.1	
Enlisted	45	±2	16	34	44	5	1	±3	2.4	±0.1	
E1 – E4	12	±3	21	27	40	10	2	±10	2.4	±0.2	
E5 – E9	82	±3	15	35	45	4	1	±3	2.4	±0.1	
Officers	70	±3	13	41	43	2	0	±4	2.4	±0.1	
O1 – O3	53	±5	11	37	49	3	0	±6	2.4	±0.1	
O4 – O6	93	±3	14	44	40	1	0	±6	2.3	±0.1	
Male	50	±2	16	36	43	4	1	±3	2.4	±0.1	
Female	45	±4	10	33	49	6	1	±6	2.6	±0.1	
White	51	±3	16	36	44	3	0	±4	2.4	±0.1	
Total Minority	47	±2	14	34	44	6	2	±3	2.5	±0.1	
Black	52	±3	11	34	47	7	1	±3	2.5	±0.1	
Hispanic	43	±3	17	33	42	6	2	±4	2.4	±0.1	
AIAN	40	±18	14	35	40	4	NR	±13	2.6	±0.4	
Asian	47	±4	18	40	37	3	3	±9	2.3	±0.2	
NHPI	50	±5	25	30	37	7	1	±5	2.3	±0.1	
Two or More Races	43	±6	13	35	49	2	1	±9	2.4	±0.2	
Not Deployed Past 12 Months	47	±2	15	36	44	4	1	±3	2.4	±0.1	
Deployed Past 12 Months	54	±4	15	35	44	4	1	±5	2.4	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	46	±5	5	21	54	15	5	±7	2.9	±0.2	
Experienced, Did Not Label	41	±4	11	31	53	5	0	±6	2.5	±0.1	
Did Not Experience	53	±2	18	38	41	2	1	±3	2.3	±0.1	
ARMY	47	±3	14	32	46	7	1	±4	2.5	±0.1	
White	48	±5	16	29	48	6	1	±7	2.5	±0.2	
Total Minority	46	±3	11	35	43	8	2	±4	2.5	±0.1	
Black	51	±4	10	35	44	10	2	±5	2.6	±0.1	
Hispanic	44	±6	14	33	41	9	3	±7	2.5	±0.2	
Asian	42	±7	14	37	44	4	0	±11	2.4	±0.2	
Other Race/Ethnicity	38	±11	10	35	50	4	1	±12	2.5	±0.2	
Enlisted	42	±4	15	30	45	8	1	±5	2.5	±0.1	
E1 – E4	14	±5	27	15	41	16	1	±18	2.5	±0.4	
E5 – E9	76	±5	13	33	46	6	2	±5	2.5	±0.1	
Officers	69	±6	12	36	48	4	0	±7	2.5	±0.1	
NAVY	52	±3	17	40	40	2	1	±5	2.3	±0.1	
White	55	±5	17	42	39	1	1	±7	2.3	±0.1	
Total Minority	49	±3	17	36	41	4	2	±4	2.4	±0.1	
Black	53	±5	15	35	45	5	1	±7	2.4	±0.1	
Hispanic	44	±6	20	36	40	4	1	±8	2.3	±0.2	
Asian	55	±5	21	41	31	2	NR	±8	2.3	±0.3	
Other Race/Ethnicity	39	±7	16	33	46	4	1	±10	2.4	±0.2	
Enlisted	48	±3	18	37	41	2	1	±6	2.3	±0.1	
E1 – E4	11	±4	NR	28	NR	5	NR	±18	2.4	±0.4	
E5 – E9	84	±4	17	39	41	2	1	±6	2.3	±0.1	
Officers	74	±5	15	48	36	1	0	±6	2.2	±0.1	

Note. Percent responding are active duty members who answered the question and who have spent at least five years in military service (Q5).

NR: Not reportable

68. In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

	Percent Responding		Percentages					Max ME	Frequency of Occurrence		
			1	2	3	4	5				
MARINE CORPS	37	±3	20	36	40	4	1	±5	2.3	±0.1	
White	39	±4	21	37	38	3	1	±7	2.3	±0.2	
Total Minority	34	±4	18	33	43	5	1	±7	2.4	±0.2	
Black	46	±5	12	38	46	2	3	±8	2.5	±0.2	
Hispanic	32	±5	20	29	43	7	1	±12	2.4	±0.2	
Asian	30	±7	14	37	45	1	2	±6	2.4	±0.1	
Other Race/Ethnicity	29	±9	26	34	35	4	1	±18	2.2	±0.3	
Enlisted	33	±3	21	34	40	4	1	±6	2.3	±0.1	
E1 – E4	8	±3	NR	NR	NR	NR	2	±5	2.4	±0.4	
E5 – E9	84	±4	21	34	41	4	1	±6	2.3	±0.1	
Officers	69	±4	15	43	40	1	1	±5	2.3	±0.1	
AIR FORCE	57	±3	14	37	47	2	0	±4	2.4	±0.1	
White	58	±4	14	39	45	2	0	±6	2.4	±0.1	
Total Minority	54	±4	14	32	50	3	1	±5	2.4	±0.1	
Black	56	±4	9	28	57	6	0	±6	2.6	±0.1	
Hispanic	50	±9	18	32	47	2	0	±10	2.3	±0.2	
Asian	48	±6	17	42	37	3	1	±10	2.3	±0.2	
Other Race/Ethnicity	60	±9	16	35	45	1	3	±13	2.4	±0.3	
Enlisted	54	±3	15	35	48	2	1	±5	2.4	±0.1	
E1 – E4	13	±5	9	NR	38	NR	NR	±17	2.4	±0.3	
E5 – E9	89	±3	15	33	49	2	0	±5	2.4	±0.1	
Officers	68	±4	13	43	44	1	0	±7	2.3	±0.1	
COAST GUARD	65	±3	14	39	43	3	0	±5	2.4	±0.1	
White	65	±4	15	40	42	3	0	±6	2.3	±0.1	
Total Minority	63	±4	11	38	48	2	2	±5	2.5	±0.1	
Black	68	±5	6	38	51	4	1	±9	2.6	±0.1	
Hispanic	63	±6	11	39	46	2	2	±9	2.5	±0.2	
Asian	65	±9	20	33	46	1	NR	±12	2.3	±0.2	
Other Race/Ethnicity	58	±10	13	35	50	1	1	±13	2.4	±0.2	
Enlisted	60	±4	14	38	44	3	1	±6	2.4	±0.1	
E1 – E4	24	±7	22	29	45	NR	1	±15	2.3	±0.3	
E5 – E9	85	±4	12	40	44	3	0	±6	2.4	±0.1	
Officers	85	±4	15	42	41	2	0	±5	2.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have spent at least five years in military service (Q5).

NR: Not reportable

69. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last five years?

1. Worse today

2. About the same as five years ago

3. Better today

	Percent Responding		Percentages			Max ME
			1	2	3	
TOTAL DOD	49	±2	4	49	47	±3
Enlisted	45	±2	4	49	46	±3
E1 – E4	12	±3	10	47	42	±10
E5 – E9	82	±2	3	50	47	±3
Officers	70	±3	2	49	49	±4
O1 – O3	53	±5	1	53	46	±6
O4 – O6	93	±3	2	47	51	±6
Male	50	±2	3	49	48	±3
Female	45	±4	6	53	41	±6
White	51	±3	3	49	49	±4
Total Minority	47	±2	5	50	45	±3
Black	52	±3	6	54	40	±3
Hispanic	43	±3	5	47	48	±4
AIAN	40	±18	NR	56	33	±11
Asian	47	±4	3	42	55	±5
NHPI	50	±5	5	43	52	±5
Two or More Races	43	±6	2	54	44	±9
Not Deployed Past 12 Months	48	±2	4	48	48	±3
Deployed Past 12 Months	54	±4	3	51	45	±5
RACIAL/ETHNIC HARASS./DISCRIM.						
Experienced, Labeled	45	±5	16	57	27	±7
Experienced, Did Not Label	41	±4	4	58	38	±5
Did Not Experience	53	±2	2	46	52	±3
ARMY	47	±3	5	51	43	±4
White	48	±5	4	52	44	±7
Total Minority	46	±3	7	50	42	±4
Black	51	±4	8	52	40	±5
Hispanic	44	±6	9	46	45	±7
Asian	42	±7	2	46	52	±10
Other Race/Ethnicity	38	±11	3	60	37	±11
Enlisted	42	±4	6	51	43	±5
E1 – E4	14	±5	11	NR	38	±17
E5 – E9	76	±5	5	51	44	±5
Officers	69	±6	3	52	46	±7
NAVY	53	±3	2	46	52	±5
White	55	±5	2	45	53	±7
Total Minority	49	±3	3	47	50	±4
Black	53	±5	3	50	46	±7
Hispanic	44	±6	2	47	51	±7
Asian	55	±5	2	40	58	±9
Other Race/Ethnicity	39	±7	4	48	48	±9
Enlisted	48	±3	3	47	51	±6
E1 – E4	11	±4	10	NR	NR	±13
E5 – E9	85	±4	2	47	51	±6
Officers	75	±5	2	43	56	±6

Note. Percent responding are active duty members who answered the question and who have spent at least five years in military service (Q5).

NR: Not reportable

69. In your opinion, have race/ethnic relations overall in the military gotten better or worse over the last five years?

	Percent Responding		Percentages			Max ME
			1	2	3	
MARINE CORPS	37	±3	3	44	53	±5
White	39	±4	2	42	56	±7
Total Minority	34	±4	4	49	47	±6
Black	46	±5	4	52	44	±8
Hispanic	32	±5	4	49	48	±9
Asian	30	±7	3	48	49	±6
Other Race/Ethnicity	29	±9	3	44	53	±14
Enlisted	33	±3	3	44	53	±6
E1 – E4	8	±3	5	NR	NR	±11
E5 – E9	84	±4	3	43	54	±6
Officers	69	±4	1	46	52	±5
AIR FORCE	57	±3	3	52	46	±4
White	58	±4	2	51	47	±6
Total Minority	54	±4	4	53	43	±5
Black	56	±4	5	63	32	±6
Hispanic	50	±9	1	47	52	±10
Asian	47	±6	4	40	56	±9
Other Race/Ethnicity	60	±9	5	52	43	±12
Enlisted	54	±3	3	52	45	±5
E1 – E4	13	±5	NR	42	NR	±17
E5 – E9	88	±3	2	53	45	±5
Officers	69	±4	1	51	48	±7
COAST GUARD	65	±3	2	49	49	±5
White	65	±4	2	48	50	±6
Total Minority	62	±4	3	52	45	±5
Black	68	±5	5	61	35	±7
Hispanic	62	±6	3	47	50	±8
Asian	65	±9	NR	56	44	±12
Other Race/Ethnicity	57	±10	2	53	45	±12
Enlisted	60	±4	2	51	47	±6
E1 – E4	24	±7	5	55	40	±15
E5 – E9	85	±4	2	50	48	±6
Officers	85	±4	2	44	55	±5

Note. Percent responding are active duty members who answered the question and who have spent at least five years in military service (Q5).

NR: Not reportable

70. In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

1. Much worse
4. Better

2. Worse
5. Much better

3. Neither better or worse

	Percent Responding		Percentages					Max ME	Average Opportunity		
			1	2	3	4	5				
TOTAL DOD	49	±2	2	5	62	21	11	±3	3.3	±0.1	
Enlisted	45	±2	2	4	61	21	12	±3	3.4	±0.1	
E1 – E4	12	±3	2	7	52	22	17	±10	3.4	±0.2	
E5 – E9	83	±2	2	4	63	21	11	±3	3.3	±0.1	
Officers	70	±3	1	7	62	21	8	±4	3.3	±0.1	
O1 – O3	53	±5	1	10	62	22	6	±6	3.2	±0.1	
O4 – O6	93	±3	1	5	64	20	10	±5	3.3	±0.1	
Male	50	±2	2	5	61	21	11	±3	3.3	±0.1	
Female	45	±4	2	4	66	21	7	±5	3.3	±0.1	
White	51	±3	2	6	65	17	10	±4	3.3	±0.1	
Total Minority	47	±2	1	3	55	28	12	±3	3.5	±0.1	
Black	52	±3	1	4	55	31	9	±3	3.4	±0.1	
Hispanic	43	±3	1	2	55	27	15	±4	3.5	±0.1	
AIAN	40	±18	NR	12	60	12	9	±13	3.0	±0.3	
Asian	47	±4	3	1	48	31	16	±9	3.6	±0.2	
NHPI	50	±5	2	5	48	25	21	±6	3.6	±0.1	
Two or More Races	43	±6	1	4	65	23	7	±9	3.3	±0.2	
Not Deployed Past 12 Months	48	±2	2	5	62	21	10	±3	3.3	±0.1	
Deployed Past 12 Months	54	±4	2	6	60	20	12	±5	3.3	±0.1	
RACIAL/ETHNIC HARASS./DISCRIM.											
Experienced, Labeled	46	±5	6	17	53	19	5	±7	3.0	±0.2	
Experienced, Did Not Label	41	±4	1	4	67	20	8	±5	3.3	±0.1	
Did Not Experience	53	±2	1	4	61	22	12	±3	3.4	±0.1	
ARMY	47	±3	2	6	58	22	12	±4	3.4	±0.1	
White	48	±5	2	8	62	16	13	±7	3.3	±0.2	
Total Minority	46	±3	2	5	52	30	11	±4	3.4	±0.1	
Black	51	±4	2	5	50	35	9	±5	3.4	±0.1	
Hispanic	44	±6	2	4	53	25	16	±7	3.5	±0.1	
Asian	42	±7	1	1	53	35	11	±10	3.5	±0.2	
Other Race/Ethnicity	38	±11	1	9	61	20	9	±14	3.3	±0.2	
Enlisted	42	±4	2	6	58	21	13	±5	3.4	±0.1	
E1 – E4	14	±5	0	12	47	23	NR	±16	3.5	±0.4	
E5 – E9	77	±5	3	5	60	21	12	±5	3.3	±0.1	
Officers	69	±6	1	7	59	24	9	±7	3.3	±0.2	
NAVY	53	±3	2	5	60	22	12	±5	3.4	±0.1	
White	56	±5	2	6	64	17	10	±7	3.3	±0.2	
Total Minority	49	±3	1	2	53	30	14	±4	3.5	±0.1	
Black	54	±5	0	3	53	31	13	±7	3.5	±0.1	
Hispanic	44	±6	0	2	56	29	13	±7	3.5	±0.1	
Asian	55	±5	NR	1	39	35	18	±8	3.6	±0.3	
Other Race/Ethnicity	39	±7	2	3	62	23	8	±9	3.3	±0.1	
Enlisted	48	±3	2	3	60	22	13	±6	3.4	±0.1	
E1 – E4	11	±4	NR	3	NR	15	NR	±8	3.4	±0.4	
E5 – E9	85	±4	2	3	60	23	12	±6	3.4	±0.1	
Officers	75	±5	0	9	60	23	8	±6	3.3	±0.1	

Note. Percent responding are active duty members who answered the question and who have spent at least five years in military service (Q5).

NR: Not reportable

70. In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

			Percent Responding		Percentages					Max ME	Average Opportunity		
					1	2	3	4	5				
MARINE CORPS	38	±3	1	6	60	20	13	±5		3.4	±0.1		
White	39	±4	1	8	62	17	11	±7		3.3	±0.2		
Total Minority	34	±4	1	3	55	27	15	±6		3.5	±0.1		
Black	46	±5	1	1	56	32	10	±8		3.5	±0.1		
Hispanic	32	±5	0	2	51	26	20	±9		3.6	±0.2		
Asian	30	±7	2	4	58	25	12	±6		3.4	±0.1		
Other Race/Ethnicity	29	±9	2	NR	63	17	10	±13		3.3	±0.2		
Enlisted	34	±3	1	6	58	21	14	±6		3.4	±0.1		
E1 – E4	8	±3	2	NR	NR	NR	NR	±5		3.4	±0.4		
E5 – E9	85	±4	1	6	58	22	14	±6		3.4	±0.1		
Officers	69	±4	1	9	65	19	7	±5		3.2	±0.1		
AIR FORCE	56	±3	1	4	69	19	7	±4		3.3	±0.1		
White	58	±4	1	4	72	17	6	±6		3.2	±0.1		
Total Minority	54	±4	1	3	63	23	10	±5		3.4	±0.1		
Black	56	±4	1	5	68	20	6	±6		3.3	±0.1		
Hispanic	50	±9	0	1	60	27	12	±11		3.5	±0.2		
Asian	48	±6	1	1	56	21	22	±13		3.6	±0.2		
Other Race/Ethnicity	60	±9	3	2	62	23	10	±13		3.3	±0.2		
Enlisted	53	±3	1	3	69	20	7	±5		3.3	±0.1		
E1 – E4	12	±4	NR	NR	NR	29	7	±18		3.3	±0.4		
E5 – E9	88	±3	0	3	71	19	7	±5		3.3	±0.1		
Officers	69	±4	1	6	68	18	7	±6		3.2	±0.1		
COAST GUARD	65	±3	3	7	56	24	9	±5		3.3	±0.1		
White	65	±4	3	8	57	23	9	±6		3.3	±0.1		
Total Minority	63	±4	1	4	56	28	10	±5		3.4	±0.1		
Black	67	±5	0	4	54	35	7	±9		3.5	±0.1		
Hispanic	63	±6	2	2	54	30	12	±9		3.5	±0.2		
Asian	65	±9	NR	2	62	24	12	±12		3.4	±0.2		
Other Race/Ethnicity	58	±10	1	11	59	22	8	±16		3.3	±0.2		
Enlisted	60	±4	3	5	57	26	10	±6		3.3	±0.1		
E1 – E4	24	±7	1	5	57	20	18	±15		3.5	±0.3		
E5 – E9	85	±4	3	5	57	27	8	±6		3.3	±0.1		
Officers	84	±4	2	13	55	21	8	±5		3.2	±0.1		

Note. Percent responding are active duty members who answered the question and who have spent at least five years in military service (Q5).

NR: Not reportable

Survey Instrument



**Human Resources Strategic Assessment Program
(HRSAP)**
Information and Technology for Better Decision Making

- You have reached the redirect page for Department of Defense Human Resources Strategic Assessment Program (HRSAP) surveys. You will be redirected to our contractor's web site (a secure .com site run by Data Recognition Corporation) to participate in the survey.
- DMDC has set up a telephone line for anyone who wishes to verify the survey's legitimacy. Call DSN 372-1034 from any DoD or other government telephone with DSN for a list of current DMDC surveys. If you do not have access to a DSN telephone line, call 1-571-372-1034. The prerecorded list does not include surveys conducted by agencies other than DMDC.
- Please enter your Ticket Number below, then click the Continue button to access your survey.

- If you are not automatically transferred, click on the link below:

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

Human Relations Surveys

2013 Workplace and Equal Opportunity Survey of Active Duty Members

Welcome

[Security Protection Advisory](#)

[RCS#DD-P&R\(QD\)1946](#)
[Exp. 03/31/2014](#)

You have been selected to take a survey on your attitudes and opinions about your workplace and experiences over the past year. When you click the *Continue* button below, you will be asked to:

- Create a Personal Identification Number (PIN)
- Read the Privacy Act and Informed Consent Statement
- Review your postal and e-mail address
- Take the survey

Thank you for your time and participation.

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

PRIVACY ACT STATEMENT & INFORMED CONSENT INFORMATION

In accordance with the Privacy Act, this notice informs you of the purpose of the survey and how the findings of these surveys will be used. It also provides information about the Privacy Act and informed consent.

Please read it carefully.

AUTHORITY: United States Code Sections 136, 481, 1782, and 2358. NDAA-FY2003. 14 USC 1.

PRINCIPAL PURPOSE: Information collected in this survey will be used to research attitudes and perceptions about racial and ethnic issues including harassment and discrimination and identify areas where improvements are needed. This information will assist in the formulation of policies which may be needed to improve the working environment. Reports will be provided to the Department of Defense (DoD), Department of Homeland Security (DHS), each Military Department, and the Joint Chiefs of Staff. Findings will be used in reports and testimony provided to Congress. Some findings may be published by the Defense Manpower Data Center (DMDC) or in professional journals, or presented at conferences, symposia, and scientific meetings. Data could be used in future research. Datasets without any identifying information may be analyzed by researchers outside of DMDC. Briefings and reports on results from these surveys will be posted on the Web: <http://www.dmdc.osd.mil/surveys/>

ROUTINE USES: None.

DISCLOSURE: Providing information on this survey is voluntary. Most people can complete the survey in 16-30 minutes. There is no penalty or loss of benefits to which you are entitled if you choose not to respond. However, maximum participation is encouraged so that the data will be complete and representative. Your survey responses will be treated as confidential. Identifying information will be used only by government and contractor staff engaged in, and for purposes of, the survey research. For example, the research oversight office of the Office of the Under Secretary of Defense (Personnel and Readiness) and representatives of the U.S. Army Medical Research and Materiel Command are eligible to review research records as a part of their responsibility to protect human subjects in research. This survey is being conducted for research purposes. In no case will individual identifiable survey responses be reported. If you answer any items and indicate distress or being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC may notify an office in your area for appropriate action.

SURVEY ELIGIBILITY AND POTENTIAL BENEFITS: DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (for example, gender, race and ethnicity, and grade). This is your chance to be heard on issues that directly affect you, including activation/deployment experience, retention, and reunion and reintegration support. While there is no direct benefit for your individual participation, your responses on this survey ***make a difference***.

STATEMENT OF RISK: The data collection procedures are not expected to involve any risk or discomfort to you. The only risk to you is accidental or unintentional disclosure of the data you provide. However, the government and its contractors have a number of policies and procedures to ensure that survey data are safe and protected. For example, no identifying information (name, address, Social Security Number) is ever stored in the same file as survey responses. Survey data may be shared with organizations doing research on DoD personnel but only after minimizing detailed demographic data (for example, paygrade and detailed location information) that could possibly be used to identify an individual. A confidentiality analysis is performed to reduce the risk of there being a combination of demographic variables that can single out an individual. Government and contractor staff members have been trained to protect client identity and are subject to civil penalties for violating your confidentiality.

If you are a victim of racial/ethnic harassment, or a person who wishes to prevent or respond to it, you may want to contact your Service's local equal opportunity office. To reach a hotline for your Service call:

Army: 1-800-267-9964 Marine Corps: 703-784-9371

Navy: 1-800-253-0931 Air Force: 1-800-616-3775

Coast Guard: 1-800-222-0364

To reach Military OneSource 24/7:

Stateside: 1-800-342-9647

Overseas: 00-800-3429-6477 or call collect 1-484-530-5908

Worldwide: <http://www.militaryonesource.com/>

If you experience any difficulties taking the survey, please contact the Survey Processing Center by sending an e-mail to weo-survey@mail.mil or call, toll-free, 1-800-881-5307. If you have concerns about your rights as a

research participant, please contact: U.S. Army Medical Research and Materiel Command Office of Research Protections Institutional Review Board Office (HQ USAMRMC IRB), irboffice@amedd.army.mil, 301-619-6240.

Once you start answering the survey, if you desire to withdraw your answers, please notify the Survey Processing Center prior to July 17, 2013. Please include in the e-mail or phone message your name, Ticket Number, and the PIN that you selected when you started this survey. Unless withdrawn, partially completed survey data may be used after that date.

Click *Continue* if you agree to do the survey.

HOW TO CONTACT US

If you have questions or concerns about this survey, you have three ways to contact the Survey Operations Center:

- **Call:** 1-800-881-5307
- **E-mail:** weo-survey@mail.mil
- **Fax:** 1-763-268-3002

FREQUENTLY ASKED QUESTIONS

What is Defense Manpower Data Center (DMDC)?

- DMDC maintains the largest archive of personnel, manpower, training, and financial data in the Department of Defense (DoD). DMDC also conducts Joint-Service surveys including the Status of Forces Surveys, QuickCompass, and Human Relations Surveys for the DoD. To learn more, visit the DMDC Web site.

<http://www.dmdc.osd.mil/>

What is the Human Relations Survey Program?

- Human Relations Survey is a DoD personnel program that features Web-based surveys sponsored by the Under Secretary of Defense for Personnel and Readiness (USD[P&R]).
- These surveys enable the DoD to regularly assess the attitudes and opinions of the DoD community – active duty and Reserve component members, and DoD civilian employees – on the full range of personnel issues.

How do I know this is an official, approved DoD survey?

- In accordance with [DoD Instruction 8910.01](#), all data collection in the Department must be licensed and show that license as a Report Control Symbol (RCS) with an expiration date. The RCS for this survey is RCS# P&R(QD)1946, expiring 03/31/2014.

How did you pick me?

- DMDC uses well-established, scientific procedures to randomly select a sample that represents the Defense community based on combinations of demographic characteristics (e.g., gender, race and ethnicity, and grade).

Why should I participate?

- This is your chance to be heard on issues that directly affect you, including satisfaction with aspects of military life, satisfaction with your workplace environment and the prevalence of racial/ethnic harassment/discrimination.
- Your responses on this survey **make a difference**.

What is weo-survey@mail.mil?

- The official e-mail address for communicating with active duty members about Human Relations Survey surveys. "weo-survey@mail.mil" is short for Workplace Equal Opportunity Survey.

Why am I being asked to use the Web?

- Web administration enables us to get survey results to senior Defense leaders faster.

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

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

Do I have to answer all questions?

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

Why does the survey ask personal questions?

- DMDC reports overall results, as well as by other characteristics, such as location, gender, etc. To complete these analyses, we must ask respondents for these types of demographic information.
- Analyzing results in this way provides Defense leaders information about the attitudes and concerns of all subgroups of personnel so that no groups are overlooked.
- Sometimes sensitive questions are asked in order to improve personnel policies, programs, and practices. As with all questions on the surveys, your responses will be held in confidence.

Will my answers be kept private?

- Your privacy will be safeguarded in accordance with the Privacy Act of 1974 (Public Law 93-579).
- All data will be reported in the aggregate and no individual data will be reported.
- We encourage you to safeguard your Ticket Number to prevent unauthorized access to your survey. In addition, to ensure your privacy, be aware of the environment in which you take the survey (e.g., take the survey when no one else is home, take care to not leave the survey unattended).

Can I withdraw my answers once I have started the survey?

- If you wish to withdraw your answers, please notify the Survey Processing Center prior to July 17, 2013 by sending an e-mail to weo-survey@mail.mil or calling, toll-free 1-800-881-5307. Include your name, Ticket Number and PIN.

Will I ever see the results of the survey?

- DMDC posts survey results on the following Web site:

<http://www.dmdc.osd.mil/surveys/>

YOUR BACKGROUND**1. Were you on active duty on April 15, 2013?**

- ☒ Yes
- ☒ No, I separated or retired

2. Are you...?

- ☒ Male
- ☒ Female

3. Are you Spanish/Hispanic/Latino?

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

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

- ☒ White
- ☒ Black or African American
- ☒ American Indian or Alaska Native
- ☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
- ☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)

SATISFACTION AND RETENTION INTENTION**5. How many years of active duty service have you completed (including enlisted, warrant officer, and commissioned officer time)? To indicate less than one year, enter "0".**

Years

6. Suppose that you have to decide whether to stay on active duty. Assuming you could stay, how likely is it you would choose to do so?

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

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

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

TEMPO**8. In the past 12 months, have you been deployed for any of the following operations? Mark "Yes" or "No" for each item.**

	Yes	No
a. Operation Enduring Freedom (Afghanistan)	☒	☒
b. Operation Iraqi Freedom/New Dawn	☒	☒
c. Other	☒	☒

[Ask if Q8 c = "Yes"] Please specify the other operation for which you were deployed in the past 12 months.

9. [Ask if Q8 a = "Yes" or Q8 b = "Yes" or Q8 c = "Yes"] In the past 12 months, have you been deployed to a combat zone or an area where you drew imminent danger pay or hostile fire pay?

- ☒ Yes
- ☒ No

YOUR MILITARY WORKPLACE**10. Question omitted.²⁶**

²⁶ Question 10 was not tabulated due to an expired copyright.

11. How much do you agree or disagree with the following statements about your immediate supervisor? *Mark one answer for each statement.*

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. You trust your supervisor.....	☒	☒	☒	☒	☒
b. Your supervisor ensures that all assigned personnel are treated fairly.....	☒	☒	☒	☒	☒
c. There is very little conflict between your supervisor and the people who report to him/her.....	☒	☒	☒	☒	☒
d. Your supervisor evaluates your work performance fairly.....	☒	☒	☒	☒	☒
e. Your supervisor assigns work fairly in your work group.....	☒	☒	☒	☒	☒
f. You are satisfied with the direction/supervision you receive.....	☒	☒	☒	☒	☒

12. In your opinion, have you had a formal and/or informal mentor who advised you on your military career? *Mark one.*

☒ Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)

☒ Yes, I have had at least one informal mentor

☒ Yes, I have had both a formal and informal mentor

☒ No, I have not had a mentor

13. [Ask if Q12 = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" or Q12 = "Yes, I have had both a formal and informal mentor"] To what extent have your mentorship experiences helped you to advance your military career? *Mark one answer for each item.*

	Did not help at all	Helped to a small extent	Helped to a moderate extent	Helped to a large extent	Helped to a very large extent
a. Experiences in a <u>formal</u> mentorship program.....	☒	☒	☒	☒	☒
b. <u>Informal</u> mentorship experiences.....	☒	☒	☒	☒	☒

14. [Ask if Q12 = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" or Q12 = "Yes, I have had at least one informal mentor" or Q12 = "Yes, I have had both a formal and informal mentor"] For each of the items below, indicate how useful your most effective mentor's assistance was to advancing your military career. *Mark one answer for each item.*

	Did not provide	Not at all useful	Somewhat useful	Moderately useful	Largely useful	Very useful
a. Advising you on ways to handle challenging assignments.....	☒	☒	☒	☒	☒	☒
b. Providing you with challenging assignments.....	☒	☒	☒	☒	☒	☒
c. Helping you get developmental assignments.....	☒	☒	☒	☒	☒	☒
d. Helping you develop skills/competencies for future assignments.....	☒	☒	☒	☒	☒	☒
e. Providing career guidance.....	☒	☒	☒	☒	☒	☒

	Very useful	Largely useful	Moderately useful	Somewhat useful	Not at all useful	Did not provide
f. Inviting you to observe activities at his/her level	☒	☒	☒	☒	☒	☒
g. Providing sponsorship/contacts to help advance your career	☒	☒	☒	☒	☒	☒
h. Shielding you from those who would interfere with your career advancement	☒	☒	☒	☒	☒	☒
i. Acting as a role model for you	☒	☒	☒	☒	☒	☒
j. Advising you on organizational politics	☒	☒	☒	☒	☒	☒
k. Providing support and encouragement	☒	☒	☒	☒	☒	☒
l. Providing personal and social guidance	☒	☒	☒	☒	☒	☒

15. [Ask if Q12 = "Yes, I have had both a formal and informal mentor"] Was your most effective mentor...? **Mark one.**

- ☒ Formal
☒ Informal

[Ask if Q12 = "Yes, I have had both a formal and informal mentor" AND Q15 = "Informal"]
How did you start your mentoring relationship with your most effective mentor?

16. [Ask if Q12 = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" or Q12 = "Yes, I have had at least one informal mentor" or Q12 = "Yes, I have had both a formal and informal mentor"] **What is the racial/ethnic background of your most effective mentor? *Mark one or more to describe his/her race/ethnicity.***

- ☒ White
☒ Black or African American
☒ American Indian or Alaska Native
☒ Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)
☒ Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)
☒ Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)
☒ Don't know

17. [Ask if Q12 = "Yes, I have had at least one formal mentor (e.g., assigned/provided to you as part of a formal mentorship program)" or Q12 = "Yes, I have had at least one informal mentor" or Q12 = "Yes, I have had both a formal and informal mentor"] **Was your most effective mentor...?**

- ☒ Male
☒ Female

18. **How much do you agree or disagree with the following statements about the people you work with at your workplace? *Mark one answer for each statement.***

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
a. There is very little conflict among your coworkers	☒	☒	☒	☒	☒
b. Your coworkers put in the effort required for their jobs.	☒	☒	☒	☒	☒
c. The people in your work group tend to get along.	☒	☒	☒	☒	☒
d. The people in your work group are willing to help each other	☒	☒	☒	☒	☒
e. You are satisfied with the relationships you have with your coworkers.	☒	☒	☒	☒	☒

19. How often during the past 12 months have you had experiences where coworkers or supervisors... Mark one answer for each item.

	Very often	Often	Sometimes	Once or twice	Never
a. Intentionally interfered with others' work performance?	☒	☒	☒	☒	☒
b. Did not provide information or assistance when needed?	☒	☒	☒	☒	☒
c. Were excessively harsh in their criticism of work performance?	☒	☒	☒	☒	☒
d. Took credit for work or ideas that were not theirs?	☒	☒	☒	☒	☒
e. Spread rumors or gossiped about you or others?	☒	☒	☒	☒	☒
f. Used insults, sarcasm, or gestures to humiliate you or others?	☒	☒	☒	☒	☒
g. Yelled when they were angry with you or others?	☒	☒	☒	☒	☒
h. Swore at you or others in a hostile manner?	☒	☒	☒	☒	☒
i. Damaged or stole others' property or equipment?	☒	☒	☒	☒	☒

20. How much do you agree or disagree with the following statements about the work you do at your workplace? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Your work provides you with a sense of pride.	☒	☒	☒	☒	☒
b. Your work makes good use of your skills.	☒	☒	☒	☒	☒
c. You like the kind of work you do.	☒	☒	☒	☒	☒
d. Your job gives you the chance to acquire valuable skills.	☒	☒	☒	☒	☒
e. You are satisfied with your job as a whole.	☒	☒	☒	☒	☒

21. Overall, how well prepared... Mark one answer for each item.

	Very poorly prepared	Poorly prepared	Neither well nor poorly prepared	Well prepared	Very well prepared
a. Are <u>you</u> to perform your wartime job?	☒	☒	☒	☒	☒
b. Is <u>your unit</u> to perform its wartime mission?	☒	☒	☒	☒	☒

22. How would you rate... Mark one answer for each item.

	Very low	Low	Moderate	High	Very high
a. <u>Your</u> current level of morale?	☒	☒	☒	☒	☒
b. The current level of morale in <u>your unit</u> ?	☒	☒	☒	☒	☒

23. How much do you agree or disagree with the following statements about your unit? Mark one answer for each statement.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Service members in your unit really care about each other.	☒	☒	☒	☒	☒
b. Service members in your unit work well as a team.	☒	☒	☒	☒	☒
c. Service members in your unit pull together to get the job done.	☒	☒	☒	☒	☒
d. Service members in your unit trust each other.	☒	☒	☒	☒	☒

STRESS, HEALTH, AND WELL-BEING

24. How true or false is each of the following statements for you? *Mark one answer for each statement.*

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

25. Overall, how would you rate... *Mark one answer for each item.*

	Much more than usual	More than usual	About the same as usual	Less than usual	Much less than usual
a. The current level of stress in your <u>work</u> life?	☐	☐	☐	☐	☐
b. The current level of stress in your <u>personal</u> life?	☐	☐	☐	☐	☐

26. In the past month, how often have you... *Mark one answer for each item.*

	Very often	Fairly often	Sometimes	Almost never	Never
a. Been upset because of something that happened unexpectedly?	☐	☐	☐	☐	☐
b. Felt that you were unable to control the important things in your life?	☐	☐	☐	☐	☐
c. Felt nervous and stressed?	☐	☐	☐	☐	☐
d. Felt confident about your ability to handle your personal problems?	☐	☐	☐	☐	☐
e. Felt that things were going your way?	☐	☐	☐	☐	☐

	Very often	Fairly often	Sometimes	Almost never	Never
f. Found that you could not cope with all of the things you had to do?	☐	☐	☐	☐	☐
g. Been able to control irritations in your life?	☐	☐	☐	☐	☐
h. Felt that you were on top of things?	☐	☐	☐	☐	☐
i. Been angered because of things that were outside of your control?	☐	☐	☐	☐	☐
j. Felt difficulties were piling up so high that you could not overcome them?	☐	☐	☐	☐	☐

27. Over the past 30 days, have you been bothered by the following problems? *Mark one answer for each item.*

	Nearly every day	More than half the days	Several days	Not at all
a. Little interest or pleasure in doing things	☐	☐	☐	☐
b. Feeling down, depressed, or hopeless	☐	☐	☐	☐
c. Trouble falling or staying asleep, or sleeping too much	☐	☐	☐	☐
d. Feeling tired or having little energy	☐	☐	☐	☐
e. Poor appetite or overeating	☐	☐	☐	☐
f. Feeling bad about yourself—or that you are a failure or have let yourself or your family down	☐	☐	☐	☐
g. Trouble concentrating on things, such as reading the newspaper or watching television	☐	☐	☐	☐
h. Moving or speaking so slowly that other people could have noticed. Or the opposite—being so fidgety or restless that you have been moving around a lot more than usual	☐	☐	☐	☐

RACIAL/ETHNIC EXPERIENCES

28. How frequently during the past 12 months have you been in circumstances where you thought

- **Military Personnel** (Active Duty or Reserve)
 - on- or off-duty
 - on- or off-installation; and/or
- **DoD/DHS Civilian Employees and/or Contractors**
 - In your workplace or on or off your installation/ship... **Mark one answer for each item.**

	Often			
	Sometimes			
	Once or twice			
	Never			
a. Made unwelcome attempts to draw you into an offensive discussion of racial/ethnic matters?.....	☒	☒	☒	☒
b. Told stories or jokes which were racist or depicted your race/ethnicity negatively?.....	☒	☒	☒	☒
c. Were condescending to you because of your race/ethnicity?	☒	☒	☒	☒
d. Put up or distributed materials (for example, pictures, leaflets, symbols, graffiti, music, stories) which were racist or showed your race/ethnicity negatively?.....	☒	☒	☒	☒
e. Displayed tattoos or wore distinctive clothes which were racist?	☒	☒	☒	☒
f. Did not include you in social activities because of your race/ethnicity?.....	☒	☒	☒	☒
g. Made you feel uncomfortable by hostile looks or stares because of your race/ethnicity?	☒	☒	☒	☒
h. Made offensive remarks about your appearance (for example, about skin color) because of your race/ethnicity?.....	☒	☒	☒	☒
i. Made offensive remarks about your accent or language skills?.....	☒	☒	☒	☒
j. Made remarks suggesting that people of your race/ethnicity are not suited for the kind of work you do?	☒	☒	☒	☒
k. Made other offensive remarks about your race/ethnicity (for example, referred to your race/ethnicity with an offensive name)?.....	☒	☒	☒	☒
l. Vandalized your property because of your race/ethnicity?	☒	☒	☒	☒

	Often			
	Sometimes			
	Once or twice			
	Never			
m. <u>Hazed</u> you (for example, experienced forced behaviors that were cruel, abusive, oppressive, or harmful) because of your race/ethnicity?	☒	☒	☒	☒
n. <u>Bullied</u> you (for example, experienced verbal or physical behaviors that were threatening, humiliating, or intimidating) because of your race/ethnicity?	☒	☒	☒	☒
o. Made you feel threatened with retaliation if you did not go along with things that were racially/ethnically offensive to you?	☒	☒	☒	☒
p. Physically threatened or intimidated you because of your race/ethnicity?	☒	☒	☒	☒
q. Assaulted you physically because of your race/ethnicity?	☒	☒	☒	☒
r. Other race/ethnicity-related experiences?.....	☒	☒	☒	☒

[Ask if Q28 r = Greater Than "Never"] Please specify the other race/ethnicity-related experiences.

29. [Ask if Any Q28 a - r = Greater Than "Never"] Do you consider ANY of the behaviors which you marked as happening to you in the previous question to have been racial/ethnic harassment?

- ☒ None
- ☒ Some
- ☒ All

30. [Ask if Any Q28 a - r = Greater Than "Never"] Do you think that DoD and your Service had a responsibility to prevent the behaviors which you marked as happening to you? **Mark one.**

- ☒ No
- ☒ Yes, some of it
- ☒ Yes, all of it

31. During the past 12 months, did any of the following happen to you? If it did, do you believe your race/ethnicity was a factor? **Mark one answer for each statement.**

	No, or does not apply		
Yes, but my race/ethnicity was/is NOT a factor			
Yes, and my race/ethnicity was/is a factor			
a. You were rated lower than you deserved on your last evaluation	☒	☒	☒
b. Your last evaluation contained unjustified negative comments.	☒	☒	☒
c. You were held to a higher performance standard than others in your job.....	☒	☒	☒
d. You did not get an award or decoration given to others in similar circumstances.....	☒	☒	☒
e. Your current assignment has not made use of your job skills	☒	☒	☒
f. You were not able to attend a major school needed for your specialty	☒	☒	☒
g. You did not get to go to short (1- to 3-day) courses that would provide you with needed skills for your job.....	☒	☒	☒
h. You received lower grades than you deserved in your training	☒	☒	☒
i. You did not get a job assignment that you wanted because of scores that you got on tests	☒	☒	☒
j. Your current assignment is not good for your career if you continue in the military	☒	☒	☒
k. You did not receive day-to-day, short-term tasks that would help you prepare for advancement.....	☒	☒	☒
l. You did not have a professional relationship with someone who advised (mentored) you on career development or advancement	☒	☒	☒
m. You did not learn until it was too late of opportunities that would help your career	☒	☒	☒
n. You were unable to get straight answers about your promotion possibilities	☒	☒	☒
o. You were taken to nonjudicial punishment or court martial when you should not have been.....	☒	☒	☒
p. You were punished at your job for something that others did without being punished	☒	☒	☒
q. You were excluded by your peers from social activities.....	☒	☒	☒
r. You got poorer military services (for example, at commissaries, exchanges, clubs, and rec centers) than others did.....	☒	☒	☒
s. You received poorer treatment than you deserved from a military health care provider.....	☒	☒	☒

	No, or does not apply		
Yes, but my race/ethnicity was/is NOT a factor			
Yes, and my race/ethnicity was/is a factor			
t. You were harassed by armed forces police	☒	☒	☒
u. You had other bothersome experiences at your job.....	☒	☒	☒

[Ask if Q31 u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] Please specify what other bothersome experiences you had at your job.

32. [Ask if Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] Do you consider ANY of the behaviors which you marked in the previous question to have been... **Mark one answer for each item.**

	All		
	Some		
	None		
a. Racial/ethnic discrimination?	☒	☒	☒
b. Sex discrimination?.....	☒	☒	☒
c. Religious discrimination?	☒	☒	☒
d. Other type of discrimination?	☒	☒	☒

[Ask if (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor") AND Q32 d = Greater Than "None"] Please specify the other form(s) of discrimination you experienced.

33. [Ask if Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"] Do you think that DoD and your Service had a responsibility to prevent the types of behaviors which you marked as happening to you? **Mark one.**

- ☒ No
- ☒ Yes, some of it
- ☒ Yes, all of it

Think about the situations you experienced during the past 12 months that involved the behaviors you marked in the previous questions as having happened to you because of race/ethnicity. Now pick the situation or set of related events that bothered you most. Think about this situation as you answer the following questions.

34. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"))] = "Yes"] **What behavior(s) did you experience during the situation? Mark "Yes" or "No" for each item.**

	Yes	No
a. Offensive race/ethnicity-related speech, pictures/printed material, non-verbal looks, or dress	☒	☒
b. Race/ethnicity-related threats, intimidation, vandalism, or physical assault	☒	☒
c. Racial/ethnic discrimination in assignments, daily tasks, availability of mentorship, access to information about career opportunities or promotion potential	☒	☒
d. Race/ethnicity-motivated negative evaluations, differences in performance standards, and distribution of awards/decorations	☒	☒
e. Nonjudicial punishment, or additional punishment(s) because of your race/ethnicity	☒	☒
f. Unfair training scores, and/or lack of access to schools/training because of your race/ethnicity	☒	☒
g. Received poorer services than others from military providers or were harassed by armed forces police because of your race/ethnicity	☒	☒
h. Other ways in which you have been bothered or hurt by military personnel, DoD/DHS civilian employees and/or contractors because of your race/ethnicity	☒	☒

35. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"))] = "Yes"] **Do you consider ANY of the behaviors in the situation that bothered you most to have been racial/ethnic discrimination/harassment?**

- ☒ None
☒ Some
☒ All

36. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"))] = "Yes"] **During the course of the situation you have in mind, how often did the behavior(s) occur?**

- ☒ Once
☒ Occasionally
☒ Frequently
☒ Still occurring

37. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"))] = "Yes"] **Where did this situation occur? Mark one.**

- ☒ At a military installation (for example, on base)
☒ Some behaviors occurred at a military installation and some did not
☒ Not at a military installation (for example, off base)

38. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"))] = "Yes"] **Did any of the behaviors in the situation occur... Mark "Yes" or "No" for each item.**

	Yes	No
a. At your work (the place where you perform your military duties)?	☒	☒
b. During duty hours?	☒	☒
c. In a work environment where members of your racial/ethnic background were uncommon?	☒	☒
d. At a military non-work location (for example, gym, quarters/housing, exchange/commissary, bowling alley)?	☒	☒
e. While you were deployed?	☒	☒

39. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor"))] = "Yes"] **How many offender(s) of each racial/ethnic group were involved in the situation? Mark one answer for each item.**

	At least one	None
a. Unknown race/ethnicity	☒	☒
b. Multiracial/ethnic individual(s)	☒	☒

	At least one	
	None	
c. White	☒	☒
d. Black or African American	☒	☒
e. American Indian or Alaska Native	☒	☒
f. Asian (for example, Asian Indian, Chinese, Filipino, Japanese, Korean, or Vietnamese)	☒	☒
g. Native Hawaiian or other Pacific Islander (for example, Samoan, Guamanian, or Chamorro)	☒	☒
h. Spanish/Hispanic/Latino (for example, Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or other Spanish/Hispanic/Latino)	☒	☒

40. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes"] Was/ were the offender(s)... Mark "Yes," "No," or "Don't know" for each item.

	Don't know		
	Yes	No	
a. Someone in your chain of command?	☒	☒	☒
b. Other military person(s), not in your chain of command, of higher rank/grade than you?	☒	☒	☒
c. Your military coworker(s)?	☒	☒	☒
d. Your military subordinate(s)?	☒	☒	☒
e. Other military person(s)?	☒	☒	☒
f. DoD/DHS civilian employee(s)?	☒	☒	☒
g. DoD/DHS civilian contractor(s)?	☒	☒	☒
h. A civilian from the local community?	☒	☒	☒
i. Unknown person(s)?	☒	☒	☒

41. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes"] As a result of the situation, did you... Mark "Yes" or "No" for each item.

	No	
	Yes	
a. Request a transfer?	☒	☒
b. Think about getting out of your Service?	☒	☒

42. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes"] Did you report this situation to any of the following military individuals or organizations? Mark "Yes" or "No" for each item.

	No	
	Yes	
a. Someone in your chain of command	☒	☒
b. Someone in the chain of command of the person who did it	☒	☒
c. Special military office responsible for handling these kinds of reports (for example, Military Equal Opportunity or Civil Rights Office)	☒	☒
d. Other person or office with responsibility for follow-up	☒	☒

43. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes"] What were your reasons for reporting the situation? Mark "Yes" or "No" for each item.

	No	
	Yes	
a. To prevent it from happening to you again	☒	☒
b. To prevent it from happening to someone else	☒	☒
c. To punish the person	☒	☒
d. Other reason(s)	☒	☒

- [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND Q43 d = "Yes"] Please specify the other reason(s) you reported the situation.

44. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes"] **How satisfied are you with the following aspects of the reporting process? Mark one answer for each item.**

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied
a. Availability of information about how to follow-up on a report	☒	☒	☒	☒	☒
b. Treatment by personnel handling your report	☒	☒	☒	☒	☒
c. Amount of time it took/is taking to resolve your report	☒	☒	☒	☒	☒
d. How well you were/are kept informed about the progress of your report	☒	☒	☒	☒	☒
e. Degree to which your privacy was/is being protected	☒	☒	☒	☒	☒
f. The reporting process overall	☒	☒	☒	☒	☒

[Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND (Q44 f = "Very dissatisfied" or "Dissatisfied")] **Please specify why you were dissatisfied with the reporting process overall.**

45. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes"] **Do you know the outcome of your report?**

- ☒ Yes
☒ No
☒ Does not apply, it is still in process

46. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND (Q45 = "Yes")] **Was your report found to be true?**

- ☒ Yes
☒ No
☒ They were unable to determine whether your report was true

47. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND (Q45 = "Yes")] **How satisfied were you with the outcome of your report?**

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

[Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND (Q47 = "Dissatisfied" OR Q47 = "Very dissatisfied")] **Please specify why you were dissatisfied with the outcome of your report.**

48. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ ethnicity was a factor" OR "Yes, but my race/ ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND (Q45 = "Yes")] **In response to your report, was official action taken against... Mark "Yes," "No," or "Don't know" for each item.**

	Don't know	No	Yes
a. You?	☒	☒	☒
b. One or more of the person(s) who bothered you?	☒	☒	☒

[Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes" AND ANY Q42 a - d = "Yes" AND Q48 a = "Yes"] Please specify the official action taken against you in response to your report.

49. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes"] Was the situation corrected?

☒ Yes

☒ No

[Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes" AND Q49 = "Yes"] Please specify how or in what way the situation was corrected.

50. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes"] As a result of the situation, did you experience any... Mark "Yes," "No," or "Don't know" for each item.

	Don't know		
	No		
	Yes		
a. Professional retaliation (for example, loss of privileges, denied promotion/training, transferred to less favorable job)?.....	☒	☒	☒
b. Social retaliation (for example, ignored by coworkers, being blamed for the situation)?.....	☒	☒	☒

51. [Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes" AND (ALL Q42 a - d = "No")] What were your reasons for not reporting the situation to any military individuals or organizations? Mark "Yes" or "No" for each statement.

	Yes	No
a. You thought it was not important enough to report	☒	☒
b. You did not know how to report	☒	☒
c. You felt uncomfortable making a report	☒	☒
d. You took care of the problem yourself	☒	☒
e. You did not think anything would be done	☒	☒
f. You thought you would not be believed	☒	☒
g. You thought reporting would take too much time and effort	☒	☒
h. You thought you would be labeled a troublemaker	☒	☒
i. You thought it would make your work situation unpleasant	☒	☒
j. You thought your performance evaluation or chance for promotion would suffer	☒	☒
k. You were afraid of retaliation/reprisals from the person(s) who did it or from their friends	☒	☒
l. You were afraid of retaliation/reprisals from your chain of command	☒	☒
m. You were encouraged to withdraw your report	☒	☒
n. You did not know the identity of the person(s) who did it	☒	☒
o. Situation only involved civilian(s) off an installation	☒	☒
p. Other reason(s)	☒	☒

[Ask if [(Any Q28 a - r = Greater Than "Never") OR (Any Q31 a - u = "Yes, and my race/ethnicity was a factor" OR "Yes, but my race/ethnicity was NOT a factor")]] = "Yes" AND (ALL Q42 a - d = "No") AND Q51 p = "Yes"] Please specify your other reason(s) for not reporting the situation to any military individuals or organizations.

PERSONNEL POLICY AND PRACTICES

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

	Don't know		
	No		
	Yes		
a. Senior leadership of my Service	☒	☒	☒
b. Senior leadership of my installation/ship	☒	☒	☒
c. My immediate supervisor	☒	☒	☒

53. In your opinion, if someone in the military reported racial/ethnic harassment/discrimination, would their chances of getting promoted be...? Mark one.

- ☒ The same
☒ Better
☒ Worse

54. Has the military paid too much or too little attention to... Mark one answer for each item.

	Too little attention		
	The right amount of attention		
	Too much attention		
a. Racial/ethnic harassment/discrimination?	☒	☒	☒
b. Sexual harassment/discrimination?	☒	☒	☒
c. Religious harassment/discrimination?	☒	☒	☒
d. Other harassment/discrimination?	☒	☒	☒

55. How would you rate race relations... Mark one answer for each item.

	Poor				
	Fair				
	Good				
	Very good				
	Excellent				
a. In your work group?	☒	☒	☒	☒	☒
b. At your installation/ship?	☒	☒	☒	☒	☒
c. In your Service?	☒	☒	☒	☒	☒

	Poor				
	Fair				
	Good				
	Very good				
	Excellent				
d. In the local community around your installation?	☒	☒	☒	☒	☒

56. In your work group, to what extent... Mark one answer for each item.

	Very large extent				
	Large extent				
	Moderate extent				
	Small extent				
	Not at all				
a. Would members feel free to report racial/ethnic harassment and discrimination without fear of reprisals?	☒	☒	☒	☒	☒
b. Would reports about racial/ethnic harassment and discrimination be taken seriously?	☒	☒	☒	☒	☒
c. Would people be able to get away with racial/ethnic harassment and discrimination?	☒	☒	☒	☒	☒
d. Are policies forbidding racial/ethnic harassment and discrimination publicized?	☒	☒	☒	☒	☒
e. Are reporting procedures related to racial/ethnic harassment and discrimination publicized?	☒	☒	☒	☒	☒

57. At your installation/ship... Mark "Yes" or "No" for each item.

	No	
	Yes	
a. Would you know how to report experiences of racial/ethnic harassment?	☒	☒
b. Would you know how to report experiences of racial/ethnic discrimination?	☒	☒
c. Is the availability of reporting hotlines publicized enough?	☒	☒

TRAINING

58. In the past 12 months, have you had training on topics related to racial/ethnic harassment and discrimination?

☒ Yes

☒ No

59. [Ask if Q58 = Yes] The training I have received... **Mark one answer for each item.**

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
a. Provides a good understanding of what words and actions are considered racial/ethnic harassment and discrimination.....	☒	☒	☒	☒	☒
b. Teaches that racial/ethnic harassment and discrimination reduces the cohesion and effectiveness of the military as a whole	☒	☒	☒	☒	☒
c. Identifies behaviors that are offensive to others and should not be tolerated	☒	☒	☒	☒	☒
d. Gives useful tools for dealing with racial/ethnic harassment and discrimination.....	☒	☒	☒	☒	☒
e. Explains the process for reporting racial/ethnic harassment and discrimination.....	☒	☒	☒	☒	☒
f. Makes me feel it is safe to report offensive, racial/ethnic situations	☒	☒	☒	☒	☒
g. Promotes cross-cultural awareness	☒	☒	☒	☒	☒
h. Provides information about racial/ethnic harassment and discrimination policies, procedures, or consequences	☒	☒	☒	☒	☒
i. Provides information on my Service's policies on participation in racist/extremist organizations, hate crimes, or gangs	☒	☒	☒	☒	☒
j. Promotes religious tolerance	☒	☒	☒	☒	☒

60. [Ask if Q58 = Yes] In your opinion, how effective was the training you received in actually reducing/preventing behaviors which might be seen as racial/ethnic harassment and discrimination?

☒ Very effective

☒ Moderately effective

☒ Slightly effective

☒ Not at all effective

SOCIAL PERCEPTIONS

61. To what extent do you feel... **Mark one answer for each item.**

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Comfortable interacting with people from different racial/ethnic groups?.....	☒	☒	☒	☒	☒
b. Pressure from Service members who are of your race/ethnicity not to socialize with members of <u>other</u> racial/ethnic groups?.....	☒	☒	☒	☒	☒
c. The need to watch what you say when interacting with people from different racial/ethnic groups?.....	☒	☒	☒	☒	☒
d. The need to watch your behavior (for example, body language or facial expressions) when interacting with people from different racial/ethnic groups?.....	☒	☒	☒	☒	☒
e. Comfortable interacting with people who have different <u>religious beliefs</u> than you?	☒	☒	☒	☒	☒
f. Pressure from Service members to avoid socializing with members who have different <u>religious beliefs</u> ?	☒	☒	☒	☒	☒
g. Comfortable being open about your <u>religious beliefs</u> with other Service members?	☒	☒	☒	☒	☒

62. Do you agree with the ideals of organizations that... Mark "Yes" or "No" for each item.

	Yes	No
a. Support the separation of people based on race/ethnicity?.....	☒	☒
b. Warn of the dangers of interactions between people of different races/ethnicities?.....	☒	☒
c. Point out the dangers of racial/ethnic diversity?.....	☒	☒

63. At your installation/ship, to what extent... Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem?.....	☒	☒	☒	☒	☒
b. Are hate crimes a problem?.....	☒	☒	☒	☒	☒
c. Are gangs a problem?.....	☒	☒	☒	☒	☒

[Ask if Any Q63 a - c = Greater Than "Not at all"] In the previous question you indicated that there are problems at your installation/ship. Please specify.

64. In the local community around your installation, to what extent... Mark one answer for each item.

	Very large extent	Large extent	Moderate extent	Small extent	Not at all
a. Are racist/extremist organizations or individuals a problem?.....	☒	☒	☒	☒	☒
b. Are hate crimes a problem?.....	☒	☒	☒	☒	☒
c. Are gangs a problem?.....	☒	☒	☒	☒	☒

[Ask if Any Q64 a - c = Greater Than "Not at all"] In the previous question you indicated that there are problems in the local community around where you live. Please specify.

MILITARY/CIVILIAN COMPARISONS

65. In your opinion, how often does racial/ethnic harassment and discrimination occur in the nation now, as compared with the last five years?

- ☒ Much less often
☒ Less often
☒ About the same
☒ More often
☒ Much more often
☒ Don't know

66. In your opinion, have race/ethnic relations in our nation gotten better or worse over the last five years?

- ☒ Better today
☒ About the same as five years ago
☒ Worse today

67. In your opinion, have opportunities in our nation gotten better or worse over the last five years for people of your racial/ethnic background?

- ☒ Much better
☒ Better
☒ Neither better or worse
☒ Worse
☒ Much worse

68. [Ask if Q5 = Greater Than or Equal To 5] In your opinion, how often does racial/ethnic harassment and discrimination occur in the military now, as compared with the last five years?

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

69. [Ask if Q5 = Greater Than or Equal To 5] In your opinion, have race/ethnic relations in the military gotten better or worse over the last five years?

- ☒ Better today
☒ About the same as five years ago
☒ Worse today

To submit your answers click **Submit**. For further help, please call our Survey Processing Center toll-free at 1-800-881-5307, e-mail weo-survey@mail.mil, or send a fax to 1-763-268-3002.

70. [Ask if Q5 = Greater Than or Equal To 5] In your opinion, have opportunities in the military gotten better or worse over the last five years for people of your racial/ethnic background?

- ☒ Much better
☒ Better
☒ Neither better or worse
☒ Worse
☒ Much worse

71. Please indicate your religion/religious preference, if you have any.

TAKING THE SURVEY

72. If you have comments or concerns that you were not able to express in answering this survey, please enter them in the space provided. Do not use identifying names or information. Your feedback is useful and appreciated. Any comments you make on this questionnaire will be kept confidential. If you answer any items and indicate distress, being upset, etc., you will not be contacted for follow-up purposes. However, if you indicate a direct threat to harm yourself or others within responses or communications about the survey, because of concern for your welfare, DMDC will notify an office in your area for appropriate action.

73. [Ask if Q1 = "No, I separated or retired"] Based on your answers to the previous question, you are ineligible to take this survey. If you feel you have encountered this message in error, click the back arrow button and check your answer.

INSTRUCTIONS FOR COMPLETING SF 298

1. REPORT DATE. Full publication date, including day, month, if available. Must cite at least the year and be Year 2000 compliant, e.g. 30-06-1998; xx-06-1998; xx-xx-1998.

2. REPORT TYPE. State the type of report, such as final, technical, interim, memorandum, master's thesis, progress, quarterly, research, special, group study, etc.

3. DATES COVERED. Indicate the time during which the work was performed and the report was written, e.g., Jun 1997 - Jun 1998; 1-10 Jun 1996; May - Nov 1998; Nov 1998.

4. TITLE. Enter title and subtitle with volume number and part number, if applicable. On classified documents, enter the title classification in parentheses.

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

5b. GRANT NUMBER. Enter all grant numbers as they appear in the report, e.g. AFOSR-82-1234.

5c. PROGRAM ELEMENT NUMBER. Enter all program element numbers as they appear in the report, e.g. 61101A.

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5e. TASK NUMBER. Enter all task numbers as they appear in the report, e.g. 05; RF0330201; T4112.

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7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES). Self-explanatory.

8. PERFORMING ORGANIZATION REPORT NUMBER. Enter all unique alphanumeric report numbers assigned by the performing organization, e.g. BRL-1234; AFWL-TR-85-4017-Vol-21-PT-2.

9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES). Enter the name and address of the organization(s) financially responsible for and monitoring the work.

10. SPONSOR/MONITOR'S ACRONYM(S). Enter, if available, e.g. BRL, ARDEC, NADC.

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13. SUPPLEMENTARY NOTES. Enter information not included elsewhere such as: prepared in cooperation with; translation of; report supersedes; old edition number, etc.

14. ABSTRACT. A brief (approximately 200 words) factual summary of the most significant information.

15. SUBJECT TERMS. Key words or phrases identifying major concepts in the report.

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**Defense Research, Surveys,
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